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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.: 2015-5007 Revision No.: 31 Date Of Last Revision: 7/30/2026

State: Iowa, Nebraska

Area: Iowa Counties of Woodbury

Nebraska Counties of Dakota

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.15
01012 - Accounting Clerk II		20.36
01013 - Accounting Clerk III		22.78
01020 - Administrative Assistant		29.17
01035 - Court Reporter		21.24
01041 - Customer Service Representative I		16.11
01042 - Customer Service Representative II		17.58
01043 - Customer Service Representative III		19.72
01051 - Data Entry Operator I		18.65
01052 - Data Entry Operator II		20.35

01060 - Dispatcher, Motor Vehicle	24.16
01070 - Document Preparation Clerk	16.38
01090 - Duplicating Machine Operator	16.38
01111 - General Clerk I	17.30
01112 - General Clerk II	18.88
01113 - General Clerk III	21.18
01120 - Housing Referral Assistant	22.92
01141 - Messenger Courier	14.69
01191 - Order Clerk I	18.94
01192 - Order Clerk II	20.66
01261 - Personnel Assistant (Employment) I	18.24
01262 - Personnel Assistant (Employment) II	20.40
01263 - Personnel Assistant (Employment) III	22.75
01270 - Production Control Clerk	27.73
01290 - Rental Clerk	18.36
01300 - Scheduler, Maintenance	18.39
01311 - Secretary I	18.39
01312 - Secretary II	20.57
01313 - Secretary III	22.92
01320 - Service Order Dispatcher	21.60
01410 - Supply Technician	29.17
01420 - Survey Worker	19.82
01460 - Switchboard Operator/Receptionist	18.45
01531 - Travel Clerk I	16.29
01532 - Travel Clerk II	17.91
01533 - Travel Clerk III	19.81
01611 - Word Processor I	16.38
01612 - Word Processor II	18.39
01613 - Word Processor III	20.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.29
05010 - Automotive Electrician	24.74
05040 - Automotive Glass Installer	23.49
05070 - Automotive Worker	23.49
05110 - Mobile Equipment Servicer	20.83
05130 - Motor Equipment Metal Mechanic	25.75
05160 - Motor Equipment Metal Worker	23.49
05190 - Motor Vehicle Mechanic	25.75
05220 - Motor Vehicle Mechanic Helper	19.49
05250 - Motor Vehicle Upholstery Worker	22.15
05280 - Motor Vehicle Wrecker	23.49
05310 - Painter, Automotive	24.74
05340 - Radiator Repair Specialist	23.49
05370 - Tire Repairer	18.00
05400 - Transmission Repair Specialist	25.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.61
07041 - Cook I	17.32

07042 - Cook II	19.52
07070 - Dishwasher	14.11
07130 - Food Service Worker	15.06
07210 - Meat Cutter	19.11
07260 - Waiter/Waitress	12.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.98
09040 - Furniture Handler	15.68
09080 - Furniture Refinisher	22.98
09090 - Furniture Refinisher Helper	18.11
09110 - Furniture Repairer, Minor	20.58
09130 - Upholsterer	22.98
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	19.15
11060 - Elevator Operator	18.58
11090 - Gardener	23.04
11122 - Housekeeping Aide	18.58
11150 - Janitor	18.58
11210 - Laborer, Grounds Maintenance	18.66
11240 - Maid or Houseman	15.23
11260 - Pruner	17.18
11270 - Tractor Operator	21.55
11330 - Trail Maintenance Worker	18.66
11360 - Window Cleaner	20.17
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	26.06
12012 - Certified Occupational Therapist Assistant	35.75
12015 - Certified Physical Therapist Assistant	29.10
12020 - Dental Assistant	23.36
12025 - Dental Hygienist	40.35
12030 - EKG Technician	39.49
12035 - Electroneurodiagnostic Technologist	39.49
12040 - Emergency Medical Technician	20.05
12071 - Licensed Practical Nurse I	23.29
12072 - Licensed Practical Nurse II	26.06
12073 - Licensed Practical Nurse III	29.06
12100 - Medical Assistant	21.64
12130 - Medical Laboratory Technician	25.73
12160 - Medical Record Clerk	20.32
12190 - Medical Record Technician	22.73
12195 - Medical Transcriptionist	23.29
12210 - Nuclear Medicine Technologist	57.28
12221 - Nursing Assistant I	13.59
12222 - Nursing Assistant II	15.29
12223 - Nursing Assistant III	16.68
12224 - Nursing Assistant IV	18.72

