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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.: 2015-5211 Revision No.: 35 Date Of Last Revision: 8/22/2026

State: Texas

Area: Texas Counties of Callahan, Jones and Taylor

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.47
01012 - Accounting Clerk II		19.60
01013 - Accounting Clerk III		21.93
01020 - Administrative Assistant		30.52
01035 - Court Reporter		21.18
01041 - Customer Service Representative I		15.10
01042 - Customer Service Representative II		16.48
01043 - Customer Service Representative III		18.51
01051 - Data Entry Operator I		15.85
01052 - Data Entry Operator II		17.30
01060 - Dispatcher, Motor Vehicle		19.97
01070 - Document Preparation Clerk		16.87
01090 - Duplicating Machine Operator		16.87
01111 - General Clerk I		15.71
01112 - General Clerk II		17.14
01113 - General Clerk III		19.24
01120 - Housing Referral Assistant		23.62
01141 - Messenger Courier		17.02
01191 - Order Clerk I		15.46
01192 - Order Clerk II		16.87
01261 - Personnel Assistant (Employment) I		18.63
01262 - Personnel Assistant (Employment) II		20.84
01263 - Personnel Assistant (Employment) III		23.24
01270 - Production Control Clerk		24.54
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		18.93
01311 - Secretary I		18.93
01312 - Secretary II		21.18
01313 - Secretary III		23.62
01320 - Service Order Dispatcher		17.85
01410 - Supply Technician		30.52
01420 - Survey Worker		21.18
01460 - Switchboard Operator/Receptionist		14.76
01531 - Travel Clerk I		16.87
01532 - Travel Clerk II		18.37
01533 - Travel Clerk III		19.92
01611 - Word Processor I		16.87
01612 - Word Processor II		18.93
01613 - Word Processor III		21.18
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.59
05010 - Automotive Electrician		21.30
05040 - Automotive Glass Installer		19.89
05070 - Automotive Worker		19.89
05110 - Mobile Equipment Servicer		17.15
05130 - Motor Equipment Metal Mechanic		22.78
05160 - Motor Equipment Metal Worker		19.89
05190 - Motor Vehicle Mechanic		22.78
05220 - Motor Vehicle Mechanic Helper		15.83
05250 - Motor Vehicle Upholstery Worker		18.47
05280 - Motor Vehicle Wrecker		19.89
05310 - Painter, Automotive		21.30
05340 - Radiator Repair Specialist		19.89
05370 - Tire Repairer		16.92
05400 - Transmission Repair Specialist		22.78
07000 - Food Preparation And Service Occupations		
07010 - Baker		16.51
07041 - Cook I		15.31

07042 - Cook II	17.75
07070 - Dishwasher	12.93
07130 - Food Service Worker	13.58
07210 - Meat Cutter	17.83
07260 - Waiter/Waitress	11.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.72
09040 - Furniture Handler	13.91
09080 - Furniture Refinisher	22.72
09090 - Furniture Refinisher Helper	16.88
09110 - Furniture Repairer, Minor	19.70
09130 - Upholsterer	22.72
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.50
11060 - Elevator Operator	14.44
11090 - Gardener	22.09
11122 - Housekeeping Aide	14.44
11150 - Janitor	14.44
11210 - Laborer, Grounds Maintenance	16.80
11240 - Maid or Houseman	13.36
11260 - Pruner	15.44
11270 - Tractor Operator	20.39
11330 - Trail Maintenance Worker	16.80
11360 - Window Cleaner	15.71
12000 - Health Occupations	
12010 - Ambulance Driver	18.41
12011 - Breath Alcohol Technician	25.40
12012 - Certified Occupational Therapist Assistant	36.05
12015 - Certified Physical Therapist Assistant	36.58
12020 - Dental Assistant	19.00
12025 - Dental Hygienist	43.40
12030 - EKG Technician	37.61
12035 - Electroneurodiagnostic Technologist	37.61
12040 - Emergency Medical Technician	18.41
12071 - Licensed Practical Nurse I	22.72
