

"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.: 2015-4271
 Daniel W. Simms | Division of | Revision No.: 13
 Director | Wage Determinations | Date Of Last Revision: 12/21/2020

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.

States: Delaware Maryland

Area: Delaware County of Sussex

Maryland Counties of Somerset Wicomico Worcester

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.44	
01012 - Accounting Clerk II	16.21	
01013 - Accounting Clerk III	18.14	
01020 - Administrative Assistant	27.12	
01035 - Court Reporter	19.31	
01041 - Customer Service Representative I	12.32	
01042 - Customer Service Representative II	13.85	
01043 - Customer Service Representative III	15.11	
01051 - Data Entry Operator I	14.67	
01052 - Data Entry Operator II	16.00	
01060 - Dispatcher Motor Vehicle	20.91	
01070 - Document Preparation Clerk	14.51	
01090 - Duplicating Machine Operator	14.51	
01111 - General Clerk I	12.71	
01112 - General Clerk II	13.87	
01113 - General Clerk III	15.57	

01120 - Housing Referral Assistant	21.43
01141 - Messenger Courier	14.22
01191 - Order Clerk I	13.85
01192 - Order Clerk II	15.11
01261 - Personnel Assistant (Employment) I	16.12
01262 - Personnel Assistant (Employment) II	18.04
01263 - Personnel Assistant (Employment) III	20.11
01270 - Production Control Clerk	20.88
01290 - Rental Clerk	14.64
01300 - Scheduler Maintenance	17.19
01311 - Secretary I	17.19
01312 - Secretary II	19.23
01313 - Secretary III	21.43
01320 - Service Order Dispatcher	18.69
01410 - Supply Technician	27.12
01420 - Survey Worker	15.54
01460 - Switchboard Operator/Receptionist	12.87
01531 - Travel Clerk I	15.10
01532 - Travel Clerk II	15.74
01533 - Travel Clerk III	16.68
01611 - Word Processor I	15.31
01612 - Word Processor II	17.19
01613 - Word Processor III	19.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.81
05010 - Automotive Electrician	18.49
05040 - Automotive Glass Installer	17.51
05070 - Automotive Worker	17.51
05110 - Mobile Equipment Servicer	15.63
05130 - Motor Equipment Metal Mechanic	19.62
05160 - Motor Equipment Metal Worker	17.51
05190 - Motor Vehicle Mechanic	19.62
05220 - Motor Vehicle Mechanic Helper	14.42
05250 - Motor Vehicle Upholstery Worker	16.69
05280 - Motor Vehicle Wrecker	17.51
05310 - Painter Automotive	18.49
05340 - Radiator Repair Specialist	17.51
05370 - Tire Repairer	13.41
05400 - Transmission Repair Specialist	19.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.90
07041 - Cook I	14.87
07042 - Cook II	16.70
07070 - Dishwasher	10.75
07130 - Food Service Worker	11.47
07210 - Meat Cutter	17.31
07260 - Waiter/Waitress	10.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.88
09040 - Furniture Handler	12.21
09080 - Furniture Refinisher	18.06
09090 - Furniture Refinisher Helper	14.10
09110 - Furniture Repairer Minor	16.26
09130 - Upholsterer	20.39

