"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.: 2015-5351
Revision No.: 29
Date Of Last Revision: 12/03/2025

State: Nebraska

Area: Nebraska County of Lancaster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.94
01012 - Accounting Clerk II		20.14
01013 - Accounting Clerk III		22.53
01020 - Administrative Assistant		30.64
01035 - Court Reporter		20.47
01041 - Customer Service Representative I		14.96
01042 - Customer Service Representative II		16.33
01043 - Customer Service Representative III		18.33
01051 - Data Entry Operator I		16.47
01052 - Data Entry Operator II		17.99
01060 - Dispatcher, Motor Vehicle		26.82
01070 - Document Preparation Clerk		16.67
01090 - Duplicating Machine Operator		16.67
01111 - General Clerk I		14.73
01112 - General Clerk II		16.07
01113 - General Clerk III		18.05
01120 - Housing Referral Assistant		22.83
01141 - Messenger Courier		16.68
01191 - Order Clerk I		17.42
01192 - Order Clerk II		19.01
01261 - Personnel Assistant (Employment) I		18.30
01262 - Personnel Assistant (Employment) II		20.47
01263 - Personnel Assistant (Employment) III		22.83
01270 - Production Control Clerk		26.63
01290 - Rental Clerk		16.37
01300 - Scheduler, Maintenance		18.30
01311 - Secretary I		18.30
01312 - Secretary II		20.47
01313 - Secretary III		22.83
01320 - Service Order Dispatcher		23.98
01410 - Supply Technician		30.64
01420 - Survey Worker		19.33
01460 - Switchboard Operator/Receptionist		17.28
01531 - Travel Clerk I		18.60
01532 - Travel Clerk II		19.79
01533 - Travel Clerk III		21.00
01611 - Word Processor I		17.57
01612 - Word Processor II		19.73
01613 - Word Processor III		22.07
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.23
05010 - Automotive Electrician		22.28

05040 - Automotive Glass Installer	21.16
05070 - Automotive Worker	21.16
05110 - Mobile Equipment Servicer	18.77
05130 - Motor Equipment Metal Mechanic	23.20
05160 - Motor Equipment Metal Worker	21.16
05190 - Motor Vehicle Mechanic	23.20
05220 - Motor Vehicle Mechanic Helper	17.56
05250 - Motor Vehicle Upholstery Worker	19.96
05280 - Motor Vehicle Wrecker	21.16
05310 - Painter, Automotive	22.28
05340 - Radiator Repair Specialist	21.16
05370 - Tire Repairer	16.73
05400 - Transmission Repair Specialist	23.20
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.62
07041 - Cook I	17.72
07042 - Cook II	19.97
07070 - Dishwasher	13.60
07130 - Food Service Worker	15.98
07210 - Meat Cutter	17.45
07260 - Waiter/Waitress	12.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.24
09040 - Furniture Handler	17.22
09080 - Furniture Refinisher	25.24
09090 - Furniture Refinisher Helper	19.89
09110 - Furniture Repairer, Minor	22.61
09130 - Upholsterer	25.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.84
11060 - Elevator Operator	16.37
11090 - Gardener	22.57
11122 - Housekeeping Aide	16.37
11150 - Janitor	16.37
11210 - Laborer, Grounds Maintenance	18.28
11240 - Maid or Houseman	15.04
11260 - Pruner	16.83
11270 - Tractor Operator	21.12
11330 - Trail Maintenance Worker	18.28
11360 - Window Cleaner	17.78
12000 - Health Occupations	
12010 - Ambulance Driver	25.65
12011 - Breath Alcohol Technician	25.65
12012 - Certified Occupational Therapist Assistant	29.75
12015 - Certified Physical Therapist Assistant	25.96
12020 - Dental Assistant	22.68
12025 - Dental Hygienist	42.52
12030 - EKG Technician	30.10
12035 - Electroneurodiagnostic Technologist	30.10
12040 - Emergency Medical Technician	25.65
12071 - Licensed Practical Nurse I	22.95
12072 - Licensed Practical Nurse II	25.65
12073 - Licensed Practical Nurse III	28.60
12100 - Medical Assistant	21.91
12130 - Medical Laboratory Technician	26.38
12160 - Medical Record Clerk	20.69
12190 - Medical Record Technician	23.14
12195 - Medical Transcriptionist	20.76
12210 - Nuclear Medicine Technologist	56.40
12221 - Nursing Assistant I	13.17
12222 - Nursing Assistant II	14.82
12223 - Nursing Assistant III	16.17
12224 - Nursing Assistant IV	18.15
12235 - Optical Dispenser	18.39
12236 - Optical Technician	21.68

