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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.: 2015-5471
Daniel W. Simms Division of | Revision No.: 30
Director Wage Determinations| Date Of Last Revision: 8/27/2026
_____|_____

State: Arizona

Area: Arizona Counties of Yavapai

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.51
01012 - Accounting Clerk II		20.76
01013 - Accounting Clerk III		23.23
01020 - Administrative Assistant		29.42
01035 - Court Reporter		21.45
01041 - Customer Service Representative I		15.43
01042 - Customer Service Representative II		16.84
01043 - Customer Service Representative III		18.89
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.65
01060 - Dispatcher, Motor Vehicle		21.55
01070 - Document Preparation Clerk		17.09
01090 - Duplicating Machine Operator		17.09
01111 - General Clerk I		17.97
01112 - General Clerk II		19.61

01113 - General Clerk III 22.00
01120 - Housing Referral Assistant 23.92
01141 - Messenger Courier 14.61
01191 - Order Clerk I 15.66
01192 - Order Clerk II 17.09
01261 - Personnel Assistant (Employment) I 19.17
01262 - Personnel Assistant (Employment) II 21.45
01263 - Personnel Assistant (Employment) III 23.92
01270 - Production Control Clerk 27.19
01290 - Rental Clerk 18.45
01300 - Scheduler, Maintenance 19.17
01311 - Secretary I 19.17
01312 - Secretary II 21.45
01313 - Secretary III 23.92
01320 - Service Order Dispatcher 19.26
01410 - Supply Technician 29.42
01420 - Survey Worker 21.77
01460 - Switchboard Operator/Receptionist 18.16
01531 - Travel Clerk I 17.09
01532 - Travel Clerk II 19.17
01533 - Travel Clerk III 21.29
01611 - Word Processor I 17.09
01612 - Word Processor II 19.17
01613 - Word Processor III 21.45

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 24.61
05010 - Automotive Electrician 21.24
05040 - Automotive Glass Installer 19.62
05070 - Automotive Worker 19.62
05110 - Mobile Equipment Servicer 16.62
05130 - Motor Equipment Metal Mechanic 22.83
05160 - Motor Equipment Metal Worker 19.62
05190 - Motor Vehicle Mechanic 22.83
05220 - Motor Vehicle Mechanic Helper 15.12
05250 - Motor Vehicle Upholstery Worker 18.14
05280 - Motor Vehicle Wrecker 19.62
05310 - Painter, Automotive 22.12
05340 - Radiator Repair Specialist 19.62
05370 - Tire Repairer 18.32
05400 - Transmission Repair Specialist 22.83

07000 - Food Preparation And Service Occupations
07010 - Baker 17.68
07041 - Cook I 18.84
07042 - Cook II 22.52
07070 - Dishwasher 16.69
07130 - Food Service Worker 16.87
07210 - Meat Cutter 20.90
07260 - Waiter/Waitress 17.63

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.01
09040 - Furniture Handler 13.95

09080 - Furniture Refinisher 24.01
09090 - Furniture Refinisher Helper 16.72
09110 - Furniture Repairer, Minor 20.37
09130 - Upholsterer 24.01

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.19
11060 - Elevator Operator 17.94
11090 - Gardener 24.42
11122 - Housekeeping Aide 17.94
11150 - Janitor 17.94
11210 - Laborer, Grounds Maintenance 18.35
11240 - Maid or Houseman 16.40
11260 - Pruner 17.53
11270 - Tractor Operator 21.99
11330 - Trail Maintenance Worker 18.35
11360 - Window Cleaner 18.78

