

"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.: 2015-4215  
Daniel W. Simms Division of | Revision No.: 9  
Director Wage Determinations | Date Of Last Revision: 07/16/2019

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

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States: Delaware Maryland New Jersey

Area: Delaware County of New Castle

Maryland County of Cecil

New Jersey County of Salem

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.31
01012 - Accounting Clerk II		19.43
01013 - Accounting Clerk III		21.74
01020 - Administrative Assistant		30.70
01035 - Court Reporter		26.30
01041 - Customer Service Representative I		14.65
01042 - Customer Service Representative II		16.47
01043 - Customer Service Representative III		17.97
01051 - Data Entry Operator I		14.58
01052 - Data Entry Operator II		15.91
01060 - Dispatcher Motor Vehicle		19.53
01070 - Document Preparation Clerk		16.25
01090 - Duplicating Machine Operator		16.25
01111 - General Clerk I		14.08
01112 - General Clerk II		15.36
01113 - General Clerk III		17.24
01120 - Housing Referral Assistant		24.11
01141 - Messenger Courier		14.20
01191 - Order Clerk I		16.11
01192 - Order Clerk II		17.25
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		18.52
01263 - Personnel Assistant (Employment) III		20.64
01270 - Production Control Clerk		24.93
01290 - Rental Clerk		16.83
01300 - Scheduler Maintenance		19.12
01311 - Secretary I		19.12
01312 - Secretary II		21.84
01313 - Secretary III		24.11
01320 - Service Order Dispatcher		17.46

01410 - Supply Technician	30.70
01420 - Survey Worker	18.62
01460 - Switchboard Operator/Receptionist	14.72
01531 - Travel Clerk I	15.99
01532 - Travel Clerk II	17.14
01533 - Travel Clerk III	18.35
01611 - Word Processor I	17.50
01612 - Word Processor II	19.65
01613 - Word Processor III	21.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.88
05010 - Automotive Electrician	22.35
05040 - Automotive Glass Installer	20.34
05070 - Automotive Worker	21.19
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	22.81
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	18.71
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter Automotive	22.14
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.52
07041 - Cook I	16.38
07042 - Cook II	18.38
07070 - Dishwasher	10.40
07130 - Food Service Worker	11.55
07210 - Meat Cutter	19.14
07260 - Waiter/Waitress	11.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.09
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85

09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer Minor	21.21
09130 - Upholsterer	19.41
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.81
11060 - Elevator Operator	13.96
11090 - Gardener	18.28
11122 - Housekeeping Aide	13.96
11150 - Janitor	13.96
11210 - Laborer Grounds Maintenance	14.95
11240 - Maid or Houseman	12.21
11260 - Pruner	13.80
11270 - Tractor Operator	17.21
11330 - Trail Maintenance Worker	14.95
11360 - Window Cleaner	14.97
12000 - Health Occupations	
12010 - Ambulance Driver	18.38
12011 - Breath Alcohol Technician	24.04
12012 - Certified Occupational Therapist Assistant	29.14
12015 - Certified Physical Therapist Assistant	27.65
12020 - Dental Assistant	20.30
12025 - Dental Hygienist	37.13
12030 - EKG Technician	30.31
12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	18.38
12071 - Licensed Practical Nurse I	21.49
12072 - Licensed Practical Nurse II	24.04
12073 - Licensed Practical Nurse III	26.80
12100 - Medical Assistant	16.67
12130 - Medical Laboratory Technician	25.77
12160 - Medical Record Clerk	19.10
12190 - Medical Record Technician	21.37
12195 - Medical Transcriptionist	17.85
12210 - Nuclear Medicine Technologist	38.50
12221 - Nursing Assistant I	11.76
12222 - Nursing Assistant II	13.22
12223 - Nursing Assistant III	14.42

12224 - Nursing Assistant IV	16.19
12235 - Optical Dispenser	21.62
12236 - Optical Technician	21.24
12250 - Pharmacy Technician	16.50
12280 - Phlebotomist	18.14
12305 - Radiologic Technologist	29.90
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.76
12313 - Registered Nurse II Specialist	32.76
12314 - Registered Nurse III	39.32
12315 - Registered Nurse III Anesthetist	39.32
12316 - Registered Nurse IV	47.11
12317 - Scheduler (Drug and Alcohol Testing)	29.79
12320 - Substance Abuse Treatment Counselor	20.54
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.41
13012 - Exhibits Specialist II	32.70
13013 - Exhibits Specialist III	40.01
13041 - Illustrator I	26.81
13042 - Illustrator II	33.22
13043 - Illustrator III	40.03
13047 - Librarian	36.78
13050 - Library Aide/Clerk	16.83
13054 - Library Information Technology Systems Administrator	33.22
13058 - Library Technician	20.40
13061 - Media Specialist I	23.60
13062 - Media Specialist II	26.41
13063 - Media Specialist III	29.43
13071 - Photographer I	17.96
13072 - Photographer II	20.21
13073 - Photographer III	25.04
13074 - Photographer IV	30.62
13075 - Photographer V	37.06
13090 - Technical Order Library Clerk	16.94
13110 - Video Teleconference Technician	23.13
14000 - Information Technology Occupations	

