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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.: 2015-4999 Revision No.: 30 Date Of Last Revision: 5/13/2026

State: Iowa

Area: Iowa Counties of Des Moines, Henry, Lee, Louisa and Muscatine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.40
01012 - Accounting Clerk II		19.53
01013 - Accounting Clerk III		21.84
01020 - Administrative Assistant		26.33
01035 - Court Reporter		30.80
01041 - Customer Service Representative I		15.40
01042 - Customer Service Representative II		16.80
01043 - Customer Service Representative III		18.86
01051 - Data Entry Operator I		17.09
01052 - Data Entry Operator II		18.65
01060 - Dispatcher, Motor Vehicle		25.00
01070 - Document Preparation Clerk		16.71

01090 - Duplicating Machine Operator	16.71
01111 - General Clerk I	15.43
01112 - General Clerk II	16.84
01113 - General Clerk III	18.90
01120 - Housing Referral Assistant	23.39
01141 - Messenger Courier	16.42
01191 - Order Clerk I	18.94
01192 - Order Clerk II	20.66
01261 - Personnel Assistant (Employment) I	18.60
01262 - Personnel Assistant (Employment) II	20.81
01263 - Personnel Assistant (Employment) III	23.19
01270 - Production Control Clerk	27.32
01290 - Rental Clerk	15.59
01300 - Scheduler, Maintenance	18.76
01311 - Secretary I	18.76
01312 - Secretary II	20.98
01313 - Secretary III	23.39
01320 - Service Order Dispatcher	22.36
01410 - Supply Technician	26.33
01420 - Survey Worker	18.35
01460 - Switchboard Operator/Receptionist	16.36
01531 - Travel Clerk I	16.71
01532 - Travel Clerk II	18.76
01533 - Travel Clerk III	20.98
01611 - Word Processor I	16.71
01612 - Word Processor II	18.76
01613 - Word Processor III	20.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.23
05010 - Automotive Electrician	21.63
05040 - Automotive Glass Installer	20.60
05070 - Automotive Worker	20.60
05110 - Mobile Equipment Servicer	18.41
05130 - Motor Equipment Metal Mechanic	22.64
05160 - Motor Equipment Metal Worker	20.60
05190 - Motor Vehicle Mechanic	22.64
05220 - Motor Vehicle Mechanic Helper	17.44
05250 - Motor Vehicle Upholstery Worker	19.47
05280 - Motor Vehicle Wrecker	20.60
05310 - Painter, Automotive	21.63
05340 - Radiator Repair Specialist	20.60
05370 - Tire Repairer	18.34
05400 - Transmission Repair Specialist	22.51
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.54
07041 - Cook I	15.02
07042 - Cook II	16.80
07070 - Dishwasher	10.74

07130 - Food Service Worker	13.77
07210 - Meat Cutter	18.04
07260 - Waiter/Waitress	11.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.25
09040 - Furniture Handler	18.17
09080 - Furniture Refinisher	25.25
09090 - Furniture Refinisher Helper	20.36
09110 - Furniture Repairer, Minor	22.73
09130 - Upholsterer	25.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.65
11060 - Elevator Operator	18.14
11090 - Gardener	20.61
11122 - Housekeeping Aide	18.14
11150 - Janitor	18.14
11210 - Laborer, Grounds Maintenance	17.42
11240 - Maid or Houseman	14.11
11260 - Pruner	16.36
11270 - Tractor Operator	19.52
11330 - Trail Maintenance Worker	17.42
11360 - Window Cleaner	19.31
12000 - Health Occupations	
12010 - Ambulance Driver	19.41
12011 - Breath Alcohol Technician	24.30
12012 - Certified Occupational Therapist Assistant	30.34
12015 - Certified Physical Therapist Assistant	29.19
12020 - Dental Assistant	21.96
12025 - Dental Hygienist	40.23
12030 - EKG Technician	35.70
12035 - Electroneurodiagnostic Technologist	35.70
12040 - Emergency Medical Technician	19.41
12071 - Licensed Practical Nurse I	21.71
12072 - Licensed Practical Nurse II	24.30
12073 - Licensed Practical Nurse III	27.09
12100 - Medical Assistant	18.62
12130 - Medical Laboratory Technician	28.81
12160 - Medical Record Clerk	20.22
12190 - Medical Record Technician	22.62
12195 - Medical Transcriptionist	21.71
12210 - Nuclear Medicine Technologist	53.39
12221 - Nursing Assistant I	13.20
12222 - Nursing Assistant II	14.85
12223 - Nursing Assistant III	16.21
12224 - Nursing Assistant IV	18.19
12235 - Optical Dispenser	18.26
12236 - Optical Technician	21.71

