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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 Director	Division of Wage Determinations	Wage Determination No.: 2015-5409 Revision No.: 30 Date Of Last Revision: 8/22/2026

State: Wyoming

Area: Wyoming Counties of Lincoln, Sublette, Sweetwater, Teton and
Uinta

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.22
01012 - Accounting Clerk II		20.44
01013 - Accounting Clerk III		22.87
01020 - Administrative Assistant		25.25
01035 - Court Reporter		21.44
01041 - Customer Service Representative I		16.74
01042 - Customer Service Representative II		18.27
01043 - Customer Service Representative III		20.50
01051 - Data Entry Operator I		18.91
01052 - Data Entry Operator II		20.64
01060 - Dispatcher, Motor Vehicle		23.87
01070 - Document Preparation Clerk		18.27
01090 - Duplicating Machine Operator		18.27
01111 - General Clerk I		16.38
01112 - General Clerk II		17.88
01113 - General Clerk III		20.06
01120 - Housing Referral Assistant		23.89
01141 - Messenger Courier		14.47
01191 - Order Clerk I		15.65
01192 - Order Clerk II		17.08
01261 - Personnel Assistant (Employment) I		19.17
01262 - Personnel Assistant (Employment) II		21.44
01263 - Personnel Assistant (Employment) III		23.89
01270 - Production Control Clerk		32.68
01290 - Rental Clerk		21.62
01300 - Scheduler, Maintenance		19.17
01311 - Secretary I		19.17
01312 - Secretary II		21.44
01313 - Secretary III		23.89
01320 - Service Order Dispatcher		21.73
01410 - Supply Technician		25.25
01420 - Survey Worker		18.48
01460 - Switchboard Operator/Receptionist		18.03
01531 - Travel Clerk I		17.56
01532 - Travel Clerk II		19.17
01533 - Travel Clerk III		21.44
01611 - Word Processor I		17.08
01612 - Word Processor II		19.17
01613 - Word Processor III		21.44
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.51
05010 - Automotive Electrician		23.01
05040 - Automotive Glass Installer		21.47
05070 - Automotive Worker		21.47
05110 - Mobile Equipment Servicer		18.56
05130 - Motor Equipment Metal Mechanic		24.51
05160 - Motor Equipment Metal Worker		21.47
05190 - Motor Vehicle Mechanic		24.51
05220 - Motor Vehicle Mechanic Helper		17.07
05250 - Motor Vehicle Upholstery Worker		20.01
05280 - Motor Vehicle Wrecker		21.47
05310 - Painter, Automotive		23.01
05340 - Radiator Repair Specialist		21.47
05370 - Tire Repairer		18.73
05400 - Transmission Repair Specialist		24.51
07000 - Food Preparation And Service Occupations		
07010 - Baker		20.21

