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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

Daniel W. Simms	Division of	Wage Determination No.: 2015-4398
Director	Wage Determinations	Revision No.: 3
		Date Of Revision: 07/25/2017

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: North Carolina

Area: North Carolina Counties of New Hanover, Pender

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.08
01012 - Accounting Clerk II		14.69
01013 - Accounting Clerk III		16.43
01020 - Administrative Assistant		23.39
01035 - Court Reporter		16.51
01041 - Customer Service Representative I		12.13
01042 - Customer Service Representative II		13.64
01043 - Customer Service Representative III		14.89
01051 - Data Entry Operator I		12.32
01052 - Data Entry Operator II		13.45
01060 - Dispatcher, Motor Vehicle		16.32
01070 - Document Preparation Clerk		11.40
01090 - Duplicating Machine Operator		11.40
01111 - General Clerk I		12.46
01112 - General Clerk II		13.60
01113 - General Clerk III		15.27
01120 - Housing Referral Assistant		18.61
01141 - Messenger Courier		11.79
01191 - Order Clerk I		11.97
01192 - Order Clerk II		13.07
01261 - Personnel Assistant (Employment) I		14.70
01262 - Personnel Assistant (Employment) II		16.44
01263 - Personnel Assistant (Employment) III		18.70
01270 - Production Control Clerk		21.58
01290 - Rental Clerk		12.74
01300 - Scheduler, Maintenance		14.76
01311 - Secretary I		14.76
01312 - Secretary II		16.51
01313 - Secretary III		18.61

01320 - Service Order Dispatcher	12.93
01410 - Supply Technician	23.39
01420 - Survey Worker	15.92
01460 - Switchboard Operator/Receptionist	12.47
01531 - Travel Clerk I	11.72
01532 - Travel Clerk II	12.53
01533 - Travel Clerk III	13.38
01611 - Word Processor I	13.30
01612 - Word Processor II	14.93
01613 - Word Processor III	16.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.85
05010 - Automotive Electrician	19.33
05040 - Automotive Glass Installer	17.76
05070 - Automotive Worker	17.76
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.84
05160 - Motor Equipment Metal Worker	17.76
05190 - Motor Vehicle Mechanic	19.84
05220 - Motor Vehicle Mechanic Helper	14.83
05250 - Motor Vehicle Upholstery Worker	16.44
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter, Automotive	18.99
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	11.68
05400 - Transmission Repair Specialist	19.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.08
07041 - Cook I	11.63
07042 - Cook II	13.40
07070 - Dishwasher	8.86
07130 - Food Service Worker	9.80
07210 - Meat Cutter	13.62
07260 - Waiter/Waitress	9.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.05
09040 - Furniture Handler	12.07
09080 - Furniture Refinisher	17.05
09090 - Furniture Refinisher Helper	14.67
09110 - Furniture Repairer, Minor	16.69
09130 - Upholsterer	17.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.79
11060 - Elevator Operator	9.79
11090 - Gardener	16.57
11122 - Housekeeping Aide	10.43
11150 - Janitor	10.43
11210 - Laborer, Grounds Maintenance	12.36
11240 - Maid or Houseman	9.75
11260 - Pruner	11.09
11270 - Tractor Operator	15.05
11330 - Trail Maintenance Worker	12.36
11360 - Window Cleaner	11.71
12000 - Health Occupations	
12010 - Ambulance Driver	17.51
12011 - Breath Alcohol Technician	17.75
12012 - Certified Occupational Therapist Assistant	24.96
12015 - Certified Physical Therapist Assistant	28.38
12020 - Dental Assistant	17.39
12025 - Dental Hygienist	35.11
12030 - EKG Technician	29.11

