

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-5215
Daniel W. Simms	Division of	Revision No.: 13
Director	Wage Determinations	Date Of Last Revision: 07/16/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. 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 Bastrop Caldwell Hays Travis Williamson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.20
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		20.35
01020 - Administrative Assistant		27.71
01035 - Court Reporter		28.83
01041 - Customer Service Representative I		12.81
01042 - Customer Service Representative II		14.40
01043 - Customer Service Representative III		15.71
01051 - Data Entry Operator I		13.46
01052 - Data Entry Operator II		14.69
01060 - Dispatcher Motor Vehicle		19.24
01070 - Document Preparation Clerk		16.01
01090 - Duplicating Machine Operator		16.01
01111 - General Clerk I		14.89
01112 - General Clerk II		16.26
01113 - General Clerk III		18.25
01120 - Housing Referral Assistant		22.35
01141 - Messenger Courier		13.45
01191 - Order Clerk I		16.70
01192 - Order Clerk II		18.23
01261 - Personnel Assistant (Employment) I		17.29
01262 - Personnel Assistant (Employment) II		19.34
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		22.61
01290 - Rental Clerk		14.07
01300 - Scheduler Maintenance		17.78
01311 - Secretary I		17.78
01312 - Secretary II		20.08
01313 - Secretary III		22.35
01320 - Service Order Dispatcher		17.19
01410 - Supply Technician		27.71
01420 - Survey Worker		16.01
01460 - Switchboard Operator/Receptionist		13.57
01531 - Travel Clerk I		13.92

01532 - Travel Clerk II	15.03
01533 - Travel Clerk III	15.93
01611 - Word Processor I	15.42
01612 - Word Processor II	17.31
01613 - Word Processor III	19.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.59
05010 - Automotive Electrician	22.65
05040 - Automotive Glass Installer	21.33
05070 - Automotive Worker	21.33
05110 - Mobile Equipment Servicer	18.56
05130 - Motor Equipment Metal Mechanic	23.95
05160 - Motor Equipment Metal Worker	21.33
05190 - Motor Vehicle Mechanic	23.95
05220 - Motor Vehicle Mechanic Helper	17.20
05250 - Motor Vehicle Upholstery Worker	19.88
05280 - Motor Vehicle Wrecker	21.33
05310 - Painter Automotive	22.65
05340 - Radiator Repair Specialist	21.33
05370 - Tire Repairer	13.17
05400 - Transmission Repair Specialist	23.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.14
07041 - Cook I	11.73
07042 - Cook II	13.48
07070 - Dishwasher	11.16
07130 - Food Service Worker	12.43
07210 - Meat Cutter	16.63
07260 - Waiter/Waitress	10.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.43
09040 - Furniture Handler	10.21
09080 - Furniture Refinisher	15.27
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer Minor	13.83
09130 - Upholsterer	17.75
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	11.95
11060 - Elevator Operator	11.95
11090 - Gardener	18.00
11122 - Housekeeping Aide	12.12
11150 - Janitor	12.12
11210 - Laborer Grounds Maintenance	14.06
11240 - Maid or Houseman	10.48
11260 - Pruner	12.77
11270 - Tractor Operator	16.67
11330 - Trail Maintenance Worker	14.06
11360 - Window Cleaner	13.30
12000 - Health Occupations	
12010 - Ambulance Driver	20.78
12011 - Breath Alcohol Technician	20.33
12012 - Certified Occupational Therapist Assistant	34.85
12015 - Certified Physical Therapist Assistant	32.04
12020 - Dental Assistant	19.73
12025 - Dental Hygienist	41.16
12030 - EKG Technician	31.32
12035 - Electroneurodiagnostic Technologist	31.32
12040 - Emergency Medical Technician	20.78
12071 - Licensed Practical Nurse I	18.17
12072 - Licensed Practical Nurse II	20.33
12073 - Licensed Practical Nurse III	22.66
12100 - Medical Assistant	15.76
12130 - Medical Laboratory Technician	23.20
12160 - Medical Record Clerk	15.75
12190 - Medical Record Technician	17.62
12195 - Medical Transcriptionist	18.37
12210 - Nuclear Medicine Technologist	37.01
12221 - Nursing Assistant I	11.12
12222 - Nursing Assistant II	12.50
12223 - Nursing Assistant III	13.64
12224 - Nursing Assistant IV	15.31
12235 - Optical Dispenser	16.91
12236 - Optical Technician	14.38
12250 - Pharmacy Technician	16.50