12250 - Pharmacy Technician		19.18
12280 - Phlebotomist		17.73
12305 - Radiologic Technologist		30.30
12311 - Registered Nurse I		26.72
12312 - Registered Nurse II		32.69
12313 - Registered Nurse II, Specialist		32.69
12314 - Registered Nurse III		39.55
12315 - Registered Nurse III, Anesthetist		39.55
12316 - Registered Nurse IV		47.40
12317 - Scheduler (Drug and Alcohol Testing)		30.11
12320 - Substance Abuse Treatment Counselor		30.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.48
13012 - Exhibits Specialist II		23.58
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		18.21
13042 - Illustrator II		22.91
13043 - Illustrator III		27.60
13047 - Librarian		24.98
13050 - Library Aide/Clerk		12.90
13054 - Library Information Technology Systems Administrator		22.56
13058 - Library Technician		16.78
13061 - Media Specialist I		16.28
13062 - Media Specialist II		18.21
13063 - Media Specialist III		20.31
13071 - Photographer I		15.84
13072 - Photographer II		18.81
13073 - Photographer III		23.99
13074 - Photographer IV		29.35
13075 - Photographer V		32.49
13090 - Technical Order Library Clerk		16.67
13110 - Video Teleconference Technician		15.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.58
14042 - Computer Operator II		21.90
14043 - Computer Operator III		24.42
14044 - Computer Operator IV		27.14
14045 - Computer Operator V		30.05
14071 - Computer Programmer I	(see 1)	22.65
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		19.58
14160 - Personal Computer Support Technician		27.14

14170 - System Support Specialist	30.05
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.78
15020 - Aircrew Training Devices Instructor (Rated)	40.87
15030 - Air Crew Training Devices Instructor (Pilot)	48.99
15050 - Computer Based Training Specialist / Instructor	33.78
15060 - Educational Technologist	34.35
15070 - Flight Instructor (Pilot)	48.99
15080 - Graphic Artist	22.04
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.99
15086 - Maintenance Test Pilot, Rotary Wing	48.99
15088 - Non-Maintenance Test/Co-Pilot	48.99
15090 - Technical Instructor	22.04
15095 - Technical Instructor/Course Developer	26.95
15110 - Test Proctor	17.78
15120 - Tutor	17.78
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)	25.68
19040 - Tool And Die Maker	30.33
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.57
21030 - Material Coordinator	27.32
21040 - Material Expediter	27.32
21050 - Material Handling Laborer	20.85
21071 - Order Filler	17.05
21080 - Production Line Worker (Food Processing)	22.57
21110 - Shipping Packer	22.20
21130 - Shipping/Receiving Clerk	22.20
21140 - Store Worker I	19.56
21150 - Stock Clerk	23.56
21210 - Tools And Parts Attendant	22.57

