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.: 2015-5601
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State: Nevada

Area: Nevada Counties of Elko, Eureka, Humboldt, Lander, Pershing and White Pine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.08
01012 - Accounting Clerk II		21.41
01013 - Accounting Clerk III		23.95
01020 - Administrative Assistant		30.26
01035 - Court Reporter		20.47
01041 - Customer Service Representative I		15.36
01042 - Customer Service Representative II		16.76
01043 - Customer Service Representative III		18.81
01051 - Data Entry Operator I		19.16
01052 - Data Entry Operator II		20.91
01060 - Dispatcher, Motor Vehicle		23.78
01070 - Document Preparation Clerk		16.30
01090 - Duplicating Machine Operator		16.30
01111 - General Clerk I		17.27
01112 - General Clerk II		18.84
01113 - General Clerk III		21.14
01120 - Housing Referral Assistant		22.81
01141 - Messenger Courier		13.28
01191 - Order Clerk I		19.31
01192 - Order Clerk II		21.68
01261 - Personnel Assistant (Employment) I		18.57
01262 - Personnel Assistant (Employment) II		20.77
01263 - Personnel Assistant (Employment) III		23.15
01270 - Production Control Clerk		31.94
01290 - Rental Clerk		19.58
01300 - Scheduler, Maintenance		18.30
01311 - Secretary I		18.30
01312 - Secretary II		20.47
01313 - Secretary III		22.81
01320 - Service Order Dispatcher		21.10
01410 - Supply Technician		30.26
01420 - Survey Worker		20.47
01460 - Switchboard Operator/Receptionist		17.60
01531 - Travel Clerk I		16.30
01532 - Travel Clerk II		18.30
01533 - Travel Clerk III		20.47
01611 - Word Processor I		16.30
01612 - Word Processor II		18.30
01613 - Word Processor III		20.47

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.82
05010 - Automotive Electrician	27.16
05040 - Automotive Glass Installer	25.75
05070 - Automotive Worker	25.75
05110 - Mobile Equipment Servicer	23.04
05130 - Motor Equipment Metal Mechanic	28.56
05160 - Motor Equipment Metal Worker	25.75
05190 - Motor Vehicle Mechanic	28.56
05220 - Motor Vehicle Mechanic Helper	21.62
05250 - Motor Vehicle Upholstery Worker	24.40
05280 - Motor Vehicle Wrecker	25.75
05310 - Painter, Automotive	27.16
05340 - Radiator Repair Specialist	25.75
05370 - Tire Repairer	21.62
05400 - Transmission Repair Specialist	28.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.48
07041 - Cook I	19.11
07042 - Cook II	21.37
07070 - Dishwasher	13.97
07130 - Food Service Worker	15.07
07210 - Meat Cutter	21.61
07260 - Waiter/Waitress	11.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.28
09040 - Furniture Handler	19.73
09080 - Furniture Refinisher	25.28
09090 - Furniture Refinisher Helper	22.34
09110 - Furniture Repairer, Minor	25.05
09130 - Upholsterer	23.12
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.04
11060 - Elevator Operator	16.99
11090 - Gardener	23.55
11122 - Housekeeping Aide	16.99
11150 - Janitor	16.99
11210 - Laborer, Grounds Maintenance	19.21
11240 - Maid or Houseman	13.89
11260 - Pruner	17.70
11270 - Tractor Operator	22.11
11330 - Trail Maintenance Worker	19.21
11360 - Window Cleaner	18.44
12000 - Health Occupations	
12010 - Ambulance Driver	23.42
12011 - Breath Alcohol Technician	31.72
12012 - Certified Occupational Therapist Assistant	43.54
12015 - Certified Physical Therapist Assistant	33.75
12020 - Dental Assistant	22.15
12025 - Dental Hygienist	49.58
12030 - EKG Technician	48.07
12035 - Electroneurodiagnostic Technologist	48.07
12040 - Emergency Medical Technician	23.42
12071 - Licensed Practical Nurse I	28.36
12072 - Licensed Practical Nurse II	31.72
12073 - Licensed Practical Nurse III	35.37
12100 - Medical Assistant	21.48
12130 - Medical Laboratory Technician	32.98
12160 - Medical Record Clerk	19.75
12190 - Medical Record Technician	22.09
12195 - Medical Transcriptionist	28.36

