"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.: 2015-5683
Revision No.: 25
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State: Alaska

Area: Alaska Borough of Fairbanks North

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.48
01012 - Accounting Clerk II		24.11
01013 - Accounting Clerk III		26.97
01020 - Administrative Assistant		30.25
01035 - Court Reporter		23.00
01041 - Customer Service Representative I		17.49
01042 - Customer Service Representative II		19.08
01043 - Customer Service Representative III		21.41
01051 - Data Entry Operator I		16.79
01052 - Data Entry Operator II		18.66
01060 - Dispatcher, Motor Vehicle		27.82
01070 - Document Preparation Clerk		18.32
01090 - Duplicating Machine Operator		18.32
01111 - General Clerk I		20.88
01112 - General Clerk II		22.78
01113 - General Clerk III		25.57
01120 - Housing Referral Assistant		25.65
01141 - Messenger Courier		15.60
01191 - Order Clerk I		17.11
01192 - Order Clerk II		18.66
01261 - Personnel Assistant (Employment) I		20.56
01262 - Personnel Assistant (Employment) II		23.00
01263 - Personnel Assistant (Employment) III		25.65
01270 - Production Control Clerk		31.98
01290 - Rental Clerk		21.02
01300 - Scheduler, Maintenance		20.56

01311 - Secretary I	20.56
01312 - Secretary II	23.00
01313 - Secretary III	25.65
01320 - Service Order Dispatcher	24.87
01410 - Supply Technician	30.25
01420 - Survey Worker	23.00
01460 - Switchboard Operator/Receptionist	20.57
01531 - Travel Clerk I	18.32
01532 - Travel Clerk II	20.56
01533 - Travel Clerk III	23.00
01611 - Word Processor I	18.32
01612 - Word Processor II	20.56
01613 - Word Processor III	23.00
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	30.03
05010 - Automotive Electrician	30.22
05040 - Automotive Glass Installer	28.38
05070 - Automotive Worker	28.38
05110 - Mobile Equipment Servicer	24.66
05130 - Motor Equipment Metal Mechanic	32.08
05160 - Motor Equipment Metal Worker	28.38
05190 - Motor Vehicle Mechanic	32.08
05220 - Motor Vehicle Mechanic Helper	22.82
05250 - Motor Vehicle Upholstery Worker	26.51
05280 - Motor Vehicle Wrecker	28.38
05310 - Painter, Automotive	30.22
05340 - Radiator Repair Specialist	28.38
05370 - Tire Repairer	19.26
05400 - Transmission Repair Specialist	32.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	23.40
07041 - Cook I	22.80
07042 - Cook II	26.24
07070 - Dishwasher	15.73
07130 - Food Service Worker	17.71
07210 - Meat Cutter	26.16
07260 - Waiter/Waitress	13.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	39.90
09040 - Furniture Handler	25.23
09080 - Furniture Refinisher	39.90
09090 - Furniture Refinisher Helper	30.13
09110 - Furniture Repairer, Minor	35.01
09130 - Upholsterer	39.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.61
11060 - Elevator Operator	19.27
11090 - Gardener	28.61
11122 - Housekeeping Aide	19.27

11150 - Janitor	19.27
11210 - Laborer, Grounds Maintenance	22.17
11240 - Maid or Houseman	17.04
11260 - Pruner	20.02
11270 - Tractor Operator	26.46
11330 - Trail Maintenance Worker	22.17
11360 - Window Cleaner	21.34
12000 - Health Occupations	
12010 - Ambulance Driver	31.54
12011 - Breath Alcohol Technician	31.54
12012 - Certified Occupational Therapist Assistant	43.27
12015 - Certified Physical Therapist Assistant	43.27
12020 - Dental Assistant	24.34
12025 - Dental Hygienist	62.55
12030 - EKG Technician	47.78
12035 - Electroneurodiagnostic Technologist	47.78
12040 - Emergency Medical Technician	31.54
12071 - Licensed Practical Nurse I	28.20
12072 - Licensed Practical Nurse II	31.54
12073 - Licensed Practical Nurse III	35.15
12100 - Medical Assistant	23.51
12130 - Medical Laboratory Technician	33.84
12160 - Medical Record Clerk	23.00
12190 - Medical Record Technician	25.73
12195 - Medical Transcriptionist	28.20
12210 - Nuclear Medicine Technologist	69.31
12221 - Nursing Assistant I	20.46
12222 - Nursing Assistant II	23.02
12223 - Nursing Assistant III	25.12
12224 - Nursing Assistant IV	28.20
12235 - Optical Dispenser	31.54
12236 - Optical Technician	28.20
12250 - Pharmacy Technician	23.65
12280 - Phlebotomist	28.20
12305 - Radiologic Technologist	39.93
12311 - Registered Nurse I	32.84
12312 - Registered Nurse II	40.18
12313 - Registered Nurse II, Specialist	40.18
12314 - Registered Nurse III	48.60
12315 - Registered Nurse III, Anesthetist	48.60
12316 - Registered Nurse IV	58.26
12317 - Scheduler (Drug and Alcohol Testing)	39.07
12320 - Substance Abuse Treatment Counselor	34.96
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.00
13012 - Exhibits Specialist II	33.44
13013 - Exhibits Specialist III	40.90
13041 - Illustrator I	27.00
13042 - Illustrator II	33.44

