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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.: 2015-5411
Revision No.: 28
Date Of Last Revision: 5/13/2026

State: Wyoming

Area: Wyoming Counties of Campbell, Crook, Johnson, Sheridan and Weston

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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		17.30
01012 - Accounting Clerk II		19.43
01013 - Accounting Clerk III		21.73
01020 - Administrative Assistant		24.62
01035 - Court Reporter		20.99
01041 - Customer Service Representative I		15.18
01042 - Customer Service Representative II		16.57
01043 - Customer Service Representative III		18.60
01051 - Data Entry Operator I		15.95
01052 - Data Entry Operator II		17.40
01060 - Dispatcher, Motor Vehicle		22.42
01070 - Document Preparation Clerk		16.72
01090 - Duplicating Machine Operator		16.72
01111 - General Clerk I		16.98
01112 - General Clerk II		18.53
01113 - General Clerk III		20.80
01120 - Housing Referral Assistant		23.39

01141 - Messenger Courier	13.62
01191 - Order Clerk I	15.32
01192 - Order Clerk II	16.72
01261 - Personnel Assistant (Employment) I	18.77
01262 - Personnel Assistant (Employment) II	20.99
01263 - Personnel Assistant (Employment) III	23.39
01270 - Production Control Clerk	30.54
01290 - Rental Clerk	19.15
01300 - Scheduler, Maintenance	18.77
01311 - Secretary I	18.77
01312 - Secretary II	20.99
01313 - Secretary III	23.39
01320 - Service Order Dispatcher	21.70
01410 - Supply Technician	24.62
01420 - Survey Worker	18.87
01460 - Switchboard Operator/Receptionist	17.34
01531 - Travel Clerk I	15.85
01532 - Travel Clerk II	16.50
01533 - Travel Clerk III	19.25
01611 - Word Processor I	16.72
01612 - Word Processor II	18.77
01613 - Word Processor III	20.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.72
05010 - Automotive Electrician	24.72
05040 - Automotive Glass Installer	23.12
05070 - Automotive Worker	23.12
05110 - Mobile Equipment Servicer	19.97
05130 - Motor Equipment Metal Mechanic	26.27
05160 - Motor Equipment Metal Worker	23.12
05190 - Motor Vehicle Mechanic	26.27
05220 - Motor Vehicle Mechanic Helper	18.36
05250 - Motor Vehicle Upholstery Worker	21.54
05280 - Motor Vehicle Wrecker	23.12
05310 - Painter, Automotive	24.72
05340 - Radiator Repair Specialist	23.12
05370 - Tire Repairer	20.09
05400 - Transmission Repair Specialist	26.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.01
07041 - Cook I	17.01
07042 - Cook II	19.70
07070 - Dishwasher	14.13
07130 - Food Service Worker	15.58
07210 - Meat Cutter	18.61
07260 - Waiter/Waitress	11.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.04
09040 - Furniture Handler	16.81
09080 - Furniture Refinisher	27.04
09090 - Furniture Refinisher Helper	20.35
09110 - Furniture Repairer, Minor	23.89
09130 - Upholsterer	27.04

