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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

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| Wage Determination No.: 2015-5593

Daniel W. Simms Division of | Revision No.: 8

Director Wage Determinations | Date Of Revision: 01/10/2018

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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](http://www.dol.gov/whd/govcontracts)

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State: Nevada

Area: Nevada County of Clark

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.46
01012 - Accounting Clerk II		17.36
01013 - Accounting Clerk III		19.42
01020 - Administrative Assistant		25.65
01035 - Court Reporter		24.17
01041 - Customer Service Representative I		12.29
01042 - Customer Service Representative II		13.82
01043 - Customer Service Representative III		15.07
01051 - Data Entry Operator I		13.34
01052 - Data Entry Operator II		15.23
01060 - Dispatcher, Motor Vehicle		17.16
01070 - Document Preparation Clerk		14.00
01090 - Duplicating Machine Operator		14.00
01111 - General Clerk I		13.14
01112 - General Clerk II		14.33
01113 - General Clerk III		16.09
01120 - Housing Referral Assistant		20.62
01141 - Messenger Courier		13.38

01191 - Order Clerk I	15.11
01192 - Order Clerk II	16.48
01261 - Personnel Assistant (Employment) I	16.60
01262 - Personnel Assistant (Employment) II	18.57
01263 - Personnel Assistant (Employment) III	20.70
01270 - Production Control Clerk	20.32
01290 - Rental Clerk	13.53
01300 - Scheduler, Maintenance	16.53
01311 - Secretary I	16.53
01312 - Secretary II	18.49
01313 - Secretary III	20.62
01320 - Service Order Dispatcher	15.58
01410 - Supply Technician	25.65
01420 - Survey Worker	15.69
01460 - Switchboard Operator/Receptionist	12.91
01531 - Travel Clerk I	13.54
01532 - Travel Clerk II	14.37
01533 - Travel Clerk III	15.42
01611 - Word Processor I	14.01
01612 - Word Processor II	15.72
01613 - Word Processor III	17.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.48
05010 - Automotive Electrician	19.42
05040 - Automotive Glass Installer	18.81

05070 - Automotive Worker	18.81
05110 - Mobile Equipment Servicer	17.19
05130 - Motor Equipment Metal Mechanic	20.23
05160 - Motor Equipment Metal Worker	18.81
05190 - Motor Vehicle Mechanic	19.73
05220 - Motor Vehicle Mechanic Helper	16.39
05250 - Motor Vehicle Upholstery Worker	18.01
05280 - Motor Vehicle Wrecker	18.81
05310 - Painter, Automotive	19.42
05340 - Radiator Repair Specialist	18.81
05370 - Tire Repairer	15.78
05400 - Transmission Repair Specialist	20.23

#### 07000 - Food Preparation And Service Occupations

07010 - Baker	16.41
07041 - Cook I	15.34
07042 - Cook II	17.03
07070 - Dishwasher	12.03
07130 - Food Service Worker	13.19
07210 - Meat Cutter	16.52
07260 - Waiter/Waitress	11.81

#### 09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	18.45
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	17.07
09090 - Furniture Refinisher Helper	16.15

09110 - Furniture Repairer, Minor	17.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.24
11060 - Elevator Operator	12.39
11090 - Gardener	14.77
11122 - Housekeeping Aide	15.24
11150 - Janitor	15.24
11210 - Laborer, Grounds Maintenance	12.59
11240 - Maid or Houseman	15.35
11260 - Pruner	11.69
11270 - Tractor Operator	13.67
11330 - Trail Maintenance Worker	12.59
11360 - Window Cleaner	16.41
12000 - Health Occupations	
12010 - Ambulance Driver	20.94
12011 - Breath Alcohol Technician	22.96
12012 - Certified Occupational Therapist Assistant	29.06
12015 - Certified Physical Therapist Assistant	30.27
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	41.89
12030 - EKG Technician	28.31
12035 - Electroneurodiagnostic Technologist	28.31
12040 - Emergency Medical Technician	20.94
12071 - Licensed Practical Nurse I	20.51

