```
          "REGISTER OF WAGE DETERMINATIONS UNDER  |        U.S. DEPARTMENT OF LABOR
       THE SERVICE CONTRACT ACT                   |  EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor            |         WAGE AND HOUR DIVISION
                                                  |         WASHINGTON D.C.  20210
                                                  |
                                                  |
                                                  |
                                                  | Wage Determination No.: 2015-5681
Daniel W. Simms          Division of              |           Revision No.: 25
Director            Wage Determinations           |  Date Of Last Revision: 12/03/2025
__________________________________________________|____________________________________________
```

State: Alaska

Area: Alaska Boroughs of Anchorage, Matanuska-Susit

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.70
01012 - Accounting Clerk II		23.24
01013 - Accounting Clerk III		25.99
01020 - Administrative Assistant		30.36
01035 - Court Reporter		24.00
01041 - Customer Service Representative I		17.07
01042 - Customer Service Representative II		18.63
01043 - Customer Service Representative III		20.91
01051 - Data Entry Operator I		21.18
01052 - Data Entry Operator II		23.10
01060 - Dispatcher, Motor Vehicle		27.73
01070 - Document Preparation Clerk		22.88
01090 - Duplicating Machine Operator		22.88
01111 - General Clerk I		20.17
01112 - General Clerk II		22.01
01113 - General Clerk III		24.71
01120 - Housing Referral Assistant		26.75
01141 - Messenger Courier		19.19
01191 - Order Clerk I		18.11
01192 - Order Clerk II		19.76
01261 - Personnel Assistant (Employment) I		20.32
01262 - Personnel Assistant (Employment) II		22.73
01263 - Personnel Assistant (Employment) III		25.33
01270 - Production Control Clerk		26.34
01290 - Rental Clerk		18.52
01300 - Scheduler, Maintenance		21.46
01311 - Secretary I		21.46
01312 - Secretary II		24.00
01313 - Secretary III		26.75
01320 - Service Order Dispatcher		24.79
01410 - Supply Technician		30.36
01420 - Survey Worker		22.74
01460 - Switchboard Operator/Receptionist		21.16
01531 - Travel Clerk I		18.67
01532 - Travel Clerk II		20.61
01533 - Travel Clerk III		22.97
01611 - Word Processor I		21.15
01612 - Word Processor II		23.74
01613 - Word Processor III		26.55
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		29.42
05010 - Automotive Electrician		27.85

05040 - Automotive Glass Installer	26.16
05070 - Automotive Worker	26.16
05110 - Mobile Equipment Servicer	22.73
05130 - Motor Equipment Metal Mechanic	29.57
05160 - Motor Equipment Metal Worker	26.16
05190 - Motor Vehicle Mechanic	29.57
05220 - Motor Vehicle Mechanic Helper	21.03
05250 - Motor Vehicle Upholstery Worker	24.44
05280 - Motor Vehicle Wrecker	26.16
05310 - Painter, Automotive	27.85
05340 - Radiator Repair Specialist	26.16
05370 - Tire Repairer	17.99
05400 - Transmission Repair Specialist	29.57
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.33
07041 - Cook I	22.48
07042 - Cook II	25.87
07070 - Dishwasher	15.35
07130 - Food Service Worker	17.54
07210 - Meat Cutter	23.75
07260 - Waiter/Waitress	14.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	31.38
09040 - Furniture Handler	19.93
09080 - Furniture Refinisher	31.38
09090 - Furniture Refinisher Helper	23.69
09110 - Furniture Repairer, Minor	27.51
09130 - Upholsterer	31.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.73
11060 - Elevator Operator	18.66
11090 - Gardener	28.30
11122 - Housekeeping Aide	18.66
11150 - Janitor	18.66
11210 - Laborer, Grounds Maintenance	21.93
11240 - Maid or Houseman	17.86
11260 - Pruner	19.80
11270 - Tractor Operator	26.18
11330 - Trail Maintenance Worker	21.93
11360 - Window Cleaner	20.67
12000 - Health Occupations	
12010 - Ambulance Driver	27.42
12011 - Breath Alcohol Technician	33.68
12012 - Certified Occupational Therapist Assistant	39.88
12015 - Certified Physical Therapist Assistant	35.19
12020 - Dental Assistant	27.01
12025 - Dental Hygienist	62.39
12030 - EKG Technician	56.97
12035 - Electroneurodiagnostic Technologist	56.97
12040 - Emergency Medical Technician	27.42
12071 - Licensed Practical Nurse I	30.11
12072 - Licensed Practical Nurse II	33.68
12073 - Licensed Practical Nurse III	37.53
12100 - Medical Assistant	25.25
12130 - Medical Laboratory Technician	39.29
12160 - Medical Record Clerk	25.41
12190 - Medical Record Technician	28.42
12195 - Medical Transcriptionist	24.70
12210 - Nuclear Medicine Technologist	74.00
12221 - Nursing Assistant I	15.89
12222 - Nursing Assistant II	17.88
12223 - Nursing Assistant III	19.51
12224 - Nursing Assistant IV	21.90
12235 - Optical Dispenser	27.86
12236 - Optical Technician	30.11

