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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

| WASHINGTON D.C. 20210

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| Wage Determination No.: 2015-4979

Daniel W. Simms Division of | Revision No.: 28

Director Wage Determinations| Date Of Last Revision: 5/13/2026

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State: Iowa

Area: Iowa Counties of Dallas, Guthrie, Madison, Polk and

Warren

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.96
01012 - Accounting Clerk II		21.28
01013 - Accounting Clerk III		23.80
01020 - Administrative Assistant		30.94
01035 - Court Reporter		40.48
01041 - Customer Service Representative I		18.93
01042 - Customer Service Representative II		20.66
01043 - Customer Service Representative III		23.19
01051 - Data Entry Operator I		18.58
01052 - Data Entry Operator II		20.28
01060 - Dispatcher, Motor Vehicle		24.31
01070 - Document Preparation Clerk		20.69
01090 - Duplicating Machine Operator		20.69
01111 - General Clerk I		17.41
01112 - General Clerk II		18.99
01113 - General Clerk III		21.32
01120 - Housing Referral Assistant		24.49
01141 - Messenger Courier		19.22
01191 - Order Clerk I		18.52
01192 - Order Clerk II		20.39
01261 - Personnel Assistant (Employment) I		18.81

01262 - Personnel Assistant (Employment) II 21.05

01263 - Personnel Assistant (Employment) III 23.47

01270 - Production Control Clerk 27.79

01290 - Rental Clerk 16.18

01300 - Scheduler, Maintenance 19.63

01311 - Secretary I 19.63

01312 - Secretary II 21.97

01313 - Secretary III 24.49

01320 - Service Order Dispatcher 21.73

01410 - Supply Technician 30.94

01420 - Survey Worker 19.39

01460 - Switchboard Operator/Receptionist 17.61

01531 - Travel Clerk I 18.67

01532 - Travel Clerk II 20.11

01533 - Travel Clerk III 22.49

01611 - Word Processor I 17.79

01612 - Word Processor II 19.98

01613 - Word Processor III 22.34

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 27.31

05010 - Automotive Electrician 22.53

05040 - Automotive Glass Installer 21.15

05070 - Automotive Worker 21.15

05110 - Mobile Equipment Servicer 18.49

05130 - Motor Equipment Metal Mechanic 23.90

05160 - Motor Equipment Metal Worker 21.15

05190 - Motor Vehicle Mechanic 23.90

05220 - Motor Vehicle Mechanic Helper 17.33

05250 - Motor Vehicle Upholstery Worker 19.81

05280 - Motor Vehicle Wrecker 21.15

05310 - Painter, Automotive 22.53

05340 - Radiator Repair Specialist 21.15

05370 - Tire Repairer 18.91

05400 - Transmission Repair Specialist 23.90

07000 - Food Preparation And Service Occupations

07010 - Baker 17.73

07041 - Cook I 17.00

07042 - Cook II 19.45

07070 - Dishwasher 14.81

07130 - Food Service Worker 14.83

07210 - Meat Cutter 17.05

07260 - Waiter/Waitress 13.18

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 22.07

09040 - Furniture Handler 14.77

09080 - Furniture Refinisher 22.07

09090 - Furniture Refinisher Helper 16.80

09110 - Furniture Repairer, Minor 19.41

09130 - Upholsterer 22.07

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 15.39

11060 - Elevator Operator 16.90

11090 - Gardener 23.84

11122 - Housekeeping Aide 16.90

11150 - Janitor 16.90

11210 - Laborer, Grounds Maintenance 18.78

11240 - Maid or Houseman 15.49

11260 - Pruner 17.08

11270 - Tractor Operator 22.11

11330 - Trail Maintenance Worker 18.78

11360 - Window Cleaner 18.58

12000 - Health Occupations

12010 - Ambulance Driver 19.73

12011 - Breath Alcohol Technician 26.37

12012 - Certified Occupational Therapist Assistant 30.67

12015 - Certified Physical Therapist Assistant 30.27

12020 - Dental Assistant 25.81

12025 - Dental Hygienist 43.67

12030 - EKG Technician 27.08

12035 - Electroneurodiagnostic Technologist 27.08

12040 - Emergency Medical Technician 19.73

12071 - Licensed Practical Nurse I 23.58

12072 - Licensed Practical Nurse II 26.37

12073 - Licensed Practical Nurse III 29.39

12100 - Medical Assistant 22.25

12130 - Medical Laboratory Technician 24.32

12160 - Medical Record Clerk 22.51

12190 - Medical Record Technician 25.18

12195 - Medical Transcriptionist 22.15

12210 - Nuclear Medicine Technologist 48.23