12210 - Nuclear Medicine Technologist		69.73
12221 - Nursing Assistant I		13.53
12222 - Nursing Assistant II		15.22
12223 - Nursing Assistant III		16.61
12224 - Nursing Assistant IV		18.64
12235 - Optical Dispenser		23.71
12236 - Optical Technician		28.36
12250 - Pharmacy Technician		21.54
12280 - Phlebotomist		19.23
12305 - Radiologic Technologist		38.52
12311 - Registered Nurse I		27.63
12312 - Registered Nurse II		35.14
12313 - Registered Nurse II, Specialist		35.14
12314 - Registered Nurse III		40.94
12315 - Registered Nurse III, Anesthetist		40.94
12316 - Registered Nurse IV		49.04
12317 - Scheduler (Drug and Alcohol Testing)		39.31
12320 - Substance Abuse Treatment Counselor		32.54
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.07
13012 - Exhibits Specialist II		28.58
13013 - Exhibits Specialist III		34.95
13041 - Illustrator I		23.07
13042 - Illustrator II		28.58
13043 - Illustrator III		34.95
13047 - Librarian		31.65
13050 - Library Aide/Clerk		17.58
13054 - Library Information Technology Systems Administrator		28.58
13058 - Library Technician		22.83
13061 - Media Specialist I		20.62
13062 - Media Specialist II		23.07
13063 - Media Specialist III		25.72
13071 - Photographer I		19.97
13072 - Photographer II		22.34
13073 - Photographer III		27.68
13074 - Photographer IV		33.86
13075 - Photographer V		40.96
13090 - Technical Order Library Clerk		21.74
13110 - Video Teleconference Technician		20.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.68
14042 - Computer Operator II		23.13
14043 - Computer Operator III		25.78
14044 - Computer Operator IV		28.66
14045 - Computer Operator V		31.74
14071 - Computer Programmer I	(see 1)	22.61
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		20.68
14160 - Personal Computer Support Technician		28.96
14170 - System Support Specialist		32.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.97
15020 - Aircrew Training Devices Instructor (Rated)		39.42
15030 - Air Crew Training Devices Instructor(Pilot)		45.38
15050 - Computer Based Training Specialist/Instructor		31.97
15060 - Educational Technologist		35.96
15070 - Flight Instructor (Pilot)		45.38

15080 - Graphic Artist	30.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	45.38
15086 - Maintenance Test Pilot, Rotary Wing	45.38
15088 - Non-Maintenance Test/Co-Pilot	45.38
15090 - Technical Instructor	32.49
15095 - Technical Instructor/Course Developer	39.74
15110 - Test Proctor	26.22
15120 - Tutor	26.22
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	19.03
16030 - Counter Attendant	19.03
16040 - Dry Cleaner	21.75
16070 - Finisher, Flatwork, Machine	19.03
16090 - Presser, Hand	19.03
16110 - Presser, Machine, Drycleaning	19.03
16130 - Presser, Machine, Shirts	19.03
16160 - Presser, Machine, Wearing Apparel, Laundry	19.03
16190 - Sewing Machine Operator	22.66
16220 - Tailor	23.57
16250 - Washer, Machine	19.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	33.31
19040 - Tool And Die Maker	39.51
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	26.41
21030 - Material Coordinator	31.94
21040 - Material Expediter	31.94
21050 - Material Handling Laborer	18.22
21071 - Order Filler	17.86
21080 - Production Line Worker (Food Processing)	26.41
21110 - Shipping Packer	21.04
21130 - Shipping/Receiving Clerk	21.04
21140 - Store Worker I	19.18
21150 - Stock Clerk	24.14
21210 - Tools And Parts Attendant	26.41
21410 - Warehouse Specialist	26.41
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	47.66
23019 - Aircraft Logs and Records Technician	38.89
23021 - Aircraft Mechanic I	45.54
23022 - Aircraft Mechanic II	47.66
23023 - Aircraft Mechanic III	49.58
23040 - Aircraft Mechanic Helper	33.96
23050 - Aircraft, Painter	43.30
23060 - Aircraft Servicer	38.89
23070 - Aircraft Survival Flight Equipment Technician	43.30
23080 - Aircraft Worker	41.06
23091 - Aircrew Life Support Equipment (ALSE)Mechanic I	41.06
23092 - Aircrew Life Support Equipment (ALSE)Mechanic II	45.54
23110 - Appliance Mechanic	33.31
23120 - Bicycle Repairer	28.23
23125 - Cable Splicer	39.40
23130 - Carpenter, Maintenance	29.78
23140 - Carpet Layer	33.58
23160 - Electrician, Maintenance	37.77
23181 - Electronics Technician Maintenance I	35.97
23182 - Electronics Technician Maintenance II	37.93
23183 - Electronics Technician Maintenance III	39.89
23260 - Fabric Worker	29.92
23290 - Fire Alarm System Mechanic	35.03
23310 - Fire Extinguisher Repairer	28.23

