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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.: 2015-5465
Revision No.: 30
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State: Arizona

Area: Arizona Counties of Coconino

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.55
01012 - Accounting Clerk II		20.82
01013 - Accounting Clerk III		23.29
01020 - Administrative Assistant		30.06
01035 - Court Reporter		20.24
01041 - Customer Service Representative I		15.78
01042 - Customer Service Representative II		17.22
01043 - Customer Service Representative III		19.33

01051 - Data Entry Operator I	16.27
01052 - Data Entry Operator II	17.75
01060 - Dispatcher, Motor Vehicle	25.40
01070 - Document Preparation Clerk	15.72
01090 - Duplicating Machine Operator	15.72
01111 - General Clerk I	17.96
01112 - General Clerk II	19.60
01113 - General Clerk III	22.00
01120 - Housing Referral Assistant	22.62
01141 - Messenger Courier	13.17
01191 - Order Clerk I	14.49
01192 - Order Clerk II	16.15
01261 - Personnel Assistant (Employment) I	17.53
01262 - Personnel Assistant (Employment) II	19.61
01263 - Personnel Assistant (Employment) III	21.85
01270 - Production Control Clerk	25.82
01290 - Rental Clerk	18.09
01300 - Scheduler, Maintenance	18.13
01311 - Secretary I	18.13
01312 - Secretary II	20.29
01313 - Secretary III	22.62
01320 - Service Order Dispatcher	22.71
01410 - Supply Technician	30.06
01420 - Survey Worker	20.12
01460 - Switchboard Operator/Receptionist	18.52
01531 - Travel Clerk I	16.91
01532 - Travel Clerk II	18.25
01533 - Travel Clerk III	19.74
01611 - Word Processor I	15.80
01612 - Word Processor II	17.73
01613 - Word Processor III	19.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.81
05010 - Automotive Electrician	22.36
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.85
05130 - Motor Equipment Metal Mechanic	23.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	23.83
05220 - Motor Vehicle Mechanic Helper	16.34
05250 - Motor Vehicle Upholstery Worker	19.35
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	22.36
05340 - Radiator Repair Specialist	20.84

05370 - Tire Repairer	18.83
05400 - Transmission Repair Specialist	23.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.95
07041 - Cook I	19.83
07042 - Cook II	23.15
07070 - Dishwasher	17.30
07130 - Food Service Worker	17.36
07210 - Meat Cutter	20.58
07260 - Waiter/Waitress	17.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.23
09040 - Furniture Handler	18.15
09080 - Furniture Refinisher	27.23
09090 - Furniture Refinisher Helper	19.90
09110 - Furniture Repairer, Minor	23.56
09130 - Upholsterer	27.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.80
11060 - Elevator Operator	17.85
11090 - Gardener	21.95
11122 - Housekeeping Aide	17.90
11150 - Janitor	17.90
11210 - Laborer, Grounds Maintenance	18.32
11240 - Maid or Houseman	16.66
11260 - Pruner	17.48
11270 - Tractor Operator	20.09
11330 - Trail Maintenance Worker	18.32
11360 - Window Cleaner	18.76
12000 - Health Occupations	
12010 - Ambulance Driver	23.57
12011 - Breath Alcohol Technician	33.03
12012 - Certified Occupational Therapist Assistant	45.31
12015 - Certified Physical Therapist Assistant	33.28
12020 - Dental Assistant	22.35
12025 - Dental Hygienist	47.40
12030 - EKG Technician	50.03
12035 - Electroneurodiagnostic Technologist	50.03
12040 - Emergency Medical Technician	23.57
12071 - Licensed Practical Nurse I	29.53
12072 - Licensed Practical Nurse II	33.03
12073 - Licensed Practical Nurse III	36.81

12100 - Medical Assistant	21.35
12130 - Medical Laboratory Technician	27.63
12160 - Medical Record Clerk	22.90
12190 - Medical Record Technician	25.61
12195 - Medical Transcriptionist	28.23
12210 - Nuclear Medicine Technologist	72.58
12221 - Nursing Assistant I	14.45
12222 - Nursing Assistant II	16.26
12223 - Nursing Assistant III	17.75
12224 - Nursing Assistant IV	19.92
12235 - Optical Dispenser	30.91
12236 - Optical Technician	29.53
12250 - Pharmacy Technician	22.67
12280 - Phlebotomist	24.52
12305 - Radiologic Technologist	50.03
12311 - Registered Nurse I	39.13
12312 - Registered Nurse II	47.88
12313 - Registered Nurse II, Specialist	47.88
12314 - Registered Nurse III	57.92
12315 - Registered Nurse III, Anesthetist	57.92
12316 - Registered Nurse IV	69.43
12317 - Scheduler (Drug and Alcohol Testing)	40.91
12320 - Substance Abuse Treatment Counselor	32.30
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.87
13012 - Exhibits Specialist II	25.85
13013 - Exhibits Specialist III	31.63
13041 - Illustrator I	20.87
13042 - Illustrator II	25.85
13043 - Illustrator III	31.63
13047 - Librarian	28.63
13050 - Library Aide/Clerk	20.33
13054 - Library Information Technology Systems Administrator	25.85
13058 - Library Technician	20.87
13061 - Media Specialist I	18.65
13062 - Media Specialist II	20.87
13063 - Media Specialist III	23.27
13071 - Photographer I	19.13
13072 - Photographer II	21.40
13073 - Photographer III	26.50
13074 - Photographer IV	32.41
13075 - Photographer V	39.22
13090 - Technical Order Library Clerk	25.53
13110 - Video Teleconference Technician	18.65

