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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.: 2015-5713
Daniel W. Simms Division of | Revision No.: 2
Director Wage Determinations | Date Of Revision: 12/30/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 2017. 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.

State: Puerto Rico

Area: Puerto Rico Municipios de Coamo, Culebra, Salinas, Santa Isabel, Vieques

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	9.72	
01012 - Accounting Clerk II	11.73	
01013 - Accounting Clerk III	14.27	
01020 - Administrative Assistant	13.07	
01035 - Court Reporter	13.69	
01041 - Customer Service Representative I	8.96	
01042 - Customer Service Representative II	10.07	
01043 - Customer Service Representative III	10.99	
01051 - Data Entry Operator I	8.71	
01052 - Data Entry Operator II	9.96	
01060 - Dispatcher, Motor Vehicle	10.80	
01070 - Document Preparation Clerk	10.32	
01090 - Duplicating Machine Operator	10.32	
01111 - General Clerk I	8.99	
01112 - General Clerk II	9.81	
01113 - General Clerk III	11.29	
01120 - Housing Referral Assistant	13.48	
01141 - Messenger Courier	8.26	
01191 - Order Clerk I	9.94	
01192 - Order Clerk II	10.85	
01261 - Personnel Assistant (Employment) I	10.82	
01262 - Personnel Assistant (Employment) II	12.10	

01263 - Personnel Assistant (Employment) III	13.50
01270 - Production Control Clerk	14.78
01290 - Rental Clerk	8.84
01300 - Scheduler, Maintenance	9.05
01311 - Secretary I	9.05
01312 - Secretary II	10.34
01313 - Secretary III	13.48
01320 - Service Order Dispatcher	10.23
01410 - Supply Technician	13.32
01420 - Survey Worker	10.26
01460 - Switchboard Operator/Receptionist	7.99
01531 - Travel Clerk I	11.58
01532 - Travel Clerk II	12.77
01533 - Travel Clerk III	14.08
01611 - Word Processor I	9.84
01612 - Word Processor II	11.05
01613 - Word Processor III	12.36
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.01
05010 - Automotive Electrician	12.45
05040 - Automotive Glass Installer	11.87
05070 - Automotive Worker	11.87
05110 - Mobile Equipment Servicer	10.74
05130 - Motor Equipment Metal Mechanic	13.01
05160 - Motor Equipment Metal Worker	11.87
05190 - Motor Vehicle Mechanic	13.01
05220 - Motor Vehicle Mechanic Helper	10.14
05250 - Motor Vehicle Upholstery Worker	11.63
05280 - Motor Vehicle Wrecker	11.87
05310 - Painter, Automotive	13.70
05340 - Radiator Repair Specialist	11.87
05370 - Tire Repairer	9.43
05400 - Transmission Repair Specialist	13.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	8.82
07041 - Cook I	7.31
07042 - Cook II	8.02
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.58
07210 - Meat Cutter	8.46
07260 - Waiter/Waitress	7.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer, Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.08
11060 - Elevator Operator	8.08
11090 - Gardener	8.57
11122 - Housekeeping Aide	8.57
11150 - Janitor	8.57

11210 - Laborer, Grounds Maintenance	8.38	
11240 - Maid or Houseman	7.98	
11260 - Pruner	9.75	
11270 - Tractor Operator	9.99	
11330 - Trail Maintenance Worker	8.38	
11360 - Window Cleaner	9.13	
12000 - Health Occupations		
12010 - Ambulance Driver	12.02	
12011 - Breath Alcohol Technician	11.08	
12012 - Certified Occupational Therapist Assistant	13.82	
12015 - Certified Physical Therapist Assistant	9.96	
12020 - Dental Assistant	12.02	
12025 - Dental Hygienist	17.72	
12030 - EKG Technician	12.34	
12035 - Electroneurodiagnostic Technologist	12.34	
12040 - Emergency Medical Technician	12.02	
12071 - Licensed Practical Nurse I	9.98	
12072 - Licensed Practical Nurse II	11.50	
12073 - Licensed Practical Nurse III	13.12	
12100 - Medical Assistant	13.01	
12130 - Medical Laboratory Technician	11.83	
12160 - Medical Record Clerk	11.67	
12190 - Medical Record Technician	15.49	
12195 - Medical Transcriptionist	11.90	
12210 - Nuclear Medicine Technologist	18.62	
12221 - Nursing Assistant I	8.65	
12222 - Nursing Assistant II	9.72	
12223 - Nursing Assistant III	10.60	
12224 - Nursing Assistant IV	11.90	
12235 - Optical Dispenser	11.18	
12236 - Optical Technician	11.18	
12250 - Pharmacy Technician	13.41	
12280 - Phlebotomist	11.90	
12305 - Radiologic Technologist	12.91	
12311 - Registered Nurse I	13.59	
12312 - Registered Nurse II	16.62	
12313 - Registered Nurse II, Specialist	16.62	
12314 - Registered Nurse III	20.11	
12315 - Registered Nurse III, Anesthetist	20.11	
12316 - Registered Nurse IV	24.10	
12317 - Scheduler (Drug and Alcohol Testing)	13.83	
12320 - Substance Abuse Treatment Counselor	13.83	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	12.32	
13012 - Exhibits Specialist II	14.97	
13013 - Exhibits Specialist III	18.31	
13041 - Illustrator I	13.55	
13042 - Illustrator II	15.85	
13043 - Illustrator III	19.07	
13047 - Librarian	16.59	
13050 - Library Aide/Clerk	9.78	
13054 - Library Information Technology Systems Administrator	13.61	
13058 - Library Technician	10.27	