23311 - Fuel Distribution System Mechanic	35.03
23312 - Fuel Distribution System Operator	28.23
23370 - General Maintenance Worker	24.08
23380 - Ground Support Equipment Mechanic	45.54
23381 - Ground Support Equipment Servicer	38.89
23382 - Ground Support Equipment Worker	41.06
23391 - Gunsmith I	28.23
23392 - Gunsmith II	31.58
23393 - Gunsmith III	35.03
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.04
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	30.40
23430 - Heavy Equipment Mechanic	40.62
23440 - Heavy Equipment Operator	34.72
23460 - Instrument Mechanic	35.38
23465 - Laboratory/Shelter Mechanic	33.31
23470 - Laborer	18.22
23510 - Locksmith	33.31
23530 - Machinery Maintenance Mechanic	37.71
23550 - Machinist, Maintenance	28.32
23580 - Maintenance Trades Helper	22.50
23591 - Metrology Technician I	35.38
23592 - Metrology Technician II	37.03
23593 - Metrology Technician III	38.52
23640 - Millwright	30.62
23710 - Office Appliance Repairer	33.31
23760 - Painter, Maintenance	27.17
23790 - Pipefitter, Maintenance	34.62
23810 - Plumber, Maintenance	32.92
23820 - Pneudraulic Systems Mechanic	35.03
23850 - Rigger	32.29
23870 - Scale Mechanic	31.58
23890 - Sheet-Metal Worker, Maintenance	41.16
23910 - Small Engine Mechanic	31.58
23931 - Telecommunications Mechanic I	32.46
23932 - Telecommunications Mechanic II	33.98
23950 - Telephone Lineman	32.06
23960 - Welder, Combination, Maintenance	32.80
23965 - Well Driller	34.71
23970 - Woodcraft Worker	35.03
23980 - Woodworker	28.23
24000 - Personal Needs Occupations	
24550 - Case Manager	17.47
24570 - Child Care Attendant	14.08
24580 - Child Care Center Clerk	17.55
24610 - Chore Aide	15.29
24620 - Family Readiness And Support Services Coordinator	17.47
24630 - Homemaker	17.47
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.99
25040 - Sewage Plant Operator	30.42
25070 - Stationary Engineer	31.99
25190 - Ventilation Equipment Tender	24.21
25210 - Water Treatment Plant Operator	30.42
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.58
27007 - Baggage Inspector	17.96
27008 - Corrections Officer	28.58
27010 - Court Security Officer	28.58
27030 - Detection Dog Handler	20.09
27040 - Detention Officer	28.58
27070 - Firefighter	28.89
27101 - Guard I	17.96