14041 - Computer Operator I	18.50
14042 - Computer Operator II	20.70
14043 - Computer Operator III	23.06
14044 - Computer Operator IV	25.64
14045 - Computer Operator V	28.39
14071 - Computer Programmer I	(see 1)
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	18.50
14160 - Personal Computer Support Technician	25.64
14170 - System Support Specialist	34.18
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.14
15020 - Aircrew Training Devices Instructor (Rated)	40.11
15030 - Air Crew Training Devices Instructor (Pilot)	48.06
15050 - Computer Based Training Specialist / Instructor	33.14
15060 - Educational Technologist	33.36
15070 - Flight Instructor (Pilot)	48.06
15080 - Graphic Artist	26.54
15085 - Maintenance Test Pilot Fixed Jet/Prop	47.70
15086 - Maintenance Test Pilot Rotary Wing	47.70
15088 - Non-Maintenance Test/Co-Pilot	47.70
15090 - Technical Instructor	27.19
15095 - Technical Instructor/Course Developer	33.25
15110 - Test Proctor	21.94
15120 - Tutor	21.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.96
16030 - Counter Attendant	10.96
16040 - Dry Cleaner	13.83
16070 - Finisher Flatwork Machine	10.96
16090 - Presser Hand	10.96
16110 - Presser Machine Drycleaning	10.96

16130 - Presser Machine Shirts	10.96
16160 - Presser Machine Wearing Apparel Laundry	10.96
16190 - Sewing Machine Operator	14.82
16220 - Tailor	15.80
16250 - Washer Machine	11.93
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.71
19040 - Tool And Die Maker	32.31
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.21
21030 - Material Coordinator	24.27
21040 - Material Expediter	24.27
21050 - Material Handling Laborer	14.00
21071 - Order Filler	13.73
21080 - Production Line Worker (Food Processing)	19.21
21110 - Shipping Packer	16.66
21130 - Shipping/Receiving Clerk	16.66
21140 - Store Worker I	15.87
21150 - Stock Clerk	20.42
21210 - Tools And Parts Attendant	19.21
21410 - Warehouse Specialist	19.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.21
23019 - Aircraft Logs and Records Technician	28.17
23021 - Aircraft Mechanic I	31.92
23022 - Aircraft Mechanic II	33.21
23023 - Aircraft Mechanic III	34.39
23040 - Aircraft Mechanic Helper	25.17
23050 - Aircraft Painter	30.74
23060 - Aircraft Servicer	28.17
23070 - Aircraft Survival Flight Equipment Technician	30.74
23080 - Aircraft Worker	29.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.45
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.92
23110 - Appliance Mechanic	25.42

23120 - Bicycle Repairer	21.53
23125 - Cable Splicer	41.27
23130 - Carpenter Maintenance	26.84
23140 - Carpet Layer	26.55
23160 - Electrician Maintenance	32.19
23181 - Electronics Technician Maintenance I	30.43
23182 - Electronics Technician Maintenance II	31.98
23183 - Electronics Technician Maintenance III	33.31
23260 - Fabric Worker	25.82
23290 - Fire Alarm System Mechanic	25.02
23310 - Fire Extinguisher Repairer	24.50
23311 - Fuel Distribution System Mechanic	30.59
23312 - Fuel Distribution System Operator	25.62
23370 - General Maintenance Worker	21.37
23380 - Ground Support Equipment Mechanic	31.92
23381 - Ground Support Equipment Servicer	28.17
23382 - Ground Support Equipment Worker	29.45
23391 - Gunsmith I	24.50
23392 - Gunsmith II	26.99
23393 - Gunsmith III	29.25
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.37
23430 - Heavy Equipment Mechanic	26.65
23440 - Heavy Equipment Operator	29.79
23460 - Instrument Mechanic	32.54
23465 - Laboratory/Shelter Mechanic	28.17
23470 - Laborer	15.44
23510 - Locksmith	25.62
23530 - Machinery Maintenance Mechanic	29.96
23550 - Machinist Maintenance	27.76
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	32.54
23592 - Metrology Technician II	33.85
23593 - Metrology Technician III	35.06
23640 - Millwright	29.50

