"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.: 2015-5489
Revision No.: 28
Date Of Last Revision: 12/03/2025

State: Utah

Area: Utah Counties of Salt Lake, Tooele

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.04
01012 - Accounting Clerk II		21.37
01013 - Accounting Clerk III		23.90
01020 - Administrative Assistant		29.97
01035 - Court Reporter		20.88
01041 - Customer Service Representative I		16.87
01042 - Customer Service Representative II		18.41
01043 - Customer Service Representative III		20.66
01051 - Data Entry Operator I		20.34
01052 - Data Entry Operator II		22.20
01060 - Dispatcher, Motor Vehicle		23.79
01070 - Document Preparation Clerk		18.81
01090 - Duplicating Machine Operator		18.81
01111 - General Clerk I		17.54
01112 - General Clerk II		19.15
01113 - General Clerk III		21.49
01120 - Housing Referral Assistant		23.29
01141 - Messenger Courier		20.00
01191 - Order Clerk I		19.23
01192 - Order Clerk II		20.98
01261 - Personnel Assistant (Employment) I		18.40
01262 - Personnel Assistant (Employment) II		20.59
01263 - Personnel Assistant (Employment) III		22.94
01270 - Production Control Clerk		26.18
01290 - Rental Clerk		18.60
01300 - Scheduler, Maintenance		18.67

01311 - Secretary I	18.67
01312 - Secretary II	20.88
01313 - Secretary III	23.29
01320 - Service Order Dispatcher	21.27
01410 - Supply Technician	29.97
01420 - Survey Worker	20.17
01460 - Switchboard Operator/Receptionist	17.70
01531 - Travel Clerk I	19.67
01532 - Travel Clerk II	20.94
01533 - Travel Clerk III	22.90
01611 - Word Processor I	15.86
01612 - Word Processor II	17.80
01613 - Word Processor III	19.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.36
05010 - Automotive Electrician	22.01
05040 - Automotive Glass Installer	20.62
05070 - Automotive Worker	20.62
05110 - Mobile Equipment Servicer	17.79
05130 - Motor Equipment Metal Mechanic	23.41
05160 - Motor Equipment Metal Worker	20.62
05190 - Motor Vehicle Mechanic	23.41
05220 - Motor Vehicle Mechanic Helper	16.39
05250 - Motor Vehicle Upholstery Worker	19.20
05280 - Motor Vehicle Wrecker	20.62
05310 - Painter, Automotive	22.01
05340 - Radiator Repair Specialist	20.62
05370 - Tire Repairer	17.54
05400 - Transmission Repair Specialist	23.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.84
07041 - Cook I	18.68
07042 - Cook II	21.65
07070 - Dishwasher	15.61
07130 - Food Service Worker	15.43
07210 - Meat Cutter	20.23
07260 - Waiter/Waitress	14.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.23
09040 - Furniture Handler	13.90
09080 - Furniture Refinisher	22.62
09090 - Furniture Refinisher Helper	16.85
09110 - Furniture Repairer, Minor	19.73
09130 - Upholsterer	20.74
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.94
11060 - Elevator Operator	14.90
11090 - Gardener	24.79
11122 - Housekeeping Aide	14.81

11150 - Janitor	14.81
11210 - Laborer, Grounds Maintenance	18.84
11240 - Maid or Houseman	16.87
11260 - Pruner	17.30
11270 - Tractor Operator	22.83
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	16.16
12000 - Health Occupations	
12010 - Ambulance Driver	18.25
12011 - Breath Alcohol Technician	28.66
12012 - Certified Occupational Therapist Assistant	31.11
12015 - Certified Physical Therapist Assistant	30.47
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	40.19
12030 - EKG Technician	43.41
12035 - Electroneurodiagnostic Technologist	43.41
12040 - Emergency Medical Technician	18.25
12071 - Licensed Practical Nurse I	25.62
12072 - Licensed Practical Nurse II	28.66
12073 - Licensed Practical Nurse III	31.94
12100 - Medical Assistant	21.33
12130 - Medical Laboratory Technician	22.71
12160 - Medical Record Clerk	23.76
12190 - Medical Record Technician	26.58
12195 - Medical Transcriptionist	19.62
12210 - Nuclear Medicine Technologist	49.02
12221 - Nursing Assistant I	13.73
12222 - Nursing Assistant II	15.45
12223 - Nursing Assistant III	16.86
12224 - Nursing Assistant IV	18.92
12235 - Optical Dispenser	18.45
12236 - Optical Technician	24.79
12250 - Pharmacy Technician	22.94
12280 - Phlebotomist	18.82
12305 - Radiologic Technologist	37.84
12311 - Registered Nurse I	27.01
12312 - Registered Nurse II	33.04
12313 - Registered Nurse II, Specialist	33.04
12314 - Registered Nurse III	39.97
12315 - Registered Nurse III, Anesthetist	39.97
12316 - Registered Nurse IV	47.92
12317 - Scheduler (Drug and Alcohol Testing)	35.50
12320 - Substance Abuse Treatment Counselor	32.47
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.95
13012 - Exhibits Specialist II	24.73
13013 - Exhibits Specialist III	30.25
13041 - Illustrator I	21.22
13042 - Illustrator II	26.29

