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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.: 2015-5965
Revision No.: 5
Date Of Last Revision: 7/30/2026

State: Iowa

Area: Iowa Counties of Boone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.37
01012 - Accounting Clerk II		20.61
01013 - Accounting Clerk III		23.06
01020 - Administrative Assistant		29.80
01035 - Court Reporter		21.02
01041 - Customer Service Representative I		16.64
01042 - Customer Service Representative II		18.16
01043 - Customer Service Representative III		20.38
01051 - Data Entry Operator I		19.22
01052 - Data Entry Operator II		20.98
01060 - Dispatcher, Motor Vehicle		27.17
01070 - Document Preparation Clerk		16.74

01090 - Duplicating Machine Operator	16.74
01111 - General Clerk I	17.85
01112 - General Clerk II	19.47
01113 - General Clerk III	21.85
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	13.64
01191 - Order Clerk I	15.35
01192 - Order Clerk II	18.54
01261 - Personnel Assistant (Employment) I	19.31
01262 - Personnel Assistant (Employment) II	21.59
01263 - Personnel Assistant (Employment) III	24.07
01270 - Production Control Clerk	29.23
01290 - Rental Clerk	17.13
01300 - Scheduler, Maintenance	18.79
01311 - Secretary I	18.79
01312 - Secretary II	21.02
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	24.29
01410 - Supply Technician	29.80
01420 - Survey Worker	20.91
01460 - Switchboard Operator/Receptionist	16.91
01531 - Travel Clerk I	16.74
01532 - Travel Clerk II	18.79
01533 - Travel Clerk III	21.02
01611 - Word Processor I	16.74
01612 - Word Processor II	18.79
01613 - Word Processor III	21.02
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.93
05010 - Automotive Electrician	24.72
05040 - Automotive Glass Installer	23.82
05070 - Automotive Worker	23.82
05110 - Mobile Equipment Servicer	21.46
05130 - Motor Equipment Metal Mechanic	26.16
05160 - Motor Equipment Metal Worker	23.82
05190 - Motor Vehicle Mechanic	25.94
05220 - Motor Vehicle Mechanic Helper	19.90
05250 - Motor Vehicle Upholstery Worker	22.85
05280 - Motor Vehicle Wrecker	23.82
05310 - Painter, Automotive	24.67
05340 - Radiator Repair Specialist	23.82
05370 - Tire Repairer	20.98
05400 - Transmission Repair Specialist	26.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.56
07041 - Cook I	17.57
07042 - Cook II	20.10
07070 - Dishwasher	13.10

07130 - Food Service Worker	14.67
07210 - Meat Cutter	17.36
07260 - Waiter/Waitress	11.63
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.73
09040 - Furniture Handler	17.88
09080 - Furniture Refinisher	25.73
09090 - Furniture Refinisher Helper	20.55
09110 - Furniture Repairer, Minor	23.18
09130 - Upholsterer	25.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.23
11060 - Elevator Operator	16.97
11090 - Gardener	24.09
11122 - Housekeeping Aide	16.97
11150 - Janitor	16.97
11210 - Laborer, Grounds Maintenance	19.24
11240 - Maid or Houseman	15.78
11260 - Pruner	17.59
11270 - Tractor Operator	22.43
11330 - Trail Maintenance Worker	19.24
11360 - Window Cleaner	18.65
12000 - Health Occupations	
12010 - Ambulance Driver	22.12
12011 - Breath Alcohol Technician	26.95
12012 - Certified Occupational Therapist Assistant	36.98
12015 - Certified Physical Therapist Assistant	29.83
12020 - Dental Assistant	23.63
12025 - Dental Hygienist	42.75
12030 - EKG Technician	40.85
12035 - Electroneurodiagnostic Technologist	40.85
12040 - Emergency Medical Technician	22.12
12071 - Licensed Practical Nurse I	24.09
12072 - Licensed Practical Nurse II	26.95
12073 - Licensed Practical Nurse III	30.05
12100 - Medical Assistant	22.02
12130 - Medical Laboratory Technician	27.10
12160 - Medical Record Clerk	21.42
12190 - Medical Record Technician	23.97
12195 - Medical Transcriptionist	24.09
12210 - Nuclear Medicine Technologist	59.24
12221 - Nursing Assistant I	15.02
12222 - Nursing Assistant II	16.90
12223 - Nursing Assistant III	18.44
12224 - Nursing Assistant IV	20.69
12235 - Optical Dispenser	19.64
12236 - Optical Technician	24.09

