

WD 15-5259 (Rev.-3) was first posted on [www.wdol.gov](http://www.wdol.gov) on 08/08/2017

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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	Wage Determination No.: 2015-5259 Revision No.: 3 Date of Revision: 08/03/2017
Division of Wage Determinations	

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

State: Texas

Area: Texas Counties of Goliad, Victoria

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support and Clerical Occupations		
01011 - Accounting Clerk I		13.48
01012 - Accounting Clerk II		15.13
01013 - Accounting Clerk III		16.93
01020 - Administrative Assistant		22.83
01035 - Court Reporter		16.11
01041 - Customer Service Representative I		10.79
01042 - Customer Service Representative II		12.13
01043 - Customer Service Representative III		13.24
01051 - Data Entry Operator I		12.35
01052 - Data Entry Operator II		14.16
01060 - Dispatcher, Motor Vehicle		18.85
01070 - Document Preparation Clerk		12.24
01090 - Duplicating Machine Operator		12.24
01111 - General Clerk I		12.31
01112 - General Clerk II		13.44
01113 - General Clerk III		15.09
01120 - Housing Referral Assistant		18.25
01141 - Messenger Courier		10.32
01191 - Order Clerk I		12.62

01192 - Order Clerk II	14.48
01261 - Personnel Assistant (Employment) I	15.03
01262 - Personnel Assistant (Employment) II	16.81
01263 - Personnel Assistant (Employment) III	18.75
01270 - Production Control Clerk	22.73
01290 - Rental Clerk	13.27
01300 - Scheduler, Maintenance	14.51
01311 - Secretary I	14.51
01312 - Secretary II	16.37
01313 - Secretary III	18.25
01320 - Service Order Dispatcher	17.92
01410 - Supply Technician	22.83
01420 - Survey Worker	15.95
01460 - Switchboard Operator/Receptionist	12.02
01531 - Travel Clerk I	11.32
01532 - Travel Clerk II	12.46
01533 - Travel Clerk III	13.37
01611 - Word Processor I	12.31
01612 - Word Processor II	13.81
01613 - Word Processor III	15.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.03
05010 - Automotive Electrician	17.53
05040 - Automotive Glass Installer	16.74
05070 - Automotive Worker	16.74
05110 - Mobile Equipment Servicer	15.29
05130 - Motor Equipment Metal Mechanic	18.32
05160 - Motor Equipment Metal Worker	16.74
05190 - Motor Vehicle Mechanic	18.32
05220 - Motor Vehicle Mechanic Helper	14.51
05250 - Motor Vehicle Upholstery Worker	16.01
05280 - Motor Vehicle Wrecker	16.74
05310 - Painter, Automotive	17.53
05340 - Radiator Repair Specialist	16.74
05370 - Tire Repairer	14.77
05400 - Transmission Repair Specialist	18.32
07000 - Food Preparation and Service Occupations	
07010 - Baker	11.14
07041 - Cook I	9.70
07042 - Cook II	10.85
07070 - Dishwasher	9.07
07130 - Food Service Worker	10.35
07210 - Meat Cutter	12.89
07260 - Waiter/Waitress	8.78
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.32
09040 - Furniture Handler	14.04
09080 - Furniture Refinisher	18.32