21410 - Warehouse Specialist	22.57
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.06
23019 - Aircraft Logs and Records Technician	26.38
23021 - Aircraft Mechanic I	30.67
23022 - Aircraft Mechanic II	32.06
23023 - Aircraft Mechanic III	33.37
23040 - Aircraft Mechanic Helper	23.63
23050 - Aircraft, Painter	29.30
23060 - Aircraft Servicer	26.38
23070 - Aircraft Survival Flight Equipment Technician	29.30
23080 - Aircraft Worker	27.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.67
23110 - Appliance Mechanic	27.47
23120 - Bicycle Repairer	24.94
23125 - Cable Splicer	46.22
23130 - Carpenter, Maintenance	23.03
23140 - Carpet Layer	27.90
23160 - Electrician, Maintenance	30.70
23181 - Electronics Technician Maintenance I	29.62
23182 - Electronics Technician Maintenance II	31.11
23183 - Electronics Technician Maintenance III	32.56
23260 - Fabric Worker	26.38
23290 - Fire Alarm System Mechanic	30.67
23310 - Fire Extinguisher Repairer	24.94
23311 - Fuel Distribution System Mechanic	44.14
23312 - Fuel Distribution System Operator	35.89
23370 - General Maintenance Worker	26.11
23380 - Ground Support Equipment Mechanic	30.67
23381 - Ground Support Equipment Servicer	26.38
23382 - Ground Support Equipment Worker	27.90
23391 - Gunsmith I	24.94
23392 - Gunsmith II	27.90
23393 - Gunsmith III	30.67
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.25
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.47
23430 - Heavy Equipment Mechanic	28.91
23440 - Heavy Equipment Operator	28.17
23460 - Instrument Mechanic	30.67
23465 - Laboratory/Shelter Mechanic	29.30
23470 - Laborer	20.85
23510 - Locksmith	29.30
23530 - Machinery Maintenance Mechanic	30.75

23550 - Machinist, Maintenance 26.73
23580 - Maintenance Trades Helper 17.77
23591 - Metrology Technician I 30.67
23592 - Metrology Technician II 32.06
23593 - Metrology Technician III 33.37
23640 - Millwright 30.32
23710 - Office Appliance Repairer 24.23
23760 - Painter, Maintenance 21.89
23790 - Pipefitter, Maintenance 29.88
23810 - Plumber, Maintenance 28.55
23820 - Pneudraulic Systems Mechanic 30.67
23850 - Rigger 30.67
23870 - Scale Mechanic 27.90
23890 - Sheet-Metal Worker, Maintenance 25.13
23910 - Small Engine Mechanic 19.24
23931 - Telecommunications Mechanic I 30.20
23932 - Telecommunications Mechanic II 31.57
23950 - Telephone Lineman 28.68
23960 - Welder, Combination, Maintenance 25.53
23965 - Well Driller 30.67
23970 - Woodcraft Worker 30.67
23980 - Woodworker 24.94

24000 - Personal Needs Occupations
24550 - Case Manager 18.81
24570 - Child Care Attendant 11.95
24580 - Child Care Center Clerk 14.90
24610 - Chore Aide 16.80
24620 - Family Readiness And Support Services Coordinator 18.81
24630 - Homemaker 18.81

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.41
25040 - Sewage Plant Operator 27.07
25070 - Stationary Engineer 31.41
25190 - Ventilation Equipment Tender 24.20
25210 - Water Treatment Plant Operator 27.07

27000 - Protective Service Occupations
27004 - Alarm Monitor 25.00
27007 - Baggage Inspector 17.29
27008 - Corrections Officer 26.91
27010 - Court Security Officer 26.24
27030 - Detection Dog Handler 19.34
27040 - Detention Officer 26.91
27070 - Firefighter 26.49
27101 - Guard I 17.29
27102 - Guard II 19.34
27131 - Police Officer I 28.28

