

TEXAS PARKS AND WILDLIFE

**PREVAILING WAGE RATE DETERMINATION INFORMATION**

Chapter 2258, Texas Government Code, Title 10 requires that state agencies, (including universities), cities, counties, independent school districts, and all other political subdivisions that engage in public works construction projects produce and include prevailing wage rate determinations in the project bidding and contract documents.

Chapter 2258 requires that the contractor who is awarded a contract by a public body and a contractor's subcontractor shall pay not less than the rates determined by such state agencies to workers employed for the execution of such work. Pursuant to Chapter 2258, Texas Parks and Wildlife has ascertained the following wages to be paid for the various classifications of workers, in the locality of this project. In determining these wages, TPWD has utilized the Prevailing Wage Rates as determined by the U.S. DOL in accordance with the Davis-Bacon Act.

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  
Wage Determination No.: 2015-5287  
Revision No.: 15  
Date Of Last Revision: 05/28/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Blanco Burnet Fayette Lee Llano Milam San Saba

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.25
01012 - Accounting Clerk II		17.12

01013 - Accounting Clerk III	19.15
01020 - Administrative Assistant	21.80
01035 - Court Reporter	19.69
01041 - Customer Service Representative I	12.68
01042 - Customer Service Representative II	14.27
01043 - Customer Service Representative III	15.57
01051 - Data Entry Operator I	12.99
01052 - Data Entry Operator II	14.59
01060 - Dispatcher Motor Vehicle	18.58
01070 - Document Preparation Clerk	13.57
01090 - Duplicating Machine Operator	13.57
01111 - General Clerk I	14.36
01112 - General Clerk II	15.67
01113 - General Clerk III	17.58
01120 - Housing Referral Assistant	22.35
01141 - Messenger Courier	13.58
01191 - Order Clerk I	15.48
01192 - Order Clerk II	16.89
01261 - Personnel Assistant (Employment) I	17.29
01262 - Personnel Assistant (Employment) II	19.34
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	19.27
01290 - Rental Clerk	14.07
01300 - Scheduler Maintenance	17.78
01311 - Secretary I	17.78
01312 - Secretary II	20.08
01313 - Secretary III	22.35
01320 - Service Order Dispatcher	15.10
01410 - Supply Technician	23.98
01420 - Survey Worker	16.01
01460 - Switchboard Operator/Receptionist	13.03
01531 - Travel Clerk I	13.18
01532 - Travel Clerk II	14.00
01533 - Travel Clerk III	14.49
01611 - Word Processor I	14.86
01612 - Word Processor II	16.67
01613 - Word Processor III	18.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.11
05010 - Automotive Electrician	19.89
05040 - Automotive Glass Installer	18.59
05070 - Automotive Worker	18.59
05110 - Mobile Equipment Servicer	16.03
05130 - Motor Equipment Metal Mechanic	21.08
05160 - Motor Equipment Metal Worker	18.59
05190 - Motor Vehicle Mechanic	21.08
05220 - Motor Vehicle Mechanic Helper	14.76
05250 - Motor Vehicle Upholstery Worker	17.29
05280 - Motor Vehicle Wrecker	18.59

05310 - Painter Automotive	19.89
05340 - Radiator Repair Specialist	18.59
05370 - Tire Repairer	13.86
05400 - Transmission Repair Specialist	21.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.74
07041 - Cook I	10.74
07042 - Cook II	12.45
07070 - Dishwasher	9.26
07130 - Food Service Worker	9.97
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	9.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.58
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	19.77
09090 - Furniture Refinisher Helper	14.67
09110 - Furniture Repairer Minor	17.19
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.08
11060 - Elevator Operator	10.87
11090 - Gardener	17.81
11122 - Housekeeping Aide	10.87
11150 - Janitor	10.87
11210 - Laborer Grounds Maintenance	13.54
11240 - Maid or Houseman	9.78
11260 - Pruner	12.11
11270 - Tractor Operator	16.39
11330 - Trail Maintenance Worker	13.54
11360 - Window Cleaner	12.15
12000 - Health Occupations	
12010 - Ambulance Driver	18.26
12011 - Breath Alcohol Technician	19.55
12012 - Certified Occupational Therapist Assistant	31.35
12015 - Certified Physical Therapist Assistant	29.13
12020 - Dental Assistant	17.34
12025 - Dental Hygienist	41.16
12030 - EKG Technician	29.57
12035 - Electroneurodiagnostic Technologist	29.57
12040 - Emergency Medical Technician	18.26
12071 - Licensed Practical Nurse I	17.79
12072 - Licensed Practical Nurse II	19.90
12073 - Licensed Practical Nurse III	22.20
12100 - Medical Assistant	13.85
12130 - Medical Laboratory Technician	22.48
12160 - Medical Record Clerk	14.65
12190 - Medical Record Technician	16.39
12195 - Medical Transcriptionist	17.32