12072 - Licensed Practical Nurse II	25.40
12073 - Licensed Practical Nurse III	28.33
12100 - Medical Assistant	18.05
12130 - Medical Laboratory Technician	23.01
12160 - Medical Record Clerk	20.79
12190 - Medical Record Technician	23.26
12195 - Medical Transcriptionist	20.65
12210 - Nuclear Medicine Technologist	55.81
12221 - Nursing Assistant I	13.71
12222 - Nursing Assistant II	15.42
12223 - Nursing Assistant III	16.83
12224 - Nursing Assistant IV	18.89
12235 - Optical Dispenser	20.06
12236 - Optical Technician	22.72
12250 - Pharmacy Technician	20.46
12280 - Phlebotomist	17.36
12305 - Radiologic Technologist	32.28
12311 - Registered Nurse I	26.06
12312 - Registered Nurse II	31.88
12313 - Registered Nurse II, Specialist	31.88
12314 - Registered Nurse III	38.58
12315 - Registered Nurse III, Anesthetist	38.58
12316 - Registered Nurse IV	46.24
12317 - Scheduler (Drug and Alcohol Testing)	31.47
12320 - Substance Abuse Treatment Counselor	24.00
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.97
13012 - Exhibits Specialist II	23.49
13013 - Exhibits Specialist III	28.74
13041 - Illustrator I	18.97
13042 - Illustrator II	23.49
13043 - Illustrator III	28.74
13047 - Librarian	26.02
13050 - Library Aide/Clerk	15.11
13054 - Library Information Technology Systems Administrator	23.49
13058 - Library Technician	17.58
13061 - Media Specialist I	16.95
13062 - Media Specialist II	18.97
13063 - Media Specialist III	21.15
13071 - Photographer I	16.95
13072 - Photographer II	18.97
13073 - Photographer III	23.49
13074 - Photographer IV	28.74
13075 - Photographer V	34.78
13090 - Technical Order Library Clerk	18.97
13110 - Video Teleconference Technician	16.95
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.81
14042 - Computer Operator II	21.04
14043 - Computer Operator III	23.47
14044 - Computer Operator IV	26.07
14045 - Computer Operator V	28.87
14071 - Computer Programmer I	22.85
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		18.81
14160 - Personal Computer Support Technician		26.07
14170 - System Support Specialist		28.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.16
15020 - Aircrew Training Devices Instructor (Rated)		38.92
15030 - Air Crew Training Devices Instructor (Pilot)		46.65
15050 - Computer Based Training Specialist / Instructor		32.16
15060 - Educational Technologist		33.93
15070 - Flight Instructor (Pilot)		46.65
15080 - Graphic Artist		23.76
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.65
15086 - Maintenance Test Pilot, Rotary Wing		46.65
15088 - Non-Maintenance Test/Co-Pilot		46.65
15090 - Technical Instructor		21.47
15095 - Technical Instructor/Course Developer		26.26
15110 - Test Proctor		17.77
15120 - Tutor		17.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.11
16030 - Counter Attendant		11.11
16040 - Dry Cleaner		12.74
16070 - Finisher, Flatwork, Machine		11.11
16090 - Presser, Hand		11.11
16110 - Presser, Machine, Drycleaning		11.11
16130 - Presser, Machine, Shirts		11.11
16160 - Presser, Machine, Wearing Apparel, Laundry		11.11
16190 - Sewing Machine Operator		13.38
16220 - Tailor		13.89
16250 - Washer, Machine		11.66
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.41
19040 - Tool And Die Maker		32.19
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.26
21030 - Material Coordinator		24.54
21040 - Material Expediter		24.54
21050 - Material Handling Laborer		17.21
21071 - Order Filler		16.81
21080 - Production Line Worker (Food Processing)		18.26
21110 - Shipping Packer		18.72
21130 - Shipping/Receiving Clerk		18.72
21140 - Store Worker I		13.98
21150 - Stock Clerk		17.74
