"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5329
Revision No.: 29
Date Of Last Revision: 12/03/2025

State: Oklahoma

Area: Oklahoma Counties of Greer, Harmon, Jackson, Jefferson, Kiowa, Stephens, Tillman

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.70
01012 - Accounting Clerk II		18.75
01013 - Accounting Clerk III		20.97
01020 - Administrative Assistant		22.53
01035 - Court Reporter		20.03
01041 - Customer Service Representative I		15.27
01042 - Customer Service Representative II		16.67
01043 - Customer Service Representative III		18.70
01051 - Data Entry Operator I		14.62
01052 - Data Entry Operator II		15.96
01060 - Dispatcher, Motor Vehicle		21.54
01070 - Document Preparation Clerk		15.96
01090 - Duplicating Machine Operator		15.96
01111 - General Clerk I		14.90
01112 - General Clerk II		16.26
01113 - General Clerk III		18.25
01120 - Housing Referral Assistant		22.33
01141 - Messenger Courier		14.66
01191 - Order Clerk I		14.98
01192 - Order Clerk II		16.34
01261 - Personnel Assistant (Employment) I		17.91
01262 - Personnel Assistant (Employment) II		20.03
01263 - Personnel Assistant (Employment) III		22.33
01270 - Production Control Clerk		25.88
01290 - Rental Clerk		15.32
01300 - Scheduler, Maintenance		17.91
01311 - Secretary I		17.91
01312 - Secretary II		20.03
01313 - Secretary III		22.33
01320 - Service Order Dispatcher		19.26
01410 - Supply Technician		22.53
01420 - Survey Worker		18.19
01460 - Switchboard Operator/Receptionist		14.86
01531 - Travel Clerk I		14.91
01532 - Travel Clerk II		15.90
01533 - Travel Clerk III		18.28
01611 - Word Processor I		15.96
01612 - Word Processor II		17.91
01613 - Word Processor III		20.03
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.13

05010 - Automotive Electrician	19.47
05040 - Automotive Glass Installer	18.46
05070 - Automotive Worker	18.46
05110 - Mobile Equipment Servicer	16.47
05130 - Motor Equipment Metal Mechanic	20.45
05160 - Motor Equipment Metal Worker	18.46
05190 - Motor Vehicle Mechanic	20.45
05220 - Motor Vehicle Mechanic Helper	15.44
05250 - Motor Vehicle Upholstery Worker	17.50
05280 - Motor Vehicle Wrecker	18.46
05310 - Painter, Automotive	19.47
05340 - Radiator Repair Specialist	18.46
05370 - Tire Repairer	16.41
05400 - Transmission Repair Specialist	20.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	12.64
07042 - Cook II	14.17
07070 - Dishwasher	10.96
07130 - Food Service Worker	12.34
07210 - Meat Cutter	14.54
07260 - Waiter/Waitress	9.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.93
09040 - Furniture Handler	13.20
09080 - Furniture Refinisher	18.93
09090 - Furniture Refinisher Helper	15.01
09110 - Furniture Repairer, Minor	17.02
09130 - Upholsterer	18.93
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.25
11060 - Elevator Operator	14.25
11090 - Gardener	17.52
11122 - Housekeeping Aide	13.62
11150 - Janitor	13.62
11210 - Laborer, Grounds Maintenance	14.43
11240 - Maid or Houseman	11.22
11260 - Pruner	13.46
11270 - Tractor Operator	16.41
11330 - Trail Maintenance Worker	14.43
11360 - Window Cleaner	14.60
12000 - Health Occupations	
12010 - Ambulance Driver	17.84
12011 - Breath Alcohol Technician	22.13
12012 - Certified Occupational Therapist Assistant	27.42
12015 - Certified Physical Therapist Assistant	29.54
12020 - Dental Assistant	21.10
12025 - Dental Hygienist	44.66
12030 - EKG Technician	33.52
12035 - Electroneurodiagnostic Technologist	33.52
12040 - Emergency Medical Technician	17.84
12071 - Licensed Practical Nurse I	19.78
12072 - Licensed Practical Nurse II	22.13
12073 - Licensed Practical Nurse III	24.66
12100 - Medical Assistant	17.03
12130 - Medical Laboratory Technician	25.65
12160 - Medical Record Clerk	19.58
12190 - Medical Record Technician	21.90
12195 - Medical Transcriptionist	19.78
12210 - Nuclear Medicine Technologist	48.62
12221 - Nursing Assistant I	13.05
12222 - Nursing Assistant II	14.68
12223 - Nursing Assistant III	16.02
12224 - Nursing Assistant IV	17.98
12235 - Optical Dispenser	18.00