12221 - Nursing Assistant I 13.88

12222 - Nursing Assistant II 15.62

12223 - Nursing Assistant III 17.04

12224 - Nursing Assistant IV 19.13

12235 - Optical Dispenser 20.88

12236 - Optical Technician 21.58

12250 - Pharmacy Technician 20.97

12280 - Phlebotomist 18.85

12305 - Radiologic Technologist 31.17

12311 - Registered Nurse I 25.66

12312 - Registered Nurse II 31.38

12313 - Registered Nurse II, Specialist 31.38

12314 - Registered Nurse III 37.97

12315 - Registered Nurse III, Anesthetist 37.97

12316 - Registered Nurse IV 45.52

12317 - Scheduler (Drug and Alcohol Testing) 32.66

12320 - Substance Abuse Treatment Counselor 29.52

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 25.39

13012 - Exhibits Specialist II 31.45

13013 - Exhibits Specialist III 38.46

13041 - Illustrator I 25.39

13042 - Illustrator II 31.45

13043 - Illustrator III 38.46

13047 - Librarian 34.83

13050 - Library Aide/Clerk 14.53

13054 - Library Information Technology Systems Administrator 31.45

13058 - Library Technician 21.43

13061 - Media Specialist I 22.70

13062 - Media Specialist II 25.39

13063 - Media Specialist III 28.29

13071 - Photographer I 17.55

13072 - Photographer II 19.63

13073 - Photographer III 24.32

13074 - Photographer IV 29.75

13075 - Photographer V 36.00

13090 - Technical Order Library Clerk 18.24

13110 - Video Teleconference Technician 27.15

14000 - Information Technology Occupations

14041 - Computer Operator I 19.89

14042 - Computer Operator II 22.25

14043 - Computer Operator III 24.81

14044 - Computer Operator IV 27.57

14045 - Computer Operator V 30.53

14071 - Computer Programmer I (see 1) 24.49

14072 - Computer Programmer II (see 1)

14073 - Computer Programmer III (see 1)

14074 - Computer Programmer IV (see 1)

14101 - Computer Systems Analyst I (see 1)

14102 - Computer Systems Analyst II (see 1)

14103 - Computer Systems Analyst III (see 1)

14150 - Peripheral Equipment Operator 19.89

14160 - Personal Computer Support Technician 27.57

14170 - System Support Specialist 30.53

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor

(Non-Rated) 33.59

15020 - Aircrew Training Devices Instructor (Rated) 40.64

15030 - Air Crew Training Devices Instructor

(Pilot) 48.71

15050 - Computer Based Training Specialist /

Instructor 33.59

15060 - Educational Technologist 40.83

15070 - Flight Instructor (Pilot) 48.71

15080 - Graphic Artist 25.04

15085 - Maintenance Test Pilot, Fixed, Jet/Prop 48.71

15086 - Maintenance Test Pilot, Rotary Wing 48.71

15088 - Non-Maintenance Test/Co-Pilot 48.71

15090 - Technical Instructor 30.08

15095 - Technical Instructor/Course Developer 36.79

15110 - Test Proctor 24.29

15120 - Tutor 24.29

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 14.29

16030 - Counter Attendant 14.29

16040 - Dry Cleaner 16.32

16070 - Finisher, Flatwork, Machine 14.29

16090 - Presser, Hand 14.29

16110 - Presser, Machine, Drycleaning 14.29

16130 - Presser, Machine, Shirts 14.29

16160 - Presser, Machine, Wearing Apparel, Laundry 14.29

16190 - Sewing Machine Operator 17.01

16220 - Tailor 17.68

16250 - Washer, Machine 14.97

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 25.21

19040 - Tool And Die Maker 30.90

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 24.55

21030 - Material Coordinator 27.79

21040 - Material Expediter 27.79

21050 - Material Handling Laborer 21.41

21071 - Order Filler 17.95

21080 - Production Line Worker (Food Processing) 24.55

21110 - Shipping Packer 22.76

21130 - Shipping/Receiving Clerk 22.76

21140 - Store Worker I 15.46

21150 - Stock Clerk 20.57

21210 - Tools And Parts Attendant 24.55

21410 - Warehouse Specialist 24.55

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 34.69

23019 - Aircraft Logs and Records Technician 27.20

23021 - Aircraft Mechanic I 32.81

23022 - Aircraft Mechanic II 34.69

23023 - Aircraft Mechanic III 36.55

23040 - Aircraft Mechanic Helper 23.54

23050 - Aircraft, Painter 30.93

23060 - Aircraft Servicer 27.20

23070 - Aircraft Survival Flight Equipment

Technician 30.93

23080 - Aircraft Worker 29.03

23091 - Aircrew Life Support Equipment (ALSE)

