

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.: 2015-4407 Revision No.: 34 Date Of Last Revision: 7/30/2026

State: North Carolina

Area: North Carolina Counties of Dare, Hyde, Martin, Tyrrell and
Washington

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.12
01012 - Accounting Clerk II		19.21
01013 - Accounting Clerk III		21.49
01020 - Administrative Assistant		29.21
01035 - Court Reporter		22.19
01041 - Customer Service Representative I		16.18
01042 - Customer Service Representative II		17.66
01043 - Customer Service Representative III		19.81
01051 - Data Entry Operator I		17.10
01052 - Data Entry Operator II		18.66
01060 - Dispatcher, Motor Vehicle		22.47
01070 - Document Preparation Clerk		17.67
01090 - Duplicating Machine Operator		17.67
01111 - General Clerk I		16.04
01112 - General Clerk II		17.50
01113 - General Clerk III		19.64
01120 - Housing Referral Assistant		24.74
01141 - Messenger Courier		17.53
01191 - Order Clerk I		18.00
01192 - Order Clerk II		19.64
01261 - Personnel Assistant (Employment) I		19.71
01262 - Personnel Assistant (Employment) II		22.04
01263 - Personnel Assistant (Employment) III		24.57
01270 - Production Control Clerk		26.08
01290 - Rental Clerk		17.95
01300 - Scheduler, Maintenance		19.83
01311 - Secretary I		19.83
01312 - Secretary II		22.19
01313 - Secretary III		24.74
01320 - Service Order Dispatcher		20.09
01410 - Supply Technician		29.21
01420 - Survey Worker		18.44
01460 - Switchboard Operator/Receptionist		15.84
01531 - Travel Clerk I		17.13
01532 - Travel Clerk II		18.06
01533 - Travel Clerk III		19.01
01611 - Word Processor I		17.67
01612 - Word Processor II		19.83
01613 - Word Processor III		22.19
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.08
05010 - Automotive Electrician		21.01
05040 - Automotive Glass Installer		19.74
05070 - Automotive Worker		19.74
05110 - Mobile Equipment Servicer		17.36
05130 - Motor Equipment Metal Mechanic		22.17
05160 - Motor Equipment Metal Worker		19.74
05190 - Motor Vehicle Mechanic		22.17
05220 - Motor Vehicle Mechanic Helper		16.00
05250 - Motor Vehicle Upholstery Worker		18.57
05280 - Motor Vehicle Wrecker		19.74
05310 - Painter, Automotive		21.01
05340 - Radiator Repair Specialist		19.74
05370 - Tire Repairer		16.87
05400 - Transmission Repair Specialist		22.17
07000 - Food Preparation And Service Occupations		
07010 - Baker		15.62

