

"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.: 2015-4341 Revision No.: 16 Date Of Last Revision: 06/24/2021
Daniel W. Simms Director	Division of Wage Determinations

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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States: North Carolina Virginia

Area: North Carolina Counties of Currituck Gates

Virginia Counties of Chesapeake Gloucester Hampton Isle of Wight James City Mathews Newport News Norfolk Poquoson Portsmouth Suffolk Virginia Beach Williamsburg York

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.44
01012 - Accounting Clerk II		17.34
01013 - Accounting Clerk III		19.39
01020 - Administrative Assistant		26.71
01035 - Court Reporter		20.70
01041 - Customer Service Representative I		12.97
01042 - Customer Service Representative II		14.24
01043 - Customer Service Representative III		15.92
01051 - Data Entry Operator I		14.36
01052 - Data Entry Operator II		15.66
01060 - Dispatcher Motor Vehicle		20.25
01070 - Document Preparation Clerk		15.83
01090 - Duplicating Machine Operator		15.83
01111 - General Clerk I		13.88
01112 - General Clerk II		15.15
01113 - General Clerk III		17.02
01120 - Housing Referral Assistant		20.68
01141 - Messenger Courier		14.21
01191 - Order Clerk I		15.44
01192 - Order Clerk II		17.61
01261 - Personnel Assistant (Employment) I		16.38
01262 - Personnel Assistant (Employment) II		18.33
01263 - Personnel Assistant (Employment) III		20.43
01270 - Production Control Clerk		30.09
01290 - Rental Clerk		14.15

01300 - Scheduler Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.55
01313 - Secretary III	20.68
01320 - Service Order Dispatcher	18.11
01410 - Supply Technician	26.71
01420 - Survey Worker	15.70
01460 - Switchboard Operator/Receptionist	13.56
01531 - Travel Clerk I	16.25
01532 - Travel Clerk II	17.35
01533 - Travel Clerk III	18.39
01611 - Word Processor I	15.68
01612 - Word Processor II	17.61
01613 - Word Processor III	19.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.82
05010 - Automotive Electrician	23.82
05040 - Automotive Glass Installer	22.59
05070 - Automotive Worker	22.59
05110 - Mobile Equipment Servicer	20.36
05130 - Motor Equipment Metal Mechanic	25.00
05160 - Motor Equipment Metal Worker	22.59
05190 - Motor Vehicle Mechanic	25.00
05220 - Motor Vehicle Mechanic Helper	19.18
05250 - Motor Vehicle Upholstery Worker	21.46
05280 - Motor Vehicle Wrecker	22.59
05310 - Painter Automotive	23.82
05340 - Radiator Repair Specialist	22.59
05370 - Tire Repairer	13.84
05400 - Transmission Repair Specialist	25.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.77
07041 - Cook I	14.43
07042 - Cook II	16.00
07070 - Dishwasher	9.92
07130 - Food Service Worker	11.55
07210 - Meat Cutter	19.08
07260 - Waiter/Waitress	11.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.69
09040 - Furniture Handler	14.67
09080 - Furniture Refinisher	21.23
09090 - Furniture Refinisher Helper	15.80
09110 - Furniture Repairer Minor	17.62
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.21
11060 - Elevator Operator	12.21
11090 - Gardener	16.55
11122 - Housekeeping Aide	11.92
11150 - Janitor	11.92
11210 - Laborer Grounds Maintenance	13.80
11240 - Maid or Houseman	11.02
11260 - Pruner	12.62
11270 - Tractor Operator	15.58
11330 - Trail Maintenance Worker	13.80
11360 - Window Cleaner	12.64
12000 - Health Occupations	
12010 - Ambulance Driver	17.38
12011 - Breath Alcohol Technician	17.38
12012 - Certified Occupational Therapist Assistant	31.81
12015 - Certified Physical Therapist Assistant	28.62
12020 - Dental Assistant	18.89
12025 - Dental Hygienist	38.11
12030 - EKG Technician	29.13