Mechanic I 29.03

23092 - Aircrew Life Support Equipment (ALSE)

Mechanic II 32.81

23110 - Appliance Mechanic 24.75

23120 - Bicycle Repairer 21.45

23125 - Cable Splicer 49.52

23130 - Carpenter, Maintenance 26.65

23140 - Carpet Layer 28.35

23160 - Electrician, Maintenance 32.47

23181 - Electronics Technician Maintenance I 29.98

23182 - Electronics Technician Maintenance II 31.94

23183 - Electronics Technician Maintenance III 33.88

23260 - Fabric Worker 26.56

23290 - Fire Alarm System Mechanic 29.44

23310 - Fire Extinguisher Repairer 24.78

23311 - Fuel Distribution System Mechanic 40.81

23312 - Fuel Distribution System Operator 31.57

23370 - General Maintenance Worker 24.80

23380 - Ground Support Equipment Mechanic 32.81

23381 - Ground Support Equipment Servicer 27.20

23382 - Ground Support Equipment Worker 29.03

23391 - Gunsmith I 24.78

23392 - Gunsmith II 28.35

23393 - Gunsmith III 32.04

23410 - Heating, Ventilation And Air-Conditioning

Mechanic 29.63

23411 - Heating, Ventilation And Air Contidioning

Mechanic (Research Facility) 31.33

23430 - Heavy Equipment Mechanic 31.23

23440 - Heavy Equipment Operator 30.56

23460 - Instrument Mechanic 32.04

23465 - Laboratory/Shelter Mechanic 30.20

23470 - Laborer 21.41

23510 - Locksmith 30.20

23530 - Machinery Maintenance Mechanic 31.66

23550 - Machinist, Maintenance 26.96

23580 - Maintenance Trades Helper 19.35

23591 - Metrology Technician I 32.04

23592 - Metrology Technician II 33.88

23593 - Metrology Technician III 35.68

23640 - Millwright 32.04

23710 - Office Appliance Repairer 24.90

23760 - Painter, Maintenance 24.29

23790 - Pipefitter, Maintenance 34.31

23810 - Plumber, Maintenance 32.34

23820 - Pneudraulic Systems Mechanic 32.04

23850 - Rigger 32.04

23870 - Scale Mechanic 28.35

23890 - Sheet-Metal Worker, Maintenance 31.21

23910 - Small Engine Mechanic 24.12

23931 - Telecommunications Mechanic I 30.22

23932 - Telecommunications Mechanic II 31.96

23950 - Telephone Lineman 31.08

23960 - Welder, Combination, Maintenance 24.50

23965 - Well Driller 28.22

23970 - Woodcraft Worker 32.04

23980 - Woodworker 24.78

24000 - Personal Needs Occupations

24550 - Case Manager 20.10

24570 - Child Care Attendant 14.69

24580 - Child Care Center Clerk 18.31

24610 - Chore Aide 17.06

24620 - Family Readiness And Support Services Coordinator 20.10

24630 - Homemaker 20.10

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 34.00

25040 - Sewage Plant Operator 32.05

25070 - Stationary Engineer 34.00

25190 - Ventilation Equipment Tender 24.39

25210 - Water Treatment Plant Operator 32.05

27000 - Protective Service Occupations

27004 - Alarm Monitor 29.19

27007 - Baggage Inspector 17.99

27008 - Corrections Officer 27.21

27010 - Court Security Officer 26.01

27030 - Detection Dog Handler 20.12

27040 - Detention Officer 27.21

27070 - Firefighter 24.80

27101 - Guard I 17.99

27102 - Guard II 20.12

27131 - Police Officer I 36.95

27132 - Police Officer II 41.07

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 17.01

28042 - Carnival Equipment Repairer 18.34

28043 - Carnival Worker 13.14

28210 - Gate Attendant/Gate Tender 19.55

28310 - Lifeguard 12.75

28350 - Park Attendant (Aide) 21.86

28510 - Recreation Aide/Health Facility Attendant 15.95

28515 - Recreation Specialist 27.09

28630 - Sports Official 17.40

28690 - Swimming Pool Operator 20.98

