

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4771
Revision No.: 32
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State: Ohio

Area: Ohio Counties of Adams, Athens, Gallia, Highland,
Jackson, Meigs, Pike, Ross, Scioto and
Vinton

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.43
01012 - Accounting Clerk II		19.56
01013 - Accounting Clerk III		21.88
01020 - Administrative Assistant		29.22
01035 - Court Reporter		21.05
01041 - Customer Service Representative I		16.09
01042 - Customer Service Representative II		17.56
01043 - Customer Service Representative III		19.71
01051 - Data Entry Operator I		16.65
01052 - Data Entry Operator II		18.17
01060 - Dispatcher, Motor Vehicle		21.67
01070 - Document Preparation Clerk		16.77
01090 - Duplicating Machine Operator		16.77
01111 - General Clerk I		16.01
01112 - General Clerk II		17.47
01113 - General Clerk III		19.61
01120 - Housing Referral Assistant		23.48
01141 - Messenger Courier		15.09
01191 - Order Clerk I		17.20
01192 - Order Clerk II		18.77
01261 - Personnel Assistant (Employment) I		19.86
01262 - Personnel Assistant (Employment) II		22.22
01263 - Personnel Assistant (Employment) III		24.76
01270 - Production Control Clerk		25.29
01290 - Rental Clerk		15.80
01300 - Scheduler, Maintenance		18.82
01311 - Secretary I		18.82
01312 - Secretary II		21.05
01313 - Secretary III		23.48
01320 - Service Order Dispatcher		19.37
01410 - Supply Technician		29.22
01420 - Survey Worker		17.79
01460 - Switchboard Operator/Receptionist		15.33
01531 - Travel Clerk I		16.51
01532 - Travel Clerk II		18.53
01533 - Travel Clerk III		19.82
01611 - Word Processor I		16.77
01612 - Word Processor II		18.82
01613 - Word Processor III		21.05
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.95
05010 - Automotive Electrician		18.63
05040 - Automotive Glass Installer		17.60
05070 - Automotive Worker		17.60
05110 - Mobile Equipment Servicer		15.43
05130 - Motor Equipment Metal Mechanic		19.48
05160 - Motor Equipment Metal Worker		17.60
05190 - Motor Vehicle Mechanic		19.48
05220 - Motor Vehicle Mechanic Helper		14.33
05250 - Motor Vehicle Upholstery Worker		16.51
05280 - Motor Vehicle Wrecker		17.60
05310 - Painter, Automotive		18.63
05340 - Radiator Repair Specialist		17.60
05370 - Tire Repairer		19.32
05400 - Transmission Repair Specialist		19.48

