

"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.: 2015-5443 Revision No.: 16 Date Of Last Revision: 03/15/2022

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:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: New Mexico

Area: New Mexico Counties of Bernalillo Sandoval Torrance Valencia

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.43
01012 - Accounting Clerk II		17.33
01013 - Accounting Clerk III		19.38
01020 - Administrative Assistant		29.86
01035 - Court Reporter		27.25
01041 - Customer Service Representative I		12.49***
01042 - Customer Service Representative II		13.63***
01043 - Customer Service Representative III		15.31
01051 - Data Entry Operator I		13.42***
01052 - Data Entry Operator II		14.64***
01060 - Dispatcher Motor Vehicle		18.64
01070 - Document Preparation Clerk		15.43
01090 - Duplicating Machine Operator		15.43
01111 - General Clerk I		12.10***
01112 - General Clerk II		13.20***
01113 - General Clerk III		14.83***

01120 - Housing Referral Assistant	19.32
01141 - Messenger Courier	14.42***
01191 - Order Clerk I	17.25
01192 - Order Clerk II	18.82
01261 - Personnel Assistant (Employment) I	15.89
01262 - Personnel Assistant (Employment) II	17.78
01263 - Personnel Assistant (Employment) III	19.82
01270 - Production Control Clerk	24.84
01290 - Rental Clerk	13.24***
01300 - Scheduler Maintenance	15.50
01311 - Secretary I	15.50
01312 - Secretary II	17.33
01313 - Secretary III	19.32
01320 - Service Order Dispatcher	16.67
01410 - Supply Technician	29.86
01420 - Survey Worker	17.33
01460 - Switchboard Operator/Receptionist	14.76***
01531 - Travel Clerk I	15.73
01532 - Travel Clerk II	16.98
01533 - Travel Clerk III	18.06
01611 - Word Processor I	14.98***
01612 - Word Processor II	16.83
01613 - Word Processor III	18.82
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.86
05010 - Automotive Electrician	19.43
05040 - Automotive Glass Installer	17.90
05070 - Automotive Worker	17.90
05110 - Mobile Equipment Servicer	14.84***
05130 - Motor Equipment Metal Mechanic	20.97
05160 - Motor Equipment Metal Worker	17.90
05190 - Motor Vehicle Mechanic	20.97
05220 - Motor Vehicle Mechanic Helper	13.62***
05250 - Motor Vehicle Upholstery Worker	16.37
05280 - Motor Vehicle Wrecker	17.90
05310 - Painter Automotive	19.43
05340 - Radiator Repair Specialist	17.90
05370 - Tire Repairer	13.14***
05400 - Transmission Repair Specialist	20.97
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.63***
07041 - Cook I	11.91***
07042 - Cook II	14.36***
07070 - Dishwasher	11.15***
07130 - Food Service Worker	11.26***
07210 - Meat Cutter	16.33
07260 - Waiter/Waitress	9.44***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.94
09040 - Furniture Handler	11.76***
09080 - Furniture Refinisher	17.94
09090 - Furniture Refinisher Helper	15.07
09110 - Furniture Repairer Minor	16.76
09130 - Upholsterer	17.94
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.79***
11060 - Elevator Operator	11.73***
11090 - Gardener	20.24
11122 - Housekeeping Aide	11.73***
11150 - Janitor	11.73***
11210 - Laborer Grounds Maintenance	14.02***
11240 - Maid or Houseman	10.50***
11260 - Pruner	11.96***
11270 - Tractor Operator	18.13
11330 - Trail Maintenance Worker	14.02***

