

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms Director Division of Wage
Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 1995-0221
Revision No.: 71
Date Of Last Revision: 07/08/2025

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	With certain exceptions, Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$17.75 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.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. 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 the Executive Orders is available at www.dol.gov/whd/govcontracts.

NATIONWIDE: Applicable in the continental U.S., Hawaii, Alaska, and American Samoa.

Alaska: Entire state.

American Samoa: Entire state

Hawaii: Entire state.

Midwestern Region: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin

Northeast Region: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont

Southern Region: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia

Western Region: Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming

Fringe Benefits Required Follow the Occupational Listing

Employed on contracts for Fire Safety services only.

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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01000 - Administrative Support And Clerical Occupations

01613 - Word Processor III

Alaska	25.61
Continental U.S.	25.61
Hawaii and American Samoa	25.32

05000 - Automotive Service Occupations

05190 - Motor Vehicle Mechanic

Alaska	36.17
Hawaii and American Samoa	24.01
Midwestern Region	28.54
Northeast Region	26.79
Southern Region	24.96
Western Region	28.88

05220 - Motor Vehicle Mechanic Helper

Alaska	26.16
Hawaii and American Samoa	18.48
Midwestern Region	18.49
Northeast Region	20.87
Southern Region	16.09***
Western Region	19.56

07000 - Food Preparation And Service Occupations**07010 - Baker**

Alaska	21.73
Hawaii and American Samoa	21.69
Midwestern Region	18.21
Northeast Region	20.66
Southern Region	14.86***
Western Region	22.67

07041 - Cook I

Alaska	18.72
Hawaii and American Samoa	18.26
Midwestern Region	13.38***
Northeast Region	16.72***
Southern Region	12.74***
Western Region	15.25***

07042 - Cook II

Alaska	21.56
Hawaii and American Samoa	20.40
Midwestern Region	15.09***
Northeast Region	18.82
Southern Region	14.36***
Western Region	17.22***

07070 - Dishwasher

Alaska	16.03***
Hawaii and American Samoa	17.54***
Midwestern Region	10.83***
Northeast Region	11.62***
Southern Region	11.26***
Western Region	11.68***

07130 - Food Service Worker

Alaska	16.35***
Hawaii and American Samoa	16.26***
Midwestern Region	12.78***
Northeast Region	15.31***
Southern Region	12.10***
Western Region	13.29***

07210 - Meat Cutter

Alaska	26.66
Hawaii and American Samoa	25.88
Midwestern Region	22.46
Northeast Region	26.16
Southern Region	18.75
Western Region	24.54

11000 - General Services And Support Occupations

11150 - Janitor		
Alaska	18.77	
Hawaii and American Samoa	17.85	
Midwestern Region	17.05***	
Northeast Region	18.47	
Southern Region	15.22***	
Western Region	17.54***	
12000 - Health Occupations		
12040 - Emergency Medical Technician		
Alaska	31.26	
Continental U.S.	22.76	
Hawaii and American Samoa	25.61	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		
Alaska	30.03	
Hawaii and American Samoa	23.39	
Midwestern Region	21.59	
Northeast Region	21.09	
Southern Region	17.85	
Western Region	23.09	
21150 - Stock Clerk		
Alaska	19.39	
Hawaii and American Samoa	15.29***	
Midwestern Region	17.14***	
Northeast Region	16.91***	
Southern Region	16.43***	
Western Region	17.36***	
23000 - Mechanics And Maintenance And Repair Occupations		
23021 - Aircraft Mechanic I		
Alaska	38.08	
Continental U.S.	39.17	
Hawaii and American Samoa	39.37	
23022 - Aircraft Mechanic II		
Alaska	39.52	
Continental U.S.	40.18	
Hawaii and American Samoa	40.97	
23023 - Aircraft Mechanic III		
Alaska	41.71	
Continental U.S.	41.99	
Hawaii and American Samoa	42.98	
23040 - Aircraft Mechanic Helper		
Alaska	29.86	
Continental U.S.	29.45	
Hawaii and American Samoa	28.42	
23060 - Aircraft Servicer		
Alaska	33.36	
Continental U.S.	33.59	
Hawaii and American Samoa	32.99	
23160 - Electrician, Maintenance		
Alaska	42.97	
Hawaii and American Samoa	37.04	
Midwestern Region	32.27	
Northeast Region	34.60	
Southern Region	27.60	
Western Region	32.97	
23440 - Heavy Equipment Operator		
Alaska	35.17	
Hawaii and American Samoa	25.01	

