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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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4281
Revision No.: 38
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State: Virginia, District of Columbia, Maryland

Area: Virginia Counties of Alexandria*, Arlington, Fairfax,
Fairfax*, Falls Church*, Fauquier,
Loudoun, Manassas Park*, Manassas*,
Prince William and Stafford

District of Columbia Counties of District of Columbia

Maryland Counties of Charles and Prince George's

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.71
01012 - Accounting Clerk II		25.48
01013 - Accounting Clerk III		28.51
01020 - Administrative Assistant		43.42
01035 - Court Reporter		29.26
01041 - Customer Service Representative I		18.15
01042 - Customer Service Representative II		19.80
01043 - Customer Service Representative III		22.22
01051 - Data Entry Operator I		19.11
01052 - Data Entry Operator II		20.85
01060 - Dispatcher, Motor Vehicle		27.48
01070 - Document Preparation Clerk		21.07
01090 - Duplicating Machine Operator		21.07
01111 - General Clerk I		20.37
01112 - General Clerk II		22.23
01113 - General Clerk III		24.94
01120 - Housing Referral Assistant		26.61
01141 - Messenger Courier		22.01
01191 - Order Clerk I		20.97
01192 - Order Clerk II		22.88
01261 - Personnel Assistant (Employment) I		22.79
01262 - Personnel Assistant (Employment) II		25.49
01263 - Personnel Assistant (Employment) III		28.43
01270 - Production Control Clerk		29.32
01290 - Rental Clerk		23.08
01300 - Scheduler, Maintenance		21.33
01311 - Secretary I		21.33
01312 - Secretary II		23.86
01313 - Secretary III		26.61
01320 - Service Order Dispatcher		24.56
01410 - Supply Technician		43.42
01420 - Survey Worker		23.90
01460 - Switchboard Operator/Receptionist		19.83
01531 - Travel Clerk I		22.65
01532 - Travel Clerk II		24.70
01533 - Travel Clerk III		26.66
01611 - Word Processor I		18.97
01612 - Word Processor II		21.29
01613 - Word Processor III		23.81
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		29.21
05010 - Automotive Electrician		28.76
05040 - Automotive Glass Installer		27.09
05070 - Automotive Worker		27.09
05110 - Mobile Equipment Servicer		23.30
05130 - Motor Equipment Metal Mechanic		30.28
05160 - Motor Equipment Metal Worker		27.09
05190 - Motor Vehicle Mechanic		30.28
05220 - Motor Vehicle Mechanic Helper		21.32
05250 - Motor Vehicle Upholstery Worker		25.28
05280 - Motor Vehicle Wrecker		27.09
05310 - Painter, Automotive		28.76
05340 - Radiator Repair Specialist		27.09
05370 - Tire Repairer		23.23
05400 - Transmission Repair Specialist		30.28
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.58

