

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.: 2015-5595
Revision No.: 30
Date Of Last Revision: 8/22/2026

State: Nevada

Area: Nevada Counties of Storey and Washoe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.92
01012 - Accounting Clerk II		22.35
01013 - Accounting Clerk III		25.00
01020 - Administrative Assistant		32.74
01035 - Court Reporter		21.51
01041 - Customer Service Representative I		17.25
01042 - Customer Service Representative II		18.82
01043 - Customer Service Representative III		21.12
01051 - Data Entry Operator I		17.79
01052 - Data Entry Operator II		19.41
01060 - Dispatcher, Motor Vehicle		23.95
01070 - Document Preparation Clerk		18.96
01090 - Duplicating Machine Operator		18.96
01111 - General Clerk I		19.33
01112 - General Clerk II		21.10
01113 - General Clerk III		23.67
01120 - Housing Referral Assistant		23.98
01141 - Messenger Courier		18.69
01191 - Order Clerk I		18.68
01192 - Order Clerk II		20.39
01261 - Personnel Assistant (Employment) I		18.86
01262 - Personnel Assistant (Employment) II		21.10
01263 - Personnel Assistant (Employment) III		23.53
01270 - Production Control Clerk		28.62
01290 - Rental Clerk		20.52
01300 - Scheduler, Maintenance		19.23
01311 - Secretary I		19.23
01312 - Secretary II		21.51
01313 - Secretary III		23.98
01320 - Service Order Dispatcher		21.41
01410 - Supply Technician		32.74
01420 - Survey Worker		21.81
01460 - Switchboard Operator/Receptionist		18.41
01531 - Travel Clerk I		20.06
01532 - Travel Clerk II		21.78

01533 - Travel Clerk III	23.59
01611 - Word Processor I	16.69
01612 - Word Processor II	18.73
01613 - Word Processor III	20.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.95
05010 - Automotive Electrician	23.87
05040 - Automotive Glass Installer	22.60
05070 - Automotive Worker	22.60
05110 - Mobile Equipment Servicer	20.06
05130 - Motor Equipment Metal Mechanic	25.20
05160 - Motor Equipment Metal Worker	22.60
05190 - Motor Vehicle Mechanic	25.20
05220 - Motor Vehicle Mechanic Helper	18.57
05250 - Motor Vehicle Upholstery Worker	21.38
05280 - Motor Vehicle Wrecker	22.60
05310 - Painter, Automotive	23.87
05340 - Radiator Repair Specialist	22.60
05370 - Tire Repairer	18.45
05400 - Transmission Repair Specialist	25.20
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.58
07041 - Cook I	20.81
07042 - Cook II	23.55
07070 - Dishwasher	15.96
07130 - Food Service Worker	15.89
07210 - Meat Cutter	23.07
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.96
09040 - Furniture Handler	16.00
09080 - Furniture Refinisher	23.94
09090 - Furniture Refinisher Helper	18.55
09110 - Furniture Repairer, Minor	21.39
09130 - Upholsterer	23.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.39
11060 - Elevator Operator	17.89
11090 - Gardener	27.09
11122 - Housekeeping Aide	17.89
11150 - Janitor	17.89
11210 - Laborer, Grounds Maintenance	21.64
11240 - Maid or Houseman	18.04
11260 - Pruner	19.93
11270 - Tractor Operator	25.09
11330 - Trail Maintenance Worker	21.64
11360 - Window Cleaner	19.43
12000 - Health Occupations	
12010 - Ambulance Driver	21.33
12011 - Breath Alcohol Technician	33.89
12012 - Certified Occupational Therapist Assistant	38.39
12015 - Certified Physical Therapist Assistant	37.12
12020 - Dental Assistant	25.71
12025 - Dental Hygienist	56.66
12030 - EKG Technician	40.51
12035 - Electroneurodiagnostic Technologist	40.51
12040 - Emergency Medical Technician	21.33
12071 - Licensed Practical Nurse I	30.29
12072 - Licensed Practical Nurse II	33.89
12073 - Licensed Practical Nurse III	37.79
12100 - Medical Assistant	22.60
12130 - Medical Laboratory Technician	30.64
12160 - Medical Record Clerk	21.76
12190 - Medical Record Technician	24.35
12195 - Medical Transcriptionist	20.17
12210 - Nuclear Medicine Technologist	74.48
12221 - Nursing Assistant I	16.32
12222 - Nursing Assistant II	18.36
12223 - Nursing Assistant III	20.04