12210 - Nuclear Medicine Technologist		42.97
12221 - Nursing Assistant I		11.89
12222 - Nursing Assistant II		13.38
12223 - Nursing Assistant III		14.60
12224 - Nursing Assistant IV		16.38
12235 - Optical Dispenser		14.65
12236 - Optical Technician		17.48
12250 - Pharmacy Technician		17.48
12280 - Phlebotomist		17.49
12305 - Radiologic Technologist		26.77
12311 - Registered Nurse I		26.29
12312 - Registered Nurse II		32.16
12313 - Registered Nurse II Specialist		32.16
12314 - Registered Nurse III		38.90
12315 - Registered Nurse III Anesthetist		38.90
12316 - Registered Nurse IV		46.63
12317 - Scheduler (Drug and Alcohol Testing)		24.22
12320 - Substance Abuse Treatment Counselor		20.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		19.55
13042 - Illustrator II		25.78
13043 - Illustrator III		27.60
13047 - Librarian		24.77
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		22.38
13058 - Library Technician		16.88
13061 - Media Specialist I		16.14
13062 - Media Specialist II		18.05
13063 - Media Specialist III		20.14
13071 - Photographer I		16.60
13072 - Photographer II		18.57
13073 - Photographer III		23.01
13074 - Photographer IV		28.15
13075 - Photographer V		34.06
13090 - Technical Order Library Clerk		16.31
13110 - Video Teleconference Technician		16.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.41
14042 - Computer Operator II		19.49
14043 - Computer Operator III		21.72
14044 - Computer Operator IV		24.14
14045 - Computer Operator V		25.97
14071 - Computer Programmer I	(see 1)	25.43
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.41
14160 - Personal Computer Support Technician		24.14
14170 - System Support Specialist		22.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.11
15020 - Aircrew Training Devices Instructor (Rated)		38.85
15030 - Air Crew Training Devices Instructor (Pilot)		46.57
15050 - Computer Based Training Specialist / Instructor		32.11
15060 - Educational Technologist		33.26
15070 - Flight Instructor (Pilot)		46.57
15080 - Graphic Artist		22.13
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.36
15086 - Maintenance Test Pilot Rotary Wing		41.36
15088 - Non-Maintenance Test/Co-Pilot		41.36
15090 - Technical Instructor		24.04
15095 - Technical Instructor/Course Developer		29.40
15110 - Test Proctor		19.40
15120 - Tutor		19.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		9.71
16030 - Counter Attendant		9.71
16040 - Dry Cleaner		11.79
16070 - Finisher Flatwork Machine		9.71
16090 - Presser Hand		9.71
16110 - Presser Machine Drycleaning		9.71
16130 - Presser Machine Shirts		9.71
16160 - Presser Machine Wearing Apparel Laundry		9.71
16190 - Sewing Machine Operator		12.45
16220 - Tailor		13.05
16250 - Washer Machine		10.52
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.84
19040 - Tool And Die Maker		25.71
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.63
21030 - Material Coordinator		19.27
21040 - Material Expediter		19.27
21050 - Material Handling Laborer		13.21
21071 - Order Filler		12.01
21080 - Production Line Worker (Food Processing)		15.63
21110 - Shipping Packer		14.36
21130 - Shipping/Receiving Clerk		14.36
21140 - Store Worker I		11.66
21150 - Stock Clerk		16.28
21210 - Tools And Parts Attendant		15.63