12236 - Optical Technician		19.78
12250 - Pharmacy Technician		17.13
12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		27.00
12311 - Registered Nurse I		28.14
12312 - Registered Nurse II		34.41
12313 - Registered Nurse II, Specialist		34.41
12314 - Registered Nurse III		41.62
12315 - Registered Nurse III, Anesthetist		41.62
12316 - Registered Nurse IV		49.91
12317 - Scheduler (Drug and Alcohol Testing)		27.41
12320 - Substance Abuse Treatment Counselor		23.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.43
13012 - Exhibits Specialist II		21.59
13013 - Exhibits Specialist III		26.41
13041 - Illustrator I		17.43
13042 - Illustrator II		21.59
13043 - Illustrator III		26.41
13047 - Librarian		23.91
13050 - Library Aide/Clerk		12.55
13054 - Library Information Technology Systems Administrator		21.59
13058 - Library Technician		15.48
13061 - Media Specialist I		15.58
13062 - Media Specialist II		17.43
13063 - Media Specialist III		19.43
13071 - Photographer I		15.58
13072 - Photographer II		17.43
13073 - Photographer III		21.59
13074 - Photographer IV		26.41
13075 - Photographer V		31.95
13090 - Technical Order Library Clerk		15.77
13110 - Video Teleconference Technician		15.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.46
14042 - Computer Operator II		20.65
14043 - Computer Operator III		23.03
14044 - Computer Operator IV		25.59
14045 - Computer Operator V		28.34
14071 - Computer Programmer I	(see 1)	21.35
14072 - Computer Programmer II	(see 1)	26.46
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		18.46
14160 - Personal Computer Support Technician		25.99
14170 - System Support Specialist		30.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.41
15020 - Aircrew Training Devices Instructor (Rated)		40.43
15030 - Air Crew Training Devices Instructor (Pilot)		48.47
15050 - Computer Based Training Specialist / Instructor		33.41
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		48.47
15080 - Graphic Artist		36.19
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.47
15086 - Maintenance Test Pilot, Rotary Wing		48.47
15088 - Non-Maintenance Test/Co-Pilot		48.47
15090 - Technical Instructor		37.31
15095 - Technical Instructor/Course Developer		45.65
15110 - Test Proctor		30.13
15120 - Tutor		30.13

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.57
16030 - Counter Attendant	10.57
16040 - Dry Cleaner	12.98
16070 - Finisher, Flatwork, Machine	10.57
16090 - Presser, Hand	10.57
16110 - Presser, Machine, Drycleaning	10.57
16130 - Presser, Machine, Shirts	10.57
16160 - Presser, Machine, Wearing Apparel, Laundry	10.57
16190 - Sewing Machine Operator	13.83
16220 - Tailor	14.66
16250 - Washer, Machine	11.28
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.12
19040 - Tool And Die Maker	32.40
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.98
21030 - Material Coordinator	25.88
21040 - Material Expediter	25.88
21050 - Material Handling Laborer	17.18
21071 - Order Filler	16.35
21080 - Production Line Worker (Food Processing)	20.98
21110 - Shipping Packer	19.86
21130 - Shipping/Receiving Clerk	19.86
21140 - Store Worker I	16.81
21150 - Stock Clerk	20.83
21210 - Tools And Parts Attendant	20.98
21410 - Warehouse Specialist	20.98
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.38
23019 - Aircraft Logs and Records Technician	29.77
23021 - Aircraft Mechanic I	34.78
23022 - Aircraft Mechanic II	36.38
23023 - Aircraft Mechanic III	37.98
23040 - Aircraft Mechanic Helper	26.26
23050 - Aircraft, Painter	33.11
23060 - Aircraft Servicer	29.77
23070 - Aircraft Survival Flight Equipment Technician	33.11
23080 - Aircraft Worker	31.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.78
23110 - Appliance Mechanic	27.12
23120 - Bicycle Repairer	22.95
23125 - Cable Splicer	36.59
23130 - Carpenter, Maintenance	21.60
23140 - Carpet Layer	25.73
23160 - Electrician, Maintenance	26.27
23181 - Electronics Technician Maintenance I	35.62
23182 - Electronics Technician Maintenance II	37.54
23183 - Electronics Technician Maintenance III	39.45
23260 - Fabric Worker	24.38
23290 - Fire Alarm System Mechanic	28.50
23310 - Fire Extinguisher Repairer	22.95
23311 - Fuel Distribution System Mechanic	34.85
23312 - Fuel Distribution System Operator	28.07
23370 - General Maintenance Worker	17.65
23380 - Ground Support Equipment Mechanic	34.78
23381 - Ground Support Equipment Servicer	29.77
23382 - Ground Support Equipment Worker	31.41
23391 - Gunsmith I	22.95
23392 - Gunsmith II	25.73
23393 - Gunsmith III	28.50
23410 - Heating, Ventilation And Air-Conditioning	22.39