13043 - Illustrator III		40.90
13047 - Librarian		36.07
13050 - Library Aide/Clerk		17.56
13054 - Library Information Technology Systems Administrator		32.56
13058 - Library Technician		29.58
13061 - Media Specialist I		23.50
13062 - Media Specialist II		26.29
13063 - Media Specialist III		29.31
13071 - Photographer I		24.13
13072 - Photographer II		27.00
13073 - Photographer III		33.44
13074 - Photographer IV		40.90
13075 - Photographer V		48.19
13090 - Technical Order Library Clerk		21.87
13110 - Video Teleconference Technician		24.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.44
14042 - Computer Operator II		21.75
14043 - Computer Operator III		24.47
14044 - Computer Operator IV		27.20
14045 - Computer Operator V		30.12
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		19.62
14160 - Personal Computer Support Technician		27.62
14170 - System Support Specialist		30.12
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.79
15020 - Aircrew Training Devices Instructor (Rated)		43.30
15030 - Air Crew Training Devices Instructor (Pilot)		51.90
15050 - Computer Based Training Specialist / Instructor		35.79
15060 - Educational Technologist		38.49
15070 - Flight Instructor (Pilot)		51.90
15080 - Graphic Artist		42.39
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.90
15086 - Maintenance Test Pilot, Rotary Wing		51.90
15088 - Non-Maintenance Test/Co-Pilot		51.90
15090 - Technical Instructor		34.65
15095 - Technical Instructor/Course Developer		42.39
15110 - Test Proctor		27.97
15120 - Tutor		27.97
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)	41.40
19040 - Tool And Die Maker	51.60
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.28
21030 - Material Coordinator	31.98
21040 - Material Expediter	31.98
21050 - Material Handling Laborer	21.17
21071 - Order Filler	19.89
21080 - Production Line Worker (Food Processing)	23.28
21110 - Shipping Packer	26.34
21130 - Shipping/Receiving Clerk	26.34
21140 - Store Worker I	19.41
21150 - Stock Clerk	26.45
21210 - Tools And Parts Attendant	23.28
21410 - Warehouse Specialist	23.28
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	40.35
23019 - Aircraft Logs and Records Technician	31.55
23021 - Aircraft Mechanic I	38.17
23022 - Aircraft Mechanic II	40.35
23023 - Aircraft Mechanic III	42.58
23040 - Aircraft Mechanic Helper	27.14
23050 - Aircraft, Painter	35.95
23060 - Aircraft Servicer	31.55
23070 - Aircraft Survival Flight Equipment Technician	35.95
23080 - Aircraft Worker	33.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.17
23110 - Appliance Mechanic	40.49
23120 - Bicycle Repairer	33.79
23125 - Cable Splicer	48.20
23130 - Carpenter, Maintenance	37.39
23140 - Carpet Layer	38.88
23160 - Electrician, Maintenance	45.05
23181 - Electronics Technician Maintenance I	39.04
23182 - Electronics Technician Maintenance II	41.57

23183 - Electronics Technician Maintenance III	44.13
23260 - Fabric Worker	36.33
23290 - Fire Alarm System Mechanic	43.96
23310 - Fire Extinguisher Repairer	33.79
23311 - Fuel Distribution System Mechanic	43.96
23312 - Fuel Distribution System Operator	33.79
23370 - General Maintenance Worker	26.75
23380 - Ground Support Equipment Mechanic	38.17
23381 - Ground Support Equipment Servicer	31.55
23382 - Ground Support Equipment Worker	33.77
23391 - Gunsmith I	33.79
23392 - Gunsmith II	38.88
23393 - Gunsmith III	43.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	40.50
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	42.81
23430 - Heavy Equipment Mechanic	45.56
23440 - Heavy Equipment Operator	36.10
23460 - Instrument Mechanic	43.96
23465 - Laboratory/Shelter Mechanic	41.40
23470 - Laborer	21.17
23510 - Locksmith	41.40
23530 - Machinery Maintenance Mechanic	44.94
23550 - Machinist, Maintenance	43.14
23580 - Maintenance Trades Helper	20.84
23591 - Metrology Technician I	43.96
23592 - Metrology Technician II	46.46
23593 - Metrology Technician III	49.04
23640 - Millwright	43.96
23710 - Office Appliance Repairer	37.74
23760 - Painter, Maintenance	33.19
23790 - Pipefitter, Maintenance	42.49
23810 - Plumber, Maintenance	40.02
23820 - Pneudraulic Systems Mechanic	43.96
23850 - Rigger	43.96
23870 - Scale Mechanic	38.88
23890 - Sheet-Metal Worker, Maintenance	45.84
23910 - Small Engine Mechanic	38.88
23931 - Telecommunications Mechanic I	42.57
23932 - Telecommunications Mechanic II	45.00
23950 - Telephone Lineman	43.96
23960 - Welder, Combination, Maintenance	40.32
23965 - Well Driller	42.99
23970 - Woodcraft Worker	43.96
23980 - Woodworker	33.79
24000 - Personal Needs Occupations	
24550 - Case Manager	21.89
24570 - Child Care Attendant	17.74

