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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.: 2015-4985 Revision No.: 29 Date Of Last Revision: 5/13/2026

State: Iowa

Area: Iowa Counties of Black Hawk, Bremer and Grundy

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		28.36
01035 - Court Reporter		21.49
01041 - Customer Service Representative I		15.90
01042 - Customer Service Representative II		17.36
01043 - Customer Service Representative III		19.48
01051 - Data Entry Operator I		18.59
01052 - Data Entry Operator II		21.07
01060 - Dispatcher, Motor Vehicle		22.06
01070 - Document Preparation Clerk		17.12

01090 - Duplicating Machine Operator	17.12
01111 - General Clerk I	16.65
01112 - General Clerk II	18.17
01113 - General Clerk III	20.39
01120 - Housing Referral Assistant	23.95
01141 - Messenger Courier	16.72
01191 - Order Clerk I	18.00
01192 - Order Clerk II	19.64
01261 - Personnel Assistant (Employment) I	19.28
01262 - Personnel Assistant (Employment) II	21.56
01263 - Personnel Assistant (Employment) III	24.03
01270 - Production Control Clerk	27.32
01290 - Rental Clerk	15.97
01300 - Scheduler, Maintenance	19.21
01311 - Secretary I	19.21
01312 - Secretary II	21.49
01313 - Secretary III	23.95
01320 - Service Order Dispatcher	19.71
01410 - Supply Technician	28.36
01420 - Survey Worker	18.45
01460 - Switchboard Operator/Receptionist	16.92
01531 - Travel Clerk I	17.12
01532 - Travel Clerk II	19.21
01533 - Travel Clerk III	21.49
01611 - Word Processor I	17.12
01612 - Word Processor II	19.21
01613 - Word Processor III	21.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.97
05010 - Automotive Electrician	22.10
05040 - Automotive Glass Installer	21.08
05070 - Automotive Worker	21.08
05110 - Mobile Equipment Servicer	18.57
05130 - Motor Equipment Metal Mechanic	23.04
05160 - Motor Equipment Metal Worker	21.08
05190 - Motor Vehicle Mechanic	23.04
05220 - Motor Vehicle Mechanic Helper	17.45
05250 - Motor Vehicle Upholstery Worker	19.77
05280 - Motor Vehicle Wrecker	21.08
05310 - Painter, Automotive	22.10
05340 - Radiator Repair Specialist	21.08
05370 - Tire Repairer	18.72
05400 - Transmission Repair Specialist	23.04
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.20
07041 - Cook I	16.54
07042 - Cook II	18.77
07070 - Dishwasher	12.39

07130 - Food Service Worker	14.67
07210 - Meat Cutter	17.04
07260 - Waiter/Waitress	12.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.74
09040 - Furniture Handler	15.71
09080 - Furniture Refinisher	22.26
09090 - Furniture Refinisher Helper	17.96
09110 - Furniture Repairer, Minor	20.34
09130 - Upholsterer	22.26
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.97
11060 - Elevator Operator	20.38
11090 - Gardener	21.84
11122 - Housekeeping Aide	20.38
11150 - Janitor	20.38
11210 - Laborer, Grounds Maintenance	17.96
11240 - Maid or Houseman	14.89
11260 - Pruner	16.70
11270 - Tractor Operator	20.52
11330 - Trail Maintenance Worker	17.96
11360 - Window Cleaner	21.92
12000 - Health Occupations	
12010 - Ambulance Driver	19.66
12011 - Breath Alcohol Technician	24.39
12012 - Certified Occupational Therapist Assistant	29.33
12015 - Certified Physical Therapist Assistant	29.36
12020 - Dental Assistant	22.50
12025 - Dental Hygienist	38.25
12030 - EKG Technician	31.89
12035 - Electroneurodiagnostic Technologist	31.89
12040 - Emergency Medical Technician	19.66
12071 - Licensed Practical Nurse I	21.80
12072 - Licensed Practical Nurse II	24.39
12073 - Licensed Practical Nurse III	27.18
12100 - Medical Assistant	21.56
12130 - Medical Laboratory Technician	25.49
12160 - Medical Record Clerk	20.26
12190 - Medical Record Technician	22.66
12195 - Medical Transcriptionist	21.44
12210 - Nuclear Medicine Technologist	53.59
12221 - Nursing Assistant I	13.32
12222 - Nursing Assistant II	14.99
12223 - Nursing Assistant III	16.35
12224 - Nursing Assistant IV	18.35
12235 - Optical Dispenser	19.10
12236 - Optical Technician	21.80