07041 - Cook I	15.90
07042 - Cook II	18.07
07070 - Dishwasher	13.28
07130 - Food Service Worker	13.75
07210 - Meat Cutter	17.57
07260 - Waiter/Waitress	11.76
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.89
09040 - Furniture Handler	15.27
09080 - Furniture Refinisher	23.36
09090 - Furniture Refinisher Helper	17.99
09110 - Furniture Repairer, Minor	20.72
09130 - Upholsterer	23.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.06
11060 - Elevator Operator	14.81
11090 - Gardener	21.86
11122 - Housekeeping Aide	14.81
11150 - Janitor	14.81
11210 - Laborer, Grounds Maintenance	17.19
11240 - Maid or Houseman	14.85
11260 - Pruner	15.61
11270 - Tractor Operator	20.25
11330 - Trail Maintenance Worker	17.19
11360 - Window Cleaner	16.33
12000 - Health Occupations	
12010 - Ambulance Driver	18.52
12011 - Breath Alcohol Technician	26.51
12012 - Certified Occupational Therapist Assistant	33.36
12015 - Certified Physical Therapist Assistant	32.43
12020 - Dental Assistant	23.51
12025 - Dental Hygienist	44.18
12030 - EKG Technician	35.17
12035 - Electroneurodiagnostic Technologist	35.17
12040 - Emergency Medical Technician	18.52
12071 - Licensed Practical Nurse I	23.69
12072 - Licensed Practical Nurse II	26.51
12073 - Licensed Practical Nurse III	29.56
12100 - Medical Assistant	18.51
12130 - Medical Laboratory Technician	27.00
12160 - Medical Record Clerk	18.03
12190 - Medical Record Technician	20.17
12195 - Medical Transcriptionist	22.83
12210 - Nuclear Medicine Technologist	56.10
12221 - Nursing Assistant I	14.48
12222 - Nursing Assistant II	16.28
12223 - Nursing Assistant III	17.77
12224 - Nursing Assistant IV	19.94
12235 - Optical Dispenser	25.91
12236 - Optical Technician	23.69
12250 - Pharmacy Technician	18.97
12280 - Phlebotomist	18.79
12305 - Radiologic Technologist	32.59
12311 - Registered Nurse I	26.27
12312 - Registered Nurse II	32.13
12313 - Registered Nurse II, Specialist	32.13
12314 - Registered Nurse III	38.89
12315 - Registered Nurse III, Anesthetist	38.89
12316 - Registered Nurse IV	46.61
12317 - Scheduler (Drug and Alcohol Testing)	32.84
12320 - Substance Abuse Treatment Counselor	24.72
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.10
13012 - Exhibits Specialist II	26.14
13013 - Exhibits Specialist III	31.98
13041 - Illustrator I	21.10
13042 - Illustrator II	26.14
13043 - Illustrator III	31.98
13047 - Librarian	28.95
13050 - Library Aide/Clerk	16.37
13054 - Library Information Technology Systems Administrator	26.14
13058 - Library Technician	16.74
13061 - Media Specialist I	18.86
13062 - Media Specialist II	21.10
13063 - Media Specialist III	23.53
13071 - Photographer I	18.10
13072 - Photographer II	20.24
13073 - Photographer III	25.07
13074 - Photographer IV	30.68
13075 - Photographer V	37.11
13090 - Technical Order Library Clerk	20.55
13110 - Video Teleconference Technician	19.92
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.33
14042 - Computer Operator II	21.63
14043 - Computer Operator III	24.12
14044 - Computer Operator IV	26.79
14045 - Computer Operator V	29.67
14071 - Computer Programmer I	(see 1) 24.54
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		19.33
14160 - Personal Computer Support Technician		26.79
14170 - System Support Specialist		29.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.46
15020 - Aircrew Training Devices Instructor (Rated)		41.69
15030 - Air Crew Training Devices Instructor (Pilot)		49.98
15050 - Computer Based Training Specialist / Instructor		34.46
15060 - Educational Technologist		30.73
15070 - Flight Instructor (Pilot)		49.98
15080 - Graphic Artist		26.51
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.98
15086 - Maintenance Test Pilot, Rotary Wing		49.98
15088 - Non-Maintenance Test/Co-Pilot		49.98
15090 - Technical Instructor		21.20
15095 - Technical Instructor/Course Developer		25.93
15110 - Test Proctor		17.12
15120 - Tutor		17.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.52
16030 - Counter Attendant		11.52
16040 - Dry Cleaner		13.56
16070 - Finisher, Flatwork, Machine		11.52
16090 - Presser, Hand		11.52
16110 - Presser, Machine, Drycleaning		11.52
16130 - Presser, Machine, Shirts		11.52
16160 - Presser, Machine, Wearing Apparel, Laundry		11.52
16190 - Sewing Machine Operator		14.26
16220 - Tailor		14.93
16250 - Washer, Machine		12.25
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.55
19040 - Tool And Die Maker		32.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.25
21030 - Material Coordinator		26.08
21040 - Material Expediter		26.08
21050 - Material Handling Laborer		17.18
21071 - Order Filler		16.53
21080 - Production Line Worker (Food Processing)		18.25
21110 - Shipping Packer		18.13
21130 - Shipping/Receiving Clerk		18.13
21140 - Store Worker I		15.67
21150 - Stock Clerk		20.80
21210 - Tools And Parts Attendant		18.25
21410 - Warehouse Specialist		18.25
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		39.20
23019 - Aircraft Logs and Records Technician		31.33
23021 - Aircraft Mechanic I		37.24
23022 - Aircraft Mechanic II		39.20
23023 - Aircraft Mechanic III		41.12
23040 - Aircraft Mechanic Helper		27.20
23050 - Aircraft, Painter		35.32
23060 - Aircraft Servicer		31.33
23070 - Aircraft Survival Flight Equipment Technician		35.32
23080 - Aircraft Worker		33.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		33.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		37.24
23110 - Appliance Mechanic		26.23
23120 - Bicycle Repairer		23.44
23125 - Cable Splicer		37.13
23130 - Carpenter, Maintenance		21.94
23140 - Carpet Layer		26.53
23160 - Electrician, Maintenance		26.45
23181 - Electronics Technician Maintenance I		36.82
23182 - Electronics Technician Maintenance II		39.04
23183 - Electronics Technician Maintenance III		41.20
23260 - Fabric Worker		25.01
23290 - Fire Alarm System Mechanic		29.73
23310 - Fire Extinguisher Repairer		23.44
23311 - Fuel Distribution System Mechanic		34.84
23312 - Fuel Distribution System Operator		27.47
23370 - General Maintenance Worker		21.98
23380 - Ground Support Equipment Mechanic		37.24
23381 - Ground Support Equipment Servicer		31.33
23382 - Ground Support Equipment Worker		33.24
23391 - Gunsmith I		23.44
23392 - Gunsmith II		26.53
23393 - Gunsmith III		29.73
23410 - Heating, Ventilation And Air-Conditioning Mechanic		23.42
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		24.67

