

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-5507 Revision No.: 27 Date Of Last Revision: 12/03/2025
Daniel W. Simms Director	Division of Wage Determinations

State: Idaho

Area: Idaho Counties of Bonneville, Butte, Jefferson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.54
01012 - Accounting Clerk II		19.69
01013 - Accounting Clerk III		22.02
01020 - Administrative Assistant		25.93
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		14.26
01042 - Customer Service Representative II		15.56
01043 - Customer Service Representative III		17.47
01051 - Data Entry Operator I		15.63
01052 - Data Entry Operator II		17.06
01060 - Dispatcher, Motor Vehicle		22.94
01070 - Document Preparation Clerk		16.70
01090 - Duplicating Machine Operator		16.70
01111 - General Clerk I		15.50
01112 - General Clerk II		16.91
01113 - General Clerk III		18.98
01120 - Housing Referral Assistant		23.36
01141 - Messenger Courier		13.60
01191 - Order Clerk I		16.24
01192 - Order Clerk II		17.72
01261 - Personnel Assistant (Employment) I		18.74
01262 - Personnel Assistant (Employment) II		20.96
01263 - Personnel Assistant (Employment) III		23.36
01270 - Production Control Clerk		34.60
01290 - Rental Clerk		17.69
01300 - Scheduler, Maintenance		18.74

01311 - Secretary I	18.74
01312 - Secretary II	20.96
01313 - Secretary III	23.36
01320 - Service Order Dispatcher	20.51
01410 - Supply Technician	25.93
01420 - Survey Worker	19.50
01460 - Switchboard Operator/Receptionist	15.91
01531 - Travel Clerk I	16.70
01532 - Travel Clerk II	17.51
01533 - Travel Clerk III	19.01
01611 - Word Processor I	16.70
01612 - Word Processor II	18.74
01613 - Word Processor III	20.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.25
05010 - Automotive Electrician	21.72
05040 - Automotive Glass Installer	20.45
05070 - Automotive Worker	20.45
05110 - Mobile Equipment Servicer	17.74
05130 - Motor Equipment Metal Mechanic	23.15
05160 - Motor Equipment Metal Worker	20.45
05190 - Motor Vehicle Mechanic	23.15
05220 - Motor Vehicle Mechanic Helper	16.27
05250 - Motor Vehicle Upholstery Worker	19.17
05280 - Motor Vehicle Wrecker	20.45
05310 - Painter, Automotive	21.72
05340 - Radiator Repair Specialist	20.45
05370 - Tire Repairer	18.57
05400 - Transmission Repair Specialist	23.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.25
07041 - Cook I	14.99
07042 - Cook II	17.27
07070 - Dishwasher	13.09
07130 - Food Service Worker	14.04
07210 - Meat Cutter	20.01
07260 - Waiter/Waitress	12.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.97
09040 - Furniture Handler	14.63
09080 - Furniture Refinisher	22.97
09090 - Furniture Refinisher Helper	17.21
09110 - Furniture Repairer, Minor	20.27
09130 - Upholsterer	22.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.90
11060 - Elevator Operator	16.28
11090 - Gardener	23.95
11122 - Housekeeping Aide	16.28

