

**1240LS26Q0018 – Uinta-Wasatch-Cache National Forest, Logan Ranger District Janitorial
Attachment 4 – Wage Determination**

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
		Wage Determination No.: 2015-5501
Daniel W. Simms	Division of	Revision No.: 30
Director	Wage Determinations	Date Of Last Revision: 3/30/2026

State: Utah
Area: Utah Counties of Cache

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.75
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
01020 - Administrative Assistant		24.25
01035 - Court Reporter		21.44
01041 - Customer Service Representative I		15.31
01042 - Customer Service Representative II		16.70
01043 - Customer Service Representative III		18.74
01051 - Data Entry Operator I		15.37
01052 - Data Entry Operator II		16.76
01060 - Dispatcher, Motor Vehicle		19.14
01070 - Document Preparation Clerk		17.08
01090 - Duplicating Machine Operator		17.08
01111 - General Clerk I		15.54
01112 - General Clerk II		16.95
01113 - General Clerk III		19.03
01120 - Housing Referral Assistant		23.89
01141 - Messenger Courier		14.95
01191 - Order Clerk I		16.21
01192 - Order Clerk II		17.69
01261 - Personnel Assistant (Employment) I		19.17
01262 - Personnel Assistant (Employment) II		21.44
01263 - Personnel Assistant (Employment) III		23.89
01270 - Production Control Clerk		26.70
01290 - Rental Clerk		17.71
01300 - Scheduler, Maintenance		19.17
01311 - Secretary I		19.17
01312 - Secretary II		21.44
01313 - Secretary III		23.89
01320 - Service Order Dispatcher		17.11
01410 - Supply Technician		24.25
01420 - Survey Worker		17.71
01460 - Switchboard Operator/Receptionist		16.45
01531 - Travel Clerk I		16.70
01532 - Travel Clerk II		17.51
01533 - Travel Clerk III		19.01
01611 - Word Processor I		17.08
01612 - Word Processor II		19.17
01613 - Word Processor III		21.44
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.38
05010 - Automotive Electrician		19.90
05040 - Automotive Glass Installer		18.77
05070 - Automotive Worker		18.77
05110 - Mobile Equipment Servicer		16.20

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05130	- Motor Equipment Metal Mechanic	20.90
05160	- Motor Equipment Metal Worker	18.77
05190	- Motor Vehicle Mechanic	20.90
05220	- Motor Vehicle Mechanic Helper	14.92
05250	- Motor Vehicle Upholstery Worker	17.47
05280	- Motor Vehicle Wrecker	18.77
05310	- Painter, Automotive	19.90
05340	- Radiator Repair Specialist	18.77
05370	- Tire Repairer	16.87
05400	- Transmission Repair Specialist	20.90
07000	- Food Preparation And Service Occupations	
07010	- Baker	13.16
07041	- Cook I	17.41
07042	- Cook II	20.18
07070	- Dishwasher	13.76
07130	- Food Service Worker	14.34
07210	- Meat Cutter	20.09
07260	- Waiter/Waitress	14.13
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.47
09040	- Furniture Handler	12.58
09080	- Furniture Refinisher	20.47
09090	- Furniture Refinisher Helper	15.25
09110	- Furniture Repairer, Minor	17.86
09130	- Upholsterer	20.47
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	15.63
11060	- Elevator Operator	14.38
11090	- Gardener	23.30
11122	- Housekeeping Aide	14.38
11150	- Janitor	14.38
11210	- Laborer, Grounds Maintenance	17.71
11240	- Maid or Houseman	14.51
11260	- Pruner	16.23
11270	- Tractor Operator	21.46
11330	- Trail Maintenance Worker	17.71
11360	- Window Cleaner	15.69
12000	- Health Occupations	
12010	- Ambulance Driver	18.94
12011	- Breath Alcohol Technician	24.12
12012	- Certified Occupational Therapist Assistant	33.09
12015	- Certified Physical Therapist Assistant	29.96
12020	- Dental Assistant	17.52
12025	- Dental Hygienist	40.86
12030	- EKG Technician	36.54
12035	- Electroneurodiagnostic Technologist	36.54
12040	- Emergency Medical Technician	18.94
12071	- Licensed Practical Nurse I	21.56
12072	- Licensed Practical Nurse II	24.12
12073	- Licensed Practical Nurse III	26.88
12100	- Medical Assistant	19.48
12130	- Medical Laboratory Technician	22.56
12160	- Medical Record Clerk	19.79
12190	- Medical Record Technician	22.14
12195	- Medical Transcriptionist	21.56
12210	- Nuclear Medicine Technologist	53.00
12221	- Nursing Assistant I	13.75
12222	- Nursing Assistant II	15.47
12223	- Nursing Assistant III	16.88
12224	- Nursing Assistant IV	18.95
12235	- Optical Dispenser	18.73
12236	- Optical Technician	21.56
12250	- Pharmacy Technician	21.80
12280	- Phlebotomist	19.03
12305	- Radiologic Technologist	36.97

