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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.: 2015-5473
Revision No.: 30
Date Of Last Revision: 8/27/2026

State: Arizona

Area: Arizona Counties of Pima

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.14
01012 - Accounting Clerk II		20.36
01013 - Accounting Clerk III		22.77
01020 - Administrative Assistant		31.50
01035 - Court Reporter		31.83
01041 - Customer Service Representative I		15.75
01042 - Customer Service Representative II		17.18
01043 - Customer Service Representative III		19.28
01051 - Data Entry Operator I		18.57
01052 - Data Entry Operator II		20.26
01060 - Dispatcher, Motor Vehicle		22.12
01070 - Document Preparation Clerk		17.44
01090 - Duplicating Machine Operator		17.44
01111 - General Clerk I		17.25
01112 - General Clerk II		18.82
01113 - General Clerk III		21.12
01120 - Housing Referral Assistant		24.14
01141 - Messenger Courier		17.82
01191 - Order Clerk I		20.42
01192 - Order Clerk II		22.28
01261 - Personnel Assistant (Employment) I		19.70
01262 - Personnel Assistant (Employment) II		22.04
01263 - Personnel Assistant (Employment) III		24.58
01270 - Production Control Clerk		28.54
01290 - Rental Clerk		20.09
01300 - Scheduler, Maintenance		19.35
01311 - Secretary I		19.35
01312 - Secretary II		21.65
01313 - Secretary III		24.14
01320 - Service Order Dispatcher		19.77
01410 - Supply Technician		31.50
01420 - Survey Worker		20.24
01460 - Switchboard Operator/Receptionist		17.81
01531 - Travel Clerk I		17.51
01532 - Travel Clerk II		19.66
01533 - Travel Clerk III		21.31
01611 - Word Processor I		17.25
01612 - Word Processor II		19.35
01613 - Word Processor III		21.65
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.17
05010 - Automotive Electrician		22.74
05040 - Automotive Glass Installer		21.54
05070 - Automotive Worker		21.54
05110 - Mobile Equipment Servicer		19.10
05130 - Motor Equipment Metal Mechanic		24.02
05160 - Motor Equipment Metal Worker		21.54
05190 - Motor Vehicle Mechanic		24.02
05220 - Motor Vehicle Mechanic Helper		17.82
05250 - Motor Vehicle Upholstery Worker		20.33
05280 - Motor Vehicle Wrecker		21.54
05310 - Painter, Automotive		22.74
05340 - Radiator Repair Specialist		21.54
05370 - Tire Repairer		17.31
05400 - Transmission Repair Specialist		24.02
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.07

