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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.: 2015-5313 Revision No.: 29 Date Of Last Revision: 5/13/2026

State: Oklahoma

Area: Oklahoma Counties of Comanche and Cotton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.89
01012 - Accounting Clerk II		17.83
01013 - Accounting Clerk III		19.94
01020 - Administrative Assistant		26.08
01035 - Court Reporter		18.52
01041 - Customer Service Representative I		14.89
01042 - Customer Service Representative II		16.25
01043 - Customer Service Representative III		18.24
01051 - Data Entry Operator I		15.58
01052 - Data Entry Operator II		17.00
01060 - Dispatcher, Motor Vehicle		20.25
01070 - Document Preparation Clerk		14.75
01090 - Duplicating Machine Operator		14.75
01111 - General Clerk I		14.48
01112 - General Clerk II		15.80
01113 - General Clerk III		17.73
01120 - Housing Referral Assistant		20.64
01141 - Messenger Courier		14.78
01191 - Order Clerk I		13.52
01192 - Order Clerk II		14.75
01261 - Personnel Assistant (Employment) I		19.53
01262 - Personnel Assistant (Employment) II		21.85
01263 - Personnel Assistant (Employment) III		24.35
01270 - Production Control Clerk		26.46
01290 - Rental Clerk		14.79

01300 - Scheduler, Maintenance	16.56
01311 - Secretary I	16.56
01312 - Secretary II	18.52
01313 - Secretary III	20.64
01320 - Service Order Dispatcher	18.11
01410 - Supply Technician	26.08
01420 - Survey Worker	18.52
01460 - Switchboard Operator/Receptionist	13.96
01531 - Travel Clerk I	14.75
01532 - Travel Clerk II	16.56
01533 - Travel Clerk III	18.52
01611 - Word Processor I	14.75
01612 - Word Processor II	16.56
01613 - Word Processor III	18.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.85
05010 - Automotive Electrician	21.08
05040 - Automotive Glass Installer	19.97
05070 - Automotive Worker	19.97
05110 - Mobile Equipment Servicer	17.69
05130 - Motor Equipment Metal Mechanic	22.21
05160 - Motor Equipment Metal Worker	19.97
05190 - Motor Vehicle Mechanic	22.21
05220 - Motor Vehicle Mechanic Helper	16.52
05250 - Motor Vehicle Upholstery Worker	18.81
05280 - Motor Vehicle Wrecker	19.97
05310 - Painter, Automotive	21.08
05340 - Radiator Repair Specialist	19.97
05370 - Tire Repairer	17.23
05400 - Transmission Repair Specialist	22.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.36
07041 - Cook I	14.44
07042 - Cook II	16.30
07070 - Dishwasher	11.72
07130 - Food Service Worker	12.71
07210 - Meat Cutter	16.09
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.87
09040 - Furniture Handler	17.59
09080 - Furniture Refinisher	25.87
09090 - Furniture Refinisher Helper	20.27
09110 - Furniture Repairer, Minor	23.10
09130 - Upholsterer	25.87
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.96
11060 - Elevator Operator	14.04
11090 - Gardener	19.12
11122 - Housekeeping Aide	14.04
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	15.42
11240 - Maid or Houseman	11.77
11260 - Pruner	14.21
11270 - Tractor Operator	17.84
11330 - Trail Maintenance Worker	15.42
11360 - Window Cleaner	15.25
12000 - Health Occupations	

12010 - Ambulance Driver	16.38
12011 - Breath Alcohol Technician	23.24
12012 - Certified Occupational Therapist Assistant	30.00
12015 - Certified Physical Therapist Assistant	32.45
12020 - Dental Assistant	20.50
12025 - Dental Hygienist	42.93
12030 - EKG Technician	35.22
12035 - Electroneurodiagnostic Technologist	35.22
12040 - Emergency Medical Technician	16.38
12071 - Licensed Practical Nurse I	20.78
12072 - Licensed Practical Nurse II	23.24
12073 - Licensed Practical Nurse III	25.92
12100 - Medical Assistant	16.35
12130 - Medical Laboratory Technician	28.43
12160 - Medical Record Clerk	22.31
12190 - Medical Record Technician	24.95
12195 - Medical Transcriptionist	20.78
12210 - Nuclear Medicine Technologist	51.07
12221 - Nursing Assistant I	13.40
12222 - Nursing Assistant II	15.08
12223 - Nursing Assistant III	16.46
12224 - Nursing Assistant IV	18.47
12235 - Optical Dispenser	23.24
12236 - Optical Technician	20.78
12250 - Pharmacy Technician	18.86
12280 - Phlebotomist	14.79
12305 - Radiologic Technologist	29.18
12311 - Registered Nurse I	27.67
12312 - Registered Nurse II	33.84
12313 - Registered Nurse II, Specialist	33.84
12314 - Registered Nurse III	40.94
12315 - Registered Nurse III, Anesthetist	40.94
12316 - Registered Nurse IV	49.08
12317 - Scheduler (Drug and Alcohol Testing)	28.80
12320 - Substance Abuse Treatment Counselor	27.63
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.47
13012 - Exhibits Specialist II	27.83
13013 - Exhibits Specialist III	34.05
13041 - Illustrator I	22.47
13042 - Illustrator II	27.83
13043 - Illustrator III	34.05
13047 - Librarian	30.83
13050 - Library Aide/Clerk	15.61
13054 - Library Information Technology Systems Administrator	27.83
13058 - Library Technician	22.47
13061 - Media Specialist I	20.09
13062 - Media Specialist II	22.47
13063 - Media Specialist III	25.05
13071 - Photographer I	20.09
13072 - Photographer II	22.47
13073 - Photographer III	27.83
13074 - Photographer IV	34.05
13075 - Photographer V	41.20
13090 - Technical Order Library Clerk	19.60
13110 - Video Teleconference Technician	20.09
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.55
14042 - Computer Operator II	19.62
14043 - Computer Operator III	21.89