14000 - Information Technology Occupations		
14041 - Computer Operator I		16.54
14042 - Computer Operator II		18.51
14043 - Computer Operator III		20.64
14044 - Computer Operator IV		22.93
14045 - Computer Operator V		25.40
14071 - Computer Programmer I	(see 1)	25.41
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		16.54
14160 - Personal Computer Support Technician		22.93
14170 - System Support Specialist		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.17
15020 - Aircrew Training Devices Instructor (Rated)		40.13
15030 - Air Crew Training Devices Instructor (Pilot)		48.11
15050 - Computer Based Training Specialist / Instructor		33.17
15060 - Educational Technologist		28.85
15070 - Flight Instructor (Pilot)		48.11
15080 - Graphic Artist		24.70
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.11
15086 - Maintenance Test Pilot, Rotary Wing		48.11
15088 - Non-Maintenance Test/Co-Pilot		48.11
15090 - Technical Instructor		24.93
15095 - Technical Instructor/Course Developer		30.50
15110 - Test Proctor		20.12
15120 - Tutor		20.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		19.67
16030 - Counter Attendant		19.67
16040 - Dry Cleaner		22.50
16070 - Finisher, Flatwork, Machine		19.67
16090 - Presser, Hand		19.67
16110 - Presser, Machine, Drycleaning		19.67
16130 - Presser, Machine, Shirts		19.67
16160 - Presser, Machine, Wearing Apparel, Laundry		19.67

16190 - Sewing Machine Operator	23.44
16220 - Tailor	24.38
16250 - Washer, Machine	20.62
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.23
19040 - Tool And Die Maker	34.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.80
21030 - Material Coordinator	25.82
21040 - Material Expediter	25.82
21050 - Material Handling Laborer	19.31
21071 - Order Filler	19.37
21080 - Production Line Worker (Food Processing)	20.80
21110 - Shipping Packer	20.74
21130 - Shipping/Receiving Clerk	20.74
21140 - Store Worker I	19.19
21150 - Stock Clerk	22.08
21210 - Tools And Parts Attendant	20.80
21410 - Warehouse Specialist	20.80
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.94
23019 - Aircraft Logs and Records Technician	25.50
23021 - Aircraft Mechanic I	31.40
23022 - Aircraft Mechanic II	32.94
23023 - Aircraft Mechanic III	34.93
23040 - Aircraft Mechanic Helper	21.53
23050 - Aircraft, Painter	29.47
23060 - Aircraft Servicer	25.50
23070 - Aircraft Survival Flight Equipment Technician	29.47
23080 - Aircraft Worker	27.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.40
23110 - Appliance Mechanic	27.23
23120 - Bicycle Repairer	19.33
23125 - Cable Splicer	35.41
23130 - Carpenter, Maintenance	23.94
23140 - Carpet Layer	25.37
23160 - Electrician, Maintenance	28.36
23181 - Electronics Technician Maintenance I	25.37
23182 - Electronics Technician Maintenance II	27.23

23183 - Electronics Technician Maintenance III	29.01
23260 - Fabric Worker	23.56
23290 - Fire Alarm System Mechanic	29.01
23310 - Fire Extinguisher Repairer	21.74
23311 - Fuel Distribution System Mechanic	30.26
23312 - Fuel Distribution System Operator	22.65
23370 - General Maintenance Worker	21.73
23380 - Ground Support Equipment Mechanic	31.40
23381 - Ground Support Equipment Servicer	25.50
23382 - Ground Support Equipment Worker	27.46
23391 - Gunsmith I	21.74
23392 - Gunsmith II	25.37
23393 - Gunsmith III	29.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.47
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.72
23430 - Heavy Equipment Mechanic	29.20
23440 - Heavy Equipment Operator	28.77
23460 - Instrument Mechanic	29.01
23465 - Laboratory/Shelter Mechanic	27.23
23470 - Laborer	19.31
23510 - Locksmith	27.23
23530 - Machinery Maintenance Mechanic	31.92
23550 - Machinist, Maintenance	31.06
23580 - Maintenance Trades Helper	19.16
23591 - Metrology Technician I	29.01
23592 - Metrology Technician II	30.44
23593 - Metrology Technician III	32.28
23640 - Millwright	29.01
23710 - Office Appliance Repairer	27.23
23760 - Painter, Maintenance	22.31
23790 - Pipefitter, Maintenance	26.41
23810 - Plumber, Maintenance	24.78
23820 - Pneudraulic Systems Mechanic	29.01
23850 - Rigger	29.01
23870 - Scale Mechanic	25.37
23890 - Sheet-Metal Worker, Maintenance	29.01
23910 - Small Engine Mechanic	25.37
23931 - Telecommunications Mechanic I	35.65
23932 - Telecommunications Mechanic II	37.39
23950 - Telephone Lineman	29.01
23960 - Welder, Combination, Maintenance	25.11
23965 - Well Driller	29.01
23970 - Woodcraft Worker	29.01
23980 - Woodworker	21.74