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12311 - Registered Nurse I	27.00
12312 - Registered Nurse II	33.02
12313 - Registered Nurse II, Specialist	33.02
12314 - Registered Nurse III	39.95
12315 - Registered Nurse III, Anesthetist	39.95
12316 - Registered Nurse IV	47.90
12317 - Scheduler (Drug and Alcohol Testing)	29.87
12320 - Substance Abuse Treatment Counselor	33.95
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.95
13012 - Exhibits Specialist II	24.73
13013 - Exhibits Specialist III	30.25
13041 - Illustrator I	21.55
13042 - Illustrator II	26.70
13043 - Illustrator III	32.65
13047 - Librarian	27.50
13050 - Library Aide/Clerk	16.74
13054 - Library Information Technology Systems Administrator	24.84
13058 - Library Technician	15.29
13061 - Media Specialist I	17.92
13062 - Media Specialist II	20.05
13063 - Media Specialist III	22.36
13071 - Photographer I	19.27
13072 - Photographer II	21.55
13073 - Photographer III	26.70
13074 - Photographer IV	32.65
13075 - Photographer V	39.50
13090 - Technical Order Library Clerk	21.03
13110 - Video Teleconference Technician	17.97
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.47
14042 - Computer Operator II	17.30
14043 - Computer Operator III	19.95
14044 - Computer Operator IV	21.75
14045 - Computer Operator V	24.10
14071 - Computer Programmer I	(see 1) 23.80
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	15.47
14160 - Personal Computer Support Technician	21.75
14170 - System Support Specialist	24.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Not-Rated)	33.18
15020 - Aircrew Training Devices Instructor (Rated)	40.14
15030 - Air Crew Training Devices Instructor (Pilot)	48.11
15050 - Computer Based Training Specialist/Instructor	33.18
15060 - Educational Technologist	29.60
15070 - Flight Instructor (Pilot)	48.11
15080 - Graphic Artist	24.34
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.11
15086 - Maintenance Test Pilot, Rotary Wing	48.11
15088 - Non-Maintenance Test/Co-Pilot	48.11
15090 - Technical Instructor	19.98
15095 - Technical Instructor/Course Developer	24.44
15110 - Test Proctor	16.13
15120 - Tutor	16.13
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

