

"

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 Director	Division of Wage Determinations
	Wage Determination No.: 2015-4281 Revision No.: 39 Date Of Last Revision: 8/22/2026

State: Virginia, District of Columbia, Maryland

Area: Virginia Counties of Alexandria*, Arlington, Fairfax,
Fairfax*, Falls Church*, Fauquier,
Loudoun, Manassas Park*, Manassas*,
Prince William and Stafford

District of Columbia Counties of District of Columbia

Maryland Counties of Charles and Prince George's

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.71
01012 - Accounting Clerk II		25.48
01013 - Accounting Clerk III		28.51
01020 - Administrative Assistant		43.42
01035 - Court Reporter		29.26
01041 - Customer Service Representative I		18.15
01042 - Customer Service Representative II		19.80
01043 - Customer Service Representative III		22.22
01051 - Data Entry Operator I		19.11
01052 - Data Entry Operator II		20.85
01060 - Dispatcher, Motor Vehicle		27.48
01070 - Document Preparation Clerk		21.07
01090 - Duplicating Machine Operator		21.07
01111 - General Clerk I		20.37
01112 - General Clerk II		22.23
01113 - General Clerk III		24.94
01120 - Housing Referral Assistant		26.61
01141 - Messenger Courier		22.01
01191 - Order Clerk I		20.97
01192 - Order Clerk II		22.88
01261 - Personnel Assistant (Employment) I		22.79
01262 - Personnel Assistant (Employment) II		25.49
01263 - Personnel Assistant (Employment) III		28.43
01270 - Production Control Clerk		29.32
01290 - Rental Clerk		23.08
01300 - Scheduler, Maintenance		21.33
01311 - Secretary I		21.33
01312 - Secretary II		23.86
01313 - Secretary III		26.61
01320 - Service Order Dispatcher		24.56
01410 - Supply Technician		43.42
01420 - Survey Worker		23.90
01460 - Switchboard Operator/Receptionist		19.83
01531 - Travel Clerk I		22.65
01532 - Travel Clerk II		24.70
01533 - Travel Clerk III		26.66
01611 - Word Processor I		18.97
01612 - Word Processor II		21.29
01613 - Word Processor III		23.81
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		29.21
05010 - Automotive Electrician		28.76
05040 - Automotive Glass Installer		27.09
05070 - Automotive Worker		27.09
05110 - Mobile Equipment Servicer		23.30
05130 - Motor Equipment Metal Mechanic		30.28
05160 - Motor Equipment Metal Worker		27.09
05190 - Motor Vehicle Mechanic		30.28
05220 - Motor Vehicle Mechanic Helper		21.32
05250 - Motor Vehicle Upholstery Worker		25.28
05280 - Motor Vehicle Wrecker		27.09

