

"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 Division of
Director Wage Determinations

Wage Determination No.: 2015-5117
Revision No.: 22
Date Of Last Revision: 07/12/2023

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., workers an option is exercised) on or after applicable January 30, 2022: determination, 	Executive Order 14026 generally applies to the contract. The contractor must pay all covered at least \$16.20 per hour (or the wage rate listed on this wage 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 workers or extended on or after January 30, applicable 2022: determination, 	Executive Order 13658 generally applies to the contract. The contractor must pay all covered at least \$12.15 per hour (or the wage rate listed on this wage 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.

State: Arkansas

Area: Arkansas Counties of Faulkner, Lonoke, Perry, Pulaski, Saline

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
---------------------------------	----------

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

14.97***

01012 - Accounting Clerk II

16.81

01013 - Accounting Clerk III

19.95

01020 - Administrative Assistant

25.48

01035 - Court Reporter

20.13

01041 - Customer Service Representative I

14.42***

01042 - Customer Service Representative II

15.74***

01043 - Customer Service Representative III

17.68

01051 - Data Entry Operator I

14.65***

01052 - Data Entry Operator II

15.98***

01060 - Dispatcher, Motor Vehicle

18.11

01070 - Document Preparation Clerk

13.94***

01090 - Duplicating Machine Operator

13.94***

01111 - General Clerk I

13.83***
01112 - General Clerk II
15.09***
01113 - General Clerk III
16.95
01120 - Housing Referral Assistant
21.30
01141 - Messenger Courier
14.61***
01191 - Order Clerk I
14.33***
01192 - Order Clerk II
15.63***
01261 - Personnel Assistant (Employment) I
17.14
01262 - Personnel Assistant (Employment) II
19.17
01263 - Personnel Assistant (Employment) III
21.37
01270 - Production Control Clerk
26.54
01290 - Rental Clerk
14.54***
01300 - Scheduler, Maintenance
17.08
01311 - Secretary I
17.08
01312 - Secretary II
19.12
01313 - Secretary III
21.30
01320 - Service Order Dispatcher
16.61
01410 - Supply Technician
25.48
01420 - Survey Worker
17.22
01460 - Switchboard Operator/Receptionist
14.79***
01531 - Travel Clerk I
18.44
01532 - Travel Clerk II
19.99
01533 - Travel Clerk III
21.07
01611 - Word Processor I
15.30***
01612 - Word Processor II
17.19
01613 - Word Processor III

19.22
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
22.42
05010 - Automotive Electrician
20.25
05040 - Automotive Glass Installer
19.00
05070 - Automotive Worker
19.00
05110 - Mobile Equipment Servicer
16.70
05130 - Motor Equipment Metal Mechanic
21.51
05160 - Motor Equipment Metal Worker
19.00
05190 - Motor Vehicle Mechanic
21.51
05220 - Motor Vehicle Mechanic Helper
15.56***
05250 - Motor Vehicle Upholstery Worker
17.86
05280 - Motor Vehicle Wrecker
19.00
05310 - Painter, Automotive
20.25
05340 - Radiator Repair Specialist
19.00
05370 - Tire Repairer
14.00***
05400 - Transmission Repair Specialist
21.51
07000 - Food Preparation And Service Occupations
07010 - Baker
13.96***
07041 - Cook I
12.82***
07042 - Cook II
14.58***
07070 - Dishwasher
12.33***
07130 - Food Service Worker
13.20***
07210 - Meat Cutter
16.63
07260 - Waiter/Waitress
11.72***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
18.95

09040 - Furniture Handler
11.48***
09080 - Furniture Refinisher
18.00
09090 - Furniture Refinisher Helper
13.83***
09110 - Furniture Repairer, Minor
15.88***
09130 - Upholsterer
18.50
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
12.95***
11060 - Elevator Operator
12.87***
11090 - Gardener
18.63
11122 - Housekeeping Aide
12.77***
11150 - Janitor
12.77***
11210 - Laborer, Grounds Maintenance
14.40***
11240 - Maid or Houseman
12.48***
11260 - Pruner
13.13***
11270 - Tractor Operator
17.35
11330 - Trail Maintenance Worker
14.40***
11360 - Window Cleaner
14.00***
12000 - Health Occupations
12010 - Ambulance Driver
17.54
12011 - Breath Alcohol Technician
20.49
12012 - Certified Occupational Therapist Assistant
34.54
12015 - Certified Physical Therapist Assistant
31.30
12020 - Dental Assistant
18.82
12025 - Dental Hygienist
37.46
12030 - EKG Technician
28.35
12035 - Electroneurodiagnostic Technologist
28.35