12250 - Pharmacy Technician		18.93
12280 - Phlebotomist		17.77
12305 - Radiologic Technologist		29.89
12311 - Registered Nurse I		27.39
12312 - Registered Nurse II		33.50
12313 - Registered Nurse II, Specialist		33.50
12314 - Registered Nurse III		40.53
12315 - Registered Nurse III, Anesthetist		40.53
12316 - Registered Nurse IV		48.60
12317 - Scheduler (Drug and Alcohol Testing)		30.21
12320 - Substance Abuse Treatment Counselor		31.99
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.21
13012 - Exhibits Specialist II		28.75
13013 - Exhibits Specialist III		35.16
13041 - Illustrator I		23.21
13042 - Illustrator II		28.75
13043 - Illustrator III		35.16
13047 - Librarian		31.84
13050 - Library Aide/Clerk		12.50
13054 - Library Information Technology Systems Administrator		28.75
13058 - Library Technician		23.95
13061 - Media Specialist I		20.75
13062 - Media Specialist II		23.21
13063 - Media Specialist III		25.87
13071 - Photographer I		20.75
13072 - Photographer II		23.21
13073 - Photographer III		28.75
13074 - Photographer IV		35.16
13075 - Photographer V		42.54
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		20.75
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.64
14042 - Computer Operator II		21.97
14043 - Computer Operator III		24.50
14044 - Computer Operator IV		27.22
14045 - Computer Operator V		30.14
14071 - Computer Programmer I	(see 1)	21.86
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		19.64
14160 - Personal Computer Support Technician		27.22

14170 - System Support Specialist	30.14
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.59
15020 - Aircrew Training Devices Instructor (Rated)	40.63
15030 - Air Crew Training Devices Instructor (Pilot)	48.70
15050 - Computer Based Training Specialist / Instructor	33.59
15060 - Educational Technologist	38.94
15070 - Flight Instructor (Pilot)	48.70
15080 - Graphic Artist	23.84
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.70
15086 - Maintenance Test Pilot, Rotary Wing	48.70
15088 - Non-Maintenance Test/Co-Pilot	48.70
15090 - Technical Instructor	19.48
15095 - Technical Instructor/Course Developer	23.82
15110 - Test Proctor	15.72
15120 - Tutor	15.72
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	18.46
16030 - Counter Attendant	18.46
16040 - Dry Cleaner	21.10
16070 - Finisher, Flatwork, Machine	18.46
16090 - Presser, Hand	18.46
16110 - Presser, Machine, Drycleaning	18.46
16130 - Presser, Machine, Shirts	18.46
16160 - Presser, Machine, Wearing Apparel, Laundry	18.46
16190 - Sewing Machine Operator	21.97
16220 - Tailor	22.85
16250 - Washer, Machine	19.34
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.73
19040 - Tool And Die Maker	29.74
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.49
21030 - Material Coordinator	27.32
21040 - Material Expediter	27.32
21050 - Material Handling Laborer	20.85
21071 - Order Filler	17.94
21080 - Production Line Worker (Food Processing)	22.49
21110 - Shipping Packer	21.11
21130 - Shipping/Receiving Clerk	21.11
21140 - Store Worker I	18.58
21150 - Stock Clerk	23.19
21210 - Tools And Parts Attendant	22.49