Midwestern Region	28.54
Northeast Region	26.79
Southern Region	24.96
Western Region	28.87
23470 - Laborer	
Alaska	21.34
Hawaii and American Samoa	20.71
Midwestern Region	17.36***
Northeast Region	17.50***
Southern Region	14.13***
Western Region	16.41***
23530 - Machinery Maintenance Mechanic	
Alaska	40.13
Hawaii and American Samoa	39.60
Midwestern Region	24.74
Northeast Region	25.88
Southern Region	19.61
Western Region	24.55
23580 - Maintenance Trades Helper	
Alaska	29.33
Hawaii and American Samoa	22.62
Midwestern Region	23.30
Northeast Region	21.75
Southern Region	19.59
Western Region	20.21
27000 - Protective Service Occupations	
27070 - Firefighter	
Alaska	31.46
Hawaii and American Samoa	31.88
Midwestern Region	25.03
Northeast Region	32.61
Southern Region	21.34
Western Region	28.73
27101 - Guard I	
Alaska	20.67
Hawaii and American Samoa	19.08
Midwestern Region	16.23***
Northeast Region	27.15
Southern Region	15.72***
Western Region	16.89***
30000 - Technical Occupations	
30210 - Laboratory Technician	
Alaska	31.46
Hawaii and American Samoa	29.91
Mid Western Region	27.95
Northeast Region	25.87
Southern Region	28.44
Western Region	26.58
31000 - Transportation/Mobile Equipment Operation Occupations	
31030 - Bus Driver	
Alaska	29.50
Hawaii and American Samoa	19.16
Midwestern Region: 1 1/2 to 4 tons	24.32
Midwestern Region: over 4 tons	25.42
Midwestern Region: under 1 1/2 tons	18.20
Northeast Region: 1 1/2 to 4 tons	24.92
Northeast Region: over 4 tons	26.00
Northeast Region: under 1 1/2 tons	19.33

Southern Region: 1 1/2 to 4 tons	22.19
Southern Region: over 4 tons	23.06
Southern Region: under 1 1/2 tons	12.37***
Western Region: 1 1/2 to 4 tons	22.89
Western Region: over 4 tons	23.53
Western Region: under 1 1/2 tons	14.39***
31361 - Truckdriver, Light	
Alaska	27.62
Hawaii and American Samoa	15.13***
Midwestern Region	18.20
Northeast Region	19.33
Southern Region	12.37***
Western Region	14.39***
31362 - Truckdriver, Medium	
Alaska	29.89
Hawaii and American Samoa	19.14
Midwestern Region	24.31
Northeast Region	24.96
Southern Region	22.14
Western Region	22.89
31363 - Truckdriver, Heavy	
Alaska	31.60
Hawaii and American Samoa	20.89
Midwestern Region	25.42
Northeast Region	26.00
Southern Region	23.03
Western Region	24.40
31364 - Truckdriver, Tractor-Trailer	
Alaska	33.29
Hawaii and American Samoa	21.15
Midwestern Region	30.22
Northeast Region	26.18
Southern Region	24.19
Western Region	24.89

47000 - Water Transportation Occupations

47021 - Cook-Baker/Second Cook/Second Cook-Baker/Assistant Cook	
Alaska	21.49
Hawaii and American Samoa	20.40
Midwestern Region	15.09***
Northeast Region	18.82
Southern Region	14.35***
Western Region	17.22***

92000 - Non Standard Occupations

(not set) - Quality Assurance Representative I	
Alaska	26.69
Hawaii and American Samoa	27.42
Midwestern Region	24.02
Northeast Region	25.39
Southern Region	26.32
Western Region	24.21
(not set) - Quality Assurance Representative II	
Alaska	34.93
Hawaii and American Samoa	32.59
Midwestern Region	29.63
Northeast Region	31.52
Southern Region	27.83
Western Region	29.35

(not set) - Quality Assurance Representative III

Alaska	37.17
Hawaii and American Samoa	35.49
Midwestern Region	34.91
Northeast Region	37.08
Southern Region	32.93
Western Region	35.20

(not set) - Chief Cook

Alaska	28.54
Hawaii and American Samoa	34.21
Midwestern Region	25.15
Northeast Region	30.46
Southern Region	23.07
Western Region	28.03

(not set) - Environmental Protection Specialist

Alaska	45.02
Hawaii and American Samoa	41.63
Midwestern Region	37.87
Northeast Region	45.43
Southern Region	38.56
Western Region	39.88

(not set) - Fire Safety Professional

Alaska	45.00
Hawaii and American Samoa	41.67
Midwestern Region	37.87
Northeast Region	45.43
Southern Region	38.56
Western Region	39.88

(not set) - Aircraft Quality Control Inspector

Alaska	39.84
Continental U.S.	40.96
Hawaii and American Samoa	41.19

99000 - Miscellaneous Occupations

99730 - Refuse Collector

Alaska	15.77***
Hawaii and American Samoa	14.59***
Midwestern Region	13.48***
Northeast Region	15.37***
Southern Region	10.60***
Western Region	13.12***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$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 10 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. (See 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)

VACATION (Hawaii): 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 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)

HEALTH & WELFARE (Hawaii): \$2.42 per hour, up to 40 hours per week, or \$96.80 per week, or \$419.47 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$5.55 per hour, up to 40 hours per week.

