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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

Wage Determination No.: 2015-5407
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Daniel W. Simms
Director

Division of
Wage Determinations

State: Wyoming

Area: Wyoming Counties of Big Horn, Fremont, Hot Springs, Park and Washakie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.44
01012 - Accounting Clerk II		19.57
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		24.51
01035 - Court Reporter		21.44
01041 - Customer Service Representative I		15.87
01042 - Customer Service Representative II		17.32
01043 - Customer Service Representative III		19.44
01051 - Data Entry Operator I		17.19
01052 - Data Entry Operator II		18.76
01060 - Dispatcher, Motor Vehicle		22.84
01070 - Document Preparation Clerk		17.52
01090 - Duplicating Machine Operator		17.52
01111 - General Clerk I		15.83
01112 - General Clerk II		17.27
01113 - General Clerk III		19.40
01120 - Housing Referral Assistant		23.89
01141 - Messenger Courier		14.47
01191 - Order Clerk I		15.65
01192 - Order Clerk II		17.08
01261 - Personnel Assistant (Employment) I		19.17
01262 - Personnel Assistant (Employment) II		21.44
01263 - Personnel Assistant (Employment) III		23.89
01270 - Production Control Clerk		32.68
01290 - Rental Clerk		19.65
01300 - Scheduler, Maintenance		19.17
01311 - Secretary I		19.17
01312 - Secretary II		21.44
01313 - Secretary III		23.89
01320 - Service Order Dispatcher		20.42
01410 - Supply Technician		24.51
01420 - Survey Worker		18.12
01460 - Switchboard Operator/Receptionist		17.35
01531 - Travel Clerk I		17.56
01532 - Travel Clerk II		19.17

01533 - Travel Clerk III	21.44
01611 - Word Processor I	17.08
01612 - Word Processor II	19.17
01613 - Word Processor III	21.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.85
05010 - Automotive Electrician	21.78
05040 - Automotive Glass Installer	20.33
05070 - Automotive Worker	20.33
05110 - Mobile Equipment Servicer	17.58
05130 - Motor Equipment Metal Mechanic	23.21
05160 - Motor Equipment Metal Worker	20.33
05190 - Motor Vehicle Mechanic	23.21
05220 - Motor Vehicle Mechanic Helper	16.17
05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	20.33
05310 - Painter, Automotive	21.78
05340 - Radiator Repair Specialist	20.33
05370 - Tire Repairer	18.73
05400 - Transmission Repair Specialist	23.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.04
07041 - Cook I	17.65
07042 - Cook II	20.42
07070 - Dishwasher	14.06
07130 - Food Service Worker	16.50
07210 - Meat Cutter	21.49
07260 - Waiter/Waitress	11.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.61
09040 - Furniture Handler	15.70
09080 - Furniture Refinisher	25.61
09090 - Furniture Refinisher Helper	19.01
09110 - Furniture Repairer, Minor	22.29
09130 - Upholsterer	25.61
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.28
11060 - Elevator Operator	17.90
11090 - Gardener	23.88
11122 - Housekeeping Aide	17.90
11150 - Janitor	17.90
11210 - Laborer, Grounds Maintenance	18.13
11240 - Maid or Houseman	16.21
11260 - Pruner	16.13
11270 - Tractor Operator	21.96
11330 - Trail Maintenance Worker	18.13
11360 - Window Cleaner	20.13
12000 - Health Occupations	
12010 - Ambulance Driver	18.98
12011 - Breath Alcohol Technician	26.98
12012 - Certified Occupational Therapist Assistant	37.03
12015 - Certified Physical Therapist Assistant	28.99
12020 - Dental Assistant	21.20
12025 - Dental Hygienist	41.01
12030 - EKG Technician	40.91
12035 - Electroneurodiagnostic Technologist	40.91
12040 - Emergency Medical Technician	18.98
12071 - Licensed Practical Nurse I	24.12
12072 - Licensed Practical Nurse II	26.98
12073 - Licensed Practical Nurse III	30.10
12100 - Medical Assistant	18.29
12130 - Medical Laboratory Technician	32.96
12160 - Medical Record Clerk	21.93
12190 - Medical Record Technician	24.53
12195 - Medical Transcriptionist	24.12
12210 - Nuclear Medicine Technologist	59.31
12221 - Nursing Assistant I	14.06
12222 - Nursing Assistant II	15.82
12223 - Nursing Assistant III	17.27

