"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.: 2015-5007
Revision No.: 29
Date Of Last Revision: 12/03/2025

States: Iowa, Nebraska

Area: Iowa County of Woodbury
Nebraska County of Dakota

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.69
01012 - Accounting Clerk II		19.86
01013 - Accounting Clerk III		22.21
01020 - Administrative Assistant		27.47
01035 - Court Reporter		21.24
01041 - Customer Service Representative I		15.64
01042 - Customer Service Representative II		17.07
01043 - Customer Service Representative III		19.16
01051 - Data Entry Operator I		16.95
01052 - Data Entry Operator II		18.50
01060 - Dispatcher, Motor Vehicle		24.16
01070 - Document Preparation Clerk		16.38
01090 - Duplicating Machine Operator		16.38
01111 - General Clerk I		15.78
01112 - General Clerk II		17.22
01113 - General Clerk III		19.33
01120 - Housing Referral Assistant		22.92
01141 - Messenger Courier		14.69
01191 - Order Clerk I		18.94
01192 - Order Clerk II		20.66
01261 - Personnel Assistant (Employment) I		18.24
01262 - Personnel Assistant (Employment) II		20.40
01263 - Personnel Assistant (Employment) III		22.75
01270 - Production Control Clerk		27.73
01290 - Rental Clerk		17.41
01300 - Scheduler, Maintenance		18.39
01311 - Secretary I		18.39
01312 - Secretary II		20.57
01313 - Secretary III		22.92
01320 - Service Order Dispatcher		21.60
01410 - Supply Technician		27.47
01420 - Survey Worker		18.02
01460 - Switchboard Operator/Receptionist		18.19
01531 - Travel Clerk I		16.29
01532 - Travel Clerk II		17.91
01533 - Travel Clerk III		19.07
01611 - Word Processor I		16.38
01612 - Word Processor II		18.39
01613 - Word Processor III		20.57
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		27.29

05010 - Automotive Electrician	22.49
05040 - Automotive Glass Installer	21.35
05070 - Automotive Worker	21.35
05110 - Mobile Equipment Servicer	18.94
05130 - Motor Equipment Metal Mechanic	23.41
05160 - Motor Equipment Metal Worker	21.35
05190 - Motor Vehicle Mechanic	23.41
05220 - Motor Vehicle Mechanic Helper	17.72
05250 - Motor Vehicle Upholstery Worker	20.14
05280 - Motor Vehicle Wrecker	21.35
05310 - Painter, Automotive	22.49
05340 - Radiator Repair Specialist	21.35
05370 - Tire Repairer	17.81
05400 - Transmission Repair Specialist	23.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.61
07041 - Cook I	16.88
07042 - Cook II	19.02
07070 - Dishwasher	14.11
07130 - Food Service Worker	14.57
07210 - Meat Cutter	17.37
07260 - Waiter/Waitress	12.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.98
09040 - Furniture Handler	15.68
09080 - Furniture Refinisher	22.98
09090 - Furniture Refinisher Helper	18.11
09110 - Furniture Repairer, Minor	20.58
09130 - Upholsterer	22.98
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.41
11060 - Elevator Operator	18.58
11090 - Gardener	21.70
11122 - Housekeeping Aide	18.58
11150 - Janitor	18.58
11210 - Laborer, Grounds Maintenance	17.57
11240 - Maid or Houseman	15.00
11260 - Pruner	16.18
11270 - Tractor Operator	20.30
11330 - Trail Maintenance Worker	17.57
11360 - Window Cleaner	20.17
12000 - Health Occupations	
12010 - Ambulance Driver	19.37
12011 - Breath Alcohol Technician	25.17
12012 - Certified Occupational Therapist Assistant	34.53
12015 - Certified Physical Therapist Assistant	28.24
12020 - Dental Assistant	22.64
12025 - Dental Hygienist	39.68
12030 - EKG Technician	38.13
12035 - Electroneurodiagnostic Technologist	38.13
12040 - Emergency Medical Technician	19.37
12071 - Licensed Practical Nurse I	22.50
12072 - Licensed Practical Nurse II	25.17
12073 - Licensed Practical Nurse III	28.05
12100 - Medical Assistant	19.67
12130 - Medical Laboratory Technician	25.73
12160 - Medical Record Clerk	20.32
12190 - Medical Record Technician	22.73
12195 - Medical Transcriptionist	22.50
12210 - Nuclear Medicine Technologist	55.31
12221 - Nursing Assistant I	13.46
12222 - Nursing Assistant II	15.14
12223 - Nursing Assistant III	16.51
12224 - Nursing Assistant IV	18.55
12235 - Optical Dispenser	18.95

