

"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.: 2015-5477 Revision No.: 23 Date Of Last Revision: 12/26/2023

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., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 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 2024.
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:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Arizona

Area: Arizona Counties of Apache, Gila, Navajo

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.03***
01012 - Accounting Clerk II		16.88***
01013 - Accounting Clerk III		18.88
01020 - Administrative Assistant		25.36
01035 - Court Reporter		20.14
01041 - Customer Service Representative I		14.98***
01042 - Customer Service Representative II		16.34***
01043 - Customer Service Representative III		18.35
01051 - Data Entry Operator I		14.50***
01052 - Data Entry Operator II		15.82***
01060 - Dispatcher, Motor Vehicle		19.10
01070 - Document Preparation Clerk		16.03***
01090 - Duplicating Machine Operator		16.03***
01111 - General Clerk I		14.57***
01112 - General Clerk II		15.90***
01113 - General Clerk III		17.86

01120 - Housing Referral Assistant	22.45
01141 - Messenger Courier	13.56***
01191 - Order Clerk I	14.70***
01192 - Order Clerk II	16.03***
01261 - Personnel Assistant (Employment) I	18.40
01262 - Personnel Assistant (Employment) II	20.58
01263 - Personnel Assistant (Employment) III	22.94
01270 - Production Control Clerk	30.79
01290 - Rental Clerk	15.03***
01300 - Scheduler, Maintenance	18.01
01311 - Secretary I	18.01
01312 - Secretary II	20.14
01313 - Secretary III	22.45
01320 - Service Order Dispatcher	17.08***
01410 - Supply Technician	25.36
01420 - Survey Worker	17.16***
01460 - Switchboard Operator/Receptionist	14.69***
01531 - Travel Clerk I	16.35***
01532 - Travel Clerk II	16.62***
01533 - Travel Clerk III	18.00
01611 - Word Processor I	16.03***
01612 - Word Processor II	18.01
01613 - Word Processor III	20.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.80
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	15.81***
05400 - Transmission Repair Specialist	21.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.46***
07041 - Cook I	16.14***
07042 - Cook II	18.62
07070 - Dishwasher	13.63***
07130 - Food Service Worker	14.45***
07210 - Meat Cutter	18.24
07260 - Waiter/Waitress	15.22***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.36
09040 - Furniture Handler	16.69***
09080 - Furniture Refinisher	26.36
09090 - Furniture Refinisher Helper	19.76
09110 - Furniture Repairer, Minor	23.06
09130 - Upholsterer	26.36
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.56***
11060 - Elevator Operator	14.90***
11090 - Gardener	20.00
11122 - Housekeeping Aide	14.90***
11150 - Janitor	14.90***
11210 - Laborer, Grounds Maintenance	15.90***
11240 - Maid or Houseman	13.84***
11260 - Pruner	14.93***
11270 - Tractor Operator	18.46
11330 - Trail Maintenance Worker	15.90***

11360 - Window Cleaner	15.86***
12000 - Health Occupations	
12010 - Ambulance Driver	17.23
12011 - Breath Alcohol Technician	26.29
12012 - Certified Occupational Therapist Assistant	36.07
12015 - Certified Physical Therapist Assistant	29.82
12020 - Dental Assistant	19.41
12025 - Dental Hygienist	44.74
12030 - EKG Technician	39.84
12035 - Electroneurodiagnostic Technologist	39.84
12040 - Emergency Medical Technician	17.23
12071 - Licensed Practical Nurse I	23.51
12072 - Licensed Practical Nurse II	26.29
12073 - Licensed Practical Nurse III	29.30
12100 - Medical Assistant	17.61
12130 - Medical Laboratory Technician	24.72
12160 - Medical Record Clerk	20.18
12190 - Medical Record Technician	22.57
12195 - Medical Transcriptionist	23.51
12210 - Nuclear Medicine Technologist	57.78
12221 - Nursing Assistant I	12.83***
12222 - Nursing Assistant II	14.43***
12223 - Nursing Assistant III	15.74***
12224 - Nursing Assistant IV	17.68
12235 - Optical Dispenser	18.17
12236 - Optical Technician	23.51
12250 - Pharmacy Technician	19.48
12280 - Phlebotomist	21.02
12305 - Radiologic Technologist	33.01
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)	32.57
12320 - Substance Abuse Treatment Counselor	26.30
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.08***
13012 - Exhibits Specialist II	21.08
13013 - Exhibits Specialist III	25.71
13041 - Illustrator I	18.79
13042 - Illustrator II	23.18
13043 - Illustrator III	28.27
13047 - Librarian	23.06
13050 - Library Aide/Clerk	15.62***
13054 - Library Information Technology Systems Administrator	20.92
13058 - Library Technician	15.74***
13061 - Media Specialist I	15.03***
13062 - Media Specialist II	16.81***
13063 - Media Specialist III	18.75
13071 - Photographer I	14.99***
13072 - Photographer II	17.27
13073 - Photographer III	21.32
13074 - Photographer IV	26.01
13075 - Photographer V	31.55
13090 - Technical Order Library Clerk	19.24
13110 - Video Teleconference Technician	17.22
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.54
14042 - Computer Operator II	21.85
14043 - Computer Operator III	24.36
14044 - Computer Operator IV	27.09
14045 - Computer Operator V	29.99

