

"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  
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|  
| Wage Determination No.: 2015-4266  
Daniel W. Simms Division of | Revision No.: 11  
Director Wage Determinations | Date Of Last Revision: 09/16/2019

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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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State: Maryland

Area: Maryland Counties of Anne Arundel Baltimore Baltimore City Carroll  
Harford Howard

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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		16.99
01012 - Accounting Clerk II		19.06
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		14.16
01042 - Customer Service Representative II		15.93
01043 - Customer Service Representative III		17.38
01051 - Data Entry Operator I		15.81
01052 - Data Entry Operator II		17.25
01060 - Dispatcher Motor Vehicle		18.62
01070 - Document Preparation Clerk		17.19
01090 - Duplicating Machine Operator		17.19
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.23
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		15.70
01191 - Order Clerk I		15.74
01192 - Order Clerk II		17.17
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		23.53
01290 - Rental Clerk		16.55
01300 - Scheduler Maintenance		18.07
01311 - Secretary I		18.07
01312 - Secretary II		20.18
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		16.64
01410 - Supply Technician		31.41

01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	14.43
01531 - Travel Clerk I	15.35
01532 - Travel Clerk II	16.61
01533 - Travel Clerk III	17.88
01611 - Word Processor I	16.51
01612 - Word Processor II	18.54
01613 - Word Processor III	20.74
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.56
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.89
05130 - Motor Equipment Metal Mechanic	24.10
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.10
05220 - Motor Vehicle Mechanic Helper	18.92
05250 - Motor Vehicle Upholstery Worker	21.81
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	24.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	15.95
07042 - Cook II	17.38
07070 - Dishwasher	10.11
07130 - Food Service Worker	11.73
07210 - Meat Cutter	20.82
07260 - Waiter/Waitress	9.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.93
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	17.69
09090 - Furniture Refinisher Helper	15.15

09110 - Furniture Repairer Minor	16.42
09130 - Upholsterer	18.63
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.22
11060 - Elevator Operator	12.22
11090 - Gardener	18.24
11122 - Housekeeping Aide	12.57
11150 - Janitor	12.57
11210 - Laborer Grounds Maintenance	15.55
11240 - Maid or Houseman	11.58
11260 - Pruner	14.67
11270 - Tractor Operator	17.35
11330 - Trail Maintenance Worker	15.55
11360 - Window Cleaner	13.32
12000 - Health Occupations	
12010 - Ambulance Driver	22.91
12011 - Breath Alcohol Technician	23.27
12012 - Certified Occupational Therapist Assistant	30.01
12015 - Certified Physical Therapist Assistant	28.40
12020 - Dental Assistant	19.56
12025 - Dental Hygienist	43.87
12030 - EKG Technician	33.88
12035 - Electroneurodiagnostic Technologist	33.88
12040 - Emergency Medical Technician	22.91
12071 - Licensed Practical Nurse I	20.80
12072 - Licensed Practical Nurse II	23.27
12073 - Licensed Practical Nurse III	25.93
12100 - Medical Assistant	17.04
12130 - Medical Laboratory Technician	21.82
12160 - Medical Record Clerk	21.64
12190 - Medical Record Technician	24.21
12195 - Medical Transcriptionist	20.52
12210 - Nuclear Medicine Technologist	39.33
12221 - Nursing Assistant I	11.88
12222 - Nursing Assistant II	13.35
12223 - Nursing Assistant III	14.79
12224 - Nursing Assistant IV	16.61

12235 - Optical Dispenser	18.03
12236 - Optical Technician	16.94
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	19.12
12305 - Radiologic Technologist	32.81
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	28.38
12320 - Substance Abuse Treatment Counselor	20.96
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.08
13012 - Exhibits Specialist II	23.63
13013 - Exhibits Specialist III	28.91
13041 - Illustrator I	22.59
13042 - Illustrator II	27.98
13043 - Illustrator III	34.22
13047 - Librarian	33.88
13050 - Library Aide/Clerk	14.21
13054 - Library Information Technology Systems Administrator	30.60
13058 - Library Technician	19.89
13061 - Media Specialist I	20.19
13062 - Media Specialist II	22.59
13063 - Media Specialist III	25.17
13071 - Photographer I	17.15
13072 - Photographer II	19.41
13073 - Photographer III	24.04
13074 - Photographer IV	27.65
13075 - Photographer V	33.43
13090 - Technical Order Library Clerk	17.38
13110 - Video Teleconference Technician	20.89
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.92