12250 - Pharmacy Technician		24.25
12280 - Phlebotomist		22.17
12305 - Radiologic Technologist		39.69
12311 - Registered Nurse I		30.00
12312 - Registered Nurse II		36.69
12313 - Registered Nurse II, Specialist		36.69
12314 - Registered Nurse III		44.39
12315 - Registered Nurse III, Anesthetist		44.39
12316 - Registered Nurse IV		53.22
12317 - Scheduler (Drug and Alcohol Testing)		41.71
12320 - Substance Abuse Treatment Counselor		36.88
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		29.44
13012 - Exhibits Specialist II		36.48
13013 - Exhibits Specialist III		44.63
13041 - Illustrator I		29.44
13042 - Illustrator II		36.48
13043 - Illustrator III		44.63
13047 - Librarian		40.40
13050 - Library Aide/Clerk		22.67
13054 - Library Information Technology Systems Administrator		36.48
13058 - Library Technician		22.19
13061 - Media Specialist I		26.32
13062 - Media Specialist II		29.44
13063 - Media Specialist III		32.84
13071 - Photographer I		25.98
13072 - Photographer II		29.44
13073 - Photographer III		36.01
13074 - Photographer IV		44.04
13075 - Photographer V		53.30
13090 - Technical Order Library Clerk		27.12
13110 - Video Teleconference Technician		24.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		26.51
14042 - Computer Operator II		29.67
14043 - Computer Operator III		33.10
14044 - Computer Operator IV		36.76
14045 - Computer Operator V		40.72
14071 - Computer Programmer I	(see 1)	
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		26.51
14160 - Personal Computer Support Technician		36.76
14170 - System Support Specialist		41.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.14
15020 - Aircrew Training Devices Instructor (Rated)		42.52
15030 - Air Crew Training Devices Instructor (Pilot)		50.96
15050 - Computer Based Training Specialist / Instructor		35.14
15060 - Educational Technologist		39.75
15070 - Flight Instructor (Pilot)		50.96
15080 - Graphic Artist		32.69
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.96
15086 - Maintenance Test Pilot, Rotary Wing		50.96
15088 - Non-Maintenance Test/Co-Pilot		50.96
15090 - Technical Instructor		28.61
15095 - Technical Instructor/Course Developer		34.99
15110 - Test Proctor		23.13
15120 - Tutor		23.13
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	14.89
16030 - Counter Attendant	14.89
16040 - Dry Cleaner	18.95
16070 - Finisher, Flatwork, Machine	14.89
16090 - Presser, Hand	14.89
16110 - Presser, Machine, Drycleaning	14.89
16130 - Presser, Machine, Shirts	14.89
16160 - Presser, Machine, Wearing Apparel, Laundry	14.89
16190 - Sewing Machine Operator	20.29
16220 - Tailor	21.67
16250 - Washer, Machine	16.27
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	36.60
19040 - Tool And Die Maker	45.62
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.16
21030 - Material Coordinator	26.34
21040 - Material Expediter	26.34
21050 - Material Handling Laborer	20.90
21071 - Order Filler	19.04
21080 - Production Line Worker (Food Processing)	24.16
21110 - Shipping Packer	22.79
21130 - Shipping/Receiving Clerk	22.79
21140 - Store Worker I	19.41
21150 - Stock Clerk	26.45
21210 - Tools And Parts Attendant	24.16
21410 - Warehouse Specialist	24.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	43.63
23019 - Aircraft Logs and Records Technician	34.11
23021 - Aircraft Mechanic I	41.27
23022 - Aircraft Mechanic II	43.63
23023 - Aircraft Mechanic III	46.04
23040 - Aircraft Mechanic Helper	29.35
23050 - Aircraft, Painter	38.87
23060 - Aircraft Servicer	34.11
23070 - Aircraft Survival Flight Equipment Technician	38.87
23080 - Aircraft Worker	36.51
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	36.51
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	41.27
23110 - Appliance Mechanic	27.15
23120 - Bicycle Repairer	28.80
23125 - Cable Splicer	49.98
23130 - Carpenter, Maintenance	33.10
23140 - Carpet Layer	34.38
23160 - Electrician, Maintenance	39.40
23181 - Electronics Technician Maintenance I	37.96
23182 - Electronics Technician Maintenance II	40.42
23183 - Electronics Technician Maintenance III	42.91
23260 - Fabric Worker	32.12
23290 - Fire Alarm System Mechanic	36.26
23310 - Fire Extinguisher Repairer	29.87
23311 - Fuel Distribution System Mechanic	39.49
23312 - Fuel Distribution System Operator	30.36
23370 - General Maintenance Worker	25.75
23380 - Ground Support Equipment Mechanic	41.27
23381 - Ground Support Equipment Servicer	34.11
23382 - Ground Support Equipment Worker	36.51
23391 - Gunsmith I	29.87
23392 - Gunsmith II	34.38
23393 - Gunsmith III	38.86
23410 - Heating, Ventilation And Air-Conditioning Mechanic	41.99

