"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.: 2015-5483
Revision No.: 28
Date Of Last Revision: 12/03/2025

State: Utah

Area: Utah Counties of Davis, Morgan, Weber

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.02
01012 - Accounting Clerk II		20.22
01013 - Accounting Clerk III		22.62
01020 - Administrative Assistant		26.32
01035 - Court Reporter		20.57
01041 - Customer Service Representative I		15.18
01042 - Customer Service Representative II		16.57
01043 - Customer Service Representative III		18.60
01051 - Data Entry Operator I		16.69
01052 - Data Entry Operator II		18.21
01060 - Dispatcher, Motor Vehicle		24.55
01070 - Document Preparation Clerk		16.50
01090 - Duplicating Machine Operator		16.50
01111 - General Clerk I		14.83
01112 - General Clerk II		16.19
01113 - General Clerk III		18.17
01120 - Housing Referral Assistant		22.92
01141 - Messenger Courier		19.03
01191 - Order Clerk I		16.79
01192 - Order Clerk II		18.32
01261 - Personnel Assistant (Employment) I		19.28
01262 - Personnel Assistant (Employment) II		21.56
01263 - Personnel Assistant (Employment) III		24.03
01270 - Production Control Clerk		28.82
01290 - Rental Clerk		17.94
01300 - Scheduler, Maintenance		18.39
01311 - Secretary I		18.39
01312 - Secretary II		20.57
01313 - Secretary III		22.92
01320 - Service Order Dispatcher		21.90
01410 - Supply Technician		26.32
01420 - Survey Worker		18.50
01460 - Switchboard Operator/Receptionist		17.09
01531 - Travel Clerk I		16.16
01532 - Travel Clerk II		18.13
01533 - Travel Clerk III		19.78
01611 - Word Processor I		16.38
01612 - Word Processor II		18.39
01613 - Word Processor III		20.57
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.43
05010 - Automotive Electrician		21.64

05040 - Automotive Glass Installer	20.28
05070 - Automotive Worker	20.28
05110 - Mobile Equipment Servicer	17.50
05130 - Motor Equipment Metal Mechanic	23.02
05160 - Motor Equipment Metal Worker	20.28
05190 - Motor Vehicle Mechanic	23.02
05220 - Motor Vehicle Mechanic Helper	16.12
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	20.28
05310 - Painter, Automotive	21.64
05340 - Radiator Repair Specialist	20.28
05370 - Tire Repairer	17.34
05400 - Transmission Repair Specialist	23.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.93
07041 - Cook I	17.74
07042 - Cook II	20.56
07070 - Dishwasher	14.11
07130 - Food Service Worker	16.19
07210 - Meat Cutter	18.94
07260 - Waiter/Waitress	14.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.91
09040 - Furniture Handler	13.47
09080 - Furniture Refinisher	21.79
09090 - Furniture Refinisher Helper	16.23
09110 - Furniture Repairer, Minor	19.01
09130 - Upholsterer	21.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.19
11060 - Elevator Operator	14.33
11090 - Gardener	24.57
11122 - Housekeeping Aide	14.33
11150 - Janitor	14.33
11210 - Laborer, Grounds Maintenance	18.68
11240 - Maid or Houseman	17.00
11260 - Pruner	17.12
11270 - Tractor Operator	22.64
11330 - Trail Maintenance Worker	18.68
11360 - Window Cleaner	15.64
12000 - Health Occupations	
12010 - Ambulance Driver	17.94
12011 - Breath Alcohol Technician	26.06
12012 - Certified Occupational Therapist Assistant	30.20
12015 - Certified Physical Therapist Assistant	28.84
12020 - Dental Assistant	18.38
12025 - Dental Hygienist	39.54
12030 - EKG Technician	39.78
12035 - Electroneurodiagnostic Technologist	39.78
12040 - Emergency Medical Technician	17.94
12071 - Licensed Practical Nurse I	23.30
12072 - Licensed Practical Nurse II	26.06
12073 - Licensed Practical Nurse III	29.06
12100 - Medical Assistant	20.91
12130 - Medical Laboratory Technician	22.61
12160 - Medical Record Clerk	19.35
12190 - Medical Record Technician	21.64
12195 - Medical Transcriptionist	18.38
12210 - Nuclear Medicine Technologist	57.28
12221 - Nursing Assistant I	13.08
12222 - Nursing Assistant II	14.72
12223 - Nursing Assistant III	16.06
12224 - Nursing Assistant IV	18.03
12235 - Optical Dispenser	18.81
12236 - Optical Technician	23.30

