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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.: 2015-5685
Revision No.: 29
Date Of Last Revision: 5/14/2026

State: Alaska

Area: Alaska Counties of Haines, Juneau, Ketchikan Gateway, Petersburg Borough, Sitka, Skagway Municipality, Wrangell City and Borough and Yakutat City and Borough

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.85
01012 - Accounting Clerk II		23.41
01013 - Accounting Clerk III		26.18
01020 - Administrative Assistant		30.84
01035 - Court Reporter		23.75
01041 - Customer Service Representative I		19.23
01042 - Customer Service Representative II		20.98
01043 - Customer Service Representative III		23.55
01051 - Data Entry Operator I		20.49
01052 - Data Entry Operator II		22.78
01060 - Dispatcher, Motor Vehicle		31.63
01070 - Document Preparation Clerk		19.54
01090 - Duplicating Machine Operator		19.54
01111 - General Clerk I		18.84
01112 - General Clerk II		20.56
01113 - General Clerk III		23.09
01120 - Housing Referral Assistant		26.48
01141 - Messenger Courier		15.92
01191 - Order Clerk I		18.70
01192 - Order Clerk II		20.41
01261 - Personnel Assistant (Employment) I		22.20
01262 - Personnel Assistant (Employment) II		24.83
01263 - Personnel Assistant (Employment) III		27.67
01270 - Production Control Clerk		27.96
01290 - Rental Clerk		20.08
01300 - Scheduler, Maintenance		21.24
01311 - Secretary I		21.24
01312 - Secretary II		23.75
01313 - Secretary III		26.48
01320 - Service Order Dispatcher		25.70
01410 - Supply Technician		30.84
01420 - Survey Worker		23.75
01460 - Switchboard Operator/Receptionist		20.41
01531 - Travel Clerk I		21.00
01532 - Travel Clerk II		23.18
01533 - Travel Clerk III		25.60
01611 - Word Processor I		18.91
01612 - Word Processor II		21.24
01613 - Word Processor III		23.75
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		32.31
05010 - Automotive Electrician		31.20
05040 - Automotive Glass Installer		29.30
05070 - Automotive Worker		29.30
05110 - Mobile Equipment Servicer		25.46
05130 - Motor Equipment Metal Mechanic		33.12
05160 - Motor Equipment Metal Worker		29.30
05190 - Motor Vehicle Mechanic		33.12
05220 - Motor Vehicle Mechanic Helper		23.55
05250 - Motor Vehicle Upholstery Worker		27.37
05280 - Motor Vehicle Wrecker		29.30
05310 - Painter, Automotive		31.20
05340 - Radiator Repair Specialist		29.30
05370 - Tire Repairer		20.73
05400 - Transmission Repair Specialist		33.12

07000 - Food Preparation And Service Occupations
07010 - Baker 17.83
07041 - Cook I 23.12
07042 - Cook II 26.61
07070 - Dishwasher 15.62
07130 - Food Service Worker 17.72
07210 - Meat Cutter 24.61
07260 - Waiter/Waitress 12.86

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 37.51
09040 - Furniture Handler 23.73
09080 - Furniture Refinisher 37.51
09090 - Furniture Refinisher Helper 28.33
09110 - Furniture Repairer, Minor 32.91
09130 - Upholsterer 37.51

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.96
11060 - Elevator Operator 18.75
11090 - Gardener 29.83
11122 - Housekeeping Aide 18.75
11150 - Janitor 18.75
11210 - Laborer, Grounds Maintenance 23.12
11240 - Maid or Houseman 17.82
11260 - Pruner 20.88
11270 - Tractor Operator 27.60
11330 - Trail Maintenance Worker 23.12
11360 - Window Cleaner 20.77