11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.74
11060 - Elevator Operator	16.78
11090 - Gardener	23.40
11122 - Housekeeping Aide	16.78
11150 - Janitor	16.78
11210 - Laborer, Grounds Maintenance	17.76
11240 - Maid or Houseman	14.29
11260 - Pruner	15.91
11270 - Tractor Operator	21.51
11330 - Trail Maintenance Worker	17.76
11360 - Window Cleaner	18.73
12000 - Health Occupations	
12010 - Ambulance Driver	19.78
12011 - Breath Alcohol Technician	27.36
12012 - Certified Occupational Therapist Assistant	37.53
12015 - Certified Physical Therapist Assistant	29.72
12020 - Dental Assistant	20.66
12025 - Dental Hygienist	38.55
12030 - EKG Technician	41.46
12035 - Electroneurodiagnostic Technologist	41.46
12040 - Emergency Medical Technician	19.78
12071 - Licensed Practical Nurse I	24.46
12072 - Licensed Practical Nurse II	27.36
12073 - Licensed Practical Nurse III	30.49
12100 - Medical Assistant	19.14
12130 - Medical Laboratory Technician	31.30
12160 - Medical Record Clerk	25.92
12190 - Medical Record Technician	29.17
12195 - Medical Transcriptionist	24.46
12210 - Nuclear Medicine Technologist	60.13
12221 - Nursing Assistant I	13.33
12222 - Nursing Assistant II	15.00
12223 - Nursing Assistant III	16.37
12224 - Nursing Assistant IV	18.37
12235 - Optical Dispenser	18.28
12236 - Optical Technician	24.46
12250 - Pharmacy Technician	22.23
12280 - Phlebotomist	18.42
12305 - Radiologic Technologist	36.66
12311 - Registered Nurse I	27.44
12312 - Registered Nurse II	33.56
12313 - Registered Nurse II, Specialist	33.56
12314 - Registered Nurse III	40.61
12315 - Registered Nurse III, Anesthetist	40.61
12316 - Registered Nurse IV	48.69
12317 - Scheduler (Drug and Alcohol Testing)	33.89
12320 - Substance Abuse Treatment Counselor	29.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.64
13012 - Exhibits Specialist II	25.56
13013 - Exhibits Specialist III	31.27
13041 - Illustrator I	20.64

13042 - Illustrator II		25.56
13043 - Illustrator III		31.27
13047 - Librarian		28.31
13050 - Library Aide/Clerk		15.00
13054 - Library Information Technology Systems Administrator		25.56
13058 - Library Technician		17.40
13061 - Media Specialist I		18.44
13062 - Media Specialist II		20.64
13063 - Media Specialist III		23.01
13071 - Photographer I		18.44
13072 - Photographer II		20.64
13073 - Photographer III		25.56
13074 - Photographer IV		31.27
13075 - Photographer V		37.83
13090 - Technical Order Library Clerk		18.83
13110 - Video Teleconference Technician		21.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.46
14042 - Computer Operator II		20.65
14043 - Computer Operator III		23.01
14044 - Computer Operator IV		25.58
14045 - Computer Operator V		28.33
14071 - Computer Programmer I	(see 1)	20.17
14072 - Computer Programmer II	(see 1)	25.00
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		18.46
14160 - Personal Computer Support Technician		25.58
14170 - System Support Specialist		32.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.67
15020 - Aircrew Training Devices Instructor (Rated)		41.94
15030 - Air Crew Training Devices Instructor (Pilot)		50.26
15050 - Computer Based Training Specialist / Instructor		34.67
15060 - Educational Technologist		34.56
15070 - Flight Instructor (Pilot)		50.26
15080 - Graphic Artist		20.68
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.26
15086 - Maintenance Test Pilot, Rotary Wing		50.26
15088 - Non-Maintenance Test/Co-Pilot		50.26
15090 - Technical Instructor		33.86
15095 - Technical Instructor/Course Developer		41.40
15110 - Test Proctor		27.32
15120 - Tutor		27.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.02