12035 - Electroneurodiagnostic Technologist	29.13
12040 - Emergency Medical Technician	17.38
12071 - Licensed Practical Nurse I	17.32
12072 - Licensed Practical Nurse II	19.37
12073 - Licensed Practical Nurse III	21.59
12100 - Medical Assistant	15.87
12130 - Medical Laboratory Technician	24.23
12160 - Medical Record Clerk	17.65
12190 - Medical Record Technician	19.74
12195 - Medical Transcriptionist	16.79
12210 - Nuclear Medicine Technologist	36.24
12221 - Nursing Assistant I	11.34
12222 - Nursing Assistant II	12.74
12223 - Nursing Assistant III	13.90
12224 - Nursing Assistant IV	15.61
12235 - Optical Dispenser	22.80
12236 - Optical Technician	20.83
12250 - Pharmacy Technician	17.33
12280 - Phlebotomist	17.16
12305 - Radiologic Technologist	28.97
12311 - Registered Nurse I	24.37
12312 - Registered Nurse II	29.81
12313 - Registered Nurse II Specialist	29.81
12314 - Registered Nurse III	36.07
12315 - Registered Nurse III Anesthetist	36.07
12316 - Registered Nurse IV	43.23
12317 - Scheduler (Drug and Alcohol Testing)	23.99
12320 - Substance Abuse Treatment Counselor	23.84
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.51
13012 - Exhibits Specialist II	27.90
13013 - Exhibits Specialist III	33.72
13041 - Illustrator I	22.93
13042 - Illustrator II	28.39
13043 - Illustrator III	34.74
13047 - Librarian	32.67
13050 - Library Aide/Clerk	13.04
13054 - Library Information Technology Systems Administrator	27.57
13058 - Library Technician	17.99
13061 - Media Specialist I	20.49
13062 - Media Specialist II	22.93
13063 - Media Specialist III	25.56
13071 - Photographer I	15.32
13072 - Photographer II	20.31
13073 - Photographer III	24.67
13074 - Photographer IV	27.39
13075 - Photographer V	31.65
13090 - Technical Order Library Clerk	16.38
13110 - Video Teleconference Technician	24.40
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.79
14042 - Computer Operator II	21.01
14043 - Computer Operator III	23.42
14044 - Computer Operator IV	26.03
14045 - Computer Operator V	28.83
14071 - Computer Programmer I	(see 1) 22.93
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	18.79
14160 - Personal Computer Support Technician	26.03

14170 - System Support Specialist	28.83
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.24
15020 - Aircrew Training Devices Instructor (Rated)	40.21
15030 - Air Crew Training Devices Instructor (Pilot)	48.04
15050 - Computer Based Training Specialist / Instructor	33.24
15060 - Educational Technologist	36.08
15070 - Flight Instructor (Pilot)	48.04
15080 - Graphic Artist	26.48
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.94
15086 - Maintenance Test Pilot Rotary Wing	44.94
15088 - Non-Maintenance Test/Co-Pilot	44.94
15090 - Technical Instructor	25.94
15095 - Technical Instructor/Course Developer	31.73
15110 - Test Proctor	20.94
15120 - Tutor	20.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.84
16030 - Counter Attendant	9.84
16040 - Dry Cleaner	12.62
16070 - Finisher Flatwork Machine	9.84
16090 - Presser Hand	9.84
16110 - Presser Machine Drycleaning	9.84
16130 - Presser Machine Shirts	9.84
16160 - Presser Machine Wearing Apparel Laundry	9.84
16190 - Sewing Machine Operator	13.53
16220 - Tailor	14.49
16250 - Washer Machine	10.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.50
19040 - Tool And Die Maker	29.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.49
21030 - Material Coordinator	30.09
21040 - Material Expediter	30.09
21050 - Material Handling Laborer	13.34
21071 - Order Filler	13.99
21080 - Production Line Worker (Food Processing)	19.49
21110 - Shipping Packer	17.33
21130 - Shipping/Receiving Clerk	17.33
21140 - Store Worker I	14.13
21150 - Stock Clerk	17.93
21210 - Tools And Parts Attendant	19.49
21410 - Warehouse Specialist	19.49
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.27
23019 - Aircraft Logs and Records Technician	29.64
23021 - Aircraft Mechanic I	34.53
23022 - Aircraft Mechanic II	36.27
23023 - Aircraft Mechanic III	37.95
23040 - Aircraft Mechanic Helper	26.49
23050 - Aircraft Painter	32.90
23060 - Aircraft Servicer	29.64
23070 - Aircraft Survival Flight Equipment Technician	32.90
23080 - Aircraft Worker	31.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.53
23110 - Appliance Mechanic	19.96
23120 - Bicycle Repairer	21.96
23125 - Cable Splicer	28.38
23130 - Carpenter Maintenance	21.26
23140 - Carpet Layer	24.36
23160 - Electrician Maintenance	24.50

