

"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.: 2015-5233 Revision No.: 26 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Fort Bend, Galveston, Harris, Liberty, Montgomery, Waller

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.70
01012 - Accounting Clerk II		19.86
01013 - Accounting Clerk III		22.22
01020 - Administrative Assistant		34.25
01035 - Court Reporter		35.10
01041 - Customer Service Representative I		16.17***
01042 - Customer Service Representative II		17.64
01043 - Customer Service Representative III		19.81
01051 - Data Entry Operator I		15.23***
01052 - Data Entry Operator II		16.62***
01060 - Dispatcher, Motor Vehicle		20.56
01070 - Document Preparation Clerk		17.38
01090 - Duplicating Machine Operator		17.38
01111 - General Clerk I		15.87***
01112 - General Clerk II		17.32

01113 - General Clerk III	19.45
01120 - Housing Referral Assistant	23.88
01141 - Messenger Courier	16.69***
01191 - Order Clerk I	18.00
01192 - Order Clerk II	19.90
01261 - Personnel Assistant (Employment) I	19.78
01262 - Personnel Assistant (Employment) II	22.12
01263 - Personnel Assistant (Employment) III	24.66
01270 - Production Control Clerk	24.04
01290 - Rental Clerk	16.74***
01300 - Scheduler, Maintenance	19.15
01311 - Secretary I	19.15
01312 - Secretary II	21.42
01313 - Secretary III	23.88
01320 - Service Order Dispatcher	18.38
01410 - Supply Technician	34.25
01420 - Survey Worker	18.84
01460 - Switchboard Operator/Receptionist	14.87***
01531 - Travel Clerk I	16.76***
01532 - Travel Clerk II	17.86
01533 - Travel Clerk III	19.35
01611 - Word Processor I	17.28
01612 - Word Processor II	19.41
01613 - Word Processor III	21.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.76
05010 - Automotive Electrician	23.79
05040 - Automotive Glass Installer	21.96
05070 - Automotive Worker	21.96
05110 - Mobile Equipment Servicer	20.23
05130 - Motor Equipment Metal Mechanic	25.96
05160 - Motor Equipment Metal Worker	21.96
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	20.83
05280 - Motor Vehicle Wrecker	21.96
05310 - Painter, Automotive	23.79
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.46***
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.30***
07041 - Cook I	14.04***
07042 - Cook II	16.29***
07070 - Dishwasher	12.73***
07130 - Food Service Worker	13.14***
07210 - Meat Cutter	15.62***
07260 - Waiter/Waitress	10.23***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.86
09040 - Furniture Handler	11.95***
09080 - Furniture Refinisher	19.23
09090 - Furniture Refinisher Helper	14.58***
09110 - Furniture Repairer, Minor	16.82***
09130 - Upholsterer	18.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.70***
11060 - Elevator Operator	13.33***
11090 - Gardener	21.29
11122 - Housekeeping Aide	13.33***
11150 - Janitor	13.33***
11210 - Laborer, Grounds Maintenance	16.01***
11240 - Maid or Houseman	13.30***
11260 - Pruner	14.29***
11270 - Tractor Operator	19.53