12072 - Licensed Practical Nurse II	22.96
12073 - Licensed Practical Nurse III	25.59
12100 - Medical Assistant	15.59
12130 - Medical Laboratory Technician	19.93
12160 - Medical Record Clerk	17.73
12190 - Medical Record Technician	19.86
12195 - Medical Transcriptionist	17.03
12210 - Nuclear Medicine Technologist	40.21
12221 - Nursing Assistant I	11.80
12222 - Nursing Assistant II	13.27
12223 - Nursing Assistant III	14.48
12224 - Nursing Assistant IV	16.26
12235 - Optical Dispenser	22.54
12236 - Optical Technician	14.17
12250 - Pharmacy Technician	16.79
12280 - Phlebotomist	17.09
12305 - Radiologic Technologist	32.61
12311 - Registered Nurse I	28.00
12312 - Registered Nurse II	34.26
12313 - Registered Nurse II, Specialist	34.26
12314 - Registered Nurse III	41.45
12315 - Registered Nurse III, Anesthetist	41.45
12316 - Registered Nurse IV	49.67
12317 - Scheduler (Drug and Alcohol Testing)	28.43
12320 - Substance Abuse Treatment Counselor	20.94

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	23.60	
13012 - Exhibits Specialist II	29.25	
13013 - Exhibits Specialist III	32.10	
13041 - Illustrator I	22.22	
13042 - Illustrator II	27.56	
13043 - Illustrator III	30.40	
13047 - Librarian	32.78	
13050 - Library Aide/Clerk	17.93	
13054 - Library Information Technology Systems Administrator		29.60
13058 - Library Technician	20.59	
13061 - Media Specialist I	21.36	
13062 - Media Specialist II	23.90	
13063 - Media Specialist III	26.65	
13071 - Photographer I	15.65	
13072 - Photographer II	17.52	
13073 - Photographer III	21.70	
13074 - Photographer IV	26.55	
13075 - Photographer V	32.11	
13090 - Technical Order Library Clerk	22.52	
13110 - Video Teleconference Technician		27.59

14000 - Information Technology Occupations

14041 - Computer Operator I	17.25
14042 - Computer Operator II	19.48

14043 - Computer Operator III	21.51
14044 - Computer Operator IV	23.91
14045 - Computer Operator V	26.47
14071 - Computer Programmer I	25.73
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	17.25
14160 - Personal Computer Support Technician	23.91
14170 - System Support Specialist	28.78
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.50
15020 - Aircrew Training Devices Instructor (Rated)	35.69
15030 - Air Crew Training Devices Instructor (Pilot)	41.62
15050 - Computer Based Training Specialist / Instructor	29.50
15060 - Educational Technologist	28.80
15070 - Flight Instructor (Pilot)	41.62
15080 - Graphic Artist	23.97
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	39.74
15086 - Maintenance Test Pilot, Rotary Wing	39.74
15088 - Non-Maintenance Test/Co-Pilot	39.74
15090 - Technical Instructor	20.05



15095 - Technical Instructor/Course Developer	24.52
15110 - Test Proctor	16.18
15120 - Tutor	16.18
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.36
16030 - Counter Attendant	12.36
16040 - Dry Cleaner	15.98
16070 - Finisher, Flatwork, Machine	12.36
16090 - Presser, Hand	12.36
16110 - Presser, Machine, Drycleaning	12.36
16130 - Presser, Machine, Shirts	12.36
16160 - Presser, Machine, Wearing Apparel, Laundry	12.36
16190 - Sewing Machine Operator	17.17
16220 - Tailor	18.36
16250 - Washer, Machine	13.55
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.47
19040 - Tool And Die Maker	27.13
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.40
21030 - Material Coordinator	20.32
21040 - Material Expediter	20.32
21050 - Material Handling Laborer	12.87
21071 - Order Filler	13.11
21080 - Production Line Worker (Food Processing)	18.40

