

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 WASHINGTON D.C. 20210

Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5423 Revision No.: 27 Date Of Last Revision: 12/23/2024
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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 \$17.75 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 2025.
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 \$13.30 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 2025.

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: Colorado

Area: Colorado County of Mesa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.41***
01012 - Accounting Clerk II		19.53
01013 - Accounting Clerk III		21.85
01020 - Administrative Assistant		26.19
01035 - Court Reporter		19.94
01041 - Customer Service Representative I		14.54***
01042 - Customer Service Representative II		15.86***
01043 - Customer Service Representative III		17.80
01051 - Data Entry Operator I		15.37***
01052 - Data Entry Operator II		16.76***
01060 - Dispatcher, Motor Vehicle		22.19
01070 - Document Preparation Clerk		15.88***
01090 - Duplicating Machine Operator		15.88***
01111 - General Clerk I		18.02
01112 - General Clerk II		19.66
01113 - General Clerk III		22.06

01120	- Housing Referral Assistant	22.23
01141	- Messenger Courier	16.69***
01191	- Order Clerk I	18.73
01192	- Order Clerk II	20.44
01261	- Personnel Assistant (Employment) I	19.11
01262	- Personnel Assistant (Employment) II	21.38
01263	- Personnel Assistant (Employment) III	23.85
01270	- Production Control Clerk	27.70
01290	- Rental Clerk	18.46
01300	- Scheduler, Maintenance	17.83
01311	- Secretary I	17.83
01312	- Secretary II	19.94
01313	- Secretary III	22.23
01320	- Service Order Dispatcher	19.83
01410	- Supply Technician	26.19
01420	- Survey Worker	19.44
01460	- Switchboard Operator/Receptionist	16.81***
01531	- Travel Clerk I	16.55***
01532	- Travel Clerk II	17.44***
01533	- Travel Clerk III	19.51
01611	- Word Processor I	15.88***
01612	- Word Processor II	17.83
01613	- Word Processor III	19.94
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	26.84
05010	- Automotive Electrician	22.76
05040	- Automotive Glass Installer	21.28
05070	- Automotive Worker	21.28
05110	- Mobile Equipment Servicer	18.37
05130	- Motor Equipment Metal Mechanic	24.17
05160	- Motor Equipment Metal Worker	21.28
05190	- Motor Vehicle Mechanic	24.17
05220	- Motor Vehicle Mechanic Helper	16.92***
05250	- Motor Vehicle Upholstery Worker	19.89
05280	- Motor Vehicle Wrecker	21.28
05310	- Painter, Automotive	22.72
05340	- Radiator Repair Specialist	21.28
05370	- Tire Repairer	15.80***
05400	- Transmission Repair Specialist	24.17
07000	- Food Preparation And Service Occupations	
07010	- Baker	17.33***
07041	- Cook I	17.43***
07042	- Cook II	20.20
07070	- Dishwasher	14.28***
07130	- Food Service Worker	16.78***
07210	- Meat Cutter	18.86
07260	- Waiter/Waitress	14.72***
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	23.94
09040	- Furniture Handler	14.71***
09080	- Furniture Refinisher	23.94
09090	- Furniture Refinisher Helper	17.83
09110	- Furniture Repairer, Minor	20.88
09130	- Upholsterer	23.94
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	16.89***
11060	- Elevator Operator	16.35***
11090	- Gardener	24.54
11122	- Housekeeping Aide	16.35***
11150	- Janitor	16.35***
11210	- Laborer, Grounds Maintenance	18.65
11240	- Maid or Houseman	15.36***
11260	- Pruner	17.13***
11270	- Tractor Operator	22.60
11330	- Trail Maintenance Worker	18.65

