"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
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5469
Revision No.: 29
Date Of Last Revision: 12/03/2025

State: Arizona

Area: Arizona Counties of Maricopa, Pinal

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.04
01012 - Accounting Clerk II		21.38
01013 - Accounting Clerk III		23.91
01020 - Administrative Assistant		34.63
01035 - Court Reporter		31.80
01041 - Customer Service Representative I		17.42
01042 - Customer Service Representative II		19.01
01043 - Customer Service Representative III		21.34
01051 - Data Entry Operator I		18.35
01052 - Data Entry Operator II		20.02
01060 - Dispatcher, Motor Vehicle		22.74
01070 - Document Preparation Clerk		17.45
01090 - Duplicating Machine Operator		17.45
01111 - General Clerk I		18.62
01112 - General Clerk II		20.32
01113 - General Clerk III		22.81
01120 - Housing Referral Assistant		24.26
01141 - Messenger Courier		18.17
01191 - Order Clerk I		20.92
01192 - Order Clerk II		22.83
01261 - Personnel Assistant (Employment) I		19.34
01262 - Personnel Assistant (Employment) II		21.64
01263 - Personnel Assistant (Employment) III		24.12
01270 - Production Control Clerk		26.94
01290 - Rental Clerk		20.50
01300 - Scheduler, Maintenance		19.45
01311 - Secretary I		19.45
01312 - Secretary II		21.75
01313 - Secretary III		24.26
01320 - Service Order Dispatcher		20.33
01410 - Supply Technician		34.63
01420 - Survey Worker		19.84
01460 - Switchboard Operator/Receptionist		18.57
01531 - Travel Clerk I		19.76
01532 - Travel Clerk II		22.16
01533 - Travel Clerk III		24.79
01611 - Word Processor I		18.35
01612 - Word Processor II		20.60
01613 - Word Processor III		23.04
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.54
05010 - Automotive Electrician		22.61

05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	20.93
05110 - Mobile Equipment Servicer	17.54
05130 - Motor Equipment Metal Mechanic	24.26
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	24.26
05220 - Motor Vehicle Mechanic Helper	15.81
05250 - Motor Vehicle Upholstery Worker	19.23
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter, Automotive	22.61
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	18.11
05400 - Transmission Repair Specialist	24.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.26
07041 - Cook I	19.34
07042 - Cook II	23.08
07070 - Dishwasher	17.05
07130 - Food Service Worker	17.32
07210 - Meat Cutter	19.22
07260 - Waiter/Waitress	18.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.03
09040 - Furniture Handler	10.88
09080 - Furniture Refinisher	18.60
09090 - Furniture Refinisher Helper	13.00
09110 - Furniture Repairer, Minor	15.82
09130 - Upholsterer	22.13
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.13
11060 - Elevator Operator	17.50
11090 - Gardener	25.02
11122 - Housekeeping Aide	17.58
11150 - Janitor	17.58
11210 - Laborer, Grounds Maintenance	18.34
11240 - Maid or Houseman	17.39
11260 - Pruner	17.50
11270 - Tractor Operator	22.55
11330 - Trail Maintenance Worker	18.34
11360 - Window Cleaner	18.42
12000 - Health Occupations	
12010 - Ambulance Driver	18.59
12011 - Breath Alcohol Technician	31.67
12012 - Certified Occupational Therapist Assistant	36.45
12015 - Certified Physical Therapist Assistant	31.38
12020 - Dental Assistant	23.81
12025 - Dental Hygienist	47.08
12030 - EKG Technician	31.73
12035 - Electroneurodiagnostic Technologist	31.73
12040 - Emergency Medical Technician	18.59
12071 - Licensed Practical Nurse I	28.31
12072 - Licensed Practical Nurse II	31.67
12073 - Licensed Practical Nurse III	35.32
12100 - Medical Assistant	22.16
12130 - Medical Laboratory Technician	28.71
12160 - Medical Record Clerk	21.84
12190 - Medical Record Technician	24.43
12195 - Medical Transcriptionist	19.10
12210 - Nuclear Medicine Technologist	48.40
12221 - Nursing Assistant I	14.89
12222 - Nursing Assistant II	16.75
12223 - Nursing Assistant III	18.28
12224 - Nursing Assistant IV	20.52
12235 - Optical Dispenser	22.57
12236 - Optical Technician	21.00