12000 - Health Occupations
12010 - Ambulance Driver 20.86
12011 - Breath Alcohol Technician 33.54
12012 - Certified Occupational Therapist Assistant 46.01
12015 - Certified Physical Therapist Assistant 32.85
12020 - Dental Assistant 22.85
12025 - Dental Hygienist 47.14
12030 - EKG Technician 45.69
12035 - Electroneurodiagnostic Technologist 45.69
12040 - Emergency Medical Technician 20.86
12071 - Licensed Practical Nurse I 29.98
12072 - Licensed Practical Nurse II 33.54
12073 - Licensed Practical Nurse III 37.40
12100 - Medical Assistant 22.03
12130 - Medical Laboratory Technician 27.21
12160 - Medical Record Clerk 21.01
12190 - Medical Record Technician 23.50
12195 - Medical Transcriptionist 29.98
12210 - Nuclear Medicine Technologist 73.71
12221 - Nursing Assistant I 15.77
12222 - Nursing Assistant II 17.74
12223 - Nursing Assistant III 19.36
12224 - Nursing Assistant IV 21.72
12235 - Optical Dispenser 23.29
12236 - Optical Technician 29.98
12250 - Pharmacy Technician 22.60
12280 - Phlebotomist 29.05
12305 - Radiologic Technologist 38.95
12311 - Registered Nurse I 28.44
12312 - Registered Nurse II 34.79
12313 - Registered Nurse II, Specialist 34.79
12314 - Registered Nurse III 42.11
12315 - Registered Nurse III, Anesthetist 42.11
12316 - Registered Nurse IV 50.47
12317 - Scheduler (Drug and Alcohol Testing) 41.54
12320 - Substance Abuse Treatment Counselor 29.92

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 18.82
13012 - Exhibits Specialist II 23.32
13013 - Exhibits Specialist III 28.52
13041 - Illustrator I 18.82
13042 - Illustrator II 23.32
13043 - Illustrator III 28.52
13047 - Librarian 25.82
13050 - Library Aide/Clerk 17.13
13054 - Library Information Technology Systems Administrator 23.32
13058 - Library Technician 24.12
13061 - Media Specialist I 16.82
13062 - Media Specialist II 18.82
13063 - Media Specialist III 20.99
13071 - Photographer I 16.82
13072 - Photographer II 18.82
13073 - Photographer III 23.32
13074 - Photographer IV 28.52
13075 - Photographer V 34.50
13090 - Technical Order Library Clerk 21.50
13110 - Video Teleconference Technician 16.82

14000 - Information Technology Occupations
14041 - Computer Operator I 18.19
14042 - Computer Operator II 20.98
14043 - Computer Operator III 23.39
14044 - Computer Operator IV 25.98
14045 - Computer Operator V 28.78
14071 - Computer Programmer I (see 1) 23.00
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 18.19
14160 - Personal Computer Support Technician 25.98
14170 - System Support Specialist 31.36

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 32.22
15020 - Aircrew Training Devices Instructor (Rated) 38.98
15030 - Air Crew Training Devices Instructor (Pilot) 46.73
15050 - Computer Based Training Specialist / Instructor 32.22
15060 - Educational Technologist 27.72
15070 - Flight Instructor (Pilot) 46.73
15080 - Graphic Artist 26.03
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 46.73
15086 - Maintenance Test Pilot, Rotary Wing 46.73

15088 - Non-Maintenance Test/Co-Pilot 46.73
15090 - Technical Instructor 27.00
15095 - Technical Instructor/Course Developer 33.03
15110 - Test Proctor 21.80
15120 - Tutor 21.80

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 20.07
16030 - Counter Attendant 20.07
16040 - Dry Cleaner 22.95
16070 - Finisher, Flatwork, Machine 20.07
16090 - Presser, Hand 20.07
16110 - Presser, Machine, Drycleaning 20.07
16130 - Presser, Machine, Shirts 20.07
16160 - Presser, Machine, Wearing Apparel, Laundry 20.07
16190 - Sewing Machine Operator 23.91
16220 - Tailor 24.87
16250 - Washer, Machine 21.03

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.20
19040 - Tool And Die Maker 32.92

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.56
21030 - Material Coordinator 27.19
21040 - Material Expediter 27.19
21050 - Material Handling Laborer 19.13
21071 - Order Filler 18.43
21080 - Production Line Worker (Food Processing) 21.56
21110 - Shipping Packer 20.06
21130 - Shipping/Receiving Clerk 20.06
21140 - Store Worker I 16.40
21150 - Stock Clerk 19.30
21210 - Tools And Parts Attendant 21.56
21410 - Warehouse Specialist 21.56