14071 - Computer Programmer I	(see 1)	23.00
14072 - Computer Programmer II	(see 1)	26.05
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		19.54
14160 - Personal Computer Support Technician		27.09
14170 - System Support Specialist		29.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.94
15020 - Aircrew Training Devices Instructor (Rated)		38.65
15030 - Air Crew Training Devices Instructor (Pilot)		46.33
15050 - Computer Based Training Specialist / Instructor		31.94
15060 - Educational Technologist		29.66
15070 - Flight Instructor (Pilot)		46.33
15080 - Graphic Artist		23.49
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.33
15086 - Maintenance Test Pilot, Rotary Wing		46.33
15088 - Non-Maintenance Test/Co-Pilot		46.33
15090 - Technical Instructor		31.89
15095 - Technical Instructor/Course Developer		38.99
15110 - Test Proctor		25.73
15120 - Tutor		25.73
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.28
16030 - Counter Attendant		18.28
16040 - Dry Cleaner		21.02
16070 - Finisher, Flatwork, Machine		18.28
16090 - Presser, Hand		18.28
16110 - Presser, Machine, Drycleaning		18.28
16130 - Presser, Machine, Shirts		18.28
16160 - Presser, Machine, Wearing Apparel, Laundry		18.28
16190 - Sewing Machine Operator		21.90
16220 - Tailor		22.78
16250 - Washer, Machine		19.26
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.94
19040 - Tool And Die Maker		34.36
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.80***
21030 - Material Coordinator		30.79
21040 - Material Expediter		30.79
21050 - Material Handling Laborer		15.09***
21071 - Order Filler		15.14***
21080 - Production Line Worker (Food Processing)		16.80***
21110 - Shipping Packer		18.14
21130 - Shipping/Receiving Clerk		18.14
21140 - Store Worker I		16.37***
21150 - Stock Clerk		19.83
21210 - Tools And Parts Attendant		16.80***
21410 - Warehouse Specialist		16.80***
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.55
23019 - Aircraft Logs and Records Technician		26.25
23021 - Aircraft Mechanic I		31.91
23022 - Aircraft Mechanic II		33.55
23023 - Aircraft Mechanic III		35.28
23040 - Aircraft Mechanic Helper		22.48
23050 - Aircraft, Painter		30.00
23060 - Aircraft Servicer		26.25
23070 - Aircraft Survival Flight Equipment Technician		30.00
23080 - Aircraft Worker		28.12
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		28.12

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	31.91
II	
23110 - Appliance Mechanic	27.94
23120 - Bicycle Repairer	22.70
23125 - Cable Splicer	43.00
23130 - Carpenter, Maintenance	21.86
23140 - Carpet Layer	26.19
23160 - Electrician, Maintenance	37.00
23181 - Electronics Technician Maintenance I	26.19
23182 - Electronics Technician Maintenance II	27.94
23183 - Electronics Technician Maintenance III	29.72
23260 - Fabric Worker	24.45
23290 - Fire Alarm System Mechanic	29.72
23310 - Fire Extinguisher Repairer	22.70
23311 - Fuel Distribution System Mechanic	29.76
23312 - Fuel Distribution System Operator	22.73
23370 - General Maintenance Worker	17.91
23380 - Ground Support Equipment Mechanic	31.91
23381 - Ground Support Equipment Servicer	26.25
23382 - Ground Support Equipment Worker	28.12
23391 - Gunsmith I	22.70
23392 - Gunsmith II	26.19
23393 - Gunsmith III	29.72
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.93
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.06
23430 - Heavy Equipment Mechanic	30.64
23440 - Heavy Equipment Operator	25.67
23460 - Instrument Mechanic	29.72
23465 - Laboratory/Shelter Mechanic	27.94
23470 - Laborer	15.09***
23510 - Locksmith	27.94
23530 - Machinery Maintenance Mechanic	31.36
23550 - Machinist, Maintenance	25.37
23580 - Maintenance Trades Helper	19.41
23591 - Metrology Technician I	29.72
23592 - Metrology Technician II	31.25
23593 - Metrology Technician III	32.86
23640 - Millwright	29.72
23710 - Office Appliance Repairer	27.94
23760 - Painter, Maintenance	20.20
23790 - Pipefitter, Maintenance	24.56
23810 - Plumber, Maintenance	23.09
23820 - Pneudraulic Systems Mechanic	29.72
23850 - Rigger	29.72
23870 - Scale Mechanic	26.19
23890 - Sheet-Metal Worker, Maintenance	26.35
23910 - Small Engine Mechanic	26.19
23931 - Telecommunications Mechanic I	34.75
23932 - Telecommunications Mechanic II	36.54
23950 - Telephone Lineman	29.72
23960 - Welder, Combination, Maintenance	29.48
23965 - Well Driller	27.47
23970 - Woodcraft Worker	29.72
23980 - Woodworker	22.70
24000 - Personal Needs Occupations	
24550 - Case Manager	15.97***
24570 - Child Care Attendant	14.00***
24580 - Child Care Center Clerk	18.47
24610 - Chore Aide	13.53***
24620 - Family Readiness And Support Services Coordinator	15.97***
24630 - Homemaker	18.38

