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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.: 2015-5413
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Daniel W. Simms
Director

Division of
Wage Determinations

State: Wyoming

Area: Wyoming Counties of Albany, Carbon, Converse, Goshen, Niobrara and Platte

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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		28.13
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		15.35

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 16.89
09080 - Furniture Refinisher 27.04
09090 - Furniture Refinisher Helper 20.45
09110 - Furniture Repairer, Minor 24.00
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 27.39
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 41.48
12035 - Electroneurodiagnostic Technologist 41.48
12040 - Emergency Medical Technician 19.78
12071 - Licensed Practical Nurse I 24.48
12072 - Licensed Practical Nurse II 27.39
12073 - Licensed Practical Nurse III 30.52
12100 - Medical Assistant 19.14
12130 - Medical Laboratory Technician 31.30
12160 - Medical Record Clerk 25.92
12190 - Medical Record Technician 28.99
12195 - Medical Transcriptionist 24.48
12210 - Nuclear Medicine Technologist 60.18
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 18.58
12236 - Optical Technician 24.48
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) 33.92
12320 - Substance Abuse Treatment Counselor 29.29

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.82
13012 - Exhibits Specialist II 25.78
13013 - Exhibits Specialist III 31.54
13041 - Illustrator I 20.82
13042 - Illustrator II 25.78
13043 - Illustrator III 31.54
13047 - Librarian 28.56
13050 - Library Aide/Clerk 15.00
13054 - Library Information Technology Systems Administrator 25.78
13058 - Library Technician 16.74
13061 - Media Specialist I 18.60
13062 - Media Specialist II 20.82
13063 - Media Specialist III 23.20
13071 - Photographer I 18.60
13072 - Photographer II 20.82
13073 - Photographer III 25.78
13074 - Photographer IV 31.54
13075 - Photographer V 38.16
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		31.61
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		25.99
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)		25.99
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		25.99
21410 - Warehouse Specialist		25.99
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		35.32
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		26.47
25070 - Stationary Engineer		42.21
25190 - Ventilation Equipment Tender		29.51
25210 - Water Treatment Plant Operator		26.47
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		18.37
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		20.55
28510 - Recreation Aide/Health Facility Attendant		15.00
28515 - Recreation Specialist		25.46
28630 - Sports Official		16.37
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		24.05
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		17.62
31310 - Taxi Driver		17.55
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		27.21
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		33.43
99831 - Surveying Aide		24.44
99832 - Surveying Technician		30.34
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 determination, if it is higher) for all hours spent performing on the cor
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))."""
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