05310 - Painter, Automotive	28.76
05340 - Radiator Repair Specialist	27.09
05370 - Tire Repairer	23.23
05400 - Transmission Repair Specialist	30.28
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.58
07041 - Cook I	21.58
07042 - Cook II	25.10
07070 - Dishwasher	17.79
07130 - Food Service Worker	18.09
07210 - Meat Cutter	22.13
07260 - Waiter/Waitress	20.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.23
09040 - Furniture Handler	15.47
09080 - Furniture Refinisher	24.81
09090 - Furniture Refinisher Helper	18.38
09110 - Furniture Repairer, Minor	21.80
09130 - Upholsterer	21.85
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.68
11060 - Elevator Operator	18.19
11090 - Gardener	26.96
11122 - Housekeeping Aide	18.19
11150 - Janitor	18.19
11210 - Laborer, Grounds Maintenance	20.53
11240 - Maid or Houseman	18.19
11260 - Pruner	19.60
11270 - Tractor Operator	24.67
11330 - Trail Maintenance Worker	20.53
11360 - Window Cleaner	19.05
12000 - Health Occupations	
12010 - Ambulance Driver	24.09
12011 - Breath Alcohol Technician	32.70
12012 - Certified Occupational Therapist Assistant	42.43
12015 - Certified Physical Therapist Assistant	37.88
12020 - Dental Assistant	23.78
12025 - Dental Hygienist	57.30
12030 - EKG Technician	45.58
12035 - Electroneurodiagnostic Technologist	45.58
12040 - Emergency Medical Technician	24.09
12071 - Licensed Practical Nurse I	29.23
12072 - Licensed Practical Nurse II	32.70
12073 - Licensed Practical Nurse III	36.47
12100 - Medical Assistant	22.48
12130 - Medical Laboratory Technician	34.27
12160 - Medical Record Clerk	25.58
12190 - Medical Record Technician	28.61
12195 - Medical Transcriptionist	20.72
12210 - Nuclear Medicine Technologist	52.84
12221 - Nursing Assistant I	15.97
12222 - Nursing Assistant II	17.96
12223 - Nursing Assistant III	19.60
12224 - Nursing Assistant IV	21.99
12235 - Optical Dispenser	28.62
12236 - Optical Technician	23.50
12250 - Pharmacy Technician	22.44
12280 - Phlebotomist	23.72
12305 - Radiologic Technologist	45.66
12311 - Registered Nurse I	31.84
12312 - Registered Nurse II	38.95
12313 - Registered Nurse II, Specialist	38.95
12314 - Registered Nurse III	47.12
12315 - Registered Nurse III, Anesthetist	47.12
12316 - Registered Nurse IV	56.48
12317 - Scheduler (Drug and Alcohol Testing)	40.51
12320 - Substance Abuse Treatment Counselor	31.38
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.32
13012 - Exhibits Specialist II	32.60
13013 - Exhibits Specialist III	39.88
13041 - Illustrator I	27.19
13042 - Illustrator II	33.68
13043 - Illustrator III	41.20
13047 - Librarian	45.90
13050 - Library Aide/Clerk	22.51
13054 - Library Information Technology Systems Administrator	41.44
13058 - Library Technician	26.94
13061 - Media Specialist I	29.90
13062 - Media Specialist II	33.46
13063 - Media Specialist III	37.31
13071 - Photographer I	24.22
13072 - Photographer II	27.09
13073 - Photographer III	33.55
13074 - Photographer IV	41.04
13075 - Photographer V	49.65
13090 - Technical Order Library Clerk	28.26
13110 - Video Teleconference Technician	33.92
14000 - Information Technology Occupations	
14041 - Computer Operator I	28.94
14042 - Computer Operator II	32.38