14044 - Computer Operator IV		25.56
14045 - Computer Operator V		28.30
14071 - Computer Programmer I	(see 1)	19.41
14072 - Computer Programmer II	(see 1)	24.05
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		17.55
14160 - Personal Computer Support Technician		25.56
14170 - System Support Specialist		28.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.82
15020 - Aircrew Training Devices Instructor (Rated)		38.49
15030 - Air Crew Training Devices Instructor (Pilot)		46.13
15050 - Computer Based Training Specialist / Instructor		31.82
15060 - Educational Technologist		34.88
15070 - Flight Instructor (Pilot)		46.13
15080 - Graphic Artist		25.64
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.13
15086 - Maintenance Test Pilot, Rotary Wing		46.13
15088 - Non-Maintenance Test/Co-Pilot		46.13
15090 - Technical Instructor		22.66
15095 - Technical Instructor/Course Developer		27.72
15110 - Test Proctor		18.29
15120 - Tutor		18.29
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.56
16030 - Counter Attendant		10.56
16040 - Dry Cleaner		13.30
16070 - Finisher, Flatwork, Machine		10.56
16090 - Presser, Hand		10.56
16110 - Presser, Machine, Drycleaning		10.56
16130 - Presser, Machine, Shirts		10.56
16160 - Presser, Machine, Wearing Apparel, Laundry		10.56
16190 - Sewing Machine Operator		14.17
16220 - Tailor		15.11
16250 - Washer, Machine		11.43
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.87
19040 - Tool And Die Maker		31.19
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.33
21030 - Material Coordinator		26.46
21040 - Material Expediter		26.46
21050 - Material Handling Laborer		15.63
21071 - Order Filler		16.30
21080 - Production Line Worker (Food Processing)		19.33
21110 - Shipping Packer		19.59
21130 - Shipping/Receiving Clerk		19.59
21140 - Store Worker I		15.59
21150 - Stock Clerk		19.82
21210 - Tools And Parts Attendant		19.33
21410 - Warehouse Specialist		19.33

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.59
23019 - Aircraft Logs and Records Technician	23.10
23021 - Aircraft Mechanic I	27.26
23022 - Aircraft Mechanic II	28.59
23023 - Aircraft Mechanic III	29.91
23040 - Aircraft Mechanic Helper	20.27
23050 - Aircraft, Painter	25.87
23060 - Aircraft Servicer	23.10
23070 - Aircraft Survival Flight Equipment Technician	25.87
23080 - Aircraft Worker	24.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.26
23110 - Appliance Mechanic	25.87
23120 - Bicycle Repairer	21.73
23125 - Cable Splicer	32.80
23130 - Carpenter, Maintenance	23.59
23140 - Carpet Layer	24.52
23160 - Electrician, Maintenance	32.43
23181 - Electronics Technician Maintenance I	31.02
23182 - Electronics Technician Maintenance II	32.75
23183 - Electronics Technician Maintenance III	34.50
23260 - Fabric Worker	23.10
23290 - Fire Alarm System Mechanic	27.26
23310 - Fire Extinguisher Repairer	21.73
23311 - Fuel Distribution System Mechanic	27.26
23312 - Fuel Distribution System Operator	21.73
23370 - General Maintenance Worker	19.40
23380 - Ground Support Equipment Mechanic	27.26
23381 - Ground Support Equipment Servicer	23.10
23382 - Ground Support Equipment Worker	24.52
23391 - Gunsmith I	21.73
23392 - Gunsmith II	24.52
23393 - Gunsmith III	27.26
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.48
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.66
23430 - Heavy Equipment Mechanic	27.84
23440 - Heavy Equipment Operator	21.56
23460 - Instrument Mechanic	27.26
23465 - Laboratory/Shelter Mechanic	25.87
23470 - Laborer	15.63
23510 - Locksmith	25.87
23530 - Machinery Maintenance Mechanic	34.97
23550 - Machinist, Maintenance	25.00
23580 - Maintenance Trades Helper	19.98
23591 - Metrology Technician I	27.26
23592 - Metrology Technician II	28.59
23593 - Metrology Technician III	29.91
23640 - Millwright	27.26
23710 - Office Appliance Repairer	25.77
23760 - Painter, Maintenance	21.26
23790 - Pipefitter, Maintenance	26.59
23810 - Plumber, Maintenance	25.24
23820 - Pneudraulic Systems Mechanic	27.26
23850 - Rigger	27.26
23870 - Scale Mechanic	24.52
23890 - Sheet-Metal Worker, Maintenance	27.26
23910 - Small Engine Mechanic	24.52