12235 - Optical Dispenser		18.95
12236 - Optical Technician		23.29
12250 - Pharmacy Technician		21.07
12280 - Phlebotomist		18.00
12305 - Radiologic Technologist		30.90
12311 - Registered Nurse I		27.20
12312 - Registered Nurse II		33.26
12313 - Registered Nurse II, Specialist		33.26
12314 - Registered Nurse III		40.24
12315 - Registered Nurse III, Anesthetist		40.24
12316 - Registered Nurse IV		48.25
12317 - Scheduler (Drug and Alcohol Testing)		32.28
12320 - Substance Abuse Treatment Counselor		28.27
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.17
13012 - Exhibits Specialist II		23.75
13013 - Exhibits Specialist III		29.04
13041 - Illustrator I		19.17
13042 - Illustrator II		23.75
13043 - Illustrator III		29.04
13047 - Librarian		26.30
13050 - Library Aide/Clerk		14.15
13054 - Library Information Technology Systems Administrator		23.75
13058 - Library Technician		17.15
13061 - Media Specialist I		17.14
13062 - Media Specialist II		19.17
13063 - Media Specialist III		21.37
13071 - Photographer I		17.14
13072 - Photographer II		19.17
13073 - Photographer III		23.75
13074 - Photographer IV		29.04
13075 - Photographer V		35.14
13090 - Technical Order Library Clerk		17.76
13110 - Video Teleconference Technician		17.14
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.21
14042 - Computer Operator II		20.37
14043 - Computer Operator III		22.72
14044 - Computer Operator IV		25.24
14045 - Computer Operator V		27.95
14071 - Computer Programmer I	(see 1)	24.18
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	18.21
14160 - Personal Computer Support Technician	25.24
14170 - System Support Specialist	27.95
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.67
15020 - Aircrew Training Devices Instructor (Rated)	39.54
15030 - Air Crew Training Devices Instructor (Pilot)	47.39
15050 - Computer Based Training Specialist / Instructor	32.67
15060 - Educational Technologist	37.08
15070 - Flight Instructor (Pilot)	47.39
15080 - Graphic Artist	22.73
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	47.39
15086 - Maintenance Test Pilot, Rotary Wing	47.39
15088 - Non-Maintenance Test/Co-Pilot	47.39
15090 - Technical Instructor	21.93
15095 - Technical Instructor/Course Developer	26.82
15110 - Test Proctor	17.70
15120 - Tutor	17.70
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	15.88
16030 - Counter Attendant	15.88
16040 - Dry Cleaner	18.17
16070 - Finisher, Flatwork, Machine	15.88
16090 - Presser, Hand	15.88
16110 - Presser, Machine, Drycleaning	15.88
16130 - Presser, Machine, Shirts	15.88
16160 - Presser, Machine, Wearing Apparel, Laundry	15.88
16190 - Sewing Machine Operator	18.94
16220 - Tailor	19.70
16250 - Washer, Machine	16.65
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.11
19040 - Tool And Die Maker	35.92
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.86
21030 - Material Coordinator	27.73
21040 - Material Expediter	27.73
21050 - Material Handling Laborer	20.63
21071 - Order Filler	17.62
21080 - Production Line Worker (Food Processing)	21.86
21110 - Shipping Packer	23.21
21130 - Shipping/Receiving Clerk	23.21
21140 - Store Worker I	15.76

