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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.: 2015-4979 Revision No.: 28 Date Of Last Revision: 5/13/2026

State: Iowa

Area: Iowa Counties of Dallas, Guthrie, Madison, Polk and Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.96
01012 - Accounting Clerk II		21.28
01013 - Accounting Clerk III		23.80
01020 - Administrative Assistant		30.94
01035 - Court Reporter		40.48
01041 - Customer Service Representative I		18.93
01042 - Customer Service Representative II		20.66
01043 - Customer Service Representative III		23.19
01051 - Data Entry Operator I		18.58
01052 - Data Entry Operator II		20.28
01060 - Dispatcher, Motor Vehicle		24.31

01070 - Document Preparation Clerk	20.69
01090 - Duplicating Machine Operator	20.69
01111 - General Clerk I	17.41
01112 - General Clerk II	18.99
01113 - General Clerk III	21.32
01120 - Housing Referral Assistant	24.49
01141 - Messenger Courier	19.22
01191 - Order Clerk I	18.52
01192 - Order Clerk II	20.39
01261 - Personnel Assistant (Employment) I	18.81
01262 - Personnel Assistant (Employment) II	21.05
01263 - Personnel Assistant (Employment) III	23.47
01270 - Production Control Clerk	27.79
01290 - Rental Clerk	16.18
01300 - Scheduler, Maintenance	19.63
01311 - Secretary I	19.63
01312 - Secretary II	21.97
01313 - Secretary III	24.49
01320 - Service Order Dispatcher	21.73
01410 - Supply Technician	30.94
01420 - Survey Worker	19.39
01460 - Switchboard Operator/Receptionist	17.61
01531 - Travel Clerk I	18.67
01532 - Travel Clerk II	20.11
01533 - Travel Clerk III	22.49
01611 - Word Processor I	17.79
01612 - Word Processor II	19.98
01613 - Word Processor III	22.34
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.31
05010 - Automotive Electrician	22.53
05040 - Automotive Glass Installer	21.15
05070 - Automotive Worker	21.15
05110 - Mobile Equipment Servicer	18.49
05130 - Motor Equipment Metal Mechanic	23.90
05160 - Motor Equipment Metal Worker	21.15
05190 - Motor Vehicle Mechanic	23.90
05220 - Motor Vehicle Mechanic Helper	17.33
05250 - Motor Vehicle Upholstery Worker	19.81
05280 - Motor Vehicle Wrecker	21.15
05310 - Painter, Automotive	22.53
05340 - Radiator Repair Specialist	21.15
05370 - Tire Repairer	18.91
05400 - Transmission Repair Specialist	23.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.73
07041 - Cook I	17.00
07042 - Cook II	19.45

07070 - Dishwasher	14.81
07130 - Food Service Worker	14.83
07210 - Meat Cutter	17.05
07260 - Waiter/Waitress	13.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.07
09040 - Furniture Handler	14.77
09080 - Furniture Refinisher	22.07
09090 - Furniture Refinisher Helper	16.80
09110 - Furniture Repairer, Minor	19.41
09130 - Upholsterer	22.07
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.39
11060 - Elevator Operator	16.90
11090 - Gardener	23.84
11122 - Housekeeping Aide	16.90
11150 - Janitor	16.90
11210 - Laborer, Grounds Maintenance	18.78
11240 - Maid or Houseman	15.49
11260 - Pruner	17.08
11270 - Tractor Operator	22.11
11330 - Trail Maintenance Worker	18.78
11360 - Window Cleaner	18.58
12000 - Health Occupations	
12010 - Ambulance Driver	19.73
12011 - Breath Alcohol Technician	26.37
12012 - Certified Occupational Therapist Assistant	30.67
12015 - Certified Physical Therapist Assistant	30.27
12020 - Dental Assistant	25.81
12025 - Dental Hygienist	43.67
12030 - EKG Technician	27.08
12035 - Electroneurodiagnostic Technologist	27.08
12040 - Emergency Medical Technician	19.73
12071 - Licensed Practical Nurse I	23.58
12072 - Licensed Practical Nurse II	26.37
12073 - Licensed Practical Nurse III	29.39
12100 - Medical Assistant	22.25
12130 - Medical Laboratory Technician	24.32
12160 - Medical Record Clerk	22.51
12190 - Medical Record Technician	25.18
12195 - Medical Transcriptionist	22.15
12210 - Nuclear Medicine Technologist	48.23
12221 - Nursing Assistant I	13.88
12222 - Nursing Assistant II	15.62
12223 - Nursing Assistant III	17.04
12224 - Nursing Assistant IV	19.13
12235 - Optical Dispenser	20.88