21410 - Warehouse Specialist	15.63	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	24.73	
23019 - Aircraft Logs and Records Technician	19.26	
23021 - Aircraft Mechanic I	23.47	
23022 - Aircraft Mechanic II	24.73	
23023 - Aircraft Mechanic III	26.02	
23040 - Aircraft Mechanic Helper	16.50	
23050 - Aircraft Painter	22.14	
23060 - Aircraft Servicer	19.26	
23070 - Aircraft Survival Flight Equipment Technician		22.14
23080 - Aircraft Worker	20.70	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		20.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		23.47
23110 - Appliance Mechanic	20.25	
23120 - Bicycle Repairer	16.33	
23125 - Cable Splicer	28.48	
23130 - Carpenter Maintenance	18.84	
23140 - Carpet Layer	18.94	
23160 - Electrician Maintenance	24.70	
23181 - Electronics Technician Maintenance I	27.85	
23182 - Electronics Technician Maintenance II	31.80	
23183 - Electronics Technician Maintenance III	33.66	
23260 - Fabric Worker	17.62	
23290 - Fire Alarm System Mechanic	20.54	
23310 - Fire Extinguisher Repairer	16.33	
23311 - Fuel Distribution System Mechanic	20.49	
23312 - Fuel Distribution System Operator	15.88	
23370 - General Maintenance Worker	15.31	
23380 - Ground Support Equipment Mechanic	23.47	
23381 - Ground Support Equipment Servicer	19.26	
23382 - Ground Support Equipment Worker	20.70	
23391 - Gunsmith I	16.33	
23392 - Gunsmith II	18.94	
23393 - Gunsmith III	21.47	
23410 - Heating Ventilation And Air-Conditioning Mechanic		19.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)		21.27
23430 - Heavy Equipment Mechanic	24.43	
23440 - Heavy Equipment Operator	18.92	
23460 - Instrument Mechanic	21.47	
23465 - Laboratory/Shelter Mechanic	20.25	
23470 - Laborer	13.21	
23510 - Locksmith	20.25	
23530 - Machinery Maintenance Mechanic		27.49
23550 - Machinist Maintenance	20.67	

23580 - Maintenance Trades Helper	14.08
23591 - Metrology Technician I	21.47
23592 - Metrology Technician II	22.63
23593 - Metrology Technician III	23.80
23640 - Millwright	23.87
23710 - Office Appliance Repairer	20.25
23760 - Painter Maintenance	18.50
23790 - Pipefitter Maintenance	24.61
23810 - Plumber Maintenance	23.21
23820 - Pneudraulic Systems Mechanic	21.47
23850 - Rigger	21.47
23870 - Scale Mechanic	18.94
23890 - Sheet-Metal Worker Maintenance	21.08
23910 - Small Engine Mechanic	19.70
23931 - Telecommunications Mechanic I	26.49
23932 - Telecommunications Mechanic II	27.82
23950 - Telephone Lineman	24.75
23960 - Welder Combination Maintenance	18.89
23965 - Well Driller	20.78
23970 - Woodcraft Worker	21.47
23980 - Woodworker	16.33
24000 - Personal Needs Occupations	
24550 - Case Manager	13.53
24570 - Child Care Attendant	9.71
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	9.37
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.66
25040 - Sewage Plant Operator	17.91
25070 - Stationary Engineer	24.66
25190 - Ventilation Equipment Tender	17.46
25210 - Water Treatment Plant Operator	17.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.56
27007 - Baggage Inspector	14.13
27008 - Corrections Officer	19.41
27010 - Court Security Officer	21.19
27030 - Detection Dog Handler	16.19
27040 - Detention Officer	19.41
27070 - Firefighter	21.54
27101 - Guard I	14.13
27102 - Guard II	16.19
27131 - Police Officer I	22.33
27132 - Police Officer II	24.82
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.75