16030 - Counter Attendant	13.02
16040 - Dry Cleaner	14.87
16070 - Finisher, Flatwork, Machine	13.02
16090 - Presser, Hand	13.02
16110 - Presser, Machine, Drycleaning	13.02
16130 - Presser, Machine, Shirts	13.02
16160 - Presser, Machine, Wearing Apparel, Laundry	13.02
16190 - Sewing Machine Operator	15.49
16220 - Tailor	16.10
16250 - Washer, Machine	13.64
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	33.83
19040 - Tool And Die Maker	42.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	26.51
21030 - Material Coordinator	31.10
21040 - Material Expediter	31.10
21050 - Material Handling Laborer	18.23
21071 - Order Filler	18.52
21080 - Production Line Worker (Food Processing)	26.51
21110 - Shipping Packer	19.00
21130 - Shipping/Receiving Clerk	19.00
21140 - Store Worker I	14.06
21150 - Stock Clerk	19.36
21210 - Tools And Parts Attendant	26.51
21410 - Warehouse Specialist	26.51
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	43.34
23019 - Aircraft Logs and Records Technician	33.46
23021 - Aircraft Mechanic I	40.80
23022 - Aircraft Mechanic II	43.34
23023 - Aircraft Mechanic III	45.87
23040 - Aircraft Mechanic Helper	28.52
23050 - Aircraft, Painter	38.38
23060 - Aircraft Servicer	33.46
23070 - Aircraft Survival Flight Equipment Technician	38.38
23080 - Aircraft Worker	35.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	40.80
23110 - Appliance Mechanic	33.83
23120 - Bicycle Repairer	27.33
23125 - Cable Splicer	45.34
23130 - Carpenter, Maintenance	26.07
23140 - Carpet Layer	31.64
23160 - Electrician, Maintenance	36.63
23181 - Electronics Technician Maintenance I	31.71
23182 - Electronics Technician Maintenance II	33.88
23183 - Electronics Technician Maintenance III	36.02
23260 - Fabric Worker	29.48
23290 - Fire Alarm System Mechanic	35.96

23310 - Fire Extinguisher Repairer 27.33
23311 - Fuel Distribution System Mechanic 49.78
23312 - Fuel Distribution System Operator 37.85
23370 - General Maintenance Worker 20.92
23380 - Ground Support Equipment Mechanic 40.80
23381 - Ground Support Equipment Servicer 33.46
23382 - Ground Support Equipment Worker 35.92
23391 - Gunsmith I 27.33
23392 - Gunsmith II 31.64
23393 - Gunsmith III 35.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic 28.59
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 30.37
23430 - Heavy Equipment Mechanic 37.52
23440 - Heavy Equipment Operator 37.04
23460 - Instrument Mechanic 35.96
23465 - Laboratory/Shelter Mechanic 33.83
23470 - Laborer 18.23
23510 - Locksmith 33.83
23530 - Machinery Maintenance Mechanic 38.94
23550 - Machinist, Maintenance 35.61
23580 - Maintenance Trades Helper 19.66
23591 - Metrology Technician I 35.96
23592 - Metrology Technician II 38.19
23593 - Metrology Technician III 40.41
23640 - Millwright 35.61
23710 - Office Appliance Repairer 33.52
23760 - Painter, Maintenance 24.07
23790 - Pipefitter, Maintenance 31.59
23810 - Plumber, Maintenance 29.72
23820 - Pneudraulic Systems Mechanic 35.96
23850 - Rigger 35.96
23870 - Scale Mechanic 31.64
23890 - Sheet-Metal Worker, Maintenance 27.25
23910 - Small Engine Mechanic 31.36
23931 - Telecommunications Mechanic I 34.65
23932 - Telecommunications Mechanic II 36.80
23950 - Telephone Lineman 30.66
23960 - Welder, Combination, Maintenance 36.01
23965 - Well Driller 35.96
23970 - Woodcraft Worker 35.96
23980 - Woodworker 27.33

24000 - Personal Needs Occupations
24550 - Case Manager 18.31
24570 - Child Care Attendant 13.25
24580 - Child Care Center Clerk 16.52
24610 - Chore Aide 15.75
24620 - Family Readiness And Support Services Coordinator 18.31
24630 - Homemaker 18.31

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 42.21
25040 - Sewage Plant Operator 27.12

