

"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.: 2015-5263
Revision No.: 20
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: determination,	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 if it is higher) for all hours spent performing on the contract in 2023.
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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: determination,	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 if it is higher) for all hours spent performing on the contract in 2023.
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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: Texas

Area: Texas Counties of Archer, Clay, Wichita

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.90***
01012 - Accounting Clerk II		16.74
01013 - Accounting Clerk III		18.72
01020 - Administrative Assistant		24.03
01035 - Court Reporter		16.58
01041 - Customer Service Representative I		13.54***
01042 - Customer Service Representative II		14.78***
01043 - Customer Service Representative III		16.60
01051 - Data Entry Operator I		14.27***
01052 - Data Entry Operator II		15.58***
01060 - Dispatcher, Motor Vehicle		19.21
01070 - Document Preparation Clerk		13.20***
01090 - Duplicating Machine Operator		13.20***
01111 - General Clerk I		13.28***
01112 - General Clerk II		14.49***
01113 - General Clerk III		16.25
01120 - Housing Referral Assistant		18.48
01141 - Messenger Courier		12.22***
01191 - Order Clerk I		15.71***
01192 - Order Clerk II		17.15
01261 - Personnel Assistant (Employment) I		16.89
01262 - Personnel Assistant (Employment) II		18.89
01263 - Personnel Assistant (Employment) III		21.06
01270 - Production Control Clerk		23.52
01290 - Rental Clerk		13.86***
01300 - Scheduler, Maintenance		14.83***
01311 - Secretary I		14.83***
01312 - Secretary II		16.58
01313 - Secretary III		18.48
01320 - Service Order Dispatcher		17.18
01410 - Supply Technician		24.03
01420 - Survey Worker		16.17***
01460 - Switchboard Operator/Receptionist		12.38***
01531 - Travel Clerk I		12.92***
01532 - Travel Clerk II		13.88***
01533 - Travel Clerk III		14.66***
01611 - Word Processor I		13.50***
01612 - Word Processor II		15.07***
01613 - Word Processor III		16.98
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.21
05010 - Automotive Electrician		18.16
05040 - Automotive Glass Installer		17.21
05070 - Automotive Worker		17.21
05110 - Mobile Equipment Servicer		15.24***
05130 - Motor Equipment Metal Mechanic		19.13
05160 - Motor Equipment Metal Worker		17.21
05190 - Motor Vehicle Mechanic		19.13
05220 - Motor Vehicle Mechanic Helper		14.23***
05250 - Motor Vehicle Upholstery Worker		16.21
05280 - Motor Vehicle Wrecker		17.21
05310 - Painter, Automotive		18.16
05340 - Radiator Repair Specialist		17.21
05370 - Tire Repairer		13.87***
05400 - Transmission Repair Specialist		19.13
07000 - Food Preparation And Service Occupations		
07010 - Baker		15.36***
07041 - Cook I		11.31***
07042 - Cook II		12.77***
07070 - Dishwasher		10.92***
07130 - Food Service Worker		11.88***

