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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.: 2015-5683
Revision No.: 27
Date Of Last Revision: 5/14/2026

State: Alaska

Area: Alaska Counties of Fairbanks North Star

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.48
01012 - Accounting Clerk II		24.11
01013 - Accounting Clerk III		26.97
01020 - Administrative Assistant		30.25
01035 - Court Reporter		23.00
01041 - Customer Service Representative I		17.49
01042 - Customer Service Representative II		19.08
01043 - Customer Service Representative III		21.41
01051 - Data Entry Operator I		16.79
01052 - Data Entry Operator II		18.66
01060 - Dispatcher, Motor Vehicle		27.82
01070 - Document Preparation Clerk		18.32
01090 - Duplicating Machine Operator		18.32
01111 - General Clerk I		20.88
01112 - General Clerk II		22.78
01113 - General Clerk III		25.57
01120 - Housing Referral Assistant		25.65
01141 - Messenger Courier		15.60
01191 - Order Clerk I		17.11
01192 - Order Clerk II		18.66
01261 - Personnel Assistant (Employment) I		20.56
01262 - Personnel Assistant (Employment) II		23.00
01263 - Personnel Assistant (Employment) III		25.65
01270 - Production Control Clerk		31.98
01290 - Rental Clerk		21.02
01300 - Scheduler, Maintenance		20.56
01311 - Secretary I		20.56
01312 - Secretary II		23.00
01313 - Secretary III		25.65
01320 - Service Order Dispatcher		24.87
01410 - Supply Technician		30.25
01420 - Survey Worker		23.00
01460 - Switchboard Operator/Receptionist		20.57
01531 - Travel Clerk I		18.32
01532 - Travel Clerk II		20.56
01533 - Travel Clerk III		23.00
01611 - Word Processor I		18.32
01612 - Word Processor II		20.56
01613 - Word Processor III		23.00
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		30.03
05010 - Automotive Electrician		30.22
05040 - Automotive Glass Installer		28.38
05070 - Automotive Worker		28.38
05110 - Mobile Equipment Servicer		24.66
05130 - Motor Equipment Metal Mechanic		32.08
05160 - Motor Equipment Metal Worker		28.38
05190 - Motor Vehicle Mechanic		32.08
05220 - Motor Vehicle Mechanic Helper		22.82
05250 - Motor Vehicle Upholstery Worker		26.51
05280 - Motor Vehicle Wrecker		28.38
05310 - Painter, Automotive		30.22
05340 - Radiator Repair Specialist		28.38
05370 - Tire Repairer		19.26
05400 - Transmission Repair Specialist		32.08
07000 - Food Preparation And Service Occupations		
07010 - Baker		23.40
07041 - Cook I		22.80