07041 - Cook I	17.89
07042 - Cook II	20.69
07070 - Dishwasher	14.84
07130 - Food Service Worker	17.62
07210 - Meat Cutter	21.50
07260 - Waiter/Waitress	11.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.17
09040 - Furniture Handler	18.39
09080 - Furniture Refinisher	28.17
09090 - Furniture Refinisher Helper	22.28
09110 - Furniture Repairer, Minor	26.12
09130 - Upholsterer	28.17
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.97
11060 - Elevator Operator	17.90
11090 - Gardener	24.42
11122 - Housekeeping Aide	17.90
11150 - Janitor	17.90
11210 - Laborer, Grounds Maintenance	18.54
11240 - Maid or Houseman	16.36
11260 - Pruner	16.68
11270 - Tractor Operator	22.46
11330 - Trail Maintenance Worker	18.54
11360 - Window Cleaner	20.13
12000 - Health Occupations	
12010 - Ambulance Driver	19.67
12011 - Breath Alcohol Technician	27.83
12012 - Certified Occupational Therapist Assistant	38.17
12015 - Certified Physical Therapist Assistant	30.70
12020 - Dental Assistant	21.20
12025 - Dental Hygienist	44.78
12030 - EKG Technician	42.16
12035 - Electroneurodiagnostic Technologist	42.16
12040 - Emergency Medical Technician	19.67
12071 - Licensed Practical Nurse I	24.87
12072 - Licensed Practical Nurse II	27.83
12073 - Licensed Practical Nurse III	31.03
12100 - Medical Assistant	18.68
12130 - Medical Laboratory Technician	36.26
12160 - Medical Record Clerk	22.80
12190 - Medical Record Technician	25.51
12195 - Medical Transcriptionist	24.87
12210 - Nuclear Medicine Technologist	61.16
12221 - Nursing Assistant I	14.49
12222 - Nursing Assistant II	16.29
12223 - Nursing Assistant III	17.78
12224 - Nursing Assistant IV	19.95
12235 - Optical Dispenser	18.80
12236 - Optical Technician	24.87
12250 - Pharmacy Technician	22.54
12280 - Phlebotomist	19.10
12305 - Radiologic Technologist	37.44
12311 - Registered Nurse I	27.30
12312 - Registered Nurse II	33.39
12313 - Registered Nurse II, Specialist	33.39
12314 - Registered Nurse III	40.41
12315 - Registered Nurse III, Anesthetist	40.41
12316 - Registered Nurse IV	48.43
12317 - Scheduler (Drug and Alcohol Testing)	34.47
12320 - Substance Abuse Treatment Counselor	32.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.69
13012 - Exhibits Specialist II	24.39
13013 - Exhibits Specialist III	29.82
13041 - Illustrator I	19.69
13042 - Illustrator II	24.39
13043 - Illustrator III	30.58
13047 - Librarian	27.01
13050 - Library Aide/Clerk	18.29
13054 - Library Information Technology Systems Administrator	24.39
13058 - Library Technician	15.98
13061 - Media Specialist I	17.59
13062 - Media Specialist II	19.69
13063 - Media Specialist III	21.94
13071 - Photographer I	18.41
13072 - Photographer II	20.60
13073 - Photographer III	25.53
13074 - Photographer IV	31.23
13075 - Photographer V	37.77
13090 - Technical Order Library Clerk	22.96
13110 - Video Teleconference Technician	18.78
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.20
14042 - Computer Operator II	21.46
14043 - Computer Operator III	23.95
14044 - Computer Operator IV	26.61
14045 - Computer Operator V	29.45
14071 - Computer Programmer I	(see 1) 24.09
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		19.20
14160 - Personal Computer Support Technician		26.61
14170 - System Support Specialist		30.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.88
15020 - Aircrew Training Devices Instructor (Rated)		39.78
15030 - Air Crew Training Devices Instructor (Pilot)		46.63
15050 - Computer Based Training Specialist / Instructor		32.88
15060 - Educational Technologist		39.07
15070 - Flight Instructor (Pilot)		46.63
15080 - Graphic Artist		24.07
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.67
15086 - Maintenance Test Pilot, Rotary Wing		47.67
15088 - Non-Maintenance Test/Co-Pilot		47.67
15090 - Technical Instructor		30.33
15095 - Technical Instructor/Course Developer		37.09
15110 - Test Proctor		24.47
15120 - Tutor		24.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.32
16030 - Counter Attendant		11.32
16040 - Dry Cleaner		13.99
16070 - Finisher, Flatwork, Machine		11.32
16090 - Presser, Hand		11.32
16110 - Presser, Machine, Drycleaning		11.32
16130 - Presser, Machine, Shirts		11.32
16160 - Presser, Machine, Wearing Apparel, Laundry		11.32
16190 - Sewing Machine Operator		14.93
16220 - Tailor		15.75
16250 - Washer, Machine		12.30
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.45
19040 - Tool And Die Maker		39.22
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		26.76
21030 - Material Coordinator		32.68
21040 - Material Expediter		32.68
21050 - Material Handling Laborer		18.86
21071 - Order Filler		18.81
21080 - Production Line Worker (Food Processing)		26.76
21110 - Shipping Packer		21.24
21130 - Shipping/Receiving Clerk		21.24
21140 - Store Worker I		15.43
21150 - Stock Clerk		20.69
21210 - Tools And Parts Attendant		26.76
21410 - Warehouse Specialist		26.76
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.20
23019 - Aircraft Logs and Records Technician		25.58
23021 - Aircraft Mechanic I		31.31
23022 - Aircraft Mechanic II		33.20
23023 - Aircraft Mechanic III		35.13
23040 - Aircraft Mechanic Helper		21.81
23050 - Aircraft, Painter		29.38
23060 - Aircraft Servicer		25.58
23070 - Aircraft Survival Flight Equipment Technician		29.38
23080 - Aircraft Worker		27.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		31.31
23110 - Appliance Mechanic		27.44
23120 - Bicycle Repairer		24.99
23125 - Cable Splicer		47.56
23130 - Carpenter, Maintenance		28.41
23140 - Carpet Layer		29.34
23160 - Electrician, Maintenance		37.05
23181 - Electronics Technician Maintenance I		35.13
23182 - Electronics Technician Maintenance II		37.64
23183 - Electronics Technician Maintenance III		40.10
23260 - Fabric Worker		27.36
23290 - Fire Alarm System Mechanic		33.50
23310 - Fire Extinguisher Repairer		25.37
23311 - Fuel Distribution System Mechanic		50.22
23312 - Fuel Distribution System Operator		38.04
23370 - General Maintenance Worker		24.18
23380 - Ground Support Equipment Mechanic		31.31
23381 - Ground Support Equipment Servicer		25.58
23382 - Ground Support Equipment Worker		27.42
23391 - Gunsmith I		25.37
23392 - Gunsmith II		29.34
23393 - Gunsmith III		33.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic		26.54
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		28.14

