

"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		Wage Determination No.: 2015-5355 Revision No.: 20 Date Of Last Revision: 07/15/2022
Division of Wage Determinations		

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: Nebraska

Area: Nebraska Counties of Banner Box Butte Cheyenne Dawes Deuel Garden Kimball Morrill Scotts Bluff Sheridan Sioux

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15***
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		21.87
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		13.25***
01042 - Customer Service Representative II		14.46***
01043 - Customer Service Representative III		16.24
01051 - Data Entry Operator I		14.05***
01052 - Data Entry Operator II		15.33
01060 - Dispatcher Motor Vehicle		19.13
01070 - Document Preparation Clerk		14.39***
01090 - Duplicating Machine Operator		14.39***
01111 - General Clerk I		12.99***
01112 - General Clerk II		14.18***
01113 - General Clerk III		15.93
01120 - Housing Referral Assistant		20.14
01141 - Messenger Courier		11.77***
01191 - Order Clerk I		13.22***
01192 - Order Clerk II		14.43***
01261 - Personnel Assistant (Employment) I		16.21
01262 - Personnel Assistant (Employment) II		18.13
01263 - Personnel Assistant (Employment) III		20.20
01270 - Production Control Clerk		20.37
01290 - Rental Clerk		13.63***
01300 - Scheduler Maintenance		16.15
01311 - Secretary I		16.15
01312 - Secretary II		18.07
01313 - Secretary III		20.14
01320 - Service Order Dispatcher		17.94
01410 - Supply Technician		21.87
01420 - Survey Worker		14.43***
01460 - Switchboard Operator/Receptionist		13.81***
01531 - Travel Clerk I		13.92***
01532 - Travel Clerk II		14.80***
01533 - Travel Clerk III		15.76
01611 - Word Processor I		14.39***
01612 - Word Processor II		16.15
01613 - Word Processor III		18.07
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		22.30
05010 - Automotive Electrician		18.73
05040 - Automotive Glass Installer		17.73
05070 - Automotive Worker		17.73
05110 - Mobile Equipment Servicer		15.77
05130 - Motor Equipment Metal Mechanic		19.71
05160 - Motor Equipment Metal Worker		17.73
05190 - Motor Vehicle Mechanic		19.71
05220 - Motor Vehicle Mechanic Helper		14.79***
05250 - Motor Vehicle Upholstery Worker		16.75
05280 - Motor Vehicle Wrecker		17.73
05310 - Painter Automotive		18.73
05340 - Radiator Repair Specialist		17.73
05370 - Tire Repairer		16.60
05400 - Transmission Repair Specialist		19.71
07000 - Food Preparation And Service Occupations		
07010 - Baker		14.72***
07041 - Cook I		13.75***
07042 - Cook II		15.71
07070 - Dishwasher		10.83***
07130 - Food Service Worker		11.77***
07210 - Meat Cutter		16.33
07260 - Waiter/waitress		10.14***
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		22.33
09040 - Furniture Handler		14.82***
09080 - Furniture Refinisher		22.33
09090 - Furniture Refinisher Helper		17.08
09110 - Furniture Repairer Minor		19.72
09130 - Upholsterer		22.33
11000 - General Services And Support Occupations		
11030 - Cleaner Vehicles		13.18***
11060 - Elevator Operator		14.04***
11090 - Gardener		18.16
11122 - Housekeeping Aide		14.48***
11150 - Janitor		14.48***
11210 - Laborer Grounds Maintenance		14.24***
11240 - Maid or Houseman		11.61***
11260 - Pruner		12.94***
11270 - Tractor Operator		16.84
11330 - Trail Maintenance Worker		14.24***

