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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 Division of
Director Wage Determinations

Wage Determination No.: 2015-5467
Revision No.: 33
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State: Arizona

Area: Arizona Counties of Mohave

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.73
01012 - Accounting Clerk II		19.89
01013 - Accounting Clerk III		22.25
01020 - Administrative Assistant		29.05
01035 - Court Reporter		22.13
01041 - Customer Service Representative I		15.53
01042 - Customer Service Representative II		16.95
01043 - Customer Service Representative III		19.02
01051 - Data Entry Operator I		16.52
01052 - Data Entry Operator II		18.03
01060 - Dispatcher, Motor Vehicle		21.63
01070 - Document Preparation Clerk		17.63
01090 - Duplicating Machine Operator		17.63
01111 - General Clerk I		16.57
01112 - General Clerk II		18.09
01113 - General Clerk III		20.30
01120 - Housing Referral Assistant		24.68
01141 - Messenger Courier		14.36
01191 - Order Clerk I		16.16
01192 - Order Clerk II		17.63
01261 - Personnel Assistant (Employment) I		19.78
01262 - Personnel Assistant (Employment) II		22.13
01263 - Personnel Assistant (Employment) III		24.68
01270 - Production Control Clerk		23.28
01290 - Rental Clerk		18.10
01300 - Scheduler, Maintenance		19.78
01311 - Secretary I		19.78
01312 - Secretary II		22.13
01313 - Secretary III		24.68
01320 - Service Order Dispatcher		19.33
01410 - Supply Technician		29.05
01420 - Survey Worker		19.18
01460 - Switchboard Operator/Receptionist		17.48
01531 - Travel Clerk I		17.63
01532 - Travel Clerk II		19.78

01533 - Travel Clerk III	22.13
01611 - Word Processor I	17.63
01612 - Word Processor II	19.78
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.42
05010 - Automotive Electrician	21.39
05040 - Automotive Glass Installer	20.30
05070 - Automotive Worker	20.30
05110 - Mobile Equipment Servicer	18.29
05130 - Motor Equipment Metal Mechanic	22.44
05160 - Motor Equipment Metal Worker	20.30
05190 - Motor Vehicle Mechanic	22.44
05220 - Motor Vehicle Mechanic Helper	17.27
05250 - Motor Vehicle Upholstery Worker	19.30
05280 - Motor Vehicle Wrecker	20.30
05310 - Painter, Automotive	21.39
05340 - Radiator Repair Specialist	20.30
05370 - Tire Repairer	17.20
05400 - Transmission Repair Specialist	22.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.18
07041 - Cook I	17.95
07042 - Cook II	19.92
07070 - Dishwasher	15.71
07130 - Food Service Worker	16.92
07210 - Meat Cutter	20.45
07260 - Waiter/Waitress	17.49
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.28
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	21.28
09090 - Furniture Refinisher Helper	17.19
09110 - Furniture Repairer, Minor	19.20
09130 - Upholsterer	21.28
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.78
11060 - Elevator Operator	16.57
11090 - Gardener	21.48
11122 - Housekeeping Aide	16.57
11150 - Janitor	16.57
11210 - Laborer, Grounds Maintenance	17.73
11240 - Maid or Houseman	15.48
11260 - Pruner	16.39
11270 - Tractor Operator	20.29
11330 - Trail Maintenance Worker	17.73
11360 - Window Cleaner	17.92
12000 - Health Occupations	
12010 - Ambulance Driver	19.91
12011 - Breath Alcohol Technician	28.84
12012 - Certified Occupational Therapist Assistant	39.56
12015 - Certified Physical Therapist Assistant	30.13
12020 - Dental Assistant	22.63
12025 - Dental Hygienist	49.42
12030 - EKG Technician	39.49
12035 - Electroneurodiagnostic Technologist	39.49
12040 - Emergency Medical Technician	19.91
12071 - Licensed Practical Nurse I	25.78
12072 - Licensed Practical Nurse II	28.84
12073 - Licensed Practical Nurse III	32.16
12100 - Medical Assistant	20.14
12130 - Medical Laboratory Technician	31.30
12160 - Medical Record Clerk	18.76
12190 - Medical Record Technician	20.99
12195 - Medical Transcriptionist	25.78
12210 - Nuclear Medicine Technologist	63.39
12221 - Nursing Assistant I	15.06
12222 - Nursing Assistant II	16.94
12223 - Nursing Assistant III	18.49