11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.53
11060 - Elevator Operator	12.61
11090 - Gardener	17.92
11122 - Housekeeping Aide	12.61
11150 - Janitor	12.61
11210 - Laborer Grounds Maintenance	13.78
11240 - Maid or Houseman	11.11
11260 - Pruner	12.51
11270 - Tractor Operator	16.52
11330 - Trail Maintenance Worker	13.78
11360 - Window Cleaner	13.89
12000 - Health Occupations	
12010 - Ambulance Driver	17.92
12011 - Breath Alcohol Technician	21.20
12012 - Certified Occupational Therapist Assistant	30.22
12015 - Certified Physical Therapist Assistant	30.48
12020 - Dental Assistant	21.33
12025 - Dental Hygienist	41.25
12030 - EKG Technician	33.69
12035 - Electroneurodiagnostic Technologist	33.69
12040 - Emergency Medical Technician	17.92
12071 - Licensed Practical Nurse I	18.94
12072 - Licensed Practical Nurse II	21.20
12073 - Licensed Practical Nurse III	23.63
12100 - Medical Assistant	15.18
12130 - Medical Laboratory Technician	25.10
12160 - Medical Record Clerk	17.85
12190 - Medical Record Technician	19.98
12195 - Medical Transcriptionist	17.15
12210 - Nuclear Medicine Technologist	42.98
12221 - Nursing Assistant I	11.48
12222 - Nursing Assistant II	12.91
12223 - Nursing Assistant III	14.08
12224 - Nursing Assistant IV	15.80
12235 - Optical Dispenser	18.12
12236 - Optical Technician	18.94
12250 - Pharmacy Technician	13.95
12280 - Phlebotomist	15.29
12305 - Radiologic Technologist	28.73
12311 - Registered Nurse I	22.84
12312 - Registered Nurse II	27.95
12313 - Registered Nurse II Specialist	27.95
12314 - Registered Nurse III	33.81
12315 - Registered Nurse III Anesthetist	33.81
12316 - Registered Nurse IV	40.52
12317 - Scheduler (Drug and Alcohol Testing)	26.25
12320 - Substance Abuse Treatment Counselor	22.49
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.45
13012 - Exhibits Specialist II	27.80
13013 - Exhibits Specialist III	34.01
13041 - Illustrator I	22.45
13042 - Illustrator II	27.80

13043 - Illustrator III		34.01
13047 - Librarian		30.80
13050 - Library Aide/Clerk		11.68
13054 - Library Information Technology Systems Administrator		27.80
13058 - Library Technician		15.75
13061 - Media Specialist I		20.06
13062 - Media Specialist II		22.45
13063 - Media Specialist III		25.02
13071 - Photographer I		17.71
13072 - Photographer II		20.47
13073 - Photographer III		23.36
13074 - Photographer IV		28.71
13075 - Photographer V		33.68
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		20.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.05
14042 - Computer Operator II		17.74
14043 - Computer Operator III		19.79
14044 - Computer Operator IV		22.11
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	22.50
14072 - Computer Programmer II	(see 1)	27.46
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		15.05
14160 - Personal Computer Support Technician		22.11
14170 - System Support Specialist		26.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.71
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.65
15050 - Computer Based Training Specialist / Instructor		28.71
15060 - Educational Technologist		34.20
15070 - Flight Instructor (Pilot)		41.65
15080 - Graphic Artist		21.18
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.69
15086 - Maintenance Test Pilot Rotary Wing		43.69
15088 - Non-Maintenance Test/Co-Pilot		43.69
15090 - Technical Instructor		26.50
15095 - Technical Instructor/Course Developer		32.42
15110 - Test Proctor		21.40
15120 - Tutor		21.40
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		12.03
16030 - Counter Attendant		12.03
16040 - Dry Cleaner		13.74
16070 - Finisher Flatwork Machine		12.03
16090 - Presser Hand		12.03
16110 - Presser Machine Drycleaning		12.03

