

"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 Wage Determination No.: 2015-5481 Revision No.: 14 Date Of Last Revision: 12/21/2020
Daniel W. Simms Director	Division of Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Arizona

Area: Arizona Counties of Graham Greenlee Santa Cruz

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.28
01012 - Accounting Clerk II		16.03
01013 - Accounting Clerk III		17.94
01020 - Administrative Assistant		22.12
01035 - Court Reporter		17.97
01041 - Customer Service Representative I		12.61
01042 - Customer Service Representative II		14.17
01043 - Customer Service Representative III		15.46
01051 - Data Entry Operator I		12.85
01052 - Data Entry Operator II		14.02
01060 - Dispatcher Motor Vehicle		17.31
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.47
01112 - General Clerk II		13.60
01113 - General Clerk III		15.27
01120 - Housing Referral Assistant		19.05
01141 - Messenger Courier		11.09
01191 - Order Clerk I		12.91
01192 - Order Clerk II		14.09
01261 - Personnel Assistant (Employment) I		15.69
01262 - Personnel Assistant (Employment) II		17.56
01263 - Personnel Assistant (Employment) III		19.57
01270 - Production Control Clerk		24.90
01290 - Rental Clerk		13.06
01300 - Scheduler Maintenance		15.27
01311 - Secretary I		15.27
01312 - Secretary II		17.09
01313 - Secretary III		19.05

01320 - Service Order Dispatcher	15.15
01410 - Supply Technician	22.12
01420 - Survey Worker	13.82
01460 - Switchboard Operator/Receptionist	13.19
01531 - Travel Clerk I	13.81
01532 - Travel Clerk II	15.06
01533 - Travel Clerk III	16.24
01611 - Word Processor I	14.61
01612 - Word Processor II	16.40
01613 - Word Processor III	18.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.50
05010 - Automotive Electrician	19.27
05040 - Automotive Glass Installer	17.40
05070 - Automotive Worker	17.40
05110 - Mobile Equipment Servicer	15.55
05130 - Motor Equipment Metal Mechanic	19.27
05160 - Motor Equipment Metal Worker	17.40
05190 - Motor Vehicle Mechanic	19.27
05220 - Motor Vehicle Mechanic Helper	14.46
05250 - Motor Vehicle Upholstery Worker	16.51
05280 - Motor Vehicle Wrecker	17.40
05310 - Painter Automotive	18.34
05340 - Radiator Repair Specialist	17.40
05370 - Tire Repairer	13.37
05400 - Transmission Repair Specialist	19.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.12
07041 - Cook I	13.34
07042 - Cook II	15.39
07070 - Dishwasher	11.67
07130 - Food Service Worker	11.82
07210 - Meat Cutter	16.73
07260 - Waiter/Waitress	11.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.05
09040 - Furniture Handler	14.93
09080 - Furniture Refinisher	24.05
09090 - Furniture Refinisher Helper	18.03
09110 - Furniture Repairer Minor	21.03
09130 - Upholsterer	24.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.80
11060 - Elevator Operator	12.86
11090 - Gardener	16.21
11122 - Housekeeping Aide	12.86
11150 - Janitor	12.86
11210 - Laborer Grounds Maintenance	12.39
11240 - Maid or Houseman	11.64
11260 - Pruner	11.33
11270 - Tractor Operator	14.96
11330 - Trail Maintenance Worker	12.39
11360 - Window Cleaner	14.06
12000 - Health Occupations	
12010 - Ambulance Driver	17.69
12011 - Breath Alcohol Technician	20.75
12012 - Certified Occupational Therapist Assistant	28.47
12015 - Certified Physical Therapist Assistant	23.01
12020 - Dental Assistant	18.74
12025 - Dental Hygienist	40.67
12030 - EKG Technician	31.44
12035 - Electroneurodiagnostic Technologist	31.44
12040 - Emergency Medical Technician	17.69
12071 - Licensed Practical Nurse I	18.54
12072 - Licensed Practical Nurse II	20.75