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.84
23019 - Aircraft Logs and Records Technician 23.41
23021 - Aircraft Mechanic I 28.25
23022 - Aircraft Mechanic II 29.84
23023 - Aircraft Mechanic III 31.67
23040 - Aircraft Mechanic Helper 19.37
23050 - Aircraft, Painter 26.48
23060 - Aircraft Servicer 23.41
23070 - Aircraft Survival Flight Equipment Technician 26.48
23080 - Aircraft Worker 25.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.08
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.25
23110 - Appliance Mechanic 26.20

23120 - Bicycle Repairer 20.26
23125 - Cable Splicer 29.26
23130 - Carpenter, Maintenance 27.20
23140 - Carpet Layer 24.21
23160 - Electrician, Maintenance 29.73
23181 - Electronics Technician Maintenance I 24.21
23182 - Electronics Technician Maintenance II 26.20
23183 - Electronics Technician Maintenance III 28.16
23260 - Fabric Worker 22.22
23290 - Fire Alarm System Mechanic 27.90
23310 - Fire Extinguisher Repairer 20.26
23311 - Fuel Distribution System Mechanic 29.33
23312 - Fuel Distribution System Operator 20.70
23370 - General Maintenance Worker 21.52
23380 - Ground Support Equipment Mechanic 28.25
23381 - Ground Support Equipment Servicer 23.41
23382 - Ground Support Equipment Worker 25.08
23391 - Gunsmith I 20.26
23392 - Gunsmith II 24.21
23393 - Gunsmith III 28.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic 26.19
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 27.67
23430 - Heavy Equipment Mechanic 33.44
23440 - Heavy Equipment Operator 29.24
23460 - Instrument Mechanic 28.16
23465 - Laboratory/Shelter Mechanic 26.20
23470 - Laborer 19.13
23510 - Locksmith 26.20
23530 - Machinery Maintenance Mechanic 32.29
23550 - Machinist, Maintenance 27.67
23580 - Maintenance Trades Helper 19.09
23591 - Metrology Technician I 28.16
23592 - Metrology Technician II 29.74
23593 - Metrology Technician III 31.57
23640 - Millwright 28.16
23710 - Office Appliance Repairer 26.20
23760 - Painter, Maintenance 22.31
23790 - Pipefitter, Maintenance 30.02
23810 - Plumber, Maintenance 27.93
23820 - Pneudraulic Systems Mechanic 28.16
23850 - Rigger 28.16
23870 - Scale Mechanic 24.21
23890 - Sheet-Metal Worker, Maintenance 26.35
23910 - Small Engine Mechanic 24.21
23931 - Telecommunications Mechanic I 34.87
23932 - Telecommunications Mechanic II 36.83
23950 - Telephone Lineman 28.16
23960 - Welder, Combination, Maintenance 24.66
23965 - Well Driller 28.16
23970 - Woodcraft Worker 28.16
23980 - Woodworker 20.26

24000 - Personal Needs Occupations
24550 - Case Manager 19.58
24570 - Child Care Attendant 16.79
24580 - Child Care Center Clerk 20.95
24610 - Chore Aide 17.23
24620 - Family Readiness And Support Services Coordinator 19.58
24630 - Homemaker 19.58

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.99
25040 - Sewage Plant Operator 25.11
25070 - Stationary Engineer 26.99
25190 - Ventilation Equipment Tender 17.49
25210 - Water Treatment Plant Operator 25.11

27000 - Protective Service Occupations
27004 - Alarm Monitor 25.39
27007 - Baggage Inspector 18.31
27008 - Corrections Officer 27.99
27010 - Court Security Officer 25.83
27030 - Detection Dog Handler 20.48
27040 - Detention Officer 27.99
27070 - Firefighter 24.65
27101 - Guard I 18.31
27102 - Guard II 20.48
27131 - Police Officer I 32.04
27132 - Police Officer II 35.60

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 19.11
28042 - Carnival Equipment Repairer 21.22
28043 - Carnival Worker 15.23
28210 - Gate Attendant/Gate Tender 20.62
28310 - Lifeguard 16.26
28350 - Park Attendant (Aide) 23.06
28510 - Recreation Aide/Health Facility Attendant 16.83
28515 - Recreation Specialist 28.56
28630 - Sports Official 18.37
28690 - Swimming Pool Operator 25.36