16130 - Presser Machine Shirts	12.03	
16160 - Presser Machine Wearing Apparel Laundry		12.03
16190 - Sewing Machine Operator	14.31	
16220 - Tailor	14.88	
16250 - Washer Machine	12.60	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.86
19040 - Tool And Die Maker	27.29	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.07	
21030 - Material Coordinator	20.88	
21040 - Material Expediter	20.88	
21050 - Material Handling Laborer	13.03	
21071 - Order Filler	13.00	
21080 - Production Line Worker (Food Processing)		17.07
21110 - Shipping Packer	14.91	
21130 - Shipping/Receiving Clerk	14.91	
21140 - Store Worker I	14.48	
21150 - Stock Clerk	19.46	
21210 - Tools And Parts Attendant	17.07	
21410 - Warehouse Specialist	17.07	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	29.71	
23019 - Aircraft Logs and Records Technician		24.12
23021 - Aircraft Mechanic I	28.36	
23022 - Aircraft Mechanic II	29.71	
23023 - Aircraft Mechanic III	30.82	
23040 - Aircraft Mechanic Helper	20.86	
23050 - Aircraft Painter	26.73	
23060 - Aircraft Servicer	24.12	
23070 - Aircraft Survival Flight Equipment Technician		26.73
23080 - Aircraft Worker	25.30	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		28.36
23110 - Appliance Mechanic	19.84	
23120 - Bicycle Repairer	17.81	
23125 - Cable Splicer	37.10	
23130 - Carpenter Maintenance	19.41	
23140 - Carpet Layer	21.52	
23160 - Electrician Maintenance	22.81	
23181 - Electronics Technician Maintenance I		22.08
23182 - Electronics Technician Maintenance II		23.75
23183 - Electronics Technician Maintenance III		25.61
23260 - Fabric Worker	20.63	
23290 - Fire Alarm System Mechanic	21.52	
23310 - Fire Extinguisher Repairer	19.32	
23311 - Fuel Distribution System Mechanic	24.25	
23312 - Fuel Distribution System Operator	19.32	
23370 - General Maintenance Worker	17.48	
23380 - Ground Support Equipment Mechanic		28.36
23381 - Ground Support Equipment Servicer		24.12
23382 - Ground Support Equipment Worker		25.30

23391 - Gunsmith I	19.32	
23392 - Gunsmith II	21.64	
23393 - Gunsmith III	24.25	
23410 - Heating Ventilation And Air-Conditioning Mechanic		24.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)		25.31
23430 - Heavy Equipment Mechanic	23.39	
23440 - Heavy Equipment Operator	19.34	
23460 - Instrument Mechanic	24.25	
23465 - Laboratory/Shelter Mechanic	22.86	
23470 - Laborer	13.03	
23510 - Locksmith	22.86	
23530 - Machinery Maintenance Mechanic		21.20
23550 - Machinist Maintenance	21.56	
23580 - Maintenance Trades Helper	13.41	
23591 - Metrology Technician I	24.25	
23592 - Metrology Technician II	25.40	
23593 - Metrology Technician III	26.35	
23640 - Millwright	24.20	
23710 - Office Appliance Repairer	21.69	
23760 - Painter Maintenance	16.62	
23790 - Pipefitter Maintenance	25.81	
23810 - Plumber Maintenance	24.33	
23820 - Pneudraulic Systems Mechanic		24.25
23850 - Rigger	24.25	
23870 - Scale Mechanic	21.64	
23890 - Sheet-Metal Worker Maintenance		22.46
23910 - Small Engine Mechanic	20.23	
23931 - Telecommunications Mechanic I	29.57	
23932 - Telecommunications Mechanic II	30.98	
23950 - Telephone Lineman	36.43	
23960 - Welder Combination Maintenance		19.90
23965 - Well Driller	22.41	
23970 - Woodcraft Worker	24.25	
23980 - Woodworker	19.32	
24000 - Personal Needs Occupations		
24550 - Case Manager	14.59	
24570 - Child Care Attendant	10.97	
24580 - Child Care Center Clerk	13.20	
24610 - Chore Aide	11.47	
24620 - Family Readiness And Support Services Coordinator		14.59
24630 - Homemaker	14.59	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	25.31	
25040 - Sewage Plant Operator	20.51	
25070 - Stationary Engineer	25.31	
25190 - Ventilation Equipment Tender	17.96	
25210 - Water Treatment Plant Operator	20.51	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	18.53	
27007 - Baggage Inspector	13.70	
27008 - Corrections Officer	22.60	