11360 - Window Cleaner	15.94
12000 - Health Occupations	
12010 - Ambulance Driver	17.74
12011 - Breath Alcohol Technician	20.17
12012 - Certified Occupational Therapist Assistant	27.68
12015 - Certified Physical Therapist Assistant	27.49
12020 - Dental Assistant	17.86
12025 - Dental Hygienist	36.07
12030 - EKG Technician	30.58
12035 - Electroneurodiagnostic Technologist	30.58
12040 - Emergency Medical Technician	17.74
12071 - Licensed Practical Nurse I	18.03
12072 - Licensed Practical Nurse II	20.17
12073 - Licensed Practical Nurse III	22.49
12100 - Medical Assistant	17.20
12130 - Medical Laboratory Technician	23.02
12160 - Medical Record Clerk	15.86
12190 - Medical Record Technician	17.74
12195 - Medical Transcriptionist	18.03
12210 - Nuclear Medicine Technologist	44.34
12221 - Nursing Assistant I	11.78***
12222 - Nursing Assistant II	13.24***
12223 - Nursing Assistant III	14.45***
12224 - Nursing Assistant IV	16.23
12235 - Optical Dispenser	18.74
12236 - Optical Technician	18.03
12250 - Pharmacy Technician	17.42
12280 - Phlebotomist	18.03
12305 - Radiologic Technologist	28.50
12311 - Registered Nurse I	24.87
12312 - Registered Nurse II	30.43
12313 - Registered Nurse II Specialist	30.43
12314 - Registered Nurse III	36.82
12315 - Registered Nurse III Anesthetist	36.82
12316 - Registered Nurse IV	44.13
12317 - Scheduler (Drug and Alcohol Testing)	25.00
12320 - Substance Abuse Treatment Counselor	23.62
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.93
13012 - Exhibits Specialist II	20.98
13013 - Exhibits Specialist III	25.65
13041 - Illustrator I	16.93
13042 - Illustrator II	20.98
13043 - Illustrator III	25.65
13047 - Librarian	23.23
13050 - Library Aide/Clerk	12.69***
13054 - Library Information Technology Systems Administrator	20.98
13058 - Library Technician	14.19***
13061 - Media Specialist I	15.13
13062 - Media Specialist II	16.93
13063 - Media Specialist III	18.88
13071 - Photographer I	15.13
13072 - Photographer II	16.93
13073 - Photographer III	20.98
13074 - Photographer IV	25.65
13075 - Photographer V	31.04
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	17.07
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.45
14042 - Computer Operator II	19.51
14043 - Computer Operator III	21.77
14044 - Computer Operator IV	24.19
14045 - Computer Operator V	26.77
14071 - Computer Programmer I (see 1)	22.19
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	17.45
14160 - Personal Computer Support Technician	24.19
14170 - System Support Specialist	26.80
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.82
15020 - Aircrew Training Devices Instructor (Rated)	36.09
15030 - Air Crew Training Devices Instructor (Pilot)	43.24
15050 - Computer Based Training Specialist / Instructor	29.82
15060 - Educational Technologist	30.10
15070 - Flight Instructor (Pilot)	43.24
15080 - Graphic Artist	23.18
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.24
15086 - Maintenance Test Pilot Rotary Wing	43.24
15088 - Non-Maintenance Test/Co-Pilot	43.24
15090 - Technical Instructor	19.71
15095 - Technical Instructor/Course Developer	24.12
15110 - Test Proctor	15.92
15120 - Tutor	15.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.40***
16030 - Counter Attendant	11.40***
16040 - Dry Cleaner	13.02***
16070 - Finisher Flatwork Machine	11.40***
16090 - Presser Hand	11.40***
16110 - Presser Machine Drycleaning	11.40***
16130 - Presser Machine Shirts	11.40***
16160 - Presser Machine Wearing Apparel Laundry	11.40***
16190 - Sewing Machine Operator	13.76***
16220 - Tailor	14.58***
16250 - Washer Machine	11.94***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.33
19040 - Tool And Die Maker	26.97
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.55
21030 - Material Coordinator	20.37
21040 - Material Expediter	20.37
21050 - Material Handling Laborer	14.59***
21071 - Order Filler	13.53***
21080 - Production Line Worker (Food Processing)	17.55
21110 - Shipping Packer	15.93
21130 - Shipping/Receiving Clerk	15.93
21140 - Store Worker I	13.25***
21150 - Stock Clerk	17.60
21210 - Tools And Parts Attendant	17.55
21410 - Warehouse Specialist	17.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.76
23019 - Aircraft Logs and Records Technician	19.72
23021 - Aircraft Mechanic I	23.50
23022 - Aircraft Mechanic II	24.76
23023 - Aircraft Mechanic III	25.89
23040 - Aircraft Mechanic Helper	17.08
23050 - Aircraft Painter	22.33
23060 - Aircraft Servicer	19.72
23070 - Aircraft Survival Flight Equipment Technician	22.33
23080 - Aircraft Worker	21.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	21.04