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.72
29020 - Hatch Tender 26.72
29030 - Line Handler 26.72
29041 - Stevedore I 24.52
29042 - Stevedore II 28.92

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.54
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 32.09
30012 - Air Traffic Control Specialist, Terminal

(HFO) (see 2) 35.33
30021 - Archeological Technician I 20.61
30022 - Archeological Technician II 23.06
30023 - Archeological Technician III 28.57
30030 - Cartographic Technician 28.57
30040 - Civil Engineering Technician 28.57
30051 - Cryogenic Technician I 31.64
30052 - Cryogenic Technician II 34.95
30061 - Drafter/CAD Operator I 20.61
30062 - Drafter/CAD Operator II 23.06
30063 - Drafter/CAD Operator III 25.72
30064 - Drafter/CAD Operator IV 31.64
30081 - Engineering Technician I 18.37
30082 - Engineering Technician II 20.61
30083 - Engineering Technician III 23.06
30084 - Engineering Technician IV 28.57
30085 - Engineering Technician V 34.95
30086 - Engineering Technician VI 42.29
30090 - Environmental Technician 28.57
30095 - Evidence Control Specialist 28.57
30210 - Laboratory Technician 25.72
30221 - Latent Fingerprint Technician I 31.64
30222 - Latent Fingerprint Technician II 34.95
30240 - Mathematical Technician 28.57
30361 - Paralegal/Legal Assistant I 23.58
30362 - Paralegal/Legal Assistant II 29.22
30363 - Paralegal/Legal Assistant III 35.73
30364 - Paralegal/Legal Assistant IV 43.23
30375 - Petroleum Supply Specialist 34.95
30390 - Photo-Optics Technician 28.57
30395 - Radiation Control Technician 34.95
30461 - Technical Writer I 28.57
30462 - Technical Writer II 34.95
30463 - Technical Writer III 42.29
30491 - Unexploded Ordnance (UXO) Technician I 29.57
30492 - Unexploded Ordnance (UXO) Technician II 35.78
30493 - Unexploded Ordnance (UXO) Technician III 42.89
30494 - Unexploded (UXO) Safety Escort 29.57
30495 - Unexploded (UXO) Sweep Personnel 29.57
30501 - Weather Forecaster I 31.64
30502 - Weather Forecaster II 38.49
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 25.72
30621 - Weather Observer, Senior (see 2) 28.57

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.78
31020 - Bus Aide 13.32
31030 - Bus Driver 21.54
31043 - Driver Courier 19.29
31260 - Parking and Lot Attendant 15.36
31290 - Shuttle Bus Driver 17.60
31310 - Taxi Driver 13.48
31361 - Truckdriver, Light 21.41

31362 - Truckdriver, Medium	23.48
31363 - Truckdriver, Heavy	27.95
31364 - Truckdriver, Tractor-Trailer	27.95
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	16.51
99050 - Desk Clerk	16.59
99095 - Embalmer	29.57
99130 - Flight Follower	29.57
99251 - Laboratory Animal Caretaker I	17.72
99252 - Laboratory Animal Caretaker II	19.67
99260 - Marketing Analyst	29.33
99310 - Mortician	29.57
99410 - Pest Controller	20.26
99510 - Photofinishing Worker	15.54
99710 - Recycling Laborer	23.36
99711 - Recycling Specialist	28.00
99730 - Refuse Collector	21.30
99810 - Sales Clerk	16.97
99820 - School Crossing Guard	17.22
99830 - Survey Party Chief	29.11
99831 - Surveying Aide	17.53
99832 - Surveying Technician	24.71
99840 - Vending Machine Attendant	21.61
99841 - Vending Machine Repairer	28.67
99842 - Vending Machine Repairer Helper	21.61

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 $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. 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: $5.92 per hour, up to 40 hours per week, or $236.80 per week or $1,026.13 per month

HEALTH & WELFARE EO 13706: $5.42 per hour, up to 40 hours per week, or $216.80 per week, or $939.46 per month*

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

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

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

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

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

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

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of """"wash and wear"""" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the """"Service Contract Act Directory of Occupations"""", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the """"Service Contract Act Directory of Occupations"""" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."""