11150 - Janitor	16.28
11210 - Laborer, Grounds Maintenance	17.96
11240 - Maid or Houseman	14.50
11260 - Pruner	15.76
11270 - Tractor Operator	21.96
11330 - Trail Maintenance Worker	17.96
11360 - Window Cleaner	18.55
12000 - Health Occupations	
12010 - Ambulance Driver	23.23
12011 - Breath Alcohol Technician	23.23
12012 - Certified Occupational Therapist Assistant	31.88
12015 - Certified Physical Therapist Assistant	32.65
12020 - Dental Assistant	19.99
12025 - Dental Hygienist	46.13
12030 - EKG Technician	35.20
12035 - Electroneurodiagnostic Technologist	35.20
12040 - Emergency Medical Technician	23.23
12071 - Licensed Practical Nurse I	20.77
12072 - Licensed Practical Nurse II	23.23
12073 - Licensed Practical Nurse III	25.89
12100 - Medical Assistant	18.15
12130 - Medical Laboratory Technician	22.13
12160 - Medical Record Clerk	19.59
12190 - Medical Record Technician	21.91
12195 - Medical Transcriptionist	18.88
12210 - Nuclear Medicine Technologist	51.05
12221 - Nursing Assistant I	14.02
12222 - Nursing Assistant II	15.77
12223 - Nursing Assistant III	17.21
12224 - Nursing Assistant IV	19.32
12235 - Optical Dispenser	17.65
12236 - Optical Technician	20.77
12250 - Pharmacy Technician	20.66
12280 - Phlebotomist	19.25
12305 - Radiologic Technologist	35.85
12311 - Registered Nurse I	28.07
12312 - Registered Nurse II	34.34
12313 - Registered Nurse II, Specialist	34.34
12314 - Registered Nurse III	41.54
12315 - Registered Nurse III, Anesthetist	41.54
12316 - Registered Nurse IV	49.79
12317 - Scheduler (Drug and Alcohol Testing)	28.79
12320 - Substance Abuse Treatment Counselor	30.82
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.36
13012 - Exhibits Specialist II	20.27
13013 - Exhibits Specialist III	24.80
13041 - Illustrator I	16.36
13042 - Illustrator II	20.27

13043 - Illustrator III	24.80
13047 - Librarian	22.59
13050 - Library Aide/Clerk	14.88
13054 - Library Information Technology Systems Administrator	20.57
13058 - Library Technician	15.94
13061 - Media Specialist I	14.72
13062 - Media Specialist II	16.48
13063 - Media Specialist III	18.36
13071 - Photographer I	14.72
13072 - Photographer II	18.44
13073 - Photographer III	20.66
13074 - Photographer IV	25.40
13075 - Photographer V	31.23
13090 - Technical Order Library Clerk	17.04
13110 - Video Teleconference Technician	21.54
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.00
14042 - Computer Operator II	23.47
14043 - Computer Operator III	26.17
14044 - Computer Operator IV	29.08
14045 - Computer Operator V	32.21
14071 - Computer Programmer I	(see 1) 22.69
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	21.00
14160 - Personal Computer Support Technician	29.08
14170 - System Support Specialist	32.21
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.71
15020 - Aircrew Training Devices Instructor (Rated)	44.41
15030 - Air Crew Training Devices Instructor (Pilot)	48.85
15050 - Computer Based Training Specialist / Instructor	36.71
15060 - Educational Technologist	27.60
15070 - Flight Instructor (Pilot)	48.85
15080 - Graphic Artist	25.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	56.87
15086 - Maintenance Test Pilot, Rotary Wing	56.87
15088 - Non-Maintenance Test/Co-Pilot	56.87
15090 - Technical Instructor	30.50
15095 - Technical Instructor/Course Developer	37.31
15110 - Test Proctor	24.61
15120 - Tutor	24.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.90