12250 - Pharmacy Technician		19.25
12280 - Phlebotomist		18.39
12305 - Radiologic Technologist		32.09
12311 - Registered Nurse I		28.67
12312 - Registered Nurse II		35.06
12313 - Registered Nurse II, Specialist		35.06
12314 - Registered Nurse III		42.42
12315 - Registered Nurse III, Anesthetist		42.42
12316 - Registered Nurse IV		50.86
12317 - Scheduler (Drug and Alcohol Testing)		33.40
12320 - Substance Abuse Treatment Counselor		28.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.24
13012 - Exhibits Specialist II		26.31
13013 - Exhibits Specialist III		32.19
13041 - Illustrator I		21.24
13042 - Illustrator II		26.31
13043 - Illustrator III		32.19
13047 - Librarian		29.14
13050 - Library Aide/Clerk		13.44
13054 - Library Information Technology Systems Administrator		26.31
13058 - Library Technician		18.49
13061 - Media Specialist I		17.41
13062 - Media Specialist II		19.50
13063 - Media Specialist III		21.85
13071 - Photographer I		18.61
13072 - Photographer II		21.24
13073 - Photographer III		26.31
13074 - Photographer IV		32.19
13075 - Photographer V		38.95
13090 - Technical Order Library Clerk		18.15
13110 - Video Teleconference Technician		19.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.64
14042 - Computer Operator II		23.07
14043 - Computer Operator III		25.72
14044 - Computer Operator IV		28.58
14045 - Computer Operator V		31.66
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		20.64
14160 - Personal Computer Support Technician		29.72

14170 - System Support Specialist	33.73
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.12
15020 - Aircrew Training Devices Instructor (Rated)	38.87
15030 - Air Crew Training Devices Instructor (Pilot)	46.59
15050 - Computer Based Training Specialist / Instructor	32.12
15060 - Educational Technologist	34.09
15070 - Flight Instructor (Pilot)	46.59
15080 - Graphic Artist	27.32
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	46.59
15086 - Maintenance Test Pilot, Rotary Wing	46.59
15088 - Non-Maintenance Test/Co-Pilot	46.59
15090 - Technical Instructor	26.67
15095 - Technical Instructor/Course Developer	32.62
15110 - Test Proctor	21.53
15120 - Tutor	21.53
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)	29.32
19040 - Tool And Die Maker	34.97
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.23
21030 - Material Coordinator	29.23
21040 - Material Expediter	29.23
21050 - Material Handling Laborer	19.36
21071 - Order Filler	19.30
21080 - Production Line Worker (Food Processing)	23.23
21110 - Shipping Packer	23.00
21130 - Shipping/Receiving Clerk	23.00
21140 - Store Worker I	15.61
21150 - Stock Clerk	20.78
21210 - Tools And Parts Attendant	23.23

