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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.: 2015-4375  
Revision No.: 6  
Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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: North Carolina

Area: North Carolina Counties of Durham, Orange, Person

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.92
01012 - Accounting Clerk II		17.87
01013 - Accounting Clerk III		20.00
01020 - Administrative Assistant		25.69
01035 - Court Reporter		17.95
01041 - Customer Service Representative I		14.55
01042 - Customer Service Representative II		16.35
01043 - Customer Service Representative III		17.85
01051 - Data Entry Operator I		14.23
01052 - Data Entry Operator II		15.54
01060 - Dispatcher, Motor Vehicle		17.90
01070 - Document Preparation Clerk		14.29
01090 - Duplicating Machine Operator		14.29
01111 - General Clerk I		13.13
01112 - General Clerk II		14.34
01113 - General Clerk III		16.10
01120 - Housing Referral Assistant		20.01
01141 - Messenger Courier		13.21
01191 - Order Clerk I		13.17
01192 - Order Clerk II		14.37
01261 - Personnel Assistant (Employment) I		17.85
01262 - Personnel Assistant (Employment) II		19.96
01263 - Personnel Assistant (Employment) III		22.25
01270 - Production Control Clerk		23.38
01290 - Rental Clerk		14.98
01300 - Scheduler, Maintenance		16.05
01311 - Secretary I		16.05
01312 - Secretary II		17.95
01313 - Secretary III		20.01

01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	25.26
01420 - Survey Worker	15.92
01460 - Switchboard Operator/Receptionist	13.87
01531 - Travel Clerk I	11.60
01532 - Travel Clerk II	12.35
01533 - Travel Clerk III	13.17
01611 - Word Processor I	14.03
01612 - Word Processor II	17.04
01613 - Word Processor III	18.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.57
05010 - Automotive Electrician	16.74
05040 - Automotive Glass Installer	18.02
05070 - Automotive Worker	18.23
05110 - Mobile Equipment Servicer	16.60
05130 - Motor Equipment Metal Mechanic	19.89
05160 - Motor Equipment Metal Worker	18.23
05190 - Motor Vehicle Mechanic	20.65
05220 - Motor Vehicle Mechanic Helper	15.03
05250 - Motor Vehicle Upholstery Worker	17.24
05280 - Motor Vehicle Wrecker	18.23
05310 - Painter, Automotive	18.91
05340 - Radiator Repair Specialist	18.23
05370 - Tire Repairer	12.85
05400 - Transmission Repair Specialist	20.24
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.49
07041 - Cook I	13.06
07042 - Cook II	14.73
07070 - Dishwasher	9.70
07130 - Food Service Worker	10.73
07210 - Meat Cutter	13.71
07260 - Waiter/Waitress	9.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.62
09040 - Furniture Handler	11.26
09080 - Furniture Refinisher	16.62
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.20
11060 - Elevator Operator	11.21
11090 - Gardener	16.54
11122 - Housekeeping Aide	11.27
11150 - Janitor	11.27
11210 - Laborer, Grounds Maintenance	13.13
11240 - Maid or Houseman	10.16
11260 - Pruner	12.09
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	13.13
11360 - Window Cleaner	12.25
12000 - Health Occupations	
12010 - Ambulance Driver	17.27
12011 - Breath Alcohol Technician	19.93
12012 - Certified Occupational Therapist Assistant	28.09
12015 - Certified Physical Therapist Assistant	28.71
12020 - Dental Assistant	19.86
12025 - Dental Hygienist	34.97
12030 - EKG Technician	27.71

