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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.: 2015-5601 Revision No.: 27 Date Of Last Revision: 2/11/2026

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.: 2015-4615 Revision No.: 27 Date Of Last Revision: 07/22/2024

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:	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.

State: Nevada

Area: Nevada Counties of Elko, Eureka, Humboldt, Lander, Pershing and White Pine

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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		19.08
01012 - Accounting Clerk II		21.41
01013 - Accounting Clerk III		23.95
01020 - Administrative Assistant		30.26
01035 - Court Reporter		20.47
01041 - Customer Service Representative I		15.36
01042 - Customer Service Representative II		16.76
01043 - Customer Service Representative III		18.81
01051 - Data Entry Operator I		19.16
01052 - Data Entry Operator II		20.91
01060 - Dispatcher, Motor Vehicle		23.78
01070 - Document Preparation Clerk		16.30
01090 - Duplicating Machine Operator		16.30
01111 - General Clerk I		17.27
01112 - General Clerk II		18.84
01113 - General Clerk III		21.14
01120 - Housing Referral Assistant		22.81
01141 - Messenger Courier		13.28
01191 - Order Clerk I		19.31
01192 - Order Clerk II		21.68
01261 - Personnel Assistant (Employment) I		18.57
01262 - Personnel Assistant (Employment) II		20.77
01263 - Personnel Assistant (Employment) III		23.15
01270 - Production Control Clerk		31.94

01290 - Rental Clerk	19.58
01300 - Scheduler, Maintenance	18.30
01311 - Secretary I	18.30
01312 - Secretary II	20.47
01313 - Secretary III	22.81
01320 - Service Order Dispatcher	21.10
01410 - Supply Technician	30.26
01420 - Survey Worker	20.47
01460 - Switchboard Operator/Receptionist	17.60
01531 - Travel Clerk I	16.30
01532 - Travel Clerk II	18.30
01533 - Travel Clerk III	20.47
01611 - Word Processor I	16.30
01612 - Word Processor II	18.30
01613 - Word Processor III	20.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.82
05010 - Automotive Electrician	27.16
05040 - Automotive Glass Installer	25.75
05070 - Automotive Worker	25.75
05110 - Mobile Equipment Servicer	23.04
05130 - Motor Equipment Metal Mechanic	28.56
05160 - Motor Equipment Metal Worker	25.75
05190 - Motor Vehicle Mechanic	28.56
05220 - Motor Vehicle Mechanic Helper	21.62
05250 - Motor Vehicle Upholstery Worker	24.40
05280 - Motor Vehicle Wrecker	25.75
05310 - Painter, Automotive	27.16
05340 - Radiator Repair Specialist	25.75
05370 - Tire Repairer	21.62
05400 - Transmission Repair Specialist	28.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.48
07041 - Cook I	19.11
07042 - Cook II	21.37
07070 - Dishwasher	13.97
07130 - Food Service Worker	15.07
07210 - Meat Cutter	21.61
07260 - Waiter/Waitress	11.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.28
09040 - Furniture Handler	19.73
09080 - Furniture Refinisher	25.28
09090 - Furniture Refinisher Helper	22.34
09110 - Furniture Repairer, Minor	25.05
09130 - Upholsterer	23.12