12224 - Nursing Assistant IV	20.74
12235 - Optical Dispenser	24.25
12236 - Optical Technician	25.78
12250 - Pharmacy Technician	22.06
12280 - Phlebotomist	24.66
12305 - Radiologic Technologist	36.26
12311 - Registered Nurse I	28.92
12312 - Registered Nurse II	35.37
12313 - Registered Nurse II, Specialist	35.37
12314 - Registered Nurse III	42.79
12315 - Registered Nurse III, Anesthetist	42.79
12316 - Registered Nurse IV	51.30
12317 - Scheduler (Drug and Alcohol Testing)	35.72
12320 - Substance Abuse Treatment Counselor	30.22
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.20
13012 - Exhibits Specialist II	27.51
13013 - Exhibits Specialist III	30.27
13041 - Illustrator I	20.20
13042 - Illustrator II	25.05
13043 - Illustrator III	30.27
13047 - Librarian	30.46
13050 - Library Aide/Clerk	19.32
13054 - Library Information Technology Systems Administrator	27.51
13058 - Library Technician	19.98
13061 - Media Specialist I	19.85
13062 - Media Specialist II	22.20
13063 - Media Specialist III	24.76
13071 - Photographer I	17.56
13072 - Photographer II	19.64
13073 - Photographer III	24.32
13074 - Photographer IV	29.74
13075 - Photographer V	35.99
13090 - Technical Order Library Clerk	24.25
13110 - Video Teleconference Technician	25.69
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.98
14042 - Computer Operator II	21.24
14043 - Computer Operator III	23.66
14044 - Computer Operator IV	26.30
14045 - Computer Operator V	29.12
14071 - Computer Programmer I	(see 1) 24.59
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	18.98
14160 - Personal Computer Support Technician	26.30
14170 - System Support Specialist	29.12
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.26
15020 - Aircrew Training Devices Instructor (Rated)	41.45
15030 - Air Crew Training Devices Instructor (Pilot)	49.70
15050 - Computer Based Training Specialist / Instructor	34.26
15060 - Educational Technologist	30.48
15070 - Flight Instructor (Pilot)	49.70
15080 - Graphic Artist	25.97
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	49.70
15086 - Maintenance Test Pilot, Rotary Wing	49.70
15088 - Non-Maintenance Test/Co-Pilot	49.70
15090 - Technical Instructor	21.23
15095 - Technical Instructor/Course Developer	25.97
15110 - Test Proctor	17.14
15120 - Tutor	17.14