07041 - Cook I		21.58
07042 - Cook II		25.10
07070 - Dishwasher		17.79
07130 - Food Service Worker		18.09
07210 - Meat Cutter		22.13
07260 - Waiter/Waitress		20.33
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		28.23
09040 - Furniture Handler		15.47
09080 - Furniture Refinisher		24.81
09090 - Furniture Refinisher Helper		18.38
09110 - Furniture Repairer, Minor		21.80
09130 - Upholsterer		21.85
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		17.68
11060 - Elevator Operator		18.19
11090 - Gardener		26.96
11122 - Housekeeping Aide		18.19
11150 - Janitor		18.19
11210 - Laborer, Grounds Maintenance		20.53
11240 - Maid or Houseman		18.19
11260 - Pruner		19.60
11270 - Tractor Operator		24.67
11330 - Trail Maintenance Worker		20.53
11360 - Window Cleaner		19.05
12000 - Health Occupations		
12010 - Ambulance Driver		24.09
12011 - Breath Alcohol Technician		32.70
12012 - Certified Occupational Therapist Assistant		42.43
12015 - Certified Physical Therapist Assistant		37.88
12020 - Dental Assistant		23.78
12025 - Dental Hygienist		57.30
12030 - EKG Technician		45.58
12035 - Electroneurodiagnostic Technologist		45.58
12040 - Emergency Medical Technician		24.09
12071 - Licensed Practical Nurse I		29.23
12072 - Licensed Practical Nurse II		32.70
12073 - Licensed Practical Nurse III		36.47
12100 - Medical Assistant		22.48
12130 - Medical Laboratory Technician		34.27
12160 - Medical Record Clerk		25.58
12190 - Medical Record Technician		28.61
12195 - Medical Transcriptionist		20.72
12210 - Nuclear Medicine Technologist		52.84
12221 - Nursing Assistant I		15.97
12222 - Nursing Assistant II		17.96
12223 - Nursing Assistant III		19.60
12224 - Nursing Assistant IV		21.99
12235 - Optical Dispenser		28.62
12236 - Optical Technician		23.50
12250 - Pharmacy Technician		22.44
12280 - Phlebotomist		23.72
12305 - Radiologic Technologist		45.66
12311 - Registered Nurse I		31.84
12312 - Registered Nurse II		38.95
12313 - Registered Nurse II, Specialist		38.95
12314 - Registered Nurse III		47.12
12315 - Registered Nurse III, Anesthetist		47.12
12316 - Registered Nurse IV		56.48
12317 - Scheduler (Drug and Alcohol Testing)		40.51
12320 - Substance Abuse Treatment Counselor		31.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.32
13012 - Exhibits Specialist II		32.60
13013 - Exhibits Specialist III		39.88
13041 - Illustrator I		27.19
13042 - Illustrator II		33.68
13043 - Illustrator III		41.20
13047 - Librarian		45.90
13050 - Library Aide/Clerk		22.51
13054 - Library Information Technology Systems Administrator		41.44
13058 - Library Technician		26.94
13061 - Media Specialist I		29.90
13062 - Media Specialist II		33.46
13063 - Media Specialist III		37.31
13071 - Photographer I		24.22
13072 - Photographer II		27.09
13073 - Photographer III		33.55
13074 - Photographer IV		41.04
13075 - Photographer V		49.65
13090 - Technical Order Library Clerk		28.26
13110 - Video Teleconference Technician		33.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		28.94
14042 - Computer Operator II		32.38
14043 - Computer Operator III		36.11
14044 - Computer Operator IV		40.11
14045 - Computer Operator V		44.42
14071 - Computer Programmer I	(see 1)	
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		28.94
14160 - Personal Computer Support Technician		40.11
14170 - System Support Specialist		44.42