27010 - Court Security Officer	21.72	
27030 - Detection Dog Handler	15.33	
27040 - Detention Officer	22.60	
27070 - Firefighter	20.84	
27101 - Guard I	13.70	
27102 - Guard II	15.33	
27131 - Police Officer I	25.02	
27132 - Police Officer II	27.80	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.34	
28042 - Carnival Equipment Repairer	14.28	
28043 - Carnival Worker	10.47	
28210 - Gate Attendant/Gate Tender	15.96	
28310 - Lifeguard	13.18	
28350 - Park Attendant (Aide)	17.86	
28510 - Recreation Aide/Health Facility Attendant		13.03
28515 - Recreation Specialist	22.12	
28630 - Sports Official	14.22	
28690 - Swimming Pool Operator	16.84	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	22.79	
29020 - Hatch Tender	22.79	
29030 - Line Handler	22.79	
29041 - Stevedore I	21.68	
29042 - Stevedore II	24.08	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO) (see 2)		39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)		27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)		30.29
30021 - Archeological Technician I	17.31	
30022 - Archeological Technician II	19.37	
30023 - Archeological Technician III	23.99	
30030 - Cartographic Technician	23.99	
30040 - Civil Engineering Technician	24.28	
30051 - Cryogenic Technician I	26.57	
30052 - Cryogenic Technician II	29.34	
30061 - Drafter/CAD Operator I	17.31	
30062 - Drafter/CAD Operator II	19.37	
30063 - Drafter/CAD Operator III	21.58	
30064 - Drafter/CAD Operator IV	26.57	
30081 - Engineering Technician I	14.92	
30082 - Engineering Technician II	16.75	
30083 - Engineering Technician III	18.74	
30084 - Engineering Technician IV	23.20	
30085 - Engineering Technician V	28.39	
30086 - Engineering Technician VI	34.34	
30090 - Environmental Technician	23.83	
30095 - Evidence Control Specialist	23.99	
30210 - Laboratory Technician	21.58	
30221 - Latent Fingerprint Technician I	26.57	
30222 - Latent Fingerprint Technician II	29.34	
30240 - Mathematical Technician	23.99	
30361 - Paralegal/Legal Assistant I	18.48	
30362 - Paralegal/Legal Assistant II	22.89	

30363 - Paralegal/Legal Assistant III	28.00
30364 - Paralegal/Legal Assistant IV	33.87
30375 - Petroleum Supply Specialist	29.34
30390 - Photo-Optics Technician	23.99
30395 - Radiation Control Technician	29.34
30461 - Technical Writer I	23.99
30462 - Technical Writer II	29.34
30463 - Technical Writer III	35.50
30491 - Unexploded Ordnance (UXO) Technician I	25.35
30492 - Unexploded Ordnance (UXO) Technician II	30.67
30493 - Unexploded Ordnance (UXO) Technician III	36.76
30494 - Unexploded (UXO) Safety Escort	25.35
30495 - Unexploded (UXO) Sweep Personnel	25.35
30501 - Weather Forecaster I	26.57
30502 - Weather Forecaster II	32.31
30620 - Weather Observer Combined Upper Air Or	(see 2) 21.58
Surface Programs	
30621 - Weather Observer Senior	(see 2) 23.99
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.67
31020 - Bus Aide	11.00
31030 - Bus Driver	15.03
31043 - Driver Courier	13.43
31260 - Parking and Lot Attendant	11.71
31290 - Shuttle Bus Driver	14.56
31310 - Taxi Driver	13.52
31361 - Truckdriver Light	14.56
31362 - Truckdriver Medium	15.55
31363 - Truckdriver Heavy	20.70
31364 - Truckdriver Tractor-Trailer	20.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	11.08
99050 - Desk Clerk	12.45
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	12.88
99252 - Laboratory Animal Caretaker II	13.95
99260 - Marketing Analyst	27.47
99310 - Mortician	30.90
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.71
99711 - Recycling Specialist	18.78
99730 - Refuse Collector	14.26
99810 - Sales Clerk	11.79
99820 - School Crossing Guard	15.67
99830 - Survey Party Chief	23.55
99831 - Surveying Aide	15.42
99832 - Surveying Technician	21.13
99840 - Vending Machine Attendant	18.47
99841 - Vending Machine Repairer	21.78
99842 - Vending Machine Repairer Helper	18.85

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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))."