07210 - Meat Cutter	14.37***
07260 - Waiter/Waitress	9.00***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.52
09040 - Furniture Handler	13.04***
09080 - Furniture Refinisher	18.52
09090 - Furniture Refinisher Helper	15.01***
09110 - Furniture Repairer, Minor	17.10
09130 - Upholsterer	18.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.36***
11060 - Elevator Operator	11.34***
11090 - Gardener	17.81
11122 - Housekeeping Aide	11.34***
11150 - Janitor	11.34***
11210 - Laborer, Grounds Maintenance	14.42***
11240 - Maid or Houseman	10.75***
11260 - Pruner	13.29***
11270 - Tractor Operator	16.62
11330 - Trail Maintenance Worker	14.42***
11360 - Window Cleaner	12.30***
12000 - Health Occupations	
12010 - Ambulance Driver	14.92***
12011 - Breath Alcohol Technician	19.17
12012 - Certified Occupational Therapist Assistant	27.23
12015 - Certified Physical Therapist Assistant	30.87
12020 - Dental Assistant	20.23
12025 - Dental Hygienist	36.69
12030 - EKG Technician	29.06
12035 - Electroneurodiagnostic Technologist	29.06
12040 - Emergency Medical Technician	14.92***
12071 - Licensed Practical Nurse I	17.15
12072 - Licensed Practical Nurse II	19.17
12073 - Licensed Practical Nurse III	21.37
12100 - Medical Assistant	14.76***
12130 - Medical Laboratory Technician	23.11
12160 - Medical Record Clerk	16.78
12190 - Medical Record Technician	18.77
12195 - Medical Transcriptionist	17.29
12210 - Nuclear Medicine Technologist	42.14
12221 - Nursing Assistant I	12.01***
12222 - Nursing Assistant II	13.50***
12223 - Nursing Assistant III	14.73***
12224 - Nursing Assistant IV	16.54
12235 - Optical Dispenser	17.43
12236 - Optical Technician	17.15
12250 - Pharmacy Technician	17.48
12280 - Phlebotomist	14.28***
12305 - Radiologic Technologist	24.37
12311 - Registered Nurse I	24.89
12312 - Registered Nurse II	30.57
12313 - Registered Nurse II, Specialist	30.57
12314 - Registered Nurse III	36.83
12315 - Registered Nurse III, Anesthetist	36.83
12316 - Registered Nurse IV	44.14
12317 - Scheduler (Drug and Alcohol Testing)	23.76
12320 - Substance Abuse Treatment Counselor	27.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.66
13012 - Exhibits Specialist II	24.36
13013 - Exhibits Specialist III	29.80
13041 - Illustrator I	19.66
13042 - Illustrator II	24.36
13043 - Illustrator III	29.80
13047 - Librarian	26.97

13050 - Library Aide/Clerk	15.66***
13054 - Library Information Technology Systems Administrator	24.36
13058 - Library Technician	19.66
13061 - Media Specialist I	17.57
13062 - Media Specialist II	19.66
13063 - Media Specialist III	21.91
13071 - Photographer I	17.57
13072 - Photographer II	19.66
13073 - Photographer III	24.36
13074 - Photographer IV	29.80
13075 - Photographer V	36.04
13090 - Technical Order Library Clerk	19.66
13110 - Video Teleconference Technician	17.57
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.45
14042 - Computer Operator II	18.40
14043 - Computer Operator III	20.52
14044 - Computer Operator IV	22.80
14045 - Computer Operator V	25.25
14071 - Computer Programmer I	(see 1)
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	16.45
14160 - Personal Computer Support Technician	23.46
14170 - System Support Specialist	25.25
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.62
15020 - Aircrew Training Devices Instructor (Rated)	37.04
15030 - Air Crew Training Devices Instructor (Pilot)	44.41
15050 - Computer Based Training Specialist / Instructor	30.62
15060 - Educational Technologist	37.09
15070 - Flight Instructor (Pilot)	44.41
15080 - Graphic Artist	21.76
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.41
15086 - Maintenance Test Pilot, Rotary Wing	44.41
15088 - Non-Maintenance Test/Co-Pilot	44.41
15090 - Technical Instructor	21.55
15095 - Technical Instructor/Course Developer	26.37
15110 - Test Proctor	17.40
15120 - Tutor	17.40
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.59***
16030 - Counter Attendant	9.59***
16040 - Dry Cleaner	12.07***
16070 - Finisher, Flatwork, Machine	9.59***
16090 - Presser, Hand	9.59***
16110 - Presser, Machine, Drycleaning	9.59***
16130 - Presser, Machine, Shirts	9.59***
16160 - Presser, Machine, Wearing Apparel, Laundry	9.59***
16190 - Sewing Machine Operator	12.86***
16220 - Tailor	13.71***
16250 - Washer, Machine	10.37***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.91
19040 - Tool And Die Maker	26.41
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.32***
21030 - Material Coordinator	23.52
21040 - Material Expediter	23.52
21050 - Material Handling Laborer	13.28***

