

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
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5771 Revision No.: 29 Date Of Last Revision: 5/13/2026
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State: Nebraska

Area: Nebraska Counties of Hall, Howard and Merrick

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.98
01012 - Accounting Clerk II		20.19
01013 - Accounting Clerk III		22.58
01020 - Administrative Assistant		27.23
01035 - Court Reporter		20.76
01041 - Customer Service Representative I		15.30
01042 - Customer Service Representative II		16.70
01043 - Customer Service Representative III		18.74
01051 - Data Entry Operator I		15.41
01052 - Data Entry Operator II		16.82
01060 - Dispatcher, Motor Vehicle		24.68
01070 - Document Preparation Clerk		16.54
01090 - Duplicating Machine Operator		16.54
01111 - General Clerk I		15.07
01112 - General Clerk II		16.44
01113 - General Clerk III		18.45
01120 - Housing Referral Assistant		23.14
01141 - Messenger Courier		15.80
01191 - Order Clerk I		15.15
01192 - Order Clerk II		16.54
01261 - Personnel Assistant (Employment) I		18.56
01262 - Personnel Assistant (Employment) II		20.76
01263 - Personnel Assistant (Employment) III		23.14
01270 - Production Control Clerk		24.53
01290 - Rental Clerk		17.57
01300 - Scheduler, Maintenance		18.56
01311 - Secretary I		18.56
01312 - Secretary II		20.76
01313 - Secretary III		23.14
01320 - Service Order Dispatcher		22.07
01410 - Supply Technician		27.23
01420 - Survey Worker		19.07
01460 - Switchboard Operator/Receptionist		17.52
01531 - Travel Clerk I		16.54
01532 - Travel Clerk II		17.91

01533 - Travel Clerk III	20.76
01611 - Word Processor I	16.54
01612 - Word Processor II	18.56
01613 - Word Processor III	20.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.99
05010 - Automotive Electrician	23.05
05040 - Automotive Glass Installer	21.88
05070 - Automotive Worker	21.88
05110 - Mobile Equipment Servicer	19.42
05130 - Motor Equipment Metal Mechanic	24.00
05160 - Motor Equipment Metal Worker	21.88
05190 - Motor Vehicle Mechanic	24.00
05220 - Motor Vehicle Mechanic Helper	18.17
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.88
05310 - Painter, Automotive	23.05
05340 - Radiator Repair Specialist	21.88
05370 - Tire Repairer	17.86
05400 - Transmission Repair Specialist	24.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.23
07041 - Cook I	17.04
07042 - Cook II	19.20
07070 - Dishwasher	13.81
07130 - Food Service Worker	15.00
07210 - Meat Cutter	18.73
07260 - Waiter/Waitress	13.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.32
09040 - Furniture Handler	15.24
09080 - Furniture Refinisher	22.32
09090 - Furniture Refinisher Helper	17.59
09110 - Furniture Repairer, Minor	20.00
09130 - Upholsterer	22.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	19.21
11060 - Elevator Operator	17.46
11090 - Gardener	22.45
11122 - Housekeeping Aide	17.46
11150 - Janitor	17.46
11210 - Laborer, Grounds Maintenance	18.17
11240 - Maid or Houseman	14.11
11260 - Pruner	16.73
11270 - Tractor Operator	21.00
11330 - Trail Maintenance Worker	18.17
11360 - Window Cleaner	18.95
12000 - Health Occupations	
12010 - Ambulance Driver	25.44
12011 - Breath Alcohol Technician	26.04
12012 - Certified Occupational Therapist Assistant	33.08
12015 - Certified Physical Therapist Assistant	28.19
12020 - Dental Assistant	21.85
12025 - Dental Hygienist	39.70
12030 - EKG Technician	39.45
12035 - Electroneurodiagnostic Technologist	39.45
12040 - Emergency Medical Technician	25.44
12071 - Licensed Practical Nurse I	23.28
12072 - Licensed Practical Nurse II	26.04
12073 - Licensed Practical Nurse III	29.02
12100 - Medical Assistant	19.51
12130 - Medical Laboratory Technician	30.71
12160 - Medical Record Clerk	20.28
12190 - Medical Record Technician	22.69
12195 - Medical Transcriptionist	23.28
12210 - Nuclear Medicine Technologist	57.22
12221 - Nursing Assistant I	13.36
12222 - Nursing Assistant II	15.03
12223 - Nursing Assistant III	16.40

