

"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                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-5417  
Revision No.: 28  
Date Of Last Revision: 12/23/2024

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

---

State: Colorado

Area: Colorado Counties of El Paso, Teller

---

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.64***
01012 - Accounting Clerk II		19.79
01013 - Accounting Clerk III		22.14
01020 - Administrative Assistant		28.84
01035 - Court Reporter		22.38
01041 - Customer Service Representative I		15.93***
01042 - Customer Service Representative II		17.39***
01043 - Customer Service Representative III		19.51
01051 - Data Entry Operator I		18.16
01052 - Data Entry Operator II		19.81
01060 - Dispatcher, Motor Vehicle		22.49
01070 - Document Preparation Clerk		19.32
01090 - Duplicating Machine Operator		19.32
01111 - General Clerk I		18.72
01112 - General Clerk II		20.42
01113 - General Clerk III		22.92
01120 - Housing Referral Assistant		24.95
01141 - Messenger Courier		17.47***
01191 - Order Clerk I		17.65***
01192 - Order Clerk II		19.26
01261 - Personnel Assistant (Employment) I		20.30
01262 - Personnel Assistant (Employment) II		22.69
01263 - Personnel Assistant (Employment) III		25.30
01270 - Production Control Clerk		27.00
01290 - Rental Clerk		18.75
01300 - Scheduler, Maintenance		20.00
01311 - Secretary I		20.00
01312 - Secretary II		22.38
01313 - Secretary III		24.95
01320 - Service Order Dispatcher		20.11
01410 - Supply Technician		28.84

01420 - Survey Worker	21.32
01460 - Switchboard Operator/Receptionist	17.74***
01531 - Travel Clerk I	18.30
01532 - Travel Clerk II	19.60
01533 - Travel Clerk III	20.70
01611 - Word Processor I	18.84
01612 - Word Processor II	21.17
01613 - Word Processor III	23.67
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.75
05010 - Automotive Electrician	24.21
05040 - Automotive Glass Installer	22.71
05070 - Automotive Worker	22.71
05110 - Mobile Equipment Servicer	19.68
05130 - Motor Equipment Metal Mechanic	25.71
05160 - Motor Equipment Metal Worker	22.71
05190 - Motor Vehicle Mechanic	25.71
05220 - Motor Vehicle Mechanic Helper	18.17
05250 - Motor Vehicle Upholstery Worker	21.21
05280 - Motor Vehicle Wrecker	22.71
05310 - Painter, Automotive	24.21
05340 - Radiator Repair Specialist	22.71
05370 - Tire Repairer	17.11***
05400 - Transmission Repair Specialist	25.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.43***
07041 - Cook I	17.04***
07042 - Cook II	19.66
07070 - Dishwasher	15.73***
07130 - Food Service Worker	16.94***
07210 - Meat Cutter	21.40
07260 - Waiter/Waitress	15.39***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.07
09040 - Furniture Handler	14.59***
09080 - Furniture Refinisher	22.07
09090 - Furniture Refinisher Helper	16.56***
09110 - Furniture Repairer, Minor	19.33
09130 - Upholsterer	22.07
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.94***
11060 - Elevator Operator	16.54***
11090 - Gardener	23.07
11122 - Housekeeping Aide	16.54***
11150 - Janitor	16.54***
11210 - Laborer, Grounds Maintenance	18.06
11240 - Maid or Houseman	16.06***
11260 - Pruner	17.25***
11270 - Tractor Operator	21.29
11330 - Trail Maintenance Worker	18.06