28042 - Carnival Equipment Repairer	13.85
28043 - Carnival Worker	9.45
28210 - Gate Attendant/Gate Tender	12.83
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.35
28510 - Recreation Aide/Health Facility Attendant	10.47
28515 - Recreation Specialist	17.50
28630 - Sports Official	11.43
28690 - Swimming Pool Operator	16.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.64
29020 - Hatch Tender	23.64
29030 - Line Handler	23.64
29041 - Stevedore I	22.00
29042 - Stevedore II	25.28
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.86
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.83
30021 - Archeological Technician I	20.39
30022 - Archeological Technician II	22.81
30023 - Archeological Technician III	28.27
30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	25.78
30051 - Cryogenic Technician I	28.96
30052 - Cryogenic Technician II	31.99
30061 - Drafter/CAD Operator I	18.95
30062 - Drafter/CAD Operator II	21.20
30063 - Drafter/CAD Operator III	23.64
30064 - Drafter/CAD Operator IV	29.09
30081 - Engineering Technician I	16.57
30082 - Engineering Technician II	18.59
30083 - Engineering Technician III	20.80
30084 - Engineering Technician IV	25.77
30085 - Engineering Technician V	31.53
30086 - Engineering Technician VI	38.15
30090 - Environmental Technician	26.15
30095 - Evidence Control Specialist	26.15
30210 - Laboratory Technician	24.08
30221 - Latent Fingerprint Technician I	28.96
30222 - Latent Fingerprint Technician II	31.99
30240 - Mathematical Technician	26.27
30361 - Paralegal/Legal Assistant I	20.07
30362 - Paralegal/Legal Assistant II	24.87
30363 - Paralegal/Legal Assistant III	30.42
30364 - Paralegal/Legal Assistant IV	36.80
30375 - Petroleum Supply Specialist	31.99
30390 - Photo-Optics Technician	26.21
30395 - Radiation Control Technician	31.99



30461 - Technical Writer I	26.15	
30462 - Technical Writer II	31.99	
30463 - Technical Writer III	38.70	
30491 - Unexploded Ordnance (UXO) Technician I		29.15
30492 - Unexploded Ordnance (UXO) Technician II		35.26
30493 - Unexploded Ordnance (UXO) Technician III		42.27
30494 - Unexploded (UXO) Safety Escort		29.15
30495 - Unexploded (UXO) Sweep Personnel		29.15
30501 - Weather Forecaster I	28.96	
30502 - Weather Forecaster II	35.23	
30620 - Weather Observer Combined Upper Air Or	(see 2)	23.64
Surface Programs		
30621 - Weather Observer Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	35.26	
31020 - Bus Aide	12.42	
31030 - Bus Driver	17.20	
31043 - Driver Courier	14.33	
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		15.57
31310 - Taxi Driver	13.26	
31361 - Truckdriver Light	15.57	
31362 - Truckdriver Medium	16.79	
31363 - Truckdriver Heavy	18.94	
31364 - Truckdriver Tractor-Trailer	18.94	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.19
99030 - Cashier	10.64	
99050 - Desk Clerk	9.93	
99095 - Embalmer	30.45	
99130 - Flight Follower	29.15	
99251 - Laboratory Animal Caretaker I		12.28
99252 - Laboratory Animal Caretaker II		13.38
99260 - Marketing Analyst		33.05
99310 - Mortician	30.45	
99410 - Pest Controller	22.57	
99510 - Photofinishing Worker		15.32
99710 - Recycling Laborer		18.36
99711 - Recycling Specialist		22.12
99730 - Refuse Collector		16.68
99810 - Sales Clerk	11.50	
99820 - School Crossing Guard		12.73
99830 - Survey Party Chief		24.75
99831 - Surveying Aide	17.01	
99832 - Surveying Technician	21.77	
99840 - Vending Machine Attendant		17.81
99841 - Vending Machine Repairer		22.43
99842 - Vending Machine Repairer Helper		17.81

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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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than

\$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* 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))."