21410 - Warehouse Specialist	22.49

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	33.11
23019 - Aircraft Logs and Records Technician	27.27
23021 - Aircraft Mechanic I	31.78
23022 - Aircraft Mechanic II	33.11
23023 - Aircraft Mechanic III	34.09
23040 - Aircraft Mechanic Helper	24.07
23050 - Aircraft, Painter	30.49
23060 - Aircraft Servicer	27.27
23070 - Aircraft Survival Flight Equipment Technician	30.49
23080 - Aircraft Worker	29.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.08
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.78
23110 - Appliance Mechanic	30.49
23120 - Bicycle Repairer	25.62
23125 - Cable Splicer	45.00
23130 - Carpenter, Maintenance	25.40
23140 - Carpet Layer	29.08
23160 - Electrician, Maintenance	31.41
23181 - Electronics Technician Maintenance I	30.61
23182 - Electronics Technician Maintenance II	32.10
23183 - Electronics Technician Maintenance III	33.46
23260 - Fabric Worker	27.27
23290 - Fire Alarm System Mechanic	31.78
23310 - Fire Extinguisher Repairer	25.62
23311 - Fuel Distribution System Mechanic	31.78
23312 - Fuel Distribution System Operator	25.62
23370 - General Maintenance Worker	24.62
23380 - Ground Support Equipment Mechanic	31.78
23381 - Ground Support Equipment Servicer	27.27
23382 - Ground Support Equipment Worker	29.08
23391 - Gunsmith I	25.62
23392 - Gunsmith II	29.08
23393 - Gunsmith III	31.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.37
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.60
23430 - Heavy Equipment Mechanic	30.51
23440 - Heavy Equipment Operator	35.29
23460 - Instrument Mechanic	31.78
23465 - Laboratory/Shelter Mechanic	30.49
23470 - Laborer	20.85
23510 - Locksmith	30.49
23530 - Machinery Maintenance Mechanic	30.75

23550 - Machinist, Maintenance	25.83
23580 - Maintenance Trades Helper	19.97
23591 - Metrology Technician I	31.78
23592 - Metrology Technician II	33.11
23593 - Metrology Technician III	34.09
23640 - Millwright	31.78
23710 - Office Appliance Repairer	24.67
23760 - Painter, Maintenance	26.03
23790 - Pipefitter, Maintenance	30.28
23810 - Plumber, Maintenance	29.05
23820 - Pneudraulic Systems Mechanic	31.78
23850 - Rigger	31.78
23870 - Scale Mechanic	29.08
23890 - Sheet-Metal Worker, Maintenance	29.69
23910 - Small Engine Mechanic	29.08
23931 - Telecommunications Mechanic I	30.93
23932 - Telecommunications Mechanic II	32.23
23950 - Telephone Lineman	31.78
23960 - Welder, Combination, Maintenance	23.02
23965 - Well Driller	31.78
23970 - Woodcraft Worker	31.78
23980 - Woodworker	25.62
24000 - Personal Needs Occupations	
24550 - Case Manager	19.69
24570 - Child Care Attendant	12.69
24580 - Child Care Center Clerk	15.84
24610 - Chore Aide	16.65
24620 - Family Readiness And Support Services Coordinator	19.69
24630 - Homemaker	19.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.50
25040 - Sewage Plant Operator	30.22
25070 - Stationary Engineer	31.50
25190 - Ventilation Equipment Tender	23.86
25210 - Water Treatment Plant Operator	30.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.13
27007 - Baggage Inspector	17.64
27008 - Corrections Officer	24.79
27010 - Court Security Officer	27.25
27030 - Detection Dog Handler	19.73
27040 - Detention Officer	24.79
27070 - Firefighter	26.70
27101 - Guard I	17.64
27102 - Guard II	19.73
27131 - Police Officer I	36.42