11360 - Window Cleaner	17.33***
12000 - Health Occupations	
12010 - Ambulance Driver	20.57
12011 - Breath Alcohol Technician	27.40
12012 - Certified Occupational Therapist Assistant	29.26
12015 - Certified Physical Therapist Assistant	29.31
12020 - Dental Assistant	22.25
12025 - Dental Hygienist	48.25
12030 - EKG Technician	41.53
12035 - Electroneurodiagnostic Technologist	41.53
12040 - Emergency Medical Technician	20.57
12071 - Licensed Practical Nurse I	24.50
12072 - Licensed Practical Nurse II	27.40
12073 - Licensed Practical Nurse III	30.56
12100 - Medical Assistant	20.88
12130 - Medical Laboratory Technician	30.70
12160 - Medical Record Clerk	21.81
12190 - Medical Record Technician	24.40
12195 - Medical Transcriptionist	21.35
12210 - Nuclear Medicine Technologist	45.53
12221 - Nursing Assistant I	13.82***
12222 - Nursing Assistant II	15.55***
12223 - Nursing Assistant III	16.97***
12224 - Nursing Assistant IV	19.04
12235 - Optical Dispenser	19.14
12236 - Optical Technician	19.86
12250 - Pharmacy Technician	21.67
12280 - Phlebotomist	21.58
12305 - Radiologic Technologist	35.00
12311 - Registered Nurse I	27.40
12312 - Registered Nurse II	33.52
12313 - Registered Nurse II, Specialist	33.52
12314 - Registered Nurse III	40.55
12315 - Registered Nurse III, Anesthetist	40.55
12316 - Registered Nurse IV	48.60
12317 - Scheduler (Drug and Alcohol Testing)	33.95
12320 - Substance Abuse Treatment Counselor	24.21
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.63
13012 - Exhibits Specialist II	30.51
13013 - Exhibits Specialist III	37.32
13041 - Illustrator I	24.90
13042 - Illustrator II	30.84
13043 - Illustrator III	37.71
13047 - Librarian	34.15
13050 - Library Aide/Clerk	17.00***
13054 - Library Information Technology Systems Administrator	30.83
13058 - Library Technician	19.24
13061 - Media Specialist I	22.01

13062 - Media Specialist II	24.63
13063 - Media Specialist III	27.45
13071 - Photographer I	17.19***
13072 - Photographer II	19.23
13073 - Photographer III	23.83
13074 - Photographer IV	29.14
13075 - Photographer V	35.26
13090 - Technical Order Library Clerk	19.33
13110 - Video Teleconference Technician	26.26
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.91
14042 - Computer Operator II	26.75
14043 - Computer Operator III	29.83
14044 - Computer Operator IV	33.13
14045 - Computer Operator V	36.99
14071 - Computer Programmer I	(see 1) 27.57
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	23.91
14160 - Personal Computer Support Technician	33.13
14170 - System Support Specialist	39.65
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.86
15020 - Aircrew Training Devices Instructor (Rated)	43.38
15030 - Air Crew Training Devices Instructor (Pilot)	52.00
15050 - Computer Based Training Specialist / Instructor	35.86
15060 - Educational Technologist	36.09
15070 - Flight Instructor (Pilot)	52.00
15080 - Graphic Artist	27.37
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	52.00
15086 - Maintenance Test Pilot, Rotary Wing	52.00
15088 - Non-Maintenance Test/Co-Pilot	52.00
15090 - Technical Instructor	26.88
15095 - Technical Instructor/Course Developer	32.90
15110 - Test Proctor	21.70
15120 - Tutor	21.70
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	15.77***
16030 - Counter Attendant	15.77***
16040 - Dry Cleaner	18.02
16070 - Finisher, Flatwork, Machine	15.77***
16090 - Presser, Hand	15.77***
16110 - Presser, Machine, Drycleaning	15.77***
16130 - Presser, Machine, Shirts	15.77***
16160 - Presser, Machine, Wearing Apparel, Laundry	15.77***
16190 - Sewing Machine Operator	18.77