12035 - Electroneurodiagnostic Technologist	27.71
12040 - Emergency Medical Technician	17.27
12071 - Licensed Practical Nurse I	17.81
12072 - Licensed Practical Nurse II	19.93
12073 - Licensed Practical Nurse III	22.22
12100 - Medical Assistant	14.69
12130 - Medical Laboratory Technician	18.97
12160 - Medical Record Clerk	15.78
12190 - Medical Record Technician	17.65
12195 - Medical Transcriptionist	17.81
12210 - Nuclear Medicine Technologist	35.28
12221 - Nursing Assistant I	11.62
12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	21.70
12236 - Optical Technician	17.81
12250 - Pharmacy Technician	15.36
12280 - Phlebotomist	16.01
12305 - Radiologic Technologist	29.76
12311 - Registered Nurse I	23.03
12312 - Registered Nurse II	28.16
12313 - Registered Nurse II, Specialist	28.16
12314 - Registered Nurse III	34.08
12315 - Registered Nurse III, Anesthetist	34.08
12316 - Registered Nurse IV	40.85
12317 - Scheduler (Drug and Alcohol Testing)	23.47
<b>12320 - Substance Abuse Treatment Counselor</b>	<b>23.59</b>
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.44
13012 - Exhibits Specialist II	26.54
13013 - Exhibits Specialist III	32.52
13041 - Illustrator I	21.44
13042 - Illustrator II	26.55
13043 - Illustrator III	32.49
13047 - Librarian	28.23
13050 - Library Aide/Clerk	14.84
13054 - Library Information Technology Systems Administrator	25.49
13058 - Library Technician	21.39
13061 - Media Specialist I	18.39
13062 - Media Specialist II	20.58
13063 - Media Specialist III	22.95
13071 - Photographer I	16.04
13072 - Photographer II	17.95
13073 - Photographer III	22.23
13074 - Photographer IV	27.19
13075 - Photographer V	32.91
13090 - Technical Order Library Clerk	17.57
13110 - Video Teleconference Technician	18.81
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.52
14042 - Computer Operator II	19.85
14043 - Computer Operator III	21.86
14044 - Computer Operator IV	24.28
14045 - Computer Operator V	26.89
14071 - Computer Programmer I	(see 1) 23.97
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		17.52
14160 - Personal Computer Support Technician		27.14
14170 - System Support Specialist		32.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.15
15020 - Aircrew Training Devices Instructor (Rated)		37.70
15030 - Air Crew Training Devices Instructor (Pilot)		45.18
15050 - Computer Based Training Specialist / Instructor		31.15
15060 - Educational Technologist		29.11
15070 - Flight Instructor (Pilot)		45.18
15080 - Graphic Artist		24.63
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.69
15086 - Maintenance Test Pilot, Rotary Wing		42.69
15088 - Non-Maintenance Test/Co-Pilot		42.69
15090 - Technical Instructor		26.87
15095 - Technical Instructor/Course Developer		32.88
15110 - Test Proctor		21.70
15120 - Tutor		21.70
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.58
16030 - Counter Attendant		9.58
16040 - Dry Cleaner		11.78
16070 - Finisher, Flatwork, Machine		9.58
16090 - Presser, Hand		9.58
16110 - Presser, Machine, Drycleaning		9.58
16130 - Presser, Machine, Shirts		9.58
16160 - Presser, Machine, Wearing Apparel, Laundry		9.58
16190 - Sewing Machine Operator		12.49
16220 - Tailor		13.19
16250 - Washer, Machine		10.24
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.79
19040 - Tool And Die Maker		24.54
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.19
21030 - Material Coordinator		23.38
21040 - Material Expediter		23.38
21050 - Material Handling Laborer		12.19
21071 - Order Filler		12.26
21080 - Production Line Worker (Food Processing)		15.19
21110 - Shipping Packer		14.33
21130 - Shipping/Receiving Clerk		14.33
21140 - Store Worker I		11.93
21150 - Stock Clerk		15.68
21210 - Tools And Parts Attendant		15.19
21410 - Warehouse Specialist		15.19
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.78
23019 - Aircraft Logs and Records Technician		23.91
23021 - Aircraft Mechanic I		28.33
23022 - Aircraft Mechanic II		29.78
23023 - Aircraft Mechanic III		31.17
23040 - Aircraft Mechanic Helper		20.44
23050 - Aircraft, Painter		26.96
23060 - Aircraft Servicer		23.91
23070 - Aircraft Survival Flight Equipment Technician		26.96
23080 - Aircraft Worker		25.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		25.38
I		

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.33
23110 - Appliance Mechanic	17.60
23120 - Bicycle Repairer	14.14
23125 - Cable Splicer	28.42
23130 - Carpenter, Maintenance	17.48
23140 - Carpet Layer	18.83
23160 - Electrician, Maintenance	20.41
23181 - Electronics Technician Maintenance I	24.89
23182 - Electronics Technician Maintenance II	26.29
23183 - Electronics Technician Maintenance III	27.84
23260 - Fabric Worker	18.32
23290 - Fire Alarm System Mechanic	19.65
23310 - Fire Extinguisher Repairer	17.24
23311 - Fuel Distribution System Mechanic	21.83
23312 - Fuel Distribution System Operator	18.51
23370 - General Maintenance Worker	19.25
23380 - Ground Support Equipment Mechanic	28.33
23381 - Ground Support Equipment Servicer	23.91
23382 - Ground Support Equipment Worker	25.38
23391 - Gunsmith I	17.24
23392 - Gunsmith II	19.45
23393 - Gunsmith III	21.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.96
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.10
23430 - Heavy Equipment Mechanic	19.27
23440 - Heavy Equipment Operator	18.58
23460 - Instrument Mechanic	26.24
23465 - Laboratory/Shelter Mechanic	20.66
23470 - Laborer	12.19
23510 - Locksmith	20.01
23530 - Machinery Maintenance Mechanic	25.07
23550 - Machinist, Maintenance	18.19
23580 - Maintenance Trades Helper	15.22
23591 - Metrology Technician I	26.24
23592 - Metrology Technician II	27.56
23593 - Metrology Technician III	27.84
23640 - Millwright	20.83
23710 - Office Appliance Repairer	22.05
23760 - Painter, Maintenance	17.41
23790 - Pipefitter, Maintenance	21.77
23810 - Plumber, Maintenance	20.60
23820 - Pneudraulic Systems Mechanic	21.83
23850 - Rigger	21.83
23870 - Scale Mechanic	19.45
23890 - Sheet-Metal Worker, Maintenance	18.94
23910 - Small Engine Mechanic	18.83
23931 - Telecommunications Mechanic I	24.71
23932 - Telecommunications Mechanic II	26.02
23950 - Telephone Lineman	21.83
23960 - Welder, Combination, Maintenance	18.26
23965 - Well Driller	21.83
23970 - Woodcraft Worker	21.83
23980 - Woodworker	16.69
24000 - Personal Needs Occupations	
24550 - Case Manager	15.00
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.40
24610 - Chore Aide	10.50