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	15.69
16030 - Counter Attendant	15.69
16040 - Dry Cleaner	20.27
16070 - Finisher, Flatwork, Machine	15.69
16090 - Presser, Hand	15.69
16110 - Presser, Machine, Drycleaning	15.69
16130 - Presser, Machine, Shirts	15.69
16160 - Presser, Machine, Wearing Apparel, Laundry	15.69
16190 - Sewing Machine Operator	21.70
16220 - Tailor	23.20
16250 - Washer, Machine	17.20
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.80
19040 - Tool And Die Maker	32.81
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.15
21030 - Material Coordinator	23.28
21040 - Material Expediter	23.28
21050 - Material Handling Laborer	18.46
21071 - Order Filler	17.61
21080 - Production Line Worker (Food Processing)	19.15
21110 - Shipping Packer	19.71
21130 - Shipping/Receiving Clerk	19.71
21140 - Store Worker I	20.82
21150 - Stock Clerk	26.14
21210 - Tools And Parts Attendant	19.15
21410 - Warehouse Specialist	19.15
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.56
23019 - Aircraft Logs and Records Technician	30.03
23021 - Aircraft Mechanic I	34.92
23022 - Aircraft Mechanic II	36.56
23023 - Aircraft Mechanic III	37.92
23040 - Aircraft Mechanic Helper	26.88
23050 - Aircraft, Painter	33.27
23060 - Aircraft Servicer	30.03
23070 - Aircraft Survival Flight Equipment Technician	33.27
23080 - Aircraft Worker	31.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.92
23110 - Appliance Mechanic	27.80
23120 - Bicycle Repairer	23.77
23125 - Cable Splicer	50.80
23130 - Carpenter, Maintenance	23.90
23140 - Carpet Layer	26.39
23160 - Electrician, Maintenance	27.33
23181 - Electronics Technician Maintenance I	26.39
23182 - Electronics Technician Maintenance II	28.30
23183 - Electronics Technician Maintenance III	29.71
23260 - Fabric Worker	25.09
23290 - Fire Alarm System Mechanic	28.92
23310 - Fire Extinguisher Repairer	23.77
23311 - Fuel Distribution System Mechanic	31.02
23312 - Fuel Distribution System Operator	26.30
23370 - General Maintenance Worker	21.21
23380 - Ground Support Equipment Mechanic	34.92
23381 - Ground Support Equipment Servicer	30.03
23382 - Ground Support Equipment Worker	31.58
23391 - Gunsmith I	23.77
23392 - Gunsmith II	26.39
23393 - Gunsmith III	29.17
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.00
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.23
23430 - Heavy Equipment Mechanic	29.50
23440 - Heavy Equipment Operator	26.66

23460 - Instrument Mechanic	29.17
23465 - Laboratory/Shelter Mechanic	27.80
23470 - Laborer	18.46
23510 - Locksmith	27.80
23530 - Machinery Maintenance Mechanic	30.68
23550 - Machinist, Maintenance	24.23
23580 - Maintenance Trades Helper	20.86
23591 - Metrology Technician I	29.17
23592 - Metrology Technician II	30.54
23593 - Metrology Technician III	31.68
23640 - Millwright	29.17
23710 - Office Appliance Repairer	27.80
23760 - Painter, Maintenance	22.10
23790 - Pipefitter, Maintenance	29.53
23810 - Plumber, Maintenance	28.14
23820 - Pneudraulic Systems Mechanic	29.17
23850 - Rigger	29.19
23870 - Scale Mechanic	26.39
23890 - Sheet-Metal Worker, Maintenance	29.19
23910 - Small Engine Mechanic	26.39
23931 - Telecommunications Mechanic I	29.59
23932 - Telecommunications Mechanic II	30.99
23950 - Telephone Lineman	29.17
23960 - Welder, Combination, Maintenance	24.06
23965 - Well Driller	29.17
23970 - Woodcraft Worker	29.17
23980 - Woodworker	23.77
24000 - Personal Needs Occupations	
24550 - Case Manager	18.00
24570 - Child Care Attendant	16.25
24580 - Child Care Center Clerk	20.27
24610 - Chore Aide	16.46
24620 - Family Readiness And Support Services Coordinator	18.00
24630 - Homemaker	19.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	30.12
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	22.77
25210 - Water Treatment Plant Operator	30.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.40
27007 - Baggage Inspector	17.24
27008 - Corrections Officer	28.25
27010 - Court Security Officer	28.63
27030 - Detection Dog Handler	20.45
27040 - Detention Officer	28.25
27070 - Firefighter	26.62
27101 - Guard I	17.24
27102 - Guard II	20.45
27131 - Police Officer I	31.38
27132 - Police Officer II	34.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.39
28042 - Carnival Equipment Repairer	19.47
28043 - Carnival Worker	14.86
28210 - Gate Attendant/Gate Tender	20.57
28310 - Lifeguard	16.72
28350 - Park Attendant (Aide)	23.00
28510 - Recreation Aide/Health Facility Attendant	16.79
28515 - Recreation Specialist	28.51
28630 - Sports Official	18.32
28690 - Swimming Pool Operator	24.56
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.18
29020 - Hatch Tender	29.18
29030 - Line Handler	29.21
29041 - Stevedore I	28.02

