

Wage Determination\_Webb County 15-5239 Rev 11  
Solicitation #36C25720Q0051, Attachment #4

"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.: 2015-5239
Daniel W. Simms		Revision No.: 11
Director		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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State: Texas

Area: Texas County of Webb

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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		12.97
01012 - Accounting Clerk II		14.56
01013 - Accounting Clerk III		16.29
01020 - Administrative Assistant		22.45
01035 - Court Reporter		16.28
01041 - Customer Service Representative I		11.06
01042 - Customer Service Representative II		12.43
01043 - Customer Service Representative III		13.58
01051 - Data Entry Operator I		10.96
01052 - Data Entry Operator II		11.96
01060 - Dispatcher Motor Vehicle		17.40
01070 - Document Preparation Clerk		12.73
01090 - Duplicating Machine Operator		12.73
01111 - General Clerk I		12.08
01112 - General Clerk II		13.18
01113 - General Clerk III		14.79
01120 - Housing Referral Assistant		18.15
01141 - Messenger Courier		10.86
01191 - Order Clerk I		11.91
01192 - Order Clerk II		12.99
01261 - Personnel Assistant (Employment) I		14.49
01262 - Personnel Assistant (Employment) II		16.21
01263 - Personnel Assistant (Employment) III		18.07
01270 - Production Control Clerk		14.67
01290 - Rental Clerk		12.52
01300 - Scheduler Maintenance		14.55
01311 - Secretary I		14.55
01312 - Secretary II		16.28
01313 - Secretary III		18.15
01320 - Service Order Dispatcher		15.55
01410 - Supply Technician		22.45
01420 - Survey Worker		15.77

01460 - Switchboard Operator/Receptionist	10.02
01531 - Travel Clerk I	11.32
01532 - Travel Clerk II	12.46
01533 - Travel Clerk III	13.37
01611 - Word Processor I	12.24
01612 - Word Processor II	14.55
01613 - Word Processor III	16.28
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.09
05010 - Automotive Electrician	16.77
05040 - Automotive Glass Installer	15.66
05070 - Automotive Worker	15.66
05110 - Mobile Equipment Servicer	13.57
05130 - Motor Equipment Metal Mechanic	17.82
05160 - Motor Equipment Metal Worker	15.66
05190 - Motor Vehicle Mechanic	17.82
05220 - Motor Vehicle Mechanic Helper	12.62
05250 - Motor Vehicle Upholstery Worker	14.62
05280 - Motor Vehicle Wrecker	15.66
05310 - Painter Automotive	16.77
05340 - Radiator Repair Specialist	15.66
05370 - Tire Repairer	12.88
05400 - Transmission Repair Specialist	17.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.35
07041 - Cook I	11.19
07042 - Cook II	12.92
07070 - Dishwasher	8.92
07130 - Food Service Worker	10.42
07210 - Meat Cutter	12.56
07260 - Waiter/Waitress	9.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.25
09040 - Furniture Handler	10.97
09080 - Furniture Refinisher	17.25
09090 - Furniture Refinisher Helper	12.98
09110 - Furniture Repairer Minor	15.04

09130 - Upholsterer	17.25
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.55
11060 - Elevator Operator	10.59
11090 - Gardener	14.44
11122 - Housekeeping Aide	10.59
11150 - Janitor	10.59
11210 - Laborer Grounds Maintenance	11.35
11240 - Maid or Houseman	9.13
11260 - Pruner	10.32
11270 - Tractor Operator	13.43
11330 - Trail Maintenance Worker	11.35
11360 - Window Cleaner	11.64
12000 - Health Occupations	
12010 - Ambulance Driver	17.25
12011 - Breath Alcohol Technician	18.98
12012 - Certified Occupational Therapist Assistant	31.79
12015 - Certified Physical Therapist Assistant	33.66
12020 - Dental Assistant	15.15
12025 - Dental Hygienist	41.14
12030 - EKG Technician	32.97
12035 - Electroneurodiagnostic Technologist	32.97
12040 - Emergency Medical Technician	17.25
12071 - Licensed Practical Nurse I	20.35
12072 - Licensed Practical Nurse II	22.77
12073 - Licensed Practical Nurse III	25.39
12100 - Medical Assistant	11.46
12130 - Medical Laboratory Technician	20.65
12160 - Medical Record Clerk	13.31
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	19.45
12210 - Nuclear Medicine Technologist	47.81
12221 - Nursing Assistant I	11.09
12222 - Nursing Assistant II	12.47
12223 - Nursing Assistant III	13.61
12224 - Nursing Assistant IV	15.27
12235 - Optical Dispenser	17.37