16220 - Tailor	19.52
16250 - Washer, Machine	16.52***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.24
19040 - Tool And Die Maker	35.20
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.90
21030 - Material Coordinator	27.00
21040 - Material Expediter	27.00
21050 - Material Handling Laborer	17.52***
21071 - Order Filler	17.32***
21080 - Production Line Worker (Food Processing)	20.90
21110 - Shipping Packer	19.17
21130 - Shipping/Receiving Clerk	19.17
21140 - Store Worker I	15.81***
21150 - Stock Clerk	18.18
21210 - Tools And Parts Attendant	20.90
21410 - Warehouse Specialist	20.90
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.88
23019 - Aircraft Logs and Records Technician	26.43
23021 - Aircraft Mechanic I	32.04
23022 - Aircraft Mechanic II	33.88
23023 - Aircraft Mechanic III	35.67
23040 - Aircraft Mechanic Helper	22.64
23050 - Aircraft, Painter	30.17
23060 - Aircraft Servicer	26.43
23070 - Aircraft Survival Flight Equipment Technician	30.17
23080 - Aircraft Worker	28.30
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.04
23110 - Appliance Mechanic	22.55
23120 - Bicycle Repairer	18.10
23125 - Cable Splicer	52.07
23130 - Carpenter, Maintenance	27.12
23140 - Carpet Layer	26.70
23160 - Electrician, Maintenance	28.36
23181 - Electronics Technician Maintenance I	31.33
23182 - Electronics Technician Maintenance II	33.40
23183 - Electronics Technician Maintenance III	35.48
23260 - Fabric Worker	24.93
23290 - Fire Alarm System Mechanic	29.92
23310 - Fire Extinguisher Repairer	23.13
23311 - Fuel Distribution System Mechanic	37.73
23312 - Fuel Distribution System Operator	28.87
23370 - General Maintenance Worker	22.25
23380 - Ground Support Equipment Mechanic	32.04
23381 - Ground Support Equipment Servicer	26.43

23382 - Ground Support Equipment Worker	28.30
23391 - Gunsmith I	23.13
23392 - Gunsmith II	26.70
23393 - Gunsmith III	30.24
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.19
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.80
23430 - Heavy Equipment Mechanic	29.99
23440 - Heavy Equipment Operator	27.17
23460 - Instrument Mechanic	30.24
23465 - Laboratory/Shelter Mechanic	28.46
23470 - Laborer	17.52***
23510 - Locksmith	22.25
23530 - Machinery Maintenance Mechanic	32.04
23550 - Machinist, Maintenance	25.99
23580 - Maintenance Trades Helper	16.82***
23591 - Metrology Technician I	30.24
23592 - Metrology Technician II	31.97
23593 - Metrology Technician III	33.65
23640 - Millwright	31.55
23710 - Office Appliance Repairer	23.03
23760 - Painter, Maintenance	21.95
23790 - Pipefitter, Maintenance	29.14
23810 - Plumber, Maintenance	27.43
23820 - Pneudraulic Systems Mechanic	30.24
23850 - Rigger	30.24
23870 - Scale Mechanic	26.70
23890 - Sheet-Metal Worker, Maintenance	23.40
23910 - Small Engine Mechanic	23.16
23931 - Telecommunications Mechanic I	33.45
23932 - Telecommunications Mechanic II	35.36
23950 - Telephone Lineman	29.20
23960 - Welder, Combination, Maintenance	24.71
23965 - Well Driller	30.42
23970 - Woodcraft Worker	30.24
23980 - Woodworker	23.13
24000 - Personal Needs Occupations	
24550 - Case Manager	20.84
24570 - Child Care Attendant	16.50***
24580 - Child Care Center Clerk	20.57
24610 - Chore Aide	16.79***
24620 - Family Readiness And Support Services Coordinator	20.84
24630 - Homemaker	20.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.85
25040 - Sewage Plant Operator	31.92
25070 - Stationary Engineer	33.85
25190 - Ventilation Equipment Tender	23.91

