

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor     Daniel W. Simms Director	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210   Wage Determination No.: 2015-4289 Revision No.: 15 Date Of Last Revision: 04/15/2021
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 \$10.95 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 2021. 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 County of Allegany

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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		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		12.35
01042 - Customer Service Representative II		13.89
01043 - Customer Service Representative III		15.16
01051 - Data Entry Operator I		14.74
01052 - Data Entry Operator II		16.08
01060 - Dispatcher Motor Vehicle		20.18
01070 - Document Preparation Clerk		14.22
01090 - Duplicating Machine Operator		14.22
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		12.18
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
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		24.23
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	18.07
01410 - Supply Technician	31.41
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	14.43
01531 - Travel Clerk I	14.94
01532 - Travel Clerk II	16.31
01533 - Travel Clerk III	17.68
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.98
05010 - Automotive Electrician	20.32
05040 - Automotive Glass Installer	19.34
05070 - Automotive Worker	19.34
05110 - Mobile Equipment Servicer	18.88
05130 - Motor Equipment Metal Mechanic	21.01
05160 - Motor Equipment Metal Worker	19.34
05190 - Motor Vehicle Mechanic	21.01
05220 - Motor Vehicle Mechanic Helper	18.12
05250 - Motor Vehicle Upholstery Worker	19.61
05280 - Motor Vehicle Wrecker	19.31
05310 - Painter Automotive	20.32
05340 - Radiator Repair Specialist	19.31
05370 - Tire Repairer	15.19
05400 - Transmission Repair Specialist	21.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.92
07041 - Cook I	14.88
07042 - Cook II	16.06
07070 - Dishwasher	11.55
07130 - Food Service Worker	11.79
07210 - Meat Cutter	15.60
07260 - Waiter/Waitress	10.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.08
09040 - Furniture Handler	18.26
09080 - Furniture Refinisher	23.08
09090 - Furniture Refinisher Helper	19.78
09110 - Furniture Repairer Minor	21.33
09130 - Upholsterer	23.08
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.49
11060 - Elevator Operator	11.49
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer Grounds Maintenance	13.07
11240 - Maid or Houseman	12.76
11260 - Pruner	11.76
11270 - Tractor Operator	15.51
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	19.82
12012 - Certified Occupational Therapist Assistant	29.91
12015 - Certified Physical Therapist Assistant	31.15
12020 - Dental Assistant	21.27
12025 - Dental Hygienist	37.72
12030 - EKG Technician	31.52
12035 - Electroneurodiagnostic Technologist	31.52
12040 - Emergency Medical Technician	20.05
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35

