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REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-5681
Director	Wage Determinations	Revision No.: 4
		Date Of Revision: 12/26/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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: Alaska

Area: Alaska Boroughs of Anchorage, Matanuska-Susit

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.96
01012 - Accounting Clerk II		20.17
01013 - Accounting Clerk III		22.57
01020 - Administrative Assistant		27.02
01035 - Court Reporter		18.84
01041 - Customer Service Representative I		13.41
01042 - Customer Service Representative II		15.07
01043 - Customer Service Representative III		16.44
01051 - Data Entry Operator I		16.18
01052 - Data Entry Operator II		17.86
01060 - Dispatcher, Motor Vehicle		23.02
01070 - Document Preparation Clerk		17.81
01090 - Duplicating Machine Operator		17.81
01111 - General Clerk I		17.80
01112 - General Clerk II		19.42
01113 - General Clerk III		21.80
01120 - Housing Referral Assistant		21.01
01141 - Messenger Courier		15.60
01191 - Order Clerk I		17.00
01192 - Order Clerk II		18.55
01261 - Personnel Assistant (Employment) I		19.07
01262 - Personnel Assistant (Employment) II		21.33
01263 - Personnel Assistant (Employment) III		23.79
01270 - Production Control Clerk		26.24
01290 - Rental Clerk		16.84
01300 - Scheduler, Maintenance		16.84
01311 - Secretary I		16.84
01312 - Secretary II		18.84
01313 - Secretary III		21.01

01320 - Service Order Dispatcher	19.94
01410 - Supply Technician	27.02
01420 - Survey Worker	18.78
01460 - Switchboard Operator/Receptionist	15.53
01531 - Travel Clerk I	15.48
01532 - Travel Clerk II	17.10
01533 - Travel Clerk III	18.90
01611 - Word Processor I	16.18
01612 - Word Processor II	18.16
01613 - Word Processor III	20.31
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.64
05010 - Automotive Electrician	23.67
05040 - Automotive Glass Installer	22.23
05070 - Automotive Worker	22.23
05110 - Mobile Equipment Servicer	19.62
05130 - Motor Equipment Metal Mechanic	25.13
05160 - Motor Equipment Metal Worker	22.23
05190 - Motor Vehicle Mechanic	25.13
05220 - Motor Vehicle Mechanic Helper	18.53
05250 - Motor Vehicle Upholstery Worker	21.87
05280 - Motor Vehicle Wrecker	22.23
05310 - Painter, Automotive	23.67
05340 - Radiator Repair Specialist	22.23
05370 - Tire Repairer	17.78
05400 - Transmission Repair Specialist	25.13
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.33
07041 - Cook I	16.69
07042 - Cook II	19.21
07070 - Dishwasher	10.99
07130 - Food Service Worker	13.46
07210 - Meat Cutter	21.81
07260 - Waiter/Waitress	13.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	31.38
09040 - Furniture Handler	19.93
09080 - Furniture Refinisher	31.38
09090 - Furniture Refinisher Helper	23.69
09110 - Furniture Repairer, Minor	27.51
09130 - Upholsterer	31.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.44
11060 - Elevator Operator	13.68
11090 - Gardener	20.47
11122 - Housekeeping Aide	14.45
11150 - Janitor	14.45
11210 - Laborer, Grounds Maintenance	15.86
11240 - Maid or Houseman	11.98
11260 - Pruner	14.33
11270 - Tractor Operator	18.94
11330 - Trail Maintenance Worker	15.86
11360 - Window Cleaner	16.00
12000 - Health Occupations	
12010 - Ambulance Driver	27.42
12011 - Breath Alcohol Technician	24.78
12012 - Certified Occupational Therapist Assistant	27.23
12015 - Certified Physical Therapist Assistant	26.50
12020 - Dental Assistant	21.95
12025 - Dental Hygienist	49.41
12030 - EKG Technician	33.20