23430 - Heavy Equipment Mechanic	35.31
23440 - Heavy Equipment Operator	29.07
23460 - Instrument Mechanic	33.50
23465 - Laboratory/Shelter Mechanic	31.45
23470 - Laborer	18.86
23510 - Locksmith	31.45
23530 - Machinery Maintenance Mechanic	44.11
23550 - Machinist, Maintenance	29.51
23580 - Maintenance Trades Helper	19.00
23591 - Metrology Technician I	33.50
23592 - Metrology Technician II	35.52
23593 - Metrology Technician III	37.58
23640 - Millwright	33.50
23710 - Office Appliance Repairer	31.45
23760 - Painter, Maintenance	22.70
23790 - Pipefitter, Maintenance	31.90
23810 - Plumber, Maintenance	29.95
23820 - Pseudraulic Systems Mechanic	33.50
23850 - Rigger	33.50
23870 - Scale Mechanic	29.34
23890 - Sheet-Metal Worker, Maintenance	33.50
23910 - Small Engine Mechanic	29.34
23931 - Telecommunications Mechanic I	29.17
23932 - Telecommunications Mechanic II	30.92
23950 - Telephone Lineman	31.08
23960 - Welder, Combination, Maintenance	33.64
23965 - Well Driller	32.51
23970 - Woodcraft Worker	33.50
23980 - Woodworker	25.37
24000 - Personal Needs Occupations	
24550 - Case Manager	22.05
24570 - Child Care Attendant	14.17
24580 - Child Care Center Clerk	17.67
24610 - Chore Aide	15.71
24620 - Family Readiness And Support Services Coordinator	22.05
24630 - Homemaker	22.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	41.15
25040 - Sewage Plant Operator	31.80
25070 - Stationary Engineer	41.15
25190 - Ventilation Equipment Tender	28.67
25210 - Water Treatment Plant Operator	31.80
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.90
27007 - Baggage Inspector	18.85
27008 - Corrections Officer	26.75
27010 - Court Security Officer	25.98
27030 - Detection Dog Handler	21.09
27040 - Detention Officer	26.75
27070 - Firefighter	25.70
27101 - Guard I	18.85
27102 - Guard II	21.09
27131 - Police Officer I	27.60
27132 - Police Officer II	30.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.67
28042 - Carnival Equipment Repairer	21.38
28043 - Carnival Worker	14.44
28210 - Gate Attendant/Gate Tender	19.41
28310 - Lifeguard	14.97
28350 - Park Attendant (Aide)	21.71
28510 - Recreation Aide/Health Facility Attendant	15.84
28515 - Recreation Specialist	26.62
28630 - Sports Official	17.28
28690 - Swimming Pool Operator	24.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.78
29020 - Hatch Tender	32.78
29030 - Line Handler	32.78
29041 - Stevedore I	30.57
29042 - Stevedore II	35.11
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	19.70
30022 - Archeological Technician II	22.04
30023 - Archeological Technician III	27.30
30030 - Cartographic Technician	27.30
30040 - Civil Engineering Technician	25.75
30051 - Cryogenic Technician I	30.24
30052 - Cryogenic Technician II	33.40
30061 - Drafter/CAD Operator I	19.70
30062 - Drafter/CAD Operator II	22.04
30063 - Drafter/CAD Operator III	24.58
30064 - Drafter/CAD Operator IV	30.24
30081 - Engineering Technician I	20.11
30082 - Engineering Technician II	22.57