21071 - Order Filler	13.63***
21080 - Production Line Worker (Food Processing)	14.32***
21110 - Shipping Packer	15.66***
21130 - Shipping/Receiving Clerk	15.66***
21140 - Store Worker I	13.95***
21150 - Stock Clerk	17.63
21210 - Tools And Parts Attendant	14.32***
21410 - Warehouse Specialist	14.32***
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.22
23019 - Aircraft Logs and Records Technician	24.35
23021 - Aircraft Mechanic I	28.80
23022 - Aircraft Mechanic II	30.22
23023 - Aircraft Mechanic III	31.66
23040 - Aircraft Mechanic Helper	21.41
23050 - Aircraft, Painter	27.29
23060 - Aircraft Servicer	24.35
23070 - Aircraft Survival Flight Equipment Technician	27.29
23080 - Aircraft Worker	25.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.80
23110 - Appliance Mechanic	21.91
23120 - Bicycle Repairer	18.39
23125 - Cable Splicer	24.12
23130 - Carpenter, Maintenance	18.51
23140 - Carpet Layer	20.76
23160 - Electrician, Maintenance	24.21
23181 - Electronics Technician Maintenance I	21.07
23182 - Electronics Technician Maintenance II	22.24
23183 - Electronics Technician Maintenance III	23.44
23260 - Fabric Worker	19.56
23290 - Fire Alarm System Mechanic	22.68
23310 - Fire Extinguisher Repairer	18.39
23311 - Fuel Distribution System Mechanic	22.21
23312 - Fuel Distribution System Operator	18.39
23370 - General Maintenance Worker	15.28***
23380 - Ground Support Equipment Mechanic	28.80
23381 - Ground Support Equipment Servicer	24.35
23382 - Ground Support Equipment Worker	25.82
23391 - Gunsmith I	18.39
23392 - Gunsmith II	20.76
23393 - Gunsmith III	23.08
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.66
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.87
23430 - Heavy Equipment Mechanic	27.29
23440 - Heavy Equipment Operator	18.62
23460 - Instrument Mechanic	23.08
23465 - Laboratory/Shelter Mechanic	21.91
23470 - Laborer	13.28***
23510 - Locksmith	21.91
23530 - Machinery Maintenance Mechanic	25.17
23550 - Machinist, Maintenance	21.89
23580 - Maintenance Trades Helper	14.99***
23591 - Metrology Technician I	23.08
23592 - Metrology Technician II	24.20
23593 - Metrology Technician III	25.32
23640 - Millwright	23.08
23710 - Office Appliance Repairer	21.82
23760 - Painter, Maintenance	17.86
23790 - Pipefitter, Maintenance	23.06
23810 - Plumber, Maintenance	21.89