11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.04
11060 - Elevator Operator	16.99
11090 - Gardener	23.55
11122 - Housekeeping Aide	16.99
11150 - Janitor	16.99
11210 - Laborer, Grounds Maintenance	19.21
11240 - Maid or Houseman	13.89
11260 - Pruner	17.70
11270 - Tractor Operator	22.11
11330 - Trail Maintenance Worker	19.21
11360 - Window Cleaner	18.44
12000 - Health Occupations	
12010 - Ambulance Driver	23.42
12011 - Breath Alcohol Technician	31.72
12012 - Certified Occupational Therapist Assistant	43.54
12015 - Certified Physical Therapist Assistant	33.75
12020 - Dental Assistant	22.15
12025 - Dental Hygienist	49.58
12030 - EKG Technician	48.07
12035 - Electroneurodiagnostic Technologist	48.07
12040 - Emergency Medical Technician	23.42
12071 - Licensed Practical Nurse I	28.36
12072 - Licensed Practical Nurse II	31.72
12073 - Licensed Practical Nurse III	35.37
12100 - Medical Assistant	21.48
12130 - Medical Laboratory Technician	32.98
12160 - Medical Record Clerk	19.75
12190 - Medical Record Technician	22.09
12195 - Medical Transcriptionist	28.36
12210 - Nuclear Medicine Technologist	69.73
12221 - Nursing Assistant I	13.53
12222 - Nursing Assistant II	15.22
12223 - Nursing Assistant III	16.61
12224 - Nursing Assistant IV	18.64
12235 - Optical Dispenser	23.71
12236 - Optical Technician	28.36
12250 - Pharmacy Technician	21.54
12280 - Phlebotomist	19.23
12305 - Radiologic Technologist	38.52
12311 - Registered Nurse I	27.63
12312 - Registered Nurse II	35.14
12313 - Registered Nurse II, Specialist	35.14
12314 - Registered Nurse III	40.94
12315 - Registered Nurse III, Anesthetist	40.94
12316 - Registered Nurse IV	49.04
12317 - Scheduler (Drug and Alcohol Testing)	39.31

12320 - Substance Abuse Treatment Counselor	32.54
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.07
13012 - Exhibits Specialist II	28.58
13013 - Exhibits Specialist III	34.95
13041 - Illustrator I	23.07
13042 - Illustrator II	28.58
13043 - Illustrator III	34.95
13047 - Librarian	31.65
13050 - Library Aide/Clerk	17.58
13054 - Library Information Technology Systems Administrator	28.58
13058 - Library Technician	22.83
13061 - Media Specialist I	20.62
13062 - Media Specialist II	23.07
13063 - Media Specialist III	25.72
13071 - Photographer I	19.97
13072 - Photographer II	22.34
13073 - Photographer III	27.68
13074 - Photographer IV	33.86
13075 - Photographer V	40.96
13090 - Technical Order Library Clerk	21.74
13110 - Video Teleconference Technician	20.97
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.68
14042 - Computer Operator II	23.13
14043 - Computer Operator III	25.78
14044 - Computer Operator IV	28.66
14045 - Computer Operator V	31.74
14071 - Computer Programmer I	22.61
14072 - Computer Programmer II	0.00
14073 - Computer Programmer III	0.00
14074 - Computer Programmer IV	0.00
14101 - Computer Systems Analyst I	0.00
14102 - Computer Systems Analyst II	0.00
14103 - Computer Systems Analyst III	0.00
14150 - Peripheral Equipment Operator	20.68
14160 - Personal Computer Support Technician	28.96
14170 - System Support Specialist	32.25
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.97
15020 - Aircrew Training Devices Instructor (Rated)	39.42
15030 - Air Crew Training Devices Instructor (Pilot)	45.38
15050 - Computer Based Training Specialist /	

Instructor	31.97
15060 - Educational Technologist	35.96
15070 - Flight Instructor (Pilot)	45.38
15080 - Graphic Artist	30.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	45.38
15086 - Maintenance Test Pilot, Rotary Wing	45.38
15088 - Non-Maintenance Test/Co-Pilot	45.38
15090 - Technical Instructor	32.49
15095 - Technical Instructor/Course Developer	39.74
15110 - Test Proctor	26.22
15120 - Tutor	26.22
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	19.03
16030 - Counter Attendant	19.03
16040 - Dry Cleaner	21.75
16070 - Finisher, Flatwork, Machine	19.03
16090 - Presser, Hand	19.03
16110 - Presser, Machine, Drycleaning	19.03
16130 - Presser, Machine, Shirts	19.03
16160 - Presser, Machine, Wearing Apparel, Laundry	19.03
16190 - Sewing Machine Operator	22.66
16220 - Tailor	23.57
16250 - Washer, Machine	19.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	33.31
19040 - Tool And Die Maker	39.51
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	26.41
21030 - Material Coordinator	31.94
21040 - Material Expediter	31.94
21050 - Material Handling Laborer	18.22
21071 - Order Filler	17.86
21080 - Production Line Worker (Food Processing)	26.41
21110 - Shipping Packer	21.04
21130 - Shipping/Receiving Clerk	21.04
21140 - Store Worker I	19.18
21150 - Stock Clerk	24.14
21210 - Tools And Parts Attendant	26.41
21410 - Warehouse Specialist	26.41
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	47.66
23019 - Aircraft Logs and Records Technician	38.89
23021 - Aircraft Mechanic I	45.54
23022 - Aircraft Mechanic II	47.66
23023 - Aircraft Mechanic III	49.58