07041 - Cook I	18.09
07042 - Cook II	20.40
07070 - Dishwasher	16.10
07130 - Food Service Worker	16.95
07210 - Meat Cutter	21.44
07260 - Waiter/Waitress	17.73
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.26
09040 - Furniture Handler	14.94
09080 - Furniture Refinisher	22.26
09090 - Furniture Refinisher Helper	17.44
09110 - Furniture Repairer, Minor	19.91
09130 - Upholsterer	22.26
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.04
11060 - Elevator Operator	17.40
11090 - Gardener	22.17
11122 - Housekeeping Aide	17.40
11150 - Janitor	17.40
11210 - Laborer, Grounds Maintenance	17.71
11240 - Maid or Houseman	16.26
11260 - Pruner	16.26
11270 - Tractor Operator	20.68
11330 - Trail Maintenance Worker	17.71
11360 - Window Cleaner	18.95
12000 - Health Occupations	
12010 - Ambulance Driver	20.72
12011 - Breath Alcohol Technician	32.74
12012 - Certified Occupational Therapist Assistant	35.30
12015 - Certified Physical Therapist Assistant	31.36
12020 - Dental Assistant	22.84
12025 - Dental Hygienist	46.51
12030 - EKG Technician	37.95
12035 - Electroneurodiagnostic Technologist	37.95
12040 - Emergency Medical Technician	20.72
12071 - Licensed Practical Nurse I	29.26
12072 - Licensed Practical Nurse II	32.74
12073 - Licensed Practical Nurse III	36.51
12100 - Medical Assistant	21.34
12130 - Medical Laboratory Technician	30.19
12160 - Medical Record Clerk	21.18
12190 - Medical Record Technician	23.70
12195 - Medical Transcriptionist	19.05
12210 - Nuclear Medicine Technologist	58.27
12221 - Nursing Assistant I	14.86
12222 - Nursing Assistant II	16.71
12223 - Nursing Assistant III	18.24
12224 - Nursing Assistant IV	20.46
12235 - Optical Dispenser	22.56
12236 - Optical Technician	26.10
12250 - Pharmacy Technician	22.74
12280 - Phlebotomist	21.42
12305 - Radiologic Technologist	40.04
12311 - Registered Nurse I	28.60
12312 - Registered Nurse II	34.98
12313 - Registered Nurse II, Specialist	34.98
12314 - Registered Nurse III	42.32
12315 - Registered Nurse III, Anesthetist	42.32
12316 - Registered Nurse IV	50.72
12317 - Scheduler (Drug and Alcohol Testing)	40.56
12320 - Substance Abuse Treatment Counselor	29.45
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.20
13012 - Exhibits Specialist II	26.27
13013 - Exhibits Specialist III	32.13
13041 - Illustrator I	21.05
13042 - Illustrator II	26.08
13043 - Illustrator III	31.90
13047 - Librarian	29.09
13050 - Library Aide/Clerk	18.32
13054 - Library Information Technology Systems Administrator	26.27
13058 - Library Technician	21.16
13061 - Media Specialist I	18.95
13062 - Media Specialist II	21.20
13063 - Media Specialist III	23.65
13071 - Photographer I	18.82
13072 - Photographer II	21.05
13073 - Photographer III	26.08
13074 - Photographer IV	31.91
13075 - Photographer V	38.60
13090 - Technical Order Library Clerk	23.00
13110 - Video Teleconference Technician	22.24
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.62
14042 - Computer Operator II	21.95
14043 - Computer Operator III	24.48
14044 - Computer Operator IV	27.19
14045 - Computer Operator V	30.11
14071 - Computer Programmer I	(see 1) 25.77
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.62
14160 - Personal Computer Support Technician		27.19
14170 - System Support Specialist		30.11
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.09
15020 - Aircrew Training Devices Instructor (Rated)		40.03
15030 - Air Crew Training Devices Instructor (Pilot)		47.98
15050 - Computer Based Training Specialist / Instructor		33.09
15060 - Educational Technologist		27.68
15070 - Flight Instructor (Pilot)		47.98
15080 - Graphic Artist		25.59
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.98
15086 - Maintenance Test Pilot, Rotary Wing		47.98
15088 - Non-Maintenance Test/Co-Pilot		47.98
15090 - Technical Instructor		23.85
15095 - Technical Instructor/Course Developer		29.17
15110 - Test Proctor		19.26
15120 - Tutor		19.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		16.89
16030 - Counter Attendant		16.89
16040 - Dry Cleaner		19.29
16070 - Finisher, Flatwork, Machine		16.89
16090 - Presser, Hand		16.89
16110 - Presser, Machine, Drycleaning		16.89
16130 - Presser, Machine, Shirts		16.89
16160 - Presser, Machine, Wearing Apparel, Laundry		16.89
16190 - Sewing Machine Operator		20.09
16220 - Tailor		20.89
16250 - Washer, Machine		17.69
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.93
19040 - Tool And Die Maker		32.89
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.94
21030 - Material Coordinator		28.54
21040 - Material Expediter		28.54
21050 - Material Handling Laborer		20.08
21071 - Order Filler		17.29
21080 - Production Line Worker (Food Processing)		21.94
21110 - Shipping Packer		21.08
21130 - Shipping/Receiving Clerk		21.08
21140 - Store Worker I		17.17
21150 - Stock Clerk		22.25
21210 - Tools And Parts Attendant		21.94
21410 - Warehouse Specialist		21.94
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		37.57
23019 - Aircraft Logs and Records Technician		30.21
23021 - Aircraft Mechanic I		35.69
23022 - Aircraft Mechanic II		37.57
23023 - Aircraft Mechanic III		39.42
23040 - Aircraft Mechanic Helper		26.48
23050 - Aircraft, Painter		33.79
23060 - Aircraft Servicer		30.21
23070 - Aircraft Survival Flight Equipment Technician		33.79
23080 - Aircraft Worker		32.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		32.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		35.69
23110 - Appliance Mechanic		25.91
23120 - Bicycle Repairer		23.24
23125 - Cable Splicer		40.35
23130 - Carpenter, Maintenance		23.61
23140 - Carpet Layer		26.20
23160 - Electrician, Maintenance		28.60
23181 - Electronics Technician Maintenance I		33.70
23182 - Electronics Technician Maintenance II		35.58
23183 - Electronics Technician Maintenance III		37.59
23260 - Fabric Worker		24.74
23290 - Fire Alarm System Mechanic		22.93
23310 - Fire Extinguisher Repairer		23.24
23311 - Fuel Distribution System Mechanic		29.23
23312 - Fuel Distribution System Operator		23.24
23370 - General Maintenance Worker		21.92
23380 - Ground Support Equipment Mechanic		35.69
23381 - Ground Support Equipment Servicer		30.21
23382 - Ground Support Equipment Worker		32.01
23391 - Gunsmith I		23.24
23392 - Gunsmith II		26.20
23393 - Gunsmith III		29.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic		26.47
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		27.85