12250 - Pharmacy Technician		18.99
12280 - Phlebotomist		17.34
12305 - Radiologic Technologist		31.20
12311 - Registered Nurse I		27.44
12312 - Registered Nurse II		33.56
12313 - Registered Nurse II, Specialist		33.56
12314 - Registered Nurse III		40.61
12315 - Registered Nurse III, Anesthetist		40.61
12316 - Registered Nurse IV		48.69
12317 - Scheduler (Drug and Alcohol Testing)		31.80
12320 - Substance Abuse Treatment Counselor		26.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.77
13012 - Exhibits Specialist II		31.93
13013 - Exhibits Specialist III		39.06
13041 - Illustrator I		25.77
13042 - Illustrator II		31.93
13043 - Illustrator III		39.06
13047 - Librarian		35.37
13050 - Library Aide/Clerk		18.08
13054 - Library Information Technology Systems Administrator		31.93
13058 - Library Technician		24.55
13061 - Media Specialist I		23.06
13062 - Media Specialist II		25.77
13063 - Media Specialist III		28.73
13071 - Photographer I		18.10
13072 - Photographer II		20.25
13073 - Photographer III		25.09
13074 - Photographer IV		30.48
13075 - Photographer V		36.86
13090 - Technical Order Library Clerk		22.70
13110 - Video Teleconference Technician		22.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.05
14043 - Computer Operator III		24.57
14044 - Computer Operator IV		27.31
14045 - Computer Operator V		30.25
14071 - Computer Programmer I	(see 1)	26.46
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		19.71
14160 - Personal Computer Support Technician		27.31
14170 - System Support Specialist		30.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.94
15020 - Aircrew Training Devices Instructor (Rated)		37.43
15030 - Air Crew Training Devices Instructor (Pilot)		44.88
15050 - Computer Based Training Specialist / Instructor		30.94
15060 - Educational Technologist		33.45
15070 - Flight Instructor (Pilot)		44.88
15080 - Graphic Artist		24.85
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.88
15086 - Maintenance Test Pilot, Rotary Wing		44.88
15088 - Non-Maintenance Test/Co-Pilot		44.88
15090 - Technical Instructor		25.04
15095 - Technical Instructor/Course Developer		30.62
15110 - Test Proctor		20.21
15120 - Tutor		20.21
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) 28.62
19040 - Tool And Die Maker 33.08
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.57
21030 - Material Coordinator 26.63
21040 - Material Expediter 26.63
21050 - Material Handling Laborer 19.12
21071 - Order Filler 17.27
21080 - Production Line Worker (Food Processing) 22.57
21110 - Shipping Packer 19.36
21130 - Shipping/Receiving Clerk 19.36
21140 - Store Worker I 15.60
21150 - Stock Clerk 19.85
21210 - Tools And Parts Attendant 22.57
21410 - Warehouse Specialist 22.57
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.32
23019 - Aircraft Logs and Records Technician 25.81
23021 - Aircraft Mechanic I 30.00
23022 - Aircraft Mechanic II 31.32
23023 - Aircraft Mechanic III 32.31
23040 - Aircraft Mechanic Helper 22.71
23050 - Aircraft, Painter 28.82
23060 - Aircraft Servicer 25.81
23070 - Aircraft Survival Flight Equipment Technician 28.82
23080 - Aircraft Worker 27.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.00
23110 - Appliance Mechanic 28.82
23120 - Bicycle Repairer 24.28
23125 - Cable Splicer 43.19
23130 - Carpenter, Maintenance 23.65
23140 - Carpet Layer 27.36
23160 - Electrician, Maintenance 29.26
23181 - Electronics Technician Maintenance I 27.73
23182 - Electronics Technician Maintenance II 29.21
23183 - Electronics Technician Maintenance III 30.41
23260 - Fabric Worker 25.81
23290 - Fire Alarm System Mechanic 27.15
23310 - Fire Extinguisher Repairer 24.28
23311 - Fuel Distribution System Mechanic 35.12
23312 - Fuel Distribution System Operator 29.19
23370 - General Maintenance Worker 23.74
23380 - Ground Support Equipment Mechanic 30.00
23381 - Ground Support Equipment Servicer 25.81
23382 - Ground Support Equipment Worker 27.36
23391 - Gunsmith I 24.28
23392 - Gunsmith II 27.36
23393 - Gunsmith III 30.00
23410 - Heating, Ventilation And Air-Conditioning Mechanic 29.39

