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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.: 2015-4991 Revision No.: 30 Date Of Last Revision: 5/13/2026

State: Iowa

Area: Iowa Counties of Calhoun, Emmet, Hamilton, Hancock,
Humboldt, Kossuth, Palo Alto,
Pocahontas, Webster, Winnebago and
Wright

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.62
01012 - Accounting Clerk II		19.78
01013 - Accounting Clerk III		22.12
01020 - Administrative Assistant		25.20
01035 - Court Reporter		21.59
01041 - Customer Service Representative I		16.67
01042 - Customer Service Representative II		18.18
01043 - Customer Service Representative III		20.41
01051 - Data Entry Operator I		18.40

01052	- Data Entry Operator II	20.08
01060	- Dispatcher, Motor Vehicle	26.78
01070	- Document Preparation Clerk	17.19
01090	- Duplicating Machine Operator	17.19
01111	- General Clerk I	15.57
01112	- General Clerk II	16.99
01113	- General Clerk III	19.07
01120	- Housing Referral Assistant	24.06
01141	- Messenger Courier	14.67
01191	- Order Clerk I	18.33
01192	- Order Clerk II	20.39
01261	- Personnel Assistant (Employment) I	17.68
01262	- Personnel Assistant (Employment) II	19.77
01263	- Personnel Assistant (Employment) III	22.04
01270	- Production Control Clerk	25.87
01290	- Rental Clerk	16.31
01300	- Scheduler, Maintenance	19.30
01311	- Secretary I	19.30
01312	- Secretary II	21.59
01313	- Secretary III	24.06
01320	- Service Order Dispatcher	23.94
01410	- Supply Technician	25.20
01420	- Survey Worker	18.06
01460	- Switchboard Operator/Receptionist	17.61
01531	- Travel Clerk I	17.05
01532	- Travel Clerk II	17.91
01533	- Travel Clerk III	20.98
01611	- Word Processor I	17.19
01612	- Word Processor II	19.30
01613	- Word Processor III	21.59
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	23.85
05010	- Automotive Electrician	21.48
05040	- Automotive Glass Installer	20.28
05070	- Automotive Worker	20.28
05110	- Mobile Equipment Servicer	18.10
05130	- Motor Equipment Metal Mechanic	22.63
05160	- Motor Equipment Metal Worker	20.28
05190	- Motor Vehicle Mechanic	22.63
05220	- Motor Vehicle Mechanic Helper	17.33
05250	- Motor Vehicle Upholstery Worker	19.04
05280	- Motor Vehicle Wrecker	20.28
05310	- Painter, Automotive	21.48
05340	- Radiator Repair Specialist	20.28
05370	- Tire Repairer	18.48
05400	- Transmission Repair Specialist	22.63
07000	- Food Preparation And Service Occupations	
07010	- Baker	15.81

07041 - Cook I	16.30
07042 - Cook II	18.53
07070 - Dishwasher	11.19
07130 - Food Service Worker	13.50
07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	10.48
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.55
09040 - Furniture Handler	16.88
09080 - Furniture Refinisher	25.47
09090 - Furniture Refinisher Helper	19.72
09110 - Furniture Repairer, Minor	22.58
09130 - Upholsterer	23.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.67
11060 - Elevator Operator	17.41
11090 - Gardener	21.35
11122 - Housekeeping Aide	17.41
11150 - Janitor	17.41
11210 - Laborer, Grounds Maintenance	17.04
11240 - Maid or Houseman	14.51
11260 - Pruner	15.54
11270 - Tractor Operator	19.91
11330 - Trail Maintenance Worker	17.04
11360 - Window Cleaner	19.09
12000 - Health Occupations	
12010 - Ambulance Driver	18.50
12011 - Breath Alcohol Technician	24.60
12012 - Certified Occupational Therapist Assistant	30.69
12015 - Certified Physical Therapist Assistant	29.12
12020 - Dental Assistant	22.55
12025 - Dental Hygienist	38.79
12030 - EKG Technician	37.29
12035 - Electroneurodiagnostic Technologist	37.29
12040 - Emergency Medical Technician	18.50
12071 - Licensed Practical Nurse I	21.99
12072 - Licensed Practical Nurse II	24.60
12073 - Licensed Practical Nurse III	27.43
12100 - Medical Assistant	18.62
12130 - Medical Laboratory Technician	29.27
12160 - Medical Record Clerk	20.22
12190 - Medical Record Technician	22.62
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	54.07
12221 - Nursing Assistant I	13.26
12222 - Nursing Assistant II	14.92
12223 - Nursing Assistant III	16.29