07042 - Cook II		26.24
07070 - Dishwasher		15.73
07130 - Food Service Worker		17.71
07210 - Meat Cutter		26.16
07260 - Waiter/Waitress		13.00
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		39.90
09040 - Furniture Handler		25.23
09080 - Furniture Refinisher		39.90
09090 - Furniture Refinisher Helper		30.13
09110 - Furniture Repairer, Minor		35.01
09130 - Upholsterer		39.90
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		17.61
11060 - Elevator Operator		19.27
11090 - Gardener		28.61
11122 - Housekeeping Aide		19.27
11150 - Janitor		19.27
11210 - Laborer, Grounds Maintenance		22.17
11240 - Maid or Houseman		17.04
11260 - Pruner		20.02
11270 - Tractor Operator		26.46
11330 - Trail Maintenance Worker		22.17
11360 - Window Cleaner		21.34
12000 - Health Occupations		
12010 - Ambulance Driver		31.54
12011 - Breath Alcohol Technician		31.54
12012 - Certified Occupational Therapist Assistant		43.27
12015 - Certified Physical Therapist Assistant		43.27
12020 - Dental Assistant		24.34
12025 - Dental Hygienist		62.55
12030 - EKG Technician		47.78
12035 - Electroneurodiagnostic Technologist		47.78
12040 - Emergency Medical Technician		31.54
12071 - Licensed Practical Nurse I		28.20
12072 - Licensed Practical Nurse II		31.54
12073 - Licensed Practical Nurse III		35.15
12100 - Medical Assistant		23.51
12130 - Medical Laboratory Technician		33.84
12160 - Medical Record Clerk		23.00
12190 - Medical Record Technician		25.73
12195 - Medical Transcriptionist		28.20
12210 - Nuclear Medicine Technologist		69.31
12221 - Nursing Assistant I		20.46
12222 - Nursing Assistant II		23.02
12223 - Nursing Assistant III		25.12
12224 - Nursing Assistant IV		28.20
12235 - Optical Dispenser		31.54
12236 - Optical Technician		28.20
12250 - Pharmacy Technician		23.65
12280 - Phlebotomist		28.20
12305 - Radiologic Technologist		39.93
12311 - Registered Nurse I		32.84
12312 - Registered Nurse II		40.18
12313 - Registered Nurse II, Specialist		40.18
12314 - Registered Nurse III		48.60
12315 - Registered Nurse III, Anesthetist		48.60
12316 - Registered Nurse IV		58.26
12317 - Scheduler (Drug and Alcohol Testing)		39.07
12320 - Substance Abuse Treatment Counselor		34.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.00
13012 - Exhibits Specialist II		33.44
13013 - Exhibits Specialist III		40.90
13041 - Illustrator I		27.00
13042 - Illustrator II		33.44
13043 - Illustrator III		40.90
13047 - Librarian		36.07
13050 - Library Aide/Clerk		17.56
13054 - Library Information Technology Systems Administrator		32.56
13058 - Library Technician		29.58
13061 - Media Specialist I		23.50
13062 - Media Specialist II		26.29
13063 - Media Specialist III		29.31
13071 - Photographer I		24.13
13072 - Photographer II		27.00
13073 - Photographer III		33.44
13074 - Photographer IV		40.90
13075 - Photographer V		48.19
13090 - Technical Order Library Clerk		21.87
13110 - Video Teleconference Technician		24.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.44
14042 - Computer Operator II		21.75
14043 - Computer Operator III		24.47
14044 - Computer Operator IV		27.20
14045 - Computer Operator V		30.12
14071 - Computer Programmer I	(see 1)	
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		19.62
14160 - Personal Computer Support Technician		27.62
14170 - System Support Specialist		30.12
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.79
15020 - Aircrew Training Devices Instructor (Rated)		43.30
15030 - Air Crew Training Devices Instructor (Pilot)		51.90
15050 - Computer Based Training Specialist / Instructor		35.79
15060 - Educational Technologist		38.49
15070 - Flight Instructor (Pilot)		51.90
15080 - Graphic Artist		42.39
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.90
15086 - Maintenance Test Pilot, Rotary Wing		51.90
15088 - Non-Maintenance Test/Co-Pilot		51.90
15090 - Technical Instructor		34.65
15095 - Technical Instructor/Course Developer		42.39
15110 - Test Proctor		27.97
15120 - Tutor		27.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.89
16030 - Counter Attendant		14.89
16040 - Dry Cleaner		18.95
16070 - Finisher, Flatwork, Machine		14.89
16090 - Presser, Hand		14.89
16110 - Presser, Machine, Drycleaning		14.89
16130 - Presser, Machine, Shirts		14.89
16160 - Presser, Machine, Wearing Apparel, Laundry		14.89
16190 - Sewing Machine Operator		20.29
16220 - Tailor		21.67
16250 - Washer, Machine		16.27
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		41.40
19040 - Tool And Die Maker		51.60
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.28
21030 - Material Coordinator		31.98
21040 - Material Expediter		31.98
21050 - Material Handling Laborer		21.17
21071 - Order Filler		19.89
21080 - Production Line Worker (Food Processing)		23.28
21110 - Shipping Packer		26.34
21130 - Shipping/Receiving Clerk		26.34
21140 - Store Worker I		19.41
21150 - Stock Clerk		26.45
21210 - Tools And Parts Attendant		23.28
21410 - Warehouse Specialist		23.28
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		40.35
23019 - Aircraft Logs and Records Technician		31.55
23021 - Aircraft Mechanic I		38.17
23022 - Aircraft Mechanic II		40.35
23023 - Aircraft Mechanic III		42.58
23040 - Aircraft Mechanic Helper		27.14
23050 - Aircraft, Painter		35.95
23060 - Aircraft Servicer		31.55
23070 - Aircraft Survival Flight Equipment Technician		35.95
23080 - Aircraft Worker		33.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		33.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		38.17
23110 - Appliance Mechanic		40.49
23120 - Bicycle Repairer		33.79
23125 - Cable Splicer		48.20
23130 - Carpenter, Maintenance		37.39
23140 - Carpet Layer		38.88
23160 - Electrician, Maintenance		45.05
23181 - Electronics Technician Maintenance I		39.04
23182 - Electronics Technician Maintenance II		41.57
23183 - Electronics Technician Maintenance III		44.13
23260 - Fabric Worker		36.33
23290 - Fire Alarm System Mechanic		43.96
23310 - Fire Extinguisher Repairer		33.79
23311 - Fuel Distribution System Mechanic		43.96
23312 - Fuel Distribution System Operator		33.79
23370 - General Maintenance Worker		26.75
23380 - Ground Support Equipment Mechanic		38.17
23381 - Ground Support Equipment Servicer		31.55
23382 - Ground Support Equipment Worker		33.77
23391 - Gunsmith I		33.79
23392 - Gunsmith II		38.88
23393 - Gunsmith III		43.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic		40.50
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		42.81
23430 - Heavy Equipment Mechanic		45.56