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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)	25.20
19040 - Tool And Die Maker	31.37
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.22
21030 - Material Coordinator	26.91
21040 - Material Expediter	26.91
21050 - Material Handling Laborer	18.30
21071 - Order Filler	18.13
21080 - Production Line Worker (Food Processing)	22.22
21110 - Shipping Packer	20.17
21130 - Shipping/Receiving Clerk	20.17
21140 - Store Worker I	15.77
21150 - Stock Clerk	20.04
21210 - Tools And Parts Attendant	22.22
21410 - Warehouse Specialist	22.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.43
23019 - Aircraft Logs and Records Technician	21.99
23021 - Aircraft Mechanic I	26.82
23022 - Aircraft Mechanic II	28.43
23023 - Aircraft Mechanic III	29.83
23040 - Aircraft Mechanic Helper	18.77
23050 - Aircraft, Painter	25.20
23060 - Aircraft Servicer	21.99
23070 - Aircraft Survival Flight Equipment Technician	25.20
23080 - Aircraft Worker	23.62
23091 - Aircrew Life Support Equipment (ALSE)Mechanic I	23.62
23092 - Aircrew Life Support Equipment (ALSE)Mechanic II	26.82
23110 - Appliance Mechanic	23.18
23120 - Bicycle Repairer	20.38
23125 - Cable Splicer	31.44
23130 - Carpenter, Maintenance	22.11
23140 - Carpet Layer	23.62
23160 - Electrician, Maintenance	28.20
23181 - Electronics Technician Maintenance I	28.50
23182 - Electronics Technician Maintenance II	30.42
23183 - Electronics Technician Maintenance III	32.35
23260 - Fabric Worker	21.99
23290 - Fire Alarm System Mechanic	26.82
23310 - Fire Extinguisher Repairer	20.38
23311 - Fuel Distribution System Mechanic	26.82
23312 - Fuel Distribution System Operator	20.38
23370 - General Maintenance Worker	22.28
23380 - Ground Support Equipment Mechanic	26.82
23381 - Ground Support Equipment Servicer	21.99
23382 - Ground Support Equipment Worker	23.62
23391 - Gunsmith I	20.38
23392 - Gunsmith II	23.62
23393 - Gunsmith III	26.82
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.75
23411 - Heating, Ventilation And Air-Conditioning Mechanic (Research Facility	26.24
23430 - Heavy Equipment Mechanic	29.37
23440 - Heavy Equipment Operator	25.21
23460 - Instrument Mechanic	26.82
23465 - Laboratory/Shelter Mechanic	25.20
23470 - Laborer	18.30
23510 - Locksmith	25.20

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23530 - Machinery Maintenance Mechanic	29.61
23550 - Machinist, Maintenance	27.41
23580 - Maintenance Trades Helper	18.77
23591 - Metrology Technician I	26.82
23592 - Metrology Technician II	28.43
23593 - Metrology Technician III	29.83
23640 - Millwright	26.82
23710 - Office Appliance Repairer	22.40
23760 - Painter, Maintenance	19.19
23790 - Pipefitter, Maintenance	27.10
23810 - Plumber, Maintenance	25.48
23820 - Pneudraulic Systems Mechanic	26.82
23850 - Rigger	26.82
23870 - Scale Mechanic	23.62
23890 - Sheet-Metal Worker, Maintenance	25.77
23910 - Small Engine Mechanic	23.62
23931 - Telecommunications Mechanic I	31.37
23932 - Telecommunications Mechanic II	33.26
23950 - Telephone Lineman	26.82
23960 - Welder, Combination, Maintenance	22.67
23965 - Well Driller	26.82
23970 - Woodcraft Worker	26.82
23980 - Woodworker	20.38
24000 - Personal Needs Occupations	
24550 - Case Manager	17.81
24570 - Child Care Attendant	14.13
24580 - Child Care Center Clerk	17.61
24610 - Chore Aide	16.04
24620 - Family Readiness And Support Services Coordinator	17.81
24630 - Homemaker	17.81
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.40
25040 - Sewage Plant Operator	25.58
25070 - Stationary Engineer	28.40
25190 - Ventilation Equipment Tender	19.40
25210 - Water Treatment Plant Operator	25.58
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.81
27007 - Baggage Inspector	18.26
27008 - Corrections Officer	21.54
27010 - Court Security Officer	21.23
27030 - Detection Dog Handler	20.81
27040 - Detention Officer	21.54
27070 - Firefighter	20.49
27101 - Guard I	18.26
27102 - Guard II	20.81
27131 - Police Officer I	27.26
27132 - Police Officer II	30.32
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.94
28042 - Carnival Equipment Repairer	15.13
28043 - Carnival Worker	10.54
28210 - Gate Attendant/Gate Tender	17.38
28310 - Lifeguard	14.96
28350 - Park Attendant (Aide)	19.43
28510 - Recreation Aide/Health Facility Attendant	14.19
28515 - Recreation Specialist	23.27
28630 - Sports Official	15.48
28690 - Swimming Pool Operator	17.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.62
29020 - Hatch Tender	23.62
29030 - Line Handler	23.62
29041 - Stevedore I	21.99
29042 - Stevedore II	25.20