13061 - Media Specialist I	10.97
13062 - Media Specialist II	12.28
13063 - Media Specialist III	13.69
13071 - Photographer I	13.83
13072 - Photographer II	15.67
13073 - Photographer III	17.78
13074 - Photographer IV	23.75
13075 - Photographer V	27.73
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	11.25
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.09
14042 - Computer Operator II	11.29
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	18.82
14045 - Computer Operator V	20.84
14071 - Computer Programmer I	(see 1) 16.35
14072 - Computer Programmer II	(see 1) 20.85
14073 - Computer Programmer III	(see 1) 24.85
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 23.61
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	10.09
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	28.56
15030 - Air Crew Training Devices Instructor (Pilot)	34.23
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.23
15080 - Graphic Artist	18.66
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.23
15086 - Maintenance Test Pilot, Rotary Wing	34.23
15088 - Non-Maintenance Test/Co-Pilot	34.23
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36
15120 - Tutor	11.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.27
16030 - Counter Attendant	9.27
16040 - Dry Cleaner	10.20
16070 - Finisher, Flatwork, Machine	9.27
16090 - Presser, Hand	9.27
16110 - Presser, Machine, Drycleaning	9.27
16130 - Presser, Machine, Shirts	9.27
16160 - Presser, Machine, Wearing Apparel, Laundry	9.27
16190 - Sewing Machine Operator	10.54
16220 - Tailor	10.83
16250 - Washer, Machine	9.60
19000 - Machine Tool Operation And Repair Occupations	

19010 - Machine-Tool Operator (Tool Room)	11.73
19040 - Tool And Die Maker	13.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	14.78
21040 - Material Expediter	14.78
21050 - Material Handling Laborer	8.81
21071 - Order Filler	8.69
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	8.48
21150 - Stock Clerk	11.50
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft, Painter	19.10
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	19.10
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33
23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	9.43
23125 - Cable Splicer	16.87
23130 - Carpenter, Maintenance	12.45
23140 - Carpet Layer	12.30
23160 - Electrician, Maintenance	11.94
23181 - Electronics Technician Maintenance I	13.28
23182 - Electronics Technician Maintenance II	14.32
23183 - Electronics Technician Maintenance III	15.03
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	12.40
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.08
23392 - Gunsmith II	12.30
23393 - Gunsmith III	13.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.01
23411 - Heating, Ventilation And Air Contditioning	13.66

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.00
23470 - Laborer	8.81
23510 - Locksmith	11.48
23530 - Machinery Maintenance Mechanic	14.62
23550 - Machinist, Maintenance	12.56
23580 - Maintenance Trades Helper	9.63
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34
23760 - Painter, Maintenance	12.45
23790 - Pipefitter, Maintenance	13.01
23810 - Plumber, Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	13.66
23850 - Rigger	14.18
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker, Maintenance	13.01
23910 - Small Engine Mechanic	12.58
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.14
23950 - Telephone Lineman	16.14
23960 - Welder, Combination, Maintenance	13.01
23965 - Well Driller	13.07
23970 - Woodcraft Worker	13.66
23980 - Woodworker	10.74
24000 - Personal Needs Occupations	
24550 - Case Manager	10.24
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	10.61
24610 - Chore Aide	7.98
24620 - Family Readiness And Support Services Coordinator	10.24
24630 - Homemaker	11.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant Operator	12.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	9.32
27007 - Baggage Inspector	8.38
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	9.37
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	8.38
27102 - Guard II	9.37

