

"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.: 2015-5851 Revision No.: 19 Date Of Last Revision: 07/14/2022

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: Texas

Area: Texas County of Newton

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.05
01012 - Accounting Clerk II		16.89
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		25.09
01035 - Court Reporter		27.82
01041 - Customer Service Representative I		13.56***
01042 - Customer Service Representative II		14.80***
01043 - Customer Service Representative III		16.61
01051 - Data Entry Operator I		15.93
01052 - Data Entry Operator II		17.38
01060 - Dispatcher Motor Vehicle		19.49
01070 - Document Preparation Clerk		14.83***
01090 - Duplicating Machine Operator		14.83***
01111 - General Clerk I		13.90***
01112 - General Clerk II		15.17
01113 - General Clerk III		17.02

01120 - Housing Referral Assistant	20.14
01141 - Messenger Courier	13.83***
01191 - Order Clerk I	14.93***
01192 - Order Clerk II	16.31
01261 - Personnel Assistant (Employment) I	16.60
01262 - Personnel Assistant (Employment) II	18.57
01263 - Personnel Assistant (Employment) III	20.70
01270 - Production Control Clerk	28.88
01290 - Rental Clerk	15.07
01300 - Scheduler Maintenance	16.16
01311 - Secretary I	16.16
01312 - Secretary II	18.07
01313 - Secretary III	20.14
01320 - Service Order Dispatcher	17.42
01410 - Supply Technician	25.09
01420 - Survey Worker	15.29
01460 - Switchboard Operator/Receptionist	13.83***
01531 - Travel Clerk I	15.72
01532 - Travel Clerk II	16.90
01533 - Travel Clerk III	18.12
01611 - Word Processor I	14.39***
01612 - Word Processor II	16.16
01613 - Word Processor III	18.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.83
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	22.71
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter Automotive	21.60
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.39***
07041 - Cook I	11.88***
07042 - Cook II	13.89***
07070 - Dishwasher	11.12***
07130 - Food Service Worker	12.39***
07210 - Meat Cutter	14.45***
07260 - Waiter/Waitress	9.92***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.08
09040 - Furniture Handler	13.48***
09080 - Furniture Refinisher	23.08
09090 - Furniture Refinisher Helper	16.69
09110 - Furniture Repairer Minor	19.94
09130 - Upholsterer	23.08
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.84***
11060 - Elevator Operator	12.84***
11090 - Gardener	18.56
11122 - Housekeeping Aide	12.84***
11150 - Janitor	12.84***
11210 - Laborer Grounds Maintenance	13.63***
11240 - Maid or Houseman	11.01***
11260 - Pruner	12.10***
11270 - Tractor Operator	16.87
11330 - Trail Maintenance Worker	13.63***

11360 - Window Cleaner	14.52***
12000 - Health Occupations	
12010 - Ambulance Driver	19.42
12011 - Breath Alcohol Technician	20.50
12012 - Certified Occupational Therapist Assistant	31.53
12015 - Certified Physical Therapist Assistant	36.02
12020 - Dental Assistant	17.69
12025 - Dental Hygienist	37.33
12030 - EKG Technician	31.07
12035 - Electroneurodiagnostic Technologist	31.07
12040 - Emergency Medical Technician	19.42
12071 - Licensed Practical Nurse I	18.32
12072 - Licensed Practical Nurse II	20.50
12073 - Licensed Practical Nurse III	22.85
12100 - Medical Assistant	14.86***
12130 - Medical Laboratory Technician	27.24
12160 - Medical Record Clerk	15.92
12190 - Medical Record Technician	17.80
12195 - Medical Transcriptionist	19.31
12210 - Nuclear Medicine Technologist	45.05
12221 - Nursing Assistant I	11.60***
12222 - Nursing Assistant II	13.04***
12223 - Nursing Assistant III	14.23***
12224 - Nursing Assistant IV	15.98
12235 - Optical Dispenser	15.35
12236 - Optical Technician	18.32
12250 - Pharmacy Technician	17.33
12280 - Phlebotomist	17.48
12305 - Radiologic Technologist	28.38
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.83
12313 - Registered Nurse II Specialist	29.83
12314 - Registered Nurse III	36.08
12315 - Registered Nurse III Anesthetist	36.08
12316 - Registered Nurse IV	43.26
12317 - Scheduler (Drug and Alcohol Testing)	25.40
12320 - Substance Abuse Treatment Counselor	20.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.93
13012 - Exhibits Specialist II	25.94
13013 - Exhibits Specialist III	31.73
13041 - Illustrator I	20.93
13042 - Illustrator II	25.94
13043 - Illustrator III	31.73
13047 - Librarian	28.72
13050 - Library Aide/Clerk	10.86***
13054 - Library Information Technology Systems Administrator	25.94
13058 - Library Technician	14.65***
13061 - Media Specialist I	18.71
13062 - Media Specialist II	20.93
13063 - Media Specialist III	23.34
13071 - Photographer I	18.71
13072 - Photographer II	20.93
13073 - Photographer III	25.94
13074 - Photographer IV	31.73
13075 - Photographer V	38.38
13090 - Technical Order Library Clerk	13.63***
13110 - Video Teleconference Technician	18.71
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.73
14042 - Computer Operator II	21.33
14043 - Computer Operator III	24.72
14044 - Computer Operator IV	27.48
14045 - Computer Operator V	30.43