12224 - Nursing Assistant IV		18.28
12235 - Optical Dispenser		18.69
12236 - Optical Technician		21.99
12250 - Pharmacy Technician		19.73
12280 - Phlebotomist		19.99
12305 - Radiologic Technologist		31.16
12311 - Registered Nurse I		26.90
12312 - Registered Nurse II		32.91
12313 - Registered Nurse II, Specialist		32.91
12314 - Registered Nurse III		39.81
12315 - Registered Nurse III, Anesthetist		39.81
12316 - Registered Nurse IV		47.72
12317 - Scheduler (Drug and Alcohol Testing)		30.48
12320 - Substance Abuse Treatment Counselor		25.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.57
13012 - Exhibits Specialist II		21.77
13013 - Exhibits Specialist III		26.63
13041 - Illustrator I		17.57
13042 - Illustrator II		21.77
13043 - Illustrator III		26.63
13047 - Librarian		24.10
13050 - Library Aide/Clerk		13.44
13054 - Library Information Technology Systems Administrator		21.77
13058 - Library Technician		17.26
13061 - Media Specialist I		14.39
13062 - Media Specialist II		16.12
13063 - Media Specialist III		18.05
13071 - Photographer I		15.38
13072 - Photographer II		17.57
13073 - Photographer III		21.76
13074 - Photographer IV		26.74
13075 - Photographer V		32.21
13090 - Technical Order Library Clerk		17.24
13110 - Video Teleconference Technician		18.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.63
14042 - Computer Operator II		19.72
14043 - Computer Operator III		21.99
14044 - Computer Operator IV		24.43
14045 - Computer Operator V		27.06
14071 - Computer Programmer I	(see 1)	22.64
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		17.63
14160 - Personal Computer Support Technician		24.56
14170 - System Support Specialist		27.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.62
15020 - Aircrew Training Devices Instructor (Rated)		40.68
15030 - Air Crew Training Devices Instructor (Pilot)		48.77
15050 - Computer Based Training Specialist / Instructor		33.62
15060 - Educational Technologist		35.03
15070 - Flight Instructor (Pilot)		48.77
15080 - Graphic Artist		22.58
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.77
15086 - Maintenance Test Pilot, Rotary Wing		48.77
15088 - Non-Maintenance Test/Co-Pilot		48.77
15090 - Technical Instructor		21.97
15095 - Technical Instructor/Course Developer		26.86
15110 - Test Proctor		17.73
15120 - Tutor		17.73
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.44
16030 - Counter Attendant		14.44
16040 - Dry Cleaner		16.52
16070 - Finisher, Flatwork, Machine		14.44
16090 - Presser, Hand		14.44
16110 - Presser, Machine, Drycleaning		14.44
16130 - Presser, Machine, Shirts		14.44
16160 - Presser, Machine, Wearing Apparel, Laundry		14.44
16190 - Sewing Machine Operator		17.22
16220 - Tailor		17.91
16250 - Washer, Machine		15.14
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.20
19040 - Tool And Die Maker		30.30
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.58
21030 - Material Coordinator		25.87
21040 - Material Expediter		25.87
21050 - Material Handling Laborer		20.47
21071 - Order Filler		17.56
21080 - Production Line Worker (Food Processing)		22.58
21110 - Shipping Packer		22.70
21130 - Shipping/Receiving Clerk		22.70