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	42.11
15020 - Aircrew Training Devices Instructor (Rated)	50.96
15030 - Air Crew Training Devices Instructor (Pilot)	61.08
15050 - Computer Based Training Specialist / Instructor	42.11
15060 - Educational Technologist	50.59
15070 - Flight Instructor (Pilot)	61.08
15080 - Graphic Artist	41.07
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	61.08
15086 - Maintenance Test Pilot, Rotary Wing	61.08
15088 - Non-Maintenance Test/Co-Pilot	61.08
15090 - Technical Instructor	32.56
15095 - Technical Instructor/Course Developer	39.83
15110 - Test Proctor	26.28
15120 - Tutor	26.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	20.24
16030 - Counter Attendant	20.24
16040 - Dry Cleaner	23.13
16070 - Finisher, Flatwork, Machine	20.24
16090 - Presser, Hand	20.24
16110 - Presser, Machine, Drycleaning	20.24
16130 - Presser, Machine, Shirts	20.24
16160 - Presser, Machine, Wearing Apparel, Laundry	20.24
16190 - Sewing Machine Operator	24.10
16220 - Tailor	25.07
16250 - Washer, Machine	21.20
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	33.25
19040 - Tool And Die Maker	40.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.07
21030 - Material Coordinator	29.32
21040 - Material Expediter	29.32
21050 - Material Handling Laborer	20.47
21071 - Order Filler	18.21
21080 - Production Line Worker (Food Processing)	24.07
21110 - Shipping Packer	22.90
21130 - Shipping/Receiving Clerk	22.90
21140 - Store Worker I	19.28
21150 - Stock Clerk	23.14
21210 - Tools And Parts Attendant	24.07
21410 - Warehouse Specialist	24.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	47.56
23019 - Aircraft Logs and Records Technician	37.70
23021 - Aircraft Mechanic I	45.15
23022 - Aircraft Mechanic II	47.56
23023 - Aircraft Mechanic III	49.88
23040 - Aircraft Mechanic Helper	31.80
23050 - Aircraft, Painter	42.89
23060 - Aircraft Servicer	37.70
23070 - Aircraft Survival Flight Equipment Technician	42.89
23080 - Aircraft Worker	40.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	40.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	45.15
23110 - Appliance Mechanic	30.59
23120 - Bicycle Repairer	22.03
23125 - Cable Splicer	45.91
23130 - Carpenter, Maintenance	29.23
23140 - Carpet Layer	27.27
23160 - Electrician, Maintenance	36.50
23181 - Electronics Technician Maintenance I	35.18
23182 - Electronics Technician Maintenance II	37.35
23183 - Electronics Technician Maintenance III	39.32
23260 - Fabric Worker	29.23
23290 - Fire Alarm System Mechanic	32.11
23310 - Fire Extinguisher Repairer	26.93
23311 - Fuel Distribution System Mechanic	37.07
23312 - Fuel Distribution System Operator	28.53
23370 - General Maintenance Worker	27.52
23380 - Ground Support Equipment Mechanic	45.15
23381 - Ground Support Equipment Servicer	37.70
23382 - Ground Support Equipment Worker	40.41
23391 - Gunsmith I	26.93
23392 - Gunsmith II	31.33
23393 - Gunsmith III	35.00
23410 - Heating, Ventilation And Air-Conditioning Mechanic	34.66
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	36.51
23430 - Heavy Equipment Mechanic	34.40
23440 - Heavy Equipment Operator	29.64
23460 - Instrument Mechanic	39.52
23465 - Laboratory/Shelter Mechanic	33.25
23470 - Laborer	20.47
23510 - Locksmith	35.47
23530 - Machinery Maintenance Mechanic	35.92
23550 - Machinist, Maintenance	34.32
23580 - Maintenance Trades Helper	21.76
23591 - Metrology Technician I	39.52
23592 - Metrology Technician II	41.63
23593 - Metrology Technician III	43.66