12280 - Phlebotomist	17.15
12305 - Radiologic Technologist	29.36
12311 - Registered Nurse I	23.29
12312 - Registered Nurse II	28.49
12313 - Registered Nurse II Specialist	28.49
12314 - Registered Nurse III	34.47
12315 - Registered Nurse III Anesthetist	34.47
12316 - Registered Nurse IV	41.31
12317 - Scheduler (Drug and Alcohol Testing)	25.18
12320 - Substance Abuse Treatment Counselor	20.71
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.55
13012 - Exhibits Specialist II	25.78
13013 - Exhibits Specialist III	27.62
13041 - Illustrator I	19.55
13042 - Illustrator II	25.78
13043 - Illustrator III	27.60
13047 - Librarian	30.96
13050 - Library Aide/Clerk	14.43
13054 - Library Information Technology Systems Administrator	27.95
13058 - Library Technician	18.57
13061 - Media Specialist I	20.17
13062 - Media Specialist II	22.57
13063 - Media Specialist III	25.15
13071 - Photographer I	16.60
13072 - Photographer II	18.57
13073 - Photographer III	23.01
13074 - Photographer IV	28.15
13075 - Photographer V	34.06
13090 - Technical Order Library Clerk	18.13
13110 - Video Teleconference Technician	21.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.39
14042 - Computer Operator II	18.34
14043 - Computer Operator III	20.44
14044 - Computer Operator IV	22.72

14045 - Computer Operator V	25.16
14071 - Computer Programmer I (see 1)	25.43
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	16.39
14160 - Personal Computer Support Technician	22.72
14170 - System Support Specialist	29.15
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.00
15020 - Aircrew Training Devices Instructor (Rated)	37.51
15030 - Air Crew Training Devices Instructor (Pilot)	44.67
15050 - Computer Based Training Specialist / Instructor	31.03
15060 - Educational Technologist	33.26
15070 - Flight Instructor (Pilot)	44.67
15080 - Graphic Artist	26.05
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.07
15086 - Maintenance Test Pilot Rotary Wing	41.07
15088 - Non-Maintenance Test/Co-Pilot	41.07
15090 - Technical Instructor	23.08
15095 - Technical Instructor/Course Developer	28.22
15110 - Test Proctor	18.63
15120 - Tutor	18.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.04
16030 - Counter Attendant	9.04
16040 - Dry Cleaner	11.04
16070 - Finisher Flatwork Machine	9.04
16090 - Presser Hand	9.04
16110 - Presser Machine Drycleaning	9.04
16130 - Presser Machine Shirts	9.04
16160 - Presser Machine Wearing Apparel Laundry	9.04
16190 - Sewing Machine Operator	11.74
16220 - Tailor	12.51

16250 - Washer Machine	9.59
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.48
19040 - Tool And Die Maker	26.88
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.53
21030 - Material Coordinator	22.37
21040 - Material Expediter	22.37
21050 - Material Handling Laborer	12.32
21071 - Order Filler	13.15
21080 - Production Line Worker (Food Processing)	15.53
21110 - Shipping Packer	14.76
21130 - Shipping/Receiving Clerk	14.76
21140 - Store Worker I	11.84
21150 - Stock Clerk	15.81
21210 - Tools And Parts Attendant	15.53
21410 - Warehouse Specialist	15.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.40
23019 - Aircraft Logs and Records Technician	27.46
23021 - Aircraft Mechanic I	33.08
23022 - Aircraft Mechanic II	34.95
23023 - Aircraft Mechanic III	36.95
23040 - Aircraft Mechanic Helper	23.75
23050 - Aircraft Painter	31.29
23060 - Aircraft Servicer	27.46
23070 - Aircraft Survival Flight Equipment Technician	31.29
23080 - Aircraft Worker	29.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.08
23110 - Appliance Mechanic	21.74
23120 - Bicycle Repairer	17.11
23125 - Cable Splicer	29.68
23130 - Carpenter Maintenance	18.84
23140 - Carpet Layer	20.84

23160 - Electrician Maintenance	25.06
23181 - Electronics Technician Maintenance I	22.71
23182 - Electronics Technician Maintenance II	24.12
23183 - Electronics Technician Maintenance III	25.50
23260 - Fabric Worker	19.42
23290 - Fire Alarm System Mechanic	22.36
23310 - Fire Extinguisher Repairer	18.14
23311 - Fuel Distribution System Mechanic	22.54
23312 - Fuel Distribution System Operator	17.47
23370 - General Maintenance Worker	17.44
23380 - Ground Support Equipment Mechanic	33.08
23381 - Ground Support Equipment Servicer	27.46
23382 - Ground Support Equipment Worker	29.46
23391 - Gunsmith I	18.14
23392 - Gunsmith II	20.84
23393 - Gunsmith III	23.40
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.86
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.04
23430 - Heavy Equipment Mechanic	21.28
23440 - Heavy Equipment Operator	18.38
23460 - Instrument Mechanic	25.27
23465 - Laboratory/Shelter Mechanic	22.13
23470 - Laborer	12.32
23510 - Locksmith	21.01
23530 - Machinery Maintenance Mechanic	23.60
23550 - Machinist Maintenance	21.70
23580 - Maintenance Trades Helper	13.97
23591 - Metrology Technician I	25.27
23592 - Metrology Technician II	26.70
23593 - Metrology Technician III	28.23
23640 - Millwright	23.40
23710 - Office Appliance Repairer	17.77
23760 - Painter Maintenance	16.43
23790 - Pipefitter Maintenance	25.15
23810 - Plumber Maintenance	23.79