11360 - Window Cleaner	13.75***
12000 - Health Occupations	
12010 - Ambulance Driver	17.61
12011 - Breath Alcohol Technician	22.39
12012 - Certified Occupational Therapist Assistant	30.64
12015 - Certified Physical Therapist Assistant	28.63
12020 - Dental Assistant	17.73
12025 - Dental Hygienist	42.98
12030 - EKG Technician	27.45
12035 - Electroneurodiagnostic Technologist	27.45
12040 - Emergency Medical Technician	17.61
12071 - Licensed Practical Nurse I	20.03
12072 - Licensed Practical Nurse II	22.39
12073 - Licensed Practical Nurse III	24.96
12100 - Medical Assistant	15.16
12130 - Medical Laboratory Technician	22.50
12160 - Medical Record Clerk	18.86
12190 - Medical Record Technician	21.10
12195 - Medical Transcriptionist	18.43
12210 - Nuclear Medicine Technologist	37.11
12221 - Nursing Assistant I	11.73***
12222 - Nursing Assistant II	13.18***
12223 - Nursing Assistant III	14.38***
12224 - Nursing Assistant IV	16.15
12235 - Optical Dispenser	18.38
12236 - Optical Technician	15.18
12250 - Pharmacy Technician	17.19
12280 - Phlebotomist	15.36
12305 - Radiologic Technologist	28.90
12311 - Registered Nurse I	25.39
12312 - Registered Nurse II	31.06
12313 - Registered Nurse II Specialist	31.06
12314 - Registered Nurse III	37.58
12315 - Registered Nurse III Anesthetist	37.58
12316 - Registered Nurse IV	45.04
12317 - Scheduler (Drug and Alcohol Testing)	27.74
12320 - Substance Abuse Treatment Counselor	25.84
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.40
13012 - Exhibits Specialist II	24.02
13013 - Exhibits Specialist III	29.40
13041 - Illustrator I	17.62
13042 - Illustrator II	21.82
13043 - Illustrator III	26.70
13047 - Librarian	24.17
13050 - Library Aide/Clerk	12.16***
13054 - Library Information Technology Systems Administrator	21.82
13058 - Library Technician	17.85
13061 - Media Specialist I	15.75
13062 - Media Specialist II	17.62
13063 - Media Specialist III	19.64
13071 - Photographer I	15.88
13072 - Photographer II	17.63
13073 - Photographer III	21.76
13074 - Photographer IV	26.62
13075 - Photographer V	32.22
13090 - Technical Order Library Clerk	15.61
13110 - Video Teleconference Technician	18.57
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.31
14042 - Computer Operator II	18.24
14043 - Computer Operator III	20.33
14044 - Computer Operator IV	22.59
14045 - Computer Operator V	25.02

14071 - Computer Programmer I	(see 1)	24.65
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		16.31
14160 - Personal Computer Support Technician		22.59
14170 - System Support Specialist		26.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.62
15020 - Aircrew Training Devices Instructor (Rated)		33.39
15030 - Air Crew Training Devices Instructor (Pilot)		40.05
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		30.35
15070 - Flight Instructor (Pilot)		40.05
15080 - Graphic Artist		23.90
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.97
15086 - Maintenance Test Pilot Rotary Wing		38.97
15088 - Non-Maintenance Test/Co-Pilot		38.97
15090 - Technical Instructor		23.45
15095 - Technical Instructor/Course Developer		28.68
15110 - Test Proctor		18.93
15120 - Tutor		18.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		11.61***
16030 - Counter Attendant		11.61***
16040 - Dry Cleaner		13.28***
16070 - Finisher Flatwork Machine		11.61***
16090 - Presser Hand		11.61***
16110 - Presser Machine Drycleaning		11.61***
16130 - Presser Machine Shirts		11.61***
16160 - Presser Machine Wearing Apparel Laundry		11.61***
16190 - Sewing Machine Operator		13.83***
16220 - Tailor		14.39***
16250 - Washer Machine		12.17***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.63
19040 - Tool And Die Maker		30.23
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.51
21030 - Material Coordinator		24.84
21040 - Material Expediter		24.84
21050 - Material Handling Laborer		13.17***
21071 - Order Filler		14.51***
21080 - Production Line Worker (Food Processing)		20.51
21110 - Shipping Packer		15.96
21130 - Shipping/Receiving Clerk		15.96
21140 - Store Worker I		10.67***
21150 - Stock Clerk		15.69
21210 - Tools And Parts Attendant		20.51
21410 - Warehouse Specialist		20.51
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.94
23019 - Aircraft Logs and Records Technician		24.07
23021 - Aircraft Mechanic I		30.83
23022 - Aircraft Mechanic II		32.94
23023 - Aircraft Mechanic III		34.71
23040 - Aircraft Mechanic Helper		19.55
23050 - Aircraft Painter		28.57
23060 - Aircraft Servicer		24.07
23070 - Aircraft Survival Flight Equipment Technician		28.57
23080 - Aircraft Worker		26.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		26.32