25210 - Water Treatment Plant Operator	31.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.22
27007 - Baggage Inspector	17.67***
27008 - Corrections Officer	27.79
27010 - Court Security Officer	29.72
27030 - Detection Dog Handler	19.76
27040 - Detention Officer	27.79
27070 - Firefighter	30.98
27101 - Guard I	17.67***
27102 - Guard II	19.76
27131 - Police Officer I	38.77
27132 - Police Officer II	43.07
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.98***
28042 - Carnival Equipment Repairer	18.39
28043 - Carnival Worker	14.43***
28210 - Gate Attendant/Gate Tender	18.48
28310 - Lifeguard	15.78***
28350 - Park Attendant (Aide)	20.67
28510 - Recreation Aide/Health Facility Attendant	15.09***
28515 - Recreation Specialist	25.61
28630 - Sports Official	16.47***
28690 - Swimming Pool Operator	21.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.39
29020 - Hatch Tender	29.39
29030 - Line Handler	29.39
29041 - Stevedore I	27.45
29042 - Stevedore II	31.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.34
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.95
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.19
30021 - Archeological Technician I	20.75
30022 - Archeological Technician II	23.20
30023 - Archeological Technician III	28.58
30030 - Cartographic Technician	28.76
30040 - Civil Engineering Technician	34.90
30051 - Cryogenic Technician I	31.84
30052 - Cryogenic Technician II	34.96
30061 - Drafter/CAD Operator I	20.75
30062 - Drafter/CAD Operator II	23.20
30063 - Drafter/CAD Operator III	25.87
30064 - Drafter/CAD Operator IV	31.84
30081 - Engineering Technician I	16.63***
30082 - Engineering Technician II	18.67
30083 - Engineering Technician III	20.87
30084 - Engineering Technician IV	25.86
30085 - Engineering Technician V	31.64



30086 - Engineering Technician VI	38.28
30090 - Environmental Technician	30.13
30095 - Evidence Control Specialist	28.58
30210 - Laboratory Technician	26.57
30221 - Latent Fingerprint Technician I	29.58
30222 - Latent Fingerprint Technician II	32.67
30240 - Mathematical Technician	30.34
30361 - Paralegal/Legal Assistant I	22.39
30362 - Paralegal/Legal Assistant II	27.74
30363 - Paralegal/Legal Assistant III	33.93
30364 - Paralegal/Legal Assistant IV	41.05
30375 - Petroleum Supply Specialist	34.96
30390 - Photo-Optics Technician	28.76
30395 - Radiation Control Technician	34.96
30461 - Technical Writer I	27.57
30462 - Technical Writer II	33.70
30463 - Technical Writer III	40.78
30491 - Unexploded Ordnance (UXO) Technician I	29.45
30492 - Unexploded Ordnance (UXO) Technician II	35.63
30493 - Unexploded Ordnance (UXO) Technician III	42.71
30494 - Unexploded (UXO) Safety Escort	29.45
30495 - Unexploded (UXO) Sweep Personnel	29.45
30501 - Weather Forecaster I	31.84
30502 - Weather Forecaster II	38.49
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 25.87
30621 - Weather Observer, Senior	(see 2) 28.58
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.63
31020 - Bus Aide	15.80***
31030 - Bus Driver	21.89
31043 - Driver Courier	18.33
31260 - Parking and Lot Attendant	15.96***
31290 - Shuttle Bus Driver	16.76***
31310 - Taxi Driver	14.00***
31361 - Truckdriver, Light	19.85
31362 - Truckdriver, Medium	21.39
31363 - Truckdriver, Heavy	26.02
31364 - Truckdriver, Tractor-Trailer	26.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.37***
99030 - Cashier	15.50***
99050 - Desk Clerk	16.09***
99095 - Embalmer	23.19
99130 - Flight Follower	29.45
99251 - Laboratory Animal Caretaker I	16.91***
99252 - Laboratory Animal Caretaker II	18.30
99260 - Marketing Analyst	34.14
99310 - Mortician	23.19
99410 - Pest Controller	23.00

99510 - Photofinishing Worker	15.48***
99710 - Recycling Laborer	23.75
99711 - Recycling Specialist	28.20
99730 - Refuse Collector	22.67
99810 - Sales Clerk	16.26***
99820 - School Crossing Guard	17.22***
99830 - Survey Party Chief	33.04
99831 - Surveying Aide	23.63
99832 - Surveying Technician	30.51
99840 - Vending Machine Attendant	17.69***
99841 - Vending Machine Repairer	22.11
99842 - Vending Machine Repairer Helper	17.69***

\*\*\*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](http://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, 4 weeks after 15 years, and 5 weeks after 25 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))."