12224 - Nursing Assistant IV	18.41
12235 - Optical Dispenser	18.24
12236 - Optical Technician	23.28
12250 - Pharmacy Technician	19.50
12280 - Phlebotomist	21.55
12305 - Radiologic Technologist	30.78
12311 - Registered Nurse I	25.97
12312 - Registered Nurse II	31.76
12313 - Registered Nurse II, Specialist	31.76
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III, Anesthetist	38.43
12316 - Registered Nurse IV	46.08
12317 - Scheduler (Drug and Alcohol Testing)	32.25
12320 - Substance Abuse Treatment Counselor	24.49
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.44
13012 - Exhibits Specialist II	21.61
13013 - Exhibits Specialist III	26.43
13041 - Illustrator I	17.24
13042 - Illustrator II	21.37
13043 - Illustrator III	26.13
13047 - Librarian	23.92
13050 - Library Aide/Clerk	11.71
13054 - Library Information Technology Systems Administrator	21.61
13058 - Library Technician	17.77
13061 - Media Specialist I	15.59
13062 - Media Specialist II	17.44
13063 - Media Specialist III	19.45
13071 - Photographer I	14.95
13072 - Photographer II	16.73
13073 - Photographer III	20.72
13074 - Photographer IV	25.35
13075 - Photographer V	30.67
13090 - Technical Order Library Clerk	16.73
13110 - Video Teleconference Technician	13.78
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.32
14042 - Computer Operator II	20.49
14043 - Computer Operator III	22.84
14044 - Computer Operator IV	25.38
14045 - Computer Operator V	28.11
14071 - Computer Programmer I (see 1)	20.99
14072 - Computer Programmer II (see 1)	26.01
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	18.32
14160 - Personal Computer Support Technician	25.38
14170 - System Support Specialist	29.37
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.18
15020 - Aircrew Training Devices Instructor (Rated)	40.14
15030 - Air Crew Training Devices Instructor (Pilot)	48.12
15050 - Computer Based Training Specialist / Instructor	33.18
15060 - Educational Technologist	41.43
15070 - Flight Instructor (Pilot)	48.12
15080 - Graphic Artist	22.62
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.12
15086 - Maintenance Test Pilot, Rotary Wing	48.12
15088 - Non-Maintenance Test/Co-Pilot	48.12
15090 - Technical Instructor	23.71
15095 - Technical Instructor/Course Developer	29.00
15110 - Test Proctor	19.13
15120 - Tutor	19.13

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	14.29
16030 - Counter Attendant	14.29
16040 - Dry Cleaner	16.32
16070 - Finisher, Flatwork, Machine	14.29
16090 - Presser, Hand	14.29
16110 - Presser, Machine, Drycleaning	14.29
16130 - Presser, Machine, Shirts	14.29
16160 - Presser, Machine, Wearing Apparel, Laundry	14.29
16190 - Sewing Machine Operator	17.01
16220 - Tailor	17.68
16250 - Washer, Machine	14.97
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.75
19040 - Tool And Die Maker	30.90
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.05
21030 - Material Coordinator	24.53
21040 - Material Expediter	24.53
21050 - Material Handling Laborer	20.28
21071 - Order Filler	16.31
21080 - Production Line Worker (Food Processing)	24.05
21110 - Shipping Packer	18.97
21130 - Shipping/Receiving Clerk	18.97
21140 - Store Worker I	15.60
21150 - Stock Clerk	19.85
21210 - Tools And Parts Attendant	24.05
21410 - Warehouse Specialist	24.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.76
23019 - Aircraft Logs and Records Technician	24.51
23021 - Aircraft Mechanic I	28.49
23022 - Aircraft Mechanic II	29.76
23023 - Aircraft Mechanic III	30.69
23040 - Aircraft Mechanic Helper	21.57
23050 - Aircraft, Painter	27.37
23060 - Aircraft Servicer	24.51
23070 - Aircraft Survival Flight Equipment Technician	27.37
23080 - Aircraft Worker	25.98
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.98
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.49
23110 - Appliance Mechanic	27.37
23120 - Bicycle Repairer	23.06
23125 - Cable Splicer	39.64
23130 - Carpenter, Maintenance	20.55
23140 - Carpet Layer	25.98
23160 - Electrician, Maintenance	24.59
23181 - Electronics Technician Maintenance I	25.98
23182 - Electronics Technician Maintenance II	27.37
23183 - Electronics Technician Maintenance III	28.49
23260 - Fabric Worker	24.51
23290 - Fire Alarm System Mechanic	28.49
23310 - Fire Extinguisher Repairer	23.06
23311 - Fuel Distribution System Mechanic	28.49
23312 - Fuel Distribution System Operator	23.06
23370 - General Maintenance Worker	24.97
23380 - Ground Support Equipment Mechanic	28.49
23381 - Ground Support Equipment Servicer	24.51
23382 - Ground Support Equipment Worker	25.98
23391 - Gunsmith I	23.06
23392 - Gunsmith II	25.98
23393 - Gunsmith III	28.49
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.85
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.04
23430 - Heavy Equipment Mechanic	30.57
23440 - Heavy Equipment Operator	25.39