21110 - Shipping Packer	15.83
21130 - Shipping/Receiving Clerk	15.83
21140 - Store Worker I	16.51
21150 - Stock Clerk	20.64
21210 - Tools And Parts Attendant	18.40
21410 - Warehouse Specialist	18.40

#### 23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	34.28
23019 - Aircraft Logs and Records Technician	28.27
23021 - Aircraft Mechanic I	32.76
23022 - Aircraft Mechanic II	34.28
23023 - Aircraft Mechanic III	35.54
23040 - Aircraft Mechanic Helper	25.30
23050 - Aircraft, Painter	31.33
23060 - Aircraft Servicer	29.09
23070 - Aircraft Survival Flight Equipment Technician	31.33
23080 - Aircraft Worker	29.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.76

23110 - Appliance Mechanic	24.30
23120 - Bicycle Repairer	18.12
23125 - Cable Splicer	32.82
23130 - Carpenter, Maintenance	24.00

23140 - Carpet Layer	23.55
23160 - Electrician, Maintenance	29.04
23181 - Electronics Technician Maintenance I	26.65
23182 - Electronics Technician Maintenance II	29.61
23183 - Electronics Technician Maintenance III	31.09
23260 - Fabric Worker	22.04
23290 - Fire Alarm System Mechanic	23.28
23310 - Fire Extinguisher Repairer	20.89
23311 - Fuel Distribution System Mechanic	25.32
23312 - Fuel Distribution System Operator	20.62
23370 - General Maintenance Worker	22.19
23380 - Ground Support Equipment Mechanic	32.76
23381 - Ground Support Equipment Servicer	28.27
23382 - Ground Support Equipment Worker	29.73
23391 - Gunsmith I	20.89
23392 - Gunsmith II	23.19
23393 - Gunsmith III	25.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.77
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.97
23430 - Heavy Equipment Mechanic	26.50
23440 - Heavy Equipment Operator	29.83
23460 - Instrument Mechanic	25.64
23465 - Laboratory/Shelter Mechanic	24.42

23470 - Laborer	12.87
23510 - Locksmith	23.56
23530 - Machinery Maintenance Mechanic	29.74
23550 - Machinist, Maintenance	20.67
23580 - Maintenance Trades Helper	20.86
23591 - Metrology Technician I	25.64
23592 - Metrology Technician II	26.84
23593 - Metrology Technician III	27.82
23640 - Millwright	28.07
23710 - Office Appliance Repairer	20.43
23760 - Painter, Maintenance	22.28
23790 - Pipefitter, Maintenance	26.83
23810 - Plumber, Maintenance	26.03
23820 - Pneudraulic Systems Mechanic	25.64
23850 - Rigger	29.27
23870 - Scale Mechanic	23.19
23890 - Sheet-Metal Worker, Maintenance	28.32
23910 - Small Engine Mechanic	19.60
23931 - Telecommunications Mechanic I	26.90
23932 - Telecommunications Mechanic II	28.15
23950 - Telephone Lineman	22.85
23960 - Welder, Combination, Maintenance	22.74
23965 - Well Driller	25.64
23970 - Woodcraft Worker	25.64
23980 - Woodworker	20.34

24000 - Personal Needs Occupations

24550 - Case Manager	16.78
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	17.75
24610 - Chore Aide	11.04
24620 - Family Readiness And Support Services Coordinator	16.78
24630 - Homemaker	19.78

25000 - Plant And System Operations Occupations

25010 - Boiler Tender	29.26
25040 - Sewage Plant Operator	33.13
25070 - Stationary Engineer	29.26
25190 - Ventilation Equipment Tender	22.77
25210 - Water Treatment Plant Operator	33.13

27000 - Protective Service Occupations

27004 - Alarm Monitor	27.26
27007 - Baggage Inspector	12.63
27008 - Corrections Officer	29.32
27010 - Court Security Officer	31.06
27030 - Detection Dog Handler	20.45
27040 - Detention Officer	29.32
27070 - Firefighter	29.28
27101 - Guard I	12.63
27102 - Guard II	20.45
27131 - Police Officer I	34.12