12000 - Health Occupations
12010 - Ambulance Driver 31.15
12011 - Breath Alcohol Technician 35.07
12012 - Certified Occupational Therapist Assistant 48.12
12015 - Certified Physical Therapist Assistant 46.96
12020 - Dental Assistant 25.59
12025 - Dental Hygienist 62.12
12030 - EKG Technician 53.13
12035 - Electroneurodiagnostic Technologist 53.13
12040 - Emergency Medical Technician 31.15
12071 - Licensed Practical Nurse I 31.36
12072 - Licensed Practical Nurse II 35.07
12073 - Licensed Practical Nurse III 39.09
12100 - Medical Assistant 25.96
12130 - Medical Laboratory Technician 28.87
12160 - Medical Record Clerk 26.26
12190 - Medical Record Technician 29.37
12195 - Medical Transcriptionist 31.36
12210 - Nuclear Medicine Technologist 77.08
12221 - Nursing Assistant I 16.92
12222 - Nursing Assistant II 19.04
12223 - Nursing Assistant III 20.78
12224 - Nursing Assistant IV 23.32
12235 - Optical Dispenser 34.06
12236 - Optical Technician 31.36
12250 - Pharmacy Technician 24.34
12280 - Phlebotomist 26.69
12305 - Radiologic Technologist 48.59
12311 - Registered Nurse I 29.40
12312 - Registered Nurse II 35.95
12313 - Registered Nurse II, Specialist 35.95
12314 - Registered Nurse III 43.50
12315 - Registered Nurse III, Anesthetist 43.50
12316 - Registered Nurse IV 52.15
12317 - Scheduler (Drug and Alcohol Testing) 43.45
12320 - Substance Abuse Treatment Counselor 38.69

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 24.82
13012 - Exhibits Specialist II 30.74
13013 - Exhibits Specialist III 37.60
13041 - Illustrator I 24.82
13042 - Illustrator II 30.74
13043 - Illustrator III 37.60
13047 - Librarian 34.05
13050 - Library Aide/Clerk 21.86
13054 - Library Information Technology Systems
Administrator 30.74
13058 - Library Technician 24.95
13061 - Media Specialist I 22.19
13062 - Media Specialist II 24.82
13063 - Media Specialist III 27.66
13071 - Photographer I 22.19
13072 - Photographer II 24.82
13073 - Photographer III 30.74
13074 - Photographer IV 37.60
13075 - Photographer V 45.49
13090 - Technical Order Library Clerk 27.43
13110 - Video Teleconference Technician 22.19

14000 - Information Technology Occupations
14041 - Computer Operator I 23.36
14042 - Computer Operator II 26.12
14043 - Computer Operator III 29.41
14044 - Computer Operator IV 32.69
14045 - Computer Operator V 36.20
14071 - Computer Programmer I (see 1)
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		23.59
14160 - Personal Computer Support Technician		32.69
14170 - System Support Specialist		36.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.70
15020 - Aircrew Training Devices Instructor (Rated)		45.61
15030 - Air Crew Training Devices Instructor (Pilot)		54.69
15050 - Computer Based Training Specialist / Instructor		37.70
15060 - Educational Technologist		35.27
15070 - Flight Instructor (Pilot)		54.69
15080 - Graphic Artist		36.98
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		54.69
15086 - Maintenance Test Pilot, Rotary Wing		54.69
15088 - Non-Maintenance Test/Co-Pilot		54.69
15090 - Technical Instructor		32.17
15095 - Technical Instructor/Course Developer		39.34
15110 - Test Proctor		25.97
15120 - Tutor		25.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.89
16030 - Counter Attendant		14.89
16040 - Dry Cleaner		18.95
16070 - Finisher, Flatwork, Machine		14.89
16090 - Presser, Hand		14.89
16110 - Presser, Machine, Drycleaning		14.89
16130 - Presser, Machine, Shirts		14.89
16160 - Presser, Machine, Wearing Apparel, Laundry		14.89
16190 - Sewing Machine Operator		20.29
16220 - Tailor		21.67
16250 - Washer, Machine		16.27
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		37.82
19040 - Tool And Die Maker		47.13
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		30.88
21030 - Material Coordinator		33.08
21040 - Material Expediter		33.08
21050 - Material Handling Laborer		24.42
21071 - Order Filler		18.13
21080 - Production Line Worker (Food Processing)		30.88
21110 - Shipping Packer		22.41
21130 - Shipping/Receiving Clerk		22.41
21140 - Store Worker I		19.41
21150 - Stock Clerk		26.45
21210 - Tools And Parts Attendant		30.88
21410 - Warehouse Specialist		30.88
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		43.88
23019 - Aircraft Logs and Records Technician		34.31
23021 - Aircraft Mechanic I		41.51
23022 - Aircraft Mechanic II		43.88
23023 - Aircraft Mechanic III		46.31
23040 - Aircraft Mechanic Helper		29.52
23050 - Aircraft, Painter		39.10
23060 - Aircraft Servicer		34.31
23070 - Aircraft Survival Flight Equipment Technician		39.10
23080 - Aircraft Worker		36.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		36.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		41.51
23110 - Appliance Mechanic		37.82
23120 - Bicycle Repairer		30.86
23125 - Cable Splicer		51.60
23130 - Carpenter, Maintenance		36.18
23140 - Carpet Layer		35.51
23160 - Electrician, Maintenance		40.58
23181 - Electronics Technician Maintenance I		39.64
23182 - Electronics Technician Maintenance II		42.21
23183 - Electronics Technician Maintenance III		44.81
23260 - Fabric Worker		33.18
23290 - Fire Alarm System Mechanic		40.15
23310 - Fire Extinguisher Repairer		30.86
23311 - Fuel Distribution System Mechanic		42.33
23312 - Fuel Distribution System Operator		32.54
23370 - General Maintenance Worker		27.62
23380 - Ground Support Equipment Mechanic		41.51
23381 - Ground Support Equipment Servicer		34.31
23382 - Ground Support Equipment Worker		36.72
23391 - Gunsmith I		30.86
23392 - Gunsmith II		35.51
23393 - Gunsmith III		40.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic		36.51