12236 - Optical Technician		21.58
12250 - Pharmacy Technician		20.97
12280 - Phlebotomist		18.85
12305 - Radiologic Technologist		31.17
12311 - Registered Nurse I		25.66
12312 - Registered Nurse II		31.38
12313 - Registered Nurse II, Specialist		31.38
12314 - Registered Nurse III		37.97
12315 - Registered Nurse III, Anesthetist		37.97
12316 - Registered Nurse IV		45.52
12317 - Scheduler (Drug and Alcohol Testing)		32.66
12320 - Substance Abuse Treatment Counselor		29.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.39
13012 - Exhibits Specialist II		31.45
13013 - Exhibits Specialist III		38.46
13041 - Illustrator I		25.39
13042 - Illustrator II		31.45
13043 - Illustrator III		38.46
13047 - Librarian		34.83
13050 - Library Aide/Clerk		14.53
13054 - Library Information Technology Systems Administrator		31.45
13058 - Library Technician		21.43
13061 - Media Specialist I		22.70
13062 - Media Specialist II		25.39
13063 - Media Specialist III		28.29
13071 - Photographer I		17.55
13072 - Photographer II		19.63
13073 - Photographer III		24.32
13074 - Photographer IV		29.75
13075 - Photographer V		36.00
13090 - Technical Order Library Clerk		18.24
13110 - Video Teleconference Technician		27.15
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.89
14042 - Computer Operator II		22.25
14043 - Computer Operator III		24.81
14044 - Computer Operator IV		27.57
14045 - Computer Operator V		30.53
14071 - Computer Programmer I	(see 1)	24.49
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		19.89

14160 - Personal Computer Support Technician	27.57
14170 - System Support Specialist	30.53
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.59
15020 - Aircrew Training Devices Instructor (Rated)	40.64
15030 - Air Crew Training Devices Instructor (Pilot)	48.71
15050 - Computer Based Training Specialist / Instructor	33.59
15060 - Educational Technologist	40.83
15070 - Flight Instructor (Pilot)	48.71
15080 - Graphic Artist	25.04
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.71
15086 - Maintenance Test Pilot, Rotary Wing	48.71
15088 - Non-Maintenance Test/Co-Pilot	48.71
15090 - Technical Instructor	30.08
15095 - Technical Instructor/Course Developer	36.79
15110 - Test Proctor	24.29
15120 - Tutor	24.29
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	14.29
16030 - Counter Attendant	14.29
16040 - Dry Cleaner	16.32
16070 - Finisher, Flatwork, Machine	14.29
16090 - Presser, Hand	14.29
16110 - Presser, Machine, Drycleaning	14.29
16130 - Presser, Machine, Shirts	14.29
16160 - Presser, Machine, Wearing Apparel, Laundry	14.29
16190 - Sewing Machine Operator	17.01
16220 - Tailor	17.68
16250 - Washer, Machine	14.97
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.21
19040 - Tool And Die Maker	30.90
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.55
21030 - Material Coordinator	27.79
21040 - Material Expediter	27.79
21050 - Material Handling Laborer	21.41
21071 - Order Filler	17.95
21080 - Production Line Worker (Food Processing)	24.55
21110 - Shipping Packer	22.76
21130 - Shipping/Receiving Clerk	22.76
21140 - Store Worker I	15.46
21150 - Stock Clerk	20.57