21410 - Warehouse Specialist	23.23

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	34.68
23019 - Aircraft Logs and Records Technician	27.25
23021 - Aircraft Mechanic I	32.79
23022 - Aircraft Mechanic II	34.68
23023 - Aircraft Mechanic III	36.55
23040 - Aircraft Mechanic Helper	23.66
23050 - Aircraft, Painter	30.92
23060 - Aircraft Servicer	27.25
23070 - Aircraft Survival Flight Equipment Technician	30.92
23080 - Aircraft Worker	29.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.79
23110 - Appliance Mechanic	30.77
23120 - Bicycle Repairer	25.43
23125 - Cable Splicer	48.16
23130 - Carpenter, Maintenance	25.92
23140 - Carpet Layer	29.10
23160 - Electrician, Maintenance	30.44
23181 - Electronics Technician Maintenance I	29.10
23182 - Electronics Technician Maintenance II	30.92
23183 - Electronics Technician Maintenance III	32.79
23260 - Fabric Worker	27.25
23290 - Fire Alarm System Mechanic	32.79
23310 - Fire Extinguisher Repairer	25.43
23311 - Fuel Distribution System Mechanic	39.91
23312 - Fuel Distribution System Operator	30.96
23370 - General Maintenance Worker	26.33
23380 - Ground Support Equipment Mechanic	32.79
23381 - Ground Support Equipment Servicer	27.25
23382 - Ground Support Equipment Worker	29.10
23391 - Gunsmith I	25.43
23392 - Gunsmith II	29.10
23393 - Gunsmith III	32.79
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.32
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.00
23430 - Heavy Equipment Mechanic	28.40
23440 - Heavy Equipment Operator	29.48
23460 - Instrument Mechanic	32.79
23465 - Laboratory/Shelter Mechanic	30.92
23470 - Laborer	19.36
23510 - Locksmith	30.92
23530 - Machinery Maintenance Mechanic	32.33

23550 - Machinist, Maintenance	27.90
23580 - Maintenance Trades Helper	19.25
23591 - Metrology Technician I	32.79
23592 - Metrology Technician II	34.68
23593 - Metrology Technician III	36.55
23640 - Millwright	32.79
23710 - Office Appliance Repairer	30.92
23760 - Painter, Maintenance	24.09
23790 - Pipefitter, Maintenance	31.69
23810 - Plumber, Maintenance	30.14
23820 - Pneudraulic Systems Mechanic	32.79
23850 - Rigger	32.79
23870 - Scale Mechanic	29.10
23890 - Sheet-Metal Worker, Maintenance	28.74
23910 - Small Engine Mechanic	24.12
23931 - Telecommunications Mechanic I	31.48
23932 - Telecommunications Mechanic II	33.30
23950 - Telephone Lineman	32.79
23960 - Welder, Combination, Maintenance	26.08
23965 - Well Driller	32.79
23970 - Woodcraft Worker	32.79
23980 - Woodworker	25.43
24000 - Personal Needs Occupations	
24550 - Case Manager	18.39
24570 - Child Care Attendant	13.39
24580 - Child Care Center Clerk	16.71
24610 - Chore Aide	17.94
24620 - Family Readiness And Support Services Coordinator	18.39
24630 - Homemaker	18.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.47
25040 - Sewage Plant Operator	29.68
25070 - Stationary Engineer	31.47
25190 - Ventilation Equipment Tender	22.70
25210 - Water Treatment Plant Operator	29.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.14
27007 - Baggage Inspector	18.03
27008 - Corrections Officer	30.62
27010 - Court Security Officer	27.90
27030 - Detection Dog Handler	20.17
27040 - Detention Officer	30.62
27070 - Firefighter	28.84
27101 - Guard I	18.03
27102 - Guard II	20.17
27131 - Police Officer I	31.96