09090 - Furniture Refinisher Helper	16.66
09110 - Furniture Repairer, Minor	18.46
09130 - Upholsterer	19.47
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.50
11060 - Elevator Operator	10.50
11090 - Gardener	14.25
11122 - Housekeeping Aide	9.67
11150 - Janitor	9.67
11210 - Laborer, Grounds Maintenance	11.24
11240 - Maid or Houseman	8.74
11260 - Pruner	10.18
11270 - Tractor Operator	13.34
11330 - Trail Maintenance Worker	11.24
11360 - Window Cleaner	10.67
12000 - Health Occupations	
12010 - Ambulance Driver	19.58
12011 - Breath Alcohol Technician	18.62
12012 - Certified Occupational Therapist Assistant	27.56
12015 - Certified Physical Therapist Assistant	28.00
12020 - Dental Assistant	15.35
12025 - Dental Hygienist	30.45
12030 - EKG Technician	24.43
12035 - Electroneurodiagnostic Technologist	24.43
12040 - Emergency Medical Technician	19.58
12071 - Licensed Practical Nurse I	15.14
12072 - Licensed Practical Nurse II	16.93
12073 - Licensed Practical Nurse III	18.88
12100 - Medical Assistant	13.27
12130 - Medical Laboratory Technician	16.58
12160 - Medical Record Clerk	13.86
12190 - Medical Record Technician	16.14
12195 - Medical Transcriptionist	14.41
12210 - Nuclear Medicine Technologist	31.20
12221 - Nursing Assistant I	10.45
12222 - Nursing Assistant II	11.75
12223 - Nursing Assistant III	12.82
12224 - Nursing Assistant IV	14.40
12235 - Optical Dispenser	14.65
12236 - Optical Technician	13.63
12250 - Pharmacy Technician	14.93
12280 - Phlebotomist	13.94
12305 - Radiologic Technologist	24.43
12311 - Registered Nurse I	25.83
12312 - Registered Nurse II	31.60
12313 - Registered Nurse II, Specialist	31.60
12314 - Registered Nurse III	38.23
12315 - Registered Nurse III, Anesthetist	38.23

12316 - Registered Nurse IV	45.82
12317 - Scheduler (Drug and Alcohol Testing)	24.26
12320 - Substance Abuse Treatment Counselor	19.97
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	17.18
13012 - Exhibits Specialist II	21.28
13013 - Exhibits Specialist III	26.04
13041 - Illustrator I	17.18
13042 - Illustrator II	21.28
13043 - Illustrator III	26.04
13047 - Librarian	23.57
13050 - Library Aide/Clerk	11.03
13054 - Library Information Technology Systems Administrator	21.28
13058 - Library Technician	15.14
13061 - Media Specialist I	15.36
13062 - Media Specialist II	17.18
13063 - Media Specialist III	19.15
13071 - Photographer I	15.36
13072 - Photographer II	17.18
13073 - Photographer III	21.28
13074 - Photographer IV	26.04
13075 - Photographer V	31.50
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	15.36
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.77
14042 - Computer Operator II	16.52
14043 - Computer Operator III	18.43
14044 - Computer Operator IV	20.48
14045 - Computer Operator V	22.67
14071 - Computer Programmer I (see 1)	21.52
14072 - Computer Programmer II (see 1)	26.05
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	26.75
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	14.77
14160 - Personal Computer Support Technician	20.48
14170 - System Support Specialist	22.67
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.65
15020 - Aircrew Training Devices Instructor (Rated)	33.46
15030 - Air Crew Training Devices Instructor (Pilot)	39.29
15050 - Computer Based Training Specialist / Instructor	27.65
15060 - Educational Technologist	26.91
15070 - Flight Instructor (Pilot)	39.29

15080 - Graphic Artist	23.06
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	38.41
15086 - Maintenance Test Pilot, Rotary Wing	38.41
15088 - Non-Maintenance Test/Co-Pilot	38.41
15090 - Technical Instructor	18.85
15095 - Technical Instructor/Course Developer	23.06
15110 - Test Proctor	15.22
15120 - Tutor	15.22
16000 - Laundry, Dry-Cleaning, Pressing and Related Occupations	
16010 - Assembler	8.65
16030 - Counter Attendant	8.65
16040 - Dry Cleaner	10.16
16070 - Finisher, Flatwork, Machine	8.65
16090 - Presser, Hand	8.65
16110 - Presser, Machine, Dry Cleaning	8.65
16130 - Presser, Machine, Shirts	8.65
16160 - Presser, Machine, Wearing Apparel, Laundry	8.65
16190 - Sewing Machine Operator	10.68
16220 - Tailor	11.24
16250 - Washer, Machine	9.07
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.93
19040 - Tool and Die Maker	24.77
21000 - Materials Handling and Packing Occupations	
21020 - Forklift Operator	13.66
21030 - Material Coordinator	23.55
21040 - Material Expediter	23.55
21050 - Material Handling Laborer	12.19
21071 - Order Filler	11.72
21080 - Production Line Worker (Food Processing)	13.66
21110 - Shipping Packer	13.44
21130 - Shipping/Receiving Clerk	13.44
21140 - Store Worker I	14.19
21150 - Stock Clerk	19.16
21210 - Tools and Parts Attendant	13.66
21410 - Warehouse Specialist	13.66
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aerospace Structural Welder	25.10
23019 - Aircraft Logs and Records Technician	21.17
23021 - Aircraft Mechanic I	24.06
23022 - Aircraft Mechanic II	25.10
23023 - Aircraft Mechanic III	26.15
23040 - Aircraft Mechanic Helper	19.17
23050 - Aircraft, Painter	20.93
23060 - Aircraft Servicer	21.17
23070 - Aircraft Survival Flight Equipment Technician	20.93
23080 - Aircraft Worker	22.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.11