12250 - Pharmacy Technician		23.02
12280 - Phlebotomist		20.59
12305 - Radiologic Technologist		41.08
12311 - Registered Nurse I		29.04
12312 - Registered Nurse II		35.52
12313 - Registered Nurse II, Specialist		35.52
12314 - Registered Nurse III		42.97
12315 - Registered Nurse III, Anesthetist		42.97
12316 - Registered Nurse IV		51.50
12317 - Scheduler (Drug and Alcohol Testing)		39.25
12320 - Substance Abuse Treatment Counselor		29.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.09
13012 - Exhibits Specialist II		26.12
13013 - Exhibits Specialist III		31.94
13041 - Illustrator I		20.88
13042 - Illustrator II		25.86
13043 - Illustrator III		31.63
13047 - Librarian		29.43
13050 - Library Aide/Clerk		18.35
13054 - Library Information Technology Systems Administrator		26.58
13058 - Library Technician		17.68
13061 - Media Specialist I		19.16
13062 - Media Specialist II		21.44
13063 - Media Specialist III		23.91
13071 - Photographer I		18.14
13072 - Photographer II		20.29
13073 - Photographer III		25.14
13074 - Photographer IV		30.75
13075 - Photographer V		37.21
13090 - Technical Order Library Clerk		23.04
13110 - Video Teleconference Technician		22.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.33
14042 - Computer Operator II		23.86
14043 - Computer Operator III		26.61
14044 - Computer Operator IV		29.56
14045 - Computer Operator V		32.74
14071 - Computer Programmer I	(see 1)	25.33
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		21.33
14160 - Personal Computer Support Technician		29.56
14170 - System Support Specialist		32.74
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.83
15020 - Aircrew Training Devices Instructor (Rated)		42.14
15030 - Air Crew Training Devices Instructor (Pilot)		50.52
15050 - Computer Based Training Specialist / Instructor		34.83
15060 - Educational Technologist		30.67
15070 - Flight Instructor (Pilot)		50.52
15080 - Graphic Artist		25.92
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.52
15086 - Maintenance Test Pilot, Rotary Wing		50.52
15088 - Non-Maintenance Test/Co-Pilot		50.52
15090 - Technical Instructor		26.08
15095 - Technical Instructor/Course Developer		31.90
15110 - Test Proctor		21.06
15120 - Tutor		21.06
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler 19.74
16030 - Counter Attendant 19.74
16040 - Dry Cleaner 22.58
16070 - Finisher, Flatwork, Machine 19.74
16090 - Presser, Hand 19.74
16110 - Presser, Machine, Drycleaning 19.74
16130 - Presser, Machine, Shirts 19.74
16160 - Presser, Machine, Wearing Apparel, Laundry 19.74
16190 - Sewing Machine Operator 23.52
16220 - Tailor 24.47
16250 - Washer, Machine 20.69
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.07
19040 - Tool And Die Maker 32.49
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.75
21030 - Material Coordinator 26.94
21040 - Material Expediter 26.94
21050 - Material Handling Laborer 19.05
21071 - Order Filler 18.18
21080 - Production Line Worker (Food Processing) 22.75
21110 - Shipping Packer 20.93
21130 - Shipping/Receiving Clerk 20.93
21140 - Store Worker I 15.91
21150 - Stock Clerk 19.17
21210 - Tools And Parts Attendant 22.75
21410 - Warehouse Specialist 22.75
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.47
23019 - Aircraft Logs and Records Technician 30.36
23021 - Aircraft Mechanic I 38.29
23022 - Aircraft Mechanic II 40.47
23023 - Aircraft Mechanic III 42.63
23040 - Aircraft Mechanic Helper 24.95
23050 - Aircraft, Painter 35.69
23060 - Aircraft Servicer 30.36
23070 - Aircraft Survival Flight Equipment Technician 35.69
23080 - Aircraft Worker 33.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.29
23110 - Appliance Mechanic 25.36
23120 - Bicycle Repairer 22.65
23125 - Cable Splicer 50.70
23130 - Carpenter, Maintenance 27.50
23140 - Carpet Layer 23.34
23160 - Electrician, Maintenance 28.56
23181 - Electronics Technician Maintenance I 31.20
23182 - Electronics Technician Maintenance II 33.71
23183 - Electronics Technician Maintenance III 36.16
23260 - Fabric Worker 24.84
23290 - Fire Alarm System Mechanic 28.08
23310 - Fire Extinguisher Repairer 22.65
23311 - Fuel Distribution System Mechanic 38.68
23312 - Fuel Distribution System Operator 27.97
23370 - General Maintenance Worker 23.29
23380 - Ground Support Equipment Mechanic 38.29
23381 - Ground Support Equipment Servicer 30.36
23382 - Ground Support Equipment Worker 33.04
23391 - Gunsmith I 22.65
23392 - Gunsmith II 27.03
23393 - Gunsmith III 31.33
23410 - Heating, Ventilation And Air-Conditioning Mechanic 26.38