12035	- Electroneurodiagnostic Technologist	29.11
12040	- Emergency Medical Technician	17.51
12071	- Licensed Practical Nurse I	15.87
12072	- Licensed Practical Nurse II	17.75
12073	- Licensed Practical Nurse III	19.78
12100	- Medical Assistant	14.69
12130	- Medical Laboratory Technician	18.95
12160	- Medical Record Clerk	13.61
12190	- Medical Record Technician	15.23
12195	- Medical Transcriptionist	18.27
12210	- Nuclear Medicine Technologist	39.00
12221	- Nursing Assistant I	10.47
12222	- Nursing Assistant II	11.77
12223	- Nursing Assistant III	12.85
12224	- Nursing Assistant IV	14.43
12235	- Optical Dispenser	19.35
12236	- Optical Technician	15.87
12250	- Pharmacy Technician	17.03
12280	- Phlebotomist	14.41
12305	- Radiologic Technologist	26.53
12311	- Registered Nurse I	22.96
12312	- Registered Nurse II	28.09
12313	- Registered Nurse II, Specialist	28.09
12314	- Registered Nurse III	33.98
12315	- Registered Nurse III, Anesthetist	33.98
12316	- Registered Nurse IV	40.72
12317	- Scheduler (Drug and Alcohol Testing)	21.98
12320	- Substance Abuse Treatment Counselor	25.69
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.49
13012	- Exhibits Specialist II	22.90
13013	- Exhibits Specialist III	28.02
13041	- Illustrator I	18.49
13042	- Illustrator II	22.90
13043	- Illustrator III	28.02
13047	- Librarian	25.37
13050	- Library Aide/Clerk	12.45
13054	- Library Information Technology Systems Administrator	22.90
13058	- Library Technician	17.94
13061	- Media Specialist I	16.53
13062	- Media Specialist II	18.49
13063	- Media Specialist III	20.60
13071	- Photographer I	14.21
13072	- Photographer II	15.85
13073	- Photographer III	19.62
13074	- Photographer IV	23.41
13075	- Photographer V	28.34
13090	- Technical Order Library Clerk	15.74
13110	- Video Teleconference Technician	16.35
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.20
14042	- Computer Operator II	15.88
14043	- Computer Operator III	18.75
14044	- Computer Operator IV	19.68
14045	- Computer Operator V	21.79
14071	- Computer Programmer I	(see 1) 22.75
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		14.20
14160 - Personal Computer Support Technician		19.68
14170 - System Support Specialist		23.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.58
15020 - Aircrew Training Devices Instructor (Rated)		36.99
15030 - Air Crew Training Devices Instructor (Pilot)		42.41
15050 - Computer Based Training Specialist / Instructor		30.58
15060 - Educational Technologist		27.90
15070 - Flight Instructor (Pilot)		42.41
15080 - Graphic Artist		21.52
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.41
15086 - Maintenance Test Pilot, Rotary Wing		42.41
15088 - Non-Maintenance Test/Co-Pilot		42.41
15090 - Technical Instructor		21.62
15095 - Technical Instructor/Course Developer		26.44
15110 - Test Proctor		17.46
15120 - Tutor		17.46
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.75
16030 - Counter Attendant		8.75
16040 - Dry Cleaner		10.88
16070 - Finisher, Flatwork, Machine		8.75
16090 - Presser, Hand		8.75
16110 - Presser, Machine, Drycleaning		8.75
16130 - Presser, Machine, Shirts		8.75
16160 - Presser, Machine, Wearing Apparel, Laundry		8.75
16190 - Sewing Machine Operator		11.60
16220 - Tailor		12.35
16250 - Washer, Machine		9.43
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.46
19040 - Tool And Die Maker		26.84
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.07
21030 - Material Coordinator		21.58
21040 - Material Expediter		21.58
21050 - Material Handling Laborer		11.32
21071 - Order Filler		10.54
21080 - Production Line Worker (Food Processing)		15.07
21110 - Shipping Packer		13.52
21130 - Shipping/Receiving Clerk		13.52
21140 - Store Worker I		12.14
21150 - Stock Clerk		17.09
21210 - Tools And Parts Attendant		15.07
21410 - Warehouse Specialist		15.07
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.24
23019 - Aircraft Logs and Records Technician		17.46
23021 - Aircraft Mechanic I		21.07
23022 - Aircraft Mechanic II		22.24
23023 - Aircraft Mechanic III		23.36
23040 - Aircraft Mechanic Helper		15.11
23050 - Aircraft, Painter		19.93
23060 - Aircraft Servicer		17.46
23070 - Aircraft Survival Flight Equipment Technician		19.93
23080 - Aircraft Worker		18.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		18.66

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	21.07
23110 - Appliance Mechanic	17.78
23120 - Bicycle Repairer	15.86
23125 - Cable Splicer	27.83
23130 - Carpenter, Maintenance	20.64
23140 - Carpet Layer	18.30
23160 - Electrician, Maintenance	20.76
23181 - Electronics Technician Maintenance I	24.76
23182 - Electronics Technician Maintenance II	26.44
23183 - Electronics Technician Maintenance III	27.95
23260 - Fabric Worker	17.12
23290 - Fire Alarm System Mechanic	19.93
23310 - Fire Extinguisher Repairer	15.87
23311 - Fuel Distribution System Mechanic	18.40
23312 - Fuel Distribution System Operator	14.31
23370 - General Maintenance Worker	16.64
23380 - Ground Support Equipment Mechanic	21.07
23381 - Ground Support Equipment Servicer	17.46
23382 - Ground Support Equipment Worker	18.66
23391 - Gunsmith I	15.87
23392 - Gunsmith II	18.30
23393 - Gunsmith III	20.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.59
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.73
23430 - Heavy Equipment Mechanic	20.89
23440 - Heavy Equipment Operator	18.18
23460 - Instrument Mechanic	20.66
23465 - Laboratory/Shelter Mechanic	19.55
23470 - Laborer	11.32
23510 - Locksmith	19.55
23530 - Machinery Maintenance Mechanic	24.77
23550 - Machinist, Maintenance	20.24
23580 - Maintenance Trades Helper	13.34
23591 - Metrology Technician I	20.66
23592 - Metrology Technician II	21.81
23593 - Metrology Technician III	22.91
23640 - Millwright	21.07
23710 - Office Appliance Repairer	18.76
23760 - Painter, Maintenance	17.05
23790 - Pipefitter, Maintenance	20.66
23810 - Plumber, Maintenance	19.55
23820 - Pneudraulic Systems Mechanic	20.66
23850 - Rigger	20.66
23870 - Scale Mechanic	18.30
23890 - Sheet-Metal Worker, Maintenance	18.40
23910 - Small Engine Mechanic	18.66
23931 - Telecommunications Mechanic I	25.85
23932 - Telecommunications Mechanic II	27.28
23950 - Telephone Lineman	22.00
23960 - Welder, Combination, Maintenance	22.26
23965 - Well Driller	20.79
23970 - Woodcraft Worker	20.66
23980 - Woodworker	15.87
24000 - Personal Needs Occupations	
24550 - Case Manager	14.27
24570 - Child Care Attendant	11.68
24580 - Child Care Center Clerk	14.58
24610 - Chore Aide	10.64