25070 - Stationary Engineer		42.21
25190 - Ventilation Equipment Tender		29.51
25210 - Water Treatment Plant Operator		27.12
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.63
27007 - Baggage Inspector		17.19
27008 - Corrections Officer		23.65
27010 - Court Security Officer		24.54
27030 - Detection Dog Handler		19.23
27040 - Detention Officer		23.65
27070 - Firefighter		25.42
27101 - Guard I		17.19
27102 - Guard II		19.23
27131 - Police Officer I		27.38
27132 - Police Officer II		30.43
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.47
28042 - Carnival Equipment Repairer		17.91
28043 - Carnival Worker		12.18
28210 - Gate Attendant/Gate Tender		18.70
28310 - Lifeguard		15.09
28350 - Park Attendant (Aide)		20.92
28510 - Recreation Aide/Health Facility Attendant		15.26
28515 - Recreation Specialist		25.46
28630 - Sports Official		16.65
28690 - Swimming Pool Operator		20.74
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		31.36
29020 - Hatch Tender		31.36
29030 - Line Handler		31.36
29041 - Stevedore I		29.22
29042 - Stevedore II		33.52
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		19.76
30022 - Archeological Technician II		22.11
30023 - Archeological Technician III		27.38
30030 - Cartographic Technician		27.38
30040 - Civil Engineering Technician		27.98
30051 - Cryogenic Technician I		30.33
30052 - Cryogenic Technician II		33.49
30061 - Drafter/CAD Operator I		19.76
30062 - Drafter/CAD Operator II		22.11
30063 - Drafter/CAD Operator III		24.64
30064 - Drafter/CAD Operator IV		30.33
30081 - Engineering Technician I		17.61
30082 - Engineering Technician II		19.76

30083 - Engineering Technician III		22.11
30084 - Engineering Technician IV		27.38
30085 - Engineering Technician V		33.49
30086 - Engineering Technician VI		40.52
30090 - Environmental Technician		23.15
30095 - Evidence Control Specialist		27.38
30210 - Laboratory Technician		22.80
30221 - Latent Fingerprint Technician I		30.33
30222 - Latent Fingerprint Technician II		33.49
30240 - Mathematical Technician		27.38
30361 - Paralegal/Legal Assistant I		23.63
30362 - Paralegal/Legal Assistant II		29.27
30363 - Paralegal/Legal Assistant III		35.80
30364 - Paralegal/Legal Assistant IV		43.31
30375 - Petroleum Supply Specialist		33.49
30390 - Photo-Optics Technician		27.38
30395 - Radiation Control Technician		33.49
30461 - Technical Writer I		27.38
30462 - Technical Writer II		33.49
30463 - Technical Writer III		40.52
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		30.33
30502 - Weather Forecaster II		36.89
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.64
30621 - Weather Observer, Senior	(see 2)	27.38
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		14.82
31030 - Bus Driver		21.06
31043 - Driver Courier		17.95
31260 - Parking and Lot Attendant		14.17
31290 - Shuttle Bus Driver		17.87
31310 - Taxi Driver		13.18
31361 - Truckdriver, Light		19.52
31362 - Truckdriver, Medium		21.06
31363 - Truckdriver, Heavy		29.76
31364 - Truckdriver, Tractor-Trailer		29.76
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.69
99050 - Desk Clerk		14.01
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.23
99252 - Laboratory Animal Caretaker II		18.74
99260 - Marketing Analyst		29.17
99310 - Mortician		29.28
99410 - Pest Controller		24.94
99510 - Photofinishing Worker		15.39

99710 - Recycling Laborer	24.65
99711 - Recycling Specialist	29.85
99730 - Refuse Collector	22.08
99810 - Sales Clerk	14.68
99820 - School Crossing Guard	15.72
99830 - Survey Party Chief	33.61
99831 - Surveying Aide	24.57
99832 - Surveying Technician	30.50
99840 - Vending Machine Attendant	21.54
99841 - Vending Machine Repairer	27.13
99842 - Vending Machine Repairer Helper	21.54

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 determ 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 8 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. (See 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))."" "