12236 - Optical Technician	25.52
12250 - Pharmacy Technician	14.54
12280 - Phlebotomist	14.81
12305 - Radiologic Technologist	27.66
12311 - Registered Nurse I	25.88
12312 - Registered Nurse II	31.68
12313 - Registered Nurse II Specialist	31.68
12314 - Registered Nurse III	38.30
12315 - Registered Nurse III Anesthetist	38.30
12316 - Registered Nurse IV	45.94
12317 - Scheduler (Drug and Alcohol Testing)	23.51
12320 - Substance Abuse Treatment Counselor	30.23
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.44
13012 - Exhibits Specialist II	31.54
13013 - Exhibits Specialist III	38.61
13041 - Illustrator I	25.67
13042 - Illustrator II	31.54
13043 - Illustrator III	38.61
13047 - Librarian	34.97
13050 - Library Aide/Clerk	18.30
13054 - Library Information Technology Systems Administrator	31.54
13058 - Library Technician	14.04
13061 - Media Specialist I	22.75
13062 - Media Specialist II	25.44
13063 - Media Specialist III	28.39
13071 - Photographer I	21.48
13072 - Photographer II	24.04
13073 - Photographer III	29.80
13074 - Photographer IV	34.34
13075 - Photographer V	42.85
13090 - Technical Order Library Clerk	17.87
13110 - Video Teleconference Technician	19.21
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.62
14042 - Computer Operator II	14.12

14043 - Computer Operator III	15.74
14044 - Computer Operator IV	17.50
14045 - Computer Operator V	19.37
14071 - Computer Programmer I	(see 1) 19.06
14072 - Computer Programmer II	(see 1) 23.61
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 26.27
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	12.80
14160 - Personal Computer Support Technician	17.50
14170 - System Support Specialist	26.70
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.27
15020 - Aircrew Training Devices Instructor (Rated)	31.78
15030 - Air Crew Training Devices Instructor (Pilot)	38.09
15050 - Computer Based Training Specialist / Instructor	26.27
15060 - Educational Technologist	34.04
15070 - Flight Instructor (Pilot)	38.09
15080 - Graphic Artist	17.48
15085 - Maintenance Test Pilot Fixed Jet/Prop	38.09
15086 - Maintenance Test Pilot Rotary Wing	38.09
15088 - Non-Maintenance Test/Co-Pilot	38.09
15090 - Technical Instructor	22.40
15095 - Technical Instructor/Course Developer	26.85
15110 - Test Proctor	16.37
15120 - Tutor	16.37
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.04
16030 - Counter Attendant	9.04
16040 - Dry Cleaner	10.62
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	11.16
16220 - Tailor	11.75
16250 - Washer Machine	9.48
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.25
19040 - Tool And Die Maker	21.56
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	10.62
21030 - Material Coordinator	14.71
21040 - Material Expediter	14.71
21050 - Material Handling Laborer	11.32
21071 - Order Filler	10.92
21080 - Production Line Worker (Food Processing)	10.62
21110 - Shipping Packer	12.96
21130 - Shipping/Receiving Clerk	12.96
21140 - Store Worker I	11.33
21150 - Stock Clerk	15.11
21210 - Tools And Parts Attendant	10.62
21410 - Warehouse Specialist	10.62
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	19.39
23019 - Aircraft Logs and Records Technician	15.04
23021 - Aircraft Mechanic I	18.33
23022 - Aircraft Mechanic II	19.39
23023 - Aircraft Mechanic III	20.44
23040 - Aircraft Mechanic Helper	12.98
23050 - Aircraft Painter	17.25
23060 - Aircraft Servicer	15.04
23070 - Aircraft Survival Flight Equipment Technician	17.25
23080 - Aircraft Worker	16.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	16.11
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	18.33
23110 - Appliance Mechanic	17.23
23120 - Bicycle Repairer	13.76
23125 - Cable Splicer	18.50

