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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.: 2015-5357
Revision No.: 30
Date Of Last Revision: 9/10/2026

State: Nebraska

Area: Nebraska Counties of Adams, Arthur, Blaine, Buffalo, Chase,
Cherry, Clay, Custer, Dawson, Dundy,
Franklin, Frontier, Furnas, Gosper,
Grant, Greeley, Harlan, Hayes,
Hitchcock, Hooker, Kearney, Keith,
Lincoln, Logan, McPherson, Nuckolls,
Perkins, Phelps, Red Willow, Sherman,
Thomas, Valley and Webster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.93
01012 - Accounting Clerk II		18.99
01013 - Accounting Clerk III		21.25
01020 - Administrative Assistant		30.23
01035 - Court Reporter		21.11
01041 - Customer Service Representative I		15.72
01042 - Customer Service Representative II		17.16
01043 - Customer Service Representative III		19.25
01051 - Data Entry Operator I		18.35
01052 - Data Entry Operator II		20.02
01060 - Dispatcher, Motor Vehicle		23.42
01070 - Document Preparation Clerk		16.88
01090 - Duplicating Machine Operator		16.88
01111 - General Clerk I		14.81
01112 - General Clerk II		16.16
01113 - General Clerk III		18.13
01120 - Housing Referral Assistant		23.54
01141 - Messenger Courier		13.84
01191 - Order Clerk I		19.59
01192 - Order Clerk II		21.38
01261 - Personnel Assistant (Employment) I		19.13
01262 - Personnel Assistant (Employment) II		21.40
01263 - Personnel Assistant (Employment) III		23.86
01270 - Production Control Clerk		27.78
01290 - Rental Clerk		14.96
01300 - Scheduler, Maintenance		18.87
01311 - Secretary I		18.87
01312 - Secretary II		21.11
01313 - Secretary III		23.54
01320 - Service Order Dispatcher		20.93
01410 - Supply Technician		30.23
01420 - Survey Worker		18.95
01460 - Switchboard Operator/Receptionist		17.23
01531 - Travel Clerk I		16.82
01532 - Travel Clerk II		18.87
01533 - Travel Clerk III		21.11
01611 - Word Processor I		16.82
01612 - Word Processor II		18.87
01613 - Word Processor III		21.11
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.04
05010 - Automotive Electrician		21.76
05040 - Automotive Glass Installer		20.65
05070 - Automotive Worker		20.65
05110 - Mobile Equipment Servicer		18.33
05130 - Motor Equipment Metal Mechanic		22.65
05160 - Motor Equipment Metal Worker		20.65
05190 - Motor Vehicle Mechanic		22.65
05220 - Motor Vehicle Mechanic Helper		17.20
05250 - Motor Vehicle Upholstery Worker		19.49
05280 - Motor Vehicle Wrecker		20.65

05310 - Painter, Automotive	21.76
05340 - Radiator Repair Specialist	20.65
05370 - Tire Repairer	17.90
05400 - Transmission Repair Specialist	22.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.61
07041 - Cook I	17.15
07042 - Cook II	19.33
07070 - Dishwasher	13.50
07130 - Food Service Worker	15.69
07210 - Meat Cutter	19.78
07260 - Waiter/Waitress	13.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.12
09040 - Furniture Handler	15.77
09080 - Furniture Refinisher	23.12
09090 - Furniture Refinisher Helper	18.22
09110 - Furniture Repairer, Minor	20.71
09130 - Upholsterer	23.12
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	19.03
11060 - Elevator Operator	17.86
11090 - Gardener	22.14
11122 - Housekeeping Aide	17.86
11150 - Janitor	17.86
11210 - Laborer, Grounds Maintenance	17.93
11240 - Maid or Houseman	15.73
11260 - Pruner	16.51
11270 - Tractor Operator	20.71
11330 - Trail Maintenance Worker	17.93
11360 - Window Cleaner	19.40
12000 - Health Occupations	
12010 - Ambulance Driver	22.05
12011 - Breath Alcohol Technician	26.75
12012 - Certified Occupational Therapist Assistant	28.43
12015 - Certified Physical Therapist Assistant	29.41
12020 - Dental Assistant	21.32
12025 - Dental Hygienist	41.16
12030 - EKG Technician	34.11
12035 - Electroneurodiagnostic Technologist	34.11
12040 - Emergency Medical Technician	22.05
12071 - Licensed Practical Nurse I	23.91
12072 - Licensed Practical Nurse II	26.75
12073 - Licensed Practical Nurse III	29.83
12100 - Medical Assistant	21.51
12130 - Medical Laboratory Technician	30.30
12160 - Medical Record Clerk	20.83
12190 - Medical Record Technician	23.30
12195 - Medical Transcriptionist	21.25
12210 - Nuclear Medicine Technologist	57.04
12221 - Nursing Assistant I	13.97
12222 - Nursing Assistant II	15.71
12223 - Nursing Assistant III	17.15
12224 - Nursing Assistant IV	19.24
12235 - Optical Dispenser	18.20
12236 - Optical Technician	23.91
12250 - Pharmacy Technician	19.46
12280 - Phlebotomist	18.53
12305 - Radiologic Technologist	35.11
12311 - Registered Nurse I	26.93
12312 - Registered Nurse II	32.94
12313 - Registered Nurse II, Specialist	32.94
12314 - Registered Nurse III	39.86
12315 - Registered Nurse III, Anesthetist	39.86
12316 - Registered Nurse IV	47.77
12317 - Scheduler (Drug and Alcohol Testing)	33.14
12320 - Substance Abuse Treatment Counselor	31.05
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.30
13012 - Exhibits Specialist II	25.14
13013 - Exhibits Specialist III	30.75
13041 - Illustrator I	20.30
13042 - Illustrator II	25.14
13043 - Illustrator III	30.75
13047 - Librarian	27.85
13050 - Library Aide/Clerk	13.61
13054 - Library Information Technology Systems Administrator	25.14
13058 - Library Technician	17.47
13061 - Media Specialist I	18.15
13062 - Media Specialist II	20.30
13063 - Media Specialist III	22.62
13071 - Photographer I	16.93
13072 - Photographer II	18.93
13073 - Photographer III	23.46
13074 - Photographer IV	28.70
13075 - Photographer V	34.72
13090 - Technical Order Library Clerk	17.31
13110 - Video Teleconference Technician	18.15
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.15
14042 - Computer Operator II	23.67

