"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.: 2015-5497
Revision No.: 27
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State: Utah

Area: Utah Counties of Carbon, Daggett, Duchesne, Emery, Grand, San Juan, Uintah

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.04
01012 - Accounting Clerk II		19.12
01013 - Accounting Clerk III		21.39
01020 - Administrative Assistant		29.27
01035 - Court Reporter		21.31
01041 - Customer Service Representative I		15.21
01042 - Customer Service Representative II		16.60
01043 - Customer Service Representative III		18.63
01051 - Data Entry Operator I		16.49
01052 - Data Entry Operator II		18.00
01060 - Dispatcher, Motor Vehicle		25.50
01070 - Document Preparation Clerk		16.97
01090 - Duplicating Machine Operator		16.97
01111 - General Clerk I		15.14
01112 - General Clerk II		16.52
01113 - General Clerk III		18.54
01120 - Housing Referral Assistant		23.75
01141 - Messenger Courier		18.74
01191 - Order Clerk I		16.52
01192 - Order Clerk II		18.02
01261 - Personnel Assistant (Employment) I		18.18
01262 - Personnel Assistant (Employment) II		20.34
01263 - Personnel Assistant (Employment) III		22.68
01270 - Production Control Clerk		26.64
01290 - Rental Clerk		17.36

01300 - Scheduler, Maintenance	19.05
01311 - Secretary I	19.05
01312 - Secretary II	21.31
01313 - Secretary III	23.75
01320 - Service Order Dispatcher	22.79
01410 - Supply Technician	29.27
01420 - Survey Worker	18.34
01460 - Switchboard Operator/Receptionist	17.36
01531 - Travel Clerk I	16.80
01532 - Travel Clerk II	17.88
01533 - Travel Clerk III	19.53
01611 - Word Processor I	16.97
01612 - Word Processor II	19.05
01613 - Word Processor III	21.31
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.66
05010 - Automotive Electrician	21.41
05040 - Automotive Glass Installer	20.06
05070 - Automotive Worker	20.06
05110 - Mobile Equipment Servicer	17.30
05130 - Motor Equipment Metal Mechanic	22.77
05160 - Motor Equipment Metal Worker	20.06
05190 - Motor Vehicle Mechanic	22.77
05220 - Motor Vehicle Mechanic Helper	15.94
05250 - Motor Vehicle Upholstery Worker	18.67
05280 - Motor Vehicle Wrecker	20.06
05310 - Painter, Automotive	21.41
05340 - Radiator Repair Specialist	20.06
05370 - Tire Repairer	16.80
05400 - Transmission Repair Specialist	22.77
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.17
07041 - Cook I	17.67
07042 - Cook II	20.55
07070 - Dishwasher	13.41
07130 - Food Service Worker	15.06
07210 - Meat Cutter	18.25
07260 - Waiter/Waitress	14.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.87
09040 - Furniture Handler	16.51
09080 - Furniture Refinisher	26.87
09090 - Furniture Refinisher Helper	20.01
09110 - Furniture Repairer, Minor	23.43
09130 - Upholsterer	26.87
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.00
11060 - Elevator Operator	16.61
11090 - Gardener	25.34

11122 - Housekeeping Aide	16.61
11150 - Janitor	16.61
11210 - Laborer, Grounds Maintenance	19.26
11240 - Maid or Houseman	16.09
11260 - Pruner	17.69
11270 - Tractor Operator	23.34
11330 - Trail Maintenance Worker	19.26
11360 - Window Cleaner	17.73
12000 - Health Occupations	
12010 - Ambulance Driver	18.08
12011 - Breath Alcohol Technician	22.04
12012 - Certified Occupational Therapist Assistant	30.24
12015 - Certified Physical Therapist Assistant	29.24
12020 - Dental Assistant	17.57
12025 - Dental Hygienist	37.67
12030 - EKG Technician	33.41
12035 - Electroneurodiagnostic Technologist	33.41
12040 - Emergency Medical Technician	18.08
12071 - Licensed Practical Nurse I	19.70
12072 - Licensed Practical Nurse II	22.04
12073 - Licensed Practical Nurse III	24.57
12100 - Medical Assistant	18.39
12130 - Medical Laboratory Technician	28.73
12160 - Medical Record Clerk	18.91
12190 - Medical Record Technician	21.71
12195 - Medical Transcriptionist	19.70
12210 - Nuclear Medicine Technologist	48.46
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	18.17
12236 - Optical Technician	19.70
12250 - Pharmacy Technician	21.75
12280 - Phlebotomist	18.03
12305 - Radiologic Technologist	36.56
12311 - Registered Nurse I	26.48
12312 - Registered Nurse II	32.38
12313 - Registered Nurse II, Specialist	32.38
12314 - Registered Nurse III	39.18
12315 - Registered Nurse III, Anesthetist	39.18
12316 - Registered Nurse IV	46.96
12317 - Scheduler (Drug and Alcohol Testing)	27.31
12320 - Substance Abuse Treatment Counselor	18.94
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.49
13012 - Exhibits Specialist II	20.44
13013 - Exhibits Specialist III	25.00
13041 - Illustrator I	19.42