23130 - Carpenter Maintenance	17.15
23140 - Carpet Layer	16.11
23160 - Electrician Maintenance	18.26
23181 - Electronics Technician Maintenance I	16.11
23182 - Electronics Technician Maintenance II	17.25
23183 - Electronics Technician Maintenance III	18.50
23260 - Fabric Worker	15.04
23290 - Fire Alarm System Mechanic	16.70
23310 - Fire Extinguisher Repairer	13.96
23311 - Fuel Distribution System Mechanic	18.33
23312 - Fuel Distribution System Operator	13.96
23370 - General Maintenance Worker	12.25
23380 - Ground Support Equipment Mechanic	18.33
23381 - Ground Support Equipment Servicer	15.04
23382 - Ground Support Equipment Worker	16.11
23391 - Gunsmith I	13.96
23392 - Gunsmith II	16.11
23393 - Gunsmith III	18.33
23410 - Heating Ventilation And Air-Conditioning Mechanic	16.41
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	17.33
23430 - Heavy Equipment Mechanic	16.02
23440 - Heavy Equipment Operator	15.33
23460 - Instrument Mechanic	18.33
23465 - Laboratory/Shelter Mechanic	17.25
23470 - Laborer	11.32
23510 - Locksmith	17.23
23530 - Machinery Maintenance Mechanic	22.53
23550 - Machinist Maintenance	18.31
23580 - Maintenance Trades Helper	13.27
23591 - Metrology Technician I	18.33
23592 - Metrology Technician II	19.39
23593 - Metrology Technician III	20.44
23640 - Millwright	18.33
23710 - Office Appliance Repairer	16.45
23760 - Painter Maintenance	14.17



23790 - Pipefitter Maintenance	17.61
23810 - Plumber Maintenance	17.14
23820 - Pneudraulic Systems Mechanic	18.33
23850 - Rigger	18.33
23870 - Scale Mechanic	16.11
23890 - Sheet-Metal Worker Maintenance	16.40
23910 - Small Engine Mechanic	16.11
23931 - Telecommunications Mechanic I	18.50
23932 - Telecommunications Mechanic II	19.57
23950 - Telephone Lineman	21.90
23960 - Welder Combination Maintenance	18.34
23965 - Well Driller	18.33
23970 - Woodcraft Worker	18.33
23980 - Woodworker	13.96
24000 - Personal Needs Occupations	
24550 - Case Manager	13.17
24570 - Child Care Attendant	8.98
24580 - Child Care Center Clerk	11.20
24610 - Chore Aide	9.43
24620 - Family Readiness And Support Services Coordinator	13.17
24630 - Homemaker	13.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.33
25040 - Sewage Plant Operator	16.32
25070 - Stationary Engineer	18.33
25190 - Ventilation Equipment Tender	13.09
25210 - Water Treatment Plant Operator	16.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.44
27007 - Baggage Inspector	10.02
27008 - Corrections Officer	16.43
27010 - Court Security Officer	19.09
27030 - Detection Dog Handler	14.63
27040 - Detention Officer	16.43
27070 - Firefighter	21.27
27101 - Guard I	10.02