24000 - Personal Needs Occupations	
24550 - Case Manager	19.52
24570 - Child Care Attendant	18.23
24580 - Child Care Center Clerk	22.73
24610 - Chore Aide	17.13
24620 - Family Readiness And Support Services Coordinator	19.52
24630 - Homemaker	19.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.66
25040 - Sewage Plant Operator	23.95
25070 - Stationary Engineer	27.66
25190 - Ventilation Equipment Tender	18.95
25210 - Water Treatment Plant Operator	23.95
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.13
27007 - Baggage Inspector	17.59
27008 - Corrections Officer	26.13
27010 - Court Security Officer	26.44
27030 - Detection Dog Handler	19.67
27040 - Detention Officer	26.13
27070 - Firefighter	26.76
27101 - Guard I	17.59
27102 - Guard II	19.67
27131 - Police Officer I	29.48
27132 - Police Officer II	32.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.41
28042 - Carnival Equipment Repairer	19.02
28043 - Carnival Worker	15.15
28210 - Gate Attendant/Gate Tender	21.44
28310 - Lifeguard	16.72
28350 - Park Attendant (Aide)	23.98
28510 - Recreation Aide/Health Facility Attendant	17.50
28515 - Recreation Specialist	29.70
28630 - Sports Official	19.10
28690 - Swimming Pool Operator	22.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.37
29020 - Hatch Tender	25.37
29030 - Line Handler	25.37

29041 - Stevedore I			23.56
29042 - Stevedore II			27.23
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			19.93
30022 - Archeological Technician II			22.29
30023 - Archeological Technician III			27.62
30030 - Cartographic Technician			27.62
30040 - Civil Engineering Technician			27.62
30051 - Cryogenic Technician I			30.59
30052 - Cryogenic Technician II			33.78
30061 - Drafter/CAD Operator I			19.93
30062 - Drafter/CAD Operator II			22.29
30063 - Drafter/CAD Operator III			24.85
30064 - Drafter/CAD Operator IV			30.59
30081 - Engineering Technician I			17.74
30082 - Engineering Technician II			19.93
30083 - Engineering Technician III			23.24
30084 - Engineering Technician IV			27.86
30085 - Engineering Technician V			33.78
30086 - Engineering Technician VI			40.87
30090 - Environmental Technician			27.62
30095 - Evidence Control Specialist			27.86
30210 - Laboratory Technician			25.21
30221 - Latent Fingerprint Technician I			31.88
30222 - Latent Fingerprint Technician II			35.20
30240 - Mathematical Technician			27.62
30361 - Paralegal/Legal Assistant I			21.19
30362 - Paralegal/Legal Assistant II			25.09
30363 - Paralegal/Legal Assistant III			30.64
30364 - Paralegal/Legal Assistant IV			37.15
30375 - Petroleum Supply Specialist			33.78
30390 - Photo-Optics Technician			27.62
30395 - Radiation Control Technician			33.78
30461 - Technical Writer I			27.62
30462 - Technical Writer II			33.78
30463 - Technical Writer III			40.87
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		30.59
30502 - Weather Forecaster II		37.20
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.85
30621 - Weather Observer, Senior	(see 2)	27.62
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		19.73
31030 - Bus Driver		26.72
31043 - Driver Courier		21.84
31260 - Parking and Lot Attendant		17.61
31290 - Shuttle Bus Driver		18.07
31310 - Taxi Driver		13.92
31361 - Truckdriver, Light		23.86
31362 - Truckdriver, Medium		25.86
31363 - Truckdriver, Heavy		24.46
31364 - Truckdriver, Tractor-Trailer		24.46
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		16.69
99050 - Desk Clerk		16.97
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		20.60
99252 - Laboratory Animal Caretaker II		24.53
99260 - Marketing Analyst		28.35
99310 - Mortician		29.28
99410 - Pest Controller		27.42
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		21.12
99711 - Recycling Specialist		23.74
99730 - Refuse Collector		20.15
99810 - Sales Clerk		17.40
99820 - School Crossing Guard		20.15
99830 - Survey Party Chief		32.11
99831 - Surveying Aide		19.35
99832 - Surveying Technician		27.26
99840 - Vending Machine Attendant		21.12
99841 - Vending Machine Repairer		26.94
99842 - Vending Machine Repairer Helper		21.12

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 hour
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))."""