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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.: 2015-5485
Revision No.: 29
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State: Utah

Area: Utah Counties of Juab and Utah

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.05
01012 - Accounting Clerk II		20.26
01013 - Accounting Clerk III		22.66
01020 - Administrative Assistant		29.35
01035 - Court Reporter		21.45
01041 - Customer Service Representative I		15.01
01042 - Customer Service Representative II		16.38
01043 - Customer Service Representative III		18.39
01051 - Data Entry Operator I		15.93

01052 - Data Entry Operator II	17.38
01060 - Dispatcher, Motor Vehicle	22.25
01070 - Document Preparation Clerk	18.40
01090 - Duplicating Machine Operator	18.40
01111 - General Clerk I	15.35
01112 - General Clerk II	16.75
01113 - General Clerk III	18.80
01120 - Housing Referral Assistant	23.16
01141 - Messenger Courier	17.00
01191 - Order Clerk I	16.83
01192 - Order Clerk II	18.37
01261 - Personnel Assistant (Employment) I	17.93
01262 - Personnel Assistant (Employment) II	20.06
01263 - Personnel Assistant (Employment) III	22.37
01270 - Production Control Clerk	25.31
01290 - Rental Clerk	17.50
01300 - Scheduler, Maintenance	18.56
01311 - Secretary I	18.56
01312 - Secretary II	20.77
01313 - Secretary III	23.14
01320 - Service Order Dispatcher	19.89
01410 - Supply Technician	29.35
01420 - Survey Worker	20.02
01460 - Switchboard Operator/Receptionist	17.22
01531 - Travel Clerk I	16.39
01532 - Travel Clerk II	18.39
01533 - Travel Clerk III	20.07
01611 - Word Processor I	16.53
01612 - Word Processor II	18.56
01613 - Word Processor III	20.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.19
05010 - Automotive Electrician	20.93
05040 - Automotive Glass Installer	19.61
05070 - Automotive Worker	19.61
05110 - Mobile Equipment Servicer	16.93
05130 - Motor Equipment Metal Mechanic	22.28
05160 - Motor Equipment Metal Worker	19.61
05190 - Motor Vehicle Mechanic	22.28
05220 - Motor Vehicle Mechanic Helper	15.59
05250 - Motor Vehicle Upholstery Worker	18.26
05280 - Motor Vehicle Wrecker	19.61
05310 - Painter, Automotive	20.93
05340 - Radiator Repair Specialist	19.61
05370 - Tire Repairer	17.43

05400 - Transmission Repair Specialist	22.28
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.10
07041 - Cook I	17.20
07042 - Cook II	19.94
07070 - Dishwasher	13.97
07130 - Food Service Worker	16.13
07210 - Meat Cutter	20.80
07260 - Waiter/Waitress	14.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.41
09040 - Furniture Handler	14.03
09080 - Furniture Refinisher	22.84
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer, Minor	19.92
09130 - Upholsterer	21.99
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.06
11060 - Elevator Operator	14.52
11090 - Gardener	24.99
11122 - Housekeeping Aide	14.52
11150 - Janitor	14.52
11210 - Laborer, Grounds Maintenance	19.00
11240 - Maid or Houseman	15.92
11260 - Pruner	17.41
11270 - Tractor Operator	23.03
11330 - Trail Maintenance Worker	19.00
11360 - Window Cleaner	15.84
12000 - Health Occupations	
12010 - Ambulance Driver	18.00
12011 - Breath Alcohol Technician	26.16
12012 - Certified Occupational Therapist Assistant	35.08
12015 - Certified Physical Therapist Assistant	30.45
12020 - Dental Assistant	17.91
12025 - Dental Hygienist	41.34
12030 - EKG Technician	47.15
12035 - Electroneurodiagnostic Technologist	47.15
12040 - Emergency Medical Technician	18.00
12071 - Licensed Practical Nurse I	23.39
12072 - Licensed Practical Nurse II	26.16
12073 - Licensed Practical Nurse III	29.16
12100 - Medical Assistant	18.38

12130 - Medical Laboratory Technician 23.71
12160 - Medical Record Clerk 17.92
12190 - Medical Record Technician 20.04
12195 - Medical Transcriptionist 18.70
12210 - Nuclear Medicine Technologist 57.50
12221 - Nursing Assistant I 13.02
12222 - Nursing Assistant II 14.65
12223 - Nursing Assistant III 15.98
12224 - Nursing Assistant IV 17.94
12235 - Optical Dispenser 18.80
12236 - Optical Technician 23.39
12250 - Pharmacy Technician 22.22
12280 - Phlebotomist 17.34
12305 - Radiologic Technologist 35.35
12311 - Registered Nurse I 25.88
12312 - Registered Nurse II 31.65
12313 - Registered Nurse II, Specialist 31.65
12314 - Registered Nurse III 38.29
12315 - Registered Nurse III, Anesthetist 38.29
12316 - Registered Nurse IV 45.91
12317 - Scheduler (Drug and Alcohol Testing) 32.41
12320 - Substance Abuse Treatment Counselor 28.93