24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	16.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.07
25040 - Sewage Plant Operator	20.15
25070 - Stationary Engineer	21.07
25190 - Ventilation Equipment Tender	14.70
25210 - Water Treatment Plant Operator	20.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.72
27007 - Baggage Inspector	12.21
27008 - Corrections Officer	15.39
27010 - Court Security Officer	16.56
27030 - Detection Dog Handler	14.10
27040 - Detention Officer	15.39
27070 - Firefighter	15.64
27101 - Guard I	12.21
27102 - Guard II	14.10
27131 - Police Officer I	18.97
27132 - Police Officer II	21.08
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.16
28042 - Carnival Equipment Repairer	13.39
28043 - Carnival Worker	8.90
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.02
28515 - Recreation Specialist	18.14
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	18.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.40
29020 - Hatch Tender	19.40
29030 - Line Handler	19.40
29041 - Stevedore I	18.15
29042 - Stevedore II	20.72
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	15.11
30022 - Archeological Technician II	18.98
30023 - Archeological Technician III	22.25
30030 - Cartographic Technician	22.36
30040 - Civil Engineering Technician	21.92
30051 - Cryogenic Technician I	23.03
30052 - Cryogenic Technician II	25.44
30061 - Drafter/CAD Operator I	15.11
30062 - Drafter/CAD Operator II	16.96
30063 - Drafter/CAD Operator III	18.98
30064 - Drafter/CAD Operator IV	23.03
30081 - Engineering Technician I	14.39
30082 - Engineering Technician II	16.14
30083 - Engineering Technician III	18.06
30084 - Engineering Technician IV	22.38
30085 - Engineering Technician V	27.38
30086 - Engineering Technician VI	33.12
30090 - Environmental Technician	19.53
30095 - Evidence Control Specialist	20.79

30210 - Laboratory Technician	22.43
30221 - Latent Fingerprint Technician I	23.03
30222 - Latent Fingerprint Technician II	25.44
30240 - Mathematical Technician	22.25
30361 - Paralegal/Legal Assistant I	18.11
30362 - Paralegal/Legal Assistant II	22.42
30363 - Paralegal/Legal Assistant III	27.44
30364 - Paralegal/Legal Assistant IV	33.19
30375 - Petroleum Supply Specialist	25.44
30390 - Photo-Optics Technician	21.48
30395 - Radiation Control Technician	25.44
30461 - Technical Writer I	21.77
30462 - Technical Writer II	26.63
30463 - Technical Writer III	32.22
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	23.03
30502 - Weather Forecaster II	28.01
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 18.98
30621 - Weather Observer, Senior	(see 2) 20.79
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	11.45
31030 - Bus Driver	16.56
31043 - Driver Courier	11.73
31260 - Parking and Lot Attendant	9.94
31290 - Shuttle Bus Driver	12.85
31310 - Taxi Driver	11.24
31361 - Truckdriver, Light	12.85
31362 - Truckdriver, Medium	14.80
31363 - Truckdriver, Heavy	17.90
31364 - Truckdriver, Tractor-Trailer	17.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	8.97
99050 - Desk Clerk	9.83
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	12.19
99252 - Laboratory Animal Caretaker II	13.40
99260 - Marketing Analyst	23.31
99310 - Mortician	23.85
99410 - Pest Controller	15.42
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	13.70
99711 - Recycling Specialist	16.69
99730 - Refuse Collector	12.20
99810 - Sales Clerk	11.08
99820 - School Crossing Guard	13.76
99830 - Survey Party Chief	21.25
99831 - Surveying Aide	12.57
99832 - Surveying Technician	17.24
99840 - Vending Machine Attendant	16.49
99841 - Vending Machine Repairer	19.88
99842 - Vending Machine Repairer Helper	16.49

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: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.41 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.13 per hour computed on the basis of all hours worked by service employees employed on the covered contracts.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 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 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 conformance 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)).