27102 - Guard II	14.63
27131 - Police Officer I	30.47
27132 - Police Officer II	35.23
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.94
28042 - Carnival Equipment Repairer	12.84
28043 - Carnival Worker	9.27
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.15
28515 - Recreation Specialist	17.23
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.11
29020 - Hatch Tender	16.11
29030 - Line Handler	16.11
29041 - Stevedore I	15.04
29042 - Stevedore II	17.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.64
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.33
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.10
30021 - Archeological Technician I	16.12
30022 - Archeological Technician II	18.03
30023 - Archeological Technician III	22.34
30030 - Cartographic Technician	22.34
30040 - Civil Engineering Technician	23.14
30051 - Cryogenic Technician I	25.32
30052 - Cryogenic Technician II	27.97
30061 - Drafter/CAD Operator I	16.12
30062 - Drafter/CAD Operator II	18.03
30063 - Drafter/CAD Operator III	20.10
30064 - Drafter/CAD Operator IV	24.74
30081 - Engineering Technician I	14.71
30082 - Engineering Technician II	16.12

30083 - Engineering Technician III	18.46
30084 - Engineering Technician IV	22.87
30085 - Engineering Technician V	27.32
30086 - Engineering Technician VI	33.15
30090 - Environmental Technician	22.87
30095 - Evidence Control Specialist	22.87
30210 - Laboratory Technician	20.10
30221 - Latent Fingerprint Technician I	25.32
30222 - Latent Fingerprint Technician II	27.97
30240 - Mathematical Technician	22.34
30361 - Paralegal/Legal Assistant I	18.62
30362 - Paralegal/Legal Assistant II	23.06
30363 - Paralegal/Legal Assistant III	28.21
30364 - Paralegal/Legal Assistant IV	34.14
30375 - Petroleum Supply Specialist	27.97
30390 - Photo-Optics Technician	20.31
30395 - Radiation Control Technician	27.97
30461 - Technical Writer I	22.34
30462 - Technical Writer II	27.32
30463 - Technical Writer III	33.06
30491 - Unexploded Ordnance (UXO) Technician I	25.19
30492 - Unexploded Ordnance (UXO) Technician II	30.48
30493 - Unexploded Ordnance (UXO) Technician III	36.53
30494 - Unexploded (UXO) Safety Escort	25.19
30495 - Unexploded (UXO) Sweep Personnel	25.19
30501 - Weather Forecaster I	25.32
30502 - Weather Forecaster II	30.80
30620 - Weather Observer Combined Upper Air Or	(see 2) 20.10
Surface Programs	
30621 - Weather Observer Senior	(see 2) 22.34
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.48
31020 - Bus Aide	13.62
31030 - Bus Driver	18.66
31043 - Driver Courier	15.22
31260 - Parking and Lot Attendant	11.72
31290 - Shuttle Bus Driver	16.40

31310 - Taxi Driver	9.35
31361 - Truckdriver Light	16.40
31362 - Truckdriver Medium	17.68
31363 - Truckdriver Heavy	18.98
31364 - Truckdriver Tractor-Trailer	18.98
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.86
99030 - Cashier	9.98
99050 - Desk Clerk	9.30
99095 - Embalmer	25.19
99130 - Flight Follower	25.19
99251 - Laboratory Animal Caretaker I	16.38
99252 - Laboratory Animal Caretaker II	17.61
99260 - Marketing Analyst	29.89
99310 - Mortician	25.19
99410 - Pest Controller	14.66
99510 - Photofinishing Worker	13.24
99710 - Recycling Laborer	15.36
99711 - Recycling Specialist	18.33
99730 - Refuse Collector	14.09
99810 - Sales Clerk	10.71
99820 - School Crossing Guard	12.59
99830 - Survey Party Chief	23.14
99831 - Surveying Aide	15.74
99832 - Surveying Technician	19.36
99840 - Vending Machine Attendant	15.68
99841 - Vending Machine Repairer	17.78
99842 - Vending Machine Repairer Helper	15.68

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; and 3 weeks after 10 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))."