07000 - Food Preparation And Service Occupations	
07010 - Baker	16.06
07041 - Cook I	16.71
07042 - Cook II	19.05
07070 - Dishwasher	13.19
07130 - Food Service Worker	12.80
07210 - Meat Cutter	16.06
07260 - Waiter/Waitress	14.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.62
09040 - Furniture Handler	17.57
09080 - Furniture Refinisher	26.62
09090 - Furniture Refinisher Helper	20.59
09110 - Furniture Repairer, Minor	23.86
09130 - Upholsterer	24.20
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	19.80
11060 - Elevator Operator	17.24
11090 - Gardener	22.00
11122 - Housekeeping Aide	17.24
11150 - Janitor	17.24
11210 - Laborer, Grounds Maintenance	17.31
11240 - Maid or Houseman	14.05
11260 - Pruner	15.76
11270 - Tractor Operator	20.43
11330 - Trail Maintenance Worker	17.31
11360 - Window Cleaner	18.94
12000 - Health Occupations	
12010 - Ambulance Driver	17.78
12011 - Breath Alcohol Technician	25.11
12012 - Certified Occupational Therapist Assistant	33.23
12015 - Certified Physical Therapist Assistant	31.89
12020 - Dental Assistant	20.98
12025 - Dental Hygienist	37.68
12030 - EKG Technician	34.10
12035 - Electroneurodiagnostic Technologist	34.10
12040 - Emergency Medical Technician	17.78
12071 - Licensed Practical Nurse I	22.45
12072 - Licensed Practical Nurse II	25.11
12073 - Licensed Practical Nurse III	27.99
12100 - Medical Assistant	18.35
12130 - Medical Laboratory Technician	29.89
12160 - Medical Record Clerk	19.77
12190 - Medical Record Technician	22.66
12195 - Medical Transcriptionist	18.96
12210 - Nuclear Medicine Technologist	53.88
12221 - Nursing Assistant I	14.37
12222 - Nursing Assistant II	16.18
12223 - Nursing Assistant III	17.65
12224 - Nursing Assistant IV	19.81
12235 - Optical Dispenser	22.66
12236 - Optical Technician	22.45
12250 - Pharmacy Technician	18.81
12280 - Phlebotomist	17.91
12305 - Radiologic Technologist	34.54
12311 - Registered Nurse I	25.66
12312 - Registered Nurse II	31.38
12313 - Registered Nurse II, Specialist	31.38
12314 - Registered Nurse III	37.97
12315 - Registered Nurse III, Anesthetist	37.97
12316 - Registered Nurse IV	45.52
12317 - Scheduler (Drug and Alcohol Testing)	31.11
12320 - Substance Abuse Treatment Counselor	23.89
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.15
13012 - Exhibits Specialist II	26.20
13013 - Exhibits Specialist III	32.05
13041 - Illustrator I	21.15
13042 - Illustrator II	26.20
13043 - Illustrator III	32.05
13047 - Librarian	29.01
13050 - Library Aide/Clerk	16.50
13054 - Library Information Technology Systems Administrator	26.20
13058 - Library Technician	17.49
13061 - Media Specialist I	18.91
13062 - Media Specialist II	21.15
13063 - Media Specialist III	23.57
13071 - Photographer I	18.38
13072 - Photographer II	20.57
13073 - Photographer III	25.48
13074 - Photographer IV	31.00
13075 - Photographer V	37.51
13090 - Technical Order Library Clerk	20.72
13110 - Video Teleconference Technician	18.91
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.40
14042 - Computer Operator II	24.44
14043 - Computer Operator III	27.26
14044 - Computer Operator IV	30.29
14045 - Computer Operator V	33.54
14071 - Computer Programmer I	(see 1) 21.74
14072 - Computer Programmer II	(see 1) 24.27

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		21.40
14160 - Personal Computer Support Technician		30.29
14170 - System Support Specialist		33.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.73
15020 - Aircrew Training Devices Instructor (Rated)		39.60
15030 - Air Crew Training Devices Instructor (Pilot)		47.46
15050 - Computer Based Training Specialist / Instructor		32.73
15060 - Educational Technologist		36.58
15070 - Flight Instructor (Pilot)		47.46
15080 - Graphic Artist		24.63
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.46
15086 - Maintenance Test Pilot, Rotary Wing		47.46
15088 - Non-Maintenance Test/Co-Pilot		47.46
15090 - Technical Instructor		23.80
15095 - Technical Instructor/Course Developer		29.11
15110 - Test Proctor		19.22
15120 - Tutor		19.22
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.17
16030 - Counter Attendant		12.17
16040 - Dry Cleaner		15.09
16070 - Finisher, Flatwork, Machine		12.17
16090 - Presser, Hand		12.17
16110 - Presser, Machine, Drycleaning		12.17
16130 - Presser, Machine, Shirts		12.17
16160 - Presser, Machine, Wearing Apparel, Laundry		12.17
16190 - Sewing Machine Operator		16.15
16220 - Tailor		17.22
16250 - Washer, Machine		12.93
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.08
19040 - Tool And Die Maker		28.48
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.64
21030 - Material Coordinator		25.29
21040 - Material Expediter		25.29
21050 - Material Handling Laborer		17.63
21071 - Order Filler		17.25
21080 - Production Line Worker (Food Processing)		23.64
21110 - Shipping Packer		20.54
21130 - Shipping/Receiving Clerk		20.54
21140 - Store Worker I		16.26
21150 - Stock Clerk		21.48
21210 - Tools And Parts Attendant		23.64
21410 - Warehouse Specialist		23.64
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.42
23019 - Aircraft Logs and Records Technician		24.64
23021 - Aircraft Mechanic I		29.07
23022 - Aircraft Mechanic II		30.42
23023 - Aircraft Mechanic III		31.68
23040 - Aircraft Mechanic Helper		21.38
23050 - Aircraft, Painter		27.80
23060 - Aircraft Servicer		24.64
23070 - Aircraft Survival Flight Equipment Technician		27.80
23080 - Aircraft Worker		26.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		26.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		29.07
23110 - Appliance Mechanic		27.07
23120 - Bicycle Repairer		22.42
23125 - Cable Splicer		44.17
23130 - Carpenter, Maintenance		26.72
23140 - Carpet Layer		25.56
23160 - Electrician, Maintenance		32.75
23181 - Electronics Technician Maintenance I		30.14
23182 - Electronics Technician Maintenance II		31.91
23183 - Electronics Technician Maintenance III		33.37
23260 - Fabric Worker		23.99
23290 - Fire Alarm System Mechanic		28.30
23310 - Fire Extinguisher Repairer		22.42
23311 - Fuel Distribution System Mechanic		37.05
23312 - Fuel Distribution System Operator		29.52
23370 - General Maintenance Worker		23.55
23380 - Ground Support Equipment Mechanic		29.07
23381 - Ground Support Equipment Servicer		24.64
23382 - Ground Support Equipment Worker		26.25
23391 - Gunsmith I		22.42
23392 - Gunsmith II		25.56
23393 - Gunsmith III		28.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic		27.63