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 18.33
13012 - Exhibits Specialist II 22.70
13013 - Exhibits Specialist III 27.76
13041 - Illustrator I 22.14
13042 - Illustrator II 27.42
13043 - Illustrator III 33.54
13047 - Librarian 23.90
13050 - Library Aide/Clerk 14.05
13054 - Library Information Technology Systems Administrator 21.58
13058 - Library Technician 14.51
13061 - Media Specialist I 15.57
13062 - Media Specialist II 17.42
13063 - Media Specialist III 19.42
13071 - Photographer I 19.88
13072 - Photographer II 22.24
13073 - Photographer III 27.55
13074 - Photographer IV 33.69
13075 - Photographer V 40.76
13090 - Technical Order Library Clerk 17.85
13110 - Video Teleconference Technician 23.33

14000 - Information Technology Occupations		
14041 - Computer Operator I		22.24
14042 - Computer Operator II		24.89
14043 - Computer Operator III		27.75
14044 - Computer Operator IV		30.83
14045 - Computer Operator V		34.14
14071 - Computer Programmer I	(see 1)	
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		22.23
14160 - Personal Computer Support Technician		30.83
14170 - System Support Specialist		35.45
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.85
15020 - Aircrew Training Devices Instructor (Rated)		39.75
15030 - Air Crew Training Devices Instructor (Pilot)		47.66
15050 - Computer Based Training Specialist / Instructor		32.85
15060 - Educational Technologist		24.47
15070 - Flight Instructor (Pilot)		47.66
15080 - Graphic Artist		27.31
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.66
15086 - Maintenance Test Pilot, Rotary Wing		47.66
15088 - Non-Maintenance Test/Co-Pilot		47.66
15090 - Technical Instructor		24.27
15095 - Technical Instructor/Course Developer		29.68
15110 - Test Proctor		19.59
15120 - Tutor		19.59
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)	26.42
19040 - Tool And Die Maker	32.89
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.73
21030 - Material Coordinator	25.31
21040 - Material Expediter	25.31
21050 - Material Handling Laborer	17.78
21071 - Order Filler	18.06
21080 - Production Line Worker (Food Processing)	21.73
21110 - Shipping Packer	18.86
21130 - Shipping/Receiving Clerk	18.86
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	33.01
23019 - Aircraft Logs and Records Technician	25.54
23021 - Aircraft Mechanic I	31.14
23022 - Aircraft Mechanic II	33.01
23023 - Aircraft Mechanic III	34.64
23040 - Aircraft Mechanic Helper	21.80
23050 - Aircraft, Painter	29.27
23060 - Aircraft Servicer	25.54
23070 - Aircraft Survival Flight Equipment Technician	29.27
23080 - Aircraft Worker	27.43
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.43
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.14
23110 - Appliance Mechanic	24.42
23120 - Bicycle Repairer	19.99
23125 - Cable Splicer	40.54
23130 - Carpenter, Maintenance	23.91
23140 - Carpet Layer	25.40
23160 - Electrician, Maintenance	28.33
23181 - Electronics Technician Maintenance I	26.18
23182 - Electronics Technician Maintenance II	28.68
23183 - Electronics Technician Maintenance III	30.50

23260 - Fabric Worker	23.64
23290 - Fire Alarm System Mechanic	26.32
23310 - Fire Extinguisher Repairer	21.91
23311 - Fuel Distribution System Mechanic	28.83
23312 - Fuel Distribution System Operator	21.91
23370 - General Maintenance Worker	23.12
23380 - Ground Support Equipment Mechanic	31.14
23381 - Ground Support Equipment Servicer	25.54
23382 - Ground Support Equipment Worker	27.43
23391 - Gunsmith I	21.91
23392 - Gunsmith II	25.40
23393 - Gunsmith III	28.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.82
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.25
23430 - Heavy Equipment Mechanic	30.39
23440 - Heavy Equipment Operator	28.54
23460 - Instrument Mechanic	28.83
23465 - Laboratory/Shelter Mechanic	27.10
23470 - Laborer	17.78
23510 - Locksmith	26.86
23530 - Machinery Maintenance Mechanic	30.41
23550 - Machinist, Maintenance	29.11
23580 - Maintenance Trades Helper	19.94
23591 - Metrology Technician I	28.83
23592 - Metrology Technician II	30.57
23593 - Metrology Technician III	32.08
23640 - Millwright	28.83
23710 - Office Appliance Repairer	20.36
23760 - Painter, Maintenance	20.39
23790 - Pipefitter, Maintenance	28.25
23810 - Plumber, Maintenance	26.55
23820 - Pneudraulic Systems Mechanic	28.83
23850 - Rigger	28.83
23870 - Scale Mechanic	25.40
23890 - Sheet-Metal Worker, Maintenance	29.17
23910 - Small Engine Mechanic	22.84
23931 - Telecommunications Mechanic I	30.57
23932 - Telecommunications Mechanic II	32.40
23950 - Telephone Lineman	28.82
23960 - Welder, Combination, Maintenance	24.28
23965 - Well Driller	26.62
23970 - Woodcraft Worker	28.83
23980 - Woodworker	21.91