27102 - Guard II	20.09
27131 - Police Officer I	30.96
27132 - Police Officer II	34.42
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.59
28042 - Carnival Equipment Repairer	15.54
28043 - Carnival Worker	11.67
28210 - Gate Attendant/Gate Tender	21.55
28310 - Lifeguard	14.39
28350 - Park Attendant (Aide)	24.10
28510 - Recreation Aide/Health Facility Attendant	17.60
28515 - Recreation Specialist	29.87
28630 - Sports Official	19.21
28690 - Swimming Pool Operator	17.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	37.34
29020 - Hatch Tender	37.34
29030 - Line Handler	37.34
29041 - Stevedore I	35.37
29042 - Stevedore II	39.38
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)(see 2)	47.06
30011 - Air Traffic Control Specialist, Station (HFO)(see 2)	32.46
30012 - Air Traffic Control Specialist, Terminal(HFO)(see 2)	35.73
30021 - Archeological Technician I	22.40
30022 - Archeological Technician II	25.05
30023 - Archeological Technician III	31.03
30030 - Cartographic Technician	31.03
30040 - Civil Engineering Technician	29.30
30051 - Cryogenic Technician I	34.37
30052 - Cryogenic Technician II	37.95
30061 - Drafter/CAD Operator I	22.40
30062 - Drafter/CAD Operator II	25.05
30063 - Drafter/CAD Operator III	27.92
30064 - Drafter/CAD Operator IV	34.37
30081 - Engineering Technician I	17.67
30082 - Engineering Technician II	19.82
30083 - Engineering Technician III	22.18
30084 - Engineering Technician IV	27.48
30085 - Engineering Technician V	33.61
30086 - Engineering Technician VI	40.66
30090 - Environmental Technician	31.21
30095 - Evidence Control Specialist	31.03
30210 - Laboratory Technician	32.63
30221 - Latent Fingerprint Technician I	34.37
30222 - Latent Fingerprint Technician II	37.95
30240 - Mathematical Technician	31.03
30361 - Paralegal/Legal Assistant I	22.17
30362 - Paralegal/Legal Assistant II	27.47
30363 - Paralegal/Legal Assistant III	33.60
30364 - Paralegal/Legal Assistant IV	40.65
30375 - Petroleum Supply Specialist	37.95
30390 - Photo-Optics Technician	31.03
30395 - Radiation Control Technician	37.95
30461 - Technical Writer I	31.03
30462 - Technical Writer II	37.95
30463 - Technical Writer III	45.92
30491 - Unexploded Ordnance (UXO) Technician I	29.91
30492 - Unexploded Ordnance (UXO) Technician II	36.19
30493 - Unexploded Ordnance (UXO) Technician III	43.37
30494 - Unexploded (UXO) Safety Escort	29.91
30495 - Unexploded (UXO) Sweep Personnel	29.91

30501 - Weather Forecaster I		34.37
30502 - Weather Forecaster II		41.81
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.92
30621 - Weather Observer, Senior	(see 2)	31.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.19
31020 - Bus Aide		21.05
31030 - Bus Driver		27.43
31043 - Driver Courier		19.09
31260 - Parking and Lot Attendant		15.30
31290 - Shuttle Bus Driver		17.64
31310 - Taxi Driver		14.44
31361 - Truckdriver, Light		20.32
31362 - Truckdriver, Medium		21.52
31363 - Truckdriver, Heavy		32.90
31364 - Truckdriver, Tractor-Trailer		32.90
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.64
99030 - Cashier		14.24
99050 - Desk Clerk		13.56
99095 - Embalmer		29.91
99130 - Flight Follower		29.91
99251 - Laboratory Animal Caretaker I		17.38
99252 - Laboratory Animal Caretaker II		18.51
99260 - Marketing Analyst		31.64
99310 - Mortician		29.91
99410 - Pest Controller		22.55
99510 - Photofinishing Worker		15.72
99710 - Recycling Laborer		28.80
99711 - Recycling Specialist		33.08
99730 - Refuse Collector		26.81
99810 - Sales Clerk		16.50
99820 - School Crossing Guard		20.66
99830 - Survey Party Chief		41.08
99831 - Surveying Aide		27.70
99832 - Surveying Technician		30.12
99840 - Vending Machine Attendant		16.80
99841 - Vending Machine Repairer		20.01
99842 - Vending Machine Repairer Helper		16.80

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))."""