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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.: 2015-5473 Revision No.: 28 Date Of Last Revision: 5/13/2026

State: Arizona

Area: Arizona Counties of Pima

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.14
01012 - Accounting Clerk II		20.36
01013 - Accounting Clerk III		22.77
01020 - Administrative Assistant		30.36
01035 - Court Reporter		31.83
01041 - Customer Service Representative I		14.90
01042 - Customer Service Representative II		16.26
01043 - Customer Service Representative III		18.25
01051 - Data Entry Operator I		18.16
01052 - Data Entry Operator II		19.81
01060 - Dispatcher, Motor Vehicle		20.86
01070 - Document Preparation Clerk		16.61

01090 - Duplicating Machine Operator	16.61
01111 - General Clerk I	17.20
01112 - General Clerk II	18.77
01113 - General Clerk III	21.07
01120 - Housing Referral Assistant	23.88
01141 - Messenger Courier	17.32
01191 - Order Clerk I	19.76
01192 - Order Clerk II	21.56
01261 - Personnel Assistant (Employment) I	18.46
01262 - Personnel Assistant (Employment) II	20.65
01263 - Personnel Assistant (Employment) III	23.03
01270 - Production Control Clerk	28.54
01290 - Rental Clerk	20.09
01300 - Scheduler, Maintenance	19.16
01311 - Secretary I	19.16
01312 - Secretary II	21.43
01313 - Secretary III	23.88
01320 - Service Order Dispatcher	18.65
01410 - Supply Technician	30.36
01420 - Survey Worker	20.07
01460 - Switchboard Operator/Receptionist	17.52
01531 - Travel Clerk I	17.51
01532 - Travel Clerk II	19.66
01533 - Travel Clerk III	21.31
01611 - Word Processor I	17.07
01612 - Word Processor II	19.16
01613 - Word Processor III	21.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.17
05010 - Automotive Electrician	22.74
05040 - Automotive Glass Installer	21.54
05070 - Automotive Worker	21.54
05110 - Mobile Equipment Servicer	19.10
05130 - Motor Equipment Metal Mechanic	24.02
05160 - Motor Equipment Metal Worker	21.54
05190 - Motor Vehicle Mechanic	24.02
05220 - Motor Vehicle Mechanic Helper	17.82
05250 - Motor Vehicle Upholstery Worker	20.33
05280 - Motor Vehicle Wrecker	21.54
05310 - Painter, Automotive	22.74
05340 - Radiator Repair Specialist	21.54
05370 - Tire Repairer	17.01
05400 - Transmission Repair Specialist	24.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.19
07041 - Cook I	18.08
07042 - Cook II	20.39
07070 - Dishwasher	15.36

07130 - Food Service Worker	16.55
07210 - Meat Cutter	19.49
07260 - Waiter/Waitress	17.73
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.85
09040 - Furniture Handler	13.98
09080 - Furniture Refinisher	20.85
09090 - Furniture Refinisher Helper	16.34
09110 - Furniture Repairer, Minor	18.64
09130 - Upholsterer	20.85
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.23
11060 - Elevator Operator	16.42
11090 - Gardener	21.86
11122 - Housekeeping Aide	16.95
11150 - Janitor	16.95
11210 - Laborer, Grounds Maintenance	17.46
11240 - Maid or Houseman	16.14
11260 - Pruner	16.04
11270 - Tractor Operator	20.40
11330 - Trail Maintenance Worker	17.46
11360 - Window Cleaner	18.45
12000 - Health Occupations	
12010 - Ambulance Driver	20.72
12011 - Breath Alcohol Technician	30.57
12012 - Certified Occupational Therapist Assistant	35.30
12015 - Certified Physical Therapist Assistant	30.53
12020 - Dental Assistant	22.44
12025 - Dental Hygienist	44.55
12030 - EKG Technician	37.95
12035 - Electroneurodiagnostic Technologist	37.95
12040 - Emergency Medical Technician	20.72
12071 - Licensed Practical Nurse I	27.32
12072 - Licensed Practical Nurse II	30.57
12073 - Licensed Practical Nurse III	34.08
12100 - Medical Assistant	20.59
12130 - Medical Laboratory Technician	30.19
12160 - Medical Record Clerk	20.96
12190 - Medical Record Technician	23.45
12195 - Medical Transcriptionist	19.05
12210 - Nuclear Medicine Technologist	58.27
12221 - Nursing Assistant I	13.71
12222 - Nursing Assistant II	15.43
12223 - Nursing Assistant III	16.84
12224 - Nursing Assistant IV	18.90
12235 - Optical Dispenser	21.69
12236 - Optical Technician	23.73