23430 - Heavy Equipment Mechanic	35.04
23440 - Heavy Equipment Operator	27.93
23460 - Instrument Mechanic	29.32
23465 - Laboratory/Shelter Mechanic	27.67
23470 - Laborer	20.08
23510 - Locksmith	22.02
23530 - Machinery Maintenance Mechanic	31.17
23550 - Machinist, Maintenance	27.87
23580 - Maintenance Trades Helper	19.88
23591 - Metrology Technician I	29.32
23592 - Metrology Technician II	30.85
23593 - Metrology Technician III	32.38
23640 - Millwright	29.23
23710 - Office Appliance Repairer	21.62
23760 - Painter, Maintenance	21.89
23790 - Pipefitter, Maintenance	30.00
23810 - Plumber, Maintenance	28.40
23820 - Pseudraulic Systems Mechanic	29.23
23850 - Rigger	29.23
23870 - Scale Mechanic	26.20
23890 - Sheet-Metal Worker, Maintenance	23.29
23910 - Small Engine Mechanic	20.40
23931 - Telecommunications Mechanic I	36.01
23932 - Telecommunications Mechanic II	37.89
23950 - Telephone Lineman	29.23
23960 - Welder, Combination, Maintenance	24.72
23965 - Well Driller	29.23
23970 - Woodcraft Worker	29.23
23980 - Woodworker	23.24
24000 - Personal Needs Occupations	
24550 - Case Manager	18.28
24570 - Child Care Attendant	15.78
24580 - Child Care Center Clerk	19.69
24610 - Chore Aide	16.55
24620 - Family Readiness And Support Services Coordinator	18.28
24630 - Homemaker	18.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.54
25040 - Sewage Plant Operator	27.96
25070 - Stationary Engineer	29.54
25190 - Ventilation Equipment Tender	21.91
25210 - Water Treatment Plant Operator	27.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.20
27007 - Baggage Inspector	17.43
27008 - Corrections Officer	26.43
27010 - Court Security Officer	24.88
27030 - Detection Dog Handler	19.50
27040 - Detention Officer	26.43
27070 - Firefighter	23.33
27101 - Guard I	17.43
27102 - Guard II	19.50
27131 - Police Officer I	32.47
27132 - Police Officer II	36.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.20
28042 - Carnival Equipment Repairer	20.59
28043 - Carnival Worker	15.10
28210 - Gate Attendant/Gate Tender	21.22
28310 - Lifeguard	17.24
28350 - Park Attendant (Aide)	23.74
28510 - Recreation Aide/Health Facility Attendant	17.33
28515 - Recreation Specialist	29.41
28630 - Sports Official	18.91
28690 - Swimming Pool Operator	23.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.48
29020 - Hatch Tender	29.48
29030 - Line Handler	29.48
29041 - Stevedore I	27.84
29042 - Stevedore II	31.13
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 47.42
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 32.70
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 36.00
30021 - Archeological Technician I	22.04
30022 - Archeological Technician II	24.66
30023 - Archeological Technician III	30.56
30030 - Cartographic Technician	30.56
30040 - Civil Engineering Technician	31.96
30051 - Cryogenic Technician I	33.84
30052 - Cryogenic Technician II	37.38
30061 - Drafter/CAD Operator I	22.04
30062 - Drafter/CAD Operator II	24.66
30063 - Drafter/CAD Operator III	27.50
30064 - Drafter/CAD Operator IV	33.84
30081 - Engineering Technician I	18.98
30082 - Engineering Technician II	21.29