Mechanic	
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.42
23430 - Heavy Equipment Mechanic	22.74
23440 - Heavy Equipment Operator	22.90
23460 - Instrument Mechanic	28.50
23465 - Laboratory/Shelter Mechanic	27.12
23470 - Laborer	17.18
23510 - Locksmith	27.12
23530 - Machinery Maintenance Mechanic	33.14
23550 - Machinist, Maintenance	24.16
23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	28.50
23592 - Metrology Technician II	29.81
23593 - Metrology Technician III	31.12
23640 - Millwright	28.50
23710 - Office Appliance Repairer	29.36
23760 - Painter, Maintenance	19.66
23790 - Pipefitter, Maintenance	25.38
23810 - Plumber, Maintenance	24.16
23820 - Pneudraulic Systems Mechanic	28.50
23850 - Rigger	28.50
23870 - Scale Mechanic	25.73
23890 - Sheet-Metal Worker, Maintenance	36.41
23910 - Small Engine Mechanic	25.73
23931 - Telecommunications Mechanic I	28.92
23932 - Telecommunications Mechanic II	30.25
23950 - Telephone Lineman	27.06
23960 - Welder, Combination, Maintenance	23.07
23965 - Well Driller	28.50
23970 - Woodcraft Worker	28.50
23980 - Woodworker	22.95
24000 - Personal Needs Occupations	
24550 - Case Manager	16.82
24570 - Child Care Attendant	10.74
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	12.30
24620 - Family Readiness And Support Services Coordinator	16.82
24630 - Homemaker	16.82
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.95
25040 - Sewage Plant Operator	18.39
25070 - Stationary Engineer	24.95
25190 - Ventilation Equipment Tender	18.84
25210 - Water Treatment Plant Operator	18.39
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.31
27007 - Baggage Inspector	16.00
27008 - Corrections Officer	19.31
27010 - Court Security Officer	19.18
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	19.31
27070 - Firefighter	19.71
27101 - Guard I	16.00
27102 - Guard II	17.90
27131 - Police Officer I	20.87
27132 - Police Officer II	23.20
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.32
28042 - Carnival Equipment Repairer	14.27
28043 - Carnival Worker	10.92
28210 - Gate Attendant/Gate Tender	19.33
28310 - Lifeguard	12.82
28350 - Park Attendant (Aide)	21.62

28510 - Recreation Aide/Health Facility Attendant 15.78
28515 - Recreation Specialist 26.78
28630 - Sports Official 17.22
28690 - Swimming Pool Operator 19.40
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.73
29020 - Hatch Tender 25.73
29030 - Line Handler 25.73
29041 - Stevedore I 24.38
29042 - Stevedore II 27.12
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 21.98
30022 - Archeological Technician II 24.59
30023 - Archeological Technician III 30.46
30030 - Cartographic Technician 30.46
30040 - Civil Engineering Technician 30.46
30051 - Cryogenic Technician I 33.74
30052 - Cryogenic Technician II 37.25
30061 - Drafter/CAD Operator I 21.98
30062 - Drafter/CAD Operator II 24.59
30063 - Drafter/CAD Operator III 27.41
30064 - Drafter/CAD Operator IV 33.74
30081 - Engineering Technician I 19.59
30082 - Engineering Technician II 21.98
30083 - Engineering Technician III 24.59
30084 - Engineering Technician IV 30.46
30085 - Engineering Technician V 37.25
30086 - Engineering Technician VI 45.07
30090 - Environmental Technician 30.46
30095 - Evidence Control Specialist 30.46
30210 - Laboratory Technician 33.79
30221 - Latent Fingerprint Technician I 33.74
30222 - Latent Fingerprint Technician II 37.25
30240 - Mathematical Technician 30.46
30361 - Paralegal/Legal Assistant I 23.32
30362 - Paralegal/Legal Assistant II 28.90
30363 - Paralegal/Legal Assistant III 35.33
30364 - Paralegal/Legal Assistant IV 42.75
30375 - Petroleum Supply Specialist 37.25
30390 - Photo-Optics Technician 30.46
30395 - Radiation Control Technician 37.25
30461 - Technical Writer I 30.46
30462 - Technical Writer II 37.25
30463 - Technical Writer III 45.07
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 33.74
30502 - Weather Forecaster II 41.03
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.41
30621 - Weather Observer, Senior (see 2) 30.46
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 16.73
31030 - Bus Driver 21.62
31043 - Driver Courier 16.68
31260 - Parking and Lot Attendant 15.06
31290 - Shuttle Bus Driver 16.25
31310 - Taxi Driver 11.77

31361 - Truckdriver, Light	17.88
31362 - Truckdriver, Medium	18.24
31363 - Truckdriver, Heavy	23.91
31364 - Truckdriver, Tractor-Trailer	23.91
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	11.40
99050 - Desk Clerk	12.83
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	14.37
99252 - Laboratory Animal Caretaker II	15.39
99260 - Marketing Analyst	30.49
99310 - Mortician	29.28
99410 - Pest Controller	25.14
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	18.18
99711 - Recycling Specialist	20.63
99730 - Refuse Collector	16.96
99810 - Sales Clerk	13.64
99820 - School Crossing Guard	18.19
99830 - Survey Party Chief	21.30
99831 - Surveying Aide	14.31
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	19.32
99841 - Vending Machine Repairer	23.11
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 10 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. (See 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))."