24000 - Personal Needs Occupations
24550 - Case Manager 18.50
24570 - Child Care Attendant 14.61
24580 - Child Care Center Clerk 18.24
24610 - Chore Aide 17.29
24620 - Family Readiness And Support Services Coordinator 18.50
24630 - Homemaker 18.50

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.46
25040 - Sewage Plant Operator 26.75
25070 - Stationary Engineer 28.46
25190 - Ventilation Equipment Tender 19.93
25210 - Water Treatment Plant Operator 26.75

27000 - Protective Service Occupations
27004 - Alarm Monitor 27.25
27007 - Baggage Inspector 17.67
27008 - Corrections Officer 22.22
27010 - Court Security Officer 21.40
27030 - Detection Dog Handler 19.76
27040 - Detention Officer 22.22
27070 - Firefighter 20.86
27101 - Guard I 17.67
27102 - Guard II 19.76
27131 - Police Officer I 31.08
27132 - Police Officer II 34.53

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.21
28042 - Carnival Equipment Repairer 17.60
28043 - Carnival Worker 12.26
28210 - Gate Attendant/Gate Tender 18.74
28310 - Lifeguard 12.82
28350 - Park Attendant (Aide) 20.96
28510 - Recreation Aide/Health Facility Attendant 15.30
28515 - Recreation Specialist 24.59
28630 - Sports Official 16.70
28690 - Swimming Pool Operator 20.40

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.98
29020 - Hatch Tender 29.98
29030 - Line Handler 29.98
29041 - Stevedore I 27.93

29042	Stevedore II		32.02
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		18.61
30022	Archeological Technician II		20.81
30023	Archeological Technician III		25.79
30030	Cartographic Technician		25.79
30040	Civil Engineering Technician		29.62
30051	Cryogenic Technician I		28.56
30052	Cryogenic Technician II		31.55
30061	Drafter/CAD Operator I		18.61
30062	Drafter/CAD Operator II		20.81
30063	Drafter/CAD Operator III		23.21
30064	Drafter/CAD Operator IV		28.56
30081	Engineering Technician I		16.61
30082	Engineering Technician II		18.65
30083	Engineering Technician III		20.86
30084	Engineering Technician IV		25.84
30085	Engineering Technician V		31.60
30086	Engineering Technician VI		38.23
30090	Environmental Technician		26.14
30095	Evidence Control Specialist		25.79
30210	Laboratory Technician		22.35
30221	Latent Fingerprint Technician I		28.56
30222	Latent Fingerprint Technician II		31.55
30240	Mathematical Technician		28.45
30361	Paralegal/Legal Assistant I		20.68
30362	Paralegal/Legal Assistant II		25.62
30363	Paralegal/Legal Assistant III		31.34
30364	Paralegal/Legal Assistant IV		37.91
30375	Petroleum Supply Specialist		31.55
30390	Photo-Optics Technician		25.79
30395	Radiation Control Technician		31.55
30461	Technical Writer I		26.11
30462	Technical Writer II		31.94
30463	Technical Writer III		38.64
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		28.56
30502 - Weather Forecaster II		34.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.21
30621 - Weather Observer, Senior	(see 2)	25.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.31
31030 - Bus Driver		21.73
31043 - Driver Courier		18.56
31260 - Parking and Lot Attendant		16.50
31290 - Shuttle Bus Driver		20.10
31310 - Taxi Driver		14.01
31361 - Truckdriver, Light		20.14
31362 - Truckdriver, Medium		21.73
31363 - Truckdriver, Heavy		27.84
31364 - Truckdriver, Tractor-Trailer		27.84
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		14.48
99050 - Desk Clerk		14.88
99095 - Embalmer		33.91
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		16.76
99252 - Laboratory Animal Caretaker II		18.19
99260 - Marketing Analyst		31.10
99310 - Mortician		33.91
99410 - Pest Controller		19.22
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		26.62
99711 - Recycling Specialist		32.26
99730 - Refuse Collector		24.45
99810 - Sales Clerk		15.55
99820 - School Crossing Guard		14.05
99830 - Survey Party Chief		23.70
99831 - Surveying Aide		16.88
99832 - Surveying Technician		21.53
99840 - Vending Machine Attendant		21.24
99841 - Vending Machine Repairer		26.72
99842 - Vending Machine Repairer Helper		21.24

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 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))."""