11330 - Trail Maintenance Worker	16.01***
11360 - Window Cleaner	14.93***
12000 - Health Occupations	
12010 - Ambulance Driver	17.88
12011 - Breath Alcohol Technician	23.66
12012 - Certified Occupational Therapist Assistant	36.85
12015 - Certified Physical Therapist Assistant	37.06
12020 - Dental Assistant	18.67
12025 - Dental Hygienist	38.00
12030 - EKG Technician	26.09
12035 - Electroneurodiagnostic Technologist	26.09
12040 - Emergency Medical Technician	17.88
12071 - Licensed Practical Nurse I	21.16
12072 - Licensed Practical Nurse II	23.66
12073 - Licensed Practical Nurse III	26.38
12100 - Medical Assistant	18.09
12130 - Medical Laboratory Technician	27.36
12160 - Medical Record Clerk	18.91
12190 - Medical Record Technician	21.16
12195 - Medical Transcriptionist	20.81
12210 - Nuclear Medicine Technologist	47.01
12221 - Nursing Assistant I	13.95***
12222 - Nursing Assistant II	15.68***
12223 - Nursing Assistant III	17.11***
12224 - Nursing Assistant IV	19.22
12235 - Optical Dispenser	18.31
12236 - Optical Technician	17.56
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	18.02
12305 - Radiologic Technologist	34.78
12311 - Registered Nurse I	30.36
12312 - Registered Nurse II	38.37
12313 - Registered Nurse II, Specialist	38.37
12314 - Registered Nurse III	44.91
12315 - Registered Nurse III, Anesthetist	44.91
12316 - Registered Nurse IV	53.84
12317 - Scheduler (Drug and Alcohol Testing)	29.33
12320 - Substance Abuse Treatment Counselor	25.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.66
13012 - Exhibits Specialist II	31.80
13013 - Exhibits Specialist III	38.90
13041 - Illustrator I	23.50
13042 - Illustrator II	29.11
13043 - Illustrator III	35.61
13047 - Librarian	30.94
13050 - Library Aide/Clerk	14.22***
13054 - Library Information Technology Systems Administrator	27.94
13058 - Library Technician	17.58
13061 - Media Specialist I	20.16
13062 - Media Specialist II	22.55
13063 - Media Specialist III	25.14
13071 - Photographer I	18.96
13072 - Photographer II	21.20
13073 - Photographer III	26.27
13074 - Photographer IV	32.13
13075 - Photographer V	38.87
13090 - Technical Order Library Clerk	17.86
13110 - Video Teleconference Technician	23.54
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.42
14042 - Computer Operator II	22.83
14043 - Computer Operator III	25.45
14044 - Computer Operator IV	28.30

14045 - Computer Operator V	31.33
14071 - Computer Programmer I	(see 1)
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	20.42
14160 - Personal Computer Support Technician	28.30
14170 - System Support Specialist	37.07
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	38.33
15020 - Aircrew Training Devices Instructor (Rated)	46.39
15030 - Air Crew Training Devices Instructor (Pilot)	55.59
15050 - Computer Based Training Specialist / Instructor	38.33
15060 - Educational Technologist	34.80
15070 - Flight Instructor (Pilot)	55.59
15080 - Graphic Artist	26.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	55.59
15086 - Maintenance Test Pilot, Rotary Wing	55.59
15088 - Non-Maintenance Test/Co-Pilot	55.59
15090 - Technical Instructor	27.50
15095 - Technical Instructor/Course Developer	33.64
15110 - Test Proctor	22.20
15120 - Tutor	22.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.37***
16030 - Counter Attendant	11.37***
16040 - Dry Cleaner	14.61***
16070 - Finisher, Flatwork, Machine	11.37***
16090 - Presser, Hand	11.37***
16110 - Presser, Machine, Drycleaning	11.37***
16130 - Presser, Machine, Shirts	11.37***
16160 - Presser, Machine, Wearing Apparel, Laundry	11.37***
16190 - Sewing Machine Operator	15.48***
16220 - Tailor	16.65***
16250 - Washer, Machine	12.50***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.22
19040 - Tool And Die Maker	27.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.48
21030 - Material Coordinator	24.04
21040 - Material Expediter	24.04
21050 - Material Handling Laborer	15.84***
21071 - Order Filler	16.29***
21080 - Production Line Worker (Food Processing)	18.48
21110 - Shipping Packer	17.76
21130 - Shipping/Receiving Clerk	17.76
21140 - Store Worker I	13.67***
21150 - Stock Clerk	19.33
21210 - Tools And Parts Attendant	18.48
21410 - Warehouse Specialist	18.48
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.79
23019 - Aircraft Logs and Records Technician	29.80
23021 - Aircraft Mechanic I	36.20
23022 - Aircraft Mechanic II	37.79
23023 - Aircraft Mechanic III	39.41
23040 - Aircraft Mechanic Helper	25.30
23050 - Aircraft, Painter	34.22
23060 - Aircraft Servicer	29.80
23070 - Aircraft Survival Flight Equipment Technician	34.22
23080 - Aircraft Worker	32.01