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		38.60
23430 - Heavy Equipment Mechanic		38.42
23440 - Heavy Equipment Operator		37.16
23460 - Instrument Mechanic		45.69
23465 - Laboratory/Shelter Mechanic		37.82
23470 - Laborer		24.42
23510 - Locksmith		37.82
23530 - Machinery Maintenance Mechanic		42.99
23550 - Machinist, Maintenance		36.88
23580 - Maintenance Trades Helper		25.85
23591 - Metrology Technician I		45.69
23592 - Metrology Technician II		48.30
23593 - Metrology Technician III		50.96
23640 - Millwright		39.03
23710 - Office Appliance Repairer		37.82
23760 - Painter, Maintenance		32.46
23790 - Pipefitter, Maintenance		41.17
23810 - Plumber, Maintenance		38.78
23820 - Pneudraulic Systems Mechanic		40.15
23850 - Rigger		40.15
23870 - Scale Mechanic		35.51
23890 - Sheet-Metal Worker, Maintenance		41.54
23910 - Small Engine Mechanic		35.51
23931 - Telecommunications Mechanic I		36.38
23932 - Telecommunications Mechanic II		38.46
23950 - Telephone Lineman		47.95
23960 - Welder, Combination, Maintenance		37.83
23965 - Well Driller		36.90
23970 - Woodcraft Worker		40.15
23980 - Woodworker		30.86
24000 - Personal Needs Occupations		
24550 - Case Manager		22.57
24570 - Child Care Attendant		16.95
24580 - Child Care Center Clerk		21.13
24610 - Chore Aide		20.38
24620 - Family Readiness And Support Services Coordinator		22.57
24630 - Homemaker		22.57
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		42.15
25040 - Sewage Plant Operator		34.30
25070 - Stationary Engineer		42.15
25190 - Ventilation Equipment Tender		29.99
25210 - Water Treatment Plant Operator		34.30
27000 - Protective Service Occupations		
27004 - Alarm Monitor		27.41
27007 - Baggage Inspector		21.23
27008 - Corrections Officer		35.54
27010 - Court Security Officer		33.84
27030 - Detection Dog Handler		23.75
27040 - Detention Officer		35.54
27070 - Firefighter		32.14
27101 - Guard I		21.23
27102 - Guard II		23.75
27131 - Police Officer I		38.71
27132 - Police Officer II		43.00
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		23.02
28042 - Carnival Equipment Repairer		24.89
28043 - Carnival Worker		17.41
28210 - Gate Attendant/Gate Tender		26.90
28310 - Lifeguard		18.79
28350 - Park Attendant (Aide)		30.07
28510 - Recreation Aide/Health Facility Attendant		21.95
28515 - Recreation Specialist		37.28
28630 - Sports Official		23.95
28690 - Swimming Pool Operator		29.70
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		36.52
29020 - Hatch Tender		36.52
29030 - Line Handler		36.52
29041 - Stevedore I		34.13
29042 - Stevedore II		38.89
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	52.09
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	35.92
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	39.56
30021 - Archeological Technician I		23.41
30022 - Archeological Technician II		27.28
30023 - Archeological Technician III		30.85
30030 - Cartographic Technician		31.78
30040 - Civil Engineering Technician		39.12
30051 - Cryogenic Technician I		34.17
30052 - Cryogenic Technician II		37.74
30061 - Drafter/CAD Operator I		23.41
30062 - Drafter/CAD Operator II		27.28
30063 - Drafter/CAD Operator III		29.19
30064 - Drafter/CAD Operator IV		34.79