12224 - Nursing Assistant IV	22.48
12235 - Optical Dispenser	22.92
12236 - Optical Technician	27.10
12250 - Pharmacy Technician	24.18
12280 - Phlebotomist	22.08
12305 - Radiologic Technologist	45.55
12311 - Registered Nurse I	29.13
12312 - Registered Nurse II	35.64
12313 - Registered Nurse II, Specialist	35.64
12314 - Registered Nurse III	43.13
12315 - Registered Nurse III, Anesthetist	43.13
12316 - Registered Nurse IV	51.69
12317 - Scheduler (Drug and Alcohol Testing)	41.98
12320 - Substance Abuse Treatment Counselor	33.47
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.93
13012 - Exhibits Specialist II	33.35
13013 - Exhibits Specialist III	40.80
13041 - Illustrator I	26.93
13042 - Illustrator II	33.35
13043 - Illustrator III	40.80
13047 - Librarian	36.94
13050 - Library Aide/Clerk	22.62
13054 - Library Information Technology Systems Administrator	33.35
13058 - Library Technician	23.47
13061 - Media Specialist I	24.07
13062 - Media Specialist II	26.93
13063 - Media Specialist III	30.03
13071 - Photographer I	20.92
13072 - Photographer II	23.40
13073 - Photographer III	28.99
13074 - Photographer IV	35.46
13075 - Photographer V	42.91
13090 - Technical Order Library Clerk	28.39
13110 - Video Teleconference Technician	25.15
14000 - Information Technology Occupations	
14041 - Computer Operator I	24.26
14042 - Computer Operator II	27.14
14043 - Computer Operator III	30.27
14044 - Computer Operator IV	33.63
14045 - Computer Operator V	37.24
14071 - Computer Programmer I (see 1)	27.32
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	24.26
14160 - Personal Computer Support Technician	33.63
14170 - System Support Specialist	37.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.36
15020 - Aircrew Training Devices Instructor (Rated)	42.79
15030 - Air Crew Training Devices Instructor (Pilot)	51.29
15050 - Computer Based Training Specialist / Instructor	35.36
15060 - Educational Technologist	34.68
15070 - Flight Instructor (Pilot)	51.29
15080 - Graphic Artist	26.92
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	51.29
15086 - Maintenance Test Pilot, Rotary Wing	51.29
15088 - Non-Maintenance Test/Co-Pilot	51.29
15090 - Technical Instructor	24.30
15095 - Technical Instructor/Course Developer	29.72
15110 - Test Proctor	19.61
15120 - Tutor	19.61