13043 - Illustrator III		32.16
13047 - Librarian		28.51
13050 - Library Aide/Clerk		17.88
13054 - Library Information Technology Systems Administrator		25.74
13058 - Library Technician		17.94
13061 - Media Specialist I		18.57
13062 - Media Specialist II		20.78
13063 - Media Specialist III		23.17
13071 - Photographer I		21.30
13072 - Photographer II		23.83
13073 - Photographer III		29.52
13074 - Photographer IV		36.10
13075 - Photographer V		43.68
13090 - Technical Order Library Clerk		22.45
13110 - Video Teleconference Technician		22.35
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.49
14042 - Computer Operator II		26.28
14043 - Computer Operator III		29.31
14044 - Computer Operator IV		32.56
14045 - Computer Operator V		36.06
14071 - Computer Programmer I	(see 1)	25.78
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		23.49
14160 - Personal Computer Support Technician		32.56
14170 - System Support Specialist		36.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.89
15020 - Aircrew Training Devices Instructor (Rated)		38.58
15030 - Air Crew Training Devices Instructor (Pilot)		44.10
15050 - Computer Based Training Specialist / Instructor		35.08
15060 - Educational Technologist		29.28
15070 - Flight Instructor (Pilot)		43.83
15080 - Graphic Artist		29.16
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.10
15086 - Maintenance Test Pilot, Rotary Wing		44.10
15088 - Non-Maintenance Test/Co-Pilot		44.10
15090 - Technical Instructor		26.10
15095 - Technical Instructor/Course Developer		31.92
15110 - Test Proctor		21.07
15120 - Tutor		21.07
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)	24.84
19040 - Tool And Die Maker	30.92
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.41
21030 - Material Coordinator	26.18
21040 - Material Expediter	26.18
21050 - Material Handling Laborer	19.90
21071 - Order Filler	18.24
21080 - Production Line Worker (Food Processing)	23.41
21110 - Shipping Packer	18.32
21130 - Shipping/Receiving Clerk	18.32
21140 - Store Worker I	15.77
21150 - Stock Clerk	20.04
21210 - Tools And Parts Attendant	23.41
21410 - Warehouse Specialist	23.41
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.64
23019 - Aircraft Logs and Records Technician	29.12
23021 - Aircraft Mechanic I	35.51
23022 - Aircraft Mechanic II	37.64
23023 - Aircraft Mechanic III	39.51
23040 - Aircraft Mechanic Helper	24.86
23050 - Aircraft, Painter	33.38
23060 - Aircraft Servicer	29.12
23070 - Aircraft Survival Flight Equipment Technician	33.38
23080 - Aircraft Worker	31.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.51
23110 - Appliance Mechanic	23.06
23120 - Bicycle Repairer	19.69
23125 - Cable Splicer	46.23
23130 - Carpenter, Maintenance	28.56
23140 - Carpet Layer	21.58
23160 - Electrician, Maintenance	30.49
23181 - Electronics Technician Maintenance I	27.73
23182 - Electronics Technician Maintenance II	29.59

23183 - Electronics Technician Maintenance III 31.48
23260 - Fabric Worker 26.36
23290 - Fire Alarm System Mechanic 28.86
23310 - Fire Extinguisher Repairer 24.43
23311 - Fuel Distribution System Mechanic 36.09
23312 - Fuel Distribution System Operator 27.43
23370 - General Maintenance Worker 24.16
23380 - Ground Support Equipment Mechanic 35.51
23381 - Ground Support Equipment Servicer 29.12
23382 - Ground Support Equipment Worker 31.28
23391 - Gunsmith I 24.43
23392 - Gunsmith II 28.31
23393 - Gunsmith III 32.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic 27.84
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 29.51
23430 - Heavy Equipment Mechanic 31.61
23440 - Heavy Equipment Operator 29.06
23460 - Instrument Mechanic 32.56
23465 - Laboratory/Shelter Mechanic 30.23
23470 - Laborer 19.90
23510 - Locksmith 27.71
23530 - Machinery Maintenance Mechanic 34.27
23550 - Machinist, Maintenance 29.35
23580 - Maintenance Trades Helper 20.43
23591 - Metrology Technician I 32.56
23592 - Metrology Technician II 34.52
23593 - Metrology Technician III 36.23
23640 - Millwright 33.39
23710 - Office Appliance Repairer 24.37
23760 - Painter, Maintenance 22.70
23790 - Pipefitter, Maintenance 31.78
23810 - Plumber, Maintenance 29.87
23820 - Pneudraulic Systems Mechanic 32.15
23850 - Rigger 30.70
23870 - Scale Mechanic 28.31
23890 - Sheet-Metal Worker, Maintenance 29.29
23910 - Small Engine Mechanic 22.51
23931 - Telecommunications Mechanic I 31.75
23932 - Telecommunications Mechanic II 33.65
23950 - Telephone Lineman 28.18
23960 - Welder, Combination, Maintenance 28.33
23965 - Well Driller 30.84
23970 - Woodcraft Worker 32.15
23980 - Woodworker 24.43
24000 - Personal Needs Occupations
24550 - Case Manager 20.31
24570 - Child Care Attendant 15.19