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	30.83
II	
23110 - Appliance Mechanic	19.92
23120 - Bicycle Repairer	16.01
23125 - Cable Splicer	31.72
23130 - Carpenter Maintenance	19.33
23140 - Carpet Layer	21.77
23160 - Electrician Maintenance	22.90
23181 - Electronics Technician Maintenance I	25.16
23182 - Electronics Technician Maintenance II	27.32
23183 - Electronics Technician Maintenance III	29.47
23260 - Fabric Worker	19.91
23290 - Fire Alarm System Mechanic	22.70
23310 - Fire Extinguisher Repairer	18.05
23311 - Fuel Distribution System Mechanic	28.08
23312 - Fuel Distribution System Operator	21.03
23370 - General Maintenance Worker	17.65
23380 - Ground Support Equipment Mechanic	30.83
23381 - Ground Support Equipment Servicer	24.07
23382 - Ground Support Equipment Worker	26.32
23391 - Gunsmith I	18.05
23392 - Gunsmith II	21.77
23393 - Gunsmith III	25.50
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.56
23430 - Heavy Equipment Mechanic	27.18
23440 - Heavy Equipment Operator	21.51
23460 - Instrument Mechanic	34.85
23465 - Laboratory/Shelter Mechanic	23.63
23470 - Laborer	13.17***
23510 - Locksmith	20.75
23530 - Machinery Maintenance Mechanic	23.93
23550 - Machinist Maintenance	22.76
23580 - Maintenance Trades Helper	13.82***
23591 - Metrology Technician I	34.85
23592 - Metrology Technician II	37.23
23593 - Metrology Technician III	39.24
23640 - Millwright	30.53
23710 - Office Appliance Repairer	21.13
23760 - Painter Maintenance	17.90
23790 - Pipefitter Maintenance	23.77
23810 - Plumber Maintenance	22.03
23820 - Pneudraulic Systems Mechanic	25.50
23850 - Rigger	26.55
23870 - Scale Mechanic	21.77
23890 - Sheet-Metal Worker Maintenance	25.58
23910 - Small Engine Mechanic	17.53
23931 - Telecommunications Mechanic I	26.47
23932 - Telecommunications Mechanic II	28.27
23950 - Telephone Lineman	25.50
23960 - Welder Combination Maintenance	20.13
23965 - Well Driller	26.05
23970 - Woodcraft Worker	25.50
23980 - Woodworker	18.05
24000 - Personal Needs Occupations	
24550 - Case Manager	17.85
24570 - Child Care Attendant	10.88***
24580 - Child Care Center Clerk	14.77***
24610 - Chore Aide	10.92***
24620 - Family Readiness And Support Services Coordinator	17.85
24630 - Homemaker	17.85