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.69
23430 - Heavy Equipment Mechanic	30.67
23440 - Heavy Equipment Operator	27.50
23460 - Instrument Mechanic	30.00
23465 - Laboratory/Shelter Mechanic	28.82
23470 - Laborer	19.12
23510 - Locksmith	28.82
23530 - Machinery Maintenance Mechanic	31.71
23550 - Machinist, Maintenance	25.80
23580 - Maintenance Trades Helper	19.21
23591 - Metrology Technician I	30.00
23592 - Metrology Technician II	31.32
23593 - Metrology Technician III	32.31
23640 - Millwright	30.00
23710 - Office Appliance Repairer	22.53
23760 - Painter, Maintenance	21.60
23790 - Pipefitter, Maintenance	29.12
23810 - Plumber, Maintenance	27.97
23820 - Pneudraulic Systems Mechanic	30.00
23850 - Rigger	30.78
23870 - Scale Mechanic	27.36
23890 - Sheet-Metal Worker, Maintenance	26.72
23910 - Small Engine Mechanic	20.84
23931 - Telecommunications Mechanic I	25.93
23932 - Telecommunications Mechanic II	27.72
23950 - Telephone Lineman	22.67
23960 - Welder, Combination, Maintenance	25.70
23965 - Well Driller	30.00
23970 - Woodcraft Worker	30.00
23980 - Woodworker	24.28
24000 - Personal Needs Occupations	
24550 - Case Manager	18.18
24570 - Child Care Attendant	13.69
24580 - Child Care Center Clerk	17.07
24610 - Chore Aide	16.00
24620 - Family Readiness And Support Services Coordinator	18.18
24630 - Homemaker	18.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.45
25040 - Sewage Plant Operator	33.23
25070 - Stationary Engineer	30.45
25190 - Ventilation Equipment Tender	23.05
25210 - Water Treatment Plant Operator	33.23
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.66
27007 - Baggage Inspector	17.95
27008 - Corrections Officer	27.06
27010 - Court Security Officer	30.49
27030 - Detection Dog Handler	20.08
27040 - Detention Officer	27.06
27070 - Firefighter	31.84
27101 - Guard I	17.95
27102 - Guard II	20.08
27131 - Police Officer I	39.88
27132 - Police Officer II	44.30
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.44
28042 - Carnival Equipment Repairer	16.51
28043 - Carnival Worker	12.31
28210 - Gate Attendant/Gate Tender	15.22
28310 - Lifeguard	13.55
28350 - Park Attendant (Aide)	17.02
28510 - Recreation Aide/Health Facility Attendant	12.42

28515 - Recreation Specialist		21.09
28630 - Sports Official		13.55
28690 - Swimming Pool Operator		18.60
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.59
29020 - Hatch Tender		29.59
29030 - Line Handler		29.59
29041 - Stevedore I		27.94
29042 - Stevedore II		31.16
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		18.60
30022 - Archeological Technician II		20.80
30023 - Archeological Technician III		25.77
30030 - Cartographic Technician		25.77
30040 - Civil Engineering Technician		30.26
30051 - Cryogenic Technician I		28.54
30052 - Cryogenic Technician II		31.51
30061 - Drafter/CAD Operator I		18.60
30062 - Drafter/CAD Operator II		20.80
30063 - Drafter/CAD Operator III		23.18
30064 - Drafter/CAD Operator IV		28.54
30081 - Engineering Technician I		17.62
30082 - Engineering Technician II		19.78
30083 - Engineering Technician III		22.12
30084 - Engineering Technician IV		27.41
30085 - Engineering Technician V		33.53
30086 - Engineering Technician VI		40.56
30090 - Environmental Technician		26.11
30095 - Evidence Control Specialist		25.77
30210 - Laboratory Technician		24.83
30221 - Latent Fingerprint Technician I		28.54
30222 - Latent Fingerprint Technician II		31.51
30240 - Mathematical Technician		25.77
30361 - Paralegal/Legal Assistant I		21.93
30362 - Paralegal/Legal Assistant II		27.18
30363 - Paralegal/Legal Assistant III		33.24
30364 - Paralegal/Legal Assistant IV		40.22
30375 - Petroleum Supply Specialist		31.51
30390 - Photo-Optics Technician		25.77
30395 - Radiation Control Technician		31.51
30461 - Technical Writer I		27.23
30462 - Technical Writer II		33.31
30463 - Technical Writer III		40.29
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		28.54
30502 - Weather Forecaster II		34.71
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.18
30621 - Weather Observer, Senior	(see 2)	25.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		19.39
31030 - Bus Driver		25.44
31043 - Driver Courier		19.91
31260 - Parking and Lot Attendant		12.00
31290 - Shuttle Bus Driver		16.47
31310 - Taxi Driver		14.55
31361 - Truckdriver, Light		21.29

31362 - Truckdriver, Medium	23.11
31363 - Truckdriver, Heavy	32.10
31364 - Truckdriver, Tractor-Trailer	32.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	14.25
99050 - Desk Clerk	14.84
99095 - Embalmer	37.54
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	17.15
99252 - Laboratory Animal Caretaker II	18.34
99260 - Marketing Analyst	26.86
99310 - Mortician	37.54
99410 - Pest Controller	23.75
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	21.19
99711 - Recycling Specialist	24.48
99730 - Refuse Collector	19.51
99810 - Sales Clerk	14.33
99820 - School Crossing Guard	16.98
99830 - Survey Party Chief	42.56
99831 - Surveying Aide	23.04
99832 - Surveying Technician	29.23
99840 - Vending Machine Attendant	17.56
99841 - Vending Machine Repairer	19.57
99842 - Vending Machine Repairer Helper	17.56

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))."