12250 - Pharmacy Technician		21.97
12280 - Phlebotomist		19.47
12305 - Radiologic Technologist		37.98
12311 - Registered Nurse I		28.60
12312 - Registered Nurse II		34.98
12313 - Registered Nurse II, Specialist		34.98
12314 - Registered Nurse III		42.32
12315 - Registered Nurse III, Anesthetist		42.32
12316 - Registered Nurse IV		50.72
12317 - Scheduler (Drug and Alcohol Testing)		37.87
12320 - Substance Abuse Treatment Counselor		27.39
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.59
13012 - Exhibits Specialist II		25.51
13013 - Exhibits Specialist III		31.19
13041 - Illustrator I		21.05
13042 - Illustrator II		26.08
13043 - Illustrator III		31.90
13047 - Librarian		28.25
13050 - Library Aide/Clerk		17.79
13054 - Library Information Technology Systems Administrator		25.51
13058 - Library Technician		21.16
13061 - Media Specialist I		18.41
13062 - Media Specialist II		20.59
13063 - Media Specialist III		22.95
13071 - Photographer I		18.82
13072 - Photographer II		21.05
13073 - Photographer III		26.08
13074 - Photographer IV		31.91
13075 - Photographer V		38.60
13090 - Technical Order Library Clerk		22.34
13110 - Video Teleconference Technician		22.24
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.91
14042 - Computer Operator II		21.15
14043 - Computer Operator III		23.57
14044 - Computer Operator IV		26.20
14045 - Computer Operator V		29.02
14071 - Computer Programmer I	(see 1)	25.77
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		18.91
14160 - Personal Computer Support Technician		26.20

14170 - System Support Specialist	29.01
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.09
15020 - Aircrew Training Devices Instructor (Rated)	40.03
15030 - Air Crew Training Devices Instructor (Pilot)	47.98
15050 - Computer Based Training Specialist / Instructor	33.09
15060 - Educational Technologist	26.90
15070 - Flight Instructor (Pilot)	47.98
15080 - Graphic Artist	23.26
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	47.98
15086 - Maintenance Test Pilot, Rotary Wing	47.98
15088 - Non-Maintenance Test/Co-Pilot	47.98
15090 - Technical Instructor	23.85
15095 - Technical Instructor/Course Developer	29.17
15110 - Test Proctor	19.26
15120 - Tutor	19.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	16.41
16030 - Counter Attendant	16.41
16040 - Dry Cleaner	18.75
16070 - Finisher, Flatwork, Machine	16.41
16090 - Presser, Hand	16.41
16110 - Presser, Machine, Drycleaning	16.41
16130 - Presser, Machine, Shirts	16.41
16160 - Presser, Machine, Wearing Apparel, Laundry	16.41
16190 - Sewing Machine Operator	19.53
16220 - Tailor	20.31
16250 - Washer, Machine	17.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.93
19040 - Tool And Die Maker	32.89
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.27
21030 - Material Coordinator	28.54
21040 - Material Expediter	28.54
21050 - Material Handling Laborer	18.25
21071 - Order Filler	17.20
21080 - Production Line Worker (Food Processing)	21.27
21110 - Shipping Packer	19.40
21130 - Shipping/Receiving Clerk	19.40
21140 - Store Worker I	16.66
21150 - Stock Clerk	21.58
21210 - Tools And Parts Attendant	21.27