16030 - Counter Attendant	11.90
16040 - Dry Cleaner	14.21
16070 - Finisher, Flatwork, Machine	11.90
16090 - Presser, Hand	11.90
16110 - Presser, Machine, Drycleaning	11.90
16130 - Presser, Machine, Shirts	11.90
16160 - Presser, Machine, Wearing Apparel, Laundry	11.90
16190 - Sewing Machine Operator	14.98
16220 - Tailor	15.82
16250 - Washer, Machine	12.47
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.40
19040 - Tool And Die Maker	33.32
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.05
21030 - Material Coordinator	34.60
21040 - Material Expediter	34.60
21050 - Material Handling Laborer	17.23
21071 - Order Filler	16.39
21080 - Production Line Worker (Food Processing)	19.05
21110 - Shipping Packer	17.30
21130 - Shipping/Receiving Clerk	17.30
21140 - Store Worker I	13.65
21150 - Stock Clerk	19.98
21210 - Tools And Parts Attendant	19.05
21410 - Warehouse Specialist	19.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.84
23019 - Aircraft Logs and Records Technician	24.18
23021 - Aircraft Mechanic I	29.21
23022 - Aircraft Mechanic II	30.84
23023 - Aircraft Mechanic III	32.22
23040 - Aircraft Mechanic Helper	20.53
23050 - Aircraft, Painter	27.40
23060 - Aircraft Servicer	24.18
23070 - Aircraft Survival Flight Equipment Technician	27.40
23080 - Aircraft Worker	25.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.21
23110 - Appliance Mechanic	27.40
23120 - Bicycle Repairer	18.87
23125 - Cable Splicer	50.87
23130 - Carpenter, Maintenance	23.49
23140 - Carpet Layer	25.80
23160 - Electrician, Maintenance	28.66
23181 - Electronics Technician Maintenance I	25.80
23182 - Electronics Technician Maintenance II	27.40

23183 - Electronics Technician Maintenance III	29.21
23260 - Fabric Worker	24.18
23290 - Fire Alarm System Mechanic	26.45
23310 - Fire Extinguisher Repairer	22.38
23311 - Fuel Distribution System Mechanic	29.21
23312 - Fuel Distribution System Operator	22.38
23370 - General Maintenance Worker	21.20
23380 - Ground Support Equipment Mechanic	29.21
23381 - Ground Support Equipment Servicer	24.18
23382 - Ground Support Equipment Worker	25.80
23391 - Gunsmith I	22.38
23392 - Gunsmith II	25.80
23393 - Gunsmith III	29.21
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.64
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.96
23430 - Heavy Equipment Mechanic	29.99
23440 - Heavy Equipment Operator	28.79
23460 - Instrument Mechanic	29.21
23465 - Laboratory/Shelter Mechanic	27.40
23470 - Laborer	17.23
23510 - Locksmith	27.40
23530 - Machinery Maintenance Mechanic	31.06
23550 - Machinist, Maintenance	28.30
23580 - Maintenance Trades Helper	18.72
23591 - Metrology Technician I	29.21
23592 - Metrology Technician II	30.84
23593 - Metrology Technician III	32.22
23640 - Millwright	29.21
23710 - Office Appliance Repairer	27.40
23760 - Painter, Maintenance	21.42
23790 - Pipefitter, Maintenance	30.78
23810 - Plumber, Maintenance	28.87
23820 - Pneudraulic Systems Mechanic	29.21
23850 - Rigger	29.21
23870 - Scale Mechanic	25.80
23890 - Sheet-Metal Worker, Maintenance	29.21
23910 - Small Engine Mechanic	21.67
23931 - Telecommunications Mechanic I	30.70
23932 - Telecommunications Mechanic II	32.62
23950 - Telephone Lineman	24.68
23960 - Welder, Combination, Maintenance	24.02
23965 - Well Driller	27.18
23970 - Woodcraft Worker	29.21
23980 - Woodworker	22.38
24000 - Personal Needs Occupations	
24550 - Case Manager	21.88
24570 - Child Care Attendant	13.01