11360 - Window Cleaner	17.80
12000 - Health Occupations	
12010 - Ambulance Driver	19.78
12011 - Breath Alcohol Technician	25.26
12012 - Certified Occupational Therapist Assistant	31.49
12015 - Certified Physical Therapist Assistant	31.08
12020 - Dental Assistant	22.48
12025 - Dental Hygienist	45.29
12030 - EKG Technician	38.26
12035 - Electroneurodiagnostic Technologist	38.26
12040 - Emergency Medical Technician	19.78
12071 - Licensed Practical Nurse I	22.58
12072 - Licensed Practical Nurse II	25.26
12073 - Licensed Practical Nurse III	28.15
12100 - Medical Assistant	20.71
12130 - Medical Laboratory Technician	28.90
12160 - Medical Record Clerk	20.29
12190 - Medical Record Technician	22.70
12195 - Medical Transcriptionist	18.90
12210 - Nuclear Medicine Technologist	55.50
12221 - Nursing Assistant I	13.43***
12222 - Nursing Assistant II	15.11***
12223 - Nursing Assistant III	16.49***
12224 - Nursing Assistant IV	18.50
12235 - Optical Dispenser	19.65
12236 - Optical Technician	22.58
12250 - Pharmacy Technician	20.41
12280 - Phlebotomist	20.00
12305 - Radiologic Technologist	34.20
12311 - Registered Nurse I	26.48
12312 - Registered Nurse II	32.38
12313 - Registered Nurse II, Specialist	32.38
12314 - Registered Nurse III	39.17
12315 - Registered Nurse III, Anesthetist	39.17
12316 - Registered Nurse IV	46.96
12317 - Scheduler (Drug and Alcohol Testing)	31.28
12320 - Substance Abuse Treatment Counselor	25.19
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.64
13012 - Exhibits Specialist II	26.81
13013 - Exhibits Specialist III	32.80
13041 - Illustrator I	21.64
13042 - Illustrator II	26.81
13043 - Illustrator III	32.80
13047 - Librarian	29.69
13050 - Library Aide/Clerk	17.24***
13054 - Library Information Technology Systems Administrator	26.81
13058 - Library Technician	17.69***
13061 - Media Specialist I	19.34
13062 - Media Specialist II	21.64
13063 - Media Specialist III	24.13
13071 - Photographer I	19.24
13072 - Photographer II	21.53
13073 - Photographer III	26.66
13074 - Photographer IV	32.62
13075 - Photographer V	39.46
13090 - Technical Order Library Clerk	21.75
13110 - Video Teleconference Technician	19.34
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.98
14042 - Computer Operator II	22.35
14043 - Computer Operator III	24.93
14044 - Computer Operator IV	27.70
14045 - Computer Operator V	30.67

14071 - Computer Programmer I	(see 1)	17.71***
14072 - Computer Programmer II	(see 1)	21.95
14073 - Computer Programmer III	(see 1)	26.84
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		19.98
14160 - Personal Computer Support Technician		27.70
14170 - System Support Specialist		30.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.35
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.35
15060 - Educational Technologist		32.23
15070 - Flight Instructor (Pilot)		51.27
15080 - Graphic Artist		25.14
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.27
15086 - Maintenance Test Pilot, Rotary Wing		51.27
15088 - Non-Maintenance Test/Co-Pilot		51.27
15090 - Technical Instructor		22.42
15095 - Technical Instructor/Course Developer		27.42
15110 - Test Proctor		18.09
15120 - Tutor		18.09
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.47
16030 - Counter Attendant		18.47
16040 - Dry Cleaner		22.22
16070 - Finisher, Flatwork, Machine		18.47
16090 - Presser, Hand		18.47
16110 - Presser, Machine, Drycleaning		18.47
16130 - Presser, Machine, Shirts		18.47
16160 - Presser, Machine, Wearing Apparel, Laundry		18.47
16190 - Sewing Machine Operator		23.43
16220 - Tailor		24.38
16250 - Washer, Machine		20.32
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.09
19040 - Tool And Die Maker		32.48
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.56
21030 - Material Coordinator		27.70
21040 - Material Expediter		27.70
21050 - Material Handling Laborer		17.64***
21071 - Order Filler		17.41***
21080 - Production Line Worker (Food Processing)		19.56
21110 - Shipping Packer		18.57
21130 - Shipping/Receiving Clerk		18.57
21140 - Store Worker I		15.02***
21150 - Stock Clerk		19.04
21210 - Tools And Parts Attendant		19.56
21410 - Warehouse Specialist		19.56
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.43
23019 - Aircraft Logs and Records Technician		22.76
23021 - Aircraft Mechanic I		27.76
23022 - Aircraft Mechanic II		29.43
23023 - Aircraft Mechanic III		30.89
23040 - Aircraft Mechanic Helper		19.44
23050 - Aircraft, Painter		26.09
23060 - Aircraft Servicer		22.76
23070 - Aircraft Survival Flight Equipment Technician		26.09
23080 - Aircraft Worker		24.44
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		24.44