12236 - Optical Technician		22.50
12250 - Pharmacy Technician		20.13
12280 - Phlebotomist		17.94
12305 - Radiologic Technologist		29.78
12311 - Registered Nurse I		27.20
12312 - Registered Nurse II		33.26
12313 - Registered Nurse II, Specialist		33.26
12314 - Registered Nurse III		40.24
12315 - Registered Nurse III, Anesthetist		40.24
12316 - Registered Nurse IV		48.25
12317 - Scheduler (Drug and Alcohol Testing)		31.18
12320 - Substance Abuse Treatment Counselor		25.70
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.17
13012 - Exhibits Specialist II		23.75
13013 - Exhibits Specialist III		29.04
13041 - Illustrator I		19.17
13042 - Illustrator II		23.75
13043 - Illustrator III		29.04
13047 - Librarian		26.30
13050 - Library Aide/Clerk		13.17
13054 - Library Information Technology Systems Administrator		23.75
13058 - Library Technician		17.15
13061 - Media Specialist I		17.14
13062 - Media Specialist II		19.17
13063 - Media Specialist III		21.37
13071 - Photographer I		17.14
13072 - Photographer II		19.17
13073 - Photographer III		23.75
13074 - Photographer IV		29.04
13075 - Photographer V		35.14
13090 - Technical Order Library Clerk		16.65
13110 - Video Teleconference Technician		17.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.21
14042 - Computer Operator II		20.37
14043 - Computer Operator III		22.72
14044 - Computer Operator IV		25.24
14045 - Computer Operator V		27.95
14071 - Computer Programmer I	(see 1)	24.18
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		18.21
14160 - Personal Computer Support Technician		25.24
14170 - System Support Specialist		27.95
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.99
15020 - Aircrew Training Devices Instructor (Rated)		38.09
15030 - Air Crew Training Devices Instructor (Pilot)		45.66
15050 - Computer Based Training Specialist / Instructor		31.99
15060 - Educational Technologist		37.08
15070 - Flight Instructor (Pilot)		45.66
15080 - Graphic Artist		22.04
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.66
15086 - Maintenance Test Pilot, Rotary Wing		45.66
15088 - Non-Maintenance Test/Co-Pilot		45.66
15090 - Technical Instructor		21.20
15095 - Technical Instructor/Course Developer		25.93
15110 - Test Proctor		17.12
15120 - Tutor		17.12

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	14.44
16030 - Counter Attendant	14.44
16040 - Dry Cleaner	16.52
16070 - Finisher, Flatwork, Machine	14.44
16090 - Presser, Hand	14.44
16110 - Presser, Machine, Drycleaning	14.44
16130 - Presser, Machine, Shirts	14.44
16160 - Presser, Machine, Wearing Apparel, Laundry	14.44
16190 - Sewing Machine Operator	17.22
16220 - Tailor	17.91
16250 - Washer, Machine	15.14
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.61
19040 - Tool And Die Maker	34.20
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.63
21030 - Material Coordinator	27.73
21040 - Material Expediter	27.73
21050 - Material Handling Laborer	20.63
21071 - Order Filler	17.62
21080 - Production Line Worker (Food Processing)	21.63
21110 - Shipping Packer	22.13
21130 - Shipping/Receiving Clerk	22.13
21140 - Store Worker I	15.60
21150 - Stock Clerk	19.85
21210 - Tools And Parts Attendant	21.63
21410 - Warehouse Specialist	21.63
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.56
23019 - Aircraft Logs and Records Technician	26.83
23021 - Aircraft Mechanic I	31.19
23022 - Aircraft Mechanic II	32.56
23023 - Aircraft Mechanic III	33.60
23040 - Aircraft Mechanic Helper	23.61
23050 - Aircraft, Painter	29.96
23060 - Aircraft Servicer	26.83
23070 - Aircraft Survival Flight Equipment Technician	29.96
23080 - Aircraft Worker	28.44
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.44
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.19
23110 - Appliance Mechanic	29.61
23120 - Bicycle Repairer	24.94
23125 - Cable Splicer	48.15
23130 - Carpenter, Maintenance	23.63
23140 - Carpet Layer	28.11
23160 - Electrician, Maintenance	31.29
23181 - Electronics Technician Maintenance I	29.85
23182 - Electronics Technician Maintenance II	31.44
23183 - Electronics Technician Maintenance III	32.75
23260 - Fabric Worker	26.52
23290 - Fire Alarm System Mechanic	30.82
23310 - Fire Extinguisher Repairer	24.94
23311 - Fuel Distribution System Mechanic	36.91
23312 - Fuel Distribution System Operator	29.90
23370 - General Maintenance Worker	26.49
23380 - Ground Support Equipment Mechanic	31.19
23381 - Ground Support Equipment Servicer	26.83
23382 - Ground Support Equipment Worker	28.44
23391 - Gunsmith I	24.94
23392 - Gunsmith II	28.11
23393 - Gunsmith III	30.82
23410 - Heating, Ventilation And Air-Conditioning	28.70