14043 - Computer Operator III	36.11
14044 - Computer Operator IV	40.11
14045 - Computer Operator V	44.42
14071 - Computer Programmer I	(see 1)
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	28.94
14160 - Personal Computer Support Technician	40.11
14170 - System Support Specialist	44.42
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	42.11
15020 - Aircrew Training Devices Instructor (Rated)	50.96
15030 - Air Crew Training Devices Instructor (Pilot)	61.08
15050 - Computer Based Training Specialist / Instructor	42.11
15060 - Educational Technologist	50.59
15070 - Flight Instructor (Pilot)	61.08
15080 - Graphic Artist	41.07
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	61.08
15086 - Maintenance Test Pilot, Rotary Wing	61.08
15088 - Non-Maintenance Test/Co-Pilot	61.08
15090 - Technical Instructor	32.56
15095 - Technical Instructor/Course Developer	39.83
15110 - Test Proctor	26.28
15120 - Tutor	26.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	20.24
16030 - Counter Attendant	20.24
16040 - Dry Cleaner	23.13
16070 - Finisher, Flatwork, Machine	20.24
16090 - Presser, Hand	20.24
16110 - Presser, Machine, Drycleaning	20.24
16130 - Presser, Machine, Shirts	20.24
16160 - Presser, Machine, Wearing Apparel, Laundry	20.24
16190 - Sewing Machine Operator	24.10
16220 - Tailor	25.07
16250 - Washer, Machine	21.20
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	33.25
19040 - Tool And Die Maker	40.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.07
21030 - Material Coordinator	29.32
21040 - Material Expediter	29.32
21050 - Material Handling Laborer	20.47
21071 - Order Filler	18.21
21080 - Production Line Worker (Food Processing)	24.07
21110 - Shipping Packer	22.90
21130 - Shipping/Receiving Clerk	22.90
21140 - Store Worker I	19.28
21150 - Stock Clerk	23.14
21210 - Tools And Parts Attendant	24.07
21410 - Warehouse Specialist	24.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	47.56
23019 - Aircraft Logs and Records Technician	37.70
23021 - Aircraft Mechanic I	45.15
23022 - Aircraft Mechanic II	47.56
23023 - Aircraft Mechanic III	49.88
23040 - Aircraft Mechanic Helper	31.80
23050 - Aircraft, Painter	42.89
23060 - Aircraft Servicer	37.70
23070 - Aircraft Survival Flight Equipment Technician	42.89
23080 - Aircraft Worker	40.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	40.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	45.15
23110 - Appliance Mechanic	30.59
23120 - Bicycle Repairer	22.03
23125 - Cable Splicer	45.91
23130 - Carpenter, Maintenance	29.23
23140 - Carpet Layer	27.27
23160 - Electrician, Maintenance	36.50
23181 - Electronics Technician Maintenance I	35.18
23182 - Electronics Technician Maintenance II	37.35
23183 - Electronics Technician Maintenance III	39.32
23260 - Fabric Worker	29.23
23290 - Fire Alarm System Mechanic	32.11
23310 - Fire Extinguisher Repairer	26.93
23311 - Fuel Distribution System Mechanic	37.07
23312 - Fuel Distribution System Operator	28.53
23370 - General Maintenance Worker	27.52
23380 - Ground Support Equipment Mechanic	45.15
23381 - Ground Support Equipment Servicer	37.70
23382 - Ground Support Equipment Worker	40.41

23391 - Gunsmith I	26.93
23392 - Gunsmith II	31.33
23393 - Gunsmith III	35.00
23410 - Heating, Ventilation And Air-Conditioning Mechanic	34.66
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	36.51
23430 - Heavy Equipment Mechanic	34.40
23440 - Heavy Equipment Operator	29.64
23460 - Instrument Mechanic	39.52
23465 - Laboratory/Shelter Mechanic	33.25
23470 - Laborer	20.47
23510 - Locksmith	35.47
23530 - Machinery Maintenance Mechanic	35.92
23550 - Machinist, Maintenance	34.32
23580 - Maintenance Trades Helper	21.76
23591 - Metrology Technician I	39.52
23592 - Metrology Technician II	41.63
23593 - Metrology Technician III	43.66
23640 - Millwright	29.89
23710 - Office Appliance Repairer	25.69
23760 - Painter, Maintenance	24.31
23790 - Pipefitter, Maintenance	36.37
23810 - Plumber, Maintenance	34.55
23820 - Pneudraulic Systems Mechanic	35.00
23850 - Rigger	34.16
23870 - Scale Mechanic	31.33
23890 - Sheet-Metal Worker, Maintenance	30.59
23910 - Small Engine Mechanic	24.99
23931 - Telecommunications Mechanic I	37.06
23932 - Telecommunications Mechanic II	39.03
23950 - Telephone Lineman	45.94
23960 - Welder, Combination, Maintenance	29.17
23965 - Well Driller	32.07
23970 - Woodcraft Worker	35.00
23980 - Woodworker	26.93
24000 - Personal Needs Occupations	
24550 - Case Manager	23.26
24570 - Child Care Attendant	18.08
24580 - Child Care Center Clerk	22.56
24610 - Chore Aide	18.52
24620 - Family Readiness And Support Services Coordinator	23.26
24630 - Homemaker	23.26
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	43.98
25040 - Sewage Plant Operator	35.38
25070 - Stationary Engineer	43.98
25190 - Ventilation Equipment Tender	30.97
25210 - Water Treatment Plant Operator	35.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.45
27007 - Baggage Inspector	20.31
27008 - Corrections Officer	33.93
27010 - Court Security Officer	33.07
27030 - Detection Dog Handler	22.72
27040 - Detention Officer	33.93
27070 - Firefighter	32.62
27101 - Guard I	20.31
27102 - Guard II	22.72
27131 - Police Officer I	36.36
27132 - Police Officer II	40.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	23.00
28042 - Carnival Equipment Repairer	25.13
28043 - Carnival Worker	18.27
28210 - Gate Attendant/Gate Tender	23.96
28310 - Lifeguard	16.92
28350 - Park Attendant (Aide)	26.80
28510 - Recreation Aide/Health Facility Attendant	19.56
28515 - Recreation Specialist	33.19
28630 - Sports Official	21.34
28690 - Swimming Pool Operator	29.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	39.39
29020 - Hatch Tender	39.39
29030 - Line Handler	39.39
29041 - Stevedore I	36.76
29042 - Stevedore II	41.81
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 53.25
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 36.72
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 40.44
30021 - Archeological Technician I	24.14
30022 - Archeological Technician II	27.00
30023 - Archeological Technician III	33.44
30030 - Cartographic Technician	33.44
30040 - Civil Engineering Technician	41.58
30051 - Cryogenic Technician I	37.04