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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	18.10
30022	- Archeological Technician II	20.24
30023	- Archeological Technician III	25.08
30030	- Cartographic Technician	25.08
30040	- Civil Engineering Technician	25.08
30051	- Cryogenic Technician I	27.77
30052	- Cryogenic Technician II	30.68
30061	- Drafter/CAD Operator I	18.10
30062	- Drafter/CAD Operator II	20.24
30063	- Drafter/CAD Operator III	22.57
30064	- Drafter/CAD Operator IV	27.77
30081	- Engineering Technician I	16.69
30082	- Engineering Technician II	18.73
30083	- Engineering Technician III	20.97
30084	- Engineering Technician IV	25.97
30085	- Engineering Technician V	31.77
30086	- Engineering Technician VI	38.42
30090	- Environmental Technician	25.08
30095	- Evidence Control Specialist	25.08
30210	- Laboratory Technician	22.11
30221	- Latent Fingerprint Technician I	27.77
30222	- Latent Fingerprint Technician II	30.68
30240	- Mathematical Technician	25.08
30361	- Paralegal/Legal Assistant I	22.51
30362	- Paralegal/Legal Assistant II	27.88
30363	- Paralegal/Legal Assistant III	34.10
30364	- Paralegal/Legal Assistant IV	41.26
30375	- Petroleum Supply Specialist	30.68
30390	- Photo-Optics Technician	25.08
30395	- Radiation Control Technician	30.68
30461	- Technical Writer I	24.99
30462	- Technical Writer II	30.57
30463	- Technical Writer III	36.98
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	27.77
30502	- Weather Forecaster II	33.79
30620	- Weather Observer, Combined Upper Air Or Surface Programs (see 2)	22.57
30621	- Weather Observer, Senior (see 2)	25.08
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	35.43
31020	- Bus Aide	15.02
31030	- Bus Driver	21.24
31043	- Driver Courier	17.79
31260	- Parking and Lot Attendant	13.45
31290	- Shuttle Bus Driver	17.32
31310	- Taxi Driver	14.26
31361	- Truckdriver, Light	19.31
31362	- Truckdriver, Medium	20.84
31363	- Truckdriver, Heavy	27.36
31364	- Truckdriver, Tractor-Trailer	27.36
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	17.27
99030	- Cashier	14.27
99050	- Desk Clerk	13.70
99095	- Embalmer	33.91
99130	- Flight Follower	29.28
99251	- Laboratory Animal Caretaker I	14.88

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99252 - Laboratory Animal Caretaker II	16.15
99260 - Marketing Analyst	26.92
99310 - Mortician	33.91
99410 - Pest Controller	25.65
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	20.55
99711 - Recycling Specialist	24.44
99730 - Refuse Collector	18.40
99810 - Sales Clerk	15.23
99820 - School Crossing Guard	12.85
99830 - Survey Party Chief	21.28
99831 - Surveying Aide	15.16
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	21.90
99841 - Vending Machine Repairer	27.55
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 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

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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

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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:

**1240LS26Q0018 – Uinta-Wasatch-Cache National Forest, Logan Ranger District Janitorial
Attachment 4 – Wage Determination**

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)).