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.89
23430 - Heavy Equipment Mechanic	29.71
23440 - Heavy Equipment Operator	29.91
23460 - Instrument Mechanic	29.76
23465 - Laboratory/Shelter Mechanic	29.21
23470 - Laborer	19.05
23510 - Locksmith	23.41
23530 - Machinery Maintenance Mechanic	31.78
23550 - Machinist, Maintenance	27.36
23580 - Maintenance Trades Helper	21.05
23591 - Metrology Technician I	29.76
23592 - Metrology Technician II	31.45
23593 - Metrology Technician III	33.10
23640 - Millwright	36.25
23710 - Office Appliance Repairer	19.94
23760 - Painter, Maintenance	22.94
23790 - Pipefitter, Maintenance	31.44
23810 - Plumber, Maintenance	29.30
23820 - Pneudraulic Systems Mechanic	31.33
23850 - Rigger	31.67
23870 - Scale Mechanic	27.03
23890 - Sheet-Metal Worker, Maintenance	25.64
23910 - Small Engine Mechanic	22.20
23931 - Telecommunications Mechanic I	32.26
23932 - Telecommunications Mechanic II	34.10
23950 - Telephone Lineman	28.04
23960 - Welder, Combination, Maintenance	25.69
23965 - Well Driller	30.29
23970 - Woodcraft Worker	31.33
23980 - Woodworker	22.65
24000 - Personal Needs Occupations	
24550 - Case Manager	19.91
24570 - Child Care Attendant	17.41
24580 - Child Care Center Clerk	21.70
24610 - Chore Aide	17.54
24620 - Family Readiness And Support Services Coordinator	19.91
24630 - Homemaker	19.91
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	36.18
25040 - Sewage Plant Operator	29.78
25070 - Stationary Engineer	36.18
25190 - Ventilation Equipment Tender	23.58
25210 - Water Treatment Plant Operator	29.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.72
27007 - Baggage Inspector	18.54
27008 - Corrections Officer	26.95
27010 - Court Security Officer	28.30
27030 - Detection Dog Handler	20.74
27040 - Detention Officer	26.95
27070 - Firefighter	29.46
27101 - Guard I	18.54
27102 - Guard II	20.74
27131 - Police Officer I	39.63
27132 - Police Officer II	44.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.41
28042 - Carnival Equipment Repairer	21.53
28043 - Carnival Worker	15.06
28210 - Gate Attendant/Gate Tender	21.13
28310 - Lifeguard	17.00
28350 - Park Attendant (Aide)	23.63
28510 - Recreation Aide/Health Facility Attendant	17.26

