

"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.: 2015-5469
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 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 calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona Counties of Maricopa Pinal

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE
RATE

FOOTNOTE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

16.61

01012 - Accounting Clerk II

18.66

01013 - Accounting Clerk III

20.86

01020 - Administrative Assistant

29.43

01035 - Court Reporter

26.94

01041 - Customer Service Representative I

14.98	01042 - Customer Service Representative II	
16.85	01043 - Customer Service Representative III	
18.38	01051 - Data Entry Operator I	
15.26	01052 - Data Entry Operator II	
16.65	01060 - Dispatcher Motor Vehicle	18.79
	01070 - Document Preparation Clerk	
16.53	01090 - Duplicating Machine Operator	
16.53	01111 - General Clerk I	
15.11	01112 - General Clerk II	
16.49	01113 - General Clerk III	
18.52	01120 - Housing Referral Assistant	
22.65	01141 - Messenger Courier	
14.82	01191 - Order Clerk I	
14.46	01192 - Order Clerk II	
15.78	01261 - Personnel Assistant (Employment) I	
16.56	01262 - Personnel Assistant (Employment) II	
18.52	01263 - Personnel Assistant (Employment) III	
20.64	01270 - Production Control Clerk	
22.44	01290 - Rental Clerk	
15.32	01300 - Scheduler Maintenance	18.17
	01311 - Secretary I	
18.17	01312 - Secretary II	
20.33	01313 - Secretary III	
22.65	01320 - Service Order Dispatcher	
16.79	01410 - Supply Technician	
29.43	01420 - Survey Worker	

17.46	01460 - Switchboard Operator/Receptionist	
15.35	01531 - Travel Clerk I	
19.72	01532 - Travel Clerk II	
21.29	01533 - Travel Clerk III	
22.91	01611 - Word Processor I	
16.62	01612 - Word Processor II	
18.66	01613 - Word Processor III	
20.87		
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		22.17
05010 - Automotive Electrician		
20.30		
05040 - Automotive Glass Installer		
19.42		
05070 - Automotive Worker		
19.42		
05110 - Mobile Equipment Servicer		
16.62		
05130 - Motor Equipment Metal Mechanic		
22.69		
05160 - Motor Equipment Metal Worker		
19.62		
05190 - Motor Vehicle Mechanic		
21.59		
05220 - Motor Vehicle Mechanic Helper		
15.12		
05250 - Motor Vehicle Upholstery Worker		
18.14		
05280 - Motor Vehicle Wrecker		
19.62		
05310 - Painter Automotive		22.12
05340 - Radiator Repair Specialist		
19.58		
05370 - Tire Repairer		
14.21		
05400 - Transmission Repair Specialist		
21.59		
07000 - Food Preparation And Service Occupations		
07010 - Baker		
14.40		
07041 - Cook I		
14.56		
07042 - Cook II		

17.38		
07070	- Dishwasher	
12.54		
07130	- Food Service Worker	
12.77		
07210	- Meat Cutter	
18.16		
07260	- Waiter/Waitress	
13.32		
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	
18.05		
09040	- Furniture Handler	
10.88		
09080	- Furniture Refinisher	
17.38		
09090	- Furniture Refinisher Helper	
12.16		
09110	- Furniture Repairer Minor	14.77
09130	- Upholsterer	
17.31		
11000	- General Services And Support Occupations	
11030	- Cleaner Vehicles	12.66
11060	- Elevator Operator	
12.66		
11090	- Gardener	
20.19		
11122	- Housekeeping Aide	
13.62		
11150	- Janitor	
13.62		
11210	- Laborer Grounds Maintenance	14.27
11240	- Maid or Houseman	
12.57		
11260	- Pruner	
13.13		
11270	- Tractor Operator	
18.20		
11330	- Trail Maintenance Worker	
14.27		
11360	- Window Cleaner	
14.81		
12000	- Health Occupations	
12010	- Ambulance Driver	
17.68		
12011	- Breath Alcohol Technician	
24.56		
12012	- Certified Occupational Therapist Assistant	
33.53		
12015	- Certified Physical Therapist Assistant	