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.92
23430 - Heavy Equipment Mechanic	29.47
23440 - Heavy Equipment Operator	26.09
23460 - Instrument Mechanic	28.30
23465 - Laboratory/Shelter Mechanic	27.07
23470 - Laborer	17.63
23510 - Locksmith	27.07
23530 - Machinery Maintenance Mechanic	33.09
23550 - Machinist, Maintenance	20.71
23580 - Maintenance Trades Helper	16.88
23591 - Metrology Technician I	28.30
23592 - Metrology Technician II	29.62
23593 - Metrology Technician III	30.85
23640 - Millwright	33.83
23710 - Office Appliance Repairer	27.07
23760 - Painter, Maintenance	23.14
23790 - Pipefitter, Maintenance	33.63
23810 - Plumber, Maintenance	23.16
23820 - Pneudraulic Systems Mechanic	28.30
23850 - Rigger	28.30
23870 - Scale Mechanic	25.56
23890 - Sheet-Metal Worker, Maintenance	27.94
23910 - Small Engine Mechanic	23.11
23931 - Telecommunications Mechanic I	31.92
23932 - Telecommunications Mechanic II	33.41
23950 - Telephone Lineman	29.89
23960 - Welder, Combination, Maintenance	23.19
23965 - Well Driller	28.30
23970 - Woodcraft Worker	28.30
23980 - Woodworker	22.42
24000 - Personal Needs Occupations	
24550 - Case Manager	18.47
24570 - Child Care Attendant	13.06
24580 - Child Care Center Clerk	16.28
24610 - Chore Aide	14.56
24620 - Family Readiness And Support Services Coordinator	18.47
24630 - Homemaker	18.47
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.41
25040 - Sewage Plant Operator	25.15
25070 - Stationary Engineer	32.41
25190 - Ventilation Equipment Tender	23.91
25210 - Water Treatment Plant Operator	25.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.96
27007 - Baggage Inspector	17.52
27008 - Corrections Officer	28.73
27010 - Court Security Officer	26.05
27030 - Detection Dog Handler	19.60
27040 - Detention Officer	28.73
27070 - Firefighter	23.37
27101 - Guard I	17.52
27102 - Guard II	19.60
27131 - Police Officer I	27.75
27132 - Police Officer II	30.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.50
28042 - Carnival Equipment Repairer	18.85
28043 - Carnival Worker	13.50
28210 - Gate Attendant/Gate Tender	17.79
28310 - Lifeguard	13.73
28350 - Park Attendant (Aide)	19.88
28510 - Recreation Aide/Health Facility Attendant	14.52
28515 - Recreation Specialist	24.33
28630 - Sports Official	15.84
28690 - Swimming Pool Operator	21.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.32
29020 - Hatch Tender	30.32
29030 - Line Handler	30.32
29041 - Stevedore I	28.60
29042 - Stevedore II	31.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 48.08
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 33.15
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 36.51
30021 - Archeological Technician I	20.96
30022 - Archeological Technician II	23.44
30023 - Archeological Technician III	29.05
30030 - Cartographic Technician	29.05
30040 - Civil Engineering Technician	27.81
30051 - Cryogenic Technician I	32.16
30052 - Cryogenic Technician II	35.52
30061 - Drafter/CAD Operator I	20.96
30062 - Drafter/CAD Operator II	23.44
30063 - Drafter/CAD Operator III	26.13
30064 - Drafter/CAD Operator IV	32.16