23460 - Instrument Mechanic	28.49
23465 - Laboratory/Shelter Mechanic	27.37
23470 - Laborer	20.28
23510 - Locksmith	27.37
23530 - Machinery Maintenance Mechanic	26.90
23550 - Machinist, Maintenance	25.17
23580 - Maintenance Trades Helper	21.57
23591 - Metrology Technician I	28.49
23592 - Metrology Technician II	29.76
23593 - Metrology Technician III	30.69
23640 - Millwright	28.49
23710 - Office Appliance Repairer	20.22
23760 - Painter, Maintenance	20.10
23790 - Pipefitter, Maintenance	27.85
23810 - Plumber, Maintenance	26.75
23820 - Pneudraulic Systems Mechanic	28.49
23850 - Rigger	28.49
23870 - Scale Mechanic	25.98
23890 - Sheet-Metal Worker, Maintenance	28.49
23910 - Small Engine Mechanic	25.98
23931 - Telecommunications Mechanic I	34.10
23932 - Telecommunications Mechanic II	35.61
23950 - Telephone Lineman	28.49
23960 - Welder, Combination, Maintenance	23.50
23965 - Well Driller	28.49
23970 - Woodcraft Worker	28.49
23980 - Woodworker	23.06
24000 - Personal Needs Occupations	
24550 - Case Manager	17.98
24570 - Child Care Attendant	13.54
24580 - Child Care Center Clerk	16.88
24610 - Chore Aide	16.02
24620 - Family Readiness And Support Services Coordinator	17.98
24630 - Homemaker	17.98
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.47
25040 - Sewage Plant Operator	29.27
25070 - Stationary Engineer	30.47
25190 - Ventilation Equipment Tender	23.07
25210 - Water Treatment Plant Operator	29.27
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.96
27007 - Baggage Inspector	16.72
27008 - Corrections Officer	26.38
27010 - Court Security Officer	26.98
27030 - Detection Dog Handler	18.70
27040 - Detention Officer	26.38
27070 - Firefighter	26.98
27101 - Guard I	16.72
27102 - Guard II	18.70
27131 - Police Officer I	31.04
27132 - Police Officer II	34.49
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.05
28042 - Carnival Equipment Repairer	16.09
28043 - Carnival Worker	12.00
28210 - Gate Attendant/Gate Tender	19.96
28310 - Lifeguard	17.79
28350 - Park Attendant (Aide)	22.32
28510 - Recreation Aide/Health Facility Attendant	16.30
28515 - Recreation Specialist	27.66
28630 - Sports Official	17.79
28690 - Swimming Pool Operator	21.00
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.98
29020 - Hatch Tender	25.98
29030 - Line Handler	25.98
29041 - Stevedore I	24.51

29042 - Stevedore II		27.37
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		18.44
30022 - Archeological Technician II		20.62
30023 - Archeological Technician III		25.56
30030 - Cartographic Technician		25.56
30040 - Civil Engineering Technician		23.44
30051 - Cryogenic Technician I		26.13
30052 - Cryogenic Technician II		28.86
30061 - Drafter/CAD Operator I		18.44
30062 - Drafter/CAD Operator II		20.62
30063 - Drafter/CAD Operator III		22.99
30064 - Drafter/CAD Operator IV		28.30
30081 - Engineering Technician I		16.42
30082 - Engineering Technician II		18.44
30083 - Engineering Technician III		20.62
30084 - Engineering Technician IV		25.56
30085 - Engineering Technician V		31.25
30086 - Engineering Technician VI		37.81
30090 - Environmental Technician		25.43
30095 - Evidence Control Specialist		23.58
30210 - Laboratory Technician		20.97
30221 - Latent Fingerprint Technician I		26.13
30222 - Latent Fingerprint Technician II		28.86
30240 - Mathematical Technician		25.56
30361 - Paralegal/Legal Assistant I		23.21
30362 - Paralegal/Legal Assistant II		28.76
30363 - Paralegal/Legal Assistant III		35.18
30364 - Paralegal/Legal Assistant IV		42.56
30375 - Petroleum Supply Specialist		28.86
30390 - Photo-Optics Technician		25.56
30395 - Radiation Control Technician		28.86
30461 - Technical Writer I		25.06
30462 - Technical Writer II		30.65
30463 - Technical Writer III		37.09
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		28.30
30502 - Weather Forecaster II		34.42
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.99
30621 - Weather Observer, Senior	(see 2)	25.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		18.02
31030 - Bus Driver		23.66
31043 - Driver Courier		20.81
31260 - Parking and Lot Attendant		16.59
31290 - Shuttle Bus Driver		14.78
31310 - Taxi Driver		11.62
31361 - Truckdriver, Light		22.25
31362 - Truckdriver, Medium		23.66
31363 - Truckdriver, Heavy		27.86
31364 - Truckdriver, Tractor-Trailer		27.86
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		14.17
99050 - Desk Clerk		14.56
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		14.89
99252 - Laboratory Animal Caretaker II		15.92

99260 - Marketing Analyst	26.75
99310 - Mortician	29.28
99410 - Pest Controller	24.21
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	18.66
99711 - Recycling Specialist	21.55
99730 - Refuse Collector	17.19
99810 - Sales Clerk	14.48
99820 - School Crossing Guard	16.98
99830 - Survey Party Chief	29.12
99831 - Surveying Aide	15.71
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	21.30
99841 - Vending Machine Repairer	25.66
99842 - Vending Machine Repairer Helper	21.30

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 from May 11, 2026, through December 31, 2026. 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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))."