12040 - Emergency Medical Technician
17.54
12071 - Licensed Practical Nurse I
18.32
12072 - Licensed Practical Nurse II
20.49
12073 - Licensed Practical Nurse III
22.84
12100 - Medical Assistant
16.39
12130 - Medical Laboratory Technician
24.36
12160 - Medical Record Clerk
18.68
12190 - Medical Record Technician
21.08
12195 - Medical Transcriptionist
16.81
12210 - Nuclear Medicine Technologist
35.38
12221 - Nursing Assistant I
12.14***
12222 - Nursing Assistant II
13.65***
12223 - Nursing Assistant III
14.89***
12224 - Nursing Assistant IV
16.72
12235 - Optical Dispenser
18.95
12236 - Optical Technician
18.32
12250 - Pharmacy Technician
15.97***
12280 - Phlebotomist
17.59
12305 - Radiologic Technologist
26.50
12311 - Registered Nurse I
24.99
12312 - Registered Nurse II
30.57
12313 - Registered Nurse II, Specialist
30.57
12314 - Registered Nurse III
36.98
12315 - Registered Nurse III, Anesthetist
36.98
12316 - Registered Nurse IV
44.33

12317 - Scheduler (Drug and Alcohol Testing)
25.39
12320 - Substance Abuse Treatment Counselor
24.31
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
21.00
13012 - Exhibits Specialist II
26.03
13013 - Exhibits Specialist III
31.83
13041 - Illustrator I
21.00
13042 - Illustrator II
26.03
13043 - Illustrator III
31.83
13047 - Librarian
28.82
13050 - Library Aide/Clerk
13.42***
13054 - Library Information Technology Systems
26.03
Administrator
13058 - Library Technician
14.66***
13061 - Media Specialist I
18.78
13062 - Media Specialist II
21.00
13063 - Media Specialist III
23.41
13071 - Photographer I
16.32
13072 - Photographer II
18.26
13073 - Photographer III
22.62
13074 - Photographer IV
27.67
13075 - Photographer V
33.48
13090 - Technical Order Library Clerk
16.85
13110 - Video Teleconference Technician
21.91
14000 - Information Technology Occupations
14041 - Computer Operator I
17.31
14042 - Computer Operator II

19.35
 14043 - Computer Operator III
 21.58
 14044 - Computer Operator IV
 23.99
 14045 - Computer Operator V
 26.56
 14071 - Computer Programmer I (see 1)
 21.44
 14072 - Computer Programmer II (see 1)
 26.25
 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
 17.31
 14160 - Personal Computer Support Technician
 24.02
 14170 - System Support Specialist
 26.56
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 32.37
 15020 - Aircrew Training Devices Instructor (Rated)
 39.16
 15030 - Air Crew Training Devices Instructor (Pilot)
 46.95
 15050 - Computer Based Training Specialist / Instructor
 32.37
 15060 - Educational Technologist
 29.61
 15070 - Flight Instructor (Pilot)
 46.95
 15080 - Graphic Artist
 22.65
 15085 - Maintenance Test Pilot, Fixed, Jet/Prop
 46.95
 15086 - Maintenance Test Pilot, Rotary Wing
 46.95
 15088 - Non-Maintenance Test/Co-Pilot
 46.95
 15090 - Technical Instructor
 20.60

15095 - Technical Instructor/Course Developer
25.20
15110 - Test Proctor
16.63
15120 - Tutor
16.63
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
13.01***
16030 - Counter Attendant
13.01***
16040 - Dry Cleaner
14.96***
16070 - Finisher, Flatwork, Machine
13.01***
16090 - Presser, Hand
13.01***
16110 - Presser, Machine, Drycleaning
13.01***
16130 - Presser, Machine, Shirts
13.01***
16160 - Presser, Machine, Wearing Apparel, Laundry
13.01***
16190 - Sewing Machine Operator
15.58***
16220 - Tailor
16.20
16250 - Washer, Machine
13.66***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
19.84
19040 - Tool And Die Maker
24.72
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
18.34
21030 - Material Coordinator
26.54
21040 - Material Expediter
26.54
21050 - Material Handling Laborer
15.02***
21071 - Order Filler
14.64***
21080 - Production Line Worker (Food Processing)
18.34
21110 - Shipping Packer
17.35
21130 - Shipping/Receiving Clerk