27132 - Police Officer II			40.49
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.82
28042 - Carnival Equipment Repairer			15.77
28043 - Carnival Worker			12.05
28210 - Gate Attendant/Gate Tender			17.63
28310 - Lifeguard			12.11
28350 - Park Attendant (Aide)			19.72
28510 - Recreation Aide/Health Facility Attendant			14.40
28515 - Recreation Specialist			24.44
28630 - Sports Official			15.71
28690 - Swimming Pool Operator			17.90
29000 - Stevedoring/Longshoremen Occupational Services			
29010 - Blocker And Bracer			29.08
29020 - Hatch Tender			29.08
29030 - Line Handler			29.08
29041 - Stevedore I			27.27
29042 - Stevedore II			30.49
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			20.68
30022 - Archeological Technician II			23.14
30023 - Archeological Technician III			28.66
30030 - Cartographic Technician			28.66
30040 - Civil Engineering Technician			32.38
30051 - Cryogenic Technician I			30.77
30052 - Cryogenic Technician II			33.99
30061 - Drafter/CAD Operator I			20.68
30062 - Drafter/CAD Operator II			23.14
30063 - Drafter/CAD Operator III			25.79
30064 - Drafter/CAD Operator IV			31.75
30081 - Engineering Technician I			16.93
30082 - Engineering Technician II			19.00
30083 - Engineering Technician III			21.26
30084 - Engineering Technician IV			26.33
30085 - Engineering Technician V			32.20
30086 - Engineering Technician VI			38.96
30090 - Environmental Technician			28.66
30095 - Evidence Control Specialist			27.78
30210 - Laboratory Technician			25.79
30221 - Latent Fingerprint Technician I			30.77
30222 - Latent Fingerprint Technician II			33.99

30240 - Mathematical Technician			28.66
30361 - Paralegal/Legal Assistant I			23.93
30362 - Paralegal/Legal Assistant II			29.64
30363 - Paralegal/Legal Assistant III			36.25
30364 - Paralegal/Legal Assistant IV			43.86
30375 - Petroleum Supply Specialist			33.99
30390 - Photo-Optics Technician			28.66
30395 - Radiation Control Technician			33.99
30461 - Technical Writer I			27.14
30462 - Technical Writer II			33.21
30463 - Technical Writer III			40.18
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			31.75
30502 - Weather Forecaster II			38.61
30620 - Weather Observer, Combined Upper Air Or Surface Programs		(see 2)	25.79
30621 - Weather Observer, Senior		(see 2)	28.66
31000 - Transportation/Mobile Equipment Operation Occupations			
31010 - Airplane Pilot			35.43
31020 - Bus Aide			15.85
31030 - Bus Driver			20.52
31043 - Driver Courier			18.12
31260 - Parking and Lot Attendant			14.73
31290 - Shuttle Bus Driver			15.33
31310 - Taxi Driver			13.50
31361 - Truckdriver, Light			19.28
31362 - Truckdriver, Medium			20.52
31363 - Truckdriver, Heavy			25.40
31364 - Truckdriver, Tractor-Trailer			25.40
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			17.27
99030 - Cashier			14.07
99050 - Desk Clerk			14.14
99095 - Embalmer			30.11
99130 - Flight Follower			29.28
99251 - Laboratory Animal Caretaker I			22.12
99252 - Laboratory Animal Caretaker II			23.46
99260 - Marketing Analyst			30.29
99310 - Mortician			30.11
99410 - Pest Controller			28.02
99510 - Photofinishing Worker			15.39
99710 - Recycling Laborer			26.37
99711 - Recycling Specialist			30.15
99730 - Refuse Collector			24.52

99810 - Sales Clerk	14.39
99820 - School Crossing Guard	20.12
99830 - Survey Party Chief	28.18
99831 - Surveying Aide	14.10
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	22.66
99841 - Vending Machine Repairer	27.07
99842 - Vending Machine Repairer Helper	22.66

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. The applicable Executive Order minimum wage rate will be adjusted annually.
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, 4 weeks after 15 years, and 5 weeks after 25

years.
  Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage

determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt

employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance

Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of """"wash and wear"""" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the """"Service Contract Act Directory of Occupations"""", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the """"Service Contract Act Directory of Occupations"""" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."""