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	44.39
23430 - Heavy Equipment Mechanic	38.38
23440 - Heavy Equipment Operator	36.57
23460 - Instrument Mechanic	38.86
23465 - Laboratory/Shelter Mechanic	36.60
23470 - Laborer	20.90
23510 - Locksmith	36.60
23530 - Machinery Maintenance Mechanic	39.84
23550 - Machinist, Maintenance	35.16
23580 - Maintenance Trades Helper	21.27
23591 - Metrology Technician I	38.86
23592 - Metrology Technician II	41.08
23593 - Metrology Technician III	43.35
23640 - Millwright	40.72
23710 - Office Appliance Repairer	27.48
23760 - Painter, Maintenance	31.13
23790 - Pipefitter, Maintenance	44.14
23810 - Plumber, Maintenance	41.58
23820 - Pneudraulic Systems Mechanic	38.86
23850 - Rigger	38.86
23870 - Scale Mechanic	34.38
23890 - Sheet-Metal Worker, Maintenance	48.34
23910 - Small Engine Mechanic	34.38
23931 - Telecommunications Mechanic I	44.95
23932 - Telecommunications Mechanic II	47.52
23950 - Telephone Lineman	40.68
23960 - Welder, Combination, Maintenance	36.31
23965 - Well Driller	31.70
23970 - Woodcraft Worker	38.86
23980 - Woodworker	29.87
24000 - Personal Needs Occupations	
24550 - Case Manager	21.90
24570 - Child Care Attendant	16.82
24580 - Child Care Center Clerk	20.97
24610 - Chore Aide	18.13
24620 - Family Readiness And Support Services Coordinator	21.90
24630 - Homemaker	21.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	41.83
25040 - Sewage Plant Operator	40.74
25070 - Stationary Engineer	41.83
25190 - Ventilation Equipment Tender	29.75
25210 - Water Treatment Plant Operator	40.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	39.15
27007 - Baggage Inspector	20.74
27008 - Corrections Officer	34.66
27010 - Court Security Officer	34.66
27030 - Detection Dog Handler	23.20
27040 - Detention Officer	34.66
27070 - Firefighter	30.98
27101 - Guard I	20.74
27102 - Guard II	23.20
27131 - Police Officer I	47.66
27132 - Police Officer II	52.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	23.72
28042 - Carnival Equipment Repairer	25.66
28043 - Carnival Worker	17.95
28210 - Gate Attendant/Gate Tender	23.65
28310 - Lifeguard	18.46
28350 - Park Attendant (Aide)	26.46
28510 - Recreation Aide/Health Facility Attendant	19.32