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 30.59

29020 - Hatch Tender 30.59

29030 - Line Handler 30.59

29041 - Stevedore I 28.66

29042 - Stevedore II 32.59

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center

(HFO) (see 2) 46.45

30011 - Air Traffic Control Specialist, Station

(HFO) (see 2) 32.03

30012 - Air Traffic Control Specialist, Terminal

(HFO) (see 2) 35.27

30021 - Archeological Technician I 20.24

30022 - Archeological Technician II 22.64

30023 - Archeological Technician III 28.04

30030 - Cartographic Technician 28.04

30040 - Civil Engineering Technician 31.67

30051 - Cryogenic Technician I 31.06

30052 - Cryogenic Technician II 34.30

30061 - Drafter/CAD Operator I 20.24

30062 - Drafter/CAD Operator II 22.64

30063 - Drafter/CAD Operator III 25.23

30064 - Drafter/CAD Operator IV 31.06

30081 - Engineering Technician I 17.73

30082 - Engineering Technician II 19.90

30083 - Engineering Technician III 22.26

30084 - Engineering Technician IV 27.57

30085 - Engineering Technician V 33.72

30086 - Engineering Technician VI 40.80

30090 - Environmental Technician 29.33

30095 - Evidence Control Specialist 28.04

30210 - Laboratory Technician 23.97

30221 - Latent Fingerprint Technician I 30.67

30222 - Latent Fingerprint Technician II 33.87

30240 - Mathematical Technician 28.42

30361 - Paralegal/Legal Assistant I 22.51

30362 - Paralegal/Legal Assistant II 27.89

30363 - Paralegal/Legal Assistant III 34.11

30364 - Paralegal/Legal Assistant IV 41.26

30375 - Petroleum Supply Specialist 34.30

30390 - Photo-Optics Technician 28.04

30395 - Radiation Control Technician 34.30

30461 - Technical Writer I 26.98

30462 - Technical Writer II 33.01

30463 - Technical Writer III 39.94

30491 - Unexploded Ordnance (UXO) Technician I 29.52

30492 - Unexploded Ordnance (UXO) Technician II 35.72

30493 - Unexploded Ordnance (UXO) Technician III 42.81

30494 - Unexploded (UXO) Safety Escort 29.52

30495 - Unexploded (UXO) Sweep Personnel 29.52

30501 - Weather Forecaster I 31.06

30502 - Weather Forecaster II 37.78

30620 - Weather Observer, Combined Upper Air Or

Surface Programs (see 2) 25.23

30621 - Weather Observer, Senior (see 2) 28.04

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot	35.72
31020 - Bus Aide	16.41
31030 - Bus Driver	22.32
31043 - Driver Courier	20.44
31260 - Parking and Lot Attendant	14.40
31290 - Shuttle Bus Driver	17.37
31310 - Taxi Driver	14.95
31361 - Truckdriver, Light	22.04
31362 - Truckdriver, Medium	23.62
31363 - Truckdriver, Heavy	28.31
31364 - Truckdriver, Tractor-Trailer	28.31

99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.41
99030 - Cashier	14.32
99050 - Desk Clerk	14.79
99095 - Embalmer	33.21
99130 - Flight Follower	29.52
99251 - Laboratory Animal Caretaker I	16.00
99252 - Laboratory Animal Caretaker II	17.25
99260 - Marketing Analyst	36.21
99310 - Mortician	33.21
99410 - Pest Controller	22.65
99510 - Photofinishing Worker	15.51
99710 - Recycling Laborer	28.52
99711 - Recycling Specialist	33.58

99730 - Refuse Collector	25.94
99810 - Sales Clerk	15.08
99820 - School Crossing Guard	20.23
99830 - Survey Party Chief	35.09
99831 - Surveying Aide	18.79
99832 - Surveying Technician	26.52
99840 - Vending Machine Attendant	17.52
99841 - Vending Machine Repairer	21.32
99842 - Vending Machine Repairer Helper	17.52

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))."""