23820 - Pneudraulic Systems Mechanic	23.40
23850 - Rigger	22.81
23870 - Scale Mechanic	20.84
23890 - Sheet-Metal Worker Maintenance	24.68
23910 - Small Engine Mechanic	17.47
23931 - Telecommunications Mechanic I	24.08
23932 - Telecommunications Mechanic II	25.29
23950 - Telephone Lineman	25.07
23960 - Welder Combination Maintenance	19.36
23965 - Well Driller	22.81
23970 - Woodcraft Worker	23.40
23980 - Woodworker	17.70
24000 - Personal Needs Occupations	
24550 - Case Manager	17.06
24570 - Child Care Attendant	11.23
24580 - Child Care Center Clerk	14.01
24610 - Chore Aide	9.67
24620 - Family Readiness And Support Services Coordinator	17.06
24630 - Homemaker	17.06
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.40
25040 - Sewage Plant Operator	21.56
25070 - Stationary Engineer	23.40
25190 - Ventilation Equipment Tender	16.80
25210 - Water Treatment Plant Operator	21.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.79
27007 - Baggage Inspector	14.25
27008 - Corrections Officer	21.02
27010 - Court Security Officer	25.03
27030 - Detection Dog Handler	16.19
27040 - Detention Officer	21.02
27070 - Firefighter	29.03
27101 - Guard I	14.25
27102 - Guard II	16.19
27131 - Police Officer I	29.63

27132 - Police Officer II	32.91
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.48
28043 - Carnival Worker	9.57
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.42
28515 - Recreation Specialist	21.07
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	15.96
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.87
29020 - Hatch Tender	22.87
29030 - Line Handler	22.87
29041 - Stevedore I	21.48
29042 - Stevedore II	24.30
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.39
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.15
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.90
30021 - Archeological Technician I	20.39
30022 - Archeological Technician II	22.81
30023 - Archeological Technician III	28.27
30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	25.78
30051 - Cryogenic Technician I	28.80
30052 - Cryogenic Technician II	28.36
30061 - Drafter/CAD Operator I	18.92
30062 - Drafter/CAD Operator II	21.16
30063 - Drafter/CAD Operator III	23.60
30064 - Drafter/CAD Operator IV	28.80
30081 - Engineering Technician I	14.89
30082 - Engineering Technician II	16.71
30083 - Engineering Technician III	18.69
30084 - Engineering Technician IV	23.16

30085 - Engineering Technician V	28.33
30086 - Engineering Technician VI	34.27
30090 - Environmental Technician	22.39
30095 - Evidence Control Specialist	22.81
30210 - Laboratory Technician	21.89
30221 - Latent Fingerprint Technician I	22.14
30222 - Latent Fingerprint Technician II	24.46
30240 - Mathematical Technician	26.21
30361 - Paralegal/Legal Assistant I	20.07
30362 - Paralegal/Legal Assistant II	27.87
30363 - Paralegal/Legal Assistant III	30.42
30364 - Paralegal/Legal Assistant IV	36.80
30375 - Petroleum Supply Specialist	27.90
30390 - Photo-Optics Technician	26.21
30395 - Radiation Control Technician	27.90
30461 - Technical Writer I	23.06
30462 - Technical Writer II	28.21
30463 - Technical Writer III	34.13
30491 - Unexploded Ordnance (UXO) Technician I	25.03
30492 - Unexploded Ordnance (UXO) Technician II	30.28
30493 - Unexploded Ordnance (UXO) Technician III	36.30
30494 - Unexploded (UXO) Safety Escort	25.03
30495 - Unexploded (UXO) Sweep Personnel	25.03
30501 - Weather Forecaster I	25.82
30502 - Weather Forecaster II	30.72
30620 - Weather Observer Combined Upper Air Or	(see 2) 23.60
Surface Programs	
30621 - Weather Observer Senior	(see 2) 26.21
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.28
31020 - Bus Aide	14.52
31030 - Bus Driver	19.91
31043 - Driver Courier	16.72
31260 - Parking and Lot Attendant	11.01
31290 - Shuttle Bus Driver	18.05
31310 - Taxi Driver	12.05
31361 - Truckdriver Light	18.05

31362 - Truckdriver Medium	19.33
31363 - Truckdriver Heavy	18.09
31364 - Truckdriver Tractor-Trailer	18.09
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.76
99030 - Cashier	11.03
99050 - Desk Clerk	11.21
99095 - Embalmer	27.05
99130 - Flight Follower	25.03
99251 - Laboratory Animal Caretaker I	11.93
99252 - Laboratory Animal Caretaker II	12.88
99260 - Marketing Analyst	37.41
99310 - Mortician	27.05
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	14.92
99710 - Recycling Laborer	20.64
99711 - Recycling Specialist	24.47
99730 - Refuse Collector	18.75
99810 - Sales Clerk	11.50
99820 - School Crossing Guard	11.06
99830 - Survey Party Chief	22.76
99831 - Surveying Aide	15.64
99832 - Surveying Technician	20.02
99840 - Vending Machine Attendant	11.69
99841 - Vending Machine Repairer	14.17
99842 - Vending Machine Repairer Helper	11.69

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 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))."

