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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director Division of Wage Determinations	Wage Determination No.: 2015-5719 Revision No.: 28 Date Of Last Revision: 5/13/2026

State: Arizona

Area: Arizona Counties of Cochise

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.42
01012 - Accounting Clerk II		19.55
01013 - Accounting Clerk III		21.87
01020 - Administrative Assistant		26.03
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		15.54
01042 - Customer Service Representative II		16.96
01043 - Customer Service Representative III		19.03
01051 - Data Entry Operator I		16.17
01052 - Data Entry Operator II		17.64
01060 - Dispatcher, Motor Vehicle		20.68
01070 - Document Preparation Clerk		16.24

01090 - Duplicating Machine Operator	16.24
01111 - General Clerk I	16.06
01112 - General Clerk II	17.53
01113 - General Clerk III	19.67
01120 - Housing Referral Assistant	22.73
01141 - Messenger Courier	13.23
01191 - Order Clerk I	14.88
01192 - Order Clerk II	16.24
01261 - Personnel Assistant (Employment) I	18.34
01262 - Personnel Assistant (Employment) II	20.51
01263 - Personnel Assistant (Employment) III	22.87
01270 - Production Control Clerk	28.12
01290 - Rental Clerk	18.25
01300 - Scheduler, Maintenance	18.23
01311 - Secretary I	18.23
01312 - Secretary II	20.39
01313 - Secretary III	22.73
01320 - Service Order Dispatcher	18.49
01410 - Supply Technician	26.03
01420 - Survey Worker	18.61
01460 - Switchboard Operator/Receptionist	16.89
01531 - Travel Clerk I	16.24
01532 - Travel Clerk II	18.23
01533 - Travel Clerk III	20.39
01611 - Word Processor I	16.24
01612 - Word Processor II	18.23
01613 - Word Processor III	20.39
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.87
05010 - Automotive Electrician	24.74
05040 - Automotive Glass Installer	23.32
05070 - Automotive Worker	23.32
05110 - Mobile Equipment Servicer	20.71
05130 - Motor Equipment Metal Mechanic	25.96
05160 - Motor Equipment Metal Worker	23.32
05190 - Motor Vehicle Mechanic	25.96
05220 - Motor Vehicle Mechanic Helper	19.39
05250 - Motor Vehicle Upholstery Worker	22.01
05280 - Motor Vehicle Wrecker	23.32
05310 - Painter, Automotive	24.59
05340 - Radiator Repair Specialist	23.32
05370 - Tire Repairer	16.93
05400 - Transmission Repair Specialist	25.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	22.72
07041 - Cook I	17.38
07042 - Cook II	19.60
07070 - Dishwasher	14.35

07130 - Food Service Worker	15.78
07210 - Meat Cutter	18.40
07260 - Waiter/Waitress	18.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.43
09040 - Furniture Handler	17.72
09080 - Furniture Refinisher	26.43
09090 - Furniture Refinisher Helper	20.71
09110 - Furniture Repairer, Minor	23.63
09130 - Upholsterer	26.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.03
11060 - Elevator Operator	15.03
11090 - Gardener	22.14
11122 - Housekeeping Aide	15.03
11150 - Janitor	15.03
11210 - Laborer, Grounds Maintenance	17.68
11240 - Maid or Houseman	14.40
11260 - Pruner	16.24
11270 - Tractor Operator	20.66
11330 - Trail Maintenance Worker	17.68
11360 - Window Cleaner	16.36
12000 - Health Occupations	
12010 - Ambulance Driver	18.84
12011 - Breath Alcohol Technician	29.54
12012 - Certified Occupational Therapist Assistant	40.52
12015 - Certified Physical Therapist Assistant	37.18
12020 - Dental Assistant	21.38
12025 - Dental Hygienist	52.92
12030 - EKG Technician	44.75
12035 - Electroneurodiagnostic Technologist	44.75
12040 - Emergency Medical Technician	18.84
12071 - Licensed Practical Nurse I	26.41
12072 - Licensed Practical Nurse II	29.54
12073 - Licensed Practical Nurse III	32.92
12100 - Medical Assistant	19.19
12130 - Medical Laboratory Technician	31.87
12160 - Medical Record Clerk	18.54
12190 - Medical Record Technician	20.74
12195 - Medical Transcriptionist	26.41
12210 - Nuclear Medicine Technologist	64.91
12221 - Nursing Assistant I	12.98
12222 - Nursing Assistant II	14.61
12223 - Nursing Assistant III	15.94
12224 - Nursing Assistant IV	17.89
12235 - Optical Dispenser	29.54
12236 - Optical Technician	26.41