HEALTH & WELFARE (Hawaii EO 13706): \$1.96 per hour, up to 40 hours per week, or \$78.40 per week, or \$339.73 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$5.09 per hour, up to 40 hours per week. *

*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.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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" (the Directory) 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.

**** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS ****

Aircraft Quality Control Inspector

Develops and implements quality control and ground safety programs to ensure compliance with contract specifications. Inspects and verifies proper completion and documentation of safety and flight discrepancies. Briefs and debriefs pilots and crew members assigned to functional check flights. Evaluates personnel, including verification of skills, training and experience. Performs audits and inspections of work centers and ongoing maintenance actions, procedures, equipment and facilities. Monitors timeliness and applicability of aircraft maintenance technical data and technical library. Reviews maintenance source documents, aircraft inspection records, notes recurring discrepancies or trends and initiates appropriate action. Manages the material deficiency and technical order improvement program. Reviews engineering investigation requests. Initiates and reviews quality deficiency reports, technical deficiency reports and hazardous material reports, ensuring that they are accurate, clear, concise and comprehensive. Receives aircraft and explosive mishap reports and studies them for applicability. Oversees aircraft weight and balance program. Conducts safety inspections, training and drills.

Chief Cook

Directs and participates in the preparation and serving of meals; determines timing and sequence of operations required to meet serving times; inspects galley/kitchen unit and equipment for cleanliness and proper storage and preparation of food. Many plan or assist in planning meals and taking inventory of stores and equipment.

Environmental Protection Specialist

Environmental protection specialist positions require specialized knowledge of the principles, practices, and methods of program or administrative work relating to environmental protection programs. This entails (1) an understanding of the philosophy underlying environmental regulation; (2) knowledge of environmental laws and regulations; (3) knowledge of the planning, funding, organization, administration, and evaluation of environmental programs; (4) practical knowledge of environmental sciences and related disciplines, the effects of actions and technology on the environment, the means of preventing or reducing pollution, and the relationship between environmental factors and human health and well-being; and (5) practical knowledge of important historic, cultural, and natural resources (including land, vegetation, fish, wildlife, endangered species, forests) and the relationship between the preservation and management of these resources and environmental protection. Environmental protection specialists apply specialized knowledge of one or more program or functional areas of environmental protection work, but do not require full professional competence in environmental engineering or science.

Fire Safety Professional

The Fire Safety Professional works to control and extinguish fires, rescue persons endangered by fire, and reduce or eliminate potential fire hazards. It also controls hazardous materials incidents, provides emergency medical services, trains personnel in fire protection and prevention, operates fire communications equipment, develops and implements fire protection and prevention plans, procedures, and standards and, advises on improvements to structures for better fire prevention.

Quality Assurance Representative I

A Quality Assurance Representative I independently inspects a few standardized procedures, items or operations of limited difficulty. A Quality Assurance Representative I's assignments involve independent record keeping and preparation of reports, inspection and testing, interpretation of plans and specifications and observation of construction activities to check adherence to safety practices and requirements. Quality Assurance Representative I's maintain work relationships with contractor supervisory personnel. Contacts involve obtaining information on sequence of operations and work methods, explaining standard requirements of plans and specifications, and informing the contractor of inspection results.

Quality Assurance Representative II

A Quality Assurance Representative II independently inspects a wide variety of standardized items or operations requiring a substantial knowledge of the method and techniques of construction inspection and of construction methods, equipment, materials, practices and the ability to interpret varied requirements in drawings and specifications. Quality Assurance Representative II's obtain information on schedules and work methods and explain requirements of plans and specifications. They make suggestions to the contractor concerning well-established acceptable methods and practices to assist the contractor in meeting standard requirements. Quality Assurance Representative II's are typically not authorized to approve deviations in construction plans, methods and practices even of a minor nature.

Quality Assurance Representative III

A Quality Assurance Representative III is expected to interpret plans and specifications relating to construction problems of normal difficulty, that is, those for which there are precedents and those without unusual complications. Quality Assurance Representative III's resolve differences between plans and specifications when such differences do not involve questions of cost or engineering design. Engineering and supervisory assistance is readily available and is provided as needed to assist in interpreting plans and specifications and in resolving differences involving complex problems. Technical assistance is also available on unusual specialized trade, crafts or materials problems. Inspection reports are reviewed for accuracy, completeness and adequacy. Unusually difficult and novel problems are discussed with the supervisor. Quality Assurance Representative III's are typically authorized to approve minor deviations in construction methods and practices which conform to established precedents, do not involve added costs, and are consistent with contract plans and specifications. Decisions by Quality Assurance Representative III's on the acceptability of construction methods and practices, workmanship, materials, and the finished product are considered to be final.