30081 - Engineering Technician I		22.72
30082 - Engineering Technician II		26.56
30083 - Engineering Technician III		29.74
30084 - Engineering Technician IV		33.02
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		45.77
30090 - Environmental Technician		28.18
30095 - Evidence Control Specialist		30.85
30210 - Laboratory Technician		37.27
30221 - Latent Fingerprint Technician I		34.17
30222 - Latent Fingerprint Technician II		37.74
30240 - Mathematical Technician		35.75
30361 - Paralegal/Legal Assistant I		26.16
30362 - Paralegal/Legal Assistant II		32.40
30363 - Paralegal/Legal Assistant III		39.62
30364 - Paralegal/Legal Assistant IV		47.94
30375 - Petroleum Supply Specialist		37.74
30390 - Photo-Optics Technician		32.95
30395 - Radiation Control Technician		37.74
30461 - Technical Writer I		31.31
30462 - Technical Writer II		38.28
30463 - Technical Writer III		46.91
30491 - Unexploded Ordnance (UXO) Technician I		33.11
30492 - Unexploded Ordnance (UXO) Technician II		40.06
30493 - Unexploded Ordnance (UXO) Technician III		48.01
30494 - Unexploded (UXO) Safety Escort		33.11
30495 - Unexploded (UXO) Sweep Personnel		33.11
30501 - Weather Forecaster I		34.79
30502 - Weather Forecaster II		42.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.19
30621 - Weather Observer, Senior	(see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.06
31020 - Bus Aide		22.34
31030 - Bus Driver		31.00
31043 - Driver Courier		24.34
31260 - Parking and Lot Attendant		18.74
31290 - Shuttle Bus Driver		21.13
31310 - Taxi Driver		21.63
31361 - Truckdriver, Light		26.32
31362 - Truckdriver, Medium		28.29
31363 - Truckdriver, Heavy		31.07
31364 - Truckdriver, Tractor-Trailer		31.07
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.53
99030 - Cashier		16.89
99050 - Desk Clerk		17.71
99095 - Embalmer		33.11
99130 - Flight Follower		33.11
99251 - Laboratory Animal Caretaker I		17.98
99252 - Laboratory Animal Caretaker II		25.20
99260 - Marketing Analyst		29.85
99310 - Mortician		33.11
99410 - Pest Controller		33.45
99510 - Photofinishing Worker		17.40
99710 - Recycling Laborer		27.92
99711 - Recycling Specialist		33.32
99730 - Refuse Collector		25.21
99810 - Sales Clerk		17.60
99820 - School Crossing Guard		21.77
99830 - Survey Party Chief		37.25
99831 - Surveying Aide		24.79
99832 - Surveying Technician		33.87
99840 - Vending Machine Attendant		28.78
99841 - Vending Machine Repairer		35.80
99842 - Vending Machine Repairer Helper		28.78

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 cor
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: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per

week, or $882.27 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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))."""