14071 - Computer Programmer I	(see 1)	22.16
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		18.73
14160 - Personal Computer Support Technician		27.48
14170 - System Support Specialist		32.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.36
15020 - Aircrew Training Devices Instructor (Rated)		40.37
15030 - Air Crew Training Devices Instructor (Pilot)		48.38
15050 - Computer Based Training Specialist / Instructor		33.36
15060 - Educational Technologist		34.32
15070 - Flight Instructor (Pilot)		48.38
15080 - Graphic Artist		19.41
15085 - Maintenance Test Pilot Fixed Jet/Prop		48.38
15086 - Maintenance Test Pilot Rotary Wing		48.38
15088 - Non-Maintenance Test/Co-Pilot		48.38
15090 - Technical Instructor		25.41
15095 - Technical Instructor/Course Developer		31.08
15110 - Test Proctor		20.51
15120 - Tutor		20.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		10.99***
16030 - Counter Attendant		10.99***
16040 - Dry Cleaner		14.10***
16070 - Finisher Flatwork Machine		10.99***
16090 - Presser Hand		10.99***
16110 - Presser Machine Drycleaning		10.99***
16130 - Presser Machine Shirts		10.99***
16160 - Presser Machine Wearing Apparel Laundry		10.99***
16190 - Sewing Machine Operator		14.91***
16220 - Tailor		16.05
16250 - Washer Machine		12.04***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.20
19040 - Tool And Die Maker		31.22
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.09
21030 - Material Coordinator		28.88
21040 - Material Expediter		28.88
21050 - Material Handling Laborer		14.73***
21071 - Order Filler		14.03***
21080 - Production Line Worker (Food Processing)		17.09
21110 - Shipping Packer		17.17
21130 - Shipping/Receiving Clerk		17.17
21140 - Store Worker I		13.01***
21150 - Stock Clerk		18.83
21210 - Tools And Parts Attendant		17.09
21410 - Warehouse Specialist		17.09
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.74
23019 - Aircraft Logs and Records Technician		22.63
23021 - Aircraft Mechanic I		27.20
23022 - Aircraft Mechanic II		28.74
23023 - Aircraft Mechanic III		29.58
23040 - Aircraft Mechanic Helper		18.94
23050 - Aircraft Painter		25.87
23060 - Aircraft Servicer		22.63
23070 - Aircraft Survival Flight Equipment Technician		25.87
23080 - Aircraft Worker		24.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		24.36

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	27.20
II		
23110	- Appliance Mechanic	25.87
23120	- Bicycle Repairer	20.83
23125	- Cable Splicer	34.56
23130	- Carpenter Maintenance	26.71
23140	- Carpet Layer	24.36
23160	- Electrician Maintenance	28.26
23181	- Electronics Technician Maintenance I	33.36
23182	- Electronics Technician Maintenance II	35.86
23183	- Electronics Technician Maintenance III	37.74
23260	- Fabric Worker	22.63
23290	- Fire Alarm System Mechanic	24.40
23310	- Fire Extinguisher Repairer	20.83
23311	- Fuel Distribution System Mechanic	29.52
23312	- Fuel Distribution System Operator	23.78
23370	- General Maintenance Worker	18.53
23380	- Ground Support Equipment Mechanic	27.20
23381	- Ground Support Equipment Servicer	22.63
23382	- Ground Support Equipment Worker	24.36
23391	- Gunsmith I	20.56
23392	- Gunsmith II	24.06
23393	- Gunsmith III	27.20
23410	- Heating Ventilation And Air-Conditioning Mechanic	28.87
23411	- Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.12
23430	- Heavy Equipment Mechanic	26.53
23440	- Heavy Equipment Operator	25.29
23460	- Instrument Mechanic	27.20
23465	- Laboratory/Shelter Mechanic	25.87
23470	- Laborer	14.73***
23510	- Locksmith	25.87
23530	- Machinery Maintenance Mechanic	31.99
23550	- Machinist Maintenance	26.58
23580	- Maintenance Trades Helper	16.35
23591	- Metrology Technician I	27.20
23592	- Metrology Technician II	28.38
23593	- Metrology Technician III	29.58
23640	- Millwright	29.07
23710	- Office Appliance Repairer	19.25
23760	- Painter Maintenance	19.45
23790	- Pipefitter Maintenance	30.88
23810	- Plumber Maintenance	29.34
23820	- Pneudraulic Systems Mechanic	27.20
23850	- Rigger	30.48
23870	- Scale Mechanic	24.36
23890	- Sheet-Metal Worker Maintenance	27.80
23910	- Small Engine Mechanic	19.93
23931	- Telecommunications Mechanic I	32.90
23932	- Telecommunications Mechanic II	34.33
23950	- Telephone Lineman	31.00
23960	- Welder Combination Maintenance	26.26
23965	- Well Driller	26.89
23970	- Woodcraft Worker	27.20
23980	- Woodworker	20.83
24000	- Personal Needs Occupations	
24550	- Case Manager	17.48
24570	- Child Care Attendant	10.35***
24580	- Child Care Center Clerk	12.93***
24610	- Chore Aide	10.05***
24620	- Family Readiness And Support Services Coordinator	17.48
24630	- Homemaker	17.48