23440 - Heavy Equipment Operator		36.10
23460 - Instrument Mechanic		43.96
23465 - Laboratory/Shelter Mechanic		41.40
23470 - Laborer		21.17
23510 - Locksmith		41.40
23530 - Machinery Maintenance Mechanic		44.94
23550 - Machinist, Maintenance		43.14
23580 - Maintenance Trades Helper		20.84
23591 - Metrology Technician I		43.96
23592 - Metrology Technician II		46.46
23593 - Metrology Technician III		49.04
23640 - Millwright		43.96
23710 - Office Appliance Repairer		37.74
23760 - Painter, Maintenance		33.19
23790 - Pipefitter, Maintenance		42.49
23810 - Plumber, Maintenance		40.02
23820 - Pneudraulic Systems Mechanic		43.96
23850 - Rigger		43.96
23870 - Scale Mechanic		38.88
23890 - Sheet-Metal Worker, Maintenance		45.84
23910 - Small Engine Mechanic		38.88
23931 - Telecommunications Mechanic I		42.57
23932 - Telecommunications Mechanic II		45.00
23950 - Telephone Lineman		43.96
23960 - Welder, Combination, Maintenance		40.32
23965 - Well Driller		42.99
23970 - Woodcraft Worker		43.96
23980 - Woodworker		33.79
24000 - Personal Needs Occupations		
24550 - Case Manager		21.89
24570 - Child Care Attendant		17.74
24580 - Child Care Center Clerk		22.13
24610 - Chore Aide		19.29
24620 - Family Readiness And Support Services Coordinator		21.89
24630 - Homemaker		21.89
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		46.46
25040 - Sewage Plant Operator		43.76
25070 - Stationary Engineer		46.46
25190 - Ventilation Equipment Tender		33.04
25210 - Water Treatment Plant Operator		43.76
27000 - Protective Service Occupations		
27004 - Alarm Monitor		30.47
27007 - Baggage Inspector		22.72
27008 - Corrections Officer		27.17
27010 - Court Security Officer		27.13
27030 - Detection Dog Handler		25.41
27040 - Detention Officer		27.17
27070 - Firefighter		27.13
27101 - Guard I		22.72
27102 - Guard II		25.41
27131 - Police Officer I		41.35
27132 - Police Officer II		45.96
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		20.90
28042 - Carnival Equipment Repairer		22.58
28043 - Carnival Worker		15.81
28210 - Gate Attendant/Gate Tender		30.73
28310 - Lifeguard		24.31
28350 - Park Attendant (Aide)		34.38
28510 - Recreation Aide/Health Facility Attendant		25.10
28515 - Recreation Specialist		43.96
28630 - Sports Official		27.39
28690 - Swimming Pool Operator		28.71
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		38.88
29020 - Hatch Tender		38.88
29030 - Line Handler		38.88
29041 - Stevedore I		36.33
29042 - Stevedore II		41.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	52.09
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	35.92
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	39.56
30021 - Archeological Technician I		23.41
30022 - Archeological Technician II		27.28
30023 - Archeological Technician III		29.97
30030 - Cartographic Technician		31.78
30040 - Civil Engineering Technician		32.97
30051 - Cryogenic Technician I		33.19
30052 - Cryogenic Technician II		36.66
30061 - Drafter/CAD Operator I		23.41
30062 - Drafter/CAD Operator II		27.28
30063 - Drafter/CAD Operator III		29.19
30064 - Drafter/CAD Operator IV		34.79
30081 - Engineering Technician I		22.72
30082 - Engineering Technician II		26.56
30083 - Engineering Technician III		29.74