21150 - Stock Clerk	20.05
21210 - Tools And Parts Attendant	21.86
21410 - Warehouse Specialist	21.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.80
23019 - Aircraft Logs and Records Technician	27.86
23021 - Aircraft Mechanic I	32.38
23022 - Aircraft Mechanic II	33.80
23023 - Aircraft Mechanic III	34.87
23040 - Aircraft Mechanic Helper	24.51
23050 - Aircraft, Painter	31.10
23060 - Aircraft Servicer	27.86
23070 - Aircraft Survival Flight Equipment Technician	31.10
23080 - Aircraft Worker	29.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.38
23110 - Appliance Mechanic	31.11
23120 - Bicycle Repairer	26.20
23125 - Cable Splicer	49.20
23130 - Carpenter, Maintenance	24.57
23140 - Carpet Layer	29.52
23160 - Electrician, Maintenance	34.42
23181 - Electronics Technician Maintenance I	32.84
23182 - Electronics Technician Maintenance II	34.58
23183 - Electronics Technician Maintenance III	36.03
23260 - Fabric Worker	27.86
23290 - Fire Alarm System Mechanic	32.38
23310 - Fire Extinguisher Repairer	26.20
23311 - Fuel Distribution System Mechanic	36.91
23312 - Fuel Distribution System Operator	29.90
23370 - General Maintenance Worker	27.63
23380 - Ground Support Equipment Mechanic	32.38
23381 - Ground Support Equipment Servicer	27.86
23382 - Ground Support Equipment Worker	29.52
23391 - Gunsmith I	26.20
23392 - Gunsmith II	29.52
23393 - Gunsmith III	32.38
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.77
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.03
23430 - Heavy Equipment Mechanic	34.34
23440 - Heavy Equipment Operator	28.43
23460 - Instrument Mechanic	32.38
23465 - Laboratory/Shelter Mechanic	31.11
23470 - Laborer	20.63

23510 - Locksmith	31.11
23530 - Machinery Maintenance Mechanic	33.14
23550 - Machinist, Maintenance	27.03
23580 - Maintenance Trades Helper	22.54
23591 - Metrology Technician I	32.38
23592 - Metrology Technician II	33.80
23593 - Metrology Technician III	34.88
23640 - Millwright	30.68
23710 - Office Appliance Repairer	25.63
23760 - Painter, Maintenance	22.54
23790 - Pipefitter, Maintenance	29.39
23810 - Plumber, Maintenance	28.23
23820 - Pneudraulic Systems Mechanic	32.38
23850 - Rigger	32.38
23870 - Scale Mechanic	29.52
23890 - Sheet-Metal Worker, Maintenance	32.38
23910 - Small Engine Mechanic	29.52
23931 - Telecommunications Mechanic I	30.58
23932 - Telecommunications Mechanic II	31.93
23950 - Telephone Lineman	31.68
23960 - Welder, Combination, Maintenance	26.92
23965 - Well Driller	32.38
23970 - Woodcraft Worker	32.38
23980 - Woodworker	26.20
24000 - Personal Needs Occupations	
24550 - Case Manager	20.33
24570 - Child Care Attendant	14.10
24580 - Child Care Center Clerk	17.59
24610 - Chore Aide	17.59
24620 - Family Readiness And Support Services Coordinator	20.33
24630 - Homemaker	20.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.44
25040 - Sewage Plant Operator	29.24
25070 - Stationary Engineer	30.44
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	29.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.93
27007 - Baggage Inspector	18.50
27008 - Corrections Officer	24.65
27010 - Court Security Officer	26.90
27030 - Detection Dog Handler	20.70
27040 - Detention Officer	24.65
27070 - Firefighter	29.15
27101 - Guard I	18.50