30083 - Engineering Technician III	23.82
30084 - Engineering Technician IV	29.50
30085 - Engineering Technician V	36.09
30086 - Engineering Technician VI	43.66
30090 - Environmental Technician	24.84
30095 - Evidence Control Specialist	30.56
30210 - Laboratory Technician	27.93
30221 - Latent Fingerprint Technician I	29.51
30222 - Latent Fingerprint Technician II	32.59
30240 - Mathematical Technician	30.56
30361 - Paralegal/Legal Assistant I	23.46
30362 - Paralegal/Legal Assistant II	29.06
30363 - Paralegal/Legal Assistant III	32.82
30364 - Paralegal/Legal Assistant IV	39.71
30375 - Petroleum Supply Specialist	37.38
30390 - Photo-Optics Technician	30.56
30395 - Radiation Control Technician	37.38
30461 - Technical Writer I	28.72
30462 - Technical Writer II	35.12
30463 - Technical Writer III	42.49
30491 - Unexploded Ordnance (UXO) Technician I	30.14
30492 - Unexploded Ordnance (UXO) Technician II	36.46
30493 - Unexploded Ordnance (UXO) Technician III	43.70
30494 - Unexploded (UXO) Safety Escort	30.14
30495 - Unexploded (UXO) Sweep Personnel	30.14
30501 - Weather Forecaster I	33.84
30502 - Weather Forecaster II	41.16
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 27.50
30621 - Weather Observer, Senior	(see 2) 30.56
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.46
31020 - Bus Aide	18.94
31030 - Bus Driver	25.23
31043 - Driver Courier	20.80
31260 - Parking and Lot Attendant	15.43
31290 - Shuttle Bus Driver	16.20
31310 - Taxi Driver	14.26
31361 - Truckdriver, Light	22.29
31362 - Truckdriver, Medium	23.73
31363 - Truckdriver, Heavy	26.29
31364 - Truckdriver, Tractor-Trailer	26.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.78
99030 - Cashier	15.76
99050 - Desk Clerk	16.57
99095 - Embalmer	25.32
99130 - Flight Follower	30.14
99251 - Laboratory Animal Caretaker I	17.51
99252 - Laboratory Animal Caretaker II	18.77
99260 - Marketing Analyst	28.63
99310 - Mortician	25.32
99410 - Pest Controller	18.65
99510 - Photofinishing Worker	15.84
99710 - Recycling Laborer	20.22
99711 - Recycling Specialist	23.62
99730 - Refuse Collector	18.57
99810 - Sales Clerk	16.60
99820 - School Crossing Guard	15.58
99830 - Survey Party Chief	36.95
99831 - Surveying Aide	20.90
99832 - Surveying Technician	25.93
99840 - Vending Machine Attendant	19.46
99841 - Vending Machine Repairer	23.52
99842 - Vending Machine Repairer Helper	19.46

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: 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)).""