Mechanic
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 29.96
23430 - Heavy Equipment Mechanic 33.53
23440 - Heavy Equipment Operator 27.99
23460 - Instrument Mechanic 30.82
23465 - Laboratory/Shelter Mechanic 29.61
23470 - Laborer 20.63
23510 - Locksmith 29.61
23530 - Machinery Maintenance Mechanic 32.28
23550 - Machinist, Maintenance 24.57
23580 - Maintenance Trades Helper 22.54
23591 - Metrology Technician I 30.82
23592 - Metrology Technician II 32.18
23593 - Metrology Technician III 33.20
23640 - Millwright 30.68
23710 - Office Appliance Repairer 23.30
23760 - Painter, Maintenance 22.54
23790 - Pipefitter, Maintenance 29.39
23810 - Plumber, Maintenance 28.23
23820 - Pneudraulic Systems Mechanic 30.82
23850 - Rigger 30.82
23870 - Scale Mechanic 28.11
23890 - Sheet-Metal Worker, Maintenance 31.03
23910 - Small Engine Mechanic 28.11
23931 - Telecommunications Mechanic I 30.58
23932 - Telecommunications Mechanic II 31.93
23950 - Telephone Lineman 28.80
23960 - Welder, Combination, Maintenance 24.47
23965 - Well Driller 30.82
23970 - Woodcraft Worker 30.82
23980 - Woodworker 24.94
24000 - Personal Needs Occupations
24550 - Case Manager 20.33
24570 - Child Care Attendant 13.41
24580 - Child Care Center Clerk 16.72
24610 - Chore Aide 17.47
24620 - Family Readiness And Support Services Coordinator 20.33
24630 - Homemaker 20.33
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.44
25040 - Sewage Plant Operator 29.24
25070 - Stationary Engineer 30.44
25190 - Ventilation Equipment Tender 23.04
25210 - Water Treatment Plant Operator 29.24
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.12
27007 - Baggage Inspector 17.68
27008 - Corrections Officer 24.65
27010 - Court Security Officer 26.90
27030 - Detection Dog Handler 19.78
27040 - Detention Officer 24.65
27070 - Firefighter 29.15
27101 - Guard I 17.68
27102 - Guard II 19.78
27131 - Police Officer I 32.03
27132 - Police Officer II 35.60
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.78
28042 - Carnival Equipment Repairer 16.87
28043 - Carnival Worker 12.58
28210 - Gate Attendant/Gate Tender 20.31
28310 - Lifeguard 16.20
28350 - Park Attendant (Aide) 22.72

28510 - Recreation Aide/Health Facility Attendant		16.58
28515 - Recreation Specialist		28.14
28630 - Sports Official		18.09
28690 - Swimming Pool Operator		19.01
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.11
29020 - Hatch Tender		28.11
29030 - Line Handler		28.11
29041 - Stevedore I		26.52
29042 - Stevedore II		29.61
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		19.00
30022 - Archeological Technician II		21.26
30023 - Archeological Technician III		26.33
30030 - Cartographic Technician		26.33
30040 - Civil Engineering Technician		33.85
30051 - Cryogenic Technician I		29.16
30052 - Cryogenic Technician II		32.20
30061 - Drafter/CAD Operator I		19.00
30062 - Drafter/CAD Operator II		21.26
30063 - Drafter/CAD Operator III		23.69
30064 - Drafter/CAD Operator IV		29.16
30081 - Engineering Technician I		17.49
30082 - Engineering Technician II		19.65
30083 - Engineering Technician III		21.97
30084 - Engineering Technician IV		27.23
30085 - Engineering Technician V		33.30
30086 - Engineering Technician VI		40.29
30090 - Environmental Technician		26.33
30095 - Evidence Control Specialist		26.33
30210 - Laboratory Technician		23.69
30221 - Latent Fingerprint Technician I		29.16
30222 - Latent Fingerprint Technician II		32.20
30240 - Mathematical Technician		26.33
30361 - Paralegal/Legal Assistant I		21.00
30362 - Paralegal/Legal Assistant II		26.02
30363 - Paralegal/Legal Assistant III		31.83
30364 - Paralegal/Legal Assistant IV		38.51
30375 - Petroleum Supply Specialist		32.20
30390 - Photo-Optics Technician		26.33
30395 - Radiation Control Technician		32.20
30461 - Technical Writer I		26.33
30462 - Technical Writer II		32.20
30463 - Technical Writer III		38.96
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		29.16
30502 - Weather Forecaster II		35.47
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.69
30621 - Weather Observer, Senior	(see 2)	26.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		17.30
31030 - Bus Driver		22.71
31043 - Driver Courier		19.00
31260 - Parking and Lot Attendant		16.03
31290 - Shuttle Bus Driver		16.85
31310 - Taxi Driver		15.22

31361 - Truckdriver, Light	20.31
31362 - Truckdriver, Medium	21.59
31363 - Truckdriver, Heavy	26.10
31364 - Truckdriver, Tractor-Trailer	26.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	13.90
99050 - Desk Clerk	14.43
99095 - Embalmer	34.13
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	21.30
99252 - Laboratory Animal Caretaker II	22.77
99260 - Marketing Analyst	27.58
99310 - Mortician	34.13
99410 - Pest Controller	24.21
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	21.57
99711 - Recycling Specialist	24.91
99730 - Refuse Collector	19.88
99810 - Sales Clerk	14.62
99820 - School Crossing Guard	16.98
99830 - Survey Party Chief	28.15
99831 - Surveying Aide	15.24
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	21.30
99841 - Vending Machine Repairer	25.66
99842 - Vending Machine Repairer Helper	21.30

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 8 years, 4 weeks after 15 years, and 5 weeks after 20 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))."