24580 - Child Care Center Clerk	18.94
24610 - Chore Aide	17.80
24620 - Family Readiness And Support Services Coordinator	20.31
24630 - Homemaker	20.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.32
25040 - Sewage Plant Operator	29.44
25070 - Stationary Engineer	31.32
25190 - Ventilation Equipment Tender	21.93
25210 - Water Treatment Plant Operator	29.44
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.58
27007 - Baggage Inspector	18.55
27008 - Corrections Officer	27.09
27010 - Court Security Officer	28.16
27030 - Detection Dog Handler	21.29
27040 - Detention Officer	27.09
27070 - Firefighter	28.74
27101 - Guard I	18.55
27102 - Guard II	21.29
27131 - Police Officer I	35.05
27132 - Police Officer II	38.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.33
28042 - Carnival Equipment Repairer	19.89
28043 - Carnival Worker	13.86
28210 - Gate Attendant/Gate Tender	18.57
28310 - Lifeguard	13.35
28350 - Park Attendant (Aide)	20.77
28510 - Recreation Aide/Health Facility Attendant	15.16
28515 - Recreation Specialist	25.73
28630 - Sports Official	16.54
28690 - Swimming Pool Operator	23.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	35.30
29020 - Hatch Tender	35.30
29030 - Line Handler	35.30
29041 - Stevedore I	32.87
29042 - Stevedore II	37.67
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	20.06
30022 - Archeological Technician II	22.44
30023 - Archeological Technician III	27.79
30030 - Cartographic Technician	27.79
30040 - Civil Engineering Technician	30.28

30051 - Cryogenic Technician I		30.78
30052 - Cryogenic Technician II		33.99
30061 - Drafter/CAD Operator I		20.06
30062 - Drafter/CAD Operator II		22.44
30063 - Drafter/CAD Operator III		25.00
30064 - Drafter/CAD Operator IV		30.78
30081 - Engineering Technician I		16.11
30082 - Engineering Technician II		18.08
30083 - Engineering Technician III		20.23
30084 - Engineering Technician IV		25.05
30085 - Engineering Technician V		31.46
30086 - Engineering Technician VI		37.07
30090 - Environmental Technician		25.51
30095 - Evidence Control Specialist		27.79
30210 - Laboratory Technician		27.37
30221 - Latent Fingerprint Technician I		29.88
30222 - Latent Fingerprint Technician II		33.00
30240 - Mathematical Technician		27.79
30361 - Paralegal/Legal Assistant I		22.20
30362 - Paralegal/Legal Assistant II		27.50
30363 - Paralegal/Legal Assistant III		33.63
30364 - Paralegal/Legal Assistant IV		40.69
30375 - Petroleum Supply Specialist		33.99
30390 - Photo-Optics Technician		27.79
30395 - Radiation Control Technician		33.99
30461 - Technical Writer I		24.88
30462 - Technical Writer II		30.43
30463 - Technical Writer III		36.81
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		30.78
30502 - Weather Forecaster II		37.44
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.00
30621 - Weather Observer, Senior	(see 2)	27.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		16.77
31030 - Bus Driver		23.80
31043 - Driver Courier		19.38
31260 - Parking and Lot Attendant		16.83
31290 - Shuttle Bus Driver		20.13
31310 - Taxi Driver		15.58
31361 - Truckdriver, Light		21.04
31362 - Truckdriver, Medium		22.70
31363 - Truckdriver, Heavy		29.89

31364 - Truckdriver, Tractor-Trailer	29.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	15.02
99050 - Desk Clerk	16.26
99095 - Embalmer	36.75
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	17.02
99252 - Laboratory Animal Caretaker II	18.48
99260 - Marketing Analyst	33.03
99310 - Mortician	36.75
99410 - Pest Controller	18.73
99510 - Photofinishing Worker	16.54
99710 - Recycling Laborer	29.18
99711 - Recycling Specialist	35.38
99730 - Refuse Collector	26.10
99810 - Sales Clerk	16.82
99820 - School Crossing Guard	17.29
99830 - Survey Party Chief	30.00
99831 - Surveying Aide	21.38
99832 - Surveying Technician	27.26
99840 - Vending Machine Attendant	19.52
99841 - Vending Machine Repairer	24.55
99842 - Vending Machine Repairer Helper	19.52

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 $13.30 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))."