12224 - Nursing Assistant IV		19.38
12235 - Optical Dispenser		18.25
12236 - Optical Technician		24.12
12250 - Pharmacy Technician		22.33
12280 - Phlebotomist		19.10
12305 - Radiologic Technologist		36.07
12311 - Registered Nurse I		26.38
12312 - Registered Nurse II		32.27
12313 - Registered Nurse II, Specialist		32.27
12314 - Registered Nurse III		39.04
12315 - Registered Nurse III, Anesthetist		39.04
12316 - Registered Nurse IV		46.81
12317 - Scheduler (Drug and Alcohol Testing)		33.44
12320 - Substance Abuse Treatment Counselor		31.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.48
13012 - Exhibits Specialist II		24.13
13013 - Exhibits Specialist III		29.52
13041 - Illustrator I		19.48
13042 - Illustrator II		24.13
13043 - Illustrator III		29.52
13047 - Librarian		26.73
13050 - Library Aide/Clerk		16.79
13054 - Library Information Technology Systems Administrator		24.13
13058 - Library Technician		15.67
13061 - Media Specialist I		17.41
13062 - Media Specialist II		19.48
13063 - Media Specialist III		21.73
13071 - Photographer I		18.41
13072 - Photographer II		20.60
13073 - Photographer III		25.53
13074 - Photographer IV		31.23
13075 - Photographer V		37.77
13090 - Technical Order Library Clerk		21.07
13110 - Video Teleconference Technician		18.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.20
14042 - Computer Operator II		21.46
14043 - Computer Operator III		23.95
14044 - Computer Operator IV		26.61
14045 - Computer Operator V		29.45
14071 - Computer Programmer I	(see 1)	24.09
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.20
14160 - Personal Computer Support Technician		26.61
14170 - System Support Specialist		30.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.94
15020 - Aircrew Training Devices Instructor (Rated)		33.42
15030 - Air Crew Training Devices Instructor (Pilot)		38.74
15050 - Computer Based Training Specialist / Instructor		28.94
15060 - Educational Technologist		38.29
15070 - Flight Instructor (Pilot)		38.74
15080 - Graphic Artist		24.07
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		38.74
15086 - Maintenance Test Pilot, Rotary Wing		38.74
15088 - Non-Maintenance Test/Co-Pilot		38.74
15090 - Technical Instructor		30.33
15095 - Technical Instructor/Course Developer		37.09
15110 - Test Proctor		24.47
15120 - Tutor		24.47

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.10
16030 - Counter Attendant 11.10
16040 - Dry Cleaner 13.72
16070 - Finisher, Flatwork, Machine 11.10
16090 - Presser, Hand 11.10
16110 - Presser, Machine, Drycleaning 11.10
16130 - Presser, Machine, Shirts 11.10
16160 - Presser, Machine, Wearing Apparel, Laundry 11.10
16190 - Sewing Machine Operator 14.64
16220 - Tailor 15.44
16250 - Washer, Machine 12.06

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 30.97
19040 - Tool And Die Maker 38.64

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 26.76
21030 - Material Coordinator 32.68
21040 - Material Expediter 32.68
21050 - Material Handling Laborer 18.26
21071 - Order Filler 18.56
21080 - Production Line Worker (Food Processing) 26.76
21110 - Shipping Packer 21.24
21130 - Shipping/Receiving Clerk 21.24
21140 - Store Worker I 14.41
21150 - Stock Clerk 20.18
21210 - Tools And Parts Attendant 26.76
21410 - Warehouse Specialist 26.76

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.20
23019 - Aircraft Logs and Records Technician 25.58
23021 - Aircraft Mechanic I 31.31
23022 - Aircraft Mechanic II 33.20
23023 - Aircraft Mechanic III 35.13
23040 - Aircraft Mechanic Helper 21.81
23050 - Aircraft, Painter 29.38
23060 - Aircraft Servicer 25.58
23070 - Aircraft Survival Flight Equipment
Technician 29.38
23080 - Aircraft Worker 27.42
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 27.42
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 31.31
23110 - Appliance Mechanic 27.44
23120 - Bicycle Repairer 24.99
23125 - Cable Splicer 47.56
23130 - Carpenter, Maintenance 28.32
23140 - Carpet Layer 28.90
23160 - Electrician, Maintenance 36.07
23181 - Electronics Technician Maintenance I 33.91
23182 - Electronics Technician Maintenance II 36.33
23183 - Electronics Technician Maintenance III 38.72
23260 - Fabric Worker 26.95
23290 - Fire Alarm System Mechanic 32.99
23310 - Fire Extinguisher Repairer 24.99
23311 - Fuel Distribution System Mechanic 45.65
23312 - Fuel Distribution System Operator 34.58
23370 - General Maintenance Worker 24.18
23380 - Ground Support Equipment Mechanic 31.31
23381 - Ground Support Equipment Servicer 25.58
23382 - Ground Support Equipment Worker 27.42
23391 - Gunsmith I 24.99
23392 - Gunsmith II 28.90
23393 - Gunsmith III 32.99
23410 - Heating, Ventilation And Air-Conditioning
Mechanic 26.48
23411 - Heating, Ventilation And Air Contidioning
Mechanic (Research Facility) 28.07
23430 - Heavy Equipment Mechanic 35.19
23440 - Heavy Equipment Operator 28.33