21210 - Tools And Parts Attendant		18.26
21410 - Warehouse Specialist		18.26
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		39.83
23019 - Aircraft Logs and Records Technician		30.38
23021 - Aircraft Mechanic I		37.47
23022 - Aircraft Mechanic II		39.83
23023 - Aircraft Mechanic III		42.11
23040 - Aircraft Mechanic Helper		26.04
23050 - Aircraft, Painter		35.04
23060 - Aircraft Servicer		30.38
23070 - Aircraft Survival Flight Equipment Technician		35.04
23080 - Aircraft Worker		32.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		32.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		37.47
23110 - Appliance Mechanic		25.41
23120 - Bicycle Repairer		20.46
23125 - Cable Splicer		38.27
23130 - Carpenter, Maintenance		20.69
23140 - Carpet Layer		23.72
23160 - Electrician, Maintenance		23.48
23181 - Electronics Technician Maintenance I		30.96
23182 - Electronics Technician Maintenance II		33.17
23183 - Electronics Technician Maintenance III		35.46
23260 - Fabric Worker		22.03
23290 - Fire Alarm System Mechanic		27.17
23310 - Fire Extinguisher Repairer		20.46
23311 - Fuel Distribution System Mechanic		24.37
23312 - Fuel Distribution System Operator		18.35
23370 - General Maintenance Worker		20.48
23380 - Ground Support Equipment Mechanic		37.47
23381 - Ground Support Equipment Servicer		30.38
23382 - Ground Support Equipment Worker		32.71
23391 - Gunsmith I		20.46
23392 - Gunsmith II		23.72
23393 - Gunsmith III		27.17
23410 - Heating, Ventilation And Air-Conditioning Mechanic		25.15
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		26.73
23430 - Heavy Equipment Mechanic		28.21

23440 - Heavy Equipment Operator	23.80
23460 - Instrument Mechanic	27.17
23465 - Laboratory/Shelter Mechanic	25.41
23470 - Laborer	17.21
23510 - Locksmith	25.41
23530 - Machinery Maintenance Mechanic	27.51
23550 - Machinist, Maintenance	26.93
23580 - Maintenance Trades Helper	16.24
23591 - Metrology Technician I	27.17
23592 - Metrology Technician II	28.89
23593 - Metrology Technician III	30.54
23640 - Millwright	27.17
23710 - Office Appliance Repairer	25.41
23760 - Painter, Maintenance	19.41
23790 - Pipefitter, Maintenance	26.62
23810 - Plumber, Maintenance	24.90
23820 - Pseudraulic Systems Mechanic	27.17
23850 - Rigger	27.17
23870 - Scale Mechanic	23.72
23890 - Sheet-Metal Worker, Maintenance	25.44
23910 - Small Engine Mechanic	23.72
23931 - Telecommunications Mechanic I	27.19
23932 - Telecommunications Mechanic II	28.91
23950 - Telephone Lineman	31.22
23960 - Welder, Combination, Maintenance	23.16
23965 - Well Driller	27.17
23970 - Woodcraft Worker	27.17
23980 - Woodworker	20.46
24000 - Personal Needs Occupations	
24550 - Case Manager	20.49
24570 - Child Care Attendant	12.89
24580 - Child Care Center Clerk	16.08
24610 - Chore Aide	11.39
24620 - Family Readiness And Support Services Coordinator	20.49
24630 - Homemaker	20.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.98
25040 - Sewage Plant Operator	22.43
25070 - Stationary Engineer	23.98
25190 - Ventilation Equipment Tender	16.66
25210 - Water Treatment Plant Operator	22.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.56
27007 - Baggage Inspector	17.37
27008 - Corrections Officer	25.76
27010 - Court Security Officer	28.74
27030 - Detection Dog Handler	19.43
27040 - Detention Officer	25.76
27070 - Firefighter	31.21
27101 - Guard I	17.37
27102 - Guard II	19.43
27131 - Police Officer I	36.79
27132 - Police Officer II	40.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.77
28042 - Carnival Equipment Repairer	17.09
28043 - Carnival Worker	11.95