12250 - Pharmacy Technician		21.34
12280 - Phlebotomist		26.41
12305 - Radiologic Technologist		37.64
12311 - Registered Nurse I		27.87
12312 - Registered Nurse II		34.09
12313 - Registered Nurse II, Specialist		34.09
12314 - Registered Nurse III		41.24
12315 - Registered Nurse III, Anesthetist		41.24
12316 - Registered Nurse IV		49.44
12317 - Scheduler (Drug and Alcohol Testing)		36.59
12320 - Substance Abuse Treatment Counselor		24.79
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.70
13012 - Exhibits Specialist II		21.83
13013 - Exhibits Specialist III		26.71
13041 - Illustrator I		18.56
13042 - Illustrator II		21.83
13043 - Illustrator III		26.71
13047 - Librarian		24.18
13050 - Library Aide/Clerk		14.58
13054 - Library Information Technology Systems Administrator		21.83
13058 - Library Technician		17.94
13061 - Media Specialist I		15.75
13062 - Media Specialist II		17.62
13063 - Media Specialist III		19.65
13071 - Photographer I		15.75
13072 - Photographer II		18.32
13073 - Photographer III		21.83
13074 - Photographer IV		26.71
13075 - Photographer V		32.31
13090 - Technical Order Library Clerk		18.31
13110 - Video Teleconference Technician		16.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.01
14042 - Computer Operator II		19.02
14043 - Computer Operator III		21.22
14044 - Computer Operator IV		23.57
14045 - Computer Operator V		26.10
14071 - Computer Programmer I	(see 1)	21.95
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		17.01
14160 - Personal Computer Support Technician		23.57

14170 - System Support Specialist	33.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.49
15020 - Aircrew Training Devices Instructor (Rated)	41.72
15030 - Air Crew Training Devices Instructor (Pilot)	50.01
15050 - Computer Based Training Specialist / Instructor	34.49
15060 - Educational Technologist	34.06
15070 - Flight Instructor (Pilot)	50.01
15080 - Graphic Artist	38.83
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	50.01
15086 - Maintenance Test Pilot, Rotary Wing	50.01
15088 - Non-Maintenance Test/Co-Pilot	50.01
15090 - Technical Instructor	32.69
15095 - Technical Instructor/Course Developer	39.98
15110 - Test Proctor	26.39
15120 - Tutor	26.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	16.41
16030 - Counter Attendant	16.41
16040 - Dry Cleaner	18.75
16070 - Finisher, Flatwork, Machine	16.41
16090 - Presser, Hand	16.41
16110 - Presser, Machine, Drycleaning	16.41
16130 - Presser, Machine, Shirts	16.41
16160 - Presser, Machine, Wearing Apparel, Laundry	16.41
16190 - Sewing Machine Operator	19.53
16220 - Tailor	20.31
16250 - Washer, Machine	17.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.43
19040 - Tool And Die Maker	32.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.46
21030 - Material Coordinator	28.12
21040 - Material Expediter	28.12
21050 - Material Handling Laborer	17.25
21071 - Order Filler	17.25
21080 - Production Line Worker (Food Processing)	15.46
21110 - Shipping Packer	17.52
21130 - Shipping/Receiving Clerk	17.52
21140 - Store Worker I	16.66
21150 - Stock Clerk	21.58
21210 - Tools And Parts Attendant	15.46