27131 - Police Officer I	12.95	
27132 - Police Officer II	14.38	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	8.15	
28042 - Carnival Equipment Repairer	8.57	
28043 - Carnival Worker	7.63	
28210 - Gate Attendant/Gate Tender	12.73	
28310 - Lifeguard	10.54	
28350 - Park Attendant (Aide)	14.24	
28510 - Recreation Aide/Health Facility Attendant	8.86	
28515 - Recreation Specialist	14.19	
28630 - Sports Official	11.10	
28690 - Swimming Pool Operator	13.28	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	13.18	
29020 - Hatch Tender	13.18	
29030 - Line Handler	13.18	
29041 - Stevedore I	11.23	
29042 - Stevedore II	13.36	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.92	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.46	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.04	
30021 - Archeological Technician I	12.51	
30022 - Archeological Technician II	14.09	
30023 - Archeological Technician III	17.33	
30030 - Cartographic Technician	17.33	
30040 - Civil Engineering Technician	14.98	
30051 - Cryogenic Technician I	21.24	
30052 - Cryogenic Technician II	23.46	
30061 - Drafter/CAD Operator I	12.51	
30062 - Drafter/CAD Operator II	14.09	
30063 - Drafter/CAD Operator III	15.60	
30064 - Drafter/CAD Operator IV	19.20	
30081 - Engineering Technician I	13.01	
30082 - Engineering Technician II	14.62	
30083 - Engineering Technician III	16.34	
30084 - Engineering Technician IV	20.24	
30085 - Engineering Technician V	24.76	
30086 - Engineering Technician VI	30.37	
30090 - Environmental Technician	14.81	
30095 - Evidence Control Specialist	19.18	
30210 - Laboratory Technician	15.91	
30221 - Latent Fingerprint Technician I	21.24	
30222 - Latent Fingerprint Technician II	23.46	
30240 - Mathematical Technician	17.33	
30361 - Paralegal/Legal Assistant I	13.40	
30362 - Paralegal/Legal Assistant II	16.60	
30363 - Paralegal/Legal Assistant III	20.31	
30364 - Paralegal/Legal Assistant IV	24.57	
30375 - Petroleum Supply Specialist	23.46	
30390 - Photo-Optics Technician	18.24	
30395 - Radiation Control Technician	23.46	
30461 - Technical Writer I	17.95	

30462 - Technical Writer II	21.69	
30463 - Technical Writer III	25.29	
30491 - Unexploded Ordnance (UXO) Technician I		23.46
30492 - Unexploded Ordnance (UXO) Technician II		28.39
30493 - Unexploded Ordnance (UXO) Technician III		34.03
30494 - Unexploded (UXO) Safety Escort	23.46	
30495 - Unexploded (UXO) Sweep Personnel	23.46	
30501 - Weather Forecaster I	21.24	
30502 - Weather Forecaster II	25.84	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	15.60
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	17.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	28.39	
31020 - Bus Aide	7.72	
31030 - Bus Driver	10.47	
31043 - Driver Courier	7.77	
31260 - Parking and Lot Attendant	7.25	
31290 - Shuttle Bus Driver	8.39	
31310 - Taxi Driver	9.08	
31361 - Truckdriver, Light	8.39	
31362 - Truckdriver, Medium	9.96	
31363 - Truckdriver, Heavy	10.57	
31364 - Truckdriver, Tractor-Trailer	10.57	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	13.84	
99030 - Cashier	7.98	
99050 - Desk Clerk	8.45	
99095 - Embalmer	23.17	
99130 - Flight Follower	23.46	
99251 - Laboratory Animal Caretaker I	9.30	
99252 - Laboratory Animal Caretaker II	9.21	
99260 - Marketing Analyst	23.46	
99310 - Mortician	23.17	
99410 - Pest Controller	11.22	
99510 - Photofinishing Worker	11.94	
99710 - Recycling Laborer	9.59	
99711 - Recycling Specialist	11.44	
99730 - Refuse Collector	8.67	
99810 - Sales Clerk	8.81	
99820 - School Crossing Guard	13.81	
99830 - Survey Party Chief	12.17	
99831 - Surveying Aide	10.16	
99832 - Surveying Technician	11.07	
99840 - Vending Machine Attendant	10.13	
99841 - Vending Machine Repairer	11.24	
99842 - Vending Machine Repairer Helper	11.04	

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: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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, Good Friday, 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)).