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.20
23110 - Appliance Mechanic	21.63
23120 - Bicycle Repairer	20.33
23125 - Cable Splicer	34.68
23130 - Carpenter, Maintenance	22.89
23140 - Carpet Layer	23.59
23160 - Electrician, Maintenance	28.54
23181 - Electronics Technician Maintenance I	29.92
23182 - Electronics Technician Maintenance II	32.01
23183 - Electronics Technician Maintenance III	33.86
23260 - Fabric Worker	21.97
23290 - Fire Alarm System Mechanic	24.70
23310 - Fire Extinguisher Repairer	20.33
23311 - Fuel Distribution System Mechanic	23.66
23312 - Fuel Distribution System Operator	18.02
23370 - General Maintenance Worker	20.12
23380 - Ground Support Equipment Mechanic	36.20
23381 - Ground Support Equipment Servicer	29.80
23382 - Ground Support Equipment Worker	32.01
23391 - Gunsmith I	20.33
23392 - Gunsmith II	23.59
23393 - Gunsmith III	26.70
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.94
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.03
23430 - Heavy Equipment Mechanic	29.06
23440 - Heavy Equipment Operator	22.81
23460 - Instrument Mechanic	34.23
23465 - Laboratory/Shelter Mechanic	25.24
23470 - Laborer	15.84***
23510 - Locksmith	23.53
23530 - Machinery Maintenance Mechanic	30.27
23550 - Machinist, Maintenance	24.16
23580 - Maintenance Trades Helper	16.54***
23591 - Metrology Technician I	34.23
23592 - Metrology Technician II	35.72
23593 - Metrology Technician III	37.26
23640 - Millwright	29.71
23710 - Office Appliance Repairer	20.42
23760 - Painter, Maintenance	19.04
23790 - Pipefitter, Maintenance	30.41
23810 - Plumber, Maintenance	28.75
23820 - Pneudraulic Systems Mechanic	26.70
23850 - Rigger	25.87
23870 - Scale Mechanic	23.59
23890 - Sheet-Metal Worker, Maintenance	23.02
23910 - Small Engine Mechanic	21.63
23931 - Telecommunications Mechanic I	28.09
23932 - Telecommunications Mechanic II	29.33
23950 - Telephone Lineman	37.37
23960 - Welder, Combination, Maintenance	24.74
23965 - Well Driller	26.53
23970 - Woodcraft Worker	26.70
23980 - Woodworker	20.33
24000 - Personal Needs Occupations	
24550 - Case Manager	19.43
24570 - Child Care Attendant	11.11***
24580 - Child Care Center Clerk	13.85***
24610 - Chore Aide	10.73***
24620 - Family Readiness And Support Services Coordinator	19.43