28210 - Gate Attendant/Gate Tender	18.01
28310 - Lifeguard	16.05
28350 - Park Attendant (Aide)	20.13
28510 - Recreation Aide/Health Facility Attendant	14.69
28515 - Recreation Specialist	24.95
28630 - Sports Official	16.05
28690 - Swimming Pool Operator	19.82
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.09
29020 - Hatch Tender	26.09
29030 - Line Handler	26.09
29041 - Stevedore I	24.23
29042 - Stevedore II	27.93
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 46.54
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 35.33
30021 - Archeological Technician I	19.26
30022 - Archeological Technician II	21.55
30023 - Archeological Technician III	26.69
30030 - Cartographic Technician	26.69
30040 - Civil Engineering Technician	25.38
30051 - Cryogenic Technician I	29.56
30052 - Cryogenic Technician II	32.64
30061 - Drafter/CAD Operator I	19.26
30062 - Drafter/CAD Operator II	21.55
30063 - Drafter/CAD Operator III	24.01
30064 - Drafter/CAD Operator IV	29.56
30081 - Engineering Technician I	17.16
30082 - Engineering Technician II	19.26
30083 - Engineering Technician III	21.55

30084 - Engineering Technician IV	26.69
30085 - Engineering Technician V	32.64
30086 - Engineering Technician VI	39.49
30090 - Environmental Technician	26.69
30095 - Evidence Control Specialist	26.69
30210 - Laboratory Technician	24.01
30221 - Latent Fingerprint Technician I	29.56
30222 - Latent Fingerprint Technician II	32.64
30240 - Mathematical Technician	26.69
30361 - Paralegal/Legal Assistant I	22.78
30362 - Paralegal/Legal Assistant II	28.22
30363 - Paralegal/Legal Assistant III	34.52
30364 - Paralegal/Legal Assistant IV	41.78
30375 - Petroleum Supply Specialist	32.64
30390 - Photo-Optics Technician	26.69
30395 - Radiation Control Technician	32.64
30461 - Technical Writer I	26.69
30462 - Technical Writer II	32.64
30463 - Technical Writer III	39.49
30491 - Unexploded Ordnance (UXO) Technician I	29.57
30492 - Unexploded Ordnance (UXO) Technician II	35.78
30493 - Unexploded Ordnance (UXO) Technician III	42.89
30494 - Unexploded (UXO) Safety Escort	29.57
30495 - Unexploded (UXO) Sweep Personnel	29.57
30501 - Weather Forecaster I	29.56
30502 - Weather Forecaster II	35.95
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 24.01
30621 - Weather Observer, Senior	(see 2) 26.69
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.78
31020 - Bus Aide	16.21
31030 - Bus Driver	20.93
31043 - Driver Courier	16.94
31260 - Parking and Lot Attendant	14.83
31290 - Shuttle Bus Driver	17.70
31310 - Taxi Driver	13.28
31361 - Truckdriver, Light	18.35
31362 - Truckdriver, Medium	19.76
31363 - Truckdriver, Heavy	26.31
31364 - Truckdriver, Tractor-Trailer	26.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.04
99050 - Desk Clerk	13.53
99095 - Embalmer	29.57
99130 - Flight Follower	29.57
99251 - Laboratory Animal Caretaker I	19.07
99252 - Laboratory Animal Caretaker II	20.66
99260 - Marketing Analyst	28.36
99310 - Mortician	29.57
99410 - Pest Controller	22.31
99510 - Photofinishing Worker	15.54
99710 - Recycling Laborer	18.94
99711 - Recycling Specialist	23.00
99730 - Refuse Collector	16.91
99810 - Sales Clerk	14.20
99820 - School Crossing Guard	14.73
99830 - Survey Party Chief	23.56
99831 - Surveying Aide	16.40
99832 - Surveying Technician	22.50
99840 - Vending Machine Attendant	19.45
99841 - Vending Machine Repairer	24.44
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 8 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. (See 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 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))."