23040 - Aircraft Mechanic Helper	33.96
23050 - Aircraft, Painter	43.30
23060 - Aircraft Servicer	38.89
23070 - Aircraft Survival Flight Equipment Technician	43.30
23080 - Aircraft Worker	41.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	41.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	45.54
23110 - Appliance Mechanic	33.31
23120 - Bicycle Repairer	28.23
23125 - Cable Splicer	39.40
23130 - Carpenter, Maintenance	29.78
23140 - Carpet Layer	33.58
23160 - Electrician, Maintenance	37.77
23181 - Electronics Technician Maintenance I	35.97
23182 - Electronics Technician Maintenance II	37.93
23183 - Electronics Technician Maintenance III	39.89
23260 - Fabric Worker	29.92
23290 - Fire Alarm System Mechanic	35.03
23310 - Fire Extinguisher Repairer	28.23
23311 - Fuel Distribution System Mechanic	35.03
23312 - Fuel Distribution System Operator	28.23
23370 - General Maintenance Worker	24.08
23380 - Ground Support Equipment Mechanic	45.54
23381 - Ground Support Equipment Servicer	38.89
23382 - Ground Support Equipment Worker	41.06
23391 - Gunsmith I	28.23
23392 - Gunsmith II	31.58
23393 - Gunsmith III	35.03
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.04
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.40
23430 - Heavy Equipment Mechanic	40.62
23440 - Heavy Equipment Operator	34.72
23460 - Instrument Mechanic	35.38
23465 - Laboratory/Shelter Mechanic	33.31
23470 - Laborer	18.22
23510 - Locksmith	33.31
23530 - Machinery Maintenance Mechanic	37.71
23550 - Machinist, Maintenance	28.32
23580 - Maintenance Trades Helper	22.50
23591 - Metrology Technician I	35.38
23592 - Metrology Technician II	37.03
23593 - Metrology Technician III	38.52
23640 - Millwright	30.62
23710 - Office Appliance Repairer	33.31

23760 - Painter, Maintenance	27.17
23790 - Pipefitter, Maintenance	34.62
23810 - Plumber, Maintenance	32.92
23820 - Pneudraulic Systems Mechanic	35.03
23850 - Rigger	32.29
23870 - Scale Mechanic	31.58
23890 - Sheet-Metal Worker, Maintenance	41.16
23910 - Small Engine Mechanic	31.58
23931 - Telecommunications Mechanic I	32.46
23932 - Telecommunications Mechanic II	33.98
23950 - Telephone Lineman	32.06
23960 - Welder, Combination, Maintenance	32.80
23965 - Well Driller	34.71
23970 - Woodcraft Worker	35.03
23980 - Woodworker	28.23
24000 - Personal Needs Occupations	
24550 - Case Manager	17.47
24570 - Child Care Attendant	14.08
24580 - Child Care Center Clerk	17.55
24610 - Chore Aide	15.29
24620 - Family Readiness And Support Services Coordinator	17.47
24630 - Homemaker	17.47
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.99
25040 - Sewage Plant Operator	30.42
25070 - Stationary Engineer	31.99
25190 - Ventilation Equipment Tender	24.21
25210 - Water Treatment Plant Operator	30.42
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.58
27007 - Baggage Inspector	17.96
27008 - Corrections Officer	28.58
27010 - Court Security Officer	28.58
27030 - Detection Dog Handler	20.09
27040 - Detention Officer	28.58
27070 - Firefighter	28.89
27101 - Guard I	17.96
27102 - Guard II	20.09
27131 - Police Officer I	30.96
27132 - Police Officer II	34.42
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.59
28042 - Carnival Equipment Repairer	15.54
28043 - Carnival Worker	11.67