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	23.50
II		
23110	- Appliance Mechanic	22.33
23120	- Bicycle Repairer	18.42
23125	- Cable Splicer	36.97
23130	- Carpenter Maintenance	19.62
23140	- Carpet Layer	21.04
23160	- Electrician Maintenance	23.31
23181	- Electronics Technician Maintenance I	24.08
23182	- Electronics Technician Maintenance II	25.74
23183	- Electronics Technician Maintenance III	27.36
23260	- Fabric Worker	19.72
23290	- Fire Alarm System Mechanic	23.58
23310	- Fire Extinguisher Repairer	18.42
23311	- Fuel Distribution System Mechanic	27.74
23312	- Fuel Distribution System Operator	21.75
23370	- General Maintenance Worker	18.95
23380	- Ground Support Equipment Mechanic	23.50
23381	- Ground Support Equipment Servicer	19.72
23382	- Ground Support Equipment Worker	21.04
23391	- Gunsmith I	18.42
23392	- Gunsmith II	21.04
23393	- Gunsmith III	23.50
23410	- Heating Ventilation And Air-Conditioning Mechanic	22.32
23411	- Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.52
23430	- Heavy Equipment Mechanic	22.73
23440	- Heavy Equipment Operator	20.71
23460	- Instrument Mechanic	24.49
23465	- Laboratory/Shelter Mechanic	22.33
23470	- Laborer	14.59***
23510	- Locksmith	22.33
23530	- Machinery Maintenance Mechanic	30.46
23550	- Machinist Maintenance	21.07
23580	- Maintenance Trades Helper	17.08
23591	- Metrology Technician I	24.49
23592	- Metrology Technician II	29.83
23593	- Metrology Technician III	31.47
23640	- Millwright	26.91
23710	- Office Appliance Repairer	22.33
23760	- Painter Maintenance	22.33
23790	- Pipefitter Maintenance	23.81
23810	- Plumber Maintenance	22.62
23820	- Pneudraulic Systems Mechanic	23.50
23850	- Rigger	23.98
23870	- Scale Mechanic	21.04
23890	- Sheet-Metal Worker Maintenance	23.50
23910	- Small Engine Mechanic	21.04
23931	- Telecommunications Mechanic I	30.49
23932	- Telecommunications Mechanic II	32.12
23950	- Telephone Lineman	21.47
23960	- Welder Combination Maintenance	22.45
23965	- Well Driller	23.50
23970	- Woodcraft Worker	23.50
23980	- Woodworker	18.42
24000	- Personal Needs Occupations	
24550	- Case Manager	16.86
24570	- Child Care Attendant	10.80***
24580	- Child Care Center Clerk	13.47***
24610	- Chore Aide	14.99***
24620	- Family Readiness And Support Services Coordinator	16.86
24630	- Homemaker	16.86
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	28.14
25040	- Sewage Plant Operator	21.79
25070	- Stationary Engineer	28.14
25190	- Ventilation Equipment Tender	19.61
25210	- Water Treatment Plant Operator	21.79
27000	- Protective Service Occupations	
27004	- Alarm Monitor	17.62
27007	- Baggage Inspector	15.03
27008	- Corrections Officer	19.02
27010	- Court Security Officer	22.37
27030	- Detection Dog Handler	18.51
27040	- Detention Officer	19.02
27070	- Firefighter	22.79
27101	- Guard I	15.03
27102	- Guard II	18.51
27131	- Police Officer I	22.45
27132	- Police Officer II	24.95
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.91***
28042	- Carnival Equipment Repairer	15.00
28043	- Carnival Worker	10.69***
28210	- Gate Attendant/Gate Tender	17.49
28310	- Lifeguard	12.47***
28350	- Park Attendant (Aide)	19.56
28510	- Recreation Aide/Health Facility Attendant	14.27***
28515	- Recreation Specialist	24.23
28630	- Sports Official	15.57
28690	- Swimming Pool Operator	20.72
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	22.77
29020	- Hatch Tender	22.77
29030	- Line Handler	22.77
29041	- Stevedore I	19.27
29042	- Stevedore II	24.65
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	15.88
30022	- Archeological Technician II	17.76
30023	- Archeological Technician III	22.01
30030	- Cartographic Technician	22.01
30040	- Civil Engineering Technician	22.50
30051	- Cryogenic Technician I	21.24
30052	- Cryogenic Technician II	23.46
30061	- Drafter/CAD Operator I	15.88
30062	- Drafter/CAD Operator II	17.76
30063	- Drafter/CAD Operator III	19.81
30064	- Drafter/CAD Operator IV	24.37
30081	- Engineering Technician I	14.32***
30082	- Engineering Technician II	16.61
30083	- Engineering Technician III	17.97
30084	- Engineering Technician IV	22.27
30085	- Engineering Technician V	27.24
30086	- Engineering Technician VI	32.82
30090	- Environmental Technician	19.19
30095	- Evidence Control Specialist	19.18
30210	- Laboratory Technician	18.06
30221	- Latent Fingerprint Technician I	21.24
30222	- Latent Fingerprint Technician II	23.46
30240	- Mathematical Technician	20.55
30361	- Paralegal/Legal Assistant I	17.62
30362	- Paralegal/Legal Assistant II	21.82
30363	- Paralegal/Legal Assistant III	26.70