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.06
23110 - Appliance Mechanic	20.93
23120 - Bicycle Repairer	16.16
23125 - Cable Splicer	23.08
23130 - Carpenter, Maintenance	17.36
23140 - Carpet Layer	19.90
23160 - Electrician, Maintenance	19.38
23181 - Electronics Technician Maintenance I	25.00
23182 - Electronics Technician Maintenance II	27.19
23183 - Electronics Technician Maintenance III	28.42
23260 - Fabric Worker	18.83
23290 - Fire Alarm System Mechanic	20.98
23310 - Fire Extinguisher Repairer	17.80
23311 - Fuel Distribution System Mechanic	24.91
23312 - Fuel Distribution System Operator	20.32
23370 - General Maintenance Worker	14.41
23380 - Ground Support Equipment Mechanic	24.06
23381 - Ground Support Equipment Servicer	21.17
23382 - Ground Support Equipment Worker	22.11
23391 - Gunsmith I	17.80
23392 - Gunsmith II	19.90
23393 - Gunsmith III	21.88
23410 - Heating, Ventilation and Air-Conditioning Mechanic	19.18
23411 - Heating, Ventilation and Air Conditioning Mechanic (Research Facility)	20.00
23430 - Heavy Equipment Mechanic	21.53
23440 - Heavy Equipment Operator	18.83
23460 - Instrument Mechanic	21.88
23465 - Laboratory/Shelter Mechanic	20.93
23470 - Laborer	13.45
23510 - Locksmith	20.93
23530 - Machinery Maintenance Mechanic	25.61
23550 - Machinist, Maintenance	23.27
23580 - Maintenance Trades Helper	13.91
23591 - Metrology Technician I	21.88
23592 - Metrology Technician II	22.82
23593 - Metrology Technician III	23.78
23640 - Millwright	21.88
23710 - Office Appliance Repairer	20.15
23760 - Painter, Maintenance	19.91
23790 - Pipefitter, Maintenance	22.43
23810 - Plumber, Maintenance	21.46
23820 - Pneudraulic Systems Mechanic	21.88
23850 - Rigger	21.88
23870 - Scale Mechanic	19.90
23890 - Sheet-Metal Worker, Maintenance	23.54
23910 - Small Engine Mechanic	19.90

23931 - Telecommunications Mechanic I	20.85
23932 - Telecommunications Mechanic II	21.75
23950 - Telephone Lineman	23.11
23960 - Welder, Combination, Maintenance	18.30
23965 - Well Driller	21.88
23970 - Woodcraft Worker	21.88
23980 - Woodworker	17.80
24000 - Personal Needs Occupations	
24550 - Case Manager	14.34
24570 - Child Care Attendant	8.99
24580 - Child Care Center Clerk	11.21
24610 - Chore Aide	9.25
24620 - Family Readiness and Support Services Coordinator	14.34
24630 - Homemaker	14.34
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	21.88
25040 - Sewage Plant Operator	20.98
25070 - Stationary Engineer	21.88
25190 - Ventilation Equipment Tender	16.66
25210 - Water Treatment Plant Operator	20.98
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.09
27007 - Baggage Inspector	10.84
27008 - Corrections Officer	19.97
27010 - Court Security Officer	19.97
27030 - Detection Dog Handler	13.78
27040 - Detention Officer	19.97
27070 - Firefighter	20.34
27101 - Guard I	10.84
27102 - Guard II	13.78
27131 - Police Officer I	23.49
27132 - Police Officer II	26.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.34
28042 - Carnival Equipment Repairer	12.85
28043 - Carnival Worker	10.10
28210 - Gate Attendant/Gate Tender	13.09
28310 - Lifeguard	11.66
28350 - Park Attendant (Aide)	14.64
28510 - Recreation Aide/Health Facility Attendant	10.68
28515 - Recreation Specialist	18.13
28630 - Sports Official	11.66
28690 - Swimming Pool Operator	16.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	19.90
29020 - Hatch Tender	19.90
29030 - Line Handler	19.90