23640 - Millwright		29.89
23710 - Office Appliance Repairer		25.69
23760 - Painter, Maintenance		24.31
23790 - Pipefitter, Maintenance		36.37
23810 - Plumber, Maintenance		34.55
23820 - Pneudraulic Systems Mechanic		35.00
23850 - Rigger		34.16
23870 - Scale Mechanic		31.33
23890 - Sheet-Metal Worker, Maintenance		30.59
23910 - Small Engine Mechanic		24.99
23931 - Telecommunications Mechanic I		37.06
23932 - Telecommunications Mechanic II		39.03
23950 - Telephone Lineman		45.94
23960 - Welder, Combination, Maintenance		29.17
23965 - Well Driller		32.07
23970 - Woodcraft Worker		35.00
23980 - Woodworker		26.93
24000 - Personal Needs Occupations		
24550 - Case Manager		23.26
24570 - Child Care Attendant		18.08
24580 - Child Care Center Clerk		22.56
24610 - Chore Aide		18.52
24620 - Family Readiness And Support Services Coordinator		23.26
24630 - Homemaker		23.26
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		43.98
25040 - Sewage Plant Operator		35.38
25070 - Stationary Engineer		43.98
25190 - Ventilation Equipment Tender		30.97
25210 - Water Treatment Plant Operator		35.38
27000 - Protective Service Occupations		
27004 - Alarm Monitor		29.45
27007 - Baggage Inspector		20.31
27008 - Corrections Officer		33.93
27010 - Court Security Officer		33.07
27030 - Detection Dog Handler		22.72
27040 - Detention Officer		33.93
27070 - Firefighter		32.62
27101 - Guard I		20.31
27102 - Guard II		22.72
27131 - Police Officer I		36.36
27132 - Police Officer II		40.39
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		23.00
28042 - Carnival Equipment Repairer		25.13
28043 - Carnival Worker		18.27
28210 - Gate Attendant/Gate Tender		23.96
28310 - Lifeguard		16.92
28350 - Park Attendant (Aide)		26.80
28510 - Recreation Aide/Health Facility Attendant		19.56
28515 - Recreation Specialist		33.19
28630 - Sports Official		21.34
28690 - Swimming Pool Operator		29.23
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		39.39
29020 - Hatch Tender		39.39
29030 - Line Handler		39.39
29041 - Stevedore I		36.76
29042 - Stevedore II		41.81
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	53.25
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	36.72
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	40.44
30021 - Archeological Technician I		24.14
30022 - Archeological Technician II		27.00
30023 - Archeological Technician III		33.44
30030 - Cartographic Technician		33.44
30040 - Civil Engineering Technician		41.58
30051 - Cryogenic Technician I		37.04
30052 - Cryogenic Technician II		40.90
30061 - Drafter/CAD Operator I		24.14
30062 - Drafter/CAD Operator II		27.00
30063 - Drafter/CAD Operator III		30.09
30064 - Drafter/CAD Operator IV		37.04
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		31.79
30095 - Evidence Control Specialist		33.44
30210 - Laboratory Technician		29.01
30221 - Latent Fingerprint Technician I		37.63
30222 - Latent Fingerprint Technician II		41.56
30240 - Mathematical Technician		42.36
30361 - Paralegal/Legal Assistant I		25.89
30362 - Paralegal/Legal Assistant II		32.07
30363 - Paralegal/Legal Assistant III		39.23
30364 - Paralegal/Legal Assistant IV		47.48
30375 - Petroleum Supply Specialist		40.90
30390 - Photo-Optics Technician		33.44
30395 - Radiation Control Technician		40.90
30461 - Technical Writer I		32.44

30462 - Technical Writer II		39.69
30463 - Technical Writer III		48.03
30491 - Unexploded Ordnance (UXO) Technician I		33.84
30492 - Unexploded Ordnance (UXO) Technician II		40.94
30493 - Unexploded Ordnance (UXO) Technician III		49.07
30494 - Unexploded (UXO) Safety Escort		33.84
30495 - Unexploded (UXO) Sweep Personnel		33.84
30501 - Weather Forecaster I		37.04
30502 - Weather Forecaster II		45.05
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.09
30621 - Weather Observer, Senior	(see 2)	33.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.94
31020 - Bus Aide		22.00
31030 - Bus Driver		31.35
31043 - Driver Courier		21.14
31260 - Parking and Lot Attendant		17.75
31290 - Shuttle Bus Driver		21.94
31310 - Taxi Driver		17.71
31361 - Truckdriver, Light		23.10
31362 - Truckdriver, Medium		25.07
31363 - Truckdriver, Heavy		28.76
31364 - Truckdriver, Tractor-Trailer		28.76
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.96
99030 - Cashier		17.05
99050 - Desk Clerk		18.12
99095 - Embalmer		35.31
99130 - Flight Follower		33.84
99251 - Laboratory Animal Caretaker I		21.79
99252 - Laboratory Animal Caretaker II		23.81
99260 - Marketing Analyst		41.91
99310 - Mortician		34.10
99410 - Pest Controller		23.08
99510 - Photofinishing Worker		22.57
99710 - Recycling Laborer		23.43
99711 - Recycling Specialist		28.16
99730 - Refuse Collector		22.37
99810 - Sales Clerk		17.60
99820 - School Crossing Guard		20.44
99830 - Survey Party Chief		31.00
99831 - Surveying Aide		19.26
99832 - Surveying Technician		29.45
99840 - Vending Machine Attendant		19.45
99841 - Vending Machine Repairer		24.72
99842 - Vending Machine Repairer Helper		19.45

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 th
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as

defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

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

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

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

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

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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