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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 Division of Director Wage Determinations	Wage Determination No.: 2015-5253 Revision No.: 3 Date of Revision: 08/03/2017

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: Texas

Area: Texas Counties of Atascosa, Bandera, Bexar, Comal, Guadalupe, Kendall, Medina, Wilson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support and Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		15.84
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		26.58
01035 - Court Reporter		26.79
01041 - Customer Service Representative I		11.82
01042 - Customer Service Representative II		13.29
01043 - Customer Service Representative III		14.51
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.31
01060 - Dispatcher, Motor Vehicle		17.32
01070 - Document Preparation Clerk		13.59
01090 - Duplicating Machine Operator		13.59
01111 - General Clerk I		12.56
01112 - General Clerk II		13.71
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		19.91
01141 - Messenger Courier		13.34

01191 - Order Clerk I	13.74
01192 - Order Clerk II	14.99
01261 - Personnel Assistant (Employment) I	17.04
01262 - Personnel Assistant (Employment) II	19.23
01263 - Personnel Assistant (Employment) III	21.26
01270 - Production Control Clerk	18.59
01290 - Rental Clerk	14.90
01300 - Scheduler, Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.86
01313 - Secretary III	19.91
01320 - Service Order Dispatcher	15.48
01410 - Supply Technician	26.58
01420 - Survey Worker	16.65
01460 - Switchboard Operator/Receptionist	11.89
01531 - Travel Clerk I	12.44
01532 - Travel Clerk II	13.21
01533 - Travel Clerk III	13.88
01611 - Word Processor I	14.40
01612 - Word Processor II	16.17
01613 - Word Processor III	18.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.44
05010 - Automotive Electrician	17.75
05040 - Automotive Glass Installer	16.77
05070 - Automotive Worker	16.77
05110 - Mobile Equipment Servicer	14.96
05130 - Motor Equipment Metal Mechanic	18.68
05160 - Motor Equipment Metal Worker	16.77
05190 - Motor Vehicle Mechanic	18.65
05220 - Motor Vehicle Mechanic Helper	14.17
05250 - Motor Vehicle Upholstery Worker	15.83
05280 - Motor Vehicle Wrecker	16.77
05310 - Painter, Automotive	17.75
05340 - Radiator Repair Specialist	16.77
05370 - Tire Repairer	12.37
05400 - Transmission Repair Specialist	18.68
07000 - Food Preparation and Service Occupations	
07010 - Baker	12.53
07041 - Cook I	11.40
07042 - Cook II	13.22
07070 - Dishwasher	9.39
07130 - Food Service Worker	10.30
07210 - Meat Cutter	15.28
07260 - Waiter/Waitress	9.18
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.03
09040 - Furniture Handler	10.46

09080 - Furniture Refinisher	16.02
09090 - Furniture Refinisher Helper	12.05
09110 - Furniture Repairer, Minor	13.96
09130 - Upholsterer	16.47
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.19
11060 - Elevator Operator	10.19
11090 - Gardener	15.11
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	11.87
11240 - Maid or Houseman	9.76
11260 - Pruner	10.77
11270 - Tractor Operator	14.04
11330 - Trail Maintenance Worker	11.87
11360 - Window Cleaner	11.60
12000 - Health Occupations	
12010 - Ambulance Driver	14.93
12011 - Breath Alcohol Technician	17.83
12012 - Certified Occupational Therapist Assistant	34.29
12015 - Certified Physical Therapist Assistant	31.75
12020 - Dental Assistant	15.04
12025 - Dental Hygienist	35.52
12030 - EKG Technician	26.71
12035 - Electroneurodiagnostic Technologist	26.71
12040 - Emergency Medical Technician	14.93
12071 - Licensed Practical Nurse I	17.40
12072 - Licensed Practical Nurse II	19.46
12073 - Licensed Practical Nurse III	21.69
12100 - Medical Assistant	14.39
12130 - Medical Laboratory Technician	18.06
12160 - Medical Record Clerk	14.70
12190 - Medical Record Technician	16.35
12195 - Medical Transcriptionist	13.76
12210 - Nuclear Medicine Technologist	32.79
12221 - Nursing Assistant I	11.46
12222 - Nursing Assistant II	12.88
12223 - Nursing Assistant III	14.06
12224 - Nursing Assistant IV	15.79
12235 - Optical Dispenser	15.68
12236 - Optical Technician	15.20
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	15.10
12305 - Radiologic Technologist	26.17
12311 - Registered Nurse I	24.40
12312 - Registered Nurse II	29.85
12313 - Registered Nurse II, Specialist	29.85
12314 - Registered Nurse III	36.11