23.15
12020 - Dental Assistant
21.16
12025 - Dental Hygienist
43.88
12030 - EKG Technician
26.86
12035 - Electroneurodiagnostic Technologist
26.86
12040 - Emergency Medical Technician
17.68
12071 - Licensed Practical Nurse I
21.96
12072 - Licensed Practical Nurse II
24.56
12073 - Licensed Practical Nurse III
27.37
12100 - Medical Assistant
17.42
12130 - Medical Laboratory Technician
23.73
12160 - Medical Record Clerk
19.43
12190 - Medical Record Technician
21.74
12195 - Medical Transcriptionist
19.10
12210 - Nuclear Medicine Technologist
42.26
12221 - Nursing Assistant I
12.21
12222 - Nursing Assistant II
13.72
12223 - Nursing Assistant III
14.97
12224 - Nursing Assistant IV
16.80
12235 - Optical Dispenser
19.75
12236 - Optical Technician
17.97
12250 - Pharmacy Technician
17.45
12280 - Phlebotomist
16.89
12305 - Radiologic Technologist
32.17
12311 - Registered Nurse I
26.93
12312 - Registered Nurse II

33.08		
12313	- Registered Nurse II Specialist	33.08
12314	- Registered Nurse III	
40.02		
12315	- Registered Nurse III Anesthetist	40.02
12316	- Registered Nurse IV	
47.96		
12317	- Scheduler (Drug and Alcohol Testing)	
30.41		
12320	- Substance Abuse Treatment Counselor	
22.32		
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	
18.20		
13012	- Exhibits Specialist II	
22.55		
13013	- Exhibits Specialist III	
27.58		
13041	- Illustrator I	
18.79		
13042	- Illustrator II	
23.18		
13043	- Illustrator III	
28.27		
13047	- Librarian	
26.75		
13050	- Library Aide/Clerk	
14.59		
13054	- Library Information Technology Systems	
24.16		
	Administrator	
13058	- Library Technician	
15.71		
13061	- Media Specialist I	
17.42		
13062	- Media Specialist II	
19.49		
13063	- Media Specialist III	
21.74		
13071	- Photographer I	
15.92		
13072	- Photographer II	
17.80		
13073	- Photographer III	
22.05		
13074	- Photographer IV	
26.98		
13075	- Photographer V	
32.65		
13090	- Technical Order Library Clerk	

18.33
13110 - Video Teleconference Technician

20.32
14000 - Information Technology Occupations
14041 - Computer Operator I

17.15
14042 - Computer Operator II

19.18
14043 - Computer Operator III

21.37
14044 - Computer Operator IV

23.76
14045 - Computer Operator V

26.31
14071 - Computer Programmer I (see 1)

23.60
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

17.15
14160 - Personal Computer Support Technician

23.76
14170 - System Support Specialist

30.04
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated)

30.06
15020 - Aircrew Training Devices Instructor (Rated)

36.56
15030 - Air Crew Training Devices Instructor (Pilot)

43.58
15050 - Computer Based Training Specialist / Instructor

30.06
15060 - Educational Technologist

29.15
15070 - Flight Instructor (Pilot)

43.58
15080 - Graphic Artist

25.92
15085 - Maintenance Test Pilot Fixed Jet/Prop 43.58

15086 - Maintenance Test Pilot Rotary Wing	43.58
15088 - Non-Maintenance Test/Co-Pilot	
43.58	
15090 - Technical Instructor	
22.31	
15095 - Technical Instructor/Course Developer	
27.29	
15110 - Test Proctor	
18.01	
15120 - Tutor	
18.01	
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	
15.26	
16030 - Counter Attendant	
15.26	
16040 - Dry Cleaner	
17.89	
16070 - Finisher Flatwork Machine	15.26
16090 - Presser Hand	15.26
16110 - Presser Machine Drycleaning	15.26
16130 - Presser Machine Shirts	15.26
16160 - Presser Machine Wearing Apparel Laundry	15.26
16190 - Sewing Machine Operator	
18.63	
16220 - Tailor	
19.38	
16250 - Washer Machine	16.39
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	
22.26	
19040 - Tool And Die Maker	
27.74	
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	
17.91	
21030 - Material Coordinator	
22.44	
21040 - Material Expediter	
22.44	
21050 - Material Handling Laborer	
14.86	
21071 - Order Filler	
14.52	
21080 - Production Line Worker (Food Processing)	
17.91	
21110 - Shipping Packer	
16.92	
21130 - Shipping/Receiving Clerk	
16.92	