28515 - Recreation Specialist		29.28
28630 - Sports Official		18.83
28690 - Swimming Pool Operator		25.69
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.35
29020 - Hatch Tender		32.35
29030 - Line Handler		32.35
29041 - Stevedore I		29.72
29042 - Stevedore II		34.97
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	48.20
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	33.23
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	36.59
30021 - Archeological Technician I		19.65
30022 - Archeological Technician II		21.98
30023 - Archeological Technician III		27.22
30030 - Cartographic Technician		27.22
30040 - Civil Engineering Technician		32.43
30051 - Cryogenic Technician I		30.15
30052 - Cryogenic Technician II		33.29
30061 - Drafter/CAD Operator I		19.65
30062 - Drafter/CAD Operator II		21.98
30063 - Drafter/CAD Operator III		24.49
30064 - Drafter/CAD Operator IV		30.15
30081 - Engineering Technician I		16.72
30082 - Engineering Technician II		18.76
30083 - Engineering Technician III		21.48
30084 - Engineering Technician IV		26.00
30085 - Engineering Technician V		31.81
30086 - Engineering Technician VI		38.48
30090 - Environmental Technician		27.96
30095 - Evidence Control Specialist		27.22
30210 - Laboratory Technician		29.92
30221 - Latent Fingerprint Technician I		30.01
30222 - Latent Fingerprint Technician II		33.14
30240 - Mathematical Technician		31.22
30361 - Paralegal/Legal Assistant I		23.31
30362 - Paralegal/Legal Assistant II		28.46
30363 - Paralegal/Legal Assistant III		34.82
30364 - Paralegal/Legal Assistant IV		42.13
30375 - Petroleum Supply Specialist		33.29
30390 - Photo-Optics Technician		27.22
30395 - Radiation Control Technician		33.29
30461 - Technical Writer I		26.68
30462 - Technical Writer II		32.63
30463 - Technical Writer III		39.48
30491 - Unexploded Ordnance (UXO) Technician I		30.63
30492 - Unexploded Ordnance (UXO) Technician II		37.06
30493 - Unexploded Ordnance (UXO) Technician III		44.42
30494 - Unexploded (UXO) Safety Escort		30.63
30495 - Unexploded (UXO) Sweep Personnel		30.63
30501 - Weather Forecaster I		30.15
30502 - Weather Forecaster II		36.67
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.49
30621 - Weather Observer, Senior	(see 2)	27.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		37.06
31020 - Bus Aide		17.93
31030 - Bus Driver		26.83
31043 - Driver Courier		21.57
31260 - Parking and Lot Attendant		15.87
31290 - Shuttle Bus Driver		17.66
31310 - Taxi Driver		15.07
31361 - Truckdriver, Light		23.93

31362 - Truckdriver, Medium	26.25
31363 - Truckdriver, Heavy	26.60
31364 - Truckdriver, Tractor-Trailer	26.60
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.07
99030 - Cashier	16.20
99050 - Desk Clerk	17.29
99095 - Embalmer	28.19
99130 - Flight Follower	30.63
99251 - Laboratory Animal Caretaker I	18.48
99252 - Laboratory Animal Caretaker II	20.50
99260 - Marketing Analyst	34.22
99310 - Mortician	28.19
99410 - Pest Controller	21.62
99510 - Photofinishing Worker	19.96
99710 - Recycling Laborer	24.17
99711 - Recycling Specialist	31.02
99730 - Refuse Collector	20.99
99810 - Sales Clerk	17.09
99820 - School Crossing Guard	16.35
99830 - Survey Party Chief	33.32
99831 - Surveying Aide	20.06
99832 - Surveying Technician	28.29
99840 - Vending Machine Attendant	19.32
99841 - Vending Machine Repairer	25.56
99842 - Vending Machine Repairer Helper	19.32

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).

** 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))."