23430 - Heavy Equipment Mechanic	28.37
23440 - Heavy Equipment Operator	23.01
23460 - Instrument Mechanic	30.81
23465 - Laboratory/Shelter Mechanic	28.20
23470 - Laborer	17.18
23510 - Locksmith	28.20
23530 - Machinery Maintenance Mechanic	29.68
23550 - Machinist, Maintenance	26.43
23580 - Maintenance Trades Helper	18.12
23591 - Metrology Technician I	30.81
23592 - Metrology Technician II	32.45
23593 - Metrology Technician III	34.06
23640 - Millwright	29.73
23710 - Office Appliance Repairer	26.23
23760 - Painter, Maintenance	22.00
23790 - Pipefitter, Maintenance	24.36
23810 - Plumber, Maintenance	23.08
23820 - Pseudraulic Systems Mechanic	29.73
23850 - Rigger	29.73
23870 - Scale Mechanic	26.53
23890 - Sheet-Metal Worker, Maintenance	36.12
23910 - Small Engine Mechanic	22.77
23931 - Telecommunications Mechanic I	30.75
23932 - Telecommunications Mechanic II	32.37
23950 - Telephone Lineman	27.69
23960 - Welder, Combination, Maintenance	25.12
23965 - Well Driller	28.03
23970 - Woodcraft Worker	29.73
23980 - Woodworker	23.44
24000 - Personal Needs Occupations	
24550 - Case Manager	19.73
24570 - Child Care Attendant	13.68
24580 - Child Care Center Clerk	17.07
24610 - Chore Aide	14.32
24620 - Family Readiness And Support Services Coordinator	19.73
24630 - Homemaker	19.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.14
25040 - Sewage Plant Operator	24.55
25070 - Stationary Engineer	30.29
25190 - Ventilation Equipment Tender	21.66
25210 - Water Treatment Plant Operator	24.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.34
27007 - Baggage Inspector	16.07
27008 - Corrections Officer	23.79
27010 - Court Security Officer	21.92
27030 - Detection Dog Handler	17.98
27040 - Detention Officer	23.79
27070 - Firefighter	19.13
27101 - Guard I	16.07
27102 - Guard II	17.98
27131 - Police Officer I	24.17
27132 - Police Officer II	26.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.61
28042 - Carnival Equipment Repairer	15.79
28043 - Carnival Worker	11.16
28210 - Gate Attendant/Gate Tender	19.23
28310 - Lifeguard	16.65
28350 - Park Attendant (Aide)	21.53
28510 - Recreation Aide/Health Facility Attendant	15.71
28515 - Recreation Specialist	26.57
28630 - Sports Official	17.14
28690 - Swimming Pool Operator	18.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.09
29020 - Hatch Tender	28.09
29030 - Line Handler	28.09
29041 - Stevedore I	26.48
29042 - Stevedore II	29.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 48.59
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 33.51
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 36.90
30021 - Archeological Technician I	18.28
30022 - Archeological Technician II	22.97
30023 - Archeological Technician III	26.93
30030 - Cartographic Technician	27.06
30040 - Civil Engineering Technician	30.23
30051 - Cryogenic Technician I	25.70
30052 - Cryogenic Technician II	28.39
30061 - Drafter/CAD Operator I	18.28
30062 - Drafter/CAD Operator II	20.53
30063 - Drafter/CAD Operator III	22.97
30064 - Drafter/CAD Operator IV	27.62
30081 - Engineering Technician I	17.41
30082 - Engineering Technician II	19.53