29041 - Stevedore I		18.83
29042 - Stevedore II		20.93
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		18.17
30022 - Archeological Technician II		20.32
30023 - Archeological Technician III		25.17
30030 - Cartographic Technician		25.17
30040 - Civil Engineering Technician		22.71
30051 - Cryogenic Technician I		21.59
30052 - Cryogenic Technician II		23.85
30061 - Drafter/CAD Operator I		18.17
30062 - Drafter/CAD Operator II		20.32
30063 - Drafter/CAD Operator III		22.67
30064 - Drafter/CAD Operator IV		27.89
30081 - Engineering Technician I		15.64
30082 - Engineering Technician II		17.56
30083 - Engineering Technician III		19.64
30084 - Engineering Technician IV		24.33
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		36.00
30090 - Environmental Technician		22.96
30095 - Evidence Control Specialist		19.49
30210 - Laboratory Technician		19.91
30221 - Latent Fingerprint Technician I		21.59
30222 - Latent Fingerprint Technician II		23.85
30240 - Mathematical Technician		25.17
30361 - Paralegal/Legal Assistant I		17.64
30362 - Paralegal/Legal Assistant II		21.86
30363 - Paralegal/Legal Assistant III		26.74
30364 - Paralegal/Legal Assistant IV		32.35
30375 - Petroleum Supply Specialist		23.85
30390 - Photo-Optics Technician		24.33
30395 - Radiation Control Technician		23.85
30461 - Technical Writer I		25.17
30462 - Technical Writer II		30.80
30463 - Technical Writer III		37.26
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		27.89
30502 - Weather Forecaster II		33.92
30620 - Weather Observer, Combined Upper Air or Surface Programs	(see 2)	22.67



30621 - Weather Observer, Senior	(see 2)	24.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.85
31020 - Bus Aide		12.87
31030 - Bus Driver		17.25
31043 - Driver Courier		11.98
31260 - Parking and Lot Attendant		10.78
31290 - Shuttle Bus Driver		12.80
31310 - Taxi Driver		11.23
31361 – Truck driver, Light		12.80
31362 – Truck driver, Medium		15.17
31363 – Truck driver, Heavy		18.24
31364 – Truck driver, Tractor-Trailer		18.24
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.07
99030 - Cashier		9.37
99050 - Desk Clerk		9.77
99095 - Embalmer		23.85
99130 - Flight Follower		23.85
99251 - Laboratory Animal Caretaker I		11.39
99252 - Laboratory Animal Caretaker II		11.96
99260 - Marketing Analyst		23.85
99310 - Mortician		23.85
99410 - Pest Controller		18.59
99510 - Photofinishing Worker		12.53
99710 - Recycling Laborer		17.33
99711 - Recycling Specialist		20.58
99730 - Refuse Collector		15.70
99810 - Sales Clerk		10.96
99820 - School Crossing Guard		12.05
99830 - Survey Party Chief		20.52
99831 - Surveying Aide		13.79
99832 - Surveying Technician		16.97
99840 - Vending Machine Attendant		13.09
99841 - Vending Machine Repairer		15.13
99842 - Vending Machine Repairer Helper		13.09

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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; and 3 weeks after 8 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 employee (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)).