21210 - Tools And Parts Attendant	24.55
21410 - Warehouse Specialist	24.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.69
23019 - Aircraft Logs and Records Technician	27.20
23021 - Aircraft Mechanic I	32.81
23022 - Aircraft Mechanic II	34.69
23023 - Aircraft Mechanic III	36.55
23040 - Aircraft Mechanic Helper	23.54
23050 - Aircraft, Painter	30.93
23060 - Aircraft Servicer	27.20
23070 - Aircraft Survival Flight Equipment Technician	30.93
23080 - Aircraft Worker	29.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.03
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.81
23110 - Appliance Mechanic	24.75
23120 - Bicycle Repairer	21.45
23125 - Cable Splicer	49.52
23130 - Carpenter, Maintenance	26.65
23140 - Carpet Layer	28.35
23160 - Electrician, Maintenance	32.47
23181 - Electronics Technician Maintenance I	29.98
23182 - Electronics Technician Maintenance II	31.94
23183 - Electronics Technician Maintenance III	33.88
23260 - Fabric Worker	26.56
23290 - Fire Alarm System Mechanic	29.44
23310 - Fire Extinguisher Repairer	24.78
23311 - Fuel Distribution System Mechanic	40.81
23312 - Fuel Distribution System Operator	31.57
23370 - General Maintenance Worker	24.80
23380 - Ground Support Equipment Mechanic	32.81
23381 - Ground Support Equipment Servicer	27.20
23382 - Ground Support Equipment Worker	29.03
23391 - Gunsmith I	24.78
23392 - Gunsmith II	28.35
23393 - Gunsmith III	32.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.63
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.33
23430 - Heavy Equipment Mechanic	31.23
23440 - Heavy Equipment Operator	30.56
23460 - Instrument Mechanic	32.04
23465 - Laboratory/Shelter Mechanic	30.20
23470 - Laborer	21.41
23510 - Locksmith	30.20

23530 - Machinery Maintenance Mechanic	31.66
23550 - Machinist, Maintenance	26.96
23580 - Maintenance Trades Helper	19.35
23591 - Metrology Technician I	32.04
23592 - Metrology Technician II	33.88
23593 - Metrology Technician III	35.68
23640 - Millwright	32.04
23710 - Office Appliance Repairer	24.90
23760 - Painter, Maintenance	24.29
23790 - Pipefitter, Maintenance	34.31
23810 - Plumber, Maintenance	32.34
23820 - Pneudraulic Systems Mechanic	32.04
23850 - Rigger	32.04
23870 - Scale Mechanic	28.35
23890 - Sheet-Metal Worker, Maintenance	31.21
23910 - Small Engine Mechanic	24.12
23931 - Telecommunications Mechanic I	30.22
23932 - Telecommunications Mechanic II	31.96
23950 - Telephone Lineman	31.08
23960 - Welder, Combination, Maintenance	24.50
23965 - Well Driller	28.22
23970 - Woodcraft Worker	32.04
23980 - Woodworker	24.78
24000 - Personal Needs Occupations	
24550 - Case Manager	20.10
24570 - Child Care Attendant	14.69
24580 - Child Care Center Clerk	18.31
24610 - Chore Aide	17.06
24620 - Family Readiness And Support Services Coordinator	20.10
24630 - Homemaker	20.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.00
25040 - Sewage Plant Operator	32.05
25070 - Stationary Engineer	34.00
25190 - Ventilation Equipment Tender	24.39
25210 - Water Treatment Plant Operator	32.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.19
27007 - Baggage Inspector	17.99
27008 - Corrections Officer	27.21
27010 - Court Security Officer	26.01
27030 - Detection Dog Handler	20.12
27040 - Detention Officer	27.21
27070 - Firefighter	24.80
27101 - Guard I	17.99
27102 - Guard II	20.12