30083 - Engineering Technician III	21.86
30084 - Engineering Technician IV	27.08
30085 - Engineering Technician V	33.13
30086 - Engineering Technician VI	40.07
30090 - Environmental Technician	20.60
30095 - Evidence Control Specialist	23.21
30210 - Laboratory Technician	26.31
30221 - Latent Fingerprint Technician I	25.70
30222 - Latent Fingerprint Technician II	28.39
30240 - Mathematical Technician	26.93
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.93
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.81
30375 - Petroleum Supply Specialist	28.39
30390 - Photo-Optics Technician	25.99
30395 - Radiation Control Technician	28.39
30461 - Technical Writer I	26.35
30462 - Technical Writer II	32.22
30463 - Technical Writer III	38.98
30491 - Unexploded Ordnance (UXO) Technician I	30.88
30492 - Unexploded Ordnance (UXO) Technician II	37.37
30493 - Unexploded Ordnance (UXO) Technician III	44.79
30494 - Unexploded (UXO) Safety Escort	30.88
30495 - Unexploded (UXO) Sweep Personnel	30.88
30501 - Weather Forecaster I	31.65
30502 - Weather Forecaster II	38.50
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.97
30621 - Weather Observer, Senior	(see 2) 25.04
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	37.37
31020 - Bus Aide	12.62
31030 - Bus Driver	17.24
31043 - Driver Courier	16.72
31260 - Parking and Lot Attendant	13.81
31290 - Shuttle Bus Driver	14.50
31310 - Taxi Driver	12.58
31361 - Truckdriver, Light	18.05
31362 - Truckdriver, Medium	19.26
31363 - Truckdriver, Heavy	23.18
31364 - Truckdriver, Tractor-Trailer	23.18
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.22
99030 - Cashier	13.41
99050 - Desk Clerk	13.91
99095 - Embalmer	29.98
99130 - Flight Follower	30.88
99251 - Laboratory Animal Caretaker I	17.18
99252 - Laboratory Animal Caretaker II	18.55
99260 - Marketing Analyst	30.66
99310 - Mortician	29.98
99410 - Pest Controller	19.21
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	16.98
99711 - Recycling Specialist	20.21
99730 - Refuse Collector	15.35
99810 - Sales Clerk	14.65
99820 - School Crossing Guard	17.36
99830 - Survey Party Chief	31.23
99831 - Surveying Aide	18.48
99832 - Surveying Technician	25.32
99840 - Vending Machine Attendant	22.51
99841 - Vending Machine Repairer	27.51
99842 - Vending Machine Repairer Helper	22.51

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 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 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))."