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	19.23
16030 - Counter Attendant	19.23
16040 - Dry Cleaner	21.97
16070 - Finisher, Flatwork, Machine	19.23
16090 - Presser, Hand	19.23
16110 - Presser, Machine, Drycleaning	19.23
16130 - Presser, Machine, Shirts	19.23
16160 - Presser, Machine, Wearing Apparel, Laundry	19.23
16190 - Sewing Machine Operator	22.89
16220 - Tailor	23.81
16250 - Washer, Machine	20.14
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.99
19040 - Tool And Die Maker	33.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.90
21030 - Material Coordinator	28.62
21040 - Material Expediter	28.62
21050 - Material Handling Laborer	21.15
21071 - Order Filler	19.27
21080 - Production Line Worker (Food Processing)	23.90
21110 - Shipping Packer	22.14
21130 - Shipping/Receiving Clerk	22.14
21140 - Store Worker I	18.24
21150 - Stock Clerk	22.46
21210 - Tools And Parts Attendant	23.90
21410 - Warehouse Specialist	23.90
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	42.33
23019 - Aircraft Logs and Records Technician	34.20
23021 - Aircraft Mechanic I	40.30
23022 - Aircraft Mechanic II	42.33
23023 - Aircraft Mechanic III	44.40
23040 - Aircraft Mechanic Helper	29.71
23050 - Aircraft, Painter	38.19
23060 - Aircraft Servicer	34.20
23070 - Aircraft Survival Flight Equipment Technician	38.19
23080 - Aircraft Worker	36.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	36.16
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	40.30
23110 - Appliance Mechanic	25.59
23120 - Bicycle Repairer	22.34
23125 - Cable Splicer	42.44
23130 - Carpenter, Maintenance	30.66
23140 - Carpet Layer	39.24
23160 - Electrician, Maintenance	33.69
23181 - Electronics Technician Maintenance I	30.35
23182 - Electronics Technician Maintenance II	32.06
23183 - Electronics Technician Maintenance III	33.83
23260 - Fabric Worker	28.98
23290 - Fire Alarm System Mechanic	30.17
23310 - Fire Extinguisher Repairer	27.14
23311 - Fuel Distribution System Mechanic	36.89
23312 - Fuel Distribution System Operator	29.39
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	40.30
23381 - Ground Support Equipment Servicer	34.20
23382 - Ground Support Equipment Worker	36.16
23391 - Gunsmith I	27.14
23392 - Gunsmith II	30.72
23393 - Gunsmith III	34.24
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.78
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.27
23430 - Heavy Equipment Mechanic	37.97
23440 - Heavy Equipment Operator	36.15

23460 - Instrument Mechanic	34.24
23465 - Laboratory/Shelter Mechanic	32.44
23470 - Laborer	21.15
23510 - Locksmith	29.65
23530 - Machinery Maintenance Mechanic	36.08
23550 - Machinist, Maintenance	27.97
23580 - Maintenance Trades Helper	22.11
23591 - Metrology Technician I	34.24
23592 - Metrology Technician II	35.95
23593 - Metrology Technician III	37.70
23640 - Millwright	33.55
23710 - Office Appliance Repairer	24.54
23760 - Painter, Maintenance	25.99
23790 - Pipefitter, Maintenance	35.51
23810 - Plumber, Maintenance	33.65
23820 - Pneudraulic Systems Mechanic	34.24
23850 - Rigger	33.55
23870 - Scale Mechanic	30.72
23890 - Sheet-Metal Worker, Maintenance	30.93
23910 - Small Engine Mechanic	28.02
23931 - Telecommunications Mechanic I	34.28
23932 - Telecommunications Mechanic II	36.00
23950 - Telephone Lineman	31.38
23960 - Welder, Combination, Maintenance	28.07
23965 - Well Driller	32.13
23970 - Woodcraft Worker	34.24
23980 - Woodworker	27.14
24000 - Personal Needs Occupations	
24550 - Case Manager	21.19
24570 - Child Care Attendant	14.86
24580 - Child Care Center Clerk	18.52
24610 - Chore Aide	17.03
24620 - Family Readiness And Support Services Coordinator	21.19
24630 - Homemaker	21.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.03
25040 - Sewage Plant Operator	38.51
25070 - Stationary Engineer	38.03
25190 - Ventilation Equipment Tender	27.92
25210 - Water Treatment Plant Operator	38.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	31.77
27007 - Baggage Inspector	18.93
27008 - Corrections Officer	37.18
27010 - Court Security Officer	37.18
27030 - Detection Dog Handler	21.18
27040 - Detention Officer	37.18
27070 - Firefighter	35.63
27101 - Guard I	18.93
27102 - Guard II	21.18
27131 - Police Officer I	39.27
27132 - Police Officer II	43.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.26
28042 - Carnival Equipment Repairer	18.64
28043 - Carnival Worker	13.71
28210 - Gate Attendant/Gate Tender	18.87
28310 - Lifeguard	16.17
28350 - Park Attendant (Aide)	21.10
28510 - Recreation Aide/Health Facility Attendant	15.40
28515 - Recreation Specialist	26.14
28630 - Sports Official	16.81
28690 - Swimming Pool Operator	21.10
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	33.11
29020 - Hatch Tender	33.11
29030 - Line Handler	33.11
29041 - Stevedore I	31.31