23181 - Electronics Technician Maintenance I	24.46
23182 - Electronics Technician Maintenance II	25.80
23183 - Electronics Technician Maintenance III	27.07
23260 - Fabric Worker	23.15
23290 - Fire Alarm System Mechanic	24.65
23310 - Fire Extinguisher Repairer	21.96
23311 - Fuel Distribution System Mechanic	33.28
23312 - Fuel Distribution System Operator	27.11
23370 - General Maintenance Worker	18.89
23380 - Ground Support Equipment Mechanic	34.53
23381 - Ground Support Equipment Servicer	29.64
23382 - Ground Support Equipment Worker	31.20
23391 - Gunsmith I	21.96
23392 - Gunsmith II	24.36
23393 - Gunsmith III	26.96
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.65
23430 - Heavy Equipment Mechanic	25.80
23440 - Heavy Equipment Operator	20.20
23460 - Instrument Mechanic	28.54
23465 - Laboratory/Shelter Mechanic	21.96
23470 - Laborer	13.34
23510 - Locksmith	23.94
23530 - Machinery Maintenance Mechanic	26.32
23550 - Machinist Maintenance	26.09
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	28.54
23592 - Metrology Technician II	29.98
23593 - Metrology Technician III	31.36
23640 - Millwright	27.56
23710 - Office Appliance Repairer	25.03
23760 - Painter Maintenance	20.11
23790 - Pipefitter Maintenance	25.23
23810 - Plumber Maintenance	24.04
23820 - Pneudraulic Systems Mechanic	26.96
23850 - Rigger	26.19
23870 - Scale Mechanic	24.36
23890 - Sheet-Metal Worker Maintenance	27.06
23910 - Small Engine Mechanic	20.11
23931 - Telecommunications Mechanic I	29.09
23932 - Telecommunications Mechanic II	30.54
23950 - Telephone Lineman	31.63
23960 - Welder Combination Maintenance	26.02
23965 - Well Driller	26.96
23970 - Woodcraft Worker	26.96
23980 - Woodworker	21.96
24000 - Personal Needs Occupations	
24550 - Case Manager	15.86
24570 - Child Care Attendant	10.45
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	10.16
24620 - Family Readiness And Support Services Coordinator	15.86
24630 - Homemaker	15.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	21.87
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.24
25210 - Water Treatment Plant Operator	21.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.34
27007 - Baggage Inspector	15.55

