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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.: 30
Director            Wage Determinations           |  Date Of Last Revision: 12/03/2025
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State: Nevada

Area: Nevada County of Clark

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.84
01012 - Accounting Clerk II		21.14
01013 - Accounting Clerk III		23.65
01020 - Administrative Assistant		31.83
01035 - Court Reporter		31.76
01041 - Customer Service Representative I		15.00
01042 - Customer Service Representative II		16.37
01043 - Customer Service Representative III		18.37
01051 - Data Entry Operator I		17.25
01052 - Data Entry Operator II		18.82
01060 - Dispatcher, Motor Vehicle		20.52
01070 - Document Preparation Clerk		16.94
01090 - Duplicating Machine Operator		16.94
01111 - General Clerk I		16.46
01112 - General Clerk II		17.96
01113 - General Clerk III		20.16
01120 - Housing Referral Assistant		24.16
01141 - Messenger Courier		20.02
01191 - Order Clerk I		17.47
01192 - Order Clerk II		19.06
01261 - Personnel Assistant (Employment) I		18.85
01262 - Personnel Assistant (Employment) II		21.08
01263 - Personnel Assistant (Employment) III		23.51
01270 - Production Control Clerk		26.03
01290 - Rental Clerk		18.48
01300 - Scheduler, Maintenance		19.38
01311 - Secretary I		19.38
01312 - Secretary II		21.68
01313 - Secretary III		24.16
01320 - Service Order Dispatcher		18.34
01410 - Supply Technician		31.83
01420 - Survey Worker		18.09
01460 - Switchboard Operator/Receptionist		17.00
01531 - Travel Clerk I		19.82
01532 - Travel Clerk II		21.04
01533 - Travel Clerk III		22.66
01611 - Word Processor I		16.94
01612 - Word Processor II		19.01
01613 - Word Processor III		21.26
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		27.60
05010 - Automotive Electrician		21.78

05040 - Automotive Glass Installer	20.68
05070 - Automotive Worker	20.68
05110 - Mobile Equipment Servicer	18.62
05130 - Motor Equipment Metal Mechanic	22.86
05160 - Motor Equipment Metal Worker	20.68
05190 - Motor Vehicle Mechanic	22.86
05220 - Motor Vehicle Mechanic Helper	17.59
05250 - Motor Vehicle Upholstery Worker	19.66
05280 - Motor Vehicle Wrecker	20.68
05310 - Painter, Automotive	21.78
05340 - Radiator Repair Specialist	20.68
05370 - Tire Repairer	17.94
05400 - Transmission Repair Specialist	22.86
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.87
07041 - Cook I	18.38
07042 - Cook II	20.40
07070 - Dishwasher	16.46
07130 - Food Service Worker	16.49
07210 - Meat Cutter	18.72
07260 - Waiter/Waitress	12.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.11
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	18.86
09090 - Furniture Refinisher Helper	16.15
09110 - Furniture Repairer, Minor	17.74
09130 - Upholsterer	21.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.99
11060 - Elevator Operator	17.88
11090 - Gardener	21.39
11122 - Housekeeping Aide	17.88
11150 - Janitor	17.88
11210 - Laborer, Grounds Maintenance	17.66
11240 - Maid or Houseman	22.04
11260 - Pruner	16.33
11270 - Tractor Operator	20.21
11330 - Trail Maintenance Worker	17.66
11360 - Window Cleaner	19.34
12000 - Health Occupations	
12010 - Ambulance Driver	20.94
12011 - Breath Alcohol Technician	30.53
12012 - Certified Occupational Therapist Assistant	37.79
12015 - Certified Physical Therapist Assistant	35.79
12020 - Dental Assistant	22.47
12025 - Dental Hygienist	48.05
12030 - EKG Technician	39.55
12035 - Electroneurodiagnostic Technologist	39.55
12040 - Emergency Medical Technician	20.94
12071 - Licensed Practical Nurse I	27.29
12072 - Licensed Practical Nurse II	30.53
12073 - Licensed Practical Nurse III	34.05
12100 - Medical Assistant	19.51
12130 - Medical Laboratory Technician	30.78
12160 - Medical Record Clerk	21.24
12190 - Medical Record Technician	23.76
12195 - Medical Transcriptionist	20.78
12210 - Nuclear Medicine Technologist	51.56
12221 - Nursing Assistant I	15.72
12222 - Nursing Assistant II	17.69
12223 - Nursing Assistant III	19.31
12224 - Nursing Assistant IV	21.67
12235 - Optical Dispenser	22.89
12236 - Optical Technician	18.60