30083 - Engineering Technician III	25.25
30084 - Engineering Technician IV	31.28
30085 - Engineering Technician V	38.27
30086 - Engineering Technician VI	46.29
30090 - Environmental Technician	27.30
30095 - Evidence Control Specialist	27.30
30210 - Laboratory Technician	39.25
30221 - Latent Fingerprint Technician I	30.24
30222 - Latent Fingerprint Technician II	33.40
30240 - Mathematical Technician	27.30
30361 - Paralegal/Legal Assistant I	21.51
30362 - Paralegal/Legal Assistant II	26.64
30363 - Paralegal/Legal Assistant III	32.59
30364 - Paralegal/Legal Assistant IV	39.44
30375 - Petroleum Supply Specialist	33.40
30390 - Photo-Optics Technician	27.30
30395 - Radiation Control Technician	33.40
30461 - Technical Writer I	27.30
30462 - Technical Writer II	33.40
30463 - Technical Writer III	40.42
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	30.24
30502 - Weather Forecaster II	36.79
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.58
30621 - Weather Observer, Senior	(see 2) 27.30
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.78
31020 - Bus Aide	19.67
31030 - Bus Driver	27.93
31043 - Driver Courier	20.70
31260 - Parking and Lot Attendant	16.86
31290 - Shuttle Bus Driver	18.92
31310 - Taxi Driver	16.69
31361 - Truckdriver, Light	22.51
31362 - Truckdriver, Medium	24.28
31363 - Truckdriver, Heavy	28.52
31364 - Truckdriver, Tractor-Trailer	28.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	14.74
99050 - Desk Clerk	17.68
99095 - Embalmer	29.57
99130 - Flight Follower	29.57
99251 - Laboratory Animal Caretaker I	17.49
99252 - Laboratory Animal Caretaker II	19.01
99260 - Marketing Analyst	29.63
99310 - Mortician	29.57
99410 - Pest Controller	26.60
99510 - Photofinishing Worker	15.54
99710 - Recycling Laborer	26.19
99711 - Recycling Specialist	31.73
99730 - Refuse Collector	23.57
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	19.75
99830 - Survey Party Chief	30.57
99831 - Surveying Aide	22.34
99832 - Surveying Technician	27.75
99840 - Vending Machine Attendant	19.78
99841 - Vending Machine Repairer	24.87
99842 - Vending Machine Repairer Helper	19.78

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 8 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. (See 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, drying, 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))."