14042 - Computer Operator II	21.18
14043 - Computer Operator III	23.60
14044 - Computer Operator IV	26.22
14045 - Computer Operator V	29.05
14071 - Computer Programmer I	(see 1) 26.36
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	18.92
14160 - Personal Computer Support Technician	26.22
14170 - System Support Specialist	33.32
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.47
15020 - Aircrew Training Devices Instructor (Rated)	44.06
15030 - Air Crew Training Devices Instructor (Pilot)	52.81
15050 - Computer Based Training Specialist / Instructor	36.47
15060 - Educational Technologist	32.42
15070 - Flight Instructor (Pilot)	52.81
15080 - Graphic Artist	26.73
15085 - Maintenance Test Pilot Fixed Jet/Prop	45.72
15086 - Maintenance Test Pilot Rotary Wing	45.72
15088 - Non-Maintenance Test/Co-Pilot	45.72
15090 - Technical Instructor	25.11
15095 - Technical Instructor/Course Developer	30.71
15110 - Test Proctor	20.27
15120 - Tutor	20.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.31
16030 - Counter Attendant	11.31
16040 - Dry Cleaner	14.88
16070 - Finisher Flatwork Machine	11.31
16090 - Presser Hand	11.31
16110 - Presser Machine Drycleaning	11.31
16130 - Presser Machine Shirts	11.31

16160 - Presser Machine Wearing Apparel Laundry	11.31
16190 - Sewing Machine Operator	16.05
16220 - Tailor	17.20
16250 - Washer Machine	12.38
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.60
19040 - Tool And Die Maker	26.99
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.34
21030 - Material Coordinator	23.53
21040 - Material Expediter	23.53
21050 - Material Handling Laborer	14.01
21071 - Order Filler	14.44
21080 - Production Line Worker (Food Processing)	19.34
21110 - Shipping Packer	16.54
21130 - Shipping/Receiving Clerk	16.54
21140 - Store Worker I	17.84
21150 - Stock Clerk	21.30
21210 - Tools And Parts Attendant	19.34
21410 - Warehouse Specialist	19.34
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.01
23019 - Aircraft Logs and Records Technician	28.93
23021 - Aircraft Mechanic I	35.74
23022 - Aircraft Mechanic II	37.01
23023 - Aircraft Mechanic III	38.08
23040 - Aircraft Mechanic Helper	26.39
23050 - Aircraft Painter	32.19
23060 - Aircraft Servicer	28.93
23070 - Aircraft Survival Flight Equipment Technician	32.19
23080 - Aircraft Worker	30.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.74
23110 - Appliance Mechanic	23.55
23120 - Bicycle Repairer	16.94

23125 - Cable Splicer	28.60
23130 - Carpenter Maintenance	22.55
23140 - Carpet Layer	24.62
23160 - Electrician Maintenance	27.98
23181 - Electronics Technician Maintenance I	31.98
23182 - Electronics Technician Maintenance II	33.17
23183 - Electronics Technician Maintenance III	34.40
23260 - Fabric Worker	24.05
23290 - Fire Alarm System Mechanic	25.64
23310 - Fire Extinguisher Repairer	22.96
23311 - Fuel Distribution System Mechanic	26.06
23312 - Fuel Distribution System Operator	22.23
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	35.74
23381 - Ground Support Equipment Servicer	28.93
23382 - Ground Support Equipment Worker	30.76
23391 - Gunsmith I	22.96
23392 - Gunsmith II	25.03
23393 - Gunsmith III	26.91
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.14
23430 - Heavy Equipment Mechanic	27.50
23440 - Heavy Equipment Operator	23.61
23460 - Instrument Mechanic	30.43
23465 - Laboratory/Shelter Mechanic	25.95
23470 - Laborer	14.98
23510 - Locksmith	23.72
23530 - Machinery Maintenance Mechanic	26.67
23550 - Machinist Maintenance	26.54
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	30.43
23592 - Metrology Technician II	31.51
23593 - Metrology Technician III	32.42
23640 - Millwright	30.74
23710 - Office Appliance Repairer	21.24