27008 - Corrections Officer	21.48
27010 - Court Security Officer	23.28
27030 - Detection Dog Handler	17.39
27040 - Detention Officer	21.48
27070 - Firefighter	25.08
27101 - Guard I	15.55
27102 - Guard II	17.39
27131 - Police Officer I	23.64
27132 - Police Officer II	26.28
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.49
28042 - Carnival Equipment Repairer	12.19
28043 - Carnival Worker	9.30
28210 - Gate Attendant/Gate Tender	14.67
28310 - Lifeguard	12.22
28350 - Park Attendant (Aide)	16.41
28510 - Recreation Aide/Health Facility Attendant	11.97
28515 - Recreation Specialist	20.33
28630 - Sports Official	13.06
28690 - Swimming Pool Operator	15.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.15
29020 - Hatch Tender	28.15
29030 - Line Handler	28.15
29041 - Stevedore I	26.74
29042 - Stevedore II	29.69
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.74
30021 - Archeological Technician I	18.85
30022 - Archeological Technician II	21.09
30023 - Archeological Technician III	25.14
30030 - Cartographic Technician	26.68
30040 - Civil Engineering Technician	28.34
30051 - Cryogenic Technician I	26.21
30052 - Cryogenic Technician II	28.95
30061 - Drafter/CAD Operator I	18.85
30062 - Drafter/CAD Operator II	21.09
30063 - Drafter/CAD Operator III	23.52
30064 - Drafter/CAD Operator IV	28.93
30081 - Engineering Technician I	17.82
30082 - Engineering Technician II	19.79
30083 - Engineering Technician III	22.59
30084 - Engineering Technician IV	27.42
30085 - Engineering Technician V	33.54
30086 - Engineering Technician VI	40.58
30090 - Environmental Technician	24.49
30095 - Evidence Control Specialist	23.66
30210 - Laboratory Technician	21.99
30221 - Latent Fingerprint Technician I	25.69
30222 - Latent Fingerprint Technician II	28.38
30240 - Mathematical Technician	29.35
30361 - Paralegal/Legal Assistant I	20.59
30362 - Paralegal/Legal Assistant II	25.51
30363 - Paralegal/Legal Assistant III	31.22
30364 - Paralegal/Legal Assistant IV	37.75
30375 - Petroleum Supply Specialist	28.95
30390 - Photo-Optics Technician	26.68
30395 - Radiation Control Technician	28.95
30461 - Technical Writer I	24.00
30462 - Technical Writer II	29.36
30463 - Technical Writer III	35.52
30491 - Unexploded Ordnance (UXO) Technician I	25.73
30492 - Unexploded Ordnance (UXO) Technician II	31.13

30493 - Unexploded Ordnance (UXO) Technician III	37.31
30494 - Unexploded (UXO) Safety Escort	25.73
30495 - Unexploded (UXO) Sweep Personnel	25.73
30501 - Weather Forecaster I	28.02
30502 - Weather Forecaster II	31.88
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 23.52
30621 - Weather Observer Senior	(see 2) 25.48
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.13
31020 - Bus Aide	14.60
31030 - Bus Driver	18.45
31043 - Driver Courier	14.66
31260 - Parking and Lot Attendant	11.32
31290 - Shuttle Bus Driver	15.64
31310 - Taxi Driver	14.88
31361 - Truckdriver Light	15.57
31362 - Truckdriver Medium	16.41
31363 - Truckdriver Heavy	19.39
31364 - Truckdriver Tractor-Trailer	19.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.18
99030 - Cashier	10.68
99050 - Desk Clerk	10.91
99095 - Embalmer	30.76
99130 - Flight Follower	25.73
99251 - Laboratory Animal Caretaker I	13.42
99252 - Laboratory Animal Caretaker II	14.25
99260 - Marketing Analyst	28.59
99310 - Mortician	30.76
99410 - Pest Controller	17.93
99510 - Photofinishing Worker	15.16
99710 - Recycling Laborer	19.89
99711 - Recycling Specialist	22.45
99730 - Refuse Collector	18.18
99810 - Sales Clerk	11.43
99820 - School Crossing Guard	15.63
99830 - Survey Party Chief	21.79
99831 - Surveying Aide	13.60
99832 - Surveying Technician	19.81
99840 - Vending Machine Attendant	18.05
99841 - Vending Machine Repairer	21.24
99842 - Vending Machine Repairer Helper	18.05

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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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 8 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) \*\*****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested

parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