12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	16.45
12130 - Medical Laboratory Technician	25.41
12160 - Medical Record Clerk	17.08
12190 - Medical Record Technician	22.24
12195 - Medical Transcriptionist	18.60
12210 - Nuclear Medicine Technologist	45.70
12221 - Nursing Assistant I	11.95
12222 - Nursing Assistant II	13.43
12223 - Nursing Assistant III	15.07
12224 - Nursing Assistant IV	16.93
12235 - Optical Dispenser	20.80
12236 - Optical Technician	18.60
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	18.60
12305 - Radiologic Technologist	31.11
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)	24.30
12320 - Substance Abuse Treatment Counselor	24.42
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	20.12
13042 - Illustrator II	24.91
13043 - Illustrator III	30.48
13047 - Librarian	33.88
13050 - Library Aide/Clerk	14.30
13054 - Library Information Technology Systems Administrator	30.60
13058 - Library Technician	19.89
13061 - Media Specialist I	18.73
13062 - Media Specialist II	20.95
13063 - Media Specialist III	23.36
13071 - Photographer I	16.07
13072 - Photographer II	18.64
13073 - Photographer III	23.08
13074 - Photographer IV	28.24
13075 - Photographer V	33.76
13090 - Technical Order Library Clerk	17.97
13110 - Video Teleconference Technician	20.39
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	28.27
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	31.70
15070 - Flight Instructor (Pilot)	52.81
15080 - Graphic Artist	27.29
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.92
15086 - Maintenance Test Pilot Rotary Wing	42.92
15088 - Non-Maintenance Test/Co-Pilot	42.92
15090 - Technical Instructor	22.30
15095 - Technical Instructor/Course Developer	27.29
15110 - Test Proctor	19.04
15120 - Tutor	19.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.85
16030 - Counter Attendant	12.85
16040 - Dry Cleaner	14.72
16070 - Finisher Flatwork Machine	12.85
16090 - Presser Hand	12.85
16110 - Presser Machine Drycleaning	12.85
16130 - Presser Machine Shirts	12.85
16160 - Presser Machine Wearing Apparel Laundry	12.85
16190 - Sewing Machine Operator	15.86
16220 - Tailor	16.95
16250 - Washer Machine	13.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.08
19040 - Tool And Die Maker	26.55
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.55
21030 - Material Coordinator	24.23
21040 - Material Expediter	24.23
21050 - Material Handling Laborer	13.83
21071 - Order Filler	14.93
21080 - Production Line Worker (Food Processing)	19.55
21110 - Shipping Packer	16.81
21130 - Shipping/Receiving Clerk	16.81
21140 - Store Worker I	17.13
21150 - Stock Clerk	19.46
21210 - Tools And Parts Attendant	19.55
21410 - Warehouse Specialist	19.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.72
23019 - Aircraft Logs and Records Technician	21.33
23021 - Aircraft Mechanic I	24.89
23022 - Aircraft Mechanic II	25.72
23023 - Aircraft Mechanic III	26.51
23040 - Aircraft Mechanic Helper	19.78
23050 - Aircraft Painter	23.08
23060 - Aircraft Servicer	21.33
23070 - Aircraft Survival Flight Equipment Technician	23.08
23080 - Aircraft Worker	22.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.16
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.89
23110 - Appliance Mechanic	23.08
23120 - Bicycle Repairer	20.01
23125 - Cable Splicer	26.02
23130 - Carpenter Maintenance	22.50
23140 - Carpet Layer	22.16
23160 - Electrician Maintenance	28.56
23181 - Electronics Technician Maintenance I	22.16
23182 - Electronics Technician Maintenance II	23.08
23183 - Electronics Technician Maintenance III	24.50
23260 - Fabric Worker	21.33

23290 - Fire Alarm System Mechanic	23.97
23310 - Fire Extinguisher Repairer	20.55
23311 - Fuel Distribution System Mechanic	23.97
23312 - Fuel Distribution System Operator	20.55
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	24.89
23381 - Ground Support Equipment Servicer	21.33
23382 - Ground Support Equipment Worker	22.16
23391 - Gunsmith I	20.55
23392 - Gunsmith II	22.16
23393 - Gunsmith III	23.97
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.30
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.04
23430 - Heavy Equipment Mechanic	22.13
23440 - Heavy Equipment Operator	23.59
23460 - Instrument Mechanic	23.97
23465 - Laboratory/Shelter Mechanic	23.08
23470 - Laborer	14.98
23510 - Locksmith	23.08
23530 - Machinery Maintenance Mechanic	23.97
23550 - Machinist Maintenance	28.53
23580 - Maintenance Trades Helper	18.30
23591 - Metrology Technician I	23.97
23592 - Metrology Technician II	24.81
23593 - Metrology Technician III	25.71
23640 - Millwright	25.33
23710 - Office Appliance Repairer	21.24
23760 - Painter Maintenance	23.08
23790 - Pipefitter Maintenance	32.16
23810 - Plumber Maintenance	31.12
23820 - Pneudraulic Systems Mechanic	23.97
23850 - Rigger	23.97
23870 - Scale Mechanic	22.16
23890 - Sheet-Metal Worker Maintenance	27.14
23910 - Small Engine Mechanic	22.16
23931 - Telecommunications Mechanic I	30.99
23932 - Telecommunications Mechanic II	32.01
23950 - Telephone Lineman	27.41
23960 - Welder Combination Maintenance	22.91
23965 - Well Driller	23.97
23970 - Woodcraft Worker	23.97
23980 - Woodworker	20.55
24000 - Personal Needs Occupations	
24550 - Case Manager	14.60
24570 - Child Care Attendant	12.19
24580 - Child Care Center Clerk	14.50
24610 - Chore Aide	11.17
24620 - Family Readiness And Support Services Coordinator	14.60
24630 - Homemaker	16.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.59
25040 - Sewage Plant Operator	20.55
25070 - Stationary Engineer	23.97
25190 - Ventilation Equipment Tender	19.78
25210 - Water Treatment Plant Operator	20.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.93
27007 - Baggage Inspector	14.49
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	16.21
27040 - Detention Officer	22.80