27132 - Police Officer II	37.92
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.87
28042 - Carnival Equipment Repairer	12.49
28043 - Carnival Worker	10.24
28210 - Gate Attendant/Gate Tender	16.94
28310 - Lifeguard	11.52
28350 - Park Attendant (Aide)	18.95
28510 - Recreation Aide/Health Facility Attendant	13.83
28515 - Recreation Specialist	19.94
28630 - Sports Official	15.09
28690 - Swimming Pool Operator	20.30
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.08
29020 - Hatch Tender	30.08
29030 - Line Handler	30.11
29041 - Stevedore I	28.59
29042 - Stevedore II	33.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.80
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.07
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.71
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.74
30023 - Archeological Technician III	26.16

30030 - Cartographic Technician	28.17
30040 - Civil Engineering Technician	27.63
30051 - Cryogenic Technician I	25.90
30052 - Cryogenic Technician II	28.60
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.36
30064 - Drafter/CAD Operator IV	30.87
30081 - Engineering Technician I	16.94
30082 - Engineering Technician II	19.03
30083 - Engineering Technician III	23.33
30084 - Engineering Technician IV	26.37
30085 - Engineering Technician V	32.26
30086 - Engineering Technician VI	39.04
30090 - Environmental Technician	26.42
30095 - Evidence Control Specialist	23.39
30210 - Laboratory Technician	25.37
30221 - Latent Fingerprint Technician I	28.49
30222 - Latent Fingerprint Technician II	31.46
30240 - Mathematical Technician	28.17
30361 - Paralegal/Legal Assistant I	18.47
30362 - Paralegal/Legal Assistant II	22.89
30363 - Paralegal/Legal Assistant III	28.00
30364 - Paralegal/Legal Assistant IV	33.87
30375 - Petroleum Supply Specialist	28.60

30390 - Photo-Optics Technician	28.17	
30395 - Radiation Control Technician	28.60	
30461 - Technical Writer I	22.46	
30462 - Technical Writer II	27.49	
30463 - Technical Writer III	32.96	
30491 - Unexploded Ordnance (UXO) Technician I	24.03	
30492 - Unexploded Ordnance (UXO) Technician II	29.07	
30493 - Unexploded Ordnance (UXO) Technician III	34.84	
30494 - Unexploded (UXO) Safety Escort	24.03	
30495 - Unexploded (UXO) Sweep Personnel	24.03	
30501 - Weather Forecaster I	28.49	
30502 - Weather Forecaster II	34.64	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.36

#### Surface Programs

30621 - Weather Observer, Senior	(see 2)	27.49
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#### 31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot	29.07	
31020 - Bus Aide	13.60	
31030 - Bus Driver	17.32	
31043 - Driver Courier	15.16	
31260 - Parking and Lot Attendant	11.16	
31290 - Shuttle Bus Driver	16.04	
31310 - Taxi Driver	14.17	
31361 - Truckdriver, Light	16.04	
31362 - Truckdriver, Medium	16.92	



31363 - Truckdriver, Heavy	23.44
31364 - Truckdriver, Tractor-Trailer	23.44
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.17
99030 - Cashier	10.29
99050 - Desk Clerk	16.67
99095 - Embalmer	30.13
99130 - Flight Follower	24.03
99251 - Laboratory Animal Caretaker I	11.36
99252 - Laboratory Animal Caretaker II	12.50
99260 - Marketing Analyst	26.31
99310 - Mortician	30.13
99410 - Pest Controller	20.13
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	18.58
99711 - Recycling Specialist	21.18
99730 - Refuse Collector	17.25
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	13.75
99830 - Survey Party Chief	37.15
99831 - Surveying Aide	21.13
99832 - Surveying Technician	28.98
99840 - Vending Machine Attendant	17.56
99841 - Vending Machine Repairer	21.58
99842 - Vending Machine Repairer Helper	18.36

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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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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).

\*\* 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)).

**\*\* 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.