28210 - Gate Attendant/Gate Tender	21.55
28310 - Lifeguard	14.39
28350 - Park Attendant (Aide)	24.10
28510 - Recreation Aide/Health Facility Attendant	17.60
28515 - Recreation Specialist	29.87
28630 - Sports Official	19.21
28690 - Swimming Pool Operator	17.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	37.34
29020 - Hatch Tender	37.34
29030 - Line Handler	37.34
29041 - Stevedore I	35.37
29042 - Stevedore II	39.38
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	47.06
30011 - Air Traffic Control Specialist, Station (HFO)	32.46
30012 - Air Traffic Control Specialist, Terminal (HFO)	35.73
30021 - Archeological Technician I	22.40
30022 - Archeological Technician II	25.05
30023 - Archeological Technician III	31.03
30030 - Cartographic Technician	31.03
30040 - Civil Engineering Technician	29.30
30051 - Cryogenic Technician I	34.37
30052 - Cryogenic Technician II	37.95
30061 - Drafter/CAD Operator I	22.40
30062 - Drafter/CAD Operator II	25.05
30063 - Drafter/CAD Operator III	27.92
30064 - Drafter/CAD Operator IV	34.37
30081 - Engineering Technician I	17.67
30082 - Engineering Technician II	19.82
30083 - Engineering Technician III	22.18
30084 - Engineering Technician IV	27.48
30085 - Engineering Technician V	33.61
30086 - Engineering Technician VI	40.66
30090 - Environmental Technician	31.21
30095 - Evidence Control Specialist	31.03
30210 - Laboratory Technician	32.63
30221 - Latent Fingerprint Technician I	34.37
30222 - Latent Fingerprint Technician II	37.95
30240 - Mathematical Technician	31.03
30361 - Paralegal/Legal Assistant I	22.17
30362 - Paralegal/Legal Assistant II	27.47
30363 - Paralegal/Legal Assistant III	33.60
30364 - Paralegal/Legal Assistant IV	40.65

30375 - Petroleum Supply Specialist	37.95
30390 - Photo-Optics Technician	31.03
30395 - Radiation Control Technician	37.95
30461 - Technical Writer I	31.03
30462 - Technical Writer II	37.95
30463 - Technical Writer III	45.92
30491 - Unexploded Ordnance (UXO) Technician I	29.91
30492 - Unexploded Ordnance (UXO) Technician II	36.19
30493 - Unexploded Ordnance (UXO) Technician III	43.37
30494 - Unexploded (UXO) Safety Escort	29.91
30495 - Unexploded (UXO) Sweep Personnel	29.91
30501 - Weather Forecaster I	34.37
30502 - Weather Forecaster II	41.81
30620 - Weather Observer, Combined Upper Air Or Surface Programs	27.92
30621 - Weather Observer, Senior	31.03
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.19
31020 - Bus Aide	21.05
31030 - Bus Driver	27.43
31043 - Driver Courier	19.09
31260 - Parking and Lot Attendant	15.30
31290 - Shuttle Bus Driver	17.64
31310 - Taxi Driver	14.44
31361 - Truckdriver, Light	20.32
31362 - Truckdriver, Medium	21.52
31363 - Truckdriver, Heavy	32.90
31364 - Truckdriver, Tractor-Trailer	32.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.64
99030 - Cashier	14.24
99050 - Desk Clerk	13.56
99095 - Embalmer	29.91
99130 - Flight Follower	29.91
99251 - Laboratory Animal Caretaker I	17.38
99252 - Laboratory Animal Caretaker II	18.51
99260 - Marketing Analyst	31.64
99310 - Mortician	29.91
99410 - Pest Controller	22.55
99510 - Photofinishing Worker	15.72
99710 - Recycling Laborer	28.80
99711 - Recycling Specialist	33.08
99730 - Refuse Collector	26.81
99810 - Sales Clerk	16.50
99820 - School Crossing Guard	20.66
99830 - Survey Party Chief	41.08
99831 - Surveying Aide	27.70

99832 - Surveying Technician	30.12
99840 - Vending Machine Attendant	16.80
99841 - Vending Machine Repairer	20.01
99842 - Vending Machine Repairer Helper	16.80

***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.

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 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: 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))."""