28515 - Recreation Specialist		33.94
28630 - Sports Official		21.08
28690 - Swimming Pool Operator		29.51
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		35.08
29020 - Hatch Tender		35.08
29030 - Line Handler		35.08
29041 - Stevedore I		33.26
29042 - Stevedore II		37.35
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	52.09
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	35.92
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	39.56
30021 - Archeological Technician I		29.00
30022 - Archeological Technician II		32.43
30023 - Archeological Technician III		40.18
30030 - Cartographic Technician		40.18
30040 - Civil Engineering Technician		40.80
30051 - Cryogenic Technician I		44.50
30052 - Cryogenic Technician II		49.15
30061 - Drafter/CAD Operator I		29.00
30062 - Drafter/CAD Operator II		32.43
30063 - Drafter/CAD Operator III		36.17
30064 - Drafter/CAD Operator IV		44.50
30081 - Engineering Technician I		22.72
30082 - Engineering Technician II		26.56
30083 - Engineering Technician III		29.74
30084 - Engineering Technician IV		33.02
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		45.81
30090 - Environmental Technician		29.52
30095 - Evidence Control Specialist		40.18
30210 - Laboratory Technician		32.88
30221 - Latent Fingerprint Technician I		44.50
30222 - Latent Fingerprint Technician II		49.15
30240 - Mathematical Technician		40.18
30361 - Paralegal/Legal Assistant I		23.72
30362 - Paralegal/Legal Assistant II		29.40
30363 - Paralegal/Legal Assistant III		35.95
30364 - Paralegal/Legal Assistant IV		43.50
30375 - Petroleum Supply Specialist		49.15
30390 - Photo-Optics Technician		40.18
30395 - Radiation Control Technician		49.15
30461 - Technical Writer I		28.11
30462 - Technical Writer II		34.39
30463 - Technical Writer III		41.61
30491 - Unexploded Ordnance (UXO) Technician I		33.11
30492 - Unexploded Ordnance (UXO) Technician II		40.06
30493 - Unexploded Ordnance (UXO) Technician III		48.01
30494 - Unexploded (UXO) Safety Escort		33.11
30495 - Unexploded (UXO) Sweep Personnel		33.11
30501 - Weather Forecaster I		44.50
30502 - Weather Forecaster II		54.12
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	36.17
30621 - Weather Observer, Senior	(see 2)	40.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.06
31020 - Bus Aide		23.19
31030 - Bus Driver		32.17
31043 - Driver Courier		23.31
31260 - Parking and Lot Attendant		16.27
31290 - Shuttle Bus Driver		22.25
31310 - Taxi Driver		19.04
31361 - Truckdriver, Light		25.19

31362 - Truckdriver, Medium	27.08
31363 - Truckdriver, Heavy	30.73
31364 - Truckdriver, Tractor-Trailer	30.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.53
99030 - Cashier	17.36
99050 - Desk Clerk	17.22
99095 - Embalmer	33.11
99130 - Flight Follower	33.11
99251 - Laboratory Animal Caretaker I	18.76
99252 - Laboratory Animal Caretaker II	20.92
99260 - Marketing Analyst	33.44
99310 - Mortician	33.11
99410 - Pest Controller	31.78
99510 - Photofinishing Worker	17.40
99710 - Recycling Laborer	33.39
99711 - Recycling Specialist	39.87
99730 - Refuse Collector	30.15
99810 - Sales Clerk	17.78
99820 - School Crossing Guard	21.77
99830 - Survey Party Chief	38.21
99831 - Surveying Aide	25.45
99832 - Surveying Technician	34.76
99840 - Vending Machine Attendant	28.70
99841 - Vending Machine Repairer	35.70
99842 - Vending Machine Repairer Helper	28.70

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

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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))."