"

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 Division of Director Wage Determinations	Wage Determination No.: 2015-5681 Revision No.: 27 Date Of Last Revision: 5/14/2026

State: Alaska

Area: Alaska Counties of Anchorage and Matanuska-Susitna

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 $13.65 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 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))."""