30081 - Engineering Technician I	18.21
30082 - Engineering Technician II	20.44
30083 - Engineering Technician III	22.86
30084 - Engineering Technician IV	28.33
30085 - Engineering Technician V	34.65
30086 - Engineering Technician VI	41.92
30090 - Environmental Technician	26.25
30095 - Evidence Control Specialist	29.05
30210 - Laboratory Technician	28.20
30221 - Latent Fingerprint Technician I	32.16
30222 - Latent Fingerprint Technician II	35.52
30240 - Mathematical Technician	29.05
30361 - Paralegal/Legal Assistant I	22.17
30362 - Paralegal/Legal Assistant II	27.46
30363 - Paralegal/Legal Assistant III	33.58
30364 - Paralegal/Legal Assistant IV	40.63
30375 - Petroleum Supply Specialist	35.52
30390 - Photo-Optics Technician	29.05
30395 - Radiation Control Technician	35.52
30461 - Technical Writer I	29.41
30462 - Technical Writer II	35.97
30463 - Technical Writer III	43.52
30491 - Unexploded Ordnance (UXO) Technician I	30.55
30492 - Unexploded Ordnance (UXO) Technician II	36.97
30493 - Unexploded Ordnance (UXO) Technician III	44.31
30494 - Unexploded (UXO) Safety Escort	30.55
30495 - Unexploded (UXO) Sweep Personnel	30.55
30501 - Weather Forecaster I	32.16
30502 - Weather Forecaster II	39.12
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 26.13
30621 - Weather Observer, Senior	(see 2) 29.05
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.97
31020 - Bus Aide	16.25
31030 - Bus Driver	22.24
31043 - Driver Courier	18.57
31260 - Parking and Lot Attendant	14.34
31290 - Shuttle Bus Driver	15.44
31310 - Taxi Driver	13.07
31361 - Truckdriver, Light	20.00
31362 - Truckdriver, Medium	21.40
31363 - Truckdriver, Heavy	27.10
31364 - Truckdriver, Tractor-Trailer	27.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.02
99030 - Cashier	13.16
99050 - Desk Clerk	14.19
99095 - Embalmer	30.72
99130 - Flight Follower	30.55
99251 - Laboratory Animal Caretaker I	15.97
99252 - Laboratory Animal Caretaker II	16.78
99260 - Marketing Analyst	29.56
99310 - Mortician	30.72
99410 - Pest Controller	20.58
99510 - Photofinishing Worker	16.06
99710 - Recycling Laborer	21.96
99711 - Recycling Specialist	25.91
99730 - Refuse Collector	19.99
99810 - Sales Clerk	14.20
99820 - School Crossing Guard	19.54
99830 - Survey Party Chief	27.09
99831 - Surveying Aide	17.95
99832 - Surveying Technician	24.63
99840 - Vending Machine Attendant	23.01
99841 - Vending Machine Repairer	28.25
99842 - Vending Machine Repairer Helper	23.01

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per

week, or \$882.27 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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, drying, 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)).""