12035 - Electroneurodiagnostic Technologist	33.20
12040 - Emergency Medical Technician	27.42
12071 - Licensed Practical Nurse I	20.14
12072 - Licensed Practical Nurse II	22.53
12073 - Licensed Practical Nurse III	25.12
12100 - Medical Assistant	18.74
12130 - Medical Laboratory Technician	23.62
12160 - Medical Record Clerk	17.95
12190 - Medical Record Technician	20.09
12195 - Medical Transcriptionist	22.45
12210 - Nuclear Medicine Technologist	43.70
12221 - Nursing Assistant I	13.27
12222 - Nursing Assistant II	14.92
12223 - Nursing Assistant III	16.28
12224 - Nursing Assistant IV	18.27
12235 - Optical Dispenser	20.47
12236 - Optical Technician	20.14
12250 - Pharmacy Technician	19.13
12280 - Phlebotomist	18.59
12305 - Radiologic Technologist	32.64
12311 - Registered Nurse I	28.98
12312 - Registered Nurse II	35.45
12313 - Registered Nurse II, Specialist	35.45
12314 - Registered Nurse III	42.88
12315 - Registered Nurse III, Anesthetist	42.88
12316 - Registered Nurse IV	51.40
12317 - Scheduler (Drug and Alcohol Testing)	30.71
12320 - Substance Abuse Treatment Counselor	23.13
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.52
13012 - Exhibits Specialist II	30.60
13013 - Exhibits Specialist III	37.39
13041 - Illustrator I	25.52
13042 - Illustrator II	30.60
13043 - Illustrator III	37.39
13047 - Librarian	31.05
13050 - Library Aide/Clerk	18.28
13054 - Library Information Technology Systems Administrator	28.04
13058 - Library Technician	20.98
13061 - Media Specialist I	20.22
13062 - Media Specialist II	22.63
13063 - Media Specialist III	25.23
13071 - Photographer I	19.50
13072 - Photographer II	23.82
13073 - Photographer III	27.01
13074 - Photographer IV	33.05
13075 - Photographer V	35.10
13090 - Technical Order Library Clerk	18.65
13110 - Video Teleconference Technician	22.30
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.57
14042 - Computer Operator II	19.66
14043 - Computer Operator III	24.42
14044 - Computer Operator IV	25.98
14045 - Computer Operator V	27.62
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		18.34
14160 - Personal Computer Support Technician		27.62
14170 - System Support Specialist		35.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.09
15020 - Aircrew Training Devices Instructor (Rated)		41.24
15030 - Air Crew Training Devices Instructor (Pilot)		49.42
15050 - Computer Based Training Specialist / Instructor		34.09
15060 - Educational Technologist		30.57
15070 - Flight Instructor (Pilot)		49.42
15080 - Graphic Artist		27.00
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.23
15086 - Maintenance Test Pilot, Rotary Wing		40.23
15088 - Non-Maintenance Test/Co-Pilot		40.23
15090 - Technical Instructor		25.91
15095 - Technical Instructor/Course Developer		31.71
15110 - Test Proctor		21.03
15120 - Tutor		21.03
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.74
16030 - Counter Attendant		11.74
16040 - Dry Cleaner		14.96
16070 - Finisher, Flatwork, Machine		11.74
16090 - Presser, Hand		11.74
16110 - Presser, Machine, Drycleaning		11.74
16130 - Presser, Machine, Shirts		11.74
16160 - Presser, Machine, Wearing Apparel, Laundry		11.74
16190 - Sewing Machine Operator		16.01
16220 - Tailor		17.11
16250 - Washer, Machine		12.82
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.52
19040 - Tool And Die Maker		39.26
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.38
21030 - Material Coordinator		26.24
21040 - Material Expediter		26.24
21050 - Material Handling Laborer		17.01
21071 - Order Filler		15.49
21080 - Production Line Worker (Food Processing)		22.38
21110 - Shipping Packer		18.11
21130 - Shipping/Receiving Clerk		18.11
21140 - Store Worker I		15.33
21150 - Stock Clerk		20.89
21210 - Tools And Parts Attendant		22.38
21410 - Warehouse Specialist		22.38
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.43
23019 - Aircraft Logs and Records Technician		26.13
23021 - Aircraft Mechanic I		31.62
23022 - Aircraft Mechanic II		33.43
23023 - Aircraft Mechanic III		35.27
23040 - Aircraft Mechanic Helper		22.49
23050 - Aircraft, Painter		29.79
23060 - Aircraft Servicer		26.13
23070 - Aircraft Survival Flight Equipment Technician		29.79
23080 - Aircraft Worker		27.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.97

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.62
23110 - Appliance Mechanic	27.15
23120 - Bicycle Repairer	23.67
23125 - Cable Splicer	39.04
23130 - Carpenter, Maintenance	33.10
23140 - Carpet Layer	29.59
23160 - Electrician, Maintenance	36.74
23181 - Electronics Technician Maintenance I	31.05
23182 - Electronics Technician Maintenance II	36.98
23183 - Electronics Technician Maintenance III	39.26
23260 - Fabric Worker	27.64
23290 - Fire Alarm System Mechanic	31.11
23310 - Fire Extinguisher Repairer	25.72
23311 - Fuel Distribution System Mechanic	34.39
23312 - Fuel Distribution System Operator	29.95
23370 - General Maintenance Worker	23.46
23380 - Ground Support Equipment Mechanic	31.62
23381 - Ground Support Equipment Servicer	26.13
23382 - Ground Support Equipment Worker	27.97
23391 - Gunsmith I	25.72
23392 - Gunsmith II	29.59
23393 - Gunsmith III	33.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.27
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.00
23430 - Heavy Equipment Mechanic	33.58
23440 - Heavy Equipment Operator	35.57
23460 - Instrument Mechanic	33.45
23465 - Laboratory/Shelter Mechanic	31.52
23470 - Laborer	17.01
23510 - Locksmith	30.80
23530 - Machinery Maintenance Mechanic	32.88
23550 - Machinist, Maintenance	29.36
23580 - Maintenance Trades Helper	19.42
23591 - Metrology Technician I	33.45
23592 - Metrology Technician II	35.37
23593 - Metrology Technician III	37.32
23640 - Millwright	30.62
23710 - Office Appliance Repairer	23.24
23760 - Painter, Maintenance	27.00
23790 - Pipefitter, Maintenance	32.26
23810 - Plumber, Maintenance	30.80
23820 - Pneudraulic Systems Mechanic	33.45
23850 - Rigger	27.84
23870 - Scale Mechanic	29.59
23890 - Sheet-Metal Worker, Maintenance	33.25
23910 - Small Engine Mechanic	29.59
23931 - Telecommunications Mechanic I	32.42
23932 - Telecommunications Mechanic II	34.28
23950 - Telephone Lineman	34.62
23960 - Welder, Combination, Maintenance	31.37
23965 - Well Driller	27.05
23970 - Woodcraft Worker	33.45
23980 - Woodworker	25.72
24000 - Personal Needs Occupations	
24550 - Case Manager	16.21
24570 - Child Care Attendant	12.47
24580 - Child Care Center Clerk	15.54
24610 - Chore Aide	15.60