27132 - Police Officer II		31.43
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.90
28042 - Carnival Equipment Repairer		14.67
28043 - Carnival Worker		11.65
28210 - Gate Attendant/Gate Tender		17.57
28310 - Lifeguard		11.39
28350 - Park Attendant (Aide)		19.65
28510 - Recreation Aide/Health Facility Attendant		14.34
28515 - Recreation Specialist		24.34
28630 - Sports Official		15.65
28690 - Swimming Pool Operator		16.41
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.20
29020 - Hatch Tender		30.20
29030 - Line Handler		30.20
29041 - Stevedore I		28.56
29042 - Stevedore II		31.71
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.81
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.28
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.54
30021 - Archeological Technician I		19.55
30022 - Archeological Technician II		21.87
30023 - Archeological Technician III		27.09
30030 - Cartographic Technician		27.09
30040 - Civil Engineering Technician		30.67
30051 - Cryogenic Technician I		30.00
30052 - Cryogenic Technician II		33.13
30061 - Drafter/CAD Operator I		19.55
30062 - Drafter/CAD Operator II		21.87
30063 - Drafter/CAD Operator III		24.37
30064 - Drafter/CAD Operator IV		30.00
30081 - Engineering Technician I		18.52
30082 - Engineering Technician II		20.79
30083 - Engineering Technician III		23.25
30084 - Engineering Technician IV		28.85
30085 - Engineering Technician V		35.57
30086 - Engineering Technician VI		42.64
30090 - Environmental Technician		24.13
30095 - Evidence Control Specialist		27.09
30210 - Laboratory Technician		23.61
30221 - Latent Fingerprint Technician I		30.00
30222 - Latent Fingerprint Technician II		33.13

30240 - Mathematical Technician		27.09
30361 - Paralegal/Legal Assistant I		22.00
30362 - Paralegal/Legal Assistant II		26.82
30363 - Paralegal/Legal Assistant III		32.51
30364 - Paralegal/Legal Assistant IV		39.33
30375 - Petroleum Supply Specialist		33.13
30390 - Photo-Optics Technician		27.09
30395 - Radiation Control Technician		33.13
30461 - Technical Writer I		28.82
30462 - Technical Writer II		35.25
30463 - Technical Writer III		42.65
30491 - Unexploded Ordnance (UXO) Technician I		29.75
30492 - Unexploded Ordnance (UXO) Technician II		35.99
30493 - Unexploded Ordnance (UXO) Technician III		43.14
30494 - Unexploded (UXO) Safety Escort		29.75
30495 - Unexploded (UXO) Sweep Personnel		29.75
30501 - Weather Forecaster I		30.00
30502 - Weather Forecaster II		36.49
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.37
30621 - Weather Observer, Senior	(see 2)	27.09
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.99
31020 - Bus Aide		15.12
31030 - Bus Driver		18.93
31043 - Driver Courier		17.65
31260 - Parking and Lot Attendant		14.05
31290 - Shuttle Bus Driver		15.26
31310 - Taxi Driver		13.59
31361 - Truckdriver, Light		18.63
31362 - Truckdriver, Medium		19.70
31363 - Truckdriver, Heavy		24.24
31364 - Truckdriver, Tractor-Trailer		24.24
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.55
99030 - Cashier		13.40
99050 - Desk Clerk		13.80
99095 - Embalmer		35.57
99130 - Flight Follower		29.75
99251 - Laboratory Animal Caretaker I		14.78
99252 - Laboratory Animal Caretaker II		15.60
99260 - Marketing Analyst		31.25
99310 - Mortician		35.57
99410 - Pest Controller		18.38
99510 - Photofinishing Worker		15.63
99710 - Recycling Laborer		23.97
99711 - Recycling Specialist		26.86
99730 - Refuse Collector		22.51

99810 - Sales Clerk	14.07
99820 - School Crossing Guard	20.88
99830 - Survey Party Chief	35.34
99831 - Surveying Aide	18.31
99832 - Surveying Technician	25.39
99840 - Vending Machine Attendant	16.93
99841 - Vending Machine Repairer	19.99
99842 - Vending Machine Repairer Helper	16.93

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 20

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 thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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))."""