23710 - Office Appliance Repairer	23.06
23760 - Painter Maintenance	22.01
23790 - Pipefitter Maintenance	30.24
23810 - Plumber Maintenance	27.75
23820 - Pneudraulic Systems Mechanic	29.25
23850 - Rigger	28.85
23870 - Scale Mechanic	26.99
23890 - Sheet-Metal Worker Maintenance	29.76
23910 - Small Engine Mechanic	20.67
23931 - Telecommunications Mechanic I	28.01
23932 - Telecommunications Mechanic II	29.17
23950 - Telephone Lineman	36.35
23960 - Welder Combination Maintenance	25.22
23965 - Well Driller	28.85
23970 - Woodcraft Worker	29.25
23980 - Woodworker	24.50
24000 - Personal Needs Occupations	
24550 - Case Manager	16.67
24570 - Child Care Attendant	12.00
24580 - Child Care Center Clerk	14.97
24610 - Chore Aide	12.05
24620 - Family Readiness And Support Services Coordinator	16.67
24630 - Homemaker	16.67
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.87
25040 - Sewage Plant Operator	26.44
25070 - Stationary Engineer	30.87
25190 - Ventilation Equipment Tender	23.32
25210 - Water Treatment Plant Operator	26.44
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.89
27007 - Baggage Inspector	13.62
27008 - Corrections Officer	24.29
27010 - Court Security Officer	27.70
27030 - Detection Dog Handler	19.14
27040 - Detention Officer	24.29

27070 - Firefighter	29.98
27101 - Guard I	13.62
27102 - Guard II	19.14
27131 - Police Officer I	30.74
27132 - Police Officer II	34.17
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.72
28042 - Carnival Equipment Repairer	13.71
28043 - Carnival Worker	9.73
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	13.26
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	12.29
28515 - Recreation Specialist	22.22
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	16.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.12
29020 - Hatch Tender	28.12
29030 - Line Handler	28.12
29041 - Stevedore I	26.78
29042 - Stevedore II	29.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.01
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.97
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.90
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.75
30023 - Archeological Technician III	28.18
30030 - Cartographic Technician	28.81
30040 - Civil Engineering Technician	25.74
30051 - Cryogenic Technician I	28.63
30052 - Cryogenic Technician II	31.63
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.75
30063 - Drafter/CAD Operator III	25.43
30064 - Drafter/CAD Operator IV	31.30

30081 - Engineering Technician I	18.92
30082 - Engineering Technician II	21.23
30083 - Engineering Technician III	26.18
30084 - Engineering Technician IV	31.87
30085 - Engineering Technician V	38.78
30086 - Engineering Technician VI	42.58
30090 - Environmental Technician	25.50
30095 - Evidence Control Specialist	23.93
30210 - Laboratory Technician	31.54
30221 - Latent Fingerprint Technician I	28.63
30222 - Latent Fingerprint Technician II	31.63
30240 - Mathematical Technician	28.72
30361 - Paralegal/Legal Assistant I	20.37
30362 - Paralegal/Legal Assistant II	25.24
30363 - Paralegal/Legal Assistant III	30.87
30364 - Paralegal/Legal Assistant IV	37.35
30375 - Petroleum Supply Specialist	29.26
30390 - Photo-Optics Technician	28.27
30395 - Radiation Control Technician	29.26
30461 - Technical Writer I	24.07
30462 - Technical Writer II	29.44
30463 - Technical Writer III	35.63
30491 - Unexploded Ordnance (UXO) Technician I	26.70
30492 - Unexploded Ordnance (UXO) Technician II	32.30
30493 - Unexploded Ordnance (UXO) Technician III	38.72
30494 - Unexploded (UXO) Safety Escort	26.70
30495 - Unexploded (UXO) Sweep Personnel	26.70
30501 - Weather Forecaster I	31.30
30502 - Weather Forecaster II	38.07
30620 - Weather Observer Combined Upper Air Or	(see 2) 25.43
Surface Programs	
30621 - Weather Observer Senior	(see 2) 28.18
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.30
31020 - Bus Aide	15.72
31030 - Bus Driver	20.59
31043 - Driver Courier	17.63

31260 - Parking and Lot Attendant	13.52
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	12.79
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	19.28
31363 - Truckdriver Heavy	22.93
31364 - Truckdriver Tractor-Trailer	22.93
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.75
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	33.98
99130 - Flight Follower	26.70
99251 - Laboratory Animal Caretaker I	12.91
99252 - Laboratory Animal Caretaker II	13.92
99260 - Marketing Analyst	37.71
99310 - Mortician	33.98
99410 - Pest Controller	17.47
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	22.32
99711 - Recycling Specialist	25.58
99730 - Refuse Collector	20.31
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	14.90
99830 - Survey Party Chief	25.17
99831 - Surveying Aide	16.66
99832 - Surveying Technician	22.93
99840 - Vending Machine Attendant	15.23
99841 - Vending Machine Repairer	17.82
99842 - Vending Machine Repairer Helper	15.23

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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: \$4.54 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 4 weeks after 10 years and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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))."