21140 - Store Worker I	
12.89	
21150 - Stock Clerk	
16.74	
21210 - Tools And Parts Attendant	
17.91	
21410 - Warehouse Specialist	
17.91	
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	
36.48	
23019 - Aircraft Logs and Records Technician	
27.38	
23021 - Aircraft Mechanic I	
34.52	
23022 - Aircraft Mechanic II	
36.48	
23023 - Aircraft Mechanic III	
38.42	
23040 - Aircraft Mechanic Helper	
22.50	
23050 - Aircraft Painter	32.19
23060 - Aircraft Servicer	
27.38	
23070 - Aircraft Survival Flight Equipment Technician	
32.19	
23080 - Aircraft Worker	
29.79	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	
29.79	
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	
34.52	
II	
23110 - Appliance Mechanic	
25.36	
23120 - Bicycle Repairer	
19.13	
23125 - Cable Splicer	
41.90	
23130 - Carpenter Maintenance	22.87
23140 - Carpet Layer	
19.03	
23160 - Electrician Maintenance	23.55
23181 - Electronics Technician Maintenance I	
26.09	
23182 - Electronics Technician Maintenance II	
28.19	
23183 - Electronics Technician Maintenance III	
30.23	

23260 - Fabric Worker	
21.00	
23290 - Fire Alarm System Mechanic	
26.59	
23310 - Fire Extinguisher Repairer	
19.13	
23311 - Fuel Distribution System Mechanic	
32.96	
23312 - Fuel Distribution System Operator	
23.83	
23370 - General Maintenance Worker	
19.03	
23380 - Ground Support Equipment Mechanic	
34.52	
23381 - Ground Support Equipment Servicer	
27.38	
23382 - Ground Support Equipment Worker	
29.80	
23391 - Gunsmith I	
19.13	
23392 - Gunsmith II	
22.84	
23393 - Gunsmith III	
26.47	
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.69
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.98
23430 - Heavy Equipment Mechanic	
26.11	
23440 - Heavy Equipment Operator	
23.42	
23460 - Instrument Mechanic	
27.05	
23465 - Laboratory/Shelter Mechanic	
24.68	
23470 - Laborer	
14.86	
23510 - Locksmith	
20.70	
23530 - Machinery Maintenance Mechanic	
26.03	
23550 - Machinist Maintenance	23.61
23580 - Maintenance Trades Helper	
17.22	
23591 - Metrology Technician I	
27.05	
23592 - Metrology Technician II	
28.59	
23593 - Metrology Technician III	

30.09		
	23640 - Millwright	
31.57		
	23710 - Office Appliance Repairer	
19.75		
	23760 - Painter Maintenance	19.36
	23790 - Pipefitter Maintenance	25.98
	23810 - Plumber Maintenance	24.22
	23820 - Pneudraulic Systems Mechanic	
26.47		
	23850 - Rigger	
28.79		
	23870 - Scale Mechanic	
22.84		
	23890 - Sheet-Metal Worker Maintenance	23.22
	23910 - Small Engine Mechanic	
19.84		
	23931 - Telecommunications Mechanic I	
28.95		
	23932 - Telecommunications Mechanic II	
30.60		
	23950 - Telephone Lineman	
22.92		
	23960 - Welder Combination Maintenance	21.72
	23965 - Well Driller	
27.44		
	23970 - Woodcraft Worker	
26.47		
	23980 - Woodworker	
19.13		
24000 - Personal Needs Occupations		
	24550 - Case Manager	
17.06		
	24570 - Child Care Attendant	
12.84		
	24580 - Child Care Center Clerk	
16.79		
	24610 - Chore Aide	
12.73		
	24620 - Family Readiness And Support Services	
17.06		
	Coordinator	
	24630 - Homemaker	
18.38		
25000 - Plant And System Operations Occupations		
	25010 - Boiler Tender	
28.23		
	25040 - Sewage Plant Operator	
26.21		
	25070 - Stationary Engineer	