12315 - Registered Nurse III, Anesthetist	36.11
12316 - Registered Nurse IV	43.28
12317 - Scheduler (Drug and Alcohol Testing)	22.10
12320 - Substance Abuse Treatment Counselor	17.77
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	20.33
13012 - Exhibits Specialist II	25.18
13013 - Exhibits Specialist III	30.81
13041 - Illustrator I	18.68
13042 - Illustrator II	23.15
13043 - Illustrator III	26.62
13047 - Librarian	27.89
13050 - Library Aide/Clerk	11.67
13054 - Library Information Technology Systems Administrator	25.18
13058 - Library Technician	15.39
13061 - Media Specialist I	18.18
13062 - Media Specialist II	20.33
13063 - Media Specialist III	22.66
13071 - Photographer I	17.29
13072 - Photographer II	19.55
13073 - Photographer III	22.89
13074 - Photographer IV	26.06
13075 - Photographer V	31.63
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	18.24
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.51
14042 - Computer Operator II	17.35
14043 - Computer Operator III	19.35
14044 - Computer Operator IV	21.50
14045 - Computer Operator V	23.80
14071 - Computer Programmer I (see 1)	22.29
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	15.51
14160 - Personal Computer Support Technician	21.50
14170 - System Support Specialist	29.79
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.48
15020 - Aircrew Training Devices Instructor (Rated)	33.25
15030 - Air Crew Training Devices Instructor (Pilot)	39.85
15050 - Computer Based Training Specialist / Instructor	27.48
15060 - Educational Technologist	32.39

15070 - Flight Instructor (Pilot)	39.85
15080 - Graphic Artist	22.57
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	39.85
15086 - Maintenance Test Pilot, Rotary Wing	39.85
15088 - Non-Maintenance Test/Co-Pilot	39.85
15090 - Technical Instructor	22.73
15095 - Technical Instructor/Course Developer	27.82
15110 - Test Proctor	18.36
15120 - Tutor	18.36
16000 - Laundry, Dry-Cleaning, Pressing and Related Occupations	
16010 - Assembler	9.10
16030 - Counter Attendant	9.10
16040 - Dry Cleaner	11.05
16070 - Finisher, Flatwork, Machine	9.10
16090 - Presser, Hand	9.10
16110 - Presser, Machine, Dry Cleaning	9.10
16130 - Presser, Machine, Shirts	9.10
16160 - Presser, Machine, Wearing Apparel, Laundry	9.10
16190 - Sewing Machine Operator	11.67
16220 - Tailor	12.24
16250 - Washer, Machine	9.87
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.89
19040 - Tool and Die Maker	23.31
21000 - Materials Handling and Packing Occupations	
21020 - Forklift Operator	13.68
21030 - Material Coordinator	18.59
21040 - Material Expediter	18.59
21050 - Material Handling Laborer	11.96
21071 - Order Filler	12.07
21080 - Production Line Worker (Food Processing)	13.68
21110 - Shipping Packer	13.60
21130 - Shipping/Receiving Clerk	13.60
21140 - Store Worker I	10.77
21150 - Stock Clerk	14.38
21210 - Tools and Parts Attendant	13.68
21410 - Warehouse Specialist	13.68
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aerospace Structural Welder	25.08
23019 - Aircraft Logs and Records Technician	18.62
23021 - Aircraft Mechanic I	23.71
23022 - Aircraft Mechanic II	25.08
23023 - Aircraft Mechanic III	26.44
23040 - Aircraft Mechanic Helper	16.62
23050 - Aircraft, Painter	21.27
23060 - Aircraft Servicer	18.62
23070 - Aircraft Survival Flight Equipment Technician	21.27
23080 - Aircraft Worker	19.86

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	19.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.71
23110 - Appliance Mechanic	18.98
23120 - Bicycle Repairer	13.45
23125 - Cable Splicer	23.60
23130 - Carpenter, Maintenance	17.45
23140 - Carpet Layer	17.53
23160 - Electrician, Maintenance	21.23
23181 - Electronics Technician Maintenance I	22.69
23182 - Electronics Technician Maintenance II	24.30
23183 - Electronics Technician Maintenance III	25.81
23260 - Fabric Worker	16.52
23290 - Fire Alarm System Mechanic	20.32
23310 - Fire Extinguisher Repairer	15.34
23311 - Fuel Distribution System Mechanic	17.42
23312 - Fuel Distribution System Operator	14.33
23370 - General Maintenance Worker	15.37
23380 - Ground Support Equipment Mechanic	23.71
23381 - Ground Support Equipment Servicer	18.27
23382 - Ground Support Equipment Worker	19.48
23391 - Gunsmith I	15.34
23392 - Gunsmith II	17.71
23393 - Gunsmith III	20.15
23410 - Heating, Ventilation and Air-Conditioning Mechanic	20.11
23411 - Heating, Ventilation and Air Conditioning Mechanic (Research Facility)	21.27
23430 - Heavy Equipment Mechanic	21.24
23440 - Heavy Equipment Operator	17.42
23460 - Instrument Mechanic	22.96
23465 - Laboratory/Shelter Mechanic	18.97
23470 - Laborer	11.96
23510 - Locksmith	18.73
23530 - Machinery Maintenance Mechanic	21.26
23550 - Machinist, Maintenance	19.86
23580 - Maintenance Trades Helper	14.18
23591 - Metrology Technician I	22.96
23592 - Metrology Technician II	24.28
23593 - Metrology Technician III	25.61
23640 - Millwright	20.65
23710 - Office Appliance Repairer	17.10
23760 - Painter, Maintenance	16.53
23790 - Pipefitter, Maintenance	21.29
23810 - Plumber, Maintenance	20.04
23820 - Pneudraulic Systems Mechanic	20.15
23850 - Rigger	18.34
23870 - Scale Mechanic	17.71
23890 - Sheet-Metal Worker, Maintenance	18.22