23460 - Instrument Mechanic	32.99
23465 - Laboratory/Shelter Mechanic	30.97
23470 - Laborer	18.26
23510 - Locksmith	30.97
23530 - Machinery Maintenance Mechanic	43.56
23550 - Machinist, Maintenance	29.51
23580 - Maintenance Trades Helper	17.73
23591 - Metrology Technician I	32.99
23592 - Metrology Technician II	34.99
23593 - Metrology Technician III	37.02
23640 - Millwright	32.99
23710 - Office Appliance Repairer	30.54
23760 - Painter, Maintenance	22.50
23790 - Pipefitter, Maintenance	31.49
23810 - Plumber, Maintenance	29.56
23820 - Pneudraulic Systems Mechanic	32.99
23850 - Rigger	32.99
23870 - Scale Mechanic	28.90
23890 - Sheet-Metal Worker, Maintenance	29.85
23910 - Small Engine Mechanic	28.90
23931 - Telecommunications Mechanic I	28.87
23932 - Telecommunications Mechanic II	30.62
23950 - Telephone Lineman	29.96
23960 - Welder, Combination, Maintenance	33.64
23965 - Well Driller	32.51
23970 - Woodcraft Worker	32.99
23980 - Woodworker	24.99
24000 - Personal Needs Occupations	
24550 - Case Manager	20.91
24570 - Child Care Attendant	14.17
24580 - Child Care Center Clerk	17.67
24610 - Chore Aide	15.71
24620 - Family Readiness And Support Services Coordinator	20.91
24630 - Homemaker	20.91
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	35.20
25040 - Sewage Plant Operator	29.06
25070 - Stationary Engineer	35.20
25190 - Ventilation Equipment Tender	24.52
25210 - Water Treatment Plant Operator	29.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.86
27007 - Baggage Inspector	18.37
27008 - Corrections Officer	25.16
27010 - Court Security Officer	25.05
27030 - Detection Dog Handler	20.55
27040 - Detention Officer	25.16
27070 - Firefighter	25.70
27101 - Guard I	18.37
27102 - Guard II	20.55
27131 - Police Officer I	27.15
27132 - Police Officer II	30.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.88
28042 - Carnival Equipment Repairer	19.44
28043 - Carnival Worker	13.13
28210 - Gate Attendant/Gate Tender	19.41
28310 - Lifeguard	14.41
28350 - Park Attendant (Aide)	21.71
28510 - Recreation Aide/Health Facility Attendant	15.84
28515 - Recreation Specialist	26.90
28630 - Sports Official	17.28
28690 - Swimming Pool Operator	22.49
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.90
29020 - Hatch Tender	28.90
29030 - Line Handler	28.90
29041 - Stevedore I	26.95

29042 - Stevedore II		30.97
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		19.37
30022 - Archeological Technician II		21.67
30023 - Archeological Technician III		26.85
30030 - Cartographic Technician		26.85
30040 - Civil Engineering Technician		25.75
30051 - Cryogenic Technician I		29.73
30052 - Cryogenic Technician II		32.84
30061 - Drafter/CAD Operator I		19.37
30062 - Drafter/CAD Operator II		21.67
30063 - Drafter/CAD Operator III		24.16
30064 - Drafter/CAD Operator IV		29.73
30081 - Engineering Technician I		18.28
30082 - Engineering Technician II		20.52
30083 - Engineering Technician III		22.95
30084 - Engineering Technician IV		28.44
30085 - Engineering Technician V		34.79
30086 - Engineering Technician VI		42.08
30090 - Environmental Technician		26.85
30095 - Evidence Control Specialist		26.85
30210 - Laboratory Technician		35.22
30221 - Latent Fingerprint Technician I		29.73
30222 - Latent Fingerprint Technician II		32.84
30240 - Mathematical Technician		26.85
30361 - Paralegal/Legal Assistant I		21.17
30362 - Paralegal/Legal Assistant II		26.22
30363 - Paralegal/Legal Assistant III		32.07
30364 - Paralegal/Legal Assistant IV		38.80
30375 - Petroleum Supply Specialist		32.84
30390 - Photo-Optics Technician		26.85
30395 - Radiation Control Technician		32.84
30461 - Technical Writer I		26.85
30462 - Technical Writer II		32.84
30463 - Technical Writer III		39.73
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		29.73
30502 - Weather Forecaster II		36.16
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.16
30621 - Weather Observer, Senior	(see 2)	26.85
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		17.88
31030 - Bus Driver		25.39
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		15.33
31290 - Shuttle Bus Driver		18.92
31310 - Taxi Driver		14.50
31361 - Truckdriver, Light		20.81
31362 - Truckdriver, Medium		22.44
31363 - Truckdriver, Heavy		28.52
31364 - Truckdriver, Tractor-Trailer		28.52
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.88
99050 - Desk Clerk		16.28
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		15.90
99252 - Laboratory Animal Caretaker II		17.28

99260 - Marketing Analyst	29.63
99310 - Mortician	29.28
99410 - Pest Controller	25.95
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	25.60
99711 - Recycling Specialist	31.01
99730 - Refuse Collector	22.77
99810 - Sales Clerk	15.95
99820 - School Crossing Guard	19.75
99830 - Survey Party Chief	30.59
99831 - Surveying Aide	22.35
99832 - Surveying Technician	27.75
99840 - Vending Machine Attendant	19.78
99841 - Vending Machine Repairer	24.87
99842 - Vending Machine Repairer Helper	19.78

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026 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))."" "