12073 - Licensed Practical Nurse III	23.13
12100 - Medical Assistant	16.49
12130 - Medical Laboratory Technician	23.88
12160 - Medical Record Clerk	17.16
12190 - Medical Record Technician	19.20
12195 - Medical Transcriptionist	18.54
12210 - Nuclear Medicine Technologist	45.59
12221 - Nursing Assistant I	11.26
12222 - Nursing Assistant II	12.67
12223 - Nursing Assistant III	13.82
12224 - Nursing Assistant IV	15.51
12235 - Optical Dispenser	16.80
12236 - Optical Technician	18.54
12250 - Pharmacy Technician	18.24
12280 - Phlebotomist	15.79
12305 - Radiologic Technologist	30.35
12311 - Registered Nurse I	25.04
12312 - Registered Nurse II	30.63
12313 - Registered Nurse II Specialist	30.63
12314 - Registered Nurse III	37.06
12315 - Registered Nurse III Anesthetist	37.06
12316 - Registered Nurse IV	44.41
12317 - Scheduler (Drug and Alcohol Testing)	25.71
12320 - Substance Abuse Treatment Counselor	21.00
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.70
13012 - Exhibits Specialist II	21.53
13013 - Exhibits Specialist III	26.33
13041 - Illustrator I	18.56
13042 - Illustrator II	21.47
13043 - Illustrator III	26.26
13047 - Librarian	22.65
13050 - Library Aide/Clerk	12.46
13054 - Library Information Technology Systems Administrator	20.46
13058 - Library Technician	17.94
13061 - Media Specialist I	14.76
13062 - Media Specialist II	16.51
13063 - Media Specialist III	18.41
13071 - Photographer I	14.80
13072 - Photographer II	18.32
13073 - Photographer III	20.51
13074 - Photographer IV	25.09
13075 - Photographer V	30.35
13090 - Technical Order Library Clerk	15.65
13110 - Video Teleconference Technician	16.98
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.01
14042 - Computer Operator II	19.02
14043 - Computer Operator III	21.22
14044 - Computer Operator IV	23.57
14045 - Computer Operator V	26.10
14071 - Computer Programmer I	(see 1) 19.95
14072 - Computer Programmer II	(see 1) 24.53
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	17.01
14160 - Personal Computer Support Technician	23.57
14170 - System Support Specialist	26.19
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.90
15020 - Aircrew Training Devices Instructor (Rated)	36.18

15030 - Air Crew Training Devices Instructor (Pilot)	43.36
15050 - Computer Based Training Specialist / Instructor	29.90
15060 - Educational Technologist	28.82
15070 - Flight Instructor (Pilot)	43.36
15080 - Graphic Artist	21.46
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.36
15086 - Maintenance Test Pilot Rotary Wing	43.36
15088 - Non-Maintenance Test/Co-Pilot	43.36
15090 - Technical Instructor	26.24
15095 - Technical Instructor/Course Developer	32.09
15110 - Test Proctor	21.19
15120 - Tutor	21.19
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.74
16030 - Counter Attendant	13.74
16040 - Dry Cleaner	16.26
16070 - Finisher Flatwork Machine	13.74
16090 - Presser Hand	13.74
16110 - Presser Machine Drycleaning	13.74
16130 - Presser Machine Shirts	13.74
16160 - Presser Machine Wearing Apparel Laundry	13.74
16190 - Sewing Machine Operator	16.94
16220 - Tailor	17.62
16250 - Washer Machine	14.90
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.05
19040 - Tool And Die Maker	29.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.05
21030 - Material Coordinator	24.90
21040 - Material Expediter	24.90
21050 - Material Handling Laborer	12.89
21071 - Order Filler	11.93
21080 - Production Line Worker (Food Processing)	14.05
21110 - Shipping Packer	15.40
21130 - Shipping/Receiving Clerk	15.40
21140 - Store Worker I	13.86
21150 - Stock Clerk	18.05
21210 - Tools And Parts Attendant	14.05
21410 - Warehouse Specialist	14.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.39
23019 - Aircraft Logs and Records Technician	19.83
23021 - Aircraft Mechanic I	23.17
23022 - Aircraft Mechanic II	24.38
23023 - Aircraft Mechanic III	25.54
23040 - Aircraft Mechanic Helper	17.39
23050 - Aircraft Painter	22.90
23060 - Aircraft Servicer	19.83
23070 - Aircraft Survival Flight Equipment Technician	22.90
23080 - Aircraft Worker	20.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.17
23110 - Appliance Mechanic	24.05
23120 - Bicycle Repairer	19.53
23125 - Cable Splicer	36.85
23130 - Carpenter Maintenance	20.71
23140 - Carpet Layer	22.54
23160 - Electrician Maintenance	30.07
23181 - Electronics Technician Maintenance I	22.54
23182 - Electronics Technician Maintenance II	25.44
23183 - Electronics Technician Maintenance III	26.86
23260 - Fabric Worker	21.03