23910 - Small Engine Mechanic	18.60
23931 - Telecommunications Mechanic I	21.97
23932 - Telecommunications Mechanic II	23.21
23950 - Telephone Lineman	20.66
23960 - Welder, Combination, Maintenance	17.34
23965 - Well Driller	18.78
23970 - Woodcraft Worker	20.15
23980 - Woodworker	15.34
24000 - Personal Needs Occupations	
24550 - Case Manager	13.02
24570 - Child Care Attendant	9.75
24580 - Child Care Center Clerk	12.15
24610 - Chore Aide	10.57
24620 - Family Readiness and Support Services Coordinator	13.02
24630 - Homemaker	13.69
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	20.15
25040 - Sewage Plant Operator	19.09
25070 - Stationary Engineer	20.15
25190 - Ventilation Equipment Tender	14.26
25210 - Water Treatment Plant Operator	19.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.02
27007 - Baggage Inspector	11.24
27008 - Corrections Officer	21.15
27010 - Court Security Officer	24.74
27030 - Detection Dog Handler	14.37
27040 - Detention Officer	21.15
27070 - Firefighter	24.85
27101 - Guard I	11.24
27102 - Guard II	14.20
27131 - Police Officer I	24.86
27132 - Police Officer II	27.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.97
28042 - Carnival Equipment Repairer	12.57
28043 - Carnival Worker	9.33
28210 - Gate Attendant/Gate Tender	15.14
28310 - Lifeguard	11.05
28350 - Park Attendant (Aide)	16.80
28510 - Recreation Aide/Health Facility Attendant	12.25
28515 - Recreation Specialist	17.86
28630 - Sports Official	13.38
28690 - Swimming Pool Operator	15.11
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	20.90
29020 - Hatch Tender	20.90

29030 - Line Handler		20.90
29041 - Stevedore I		19.50
29042 - Stevedore II		22.38
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		17.13
30022 - Archeological Technician II		19.16
30023 - Archeological Technician III		23.40
30030 - Cartographic Technician		23.74
30040 - Civil Engineering Technician		23.03
30051 - Cryogenic Technician I		22.14
30052 - Cryogenic Technician II		24.46
30061 - Drafter/CAD Operator I		17.13
30062 - Drafter/CAD Operator II		19.16
30063 - Drafter/CAD Operator III		21.37
30064 - Drafter/CAD Operator IV		26.29
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		19.98
30084 - Engineering Technician IV		24.75
30085 - Engineering Technician V		30.27
30086 - Engineering Technician VI		36.63
30090 - Environmental Technician		21.35
30095 - Evidence Control Specialist		19.99
30210 - Laboratory Technician		19.55
30221 - Latent Fingerprint Technician I		20.56
30222 - Latent Fingerprint Technician II		22.71
30240 - Mathematical Technician		23.74
30361 - Paralegal/Legal Assistant I		17.79
30362 - Paralegal/Legal Assistant II		22.03
30363 - Paralegal/Legal Assistant III		26.96
30364 - Paralegal/Legal Assistant IV		32.61
30375 - Petroleum Supply Specialist		24.46
30390 - Photo-Optics Technician		23.74
30395 - Radiation Control Technician		24.46
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.08
30463 - Technical Writer III		34.17
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		26.29
30502 - Weather Forecaster II		31.98
30620 - Weather Observer, Combined Upper Air Or	(see 2)	21.37

Surface Programs	
30621 - Weather Observer, Senior	(see 2) 23.74
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	14.25
31030 - Bus Driver	19.44
31043 - Driver Courier	13.17
31260 - Parking and Lot Attendant	10.05
31290 - Shuttle Bus Driver	14.18
31310 - Taxi Driver	11.46
31361 – Truck Driver, Light	14.18
31362 – Truck Driver, Medium	15.07
31363 – Truck Driver, Heavy	19.94
31364 – Truck Driver, Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.74
99050 - Desk Clerk	10.63
99095 - Embalmer	22.75
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	11.36
99252 - Laboratory Animal Caretaker II	12.22
99260 - Marketing Analyst	34.87
99310 - Mortician	27.14
99410 - Pest Controller	16.92
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	16.14
99711 - Recycling Specialist	17.94
99730 - Refuse Collector	14.65
99810 - Sales Clerk	11.07
99820 - School Crossing Guard	11.44
99830 - Survey Party Chief	20.29
99831 - Surveying Aide	14.15
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	12.53
99841 - Vending Machine Repairer	15.49
99842 - Vending Machine Repairer Helper	12.53

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 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)).