23820 - Pneudraulic Systems Mechanic	23.08
23850 - Rigger	23.08
23870 - Scale Mechanic	20.76
23890 - Sheet-Metal Worker, Maintenance	21.81
23910 - Small Engine Mechanic	20.76
23931 - Telecommunications Mechanic I	22.77
23932 - Telecommunications Mechanic II	23.87
23950 - Telephone Lineman	24.95
23960 - Welder, Combination, Maintenance	21.50
23965 - Well Driller	23.08
23970 - Woodcraft Worker	23.08
23980 - Woodworker	18.39
24000 - Personal Needs Occupations	
24550 - Case Manager	14.65***
24570 - Child Care Attendant	9.90***
24580 - Child Care Center Clerk	12.35***
24610 - Chore Aide	10.23***
24620 - Family Readiness And Support Services Coordinator	14.65***
24630 - Homemaker	14.65***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.68
25040 - Sewage Plant Operator	18.12
25070 - Stationary Engineer	22.68
25190 - Ventilation Equipment Tender	16.87
25210 - Water Treatment Plant Operator	18.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.89***
27007 - Baggage Inspector	13.25***
27008 - Corrections Officer	19.95
27010 - Court Security Officer	21.85
27030 - Detection Dog Handler	14.82***
27040 - Detention Officer	19.95
27070 - Firefighter	24.17
27101 - Guard I	13.25***
27102 - Guard II	14.82***
27131 - Police Officer I	27.68
27132 - Police Officer II	30.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.11***
28042 - Carnival Equipment Repairer	12.97***
28043 - Carnival Worker	9.68***
28210 - Gate Attendant/Gate Tender	14.46***
28310 - Lifeguard	12.61***
28350 - Park Attendant (Aide)	16.18***
28510 - Recreation Aide/Health Facility Attendant	11.81***
28515 - Recreation Specialist	19.62
28630 - Sports Official	12.89***
28690 - Swimming Pool Operator	14.54***
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.76
29020 - Hatch Tender	20.76
29030 - Line Handler	20.76
29041 - Stevedore I	19.56
29042 - Stevedore II	21.91
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.26
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	16.41
30022 - Archeological Technician II	18.50
30023 - Archeological Technician III	22.74
30030 - Cartographic Technician	22.91
30040 - Civil Engineering Technician	22.91
30051 - Cryogenic Technician I	25.19

30052 - Cryogenic Technician II	27.83
30061 - Drafter/CAD Operator I	16.41
30062 - Drafter/CAD Operator II	18.50
30063 - Drafter/CAD Operator III	20.62
30064 - Drafter/CAD Operator IV	25.19
30081 - Engineering Technician I	14.93***
30082 - Engineering Technician II	18.08
30083 - Engineering Technician III	20.35
30084 - Engineering Technician IV	23.21
30085 - Engineering Technician V	28.40
30086 - Engineering Technician VI	34.36
30090 - Environmental Technician	22.91
30095 - Evidence Control Specialist	22.74
30210 - Laboratory Technician	20.62
30221 - Latent Fingerprint Technician I	25.19
30222 - Latent Fingerprint Technician II	27.83
30240 - Mathematical Technician	22.91
30361 - Paralegal/Legal Assistant I	19.05
30362 - Paralegal/Legal Assistant II	23.60
30363 - Paralegal/Legal Assistant III	28.87
30364 - Paralegal/Legal Assistant IV	34.94
30375 - Petroleum Supply Specialist	27.83
30390 - Photo-Optics Technician	22.91
30395 - Radiation Control Technician	27.83
30461 - Technical Writer I	22.91
30462 - Technical Writer II	28.03
30463 - Technical Writer III	33.91
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	25.19
30502 - Weather Forecaster II	30.64
30620 - Weather Observer, Combined Upper Air Or (see 2)	20.62
Surface Programs	
30621 - Weather Observer, Senior (see 2)	22.74
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	15.21***
31030 - Bus Driver	20.06
31043 - Driver Courier	15.50***
31260 - Parking and Lot Attendant	14.81***
31290 - Shuttle Bus Driver	15.09***
31310 - Taxi Driver	11.63***
31361 - Truckdriver, Light	16.60
31362 - Truckdriver, Medium	17.66
31363 - Truckdriver, Heavy	22.39
31364 - Truckdriver, Tractor-Trailer	22.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	10.59***
99050 - Desk Clerk	10.18***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	18.86
99252 - Laboratory Animal Caretaker II	20.20
99260 - Marketing Analyst	26.32
99310 - Mortician	26.22
99410 - Pest Controller	18.22
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	16.36
99711 - Recycling Specialist	18.86
99730 - Refuse Collector	15.08***
99810 - Sales Clerk	11.47***

99820 - School Crossing Guard	15.08***
99830 - Survey Party Chief	19.77
99831 - Surveying Aide	13.28***
99832 - Surveying Technician	17.94
99840 - Vending Machine Attendant	18.86
99841 - Vending Machine Repairer	22.80
99842 - Vending Machine Repairer Helper	18.86

***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: \$4.80 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 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))."