I		
23092 - Aircrew Life Support Equipment (ALSE) Mechanic		27.76
II		
23110 - Appliance Mechanic		26.09
23120 - Bicycle Repairer		20.08
23125 - Cable Splicer		33.13
23130 - Carpenter, Maintenance		23.05
23140 - Carpet Layer		24.44
23160 - Electrician, Maintenance		27.40
23181 - Electronics Technician Maintenance I		27.62
23182 - Electronics Technician Maintenance II		29.48
23183 - Electronics Technician Maintenance III		31.36
23260 - Fabric Worker		22.76
23290 - Fire Alarm System Mechanic		27.76
23310 - Fire Extinguisher Repairer		21.10
23311 - Fuel Distribution System Mechanic		25.24
23312 - Fuel Distribution System Operator		19.18
23370 - General Maintenance Worker		21.42
23380 - Ground Support Equipment Mechanic		27.76
23381 - Ground Support Equipment Servicer		22.76
23382 - Ground Support Equipment Worker		24.44
23391 - Gunsmith I		21.10
23392 - Gunsmith II		24.44
23393 - Gunsmith III		27.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic		25.28
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		26.80
23430 - Heavy Equipment Mechanic		31.35
23440 - Heavy Equipment Operator		24.68
23460 - Instrument Mechanic		27.76
23465 - Laboratory/Shelter Mechanic		26.09
23470 - Laborer		17.64***
23510 - Locksmith		26.09
23530 - Machinery Maintenance Mechanic		29.03
23550 - Machinist, Maintenance		22.63
23580 - Maintenance Trades Helper		16.98***
23591 - Metrology Technician I		27.76
23592 - Metrology Technician II		29.43
23593 - Metrology Technician III		30.89
23640 - Millwright		27.76
23710 - Office Appliance Repairer		21.89
23760 - Painter, Maintenance		22.43
23790 - Pipefitter, Maintenance		29.13
23810 - Plumber, Maintenance		27.39
23820 - Pneudraulic Systems Mechanic		27.76
23850 - Rigger		27.76
23870 - Scale Mechanic		24.44
23890 - Sheet-Metal Worker, Maintenance		28.29
23910 - Small Engine Mechanic		24.44
23931 - Telecommunications Mechanic I		33.73
23932 - Telecommunications Mechanic II		35.76
23950 - Telephone Lineman		28.84
23960 - Welder, Combination, Maintenance		22.60
23965 - Well Driller		27.76
23970 - Woodcraft Worker		27.76
23980 - Woodworker		21.10
24000 - Personal Needs Occupations		
24550 - Case Manager		19.19
24570 - Child Care Attendant		15.79***
24580 - Child Care Center Clerk		19.68
24610 - Chore Aide		15.31***
24620 - Family Readiness And Support Services Coordinator		19.19
24630 - Homemaker		19.19