38364 - Paralegal/Legal Assistant IV	32.31
38375 - Petroleum Supply Specialist	23.46
38390 - Photo-Optics Technician	22.01
38395 - Radiation Control Technician	23.46
38461 - Technical Writer I	22.00
38462 - Technical Writer II	26.91
38463 - Technical Writer III	32.57
38491 - Unexploded Ordnance (UXO) Technician I	26.22
38492 - Unexploded Ordnance (UXO) Technician II	31.73
38493 - Unexploded Ordnance (UXO) Technician III	38.03
38494 - Unexploded (UXO) Safety Escort	26.22
38495 - Unexploded (UXO) Sweep Personnel	26.22
38501 - Weather Forecaster I	24.37
38502 - Weather Forecaster II	29.65
38620 - Weather Observer Combined Upper Air Or Surface Programs	19.81
38621 - Weather Observer Senior	22.01
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	14.34***
31030 - Bus Driver	19.73
31043 - Driver Courier	16.65
31260 - Parking and Lot Attendant	13.13***
31290 - Shuttle Bus Driver	16.75
31310 - Taxi Driver	12.46***
31361 - Truckdriver Light	17.96
31362 - Truckdriver Medium	19.23
31363 - Truckdriver Heavy	22.38
31364 - Truckdriver Tractor-Trailer	22.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	11.23***
99050 - Desk Clerk	12.56***
99095 - Embalmer	36.56
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	13.37***
99252 - Laboratory Animal Caretaker II	14.42***
99260 - Marketing Analyst	24.89
99310 - Mortician	36.56
99410 - Pest Controller	22.07
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	19.86
99711 - Recycling Specialist	23.48
99730 - Refuse Collector	18.04
99810 - Sales Clerk	13.06***
99820 - School Crossing Guard	14.68***
99830 - Survey Party Chief	22.30
99831 - Surveying Aide	16.30
99832 - Surveying Technician	20.24
99840 - Vending Machine Attendant	19.11
99841 - Vending Machine Repairer	23.55
99842 - Vending Machine Repairer Helper	19.11

***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 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. (See 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))."