21410 - Warehouse Specialist	21.27
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.57
23019 - Aircraft Logs and Records Technician	30.21
23021 - Aircraft Mechanic I	35.69
23022 - Aircraft Mechanic II	37.57
23023 - Aircraft Mechanic III	39.42
23040 - Aircraft Mechanic Helper	26.48
23050 - Aircraft, Painter	33.79
23060 - Aircraft Servicer	30.21
23070 - Aircraft Survival Flight Equipment Technician	33.79
23080 - Aircraft Worker	32.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.69
23110 - Appliance Mechanic	25.91
23120 - Bicycle Repairer	21.34
23125 - Cable Splicer	40.35
23130 - Carpenter, Maintenance	22.94
23140 - Carpet Layer	25.51
23160 - Electrician, Maintenance	27.35
23181 - Electronics Technician Maintenance I	32.57
23182 - Electronics Technician Maintenance II	34.39
23183 - Electronics Technician Maintenance III	36.32
23260 - Fabric Worker	24.08
23290 - Fire Alarm System Mechanic	22.29
23310 - Fire Extinguisher Repairer	22.62
23311 - Fuel Distribution System Mechanic	28.44
23312 - Fuel Distribution System Operator	22.62
23370 - General Maintenance Worker	21.54
23380 - Ground Support Equipment Mechanic	35.69
23381 - Ground Support Equipment Servicer	30.21
23382 - Ground Support Equipment Worker	32.01
23391 - Gunsmith I	22.62
23392 - Gunsmith II	25.51
23393 - Gunsmith III	28.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.06
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.32
23430 - Heavy Equipment Mechanic	31.85
23440 - Heavy Equipment Operator	27.45
23460 - Instrument Mechanic	29.32
23465 - Laboratory/Shelter Mechanic	26.93
23470 - Laborer	18.25
23510 - Locksmith	21.24
23530 - Machinery Maintenance Mechanic	29.62

23550 - Machinist, Maintenance 27.87
23580 - Maintenance Trades Helper 19.88
23591 - Metrology Technician I 29.32
23592 - Metrology Technician II 30.85
23593 - Metrology Technician III 32.38
23640 - Millwright 28.44
23710 - Office Appliance Repairer 19.65
23760 - Painter, Maintenance 21.89
23790 - Pipefitter, Maintenance 27.82
23810 - Plumber, Maintenance 26.33
23820 - Pneudraulic Systems Mechanic 28.44
23850 - Rigger 28.44
23870 - Scale Mechanic 25.51
23890 - Sheet-Metal Worker, Maintenance 22.42
23910 - Small Engine Mechanic 20.40
23931 - Telecommunications Mechanic I 34.09
23932 - Telecommunications Mechanic II 35.88
23950 - Telephone Lineman 29.04
23960 - Welder, Combination, Maintenance 24.72
23965 - Well Driller 28.55
23970 - Woodcraft Worker 28.44
23980 - Woodworker 22.62

24000 - Personal Needs Occupations
24550 - Case Manager 18.28
24570 - Child Care Attendant 15.30
24580 - Child Care Center Clerk 19.07
24610 - Chore Aide 16.50
24620 - Family Readiness And Support Services Coordinator 18.28
24630 - Homemaker 18.28

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.85
25040 - Sewage Plant Operator 25.42
25070 - Stationary Engineer 26.85
25190 - Ventilation Equipment Tender 19.92
25210 - Water Treatment Plant Operator 25.42

27000 - Protective Service Occupations
27004 - Alarm Monitor 25.20
27007 - Baggage Inspector 17.16
27008 - Corrections Officer 26.43
27010 - Court Security Officer 24.88
27030 - Detection Dog Handler 19.20
27040 - Detention Officer 26.43
27070 - Firefighter 23.33
27101 - Guard I 17.16
27102 - Guard II 19.20
27131 - Police Officer I 29.52