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.32
25040 - Sewage Plant Operator	21.00
25070 - Stationary Engineer	26.32
25190 - Ventilation Equipment Tender	16.70
25210 - Water Treatment Plant Operator	21.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.52
27007 - Baggage Inspector	12.69***
27008 - Corrections Officer	18.93
27010 - Court Security Officer	19.57
27030 - Detection Dog Handler	14.19***
27040 - Detention Officer	18.93
27070 - Firefighter	20.20
27101 - Guard I	12.69***
27102 - Guard II	14.19***
27131 - Police Officer I	25.57
27132 - Police Officer II	28.42
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.15
28042 - Carnival Equipment Repairer	18.03
28043 - Carnival Worker	10.66***
28210 - Gate Attendant/Gate Tender	13.59***
28310 - Lifeguard	11.34***
28350 - Park Attendant (Aide)	15.21
28510 - Recreation Aide/Health Facility Attendant	11.10***
28515 - Recreation Specialist	18.06
28630 - Sports Official	12.11***
28690 - Swimming Pool Operator	21.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.77
29020 - Hatch Tender	21.77
29030 - Line Handler	21.77
29041 - Stevedore I	19.91
29042 - Stevedore II	23.63
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.54
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.79
30021 - Archeological Technician I	17.39
30022 - Archeological Technician II	19.50
30023 - Archeological Technician III	23.87
30030 - Cartographic Technician	24.17
30040 - Civil Engineering Technician	24.00
30051 - Cryogenic Technician I	26.34
30052 - Cryogenic Technician II	29.09
30061 - Drafter/CAD Operator I	17.39
30062 - Drafter/CAD Operator II	19.50
30063 - Drafter/CAD Operator III	21.75
30064 - Drafter/CAD Operator IV	26.34
30081 - Engineering Technician I	16.06
30082 - Engineering Technician II	18.04
30083 - Engineering Technician III	20.18
30084 - Engineering Technician IV	24.99
30085 - Engineering Technician V	30.57
30086 - Engineering Technician VI	36.98
30090 - Environmental Technician	25.67
30095 - Evidence Control Specialist	23.78
30210 - Laboratory Technician	24.14
30221 - Latent Fingerprint Technician I	22.62
30222 - Latent Fingerprint Technician II	24.98
30240 - Mathematical Technician	26.59
30361 - Paralegal/Legal Assistant I	17.92
30362 - Paralegal/Legal Assistant II	22.19
30363 - Paralegal/Legal Assistant III	27.15

30364 - Paralegal/Legal Assistant IV	32.84
30375 - Petroleum Supply Specialist	29.09
30390 - Photo-Optics Technician	24.17
30395 - Radiation Control Technician	29.09
30461 - Technical Writer I	23.30
30462 - Technical Writer II	28.50
30463 - Technical Writer III	34.49
30491 - Unexploded Ordnance (UXO) Technician I	25.76
30492 - Unexploded Ordnance (UXO) Technician II	31.17
30493 - Unexploded Ordnance (UXO) Technician III	37.36
30494 - Unexploded (UXO) Safety Escort	25.76
30495 - Unexploded (UXO) Sweep Personnel	25.76
30501 - Weather Forecaster I	26.34
30502 - Weather Forecaster II	32.05
30620 - Weather Observer Combined Upper Air Or	(see 2) 21.75
Surface Programs	
30621 - Weather Observer Senior	(see 2) 24.17
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.17
31020 - Bus Aide	10.73***
31030 - Bus Driver	17.17
31043 - Driver Courier	14.69***
31260 - Parking and Lot Attendant	11.84***
31290 - Shuttle Bus Driver	16.05
31310 - Taxi Driver	12.92***
31361 - Truckdriver Light	16.40
31362 - Truckdriver Medium	18.09
31363 - Truckdriver Heavy	20.77
31364 - Truckdriver Tractor-Trailer	20.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.20
99030 - Cashier	11.15***
99050 - Desk Clerk	10.96***
99095 - Embalmer	25.76
99130 - Flight Follower	25.76
99251 - Laboratory Animal Caretaker I	13.30***
99252 - Laboratory Animal Caretaker II	14.84***
99260 - Marketing Analyst	26.40
99310 - Mortician	25.76
99410 - Pest Controller	22.01
99510 - Photofinishing Worker	13.54***
99710 - Recycling Laborer	20.90
99711 - Recycling Specialist	27.03
99730 - Refuse Collector	17.84
99810 - Sales Clerk	11.98***
99820 - School Crossing Guard	13.66***
99830 - Survey Party Chief	23.72
99831 - Surveying Aide	21.57
99832 - Surveying Technician	21.76
99840 - Vending Machine Attendant	13.02***
99841 - Vending Machine Repairer	17.53
99842 - Vending Machine Repairer Helper	13.02***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: 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))."