24580 - Child Care Center Clerk	16.22
24610 - Chore Aide	14.44
24620 - Family Readiness And Support Services Coordinator	21.88
24630 - Homemaker	21.88
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.22
25040 - Sewage Plant Operator	27.41
25070 - Stationary Engineer	29.22
25190 - Ventilation Equipment Tender	20.54
25210 - Water Treatment Plant Operator	27.41
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.13
27007 - Baggage Inspector	25.73
27008 - Corrections Officer	23.51
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	30.78
27040 - Detention Officer	23.51
27070 - Firefighter	25.28
27101 - Guard I	25.73
27102 - Guard II	30.78
27131 - Police Officer I	28.53
27132 - Police Officer II	31.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.12
28042 - Carnival Equipment Repairer	17.57
28043 - Carnival Worker	11.57
28210 - Gate Attendant/Gate Tender	18.81
28310 - Lifeguard	15.68
28350 - Park Attendant (Aide)	20.45
28510 - Recreation Aide/Health Facility Attendant	15.36
28515 - Recreation Specialist	24.41
28630 - Sports Official	16.75
28690 - Swimming Pool Operator	20.25
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.80
29020 - Hatch Tender	25.80
29030 - Line Handler	25.80
29041 - Stevedore I	24.18
29042 - Stevedore II	27.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.99
30021 - Archeological Technician I	19.65
30022 - Archeological Technician II	21.98
30023 - Archeological Technician III	27.24
30030 - Cartographic Technician	27.24
30040 - Civil Engineering Technician	31.14

30051 - Cryogenic Technician I	30.16
30052 - Cryogenic Technician II	33.30
30061 - Drafter/CAD Operator I	19.65
30062 - Drafter/CAD Operator II	21.98
30063 - Drafter/CAD Operator III	24.50
30064 - Drafter/CAD Operator IV	30.16
30081 - Engineering Technician I	19.47
30082 - Engineering Technician II	21.85
30083 - Engineering Technician III	24.43
30084 - Engineering Technician IV	30.27
30085 - Engineering Technician V	37.04
30086 - Engineering Technician VI	44.80
30090 - Environmental Technician	29.71
30095 - Evidence Control Specialist	27.24
30210 - Laboratory Technician	27.90
30221 - Latent Fingerprint Technician I	30.16
30222 - Latent Fingerprint Technician II	33.30
30240 - Mathematical Technician	27.24
30361 - Paralegal/Legal Assistant I	22.10
30362 - Paralegal/Legal Assistant II	27.37
30363 - Paralegal/Legal Assistant III	33.48
30364 - Paralegal/Legal Assistant IV	40.51
30375 - Petroleum Supply Specialist	33.30
30390 - Photo-Optics Technician	27.24
30395 - Radiation Control Technician	33.30
30461 - Technical Writer I	31.45
30462 - Technical Writer II	38.46
30463 - Technical Writer III	46.53
30491 - Unexploded Ordnance (UXO) Technician I	29.28
30492 - Unexploded Ordnance (UXO) Technician II	35.43
30493 - Unexploded Ordnance (UXO) Technician III	42.46
30494 - Unexploded (UXO) Safety Escort	29.28
30495 - Unexploded (UXO) Sweep Personnel	29.28
30501 - Weather Forecaster I	30.16
30502 - Weather Forecaster II	36.68
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.50
30621 - Weather Observer, Senior	(see 2) 27.24
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.43
31020 - Bus Aide	14.99
31030 - Bus Driver	21.59
31043 - Driver Courier	18.32
31260 - Parking and Lot Attendant	13.15
31290 - Shuttle Bus Driver	20.49
31310 - Taxi Driver	14.33
31361 - Truckdriver, Light	19.98
31362 - Truckdriver, Medium	21.59
31363 - Truckdriver, Heavy	26.17

31364 - Truckdriver, Tractor-Trailer	26.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	14.01
99050 - Desk Clerk	14.59
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	20.81
99252 - Laboratory Animal Caretaker II	22.69
99260 - Marketing Analyst	28.54
99310 - Mortician	29.28
99410 - Pest Controller	25.80
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	25.72
99711 - Recycling Specialist	31.01
99730 - Refuse Collector	22.74
99810 - Sales Clerk	14.92
99820 - School Crossing Guard	16.84
99830 - Survey Party Chief	25.93
99831 - Surveying Aide	17.57
99832 - Surveying Technician	23.57
99840 - Vending Machine Attendant	21.90
99841 - Vending Machine Repairer	27.52
99842 - Vending Machine Repairer Helper	21.90

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 \$13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. 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 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))."