27132 - Police Officer II		32.81
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.31
28042 - Carnival Equipment Repairer		19.63
28043 - Carnival Worker		14.40
28210 - Gate Attendant/Gate Tender		20.60
28310 - Lifeguard		16.21
28350 - Park Attendant (Aide)		23.05
28510 - Recreation Aide/Health Facility Attendant		16.82
28515 - Recreation Specialist		28.55
28630 - Sports Official		18.36
28690 - Swimming Pool Operator		22.13
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.39
29020 - Hatch Tender		27.39
29030 - Line Handler		27.39
29041 - Stevedore I		25.85
29042 - Stevedore II		28.91
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.95
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.37
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.65
30021 - Archeological Technician I		22.04
30022 - Archeological Technician II		24.66
30023 - Archeological Technician III		30.56
30030 - Cartographic Technician		30.56
30040 - Civil Engineering Technician		31.76
30051 - Cryogenic Technician I		33.84
30052 - Cryogenic Technician II		37.38
30061 - Drafter/CAD Operator I		22.04
30062 - Drafter/CAD Operator II		24.66
30063 - Drafter/CAD Operator III		27.50
30064 - Drafter/CAD Operator IV		33.84
30081 - Engineering Technician I		17.25
30082 - Engineering Technician II		19.35
30083 - Engineering Technician III		21.65
30084 - Engineering Technician IV		26.82
30085 - Engineering Technician V		32.81
30086 - Engineering Technician VI		39.69
30090 - Environmental Technician		22.66
30095 - Evidence Control Specialist		30.56
30210 - Laboratory Technician		27.93
30221 - Latent Fingerprint Technician I		27.50
30222 - Latent Fingerprint Technician II		30.38

30240 - Mathematical Technician		30.56
30361 - Paralegal/Legal Assistant I		23.46
30362 - Paralegal/Legal Assistant II		29.06
30363 - Paralegal/Legal Assistant III		32.82
30364 - Paralegal/Legal Assistant IV		39.71
30375 - Petroleum Supply Specialist		37.38
30390 - Photo-Optics Technician		30.56
30395 - Radiation Control Technician		37.38
30461 - Technical Writer I		26.11
30462 - Technical Writer II		31.93
30463 - Technical Writer III		38.63
30491 - Unexploded Ordnance (UXO) Technician I		29.84
30492 - Unexploded Ordnance (UXO) Technician II		36.10
30493 - Unexploded Ordnance (UXO) Technician III		43.27
30494 - Unexploded (UXO) Safety Escort		29.84
30495 - Unexploded (UXO) Sweep Personnel		29.84
30501 - Weather Forecaster I		33.84
30502 - Weather Forecaster II		41.16
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.50
30621 - Weather Observer, Senior	(see 2)	30.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.10
31020 - Bus Aide		18.94
31030 - Bus Driver		25.23
31043 - Driver Courier		20.80
31260 - Parking and Lot Attendant		15.43
31290 - Shuttle Bus Driver		16.20
31310 - Taxi Driver		14.26
31361 - Truckdriver, Light		22.29
31362 - Truckdriver, Medium		23.73
31363 - Truckdriver, Heavy		23.90
31364 - Truckdriver, Tractor-Trailer		23.90
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.60
99030 - Cashier		14.87
99050 - Desk Clerk		16.35
99095 - Embalmer		25.32
99130 - Flight Follower		29.84
99251 - Laboratory Animal Caretaker I		17.22
99252 - Laboratory Animal Caretaker II		18.45
99260 - Marketing Analyst		28.00
99310 - Mortician		25.32
99410 - Pest Controller		18.65
99510 - Photofinishing Worker		15.68
99710 - Recycling Laborer		19.29
99711 - Recycling Specialist		22.54
99730 - Refuse Collector		17.72

99810 - Sales Clerk	16.37
99820 - School Crossing Guard	15.41
99830 - Survey Party Chief	36.95
99831 - Surveying Aide	20.90
99832 - Surveying Technician	25.93
99840 - Vending Machine Attendant	18.63
99841 - Vending Machine Repairer	22.50
99842 - Vending Machine Repairer Helper	18.63

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually.
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 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))."""