24620 - Family Readiness And Support Services Coordinator	16.21
24630 - Homemaker	18.94
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.45
25040 - Sewage Plant Operator	34.73
25070 - Stationary Engineer	33.45
25190 - Ventilation Equipment Tender	23.79
25210 - Water Treatment Plant Operator	34.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.85
27007 - Baggage Inspector	17.96
27008 - Corrections Officer	32.63
27010 - Court Security Officer	31.80
27030 - Detection Dog Handler	20.10
27040 - Detention Officer	32.63
27070 - Firefighter	24.71
27101 - Guard I	17.96
27102 - Guard II	20.10
27131 - Police Officer I	36.74
27132 - Police Officer II	40.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.83
28042 - Carnival Equipment Repairer	18.19
28043 - Carnival Worker	12.73
28210 - Gate Attendant/Gate Tender	18.11
28310 - Lifeguard	14.79
28350 - Park Attendant (Aide)	20.85
28510 - Recreation Aide/Health Facility Attendant	14.77
28515 - Recreation Specialist	31.70
28630 - Sports Official	16.60
28690 - Swimming Pool Operator	21.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.79
29020 - Hatch Tender	29.79
29030 - Line Handler	29.79
29041 - Stevedore I	30.24
29042 - Stevedore II	33.92
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.45
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.58
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.48
30021 - Archeological Technician I	23.41
30022 - Archeological Technician II	27.28
30023 - Archeological Technician III	29.46
30030 - Cartographic Technician	31.78
30040 - Civil Engineering Technician	34.96
30051 - Cryogenic Technician I	30.15
30052 - Cryogenic Technician II	33.30
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	25.20
30095 - Evidence Control Specialist	27.23

30210 - Laboratory Technician	26.61
30221 - Latent Fingerprint Technician I	30.15
30222 - Latent Fingerprint Technician II	33.30
30240 - Mathematical Technician	32.95
30361 - Paralegal/Legal Assistant I	21.93
30362 - Paralegal/Legal Assistant II	27.15
30363 - Paralegal/Legal Assistant III	33.22
30364 - Paralegal/Legal Assistant IV	40.20
30375 - Petroleum Supply Specialist	33.30
30390 - Photo-Optics Technician	32.95
30395 - Radiation Control Technician	33.30
30461 - Technical Writer I	24.06
30462 - Technical Writer II	29.43
30463 - Technical Writer III	36.14
30491 - Unexploded Ordnance (UXO) Technician I	26.35
30492 - Unexploded Ordnance (UXO) Technician II	31.88
30493 - Unexploded Ordnance (UXO) Technician III	38.21
30494 - Unexploded (UXO) Safety Escort	26.35
30495 - Unexploded (UXO) Sweep Personnel	26.35
30501 - Weather Forecaster I	34.79
30502 - Weather Forecaster II	42.32
30620 - Weather Observer, Combined Upper Air Or	(see 2) 29.19
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 32.42
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.88
31020 - Bus Aide	15.38
31030 - Bus Driver	23.14
31043 - Driver Courier	17.79
31260 - Parking and Lot Attendant	13.19
31290 - Shuttle Bus Driver	17.89
31310 - Taxi Driver	15.74
31361 - Truckdriver, Light	17.89
31362 - Truckdriver, Medium	19.85
31363 - Truckdriver, Heavy	25.53
31364 - Truckdriver, Tractor-Trailer	25.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	12.27
99050 - Desk Clerk	14.09
99095 - Embalmer	26.35
99130 - Flight Follower	26.35
99251 - Laboratory Animal Caretaker I	13.38
99252 - Laboratory Animal Caretaker II	20.92
99260 - Marketing Analyst	31.87
99310 - Mortician	26.35
99410 - Pest Controller	26.40
99510 - Photofinishing Worker	14.47
99710 - Recycling Laborer	27.92
99711 - Recycling Specialist	33.32
99730 - Refuse Collector	25.21
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	17.95
99830 - Survey Party Chief	30.78
99831 - Surveying Aide	20.49
99832 - Surveying Technician	27.99
99840 - Vending Machine Attendant	20.58
99841 - Vending Machine Repairer	24.09
99842 - Vending Machine Repairer Helper	20.58

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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, Good Friday, 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)).