29042 - Stevedore II		34.96
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.71
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.21
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.48
30021 - Archeological Technician I		23.33
30022 - Archeological Technician II		26.09
30023 - Archeological Technician III		32.33
30030 - Cartographic Technician		32.33
30040 - Civil Engineering Technician		33.48
30051 - Cryogenic Technician I		35.02
30052 - Cryogenic Technician II		39.55
30061 - Drafter/CAD Operator I		23.33
30062 - Drafter/CAD Operator II		26.09
30063 - Drafter/CAD Operator III		29.10
30064 - Drafter/CAD Operator IV		35.80
30081 - Engineering Technician I		18.51
30082 - Engineering Technician II		20.76
30083 - Engineering Technician III		23.23
30084 - Engineering Technician IV		28.78
30085 - Engineering Technician V		35.20
30086 - Engineering Technician VI		42.60
30090 - Environmental Technician		29.85
30095 - Evidence Control Specialist		32.33
30210 - Laboratory Technician		25.77
30221 - Latent Fingerprint Technician I		39.30
30222 - Latent Fingerprint Technician II		43.41
30240 - Mathematical Technician		32.33
30361 - Paralegal/Legal Assistant I		23.33
30362 - Paralegal/Legal Assistant II		28.90
30363 - Paralegal/Legal Assistant III		35.34
30364 - Paralegal/Legal Assistant IV		42.76
30375 - Petroleum Supply Specialist		39.55
30390 - Photo-Optics Technician		32.33
30395 - Radiation Control Technician		39.55
30461 - Technical Writer I		30.04
30462 - Technical Writer II		35.23
30463 - Technical Writer III		41.25
30491 - Unexploded Ordnance (UXO) Technician I		29.69
30492 - Unexploded Ordnance (UXO) Technician II		35.92
30493 - Unexploded Ordnance (UXO) Technician III		43.06
30494 - Unexploded (UXO) Safety Escort		29.69
30495 - Unexploded (UXO) Sweep Personnel		29.69
30501 - Weather Forecaster I		35.80
30502 - Weather Forecaster II		43.55
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.10
30621 - Weather Observer, Senior	(see 2)	32.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.92
31020 - Bus Aide		17.29
31030 - Bus Driver		23.12
31043 - Driver Courier		19.56
31260 - Parking and Lot Attendant		14.48
31290 - Shuttle Bus Driver		18.10
31310 - Taxi Driver		12.46
31361 - Truckdriver, Light		21.12
31362 - Truckdriver, Medium		22.55
31363 - Truckdriver, Heavy		30.67
31364 - Truckdriver, Tractor-Trailer		30.67
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.51
99030 - Cashier		15.00
99050 - Desk Clerk		17.42
99095 - Embalmer		27.37
99130 - Flight Follower		29.69
99251 - Laboratory Animal Caretaker I		18.26
99252 - Laboratory Animal Caretaker II		19.72

99260 - Marketing Analyst	31.86
99310 - Mortician	27.37
99410 - Pest Controller	23.64
99510 - Photofinishing Worker	15.60
99710 - Recycling Laborer	24.49
99711 - Recycling Specialist	28.40
99730 - Refuse Collector	26.90
99810 - Sales Clerk	17.05
99820 - School Crossing Guard	20.00
99830 - Survey Party Chief	48.08
99831 - Surveying Aide	32.43
99832 - Surveying Technician	35.25
99840 - Vending Machine Attendant	17.64
99841 - Vending Machine Repairer	21.48
99842 - Vending Machine Repairer Helper	17.64

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)).""