24630 - Homemaker	19.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	23.47
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	14.81***
25210 - Water Treatment Plant Operator	23.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.84
27007 - Baggage Inspector	14.11***
27008 - Corrections Officer	21.46
27010 - Court Security Officer	23.95
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	21.46
27070 - Firefighter	26.57
27101 - Guard I	14.11***
27102 - Guard II	17.90
27131 - Police Officer I	28.75
27132 - Police Officer II	31.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.06***
28042 - Carnival Equipment Repairer	16.41***
28043 - Carnival Worker	11.00***
28210 - Gate Attendant/Gate Tender	16.14***
28310 - Lifeguard	12.38***
28350 - Park Attendant (Aide)	18.05
28510 - Recreation Aide/Health Facility Attendant	13.17***
28515 - Recreation Specialist	22.37
28630 - Sports Official	14.37***
28690 - Swimming Pool Operator	19.04
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.72
29020 - Hatch Tender	31.72
29030 - Line Handler	31.72
29041 - Stevedore I	29.55
29042 - Stevedore II	33.94
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	49.71
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	34.27
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.75
30021 - Archeological Technician I	21.56
30022 - Archeological Technician II	25.47
30023 - Archeological Technician III	30.62
30030 - Cartographic Technician	30.62
30040 - Civil Engineering Technician	33.03
30051 - Cryogenic Technician I	28.99
30052 - Cryogenic Technician II	32.03
30061 - Drafter/CAD Operator I	21.56
30062 - Drafter/CAD Operator II	24.71
30063 - Drafter/CAD Operator III	27.56
30064 - Drafter/CAD Operator IV	33.10
30081 - Engineering Technician I	20.08
30082 - Engineering Technician II	22.55
30083 - Engineering Technician III	25.22
30084 - Engineering Technician IV	31.26
30085 - Engineering Technician V	38.65
30086 - Engineering Technician VI	46.25
30090 - Environmental Technician	29.96
30095 - Evidence Control Specialist	26.18
30210 - Laboratory Technician	34.00
30221 - Latent Fingerprint Technician I	30.64
30222 - Latent Fingerprint Technician II	33.84
30240 - Mathematical Technician	40.76
30361 - Paralegal/Legal Assistant I	23.07
30362 - Paralegal/Legal Assistant II	28.58

30363 - Paralegal/Legal Assistant III	34.96
30364 - Paralegal/Legal Assistant IV	42.29
30375 - Petroleum Supply Specialist	32.03
30390 - Photo-Optics Technician	30.62
30395 - Radiation Control Technician	32.03
30461 - Technical Writer I	28.90
30462 - Technical Writer II	35.33
30463 - Technical Writer III	42.75
30491 - Unexploded Ordnance (UXO) Technician I	31.59
30492 - Unexploded Ordnance (UXO) Technician II	38.22
30493 - Unexploded Ordnance (UXO) Technician III	45.81
30494 - Unexploded (UXO) Safety Escort	31.59
30495 - Unexploded (UXO) Sweep Personnel	31.59
30501 - Weather Forecaster I	29.63
30502 - Weather Forecaster II	36.05
30620 - Weather Observer, Combined Upper Air Or	(see 2) 27.56
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 30.48
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	38.22
31020 - Bus Aide	16.95***
31030 - Bus Driver	24.39
31043 - Driver Courier	18.68
31260 - Parking and Lot Attendant	13.09***
31290 - Shuttle Bus Driver	17.28
31310 - Taxi Driver	13.64***
31361 - Truckdriver, Light	20.36
31362 - Truckdriver, Medium	22.00
31363 - Truckdriver, Heavy	23.07
31364 - Truckdriver, Tractor-Trailer	23.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.63
99030 - Cashier	12.50***
99050 - Desk Clerk	13.32***
99095 - Embalmer	34.72
99130 - Flight Follower	31.59
99251 - Laboratory Animal Caretaker I	14.56***
99252 - Laboratory Animal Caretaker II	15.87***
99260 - Marketing Analyst	35.05
99310 - Mortician	41.99
99410 - Pest Controller	19.88
99510 - Photofinishing Worker	16.80***
99710 - Recycling Laborer	21.10
99711 - Recycling Specialist	25.74
99730 - Refuse Collector	18.83
99810 - Sales Clerk	13.67***
99820 - School Crossing Guard	15.56***
99830 - Survey Party Chief	26.09
99831 - Surveying Aide	17.85
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	14.63***
99841 - Vending Machine Repairer	18.50
99842 - Vending Machine Repairer Helper	14.63***

\*\*\*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.

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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: \$4.98 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))."