24620 - Family Readiness And Support Services Coordinator	15.00
24630 - Homemaker	16.01
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.58
25040 - Sewage Plant Operator	21.36
25070 - Stationary Engineer	23.58
25190 - Ventilation Equipment Tender	17.18
25210 - Water Treatment Plant Operator	21.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.36
27007 - Baggage Inspector	13.71
27008 - Corrections Officer	17.98
27010 - Court Security Officer	18.50
27030 - Detection Dog Handler	15.32
27040 - Detention Officer	18.01
27070 - Firefighter	19.02
27101 - Guard I	13.71
27102 - Guard II	15.32
27131 - Police Officer I	20.79
27132 - Police Officer II	23.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.39
28042 - Carnival Equipment Repairer	12.21
28043 - Carnival Worker	9.02
28210 - Gate Attendant/Gate Tender	14.78
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	16.53
28510 - Recreation Aide/Health Facility Attendant	12.06
28515 - Recreation Specialist	18.65
28630 - Sports Official	13.17
28690 - Swimming Pool Operator	15.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.37
29020 - Hatch Tender	22.37
29030 - Line Handler	22.37
29041 - Stevedore I	21.00
29042 - Stevedore II	23.62
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.81
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.76
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.47
30021 - Archeological Technician I	18.63
30022 - Archeological Technician II	21.97
30023 - Archeological Technician III	25.82
30030 - Cartographic Technician	26.02
30040 - Civil Engineering Technician	22.21
30051 - Cryogenic Technician I	26.54
30052 - Cryogenic Technician II	29.31
30061 - Drafter/CAD Operator I	18.63
30062 - Drafter/CAD Operator II	20.84
30063 - Drafter/CAD Operator III	23.22
30064 - Drafter/CAD Operator IV	28.59
30081 - Engineering Technician I	16.81
30082 - Engineering Technician II	18.88
30083 - Engineering Technician III	20.03
30084 - Engineering Technician IV	25.94
30085 - Engineering Technician V	30.68
30086 - Engineering Technician VI	37.11
30090 - Environmental Technician	20.50
30095 - Evidence Control Specialist	23.96

30210	- Laboratory Technician	22.21
30221	- Latent Fingerprint Technician I	22.35
30222	- Latent Fingerprint Technician II	24.69
30240	- Mathematical Technician	26.02
30361	- Paralegal/Legal Assistant I	19.85
30362	- Paralegal/Legal Assistant II	25.13
30363	- Paralegal/Legal Assistant III	30.71
30364	- Paralegal/Legal Assistant IV	37.15
30375	- Petroleum Supply Specialist	29.31
30390	- Photo-Optics Technician	26.02
30395	- Radiation Control Technician	29.31
30461	- Technical Writer I	25.27
30462	- Technical Writer II	30.91
30463	- Technical Writer III	37.40
30491	- Unexploded Ordnance (UXO) Technician I	24.67
30492	- Unexploded Ordnance (UXO) Technician II	29.84
30493	- Unexploded Ordnance (UXO) Technician III	35.77
30494	- Unexploded (UXO) Safety Escort	24.67
30495	- Unexploded (UXO) Sweep Personnel	24.67
30501	- Weather Forecaster I	26.54
30502	- Weather Forecaster II	32.28
30620	- Weather Observer, Combined Upper Air Or	(see 2) 23.22
Surface Programs		
30621	- Weather Observer, Senior	(see 2) 25.82
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.84
31020	- Bus Aide	13.45
31030	- Bus Driver	17.88
31043	- Driver Courier	15.15
31260	- Parking and Lot Attendant	11.33
31290	- Shuttle Bus Driver	16.20
31310	- Taxi Driver	11.40
31361	- Truckdriver, Light	16.20
31362	- Truckdriver, Medium	17.89
31363	- Truckdriver, Heavy	18.84
31364	- Truckdriver, Tractor-Trailer	18.84
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.55
99030	- Cashier	9.14
99050	- Desk Clerk	10.88
99095	- Embalmer	36.45
99130	- Flight Follower	24.67
99251	- Laboratory Animal Caretaker I	13.11
99252	- Laboratory Animal Caretaker II	14.12
99260	- Marketing Analyst	33.20
99310	- Mortician	36.45
99410	- Pest Controller	15.82
99510	- Photofinishing Worker	11.65
99710	- Recycling Laborer	16.33
99711	- Recycling Specialist	19.10
99730	- Refuse Collector	15.02
99810	- Sales Clerk	12.18
99820	- School Crossing Guard	13.29
99830	- Survey Party Chief	18.71
99831	- Surveying Aide	9.31
99832	- Surveying Technician	18.45
99840	- Vending Machine Attendant	16.90
99841	- Vending Machine Repairer	20.39
99842	- Vending Machine Repairer Helper	16.90

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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\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 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. (See 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)).