30084 - Engineering Technician IV		33.02
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		45.77
30090 - Environmental Technician		29.97
30095 - Evidence Control Specialist		29.97
30210 - Laboratory Technician		26.97
30221 - Latent Fingerprint Technician I		33.19
30222 - Latent Fingerprint Technician II		36.66
30240 - Mathematical Technician		32.95
30361 - Paralegal/Legal Assistant I		24.66
30362 - Paralegal/Legal Assistant II		30.56
30363 - Paralegal/Legal Assistant III		37.38
30364 - Paralegal/Legal Assistant IV		45.22
30375 - Petroleum Supply Specialist		36.66
30390 - Photo-Optics Technician		32.95
30395 - Radiation Control Technician		36.66
30461 - Technical Writer I		29.97
30462 - Technical Writer II		36.66
30463 - Technical Writer III		44.35
30491 - Unexploded Ordnance (UXO) Technician I		33.11
30492 - Unexploded Ordnance (UXO) Technician II		40.06
30493 - Unexploded Ordnance (UXO) Technician III		48.01
30494 - Unexploded (UXO) Safety Escort		33.11
30495 - Unexploded (UXO) Sweep Personnel		33.11
30501 - Weather Forecaster I		34.79
30502 - Weather Forecaster II		42.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.19
30621 - Weather Observer, Senior	(see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.06
31020 - Bus Aide		22.93
31030 - Bus Driver		31.81
31043 - Driver Courier		22.40
31260 - Parking and Lot Attendant		17.49
31290 - Shuttle Bus Driver		21.91
31310 - Taxi Driver		20.94
31361 - Truckdriver, Light		24.21
31362 - Truckdriver, Medium		26.03
31363 - Truckdriver, Heavy		35.35
31364 - Truckdriver, Tractor-Trailer		35.35
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.53
99030 - Cashier		17.62
99050 - Desk Clerk		16.74
99095 - Embalmer		33.11
99130 - Flight Follower		33.11
99251 - Laboratory Animal Caretaker I		24.05
99252 - Laboratory Animal Caretaker II		31.11
99260 - Marketing Analyst		28.46
99310 - Mortician		33.11
99410 - Pest Controller		33.45
99510 - Photofinishing Worker		17.40
99710 - Recycling Laborer		25.38
99711 - Recycling Specialist		30.29
99730 - Refuse Collector		22.92
99810 - Sales Clerk		17.81
99820 - School Crossing Guard		21.77
99830 - Survey Party Chief		34.96
99831 - Surveying Aide		23.28
99832 - Surveying Technician		31.78
99840 - Vending Machine Attendant		28.78
99841 - Vending Machine Repairer		35.80
99842 - Vending Machine Repairer Helper		28.78

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 cor
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 twelve 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, 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))."""