17.35
21140 - Store Worker I
12.69***
21150 - Stock Clerk
17.12
21210 - Tools And Parts Attendant
18.34
21410 - Warehouse Specialist
18.34
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
30.89
23019 - Aircraft Logs and Records Technician
24.28
23021 - Aircraft Mechanic I
29.23
23022 - Aircraft Mechanic II
30.89
23023 - Aircraft Mechanic III
32.57
23040 - Aircraft Mechanic Helper
21.14
23050 - Aircraft, Painter
27.52
23060 - Aircraft Servicer
24.28
23070 - Aircraft Survival Flight Equipment Technician
27.52
23080 - Aircraft Worker
25.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
25.81
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
29.23
II
23110 - Appliance Mechanic
20.70
23120 - Bicycle Repairer
18.72
23125 - Cable Splicer
31.47
23130 - Carpenter, Maintenance
20.04
23140 - Carpet Layer
21.29
23160 - Electrician, Maintenance
22.66
23181 - Electronics Technician Maintenance I
26.29

23182 - Electronics Technician Maintenance II
28.04
23183 - Electronics Technician Maintenance III
29.78
23260 - Fabric Worker
20.02
23290 - Fire Alarm System Mechanic
21.04
23310 - Fire Extinguisher Repairer
18.72
23311 - Fuel Distribution System Mechanic
32.10
23312 - Fuel Distribution System Operator
25.20
23370 - General Maintenance Worker
17.52
23380 - Ground Support Equipment Mechanic
29.23
23381 - Ground Support Equipment Servicer
24.28
23382 - Ground Support Equipment Worker
25.81
23391 - Gunsmith I
18.72
23392 - Gunsmith II
21.29
23393 - Gunsmith III
24.10
23410 - Heating, Ventilation And Air-Conditioning
22.28
Mechanic
23411 - Heating, Ventilation And Air Contidioning
23.55
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
25.24
23440 - Heavy Equipment Operator
19.32
23460 - Instrument Mechanic
26.20
23465 - Laboratory/Shelter Mechanic
22.69
23470 - Laborer
15.02***
23510 - Locksmith
21.46
23530 - Machinery Maintenance Mechanic
23.79
23550 - Machinist, Maintenance
21.42

23580 - Maintenance Trades Helper
14.97***
23591 - Metrology Technician I
26.20
23592 - Metrology Technician II
27.69
23593 - Metrology Technician III
29.20
23640 - Millwright
23.89
23710 - Office Appliance Repairer
19.74
23760 - Painter, Maintenance
20.67
23790 - Pipefitter, Maintenance
25.19
23810 - Plumber, Maintenance
23.72
23820 - Pneudraulic Systems Mechanic
24.10
23850 - Rigger
24.96
23870 - Scale Mechanic
21.29
23890 - Sheet-Metal Worker, Maintenance
21.72
23910 - Small Engine Mechanic
18.01
23931 - Telecommunications Mechanic I
24.33
23932 - Telecommunications Mechanic II
25.72
23950 - Telephone Lineman
24.24
23960 - Welder, Combination, Maintenance
20.13
23965 - Well Driller
24.10
23970 - Woodcraft Worker
24.10
23980 - Woodworker
18.72
24000 - Personal Needs Occupations
24550 - Case Manager
17.64
24570 - Child Care Attendant
12.38***
24580 - Child Care Center Clerk
15.43***
24610 - Chore Aide

12.49***
24620 - Family Readiness And Support Services
17.64
Coordinator
24630 - Homemaker
17.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
23.11
25040 - Sewage Plant Operator
22.13
25070 - Stationary Engineer
23.11
25190 - Ventilation Equipment Tender
16.71
25210 - Water Treatment Plant Operator
22.13
27000 - Protective Service Occupations
27004 - Alarm Monitor
17.67
27007 - Baggage Inspector
14.00***
27008 - Corrections Officer
19.18
27010 - Court Security Officer
20.39
27030 - Detection Dog Handler
15.66***
27040 - Detention Officer
19.18
27070 - Firefighter
23.60
27101 - Guard I
14.00***
27102 - Guard II
15.66***
27131 - Police Officer I
22.00
27132 - Police Officer II
24.46
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
15.98***
28042 - Carnival Equipment Repairer
17.17
28043 - Carnival Worker
12.11***
28210 - Gate Attendant/Gate Tender
17.20
28310 - Lifeguard