12250 - Pharmacy Technician		22.35
12280 - Phlebotomist		19.15
12305 - Radiologic Technologist		41.58
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)		37.83
12320 - Substance Abuse Treatment Counselor		29.79
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.64
13012 - Exhibits Specialist II		34.26
13013 - Exhibits Specialist III		41.89
13041 - Illustrator I		26.92
13042 - Illustrator II		33.36
13043 - Illustrator III		40.81
13047 - Librarian		39.07
13050 - Library Aide/Clerk		22.54
13054 - Library Information Technology Systems Administrator		35.28
13058 - Library Technician		22.65
13061 - Media Specialist I		25.46
13062 - Media Specialist II		28.47
13063 - Media Specialist III		31.75
13071 - Photographer I		18.78
13072 - Photographer II		21.01
13073 - Photographer III		26.03
13074 - Photographer IV		31.84
13075 - Photographer V		38.52
13090 - Technical Order Library Clerk		28.32
13110 - Video Teleconference Technician		29.83
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.31
14042 - Computer Operator II		24.96
14043 - Computer Operator III		27.82
14044 - Computer Operator IV		30.91
14045 - Computer Operator V		34.24
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		22.31
14160 - Personal Computer Support Technician		30.91
14170 - System Support Specialist		34.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.86
15020 - Aircrew Training Devices Instructor (Rated)		40.97
15030 - Air Crew Training Devices Instructor (Pilot)		49.12
15050 - Computer Based Training Specialist / Instructor		33.86
15060 - Educational Technologist		35.17
15070 - Flight Instructor (Pilot)		49.12
15080 - Graphic Artist		27.49
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.12
15086 - Maintenance Test Pilot, Rotary Wing		49.12
15088 - Non-Maintenance Test/Co-Pilot		49.12
15090 - Technical Instructor		22.51
15095 - Technical Instructor/Course Developer		27.53
15110 - Test Proctor		18.17
15120 - Tutor		18.17
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	15.53
16030 - Counter Attendant	15.53
16040 - Dry Cleaner	20.06
16070 - Finisher, Flatwork, Machine	15.53
16090 - Presser, Hand	15.53
16110 - Presser, Machine, Drycleaning	15.53
16130 - Presser, Machine, Shirts	15.53
16160 - Presser, Machine, Wearing Apparel, Laundry	15.53
16190 - Sewing Machine Operator	21.48
16220 - Tailor	22.97
16250 - Washer, Machine	17.02
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.89
19040 - Tool And Die Maker	32.92
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.64
21030 - Material Coordinator	26.03
21040 - Material Expediter	26.03
21050 - Material Handling Laborer	18.47
21071 - Order Filler	17.68
21080 - Production Line Worker (Food Processing)	21.64
21110 - Shipping Packer	18.61
21130 - Shipping/Receiving Clerk	18.61
21140 - Store Worker I	20.61
21150 - Stock Clerk	25.88
21210 - Tools And Parts Attendant	21.64
21410 - Warehouse Specialist	21.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	50.08
23019 - Aircraft Logs and Records Technician	41.14
23021 - Aircraft Mechanic I	47.84
23022 - Aircraft Mechanic II	50.08
23023 - Aircraft Mechanic III	51.95
23040 - Aircraft Mechanic Helper	36.82
23050 - Aircraft, Painter	45.59
23060 - Aircraft Servicer	41.14
23070 - Aircraft Survival Flight Equipment Technician	45.59
23080 - Aircraft Worker	43.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	43.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	47.84
23110 - Appliance Mechanic	29.58
23120 - Bicycle Repairer	23.85
23125 - Cable Splicer	37.53
23130 - Carpenter, Maintenance	30.00
23140 - Carpet Layer	38.86
23160 - Electrician, Maintenance	32.18
23181 - Electronics Technician Maintenance I	33.09
23182 - Electronics Technician Maintenance II	34.86
23183 - Electronics Technician Maintenance III	36.59
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	29.08
23310 - Fire Extinguisher Repairer	26.53
23311 - Fuel Distribution System Mechanic	33.70
23312 - Fuel Distribution System Operator	27.44
23370 - General Maintenance Worker	24.17
23380 - Ground Support Equipment Mechanic	47.84
23381 - Ground Support Equipment Servicer	41.14
23382 - Ground Support Equipment Worker	43.27
23391 - Gunsmith I	26.53
23392 - Gunsmith II	29.44
23393 - Gunsmith III	32.56
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.57