27102 - Guard II			20.70
27131 - Police Officer I			34.16
27132 - Police Officer II			37.95
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			16.35
28042 - Carnival Equipment Repairer			17.47
28043 - Carnival Worker			13.03
28210 - Gate Attendant/Gate Tender			21.01
28310 - Lifeguard			16.20
28350 - Park Attendant (Aide)			23.51
28510 - Recreation Aide/Health Facility Attendant			17.16
28515 - Recreation Specialist			29.12
28630 - Sports Official			18.73
28690 - Swimming Pool Operator			19.69
29000 - Stevedoring/Longshoremen Occupational Services			
29010 - Blocker And Bracer			29.52
29020 - Hatch Tender			29.52
29030 - Line Handler			29.52
29041 - Stevedore I			27.86
29042 - Stevedore II			31.11
30000 - Technical Occupations			
30010 - Air Traffic Control Specialist, Center (HFO)		(see 2)	46.54
30011 - Air Traffic Control Specialist, Station (HFO)		(see 2)	32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)		(see 2)	35.33
30021 - Archeological Technician I			19.30
30022 - Archeological Technician II			21.60
30023 - Archeological Technician III			26.75
30030 - Cartographic Technician			26.75
30040 - Civil Engineering Technician			33.85
30051 - Cryogenic Technician I			29.63
30052 - Cryogenic Technician II			32.73
30061 - Drafter/CAD Operator I			19.30
30062 - Drafter/CAD Operator II			21.60
30063 - Drafter/CAD Operator III			24.08
30064 - Drafter/CAD Operator IV			29.63
30081 - Engineering Technician I			17.49
30082 - Engineering Technician II			19.65
30083 - Engineering Technician III			21.97
30084 - Engineering Technician IV			27.23
30085 - Engineering Technician V			33.30
30086 - Engineering Technician VI			40.29
30090 - Environmental Technician			26.75
30095 - Evidence Control Specialist			26.75
30210 - Laboratory Technician			24.08

30221 - Latent Fingerprint Technician I		29.63
30222 - Latent Fingerprint Technician II		32.73
30240 - Mathematical Technician		26.75
30361 - Paralegal/Legal Assistant I		21.77
30362 - Paralegal/Legal Assistant II		26.97
30363 - Paralegal/Legal Assistant III		32.99
30364 - Paralegal/Legal Assistant IV		39.93
30375 - Petroleum Supply Specialist		32.73
30390 - Photo-Optics Technician		26.75
30395 - Radiation Control Technician		32.73
30461 - Technical Writer I		26.75
30462 - Technical Writer II		32.73
30463 - Technical Writer III		39.61
30491 - Unexploded Ordnance (UXO) Technician I		29.57
30492 - Unexploded Ordnance (UXO) Technician II		35.78
30493 - Unexploded Ordnance (UXO) Technician III		42.89
30494 - Unexploded (UXO) Safety Escort		29.57
30495 - Unexploded (UXO) Sweep Personnel		29.57
30501 - Weather Forecaster I		29.63
30502 - Weather Forecaster II		36.04
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.08
30621 - Weather Observer, Senior	(see 2)	26.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.78
31020 - Bus Aide		17.30
31030 - Bus Driver		22.71
31043 - Driver Courier		19.38
31260 - Parking and Lot Attendant		16.03
31290 - Shuttle Bus Driver		16.85
31310 - Taxi Driver		15.22
31361 - Truckdriver, Light		20.71
31362 - Truckdriver, Medium		22.02
31363 - Truckdriver, Heavy		26.10
31364 - Truckdriver, Tractor-Trailer		26.10
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.45
99030 - Cashier		14.17
99050 - Desk Clerk		15.04
99095 - Embalmer		34.13
99130 - Flight Follower		29.57
99251 - Laboratory Animal Caretaker I		21.52
99252 - Laboratory Animal Caretaker II		23.00
99260 - Marketing Analyst		27.58
99310 - Mortician		34.13
99410 - Pest Controller		24.21
99510 - Photofinishing Worker		15.54
99710 - Recycling Laborer		23.73

99711 - Recycling Specialist	27.40
99730 - Refuse Collector	21.87
99810 - Sales Clerk	14.62
99820 - School Crossing Guard	17.15
99830 - Survey Party Chief	28.43
99831 - Surveying Aide	15.39
99832 - Surveying Technician	19.52
99840 - Vending Machine Attendant	21.52
99841 - Vending Machine Repairer	25.92
99842 - Vending Machine Repairer Helper	21.52

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 8 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 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))."""