27131 - Police Officer I		36.95
27132 - Police Officer II		41.07
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.01
28042 - Carnival Equipment Repairer		18.34
28043 - Carnival Worker		13.14
28210 - Gate Attendant/Gate Tender		19.55
28310 - Lifeguard		12.75
28350 - Park Attendant (Aide)		21.86
28510 - Recreation Aide/Health Facility Attendant		15.95
28515 - Recreation Specialist		27.09
28630 - Sports Official		17.40
28690 - Swimming Pool Operator		20.98
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.59
29020 - Hatch Tender		30.59
29030 - Line Handler		30.59
29041 - Stevedore I		28.66
29042 - Stevedore II		32.59
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.45
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.03
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.27
30021 - Archeological Technician I		20.24
30022 - Archeological Technician II		22.64
30023 - Archeological Technician III		28.04
30030 - Cartographic Technician		28.04
30040 - Civil Engineering Technician		31.67
30051 - Cryogenic Technician I		31.06
30052 - Cryogenic Technician II		34.30
30061 - Drafter/CAD Operator I		20.24
30062 - Drafter/CAD Operator II		22.64
30063 - Drafter/CAD Operator III		25.23
30064 - Drafter/CAD Operator IV		31.06
30081 - Engineering Technician I		17.73
30082 - Engineering Technician II		19.90
30083 - Engineering Technician III		22.26
30084 - Engineering Technician IV		27.57
30085 - Engineering Technician V		33.72
30086 - Engineering Technician VI		40.80
30090 - Environmental Technician		29.33
30095 - Evidence Control Specialist		28.04
30210 - Laboratory Technician		23.97
30221 - Latent Fingerprint Technician I		30.67

30222 - Latent Fingerprint Technician II		33.87
30240 - Mathematical Technician		28.42
30361 - Paralegal/Legal Assistant I		22.51
30362 - Paralegal/Legal Assistant II		27.89
30363 - Paralegal/Legal Assistant III		34.11
30364 - Paralegal/Legal Assistant IV		41.26
30375 - Petroleum Supply Specialist		34.30
30390 - Photo-Optics Technician		28.04
30395 - Radiation Control Technician		34.30
30461 - Technical Writer I		26.98
30462 - Technical Writer II		33.01
30463 - Technical Writer III		39.94
30491 - Unexploded Ordnance (UXO) Technician I		29.52
30492 - Unexploded Ordnance (UXO) Technician II		35.72
30493 - Unexploded Ordnance (UXO) Technician III		42.81
30494 - Unexploded (UXO) Safety Escort		29.52
30495 - Unexploded (UXO) Sweep Personnel		29.52
30501 - Weather Forecaster I		31.06
30502 - Weather Forecaster II		37.78
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.23
30621 - Weather Observer, Senior	(see 2)	28.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.72
31020 - Bus Aide		16.41
31030 - Bus Driver		22.32
31043 - Driver Courier		20.44
31260 - Parking and Lot Attendant		14.40
31290 - Shuttle Bus Driver		17.37
31310 - Taxi Driver		14.95
31361 - Truckdriver, Light		22.04
31362 - Truckdriver, Medium		23.62
31363 - Truckdriver, Heavy		28.31
31364 - Truckdriver, Tractor-Trailer		28.31
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.41
99030 - Cashier		14.32
99050 - Desk Clerk		14.79
99095 - Embalmer		33.21
99130 - Flight Follower		29.52
99251 - Laboratory Animal Caretaker I		16.00
99252 - Laboratory Animal Caretaker II		17.25
99260 - Marketing Analyst		36.21
99310 - Mortician		33.21
99410 - Pest Controller		22.65
99510 - Photofinishing Worker		15.51
99710 - Recycling Laborer		28.52
99711 - Recycling Specialist		33.58

99730 - Refuse Collector	25.94
99810 - Sales Clerk	15.08
99820 - School Crossing Guard	20.23
99830 - Survey Party Chief	35.09
99831 - Surveying Aide	18.79
99832 - Surveying Technician	26.52
99840 - Vending Machine Attendant	17.52
99841 - Vending Machine Repairer	21.32
99842 - Vending Machine Repairer Helper	17.52

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, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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))."""