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.29
25040 - Sewage Plant Operator	22.71
25070 - Stationary Engineer	27.29
25190 - Ventilation Equipment Tender	19.23
25210 - Water Treatment Plant Operator	22.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.60
27007 - Baggage Inspector	16.32***
27008 - Corrections Officer	20.41
27010 - Court Security Officer	21.11
27030 - Detection Dog Handler	18.25
27040 - Detention Officer	20.41
27070 - Firefighter	21.82
27101 - Guard I	16.32***
27102 - Guard II	18.25
27131 - Police Officer I	25.69
27132 - Police Officer II	28.55
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.11***
28042 - Carnival Equipment Repairer	17.45
28043 - Carnival Worker	13.15***
28210 - Gate Attendant/Gate Tender	17.38
28310 - Lifeguard	13.21***
28350 - Park Attendant (Aide)	19.43
28510 - Recreation Aide/Health Facility Attendant	14.18***
28515 - Recreation Specialist	24.08
28630 - Sports Official	15.47***
28690 - Swimming Pool Operator	20.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.40
29020 - Hatch Tender	29.40
29030 - Line Handler	29.40
29041 - Stevedore I	27.43
29042 - Stevedore II	31.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.76
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	30.18
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.23
30021 - Archeological Technician I	19.39
30022 - Archeological Technician II	21.68
30023 - Archeological Technician III	26.87
30030 - Cartographic Technician	26.87
30040 - Civil Engineering Technician	28.48
30051 - Cryogenic Technician I	29.75
30052 - Cryogenic Technician II	32.85
30061 - Drafter/CAD Operator I	19.39
30062 - Drafter/CAD Operator II	21.68
30063 - Drafter/CAD Operator III	24.17
30064 - Drafter/CAD Operator IV	29.75
30081 - Engineering Technician I	17.26
30082 - Engineering Technician II	19.39
30083 - Engineering Technician III	21.68
30084 - Engineering Technician IV	26.87
30085 - Engineering Technician V	32.85
30086 - Engineering Technician VI	39.75
30090 - Environmental Technician	26.87
30095 - Evidence Control Specialist	26.87
30210 - Laboratory Technician	30.84
30221 - Latent Fingerprint Technician I	27.55
30222 - Latent Fingerprint Technician II	30.42
30240 - Mathematical Technician	26.87
30361 - Paralegal/Legal Assistant I	21.60
30362 - Paralegal/Legal Assistant II	26.76
30363 - Paralegal/Legal Assistant III	32.74

30364 - Paralegal/Legal Assistant IV	39.60
30375 - Petroleum Supply Specialist	32.85
30390 - Photo-Optics Technician	26.87
30395 - Radiation Control Technician	32.85
30461 - Technical Writer I	26.87
30462 - Technical Writer II	32.85
30463 - Technical Writer III	39.75
30491 - Unexploded Ordnance (UXO) Technician I	27.81
30492 - Unexploded Ordnance (UXO) Technician II	33.65
30493 - Unexploded Ordnance (UXO) Technician III	40.34
30494 - Unexploded (UXO) Safety Escort	27.81
30495 - Unexploded (UXO) Sweep Personnel	27.81
30501 - Weather Forecaster I	29.75
30502 - Weather Forecaster II	36.18
30620 - Weather Observer, Combined Upper Air Or (see 2)	24.17
Surface Programs	
30621 - Weather Observer, Senior (see 2)	26.87
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.65
31020 - Bus Aide	11.97***
31030 - Bus Driver	19.47
31043 - Driver Courier	19.21
31260 - Parking and Lot Attendant	15.44***
31290 - Shuttle Bus Driver	18.39
31310 - Taxi Driver	14.36***
31361 - Truckdriver, Light	20.82
31362 - Truckdriver, Medium	22.42
31363 - Truckdriver, Heavy	21.82
31364 - Truckdriver, Tractor-Trailer	21.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.41***
99030 - Cashier	13.93***
99050 - Desk Clerk	13.37***
99095 - Embalmer	28.19
99130 - Flight Follower	27.81
99251 - Laboratory Animal Caretaker I	15.87***
99252 - Laboratory Animal Caretaker II	17.35
99260 - Marketing Analyst	27.59
99310 - Mortician	28.19
99410 - Pest Controller	23.25
99510 - Photofinishing Worker	14.62***
99710 - Recycling Laborer	20.17
99711 - Recycling Specialist	24.28
99730 - Refuse Collector	18.16
99810 - Sales Clerk	14.53***
99820 - School Crossing Guard	14.56***
99830 - Survey Party Chief	32.05
99831 - Surveying Aide	19.30
99832 - Surveying Technician	27.21
99840 - Vending Machine Attendant	21.43
99841 - Vending Machine Repairer	26.78
99842 - Vending Machine Repairer Helper	21.43

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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))."