23760 - Painter Maintenance	21.91
23790 - Pipefitter Maintenance	27.96
23810 - Plumber Maintenance	26.96
23820 - Pneudraulic Systems Mechanic	26.91
23850 - Rigger	26.81
23870 - Scale Mechanic	25.03
23890 - Sheet-Metal Worker Maintenance	25.09
23910 - Small Engine Mechanic	21.13
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	31.26
23950 - Telephone Lineman	33.66
23960 - Welder Combination Maintenance	24.65
23965 - Well Driller	25.20
23970 - Woodcraft Worker	26.91
23980 - Woodworker	22.96
24000 - Personal Needs Occupations	
24550 - Case Manager	17.42
24570 - Child Care Attendant	12.73
24580 - Child Care Center Clerk	15.95
24610 - Chore Aide	12.25
24620 - Family Readiness And Support Services Coordinator	17.42
24630 - Homemaker	17.42
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.66
25040 - Sewage Plant Operator	21.25
25070 - Stationary Engineer	28.66
25190 - Ventilation Equipment Tender	23.26
25210 - Water Treatment Plant Operator	21.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.20
27007 - Baggage Inspector	14.27
27008 - Corrections Officer	22.80
27010 - Court Security Officer	25.89
27030 - Detection Dog Handler	17.85
27040 - Detention Officer	22.80
27070 - Firefighter	29.50

27101 - Guard I	14.27
27102 - Guard II	17.85
27131 - Police Officer I	29.07
27132 - Police Officer II	32.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.84
28042 - Carnival Equipment Repairer	12.31
28043 - Carnival Worker	9.90
28210 - Gate Attendant/Gate Tender	14.31
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	16.02
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.84
28630 - Sports Official	12.56
28690 - Swimming Pool Operator	15.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.53
29020 - Hatch Tender	27.53
29030 - Line Handler	27.53
29041 - Stevedore I	26.25
29042 - Stevedore II	28.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.89
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.93
30021 - Archeological Technician I	20.19
30022 - Archeological Technician II	22.60
30023 - Archeological Technician III	27.98
30030 - Cartographic Technician	27.98
30040 - Civil Engineering Technician	27.18
30051 - Cryogenic Technician I	29.56
30052 - Cryogenic Technician II	32.65
30061 - Drafter/CAD Operator I	20.19
30062 - Drafter/CAD Operator II	22.60
30063 - Drafter/CAD Operator III	25.19
30064 - Drafter/CAD Operator IV	31.00
30081 - Engineering Technician I	22.92

30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61
30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	28.74
30095 - Evidence Control Specialist	26.69
30210 - Laboratory Technician	23.38
30221 - Latent Fingerprint Technician I	27.71
30222 - Latent Fingerprint Technician II	30.60
30240 - Mathematical Technician	30.78
30361 - Paralegal/Legal Assistant I	21.32
30362 - Paralegal/Legal Assistant II	26.42
30363 - Paralegal/Legal Assistant III	32.31
30364 - Paralegal/Legal Assistant IV	39.10
30375 - Petroleum Supply Specialist	32.65
30390 - Photo-Optics Technician	27.98
30395 - Radiation Control Technician	32.65
30461 - Technical Writer I	25.31
30462 - Technical Writer II	30.95
30463 - Technical Writer III	37.45
30491 - Unexploded Ordnance (UXO) Technician I	27.56
30492 - Unexploded Ordnance (UXO) Technician II	33.34
30493 - Unexploded Ordnance (UXO) Technician III	39.96
30494 - Unexploded (UXO) Safety Escort	27.56
30495 - Unexploded (UXO) Sweep Personnel	27.56
30501 - Weather Forecaster I	31.00
30502 - Weather Forecaster II	37.71
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 25.19
30621 - Weather Observer Senior	(see 2) 27.98
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.34
31020 - Bus Aide	15.46
31030 - Bus Driver	20.85
31043 - Driver Courier	16.04
31260 - Parking and Lot Attendant	11.34

31290 - Shuttle Bus Driver	16.90
31310 - Taxi Driver	12.45
31361 - Truckdriver Light	16.90
31362 - Truckdriver Medium	17.90
31363 - Truckdriver Heavy	22.74
31364 - Truckdriver Tractor-Trailer	22.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.26
99030 - Cashier	10.19
99050 - Desk Clerk	12.77
99095 - Embalmer	31.22
99130 - Flight Follower	27.56
99251 - Laboratory Animal Caretaker I	13.22
99252 - Laboratory Animal Caretaker II	13.89
99260 - Marketing Analyst	28.72
99310 - Mortician	31.22
99410 - Pest Controller	20.98
99510 - Photofinishing Worker	14.52
99710 - Recycling Laborer	16.17
99711 - Recycling Specialist	18.01
99730 - Refuse Collector	15.26
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	25.52
99831 - Surveying Aide	13.91
99832 - Surveying Technician	21.20
99840 - Vending Machine Attendant	14.86
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer Helper	14.86

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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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. \*

\*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 8 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 conformance 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))."