14043 - Computer Operator III	26.39
14044 - Computer Operator IV	29.32
14045 - Computer Operator V	32.47
14071 - Computer Programmer I	(see 1) 23.09
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	21.15
14160 - Personal Computer Support Technician	29.32
14170 - System Support Specialist	32.47
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.12
15020 - Aircrew Training Devices Instructor (Rated)	41.29
15030 - Air Crew Training Devices Instructor (Pilot)	49.49
15050 - Computer Based Training Specialist / Instructor	34.12
15060 - Educational Technologist	35.45
15070 - Flight Instructor (Pilot)	49.49
15080 - Graphic Artist	22.86
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	49.49
15086 - Maintenance Test Pilot, Rotary Wing	49.49
15088 - Non-Maintenance Test/Co-Pilot	49.49
15090 - Technical Instructor	25.46
15095 - Technical Instructor/Course Developer	31.14
15110 - Test Proctor	20.55
15120 - Tutor	20.55
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)	28.98
19040 - Tool And Die Maker	33.47
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.15
21030 - Material Coordinator	27.78
21040 - Material Expediter	27.78
21050 - Material Handling Laborer	21.86
21071 - Order Filler	16.89
21080 - Production Line Worker (Food Processing)	23.15
21110 - Shipping Packer	22.26
21130 - Shipping/Receiving Clerk	22.26
21140 - Store Worker I	15.76
21150 - Stock Clerk	20.05
21210 - Tools And Parts Attendant	23.15
21410 - Warehouse Specialist	23.15
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.64
23019 - Aircraft Logs and Records Technician	25.25
23021 - Aircraft Mechanic I	29.35
23022 - Aircraft Mechanic II	30.64
23023 - Aircraft Mechanic III	31.61
23040 - Aircraft Mechanic Helper	22.22
23050 - Aircraft, Painter	28.20
23060 - Aircraft Servicer	25.25
23070 - Aircraft Survival Flight Equipment Technician	28.20
23080 - Aircraft Worker	26.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.35
23110 - Appliance Mechanic	28.20
23120 - Bicycle Repairer	23.75
23125 - Cable Splicer	45.05
23130 - Carpenter, Maintenance	22.59
23140 - Carpet Layer	26.76
23160 - Electrician, Maintenance	27.62
23181 - Electronics Technician Maintenance I	31.57
23182 - Electronics Technician Maintenance II	33.25
23183 - Electronics Technician Maintenance III	34.62
23260 - Fabric Worker	25.25
23290 - Fire Alarm System Mechanic	24.89
23310 - Fire Extinguisher Repairer	23.75
23311 - Fuel Distribution System Mechanic	42.14
23312 - Fuel Distribution System Operator	34.09
23370 - General Maintenance Worker	23.43
23380 - Ground Support Equipment Mechanic	29.35
23381 - Ground Support Equipment Servicer	25.25
23382 - Ground Support Equipment Worker	26.76