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.90
23430 - Heavy Equipment Mechanic	33.13
23440 - Heavy Equipment Operator	30.95
23460 - Instrument Mechanic	37.76
23465 - Laboratory/Shelter Mechanic	31.02
23470 - Laborer	18.47
23510 - Locksmith	28.55
23530 - Machinery Maintenance Mechanic	30.50
23550 - Machinist, Maintenance	25.44
23580 - Maintenance Trades Helper	20.86
23591 - Metrology Technician I	37.76
23592 - Metrology Technician II	39.52
23593 - Metrology Technician III	41.00
23640 - Millwright	36.17
23710 - Office Appliance Repairer	24.66
23760 - Painter, Maintenance	24.31
23790 - Pipefitter, Maintenance	31.42
23810 - Plumber, Maintenance	29.93
23820 - Pneudraulic Systems Mechanic	32.56
23850 - Rigger	38.02
23870 - Scale Mechanic	29.44
23890 - Sheet-Metal Worker, Maintenance	31.15
23910 - Small Engine Mechanic	21.61
23931 - Telecommunications Mechanic I	34.25
23932 - Telecommunications Mechanic II	35.85
23950 - Telephone Lineman	25.57
23960 - Welder, Combination, Maintenance	27.65
23965 - Well Driller	30.84
23970 - Woodcraft Worker	32.56
23980 - Woodworker	26.53
24000 - Personal Needs Occupations	
24550 - Case Manager	19.33
24570 - Child Care Attendant	13.67
24580 - Child Care Center Clerk	17.75
24610 - Chore Aide	14.09
24620 - Family Readiness And Support Services Coordinator	19.33
24630 - Homemaker	19.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	41.89
25040 - Sewage Plant Operator	46.74
25070 - Stationary Engineer	41.89
25190 - Ventilation Equipment Tender	32.23
25210 - Water Treatment Plant Operator	46.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.99
27007 - Baggage Inspector	18.44
27008 - Corrections Officer	35.83
27010 - Court Security Officer	34.08
27030 - Detection Dog Handler	20.63
27040 - Detention Officer	35.83
27070 - Firefighter	38.33
27101 - Guard I	18.44
27102 - Guard II	20.63
27131 - Police Officer I	35.83
27132 - Police Officer II	39.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.49
28042 - Carnival Equipment Repairer	16.40
28043 - Carnival Worker	12.52
28210 - Gate Attendant/Gate Tender	18.31
28310 - Lifeguard	15.00
28350 - Park Attendant (Aide)	20.47
28510 - Recreation Aide/Health Facility Attendant	14.94

28515 - Recreation Specialist		25.38
28630 - Sports Official		16.30
28690 - Swimming Pool Operator		20.30
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		38.62
29020 - Hatch Tender		38.62
29030 - Line Handler		38.62
29041 - Stevedore I		36.71
29042 - Stevedore II		40.68
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	47.06
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.46
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.73
30021 - Archeological Technician I		22.39
30022 - Archeological Technician II		25.05
30023 - Archeological Technician III		31.02
30030 - Cartographic Technician		31.02
30040 - Civil Engineering Technician		35.76
30051 - Cryogenic Technician I		34.36
30052 - Cryogenic Technician II		37.94
30061 - Drafter/CAD Operator I		22.39
30062 - Drafter/CAD Operator II		25.05
30063 - Drafter/CAD Operator III		27.91
30064 - Drafter/CAD Operator IV		34.36
30081 - Engineering Technician I		17.90
30082 - Engineering Technician II		20.09
30083 - Engineering Technician III		23.33
30084 - Engineering Technician IV		27.83
30085 - Engineering Technician V		34.04
30086 - Engineering Technician VI		41.18
30090 - Environmental Technician		30.57
30095 - Evidence Control Specialist		31.02
30210 - Laboratory Technician		30.15
30221 - Latent Fingerprint Technician I		33.33
30222 - Latent Fingerprint Technician II		36.80
30240 - Mathematical Technician		34.09
30361 - Paralegal/Legal Assistant I		20.25
30362 - Paralegal/Legal Assistant II		25.10
30363 - Paralegal/Legal Assistant III		30.70
30364 - Paralegal/Legal Assistant IV		37.14
30375 - Petroleum Supply Specialist		37.94
30390 - Photo-Optics Technician		31.02
30395 - Radiation Control Technician		37.94
30461 - Technical Writer I		25.63
30462 - Technical Writer II		31.34
30463 - Technical Writer III		37.92
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		34.36
30502 - Weather Forecaster II		41.79
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.91
30621 - Weather Observer, Senior	(see 2)	31.02
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.19
31020 - Bus Aide		16.10
31030 - Bus Driver		20.58
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		14.22
31290 - Shuttle Bus Driver		17.30
31310 - Taxi Driver		15.95
31361 - Truckdriver, Light		20.26

31362 - Truckdriver, Medium	21.38
31363 - Truckdriver, Heavy	28.53
31364 - Truckdriver, Tractor-Trailer	28.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.64
99030 - Cashier	13.74
99050 - Desk Clerk	18.90
99095 - Embalmer	30.13
99130 - Flight Follower	29.91
99251 - Laboratory Animal Caretaker I	17.36
99252 - Laboratory Animal Caretaker II	18.38
99260 - Marketing Analyst	30.09
99310 - Mortician	30.13
99410 - Pest Controller	22.28
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	26.75
99711 - Recycling Specialist	30.50
99730 - Refuse Collector	24.72
99810 - Sales Clerk	15.47
99820 - School Crossing Guard	15.93
99830 - Survey Party Chief	44.96
99831 - Surveying Aide	25.57
99832 - Surveying Technician	35.07
99840 - Vending Machine Attendant	21.66
99841 - Vending Machine Repairer	25.45
99842 - Vending Machine Repairer Helper	21.66

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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).

** 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."