11.62***
28350 - Park Attendant (Aide)
19.25
28510 - Recreation Aide/Health Facility Attendant
14.00***
28515 - Recreation Specialist
23.76
28630 - Sports Official
15.27***
28690 - Swimming Pool Operator
19.53
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
23.70
29020 - Hatch Tender
23.70
29030 - Line Handler
23.70
29041 - Stevedore I
22.29
29042 - Stevedore II
25.27
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
43.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
29.69
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
32.70
30021 - Archeological Technician I
18.41
30022 - Archeological Technician II
20.59
30023 - Archeological Technician III
25.51
30030 - Cartographic Technician
25.51
30040 - Civil Engineering Technician
24.68
30051 - Cryogenic Technician I
28.25
30052 - Cryogenic Technician II
31.20
30061 - Drafter/CAD Operator I
18.41
30062 - Drafter/CAD Operator II
20.59
30063 - Drafter/CAD Operator III
22.95
30064 - Drafter/CAD Operator IV

28.25
30081 - Engineering Technician I
15.84***
30082 - Engineering Technician II
17.80
30083 - Engineering Technician III
19.90
30084 - Engineering Technician IV
24.66
30085 - Engineering Technician V
30.16
30086 - Engineering Technician VI
36.50
30090 - Environmental Technician
21.87
30095 - Evidence Control Specialist
25.51
30210 - Laboratory Technician
19.71
30221 - Latent Fingerprint Technician I
24.09
30222 - Latent Fingerprint Technician II
26.61
30240 - Mathematical Technician
26.50
30361 - Paralegal/Legal Assistant I
19.36
30362 - Paralegal/Legal Assistant II
22.87
30363 - Paralegal/Legal Assistant III
27.98
30364 - Paralegal/Legal Assistant IV
33.40
30375 - Petroleum Supply Specialist
31.20
30390 - Photo-Optics Technician
25.51
30395 - Radiation Control Technician
31.20
30461 - Technical Writer I
24.61
30462 - Technical Writer II
30.11
30463 - Technical Writer III
36.43
30491 - Unexploded Ordnance (UXO) Technician I
27.37
30492 - Unexploded Ordnance (UXO) Technician II
33.11
30493 - Unexploded Ordnance (UXO) Technician III

39.69
30494 - Unexploded (UX0) Safety Escort
27.37
30495 - Unexploded (UX0) Sweep Personnel
27.37
30501 - Weather Forecaster I
28.25
30502 - Weather Forecaster II
34.36
30620 - Weather Observer, Combined Upper Air Or (see 2)
22.95
Surface Programs
30621 - Weather Observer, Senior (see 2)
25.51
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot
33.11
31020 - Bus Aide
14.40***
31030 - Bus Driver
19.91
31043 - Driver Courier
14.97***
31260 - Parking and Lot Attendant
13.14***
31290 - Shuttle Bus Driver
14.10***
31310 - Taxi Driver
12.97***
31361 - Truckdriver, Light
16.07***
31362 - Truckdriver, Medium
17.19
31363 - Truckdriver, Heavy
23.73
31364 - Truckdriver, Tractor-Trailer
23.73
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
16.14***
99030 - Cashier
12.35***
99050 - Desk Clerk
12.40***
99095 - Embalmer
27.37
99130 - Flight Follower
27.37
99251 - Laboratory Animal Caretaker I
13.89***

99252 - Laboratory Animal Caretaker II
 14.91***
 99260 - Marketing Analyst
 29.32
 99310 - Mortician
 27.37
 99410 - Pest Controller
 16.74
 99510 - Photofinishing Worker
 14.38***
 99710 - Recycling Laborer
 18.42
 99711 - Recycling Specialist
 22.19
 99730 - Refuse Collector
 16.80
 99810 - Sales Clerk
 13.14***
 99820 - School Crossing Guard
 12.57***
 99830 - Survey Party Chief
 24.32
 99831 - Surveying Aide
 16.09***
 99832 - Surveying Technician
 22.11
 99840 - Vending Machine Attendant
 18.64
 99841 - Vending Machine Repairer
 22.76
 99842 - Vending Machine Repairer Helper
 18.64

***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.

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: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 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))."