23391 - Gunsmith I	23.75
23392 - Gunsmith II	26.76
23393 - Gunsmith III	29.35
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.84
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.06
23430 - Heavy Equipment Mechanic	30.70
23440 - Heavy Equipment Operator	25.00
23460 - Instrument Mechanic	29.35
23465 - Laboratory/Shelter Mechanic	28.20
23470 - Laborer	21.86
23510 - Locksmith	28.20
23530 - Machinery Maintenance Mechanic	30.09
23550 - Machinist, Maintenance	23.74
23580 - Maintenance Trades Helper	17.48
23591 - Metrology Technician I	29.35
23592 - Metrology Technician II	30.64
23593 - Metrology Technician III	31.61
23640 - Millwright	29.10
23710 - Office Appliance Repairer	23.90
23760 - Painter, Maintenance	21.95
23790 - Pipefitter, Maintenance	28.34
23810 - Plumber, Maintenance	27.22
23820 - Pneudraulic Systems Mechanic	29.35
23850 - Rigger	29.35
23870 - Scale Mechanic	26.76
23890 - Sheet-Metal Worker, Maintenance	27.62
23910 - Small Engine Mechanic	23.84
23931 - Telecommunications Mechanic I	32.00
23932 - Telecommunications Mechanic II	33.42
23950 - Telephone Lineman	26.50
23960 - Welder, Combination, Maintenance	25.62
23965 - Well Driller	28.47
23970 - Woodcraft Worker	29.35
23980 - Woodworker	23.75
24000 - Personal Needs Occupations	
24550 - Case Manager	17.92
24570 - Child Care Attendant	14.02
24580 - Child Care Center Clerk	17.49
24610 - Chore Aide	17.21
24620 - Family Readiness And Support Services Coordinator	17.92
24630 - Homemaker	17.92
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.23
25040 - Sewage Plant Operator	28.45
25070 - Stationary Engineer	30.23
25190 - Ventilation Equipment Tender	22.88
25210 - Water Treatment Plant Operator	28.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.21
27007 - Baggage Inspector	18.32
27008 - Corrections Officer	27.95
27010 - Court Security Officer	28.19
27030 - Detection Dog Handler	20.50
27040 - Detention Officer	27.95
27070 - Firefighter	26.43
27101 - Guard I	18.32
27102 - Guard II	20.50
27131 - Police Officer I	27.99
27132 - Police Officer II	31.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.27
28042 - Carnival Equipment Repairer	18.45
28043 - Carnival Worker	13.76
28210 - Gate Attendant/Gate Tender	19.47
28310 - Lifeguard	13.22
28350 - Park Attendant (Aide)	21.78
28510 - Recreation Aide/Health Facility Attendant	15.90
28515 - Recreation Specialist	26.97
28630 - Sports Official	17.35
28690 - Swimming Pool Operator	20.80
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.38
29020 - Hatch Tender	26.38
29030 - Line Handler	26.38
29041 - Stevedore I	24.90
29042 - Stevedore II	27.79
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	19.46
30022 - Archeological Technician II	21.78
30023 - Archeological Technician III	26.98
30030 - Cartographic Technician	26.98
30040 - Civil Engineering Technician	26.98
30051 - Cryogenic Technician I	29.88

30052 - Cryogenic Technician II	33.00
30061 - Drafter/CAD Operator I	19.46
30062 - Drafter/CAD Operator II	21.78
30063 - Drafter/CAD Operator III	24.28
30064 - Drafter/CAD Operator IV	29.88
30081 - Engineering Technician I	16.19
30082 - Engineering Technician II	18.17
30083 - Engineering Technician III	20.33
30084 - Engineering Technician IV	25.18
30085 - Engineering Technician V	30.80
30086 - Engineering Technician VI	37.28
30090 - Environmental Technician	26.98
30095 - Evidence Control Specialist	26.98
30210 - Laboratory Technician	30.23
30221 - Latent Fingerprint Technician I	29.88
30222 - Latent Fingerprint Technician II	33.00
30240 - Mathematical Technician	26.98
30361 - Paralegal/Legal Assistant I	22.84
30362 - Paralegal/Legal Assistant II	28.29
30363 - Paralegal/Legal Assistant III	34.61
30364 - Paralegal/Legal Assistant IV	41.88
30375 - Petroleum Supply Specialist	33.00
30390 - Photo-Optics Technician	26.98
30395 - Radiation Control Technician	33.00
30461 - Technical Writer I	26.98
30462 - Technical Writer II	33.00
30463 - Technical Writer III	39.92
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	29.88
30502 - Weather Forecaster II	36.34
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 24.28
30621 - Weather Observer, Senior	(see 2) 26.98
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.78
31020 - Bus Aide	14.46
31030 - Bus Driver	18.98
31043 - Driver Courier	19.50
31260 - Parking and Lot Attendant	15.54
31290 - Shuttle Bus Driver	16.61
31310 - Taxi Driver	14.34
31361 - Truckdriver, Light	20.84
31362 - Truckdriver, Medium	22.16
31363 - Truckdriver, Heavy	23.31
31364 - Truckdriver, Tractor-Trailer	23.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	14.22
99050 - Desk Clerk	14.21
99095 - Embalmer	36.07
99130 - Flight Follower	29.57
99251 - Laboratory Animal Caretaker I	16.91
99252 - Laboratory Animal Caretaker II	18.06
99260 - Marketing Analyst	28.07
99310 - Mortician	36.07
99410 - Pest Controller	24.46
99510 - Photofinishing Worker	15.54
99710 - Recycling Laborer	24.72
99711 - Recycling Specialist	28.55
99730 - Refuse Collector	22.76
99810 - Sales Clerk	14.95
99820 - School Crossing Guard	18.57
99830 - Survey Party Chief	37.13
99831 - Surveying Aide	20.04
99832 - Surveying Technician	24.66
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. 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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 employee (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))."