ATTACHMENT V (A)
WAGE DETERMINATION 2015-5329
ALTUS AFB, OK
SOLICITATION # SPE603-26-R-0527

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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.: 2015-5329
Revision No.: 30
Date Of Last Revision: 5/13/2026

State: Oklahoma

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

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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 Mechanic		22.39
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 $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
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))."" "