12250 - Pharmacy Technician		22.30
12280 - Phlebotomist		18.68
12305 - Radiologic Technologist		33.54
12311 - Registered Nurse I		25.78
12312 - Registered Nurse II		31.52
12313 - Registered Nurse II, Specialist		31.52
12314 - Registered Nurse III		38.14
12315 - Registered Nurse III, Anesthetist		38.14
12316 - Registered Nurse IV		45.73
12317 - Scheduler (Drug and Alcohol Testing)		32.29
12320 - Substance Abuse Treatment Counselor		35.18
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.13
13012 - Exhibits Specialist II		21.22
13013 - Exhibits Specialist III		25.96
13041 - Illustrator I		21.99
13042 - Illustrator II		27.25
13043 - Illustrator III		33.33
13047 - Librarian		23.50
13050 - Library Aide/Clerk		13.97
13054 - Library Information Technology Systems Administrator		21.22
13058 - Library Technician		20.37
13061 - Media Specialist I		15.31
13062 - Media Specialist II		17.13
13063 - Media Specialist III		19.10
13071 - Photographer I		19.32
13072 - Photographer II		21.61
13073 - Photographer III		26.77
13074 - Photographer IV		32.74
13075 - Photographer V		39.61
13090 - Technical Order Library Clerk		17.53
13110 - Video Teleconference Technician		21.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.14
14042 - Computer Operator II		24.78
14043 - Computer Operator III		29.23
14044 - Computer Operator IV		31.84
14045 - Computer Operator V		35.29
14071 - Computer Programmer I	(see 1)	25.47
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		22.14
14160 - Personal Computer Support Technician		31.84
14170 - System Support Specialist		36.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.27
15020 - Aircrew Training Devices Instructor (Rated)		41.46
15030 - Air Crew Training Devices Instructor (Pilot)		49.70
15050 - Computer Based Training Specialist / Instructor		34.27
15060 - Educational Technologist		35.86
15070 - Flight Instructor (Pilot)		49.70
15080 - Graphic Artist		27.03
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.93
15086 - Maintenance Test Pilot, Rotary Wing		48.93
15088 - Non-Maintenance Test/Co-Pilot		48.93
15090 - Technical Instructor		19.27
15095 - Technical Instructor/Course Developer		23.57
15110 - Test Proctor		15.56
15120 - Tutor		15.56
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)	29.00
19040 - Tool And Die Maker	36.09
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.73
21030 - Material Coordinator	28.82
21040 - Material Expediter	28.82
21050 - Material Handling Laborer	19.01
21071 - Order Filler	18.01
21080 - Production Line Worker (Food Processing)	21.73
21110 - Shipping Packer	20.92
21130 - Shipping/Receiving Clerk	20.92
21140 - Store Worker I	15.77
21150 - Stock Clerk	20.04
21210 - Tools And Parts Attendant	21.73
21410 - Warehouse Specialist	21.73
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.89
23019 - Aircraft Logs and Records Technician	25.44
23021 - Aircraft Mechanic I	31.03
23022 - Aircraft Mechanic II	32.89
23023 - Aircraft Mechanic III	34.52
23040 - Aircraft Mechanic Helper	21.72
23050 - Aircraft, Painter	29.17
23060 - Aircraft Servicer	25.44
23070 - Aircraft Survival Flight Equipment Technician	29.17
23080 - Aircraft Worker	27.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.33
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.03
23110 - Appliance Mechanic	24.16
23120 - Bicycle Repairer	22.77
23125 - Cable Splicer	43.81
23130 - Carpenter, Maintenance	23.87
23140 - Carpet Layer	24.89
23160 - Electrician, Maintenance	29.07
23181 - Electronics Technician Maintenance I	30.38
23182 - Electronics Technician Maintenance II	32.42
23183 - Electronics Technician Maintenance III	34.49
23260 - Fabric Worker	24.58
23290 - Fire Alarm System Mechanic	28.34
23310 - Fire Extinguisher Repairer	22.77
23311 - Fuel Distribution System Mechanic	33.39
23312 - Fuel Distribution System Operator	25.37
23370 - General Maintenance Worker	23.98
23380 - Ground Support Equipment Mechanic	31.03
23381 - Ground Support Equipment Servicer	25.44
23382 - Ground Support Equipment Worker	27.33
23391 - Gunsmith I	22.77
23392 - Gunsmith II	26.40
23393 - Gunsmith III	29.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.85