21140 - Store Worker I	15.06
21150 - Stock Clerk	19.76
21210 - Tools And Parts Attendant	22.58
21410 - Warehouse Specialist	22.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.64
23019 - Aircraft Logs and Records Technician	27.84
23021 - Aircraft Mechanic I	33.70
23022 - Aircraft Mechanic II	35.64
23023 - Aircraft Mechanic III	37.54
23040 - Aircraft Mechanic Helper	25.33
23050 - Aircraft, Painter	30.82
23060 - Aircraft Servicer	27.84
23070 - Aircraft Survival Flight Equipment Technician	30.82
23080 - Aircraft Worker	29.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.03
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.70
23110 - Appliance Mechanic	25.49
23120 - Bicycle Repairer	23.71
23125 - Cable Splicer	39.29
23130 - Carpenter, Maintenance	23.04
23140 - Carpet Layer	26.95
23160 - Electrician, Maintenance	29.30
23181 - Electronics Technician Maintenance I	31.97
23182 - Electronics Technician Maintenance II	33.86
23183 - Electronics Technician Maintenance III	35.67
23260 - Fabric Worker	25.31
23290 - Fire Alarm System Mechanic	30.08
23310 - Fire Extinguisher Repairer	23.71
23311 - Fuel Distribution System Mechanic	41.45
23312 - Fuel Distribution System Operator	32.64
23370 - General Maintenance Worker	24.68
23380 - Ground Support Equipment Mechanic	33.70
23381 - Ground Support Equipment Servicer	27.84
23382 - Ground Support Equipment Worker	29.03
23391 - Gunsmith I	23.71
23392 - Gunsmith II	26.95
23393 - Gunsmith III	30.08
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.37
23430 - Heavy Equipment Mechanic	30.00
23440 - Heavy Equipment Operator	26.05
23460 - Instrument Mechanic	30.08
23465 - Laboratory/Shelter Mechanic	28.55

23470 - Laborer	20.47
23510 - Locksmith	28.55
23530 - Machinery Maintenance Mechanic	31.30
23550 - Machinist, Maintenance	24.63
23580 - Maintenance Trades Helper	18.25
23591 - Metrology Technician I	30.08
23592 - Metrology Technician II	31.64
23593 - Metrology Technician III	33.08
23640 - Millwright	29.38
23710 - Office Appliance Repairer	28.55
23760 - Painter, Maintenance	22.22
23790 - Pipefitter, Maintenance	29.23
23810 - Plumber, Maintenance	27.75
23820 - Pneudraulic Systems Mechanic	30.08
23850 - Rigger	30.08
23870 - Scale Mechanic	26.95
23890 - Sheet-Metal Worker, Maintenance	24.22
23910 - Small Engine Mechanic	22.78
23931 - Telecommunications Mechanic I	29.50
23932 - Telecommunications Mechanic II	31.03
23950 - Telephone Lineman	30.14
23960 - Welder, Combination, Maintenance	22.80
23965 - Well Driller	30.08
23970 - Woodcraft Worker	30.08
23980 - Woodworker	23.71
24000 - Personal Needs Occupations	
24550 - Case Manager	19.40
24570 - Child Care Attendant	10.76
24580 - Child Care Center Clerk	13.41
24610 - Chore Aide	16.58
24620 - Family Readiness And Support Services Coordinator	19.40
24630 - Homemaker	19.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.55
25040 - Sewage Plant Operator	27.10
25070 - Stationary Engineer	28.55
25190 - Ventilation Equipment Tender	20.99
25210 - Water Treatment Plant Operator	27.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.88
27007 - Baggage Inspector	17.41
27008 - Corrections Officer	24.10
27010 - Court Security Officer	20.95
27030 - Detection Dog Handler	19.47
27040 - Detention Officer	24.10
27070 - Firefighter	19.70