23931 - Telecommunications Mechanic I		27.46
23932 - Telecommunications Mechanic II		28.81
23950 - Telephone Lineman		26.76
23960 - Welder, Combination, Maintenance		22.89
23965 - Well Driller		27.26
23970 - Woodcraft Worker		27.26
23980 - Woodworker		21.73
24000 - Personal Needs Occupations		
24550 - Case Manager		16.00
24570 - Child Care Attendant		11.83
24580 - Child Care Center Clerk		14.75
24610 - Chore Aide		12.21
24620 - Family Readiness And Support Services Coordinator		16.00
24630 - Homemaker		16.08
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.78
25040 - Sewage Plant Operator		18.76
25070 - Stationary Engineer		24.78
25190 - Ventilation Equipment Tender		18.43
25210 - Water Treatment Plant Operator		18.76
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.25
27007 - Baggage Inspector		16.31
27008 - Corrections Officer		18.15
27010 - Court Security Officer		21.68
27030 - Detection Dog Handler		18.25
27040 - Detention Officer		18.15
27070 - Firefighter		22.35
27101 - Guard I		16.31
27102 - Guard II		18.25
27131 - Police Officer I		23.56
27132 - Police Officer II		26.18
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.86
28042 - Carnival Equipment Repairer		14.85
28043 - Carnival Worker		11.09
28210 - Gate Attendant/Gate Tender		17.66
28310 - Lifeguard		15.74
28350 - Park Attendant (Aide)		19.76
28510 - Recreation Aide/Health Facility Attendant		14.42
28515 - Recreation Specialist		24.29
28630 - Sports Official		15.74
28690 - Swimming Pool Operator		16.61
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.52
29020 - Hatch Tender		24.52
29030 - Line Handler		24.52
29041 - Stevedore I		23.10
29042 - Stevedore II		25.87
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99

30021 - Archeological Technician I		19.38
30022 - Archeological Technician II		21.68
30023 - Archeological Technician III		26.86
30030 - Cartographic Technician		26.86
30040 - Civil Engineering Technician		26.86
30051 - Cryogenic Technician I		29.75
30052 - Cryogenic Technician II		32.86
30061 - Drafter/CAD Operator I		19.38
30062 - Drafter/CAD Operator II		21.68
30063 - Drafter/CAD Operator III		24.18
30064 - Drafter/CAD Operator IV		29.75
30081 - Engineering Technician I		17.27
30082 - Engineering Technician II		19.38
30083 - Engineering Technician III		21.68
30084 - Engineering Technician IV		26.86
30085 - Engineering Technician V		32.86
30086 - Engineering Technician VI		39.75
30090 - Environmental Technician		26.86
30095 - Evidence Control Specialist		26.86
30210 - Laboratory Technician		24.18
30221 - Latent Fingerprint Technician I		29.75
30222 - Latent Fingerprint Technician II		32.86
30240 - Mathematical Technician		26.86
30361 - Paralegal/Legal Assistant I		23.56
30362 - Paralegal/Legal Assistant II		29.18
30363 - Paralegal/Legal Assistant III		35.69
30364 - Paralegal/Legal Assistant IV		43.18
30375 - Petroleum Supply Specialist		32.86
30390 - Photo-Optics Technician		26.86
30395 - Radiation Control Technician		32.86
30461 - Technical Writer I		26.86
30462 - Technical Writer II		32.86
30463 - Technical Writer III		39.75
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		29.75
30502 - Weather Forecaster II		36.18
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.18
30621 - Weather Observer, Senior	(see 2)	26.86
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		13.46
31030 - Bus Driver		17.77
31043 - Driver Courier		15.71
31260 - Parking and Lot Attendant		12.56
31290 - Shuttle Bus Driver		15.30
31310 - Taxi Driver		13.15
31361 - Truckdriver, Light		16.83
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		22.51
31364 - Truckdriver, Tractor-Trailer		22.51
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		12.56
99050 - Desk Clerk		12.76
99095 - Embalmer		29.28
99130 - Flight Follower		29.28

99251 - Laboratory Animal Caretaker I	13.94
99252 - Laboratory Animal Caretaker II	14.93
99260 - Marketing Analyst	26.65
99310 - Mortician	29.28
99410 - Pest Controller	23.68
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	20.95
99711 - Recycling Specialist	24.28
99730 - Refuse Collector	19.29
99810 - Sales Clerk	13.58
99820 - School Crossing Guard	16.85
99830 - Survey Party Chief	21.30
99831 - Surveying Aide	14.31
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	15.33
99841 - Vending Machine Repairer	18.49
99842 - Vending Machine Repairer Helper	15.33

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 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))."""
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