21410 - Warehouse Specialist	15.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.53
23019 - Aircraft Logs and Records Technician	28.58
23021 - Aircraft Mechanic I	33.76
23022 - Aircraft Mechanic II	35.53
23023 - Aircraft Mechanic III	37.29
23040 - Aircraft Mechanic Helper	25.05
23050 - Aircraft, Painter	31.96
23060 - Aircraft Servicer	28.58
23070 - Aircraft Survival Flight Equipment Technician	31.96
23080 - Aircraft Worker	30.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.76
23110 - Appliance Mechanic	26.43
23120 - Bicycle Repairer	22.19
23125 - Cable Splicer	31.15
23130 - Carpenter, Maintenance	20.50
23140 - Carpet Layer	25.03
23160 - Electrician, Maintenance	25.94
23181 - Electronics Technician Maintenance I	25.03
23182 - Electronics Technician Maintenance II	26.90
23183 - Electronics Technician Maintenance III	28.40
23260 - Fabric Worker	23.63
23290 - Fire Alarm System Mechanic	27.91
23310 - Fire Extinguisher Repairer	22.19
23311 - Fuel Distribution System Mechanic	27.91
23312 - Fuel Distribution System Operator	22.19
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	33.76
23381 - Ground Support Equipment Servicer	28.58
23382 - Ground Support Equipment Worker	30.27
23391 - Gunsmith I	22.19
23392 - Gunsmith II	25.03
23393 - Gunsmith III	27.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.97
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.28
23430 - Heavy Equipment Mechanic	30.02
23440 - Heavy Equipment Operator	24.21
23460 - Instrument Mechanic	27.91
23465 - Laboratory/Shelter Mechanic	26.43
23470 - Laborer	17.25
23510 - Locksmith	26.43
23530 - Machinery Maintenance Mechanic	27.90

23550 - Machinist, Maintenance	27.91
23580 - Maintenance Trades Helper	19.32
23591 - Metrology Technician I	27.91
23592 - Metrology Technician II	29.38
23593 - Metrology Technician III	30.83
23640 - Millwright	27.91
23710 - Office Appliance Repairer	26.43
23760 - Painter, Maintenance	22.05
23790 - Pipefitter, Maintenance	24.04
23810 - Plumber, Maintenance	22.76
23820 - Pneudraulic Systems Mechanic	27.91
23850 - Rigger	27.91
23870 - Scale Mechanic	25.03
23890 - Sheet-Metal Worker, Maintenance	27.91
23910 - Small Engine Mechanic	25.03
23931 - Telecommunications Mechanic I	32.26
23932 - Telecommunications Mechanic II	33.96
23950 - Telephone Lineman	27.91
23960 - Welder, Combination, Maintenance	26.88
23965 - Well Driller	27.91
23970 - Woodcraft Worker	27.91
23980 - Woodworker	22.19
24000 - Personal Needs Occupations	
24550 - Case Manager	19.04
24570 - Child Care Attendant	15.00
24580 - Child Care Center Clerk	18.71
24610 - Chore Aide	15.87
24620 - Family Readiness And Support Services Coordinator	19.04
24630 - Homemaker	19.04
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.24
25040 - Sewage Plant Operator	26.95
25070 - Stationary Engineer	29.24
25190 - Ventilation Equipment Tender	21.69
25210 - Water Treatment Plant Operator	26.95
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.17
27007 - Baggage Inspector	17.78
27008 - Corrections Officer	25.43
27010 - Court Security Officer	24.95
27030 - Detection Dog Handler	19.89
27040 - Detention Officer	25.43
27070 - Firefighter	24.47
27101 - Guard I	17.78
27102 - Guard II	19.89
27131 - Police Officer I	26.16