25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		35.01
25040 - Sewage Plant Operator		33.27
25070 - Stationary Engineer		35.01
25190 - Ventilation Equipment Tender		24.78
25210 - Water Treatment Plant Operator		33.27
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.69
27007 - Baggage Inspector		18.50
27008 - Corrections Officer		27.81
27010 - Court Security Officer		29.25
27030 - Detection Dog Handler		20.69
27040 - Detention Officer		27.81
27070 - Firefighter		29.25
27101 - Guard I		18.50
27102 - Guard II		20.69
27131 - Police Officer I		35.11
27132 - Police Officer II		39.01
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.66
28042 - Carnival Equipment Repairer		20.26
28043 - Carnival Worker		14.14***
28210 - Gate Attendant/Gate Tender		19.89
28310 - Lifeguard		13.82***
28350 - Park Attendant (Aide)		22.24
28510 - Recreation Aide/Health Facility Attendant		16.24***
28515 - Recreation Specialist		27.56
28630 - Sports Official		17.72***
28690 - Swimming Pool Operator		23.47
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.44
29020 - Hatch Tender		24.44
29030 - Line Handler		24.44
29041 - Stevedore I		22.76
29042 - Stevedore II		26.09
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		45.21
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		31.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		34.34
30021 - Archeological Technician I		19.57
30022 - Archeological Technician II		21.89
30023 - Archeological Technician III		27.13
30030 - Cartographic Technician		27.13
30040 - Civil Engineering Technician		27.63
30051 - Cryogenic Technician I		30.04
30052 - Cryogenic Technician II		33.18
30061 - Drafter/CAD Operator I		19.57
30062 - Drafter/CAD Operator II		21.89
30063 - Drafter/CAD Operator III		24.42
30064 - Drafter/CAD Operator IV		30.04
30081 - Engineering Technician I		17.44***
30082 - Engineering Technician II		19.57
30083 - Engineering Technician III		21.89
30084 - Engineering Technician IV		27.13
30085 - Engineering Technician V		33.18
30086 - Engineering Technician VI		40.14
30090 - Environmental Technician		27.13
30095 - Evidence Control Specialist		27.13
30210 - Laboratory Technician		24.42
30221 - Latent Fingerprint Technician I		30.04
30222 - Latent Fingerprint Technician II		33.18
30240 - Mathematical Technician		27.13
30361 - Paralegal/Legal Assistant I		20.91
30362 - Paralegal/Legal Assistant II		25.92
30363 - Paralegal/Legal Assistant III		31.69

30364 - Paralegal/Legal Assistant IV		38.35
30375 - Petroleum Supply Specialist		33.18
30390 - Photo-Optics Technician		27.13
30395 - Radiation Control Technician		33.18
30461 - Technical Writer I		27.13
30462 - Technical Writer II		33.18
30463 - Technical Writer III		40.14
30491 - Unexploded Ordnance (UXO) Technician I		28.73
30492 - Unexploded Ordnance (UXO) Technician II		34.76
30493 - Unexploded Ordnance (UXO) Technician III		41.67
30494 - Unexploded (UXO) Safety Escort		28.73
30495 - Unexploded (UXO) Sweep Personnel		28.73
30501 - Weather Forecaster I		30.04
30502 - Weather Forecaster II		36.54
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.42
30621 - Weather Observer, Senior	(see 2)	27.13
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.76
31020 - Bus Aide		14.66***
31030 - Bus Driver		20.81
31043 - Driver Courier		17.77
31260 - Parking and Lot Attendant		13.47***
31290 - Shuttle Bus Driver		18.22
31310 - Taxi Driver		16.85***
31361 - Truckdriver, Light		19.29
31362 - Truckdriver, Medium		20.81
31363 - Truckdriver, Heavy		24.60
31364 - Truckdriver, Tractor-Trailer		24.60
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.95***
99030 - Cashier		14.90***
99050 - Desk Clerk		14.76***
99095 - Embalmer		28.73
99130 - Flight Follower		28.73
99251 - Laboratory Animal Caretaker I		16.53***
99252 - Laboratory Animal Caretaker II		17.94
99260 - Marketing Analyst		29.09
99310 - Mortician		28.73
99410 - Pest Controller		23.89
99510 - Photofinishing Worker		15.10***
99710 - Recycling Laborer		26.18
99711 - Recycling Specialist		31.24
99730 - Refuse Collector		23.76
99810 - Sales Clerk		15.67***
99820 - School Crossing Guard		15.77***
99830 - Survey Party Chief		22.09
99831 - Surveying Aide		16.79***
99832 - Surveying Technician		20.89
99840 - Vending Machine Attendant		20.81
99841 - Vending Machine Repairer		26.18
99842 - Vending Machine Repairer Helper		20.81

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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))."