13042 - Illustrator II		24.06
13043 - Illustrator III		29.43
13047 - Librarian		22.73
13050 - Library Aide/Clerk		16.40
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		18.22
13061 - Media Specialist I		14.81
13062 - Media Specialist II		16.57
13063 - Media Specialist III		18.48
13071 - Photographer I		17.15
13072 - Photographer II		19.26
13073 - Photographer III		23.77
13074 - Photographer IV		29.08
13075 - Photographer V		35.18
13090 - Technical Order Library Clerk		20.74
13110 - Video Teleconference Technician		16.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.31
14042 - Computer Operator II		23.85
14043 - Computer Operator III		26.59
14044 - Computer Operator IV		29.54
14045 - Computer Operator V		32.71
14071 - Computer Programmer I	(see 1)	23.80
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		21.31
14160 - Personal Computer Support Technician		29.54
14170 - System Support Specialist		32.71
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.08
15020 - Aircrew Training Devices Instructor (Rated)		42.44
15030 - Air Crew Training Devices Instructor (Pilot)		46.99
15050 - Computer Based Training Specialist / Instructor		35.08
15060 - Educational Technologist		30.90
15070 - Flight Instructor (Pilot)		46.99
15080 - Graphic Artist		26.18
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.99
15086 - Maintenance Test Pilot, Rotary Wing		46.99
15088 - Non-Maintenance Test/Co-Pilot		46.99
15090 - Technical Instructor		27.16
15095 - Technical Instructor/Course Developer		33.22
15110 - Test Proctor		21.93
15120 - Tutor		21.93
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	11.81
16030 - Counter Attendant	11.81
16040 - Dry Cleaner	15.70
16070 - Finisher, Flatwork, Machine	11.81
16090 - Presser, Hand	11.81
16110 - Presser, Machine, Drycleaning	11.81
16130 - Presser, Machine, Shirts	11.81
16160 - Presser, Machine, Wearing Apparel, Laundry	11.81
16190 - Sewing Machine Operator	16.85
16220 - Tailor	17.84
16250 - Washer, Machine	13.17
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.61
19040 - Tool And Die Maker	34.51
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	25.12
21030 - Material Coordinator	26.64
21040 - Material Expediter	26.64
21050 - Material Handling Laborer	18.68
21071 - Order Filler	16.95
21080 - Production Line Worker (Food Processing)	25.12
21110 - Shipping Packer	19.36
21130 - Shipping/Receiving Clerk	19.36
21140 - Store Worker I	16.52
21150 - Stock Clerk	20.94
21210 - Tools And Parts Attendant	25.12
21410 - Warehouse Specialist	25.12
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.00
23019 - Aircraft Logs and Records Technician	23.98
23021 - Aircraft Mechanic I	29.40
23022 - Aircraft Mechanic II	31.00
23023 - Aircraft Mechanic III	32.71
23040 - Aircraft Mechanic Helper	20.36
23050 - Aircraft, Painter	27.61
23060 - Aircraft Servicer	23.98
23070 - Aircraft Survival Flight Equipment Technician	27.61
23080 - Aircraft Worker	25.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.40
23110 - Appliance Mechanic	27.61
23120 - Bicycle Repairer	20.74
23125 - Cable Splicer	35.76
23130 - Carpenter, Maintenance	23.91
23140 - Carpet Layer	25.17
23160 - Electrician, Maintenance	29.41
23181 - Electronics Technician Maintenance I	27.56

23182 - Electronics Technician Maintenance II	29.41
23183 - Electronics Technician Maintenance III	31.30
23260 - Fabric Worker	23.98
23290 - Fire Alarm System Mechanic	29.40
23310 - Fire Extinguisher Repairer	22.18
23311 - Fuel Distribution System Mechanic	33.98
23312 - Fuel Distribution System Operator	25.84
23370 - General Maintenance Worker	22.62
23380 - Ground Support Equipment Mechanic	29.40
23381 - Ground Support Equipment Servicer	23.98
23382 - Ground Support Equipment Worker	25.80
23391 - Gunsmith I	22.18
23392 - Gunsmith II	25.80
23393 - Gunsmith III	29.40
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.70
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.24
23430 - Heavy Equipment Mechanic	29.84
23440 - Heavy Equipment Operator	28.14
23460 - Instrument Mechanic	29.40
23465 - Laboratory/Shelter Mechanic	27.61
23470 - Laborer	18.68
23510 - Locksmith	27.61
23530 - Machinery Maintenance Mechanic	36.82
23550 - Machinist, Maintenance	29.74
23580 - Maintenance Trades Helper	16.28
23591 - Metrology Technician I	29.40
23592 - Metrology Technician II	31.00
23593 - Metrology Technician III	32.71
23640 - Millwright	29.40
23710 - Office Appliance Repairer	27.61
23760 - Painter, Maintenance	23.40
23790 - Pipefitter, Maintenance	30.73
23810 - Plumber, Maintenance	28.89
23820 - Pneudraulic Systems Mechanic	29.40
23850 - Rigger	29.40
23870 - Scale Mechanic	25.80
23890 - Sheet-Metal Worker, Maintenance	28.58
23910 - Small Engine Mechanic	25.17
23931 - Telecommunications Mechanic I	31.47
23932 - Telecommunications Mechanic II	33.35
23950 - Telephone Lineman	28.58
23960 - Welder, Combination, Maintenance	28.55
23965 - Well Driller	29.44
23970 - Woodcraft Worker	29.40
23980 - Woodworker	22.18
24000 - Personal Needs Occupations	
24550 - Case Manager	18.98