28.23
25190 - Ventilation Equipment Tender
17.92
25210 - Water Treatment Plant Operator
26.21
27000 - Protective Service Occupations
27004 - Alarm Monitor
23.85
27007 - Baggage Inspector
14.39
27008 - Corrections Officer
24.12
27010 - Court Security Officer
25.93
27030 - Detection Dog Handler
16.13
27040 - Detention Officer
24.12
27070 - Firefighter
26.40
27101 - Guard I
14.39
27102 - Guard II
16.13
27131 - Police Officer I
31.91
27132 - Police Officer II
35.47
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
17.07
28042 - Carnival Equipment Repairer
18.93
28043 - Carnival Worker
12.31
28210 - Gate Attendant/Gate Tender
16.16
28310 - Lifeguard
12.69
28350 - Park Attendant (Aide)
18.07
28510 - Recreation Aide/Health Facility Attendant
13.18
28515 - Recreation Specialist
22.38
28630 - Sports Official
14.38
28690 - Swimming Pool Operator
22.60
29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	
29.41	
29020 - Hatch Tender	
29.41	
29030 - Line Handler	
29.41	
29041 - Stevedore I	
27.02	
29042 - Stevedore II	
31.79	
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.74
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.69
30021 - Archeological Technician I	
18.86	
30022 - Archeological Technician II	
21.09	
30023 - Archeological Technician III	
26.12	
30030 - Cartographic Technician	
26.12	
30040 - Civil Engineering Technician	
26.95	
30051 - Cryogenic Technician I	
28.93	
30052 - Cryogenic Technician II	
31.95	
30061 - Drafter/CAD Operator I	
18.86	
30062 - Drafter/CAD Operator II	
21.09	
30063 - Drafter/CAD Operator III	
23.50	
30064 - Drafter/CAD Operator IV	
28.93	
30081 - Engineering Technician I	
16.58	
30082 - Engineering Technician II	
18.62	
30083 - Engineering Technician III	
21.48	
30084 - Engineering Technician IV	
25.80	
30085 - Engineering Technician V	
31.56	
30086 - Engineering Technician VI	
38.10	
30090 - Environmental Technician	
22.20	

30095 - Evidence Control Specialist		
26.12		
30210 - Laboratory Technician		
22.92		
30221 - Latent Fingerprint Technician I		
26.76		
30222 - Latent Fingerprint Technician II		
29.56		
30240 - Mathematical Technician		
31.22		
30361 - Paralegal/Legal Assistant I		
21.19		
30362 - Paralegal/Legal Assistant II		
25.87		
30363 - Paralegal/Legal Assistant III		
31.65		
30364 - Paralegal/Legal Assistant IV		
38.30		
30375 - Petroleum Supply Specialist		
31.95		
30390 - Photo-Optics Technician		
26.12		
30395 - Radiation Control Technician		
31.95		
30461 - Technical Writer I		
24.99		
30462 - Technical Writer II		
30.57		
30463 - Technical Writer III		
36.99		
30491 - Unexploded Ordnance (UXO) Technician I		
26.52		
30492 - Unexploded Ordnance (UXO) Technician II		
32.09		
30493 - Unexploded Ordnance (UXO) Technician III		
38.46		
30494 - Unexploded (UXO) Safety Escort		
26.52		
30495 - Unexploded (UXO) Sweep Personnel		
26.52		
30501 - Weather Forecaster I		
28.93		
30502 - Weather Forecaster II		
35.20		
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.50
30621 - Weather Observer Senior	(see 2)	26.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		
32.09		

31020 - Bus Aide	
14.26	
31030 - Bus Driver	
22.14	
31043 - Driver Courier	
15.84	
31260 - Parking and Lot Attendant	
13.34	
31290 - Shuttle Bus Driver	
16.83	
31310 - Taxi Driver	
14.49	
31361 - Truckdriver Light	17.57
31362 - Truckdriver Medium	19.28
31363 - Truckdriver Heavy	22.97
31364 - Truckdriver Tractor-Trailer	22.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	
15.65	
99030 - Cashier	
12.63	
99050 - Desk Clerk	
12.71	
99095 - Embalmer	
28.19	
99130 - Flight Follower	
26.52	
99251 - Laboratory Animal Caretaker I	
15.70	
99252 - Laboratory Animal Caretaker II	
17.41	
99260 - Marketing Analyst	
29.63	
99310 - Mortician	
28.19	
99410 - Pest Controller	
17.94	
99510 - Photofinishing Worker	
17.89	
99710 - Recycling Laborer	
24.17	
99711 - Recycling Specialist	
31.02	
99730 - Refuse Collector	
20.99	
99810 - Sales Clerk	
12.91	
99820 - School Crossing Guard	
12.43	
99830 - Survey Party Chief	

32.04
99831 - Surveying Aide
19.29
99832 - Surveying Technician
27.20
99840 - Vending Machine Attendant
16.38
99841 - Vending Machine Repairer
20.77
99842 - Vending Machine Repairer Helper
16.38

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

\$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."