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.46
23430 - Heavy Equipment Mechanic	30.07
23440 - Heavy Equipment Operator	28.47
23460 - Instrument Mechanic	29.97
23465 - Laboratory/Shelter Mechanic	28.17
23470 - Laborer	19.01
23510 - Locksmith	28.17
23530 - Machinery Maintenance Mechanic	35.09
23550 - Machinist, Maintenance	29.78
23580 - Maintenance Trades Helper	18.48
23591 - Metrology Technician I	29.97
23592 - Metrology Technician II	31.77
23593 - Metrology Technician III	33.34
23640 - Millwright	29.97
23710 - Office Appliance Repairer	21.91
23760 - Painter, Maintenance	23.15
23790 - Pipefitter, Maintenance	31.38
23810 - Plumber, Maintenance	29.50
23820 - Pneudraulic Systems Mechanic	29.97
23850 - Rigger	29.97
23870 - Scale Mechanic	26.40
23890 - Sheet-Metal Worker, Maintenance	29.82
23910 - Small Engine Mechanic	19.16
23931 - Telecommunications Mechanic I	31.48
23932 - Telecommunications Mechanic II	33.38
23950 - Telephone Lineman	28.56
23960 - Welder, Combination, Maintenance	26.31
23965 - Well Driller	28.26
23970 - Woodcraft Worker	29.97
23980 - Woodworker	22.77
24000 - Personal Needs Occupations	
24550 - Case Manager	19.41
24570 - Child Care Attendant	14.61
24580 - Child Care Center Clerk	18.24
24610 - Chore Aide	16.83
24620 - Family Readiness And Support Services Coordinator	19.41
24630 - Homemaker	19.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.20
25040 - Sewage Plant Operator	27.65
25070 - Stationary Engineer	32.20
25190 - Ventilation Equipment Tender	22.54
25210 - Water Treatment Plant Operator	27.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.03
27007 - Baggage Inspector	17.46
27008 - Corrections Officer	27.28
27010 - Court Security Officer	24.50
27030 - Detection Dog Handler	19.53
27040 - Detention Officer	27.28
27070 - Firefighter	21.86
27101 - Guard I	17.46
27102 - Guard II	19.53
27131 - Police Officer I	29.47
27132 - Police Officer II	32.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.87
28042 - Carnival Equipment Repairer	17.22
28043 - Carnival Worker	12.00
28210 - Gate Attendant/Gate Tender	16.14
28310 - Lifeguard	13.52
28350 - Park Attendant (Aide)	18.06
28510 - Recreation Aide/Health Facility Attendant	13.18

28515 - Recreation Specialist		21.68
28630 - Sports Official		14.38
28690 - Swimming Pool Operator		19.96
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.62
29020 - Hatch Tender		29.62
29030 - Line Handler		29.62
29041 - Stevedore I		27.58
29042 - Stevedore II		31.61
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		20.29
30022 - Archeological Technician II		22.70
30023 - Archeological Technician III		28.12
30030 - Cartographic Technician		28.12
30040 - Civil Engineering Technician		29.56
30051 - Cryogenic Technician I		31.14
30052 - Cryogenic Technician II		34.40
30061 - Drafter/CAD Operator I		20.29
30062 - Drafter/CAD Operator II		22.70
30063 - Drafter/CAD Operator III		25.31
30064 - Drafter/CAD Operator IV		31.14
30081 - Engineering Technician I		17.51
30082 - Engineering Technician II		19.65
30083 - Engineering Technician III		21.98
30084 - Engineering Technician IV		27.23
30085 - Engineering Technician V		33.30
30086 - Engineering Technician VI		40.29
30090 - Environmental Technician		28.12
30095 - Evidence Control Specialist		28.12
30210 - Laboratory Technician		26.03
30221 - Latent Fingerprint Technician I		30.89
30222 - Latent Fingerprint Technician II		34.12
30240 - Mathematical Technician		27.91
30361 - Paralegal/Legal Assistant I		22.08
30362 - Paralegal/Legal Assistant II		27.35
30363 - Paralegal/Legal Assistant III		33.45
30364 - Paralegal/Legal Assistant IV		40.47
30375 - Petroleum Supply Specialist		34.40
30390 - Photo-Optics Technician		28.12
30395 - Radiation Control Technician		34.40
30461 - Technical Writer I		26.19
30462 - Technical Writer II		32.04
30463 - Technical Writer III		38.76
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		31.14
30502 - Weather Forecaster II		37.88
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.31
30621 - Weather Observer, Senior	(see 2)	28.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		16.39
31030 - Bus Driver		23.25
31043 - Driver Courier		18.76
31260 - Parking and Lot Attendant		16.81
31290 - Shuttle Bus Driver		18.10
31310 - Taxi Driver		12.96
31361 - Truckdriver, Light		20.36

31362 - Truckdriver, Medium	21.97
31363 - Truckdriver, Heavy	28.07
31364 - Truckdriver, Tractor-Trailer	28.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	14.23
99050 - Desk Clerk	15.41
99095 - Embalmer	33.91
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	16.62
99252 - Laboratory Animal Caretaker II	18.05
99260 - Marketing Analyst	26.59
99310 - Mortician	33.91
99410 - Pest Controller	19.94
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	28.08
99711 - Recycling Specialist	34.03
99730 - Refuse Collector	25.12
99810 - Sales Clerk	16.37
99820 - School Crossing Guard	15.96
99830 - Survey Party Chief	24.79
99831 - Surveying Aide	17.67
99832 - Surveying Technician	22.53
99840 - Vending Machine Attendant	18.55
99841 - Vending Machine Repairer	23.34
99842 - Vending Machine Repairer Helper	18.55

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))."