29042 - Stevedore II		33.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	47.53
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.78
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	36.10
30021 - Archeological Technician I		20.33
30022 - Archeological Technician II		22.74
30023 - Archeological Technician III		26.16
30030 - Cartographic Technician		28.17
30040 - Civil Engineering Technician		26.82
30051 - Cryogenic Technician I		28.09
30052 - Cryogenic Technician II		31.02
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.74
30063 - Drafter/CAD Operator III		25.36
30064 - Drafter/CAD Operator IV		30.87
30081 - Engineering Technician I		16.94
30082 - Engineering Technician II		19.03
30083 - Engineering Technician III		23.33
30084 - Engineering Technician IV		26.37
30085 - Engineering Technician V		32.26
30086 - Engineering Technician VI		39.04
30090 - Environmental Technician		25.36
30095 - Evidence Control Specialist		25.36
30210 - Laboratory Technician		23.26
30221 - Latent Fingerprint Technician I		28.09
30222 - Latent Fingerprint Technician II		31.02
30240 - Mathematical Technician		28.17
30361 - Paralegal/Legal Assistant I		22.40
30362 - Paralegal/Legal Assistant II		27.75
30363 - Paralegal/Legal Assistant III		33.94
30364 - Paralegal/Legal Assistant IV		41.08
30375 - Petroleum Supply Specialist		31.02
30390 - Photo-Optics Technician		28.17
30395 - Radiation Control Technician		31.02
30461 - Technical Writer I		25.36
30462 - Technical Writer II		31.02
30463 - Technical Writer III		37.53
30491 - Unexploded Ordnance (UXO) Technician I		30.21
30492 - Unexploded Ordnance (UXO) Technician II		36.55
30493 - Unexploded Ordnance (UXO) Technician III		43.81
30494 - Unexploded (UXO) Safety Escort		30.21
30495 - Unexploded (UXO) Sweep Personnel		30.21
30501 - Weather Forecaster I		28.09
30502 - Weather Forecaster II		34.17
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.36
30621 - Weather Observer, Senior	(see 2)	27.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.55
31020 - Bus Aide		15.62
31030 - Bus Driver		19.90
31043 - Driver Courier		18.43
31260 - Parking and Lot Attendant		15.60
31290 - Shuttle Bus Driver		17.73
31310 - Taxi Driver		14.44
31361 - Truckdriver, Light		19.51
31362 - Truckdriver, Medium		20.59
31363 - Truckdriver, Heavy		23.11
31364 - Truckdriver, Tractor-Trailer		23.11
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.82
99030 - Cashier		15.63
99050 - Desk Clerk		16.05
99095 - Embalmer		30.21
99130 - Flight Follower		30.21
99251 - Laboratory Animal Caretaker I		17.46
99252 - Laboratory Animal Caretaker II		18.49

99260 - Marketing Analyst	22.98
99310 - Mortician	30.21
99410 - Pest Controller	19.60
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	24.00
99711 - Recycling Specialist	27.46
99730 - Refuse Collector	22.19
99810 - Sales Clerk	16.64
99820 - School Crossing Guard	22.54
99830 - Survey Party Chief	31.79
99831 - Surveying Aide	18.08
99832 - Surveying Technician	24.80
99840 - Vending Machine Attendant	27.89
99841 - Vending Machine Repairer	32.77
99842 - Vending Machine Repairer Helper	27.89

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. 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: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per week, or \$939.46 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)).""