27132 - Police Officer II			35.50
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			16.87
28042 - Carnival Equipment Repairer			18.12
28043 - Carnival Worker			13.03
28210 - Gate Attendant/Gate Tender			19.50
28310 - Lifeguard			12.52
28350 - Park Attendant (Aide)			21.81
28510 - Recreation Aide/Health Facility Attendant			15.92
28515 - Recreation Specialist			27.04
28630 - Sports Official			17.37
28690 - Swimming Pool Operator			20.57
29000 - Stevedoring/Longshoremen Occupational Services			
29010 - Blocker And Bracer			29.10
29020 - Hatch Tender			29.10
29030 - Line Handler			29.10
29041 - Stevedore I			27.25
29042 - Stevedore II			30.92
30000 - Technical Occupations			
30010 - Air Traffic Control Specialist, Center (HFO)		(see 2)	46.91
30011 - Air Traffic Control Specialist, Station (HFO)		(see 2)	32.35
30012 - Air Traffic Control Specialist, Terminal (HFO)		(see 2)	35.63
30021 - Archeological Technician I			19.93
30022 - Archeological Technician II			22.30
30023 - Archeological Technician III			27.62
30030 - Cartographic Technician			27.62
30040 - Civil Engineering Technician			35.61
30051 - Cryogenic Technician I			30.59
30052 - Cryogenic Technician II			33.79
30061 - Drafter/CAD Operator I			19.93
30062 - Drafter/CAD Operator II			22.30
30063 - Drafter/CAD Operator III			24.87
30064 - Drafter/CAD Operator IV			30.59
30081 - Engineering Technician I			17.76
30082 - Engineering Technician II			19.93
30083 - Engineering Technician III			22.30
30084 - Engineering Technician IV			27.62
30085 - Engineering Technician V			33.79
30086 - Engineering Technician VI			40.89
30090 - Environmental Technician			27.62
30095 - Evidence Control Specialist			27.62
30210 - Laboratory Technician			24.87
30221 - Latent Fingerprint Technician I			30.59
30222 - Latent Fingerprint Technician II			33.79

30240 - Mathematical Technician			27.62
30361 - Paralegal/Legal Assistant I			22.44
30362 - Paralegal/Legal Assistant II			27.80
30363 - Paralegal/Legal Assistant III			34.01
30364 - Paralegal/Legal Assistant IV			41.15
30375 - Petroleum Supply Specialist			33.79
30390 - Photo-Optics Technician			27.62
30395 - Radiation Control Technician			33.79
30461 - Technical Writer I			27.62
30462 - Technical Writer II			33.79
30463 - Technical Writer III			40.89
30491 - Unexploded Ordnance (UXO) Technician I			29.81
30492 - Unexploded Ordnance (UXO) Technician II			36.07
30493 - Unexploded Ordnance (UXO) Technician III			43.24
30494 - Unexploded (UXO) Safety Escort			29.81
30495 - Unexploded (UXO) Sweep Personnel			29.81
30501 - Weather Forecaster I			30.59
30502 - Weather Forecaster II			37.21
30620 - Weather Observer, Combined Upper Air Or Surface Programs		(see 2)	24.87
30621 - Weather Observer, Senior		(see 2)	27.62
31000 - Transportation/Mobile Equipment Operation Occupations			
31010 - Airplane Pilot			36.07
31020 - Bus Aide			15.20
31030 - Bus Driver			20.10
31043 - Driver Courier			17.90
31260 - Parking and Lot Attendant			14.94
31290 - Shuttle Bus Driver			17.39
31310 - Taxi Driver			13.89
31361 - Truckdriver, Light			19.27
31362 - Truckdriver, Medium			20.65
31363 - Truckdriver, Heavy			26.21
31364 - Truckdriver, Tractor-Trailer			26.21
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			17.59
99030 - Cashier			14.05
99050 - Desk Clerk			14.80
99095 - Embalmer			29.81
99130 - Flight Follower			29.81
99251 - Laboratory Animal Caretaker I			18.29
99252 - Laboratory Animal Caretaker II			19.72
99260 - Marketing Analyst			29.55
99310 - Mortician			29.81
99410 - Pest Controller			25.87
99510 - Photofinishing Worker			15.67
99710 - Recycling Laborer			25.27
99711 - Recycling Specialist			29.76
99730 - Refuse Collector			22.99

99810 - Sales Clerk	15.60
99820 - School Crossing Guard	17.35
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	22.46
99841 - Vending Machine Repairer	27.63
99842 - Vending Machine Repairer Helper	22.46

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))."""