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.14
25040 - Sewage Plant Operator	22.84
25070 - Stationary Engineer	27.14
25190 - Ventilation Equipment Tender	18.70
25210 - Water Treatment Plant Operator	22.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.66
27007 - Baggage Inspector	12.94***
27008 - Corrections Officer	25.55
27010 - Court Security Officer	29.08
27030 - Detection Dog Handler	14.48***
27040 - Detention Officer	25.55
27070 - Firefighter	29.08
27101 - Guard I	12.94***
27102 - Guard II	14.48***
27131 - Police Officer I	31.08
27132 - Police Officer II	34.54
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.80***
28042 - Carnival Equipment Repairer	14.07***
28043 - Carnival Worker	9.18***
28210 - Gate Attendant/Gate Tender	16.36
28310 - Lifeguard	14.58***
28350 - Park Attendant (Aide)	18.30
28510 - Recreation Aide/Health Facility Attendant	13.43***
28515 - Recreation Specialist	22.68
28630 - Sports Official	15.14
28690 - Swimming Pool Operator	16.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.79
29020 - Hatch Tender	31.79
29030 - Line Handler	31.79
29041 - Stevedore I	29.52
29042 - Stevedore II	34.17
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	20.65
30022 - Archeological Technician II	23.11
30023 - Archeological Technician III	28.62
30030 - Cartographic Technician	28.62
30040 - Civil Engineering Technician	24.06
30051 - Cryogenic Technician I	31.70
30052 - Cryogenic Technician II	35.01
30061 - Drafter/CAD Operator I	20.65
30062 - Drafter/CAD Operator II	23.11
30063 - Drafter/CAD Operator III	25.76
30064 - Drafter/CAD Operator IV	31.70
30081 - Engineering Technician I	16.51
30082 - Engineering Technician II	18.53
30083 - Engineering Technician III	20.73
30084 - Engineering Technician IV	25.69
30085 - Engineering Technician V	31.42
30086 - Engineering Technician VI	38.01
30090 - Environmental Technician	28.62
30095 - Evidence Control Specialist	27.62
30210 - Laboratory Technician	35.78
30221 - Latent Fingerprint Technician I	31.70
30222 - Latent Fingerprint Technician II	35.01
30240 - Mathematical Technician	28.62
30361 - Paralegal/Legal Assistant I	20.40
30362 - Paralegal/Legal Assistant II	25.27
30363 - Paralegal/Legal Assistant III	30.91

30364 - Paralegal/Legal Assistant IV	37.40
30375 - Petroleum Supply Specialist	35.01
30390 - Photo-Optics Technician	28.62
30395 - Radiation Control Technician	35.01
30461 - Technical Writer I	28.62
30462 - Technical Writer II	35.01
30463 - Technical Writer III	42.36
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	31.70
30502 - Weather Forecaster II	38.56
30620 - Weather Observer Combined Upper Air Or (see 2)	25.76
Surface Programs	
30621 - Weather Observer Senior (see 2)	28.62
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	12.84***
31030 - Bus Driver	18.99
31043 - Driver Courier	14.62***
31260 - Parking and Lot Attendant	11.35***
31290 - Shuttle Bus Driver	14.03***
31310 - Taxi Driver	12.47***
31361 - Truckdriver Light	16.08
31362 - Truckdriver Medium	17.48
31363 - Truckdriver Heavy	22.11
31364 - Truckdriver Tractor-Trailer	22.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	11.32***
99050 - Desk Clerk	11.26***
99095 - Embalmer	27.04
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	20.73
99252 - Laboratory Animal Caretaker II	22.80
99260 - Marketing Analyst	30.07
99310 - Mortician	27.04
99410 - Pest Controller	18.21
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	21.03
99711 - Recycling Specialist	26.03
99730 - Refuse Collector	18.68
99810 - Sales Clerk	12.69***
99820 - School Crossing Guard	12.13***
99830 - Survey Party Chief	28.66
99831 - Surveying Aide	16.30
99832 - Surveying Technician	21.38
99840 - Vending Machine Attendant	19.71
99841 - Vending Machine Repairer	25.37
99842 - Vending Machine Repairer Helper	19.71

\*\*\*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](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 10 years and 4 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))."