27101 - Guard I			17.41
27102 - Guard II			19.47
27131 - Police Officer I			30.52
27132 - Police Officer II			33.92
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.89
28042 - Carnival Equipment Repairer			15.96
28043 - Carnival Worker			11.62
28210 - Gate Attendant/Gate Tender			21.33
28310 - Lifeguard			12.10
28350 - Park Attendant (Aide)			23.85
28510 - Recreation Aide/Health Facility Attendant			17.41
28515 - Recreation Specialist			29.55
28630 - Sports Official			19.00
28690 - Swimming Pool Operator			18.15
29000 - Stevedoring/Longshoremen Occupational Services			
29010 - Blocker And Bracer			27.93
29020 - Hatch Tender			27.93
29030 - Line Handler			27.93
29041 - Stevedore I			26.23
29042 - Stevedore II			29.59
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			21.63
30022 - Archeological Technician II			24.19
30023 - Archeological Technician III			29.96
30030 - Cartographic Technician			29.96
30040 - Civil Engineering Technician			29.82
30051 - Cryogenic Technician I			33.19
30052 - Cryogenic Technician II			36.66
30061 - Drafter/CAD Operator I			21.63
30062 - Drafter/CAD Operator II			24.19
30063 - Drafter/CAD Operator III			26.97
30064 - Drafter/CAD Operator IV			33.19
30081 - Engineering Technician I			18.29
30082 - Engineering Technician II			20.53
30083 - Engineering Technician III			22.96
30084 - Engineering Technician IV			28.44
30085 - Engineering Technician V			34.78
30086 - Engineering Technician VI			42.08
30090 - Environmental Technician			29.96
30095 - Evidence Control Specialist			29.96

30210 - Laboratory Technician		25.10
30221 - Latent Fingerprint Technician I		33.19
30222 - Latent Fingerprint Technician II		36.66
30240 - Mathematical Technician		29.96
30361 - Paralegal/Legal Assistant I		21.19
30362 - Paralegal/Legal Assistant II		26.25
30363 - Paralegal/Legal Assistant III		32.11
30364 - Paralegal/Legal Assistant IV		38.84
30375 - Petroleum Supply Specialist		36.66
30390 - Photo-Optics Technician		29.96
30395 - Radiation Control Technician		36.66
30461 - Technical Writer I		29.96
30462 - Technical Writer II		36.66
30463 - Technical Writer III		44.35
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		33.19
30502 - Weather Forecaster II		40.37
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.97
30621 - Weather Observer, Senior	(see 2)	29.96
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.72
31020 - Bus Aide		13.10
31030 - Bus Driver		17.54
31043 - Driver Courier		17.87
31260 - Parking and Lot Attendant		15.48
31290 - Shuttle Bus Driver		16.34
31310 - Taxi Driver		12.01
31361 - Truckdriver, Light		19.16
31362 - Truckdriver, Medium		20.45
31363 - Truckdriver, Heavy		24.00
31364 - Truckdriver, Tractor-Trailer		24.00
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.41
99030 - Cashier		13.51
99050 - Desk Clerk		14.06
99095 - Embalmer		33.75
99130 - Flight Follower		29.52
99251 - Laboratory Animal Caretaker I		17.78
99252 - Laboratory Animal Caretaker II		18.88
99260 - Marketing Analyst		28.76
99310 - Mortician		33.75
99410 - Pest Controller		24.36
99510 - Photofinishing Worker		15.51

99710 - Recycling Laborer	24.80
99711 - Recycling Specialist	28.97
99730 - Refuse Collector	22.61
99810 - Sales Clerk	14.00
99820 - School Crossing Guard	16.61
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	21.28
99841 - Vending Machine Repairer	25.94
99842 - Vending Machine Repairer Helper	21.28

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))."""