27070 - Firefighter	24.63
27101 - Guard I	14.49
27102 - Guard II	16.21
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.51
28042 - Carnival Equipment Repairer	12.00
28043 - Carnival Worker	9.24
28210 - Gate Attendant/Gate Tender	17.45
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	19.51
28510 - Recreation Aide/Health Facility Attendant	14.25
28515 - Recreation Specialist	24.18
28630 - Sports Official	15.53
28690 - Swimming Pool Operator	22.69
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.16
29020 - Hatch Tender	22.16
29030 - Line Handler	22.16
29041 - Stevedore I	21.33
29042 - Stevedore II	23.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59
30021 - Archeological Technician I	19.53
30022 - Archeological Technician II	22.00
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	24.79
30051 - Cryogenic Technician I	25.70
30052 - Cryogenic Technician II	28.39
30061 - Drafter/CAD Operator I	19.53
30062 - Drafter/CAD Operator II	22.00
30063 - Drafter/CAD Operator III	25.19
30064 - Drafter/CAD Operator IV	29.89
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	26.85
30095 - Evidence Control Specialist	23.21
30210 - Laboratory Technician	23.38
30221 - Latent Fingerprint Technician I	25.70
30222 - Latent Fingerprint Technician II	28.39
30240 - Mathematical Technician	27.12
30361 - Paralegal/Legal Assistant I	19.98
30362 - Paralegal/Legal Assistant II	25.78
30363 - Paralegal/Legal Assistant III	31.54
30364 - Paralegal/Legal Assistant IV	38.16
30375 - Petroleum Supply Specialist	28.39
30390 - Photo-Optics Technician	27.98
30395 - Radiation Control Technician	28.39
30461 - Technical Writer I	24.75
30462 - Technical Writer II	30.28
30463 - Technical Writer III	36.64
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	29.89

30502 - Weather Forecaster II		36.36
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer Senior	(see 2)	27.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		17.21
31030 - Bus Driver		20.95
31043 - Driver Courier		16.84
31260 - Parking and Lot Attendant		15.81
31290 - Shuttle Bus Driver		17.49
31310 - Taxi Driver		15.83
31361 - Truckdriver Light		17.49
31362 - Truckdriver Medium		18.16
31363 - Truckdriver Heavy		21.77
31364 - Truckdriver Tractor-Trailer		21.77
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		11.63
99050 - Desk Clerk		11.50
99095 - Embalmer		26.70
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		13.60
99252 - Laboratory Animal Caretaker II		14.31
99260 - Marketing Analyst		23.46
99310 - Mortician		26.70
99410 - Pest Controller		21.84
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		17.07
99711 - Recycling Specialist		18.21
99730 - Refuse Collector		16.12
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		17.93
99830 - Survey Party Chief		19.77
99831 - Surveying Aide		12.34
99832 - Surveying Technician		16.90
99840 - Vending Machine Attendant		20.26
99841 - Vending Machine Repairer		22.69
99842 - Vending Machine Repairer Helper		20.26

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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 8 years and 4 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 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))."