30052 - Cryogenic Technician II	40.90
30061 - Drafter/CAD Operator I	24.14
30062 - Drafter/CAD Operator II	27.00
30063 - Drafter/CAD Operator III	30.09
30064 - Drafter/CAD Operator IV	37.04
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	31.79
30095 - Evidence Control Specialist	33.44
30210 - Laboratory Technician	29.01
30221 - Latent Fingerprint Technician I	37.63
30222 - Latent Fingerprint Technician II	41.56
30240 - Mathematical Technician	42.36
30361 - Paralegal/Legal Assistant I	25.89
30362 - Paralegal/Legal Assistant II	32.07
30363 - Paralegal/Legal Assistant III	39.23
30364 - Paralegal/Legal Assistant IV	47.48
30375 - Petroleum Supply Specialist	40.90
30390 - Photo-Optics Technician	33.44
30395 - Radiation Control Technician	40.90
30461 - Technical Writer I	32.44
30462 - Technical Writer II	39.69
30463 - Technical Writer III	48.03
30491 - Unexploded Ordnance (UXO) Technician I	33.84
30492 - Unexploded Ordnance (UXO) Technician II	40.94
30493 - Unexploded Ordnance (UXO) Technician III	49.07
30494 - Unexploded (UXO) Safety Escort	33.84
30495 - Unexploded (UXO) Sweep Personnel	33.84
30501 - Weather Forecaster I	37.04
30502 - Weather Forecaster II	45.05
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 30.09
30621 - Weather Observer, Senior	(see 2) 33.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	40.94
31020 - Bus Aide	22.00
31030 - Bus Driver	31.35
31043 - Driver Courier	21.14
31260 - Parking and Lot Attendant	17.75
31290 - Shuttle Bus Driver	21.94
31310 - Taxi Driver	17.71
31361 - Truckdriver, Light	23.10
31362 - Truckdriver, Medium	25.07
31363 - Truckdriver, Heavy	28.76
31364 - Truckdriver, Tractor-Trailer	28.76
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.96
99030 - Cashier	17.05
99050 - Desk Clerk	18.12
99095 - Embalmer	35.31
99130 - Flight Follower	33.84
99251 - Laboratory Animal Caretaker I	21.79
99252 - Laboratory Animal Caretaker II	23.81
99260 - Marketing Analyst	41.91
99310 - Mortician	34.10
99410 - Pest Controller	23.08
99510 - Photofinishing Worker	22.57
99710 - Recycling Laborer	23.43
99711 - Recycling Specialist	28.16
99730 - Refuse Collector	22.37
99810 - Sales Clerk	17.60
99820 - School Crossing Guard	20.44
99830 - Survey Party Chief	31.00
99831 - Surveying Aide	19.26
99832 - Surveying Technician	29.45
99840 - Vending Machine Attendant	19.45
99841 - Vending Machine Repairer	24.72
99842 - Vending Machine Repairer Helper	19.45

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: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per week, or \$939.46 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, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, 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 employee (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)).