24570 - Child Care Attendant	14.78
24580 - Child Care Center Clerk	18.42
24610 - Chore Aide	16.57
24620 - Family Readiness And Support Services Coordinator	18.98
24630 - Homemaker	18.98
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.38
25040 - Sewage Plant Operator	29.18
25070 - Stationary Engineer	31.38
25190 - Ventilation Equipment Tender	21.97
25210 - Water Treatment Plant Operator	29.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.04
27007 - Baggage Inspector	18.19
27008 - Corrections Officer	28.64
27010 - Court Security Officer	25.36
27030 - Detection Dog Handler	20.35
27040 - Detention Officer	28.64
27070 - Firefighter	24.27
27101 - Guard I	18.19
27102 - Guard II	20.35
27131 - Police Officer I	27.60
27132 - Police Officer II	30.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.02
28042 - Carnival Equipment Repairer	19.57
28043 - Carnival Worker	13.66
28210 - Gate Attendant/Gate Tender	19.44
28310 - Lifeguard	14.65
28350 - Park Attendant (Aide)	21.74
28510 - Recreation Aide/Health Facility Attendant	15.86
28515 - Recreation Specialist	26.94
28630 - Sports Official	17.30
28690 - Swimming Pool Operator	23.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.46
29020 - Hatch Tender	30.46
29030 - Line Handler	30.46
29041 - Stevedore I	28.35
29042 - Stevedore II	32.52
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	21.01
30022 - Archeological Technician II	22.23
30023 - Archeological Technician III	27.53
30030 - Cartographic Technician	27.53

30040 - Civil Engineering Technician		29.67
30051 - Cryogenic Technician I		29.87
30052 - Cryogenic Technician II		33.00
30061 - Drafter/CAD Operator I		21.01
30062 - Drafter/CAD Operator II		22.23
30063 - Drafter/CAD Operator III		24.78
30064 - Drafter/CAD Operator IV		30.21
30081 - Engineering Technician I		19.70
30082 - Engineering Technician II		22.12
30083 - Engineering Technician III		24.74
30084 - Engineering Technician IV		30.64
30085 - Engineering Technician V		37.47
30086 - Engineering Technician VI		45.34
30090 - Environmental Technician		29.84
30095 - Evidence Control Specialist		26.97
30210 - Laboratory Technician		26.41
30221 - Latent Fingerprint Technician I		29.87
30222 - Latent Fingerprint Technician II		33.00
30240 - Mathematical Technician		27.53
30361 - Paralegal/Legal Assistant I		20.86
30362 - Paralegal/Legal Assistant II		25.85
30363 - Paralegal/Legal Assistant III		31.61
30364 - Paralegal/Legal Assistant IV		38.25
30375 - Petroleum Supply Specialist		33.00
30390 - Photo-Optics Technician		27.53
30395 - Radiation Control Technician		33.00
30461 - Technical Writer I		26.97
30462 - Technical Writer II		33.00
30463 - Technical Writer III		39.92
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		30.21
30502 - Weather Forecaster II		36.75
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.78
30621 - Weather Observer, Senior	(see 2)	27.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		16.56
31030 - Bus Driver		22.45
31043 - Driver Courier		19.06
31260 - Parking and Lot Attendant		15.53
31290 - Shuttle Bus Driver		18.76
31310 - Taxi Driver		14.26
31361 - Truckdriver, Light		20.76
31362 - Truckdriver, Medium		22.60

31363 - Truckdriver, Heavy	26.89
31364 - Truckdriver, Tractor-Trailer	26.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	14.01
99050 - Desk Clerk	15.83
99095 - Embalmer	33.91
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	17.50
99252 - Laboratory Animal Caretaker II	19.06
99260 - Marketing Analyst	28.65
99310 - Mortician	33.91
99410 - Pest Controller	25.59
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	24.87
99711 - Recycling Specialist	29.90
99730 - Refuse Collector	22.53
99810 - Sales Clerk	16.45
99820 - School Crossing Guard	14.01
99830 - Survey Party Chief	22.95
99831 - Surveying Aide	16.35
99832 - Surveying Technician	20.86
99840 - Vending Machine Attendant	22.53
99841 - Vending Machine Repairer	28.54
99842 - Vending Machine Repairer Helper	22.53

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))."