27132 - Police Officer II		29.60
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		9.50
28042 - Carnival Equipment Repairer		10.20
28043 - Carnival Worker		8.24
28210 - Gate Attendant/Gate Tender		21.51
28310 - Lifeguard		17.13
28350 - Park Attendant (Aide)		24.06
28510 - Recreation Aide/Health Facility Attendant		17.56
28515 - Recreation Specialist		29.80
28630 - Sports Official		19.16
28690 - Swimming Pool Operator		24.61
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.03
29020 - Hatch Tender		25.03
29030 - Line Handler		25.03
29041 - Stevedore I		23.63
29042 - Stevedore II		26.43
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.95
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.37
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.65
30021 - Archeological Technician I		20.91
30022 - Archeological Technician II		23.39
30023 - Archeological Technician III		29.00
30030 - Cartographic Technician		29.00
30040 - Civil Engineering Technician		27.93
30051 - Cryogenic Technician I		30.93
30052 - Cryogenic Technician II		34.17
30061 - Drafter/CAD Operator I		20.91
30062 - Drafter/CAD Operator II		23.39
30063 - Drafter/CAD Operator III		26.09
30064 - Drafter/CAD Operator IV		32.09
30081 - Engineering Technician I		18.13
30082 - Engineering Technician II		20.15
30083 - Engineering Technician III		22.76
30084 - Engineering Technician IV		27.93
30085 - Engineering Technician V		34.17
30086 - Engineering Technician VI		41.34
30090 - Environmental Technician		27.93
30095 - Evidence Control Specialist		27.93
30210 - Laboratory Technician		25.14
30221 - Latent Fingerprint Technician I		30.93
30222 - Latent Fingerprint Technician II		34.17

30240 - Mathematical Technician		29.00
30361 - Paralegal/Legal Assistant I		21.95
30362 - Paralegal/Legal Assistant II		27.19
30363 - Paralegal/Legal Assistant III		33.25
30364 - Paralegal/Legal Assistant IV		40.23
30375 - Petroleum Supply Specialist		34.17
30390 - Photo-Optics Technician		29.00
30395 - Radiation Control Technician		34.17
30461 - Technical Writer I		29.52
30462 - Technical Writer II		36.10
30463 - Technical Writer III		43.68
30491 - Unexploded Ordnance (UXO) Technician I		29.84
30492 - Unexploded Ordnance (UXO) Technician II		36.10
30493 - Unexploded Ordnance (UXO) Technician III		43.27
30494 - Unexploded (UXO) Safety Escort		29.84
30495 - Unexploded (UXO) Sweep Personnel		29.84
30501 - Weather Forecaster I		32.09
30502 - Weather Forecaster II		39.13
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.09
30621 - Weather Observer, Senior	(see 2)	29.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.10
31020 - Bus Aide		17.18
31030 - Bus Driver		22.91
31043 - Driver Courier		20.20
31260 - Parking and Lot Attendant		15.88
31290 - Shuttle Bus Driver		18.98
31310 - Taxi Driver		13.70
31361 - Truckdriver, Light		21.65
31362 - Truckdriver, Medium		23.05
31363 - Truckdriver, Heavy		22.80
31364 - Truckdriver, Tractor-Trailer		22.80
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.60
99030 - Cashier		14.66
99050 - Desk Clerk		14.57
99095 - Embalmer		29.84
99130 - Flight Follower		29.84
99251 - Laboratory Animal Caretaker I		21.99
99252 - Laboratory Animal Caretaker II		23.52
99260 - Marketing Analyst		29.13
99310 - Mortician		29.84
99410 - Pest Controller		24.11
99510 - Photofinishing Worker		15.68
99710 - Recycling Laborer		19.00
99711 - Recycling Specialist		22.21
99730 - Refuse Collector		17.46

99810 - Sales Clerk	15.80
99820 - School Crossing Guard	18.32
99830 - Survey Party Chief	28.06
99831 - Surveying Aide	15.87
99832 - Surveying Technician	19.69
99840 - Vending Machine Attendant	23.30
99841 - Vending Machine Repairer	28.16
99842 - Vending Machine Repairer Helper	23.30

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 contract from May 11, 2026, through December 31, 2026. 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage

determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt

employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not

apply to any exempt computer employee regardless of which of these two exemptions is

utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of """"wash and wear"""" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the """"Service Contract Act Directory of Occupations"""", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the """"Service Contract Act Directory of Occupations"""" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."""