23290 - Fire Alarm System Mechanic	25.58
23310 - Fire Extinguisher Repairer	19.53
23311 - Fuel Distribution System Mechanic	28.63
23312 - Fuel Distribution System Operator	21.87
23370 - General Maintenance Worker	16.69
23380 - Ground Support Equipment Mechanic	23.17
23381 - Ground Support Equipment Servicer	19.83
23382 - Ground Support Equipment Worker	20.94
23391 - Gunsmith I	19.53
23392 - Gunsmith II	22.54
23393 - Gunsmith III	25.58
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.09
23430 - Heavy Equipment Mechanic	27.20
23440 - Heavy Equipment Operator	25.58
23460 - Instrument Mechanic	25.58
23465 - Laboratory/Shelter Mechanic	24.05
23470 - Laborer	12.89
23510 - Locksmith	24.05
23530 - Machinery Maintenance Mechanic	26.68
23550 - Machinist Maintenance	25.37
23580 - Maintenance Trades Helper	16.74
23591 - Metrology Technician I	25.58
23592 - Metrology Technician II	26.89
23593 - Metrology Technician III	28.28
23640 - Millwright	25.58
23710 - Office Appliance Repairer	24.05
23760 - Painter Maintenance	20.75
23790 - Pipefitter Maintenance	24.18
23810 - Plumber Maintenance	22.95
23820 - Pneudraulic Systems Mechanic	25.58
23850 - Rigger	25.58
23870 - Scale Mechanic	22.54
23890 - Sheet-Metal Worker Maintenance	22.35
23910 - Small Engine Mechanic	22.54
23931 - Telecommunications Mechanic I	33.54
23932 - Telecommunications Mechanic II	35.26
23950 - Telephone Lineman	24.66
23960 - Welder Combination Maintenance	27.99
23965 - Well Driller	24.55
23970 - Woodcraft Worker	25.58
23980 - Woodworker	19.53
24000 - Personal Needs Occupations	
24550 - Case Manager	15.79
24570 - Child Care Attendant	11.87
24580 - Child Care Center Clerk	14.81
24610 - Chore Aide	12.06
24620 - Family Readiness And Support Services Coordinator	15.79
24630 - Homemaker	15.79
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.58
25040 - Sewage Plant Operator	21.83
25070 - Stationary Engineer	25.58
25190 - Ventilation Equipment Tender	18.03
25210 - Water Treatment Plant Operator	21.83
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.93
27007 - Baggage Inspector	15.32
27008 - Corrections Officer	20.11
27010 - Court Security Officer	22.42
27030 - Detection Dog Handler	17.15
27040 - Detention Officer	20.11