24580 - Child Care Center Clerk	22.13
24610 - Chore Aide	19.29
24620 - Family Readiness And Support Services Coordinator	21.89
24630 - Homemaker	21.89
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	46.46
25040 - Sewage Plant Operator	43.76
25070 - Stationary Engineer	46.46
25190 - Ventilation Equipment Tender	33.04
25210 - Water Treatment Plant Operator	43.76
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.47
27007 - Baggage Inspector	22.72
27008 - Corrections Officer	27.17
27010 - Court Security Officer	27.13
27030 - Detection Dog Handler	25.41
27040 - Detention Officer	27.17
27070 - Firefighter	27.13
27101 - Guard I	22.72
27102 - Guard II	25.41
27131 - Police Officer I	41.35
27132 - Police Officer II	45.96
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	20.90
28042 - Carnival Equipment Repairer	22.58
28043 - Carnival Worker	15.81
28210 - Gate Attendant/Gate Tender	30.73
28310 - Lifeguard	24.31
28350 - Park Attendant (Aide)	34.38
28510 - Recreation Aide/Health Facility Attendant	25.10
28515 - Recreation Specialist	43.96
28630 - Sports Official	27.39
28690 - Swimming Pool Operator	28.71
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	38.88
29020 - Hatch Tender	38.88
29030 - Line Handler	38.88
29041 - Stevedore I	36.33
29042 - Stevedore II	41.40
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	23.41
30022 - Archeological Technician II	27.28
30023 - Archeological Technician III	29.97
30030 - Cartographic Technician	31.78
30040 - Civil Engineering Technician	32.97

30051 - Cryogenic Technician I		33.19
30052 - Cryogenic Technician II		36.66
30061 - Drafter/CAD Operator I		23.41
30062 - Drafter/CAD Operator II		27.28
30063 - Drafter/CAD Operator III		29.19
30064 - Drafter/CAD Operator IV		34.79
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		45.77
30090 - Environmental Technician		29.97
30095 - Evidence Control Specialist		29.97
30210 - Laboratory Technician		26.97
30221 - Latent Fingerprint Technician I		33.19
30222 - Latent Fingerprint Technician II		36.66
30240 - Mathematical Technician		32.95
30361 - Paralegal/Legal Assistant I		24.66
30362 - Paralegal/Legal Assistant II		30.56
30363 - Paralegal/Legal Assistant III		37.38
30364 - Paralegal/Legal Assistant IV		45.22
30375 - Petroleum Supply Specialist		36.66
30390 - Photo-Optics Technician		32.95
30395 - Radiation Control Technician		36.66
30461 - Technical Writer I		29.97
30462 - Technical Writer II		36.66
30463 - Technical Writer III		44.35
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		34.79
30502 - Weather Forecaster II		42.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.19
30621 - Weather Observer, Senior	(see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.06
31020 - Bus Aide		22.93
31030 - Bus Driver		31.81
31043 - Driver Courier		22.40
31260 - Parking and Lot Attendant		17.49
31290 - Shuttle Bus Driver		21.91
31310 - Taxi Driver		20.94
31361 - Truckdriver, Light		24.21
31362 - Truckdriver, Medium		26.03
31363 - Truckdriver, Heavy		35.35

31364 - Truckdriver, Tractor-Trailer	35.35
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.53
99030 - Cashier	17.62
99050 - Desk Clerk	16.74
99095 - Embalmer	33.11
99130 - Flight Follower	33.11
99251 - Laboratory Animal Caretaker I	24.05
99252 - Laboratory Animal Caretaker II	31.11
99260 - Marketing Analyst	28.46
99310 - Mortician	33.11
99410 - Pest Controller	33.45
99510 - Photofinishing Worker	17.40
99710 - Recycling Laborer	25.38
99711 - Recycling Specialist	30.29
99730 - Refuse Collector	22.92
99810 - Sales Clerk	17.81
99820 - School Crossing Guard	21.77
99830 - Survey Party Chief	34.96
99831 - Surveying Aide	23.28
99832 - Surveying Technician	31.78
99840 - Vending Machine Attendant	28.78
99841 - Vending Machine Repairer	35.80
99842 - Vending Machine Repairer Helper	28.78

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))."