27070 - Firefighter	20.11
27101 - Guard I	15.32
27102 - Guard II	17.15
27131 - Police Officer I	24.73
27132 - Police Officer II	29.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.31
28042 - Carnival Equipment Repairer	16.42
28043 - Carnival Worker	11.65
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.08
28515 - Recreation Specialist	20.80
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	19.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.30
29020 - Hatch Tender	24.30
29030 - Line Handler	24.30
29041 - Stevedore I	22.67
29042 - Stevedore II	25.89
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.31
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.79
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.61
30021 - Archeological Technician I	17.95
30022 - Archeological Technician II	20.08
30023 - Archeological Technician III	24.88
30030 - Cartographic Technician	24.88
30040 - Civil Engineering Technician	25.89
30051 - Cryogenic Technician I	27.55
30052 - Cryogenic Technician II	30.42
30061 - Drafter/CAD Operator I	17.95
30062 - Drafter/CAD Operator II	20.08
30063 - Drafter/CAD Operator III	22.38
30064 - Drafter/CAD Operator IV	27.55
30081 - Engineering Technician I	15.98
30082 - Engineering Technician II	17.95
30083 - Engineering Technician III	20.08
30084 - Engineering Technician IV	24.88
30085 - Engineering Technician V	30.42
30086 - Engineering Technician VI	36.81
30090 - Environmental Technician	24.88
30095 - Evidence Control Specialist	24.88
30210 - Laboratory Technician	28.31
30221 - Latent Fingerprint Technician I	27.55
30222 - Latent Fingerprint Technician II	30.42
30240 - Mathematical Technician	24.88
30361 - Paralegal/Legal Assistant I	21.49
30362 - Paralegal/Legal Assistant II	26.65
30363 - Paralegal/Legal Assistant III	28.53
30364 - Paralegal/Legal Assistant IV	34.52
30375 - Petroleum Supply Specialist	30.42
30390 - Photo-Optics Technician	24.88
30395 - Radiation Control Technician	30.42
30461 - Technical Writer I	24.88
30462 - Technical Writer II	30.42
30463 - Technical Writer III	36.81
30491 - Unexploded Ordnance (UXO) Technician I	25.62
30492 - Unexploded Ordnance (UXO) Technician II	31.00
30493 - Unexploded Ordnance (UXO) Technician III	37.15
30494 - Unexploded (UXO) Safety Escort	25.62
30495 - Unexploded (UXO) Sweep Personnel	25.62
30501 - Weather Forecaster I	27.55

30502 - Weather Forecaster II		33.51
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	22.38
30621 - Weather Observer Senior	(see 2)	24.88
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.00
31020 - Bus Aide		13.84
31030 - Bus Driver		19.47
31043 - Driver Courier		16.97
31260 - Parking and Lot Attendant		12.86
31290 - Shuttle Bus Driver		18.39
31310 - Taxi Driver		13.05
31361 - Truckdriver Light		18.39
31362 - Truckdriver Medium		19.80
31363 - Truckdriver Heavy		20.39
31364 - Truckdriver Tractor-Trailer		20.39
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.11
99030 - Cashier		11.80
99050 - Desk Clerk		12.13
99095 - Embalmer		25.62
99130 - Flight Follower		25.62
99251 - Laboratory Animal Caretaker I		14.86
99252 - Laboratory Animal Caretaker II		16.06
99260 - Marketing Analyst		27.59
99310 - Mortician		25.62
99410 - Pest Controller		22.12
99510 - Photofinishing Worker		13.46
99710 - Recycling Laborer		18.51
99711 - Recycling Specialist		22.32
99730 - Refuse Collector		16.95
99810 - Sales Clerk		12.63
99820 - School Crossing Guard		12.25
99830 - Survey Party Chief		38.11
99831 - Surveying Aide		21.56
99832 - Surveying Technician		26.76
99840 - Vending Machine Attendant		18.99
99841 - Vending Machine Repairer		22.84
99842 - Vending Machine Repairer Helper		18.99

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."