

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.: 2015-4297 Revision No.: 35 Date Of Last Revision: 8/22/2026

State: West Virginia

Area: West Virginia Counties of Berkeley

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.88
01012 - Accounting Clerk II		20.07
01013 - Accounting Clerk III		22.45
01020 - Administrative Assistant		33.30
01035 - Court Reporter		23.53
01041 - Customer Service Representative I		16.83
01042 - Customer Service Representative II		18.37
01043 - Customer Service Representative III		20.61
01051 - Data Entry Operator I		17.00
01052 - Data Entry Operator II		18.55
01060 - Dispatcher, Motor Vehicle		24.18
01070 - Document Preparation Clerk		18.07
01090 - Duplicating Machine Operator		18.07
01111 - General Clerk I		17.38
01112 - General Clerk II		18.97
01113 - General Clerk III		21.29
01120 - Housing Referral Assistant		26.24
01141 - Messenger Courier		15.81
01191 - Order Clerk I		19.45
01192 - Order Clerk II		21.23
01261 - Personnel Assistant (Employment) I		22.24
01262 - Personnel Assistant (Employment) II		24.88
01263 - Personnel Assistant (Employment) III		27.75
01270 - Production Control Clerk		26.65
01290 - Rental Clerk		18.41
01300 - Scheduler, Maintenance		21.03
01311 - Secretary I		21.03
01312 - Secretary II		23.53
01313 - Secretary III		26.24
01320 - Service Order Dispatcher		21.62
01410 - Supply Technician		33.30
01420 - Survey Worker		20.03
01460 - Switchboard Operator/Receptionist		17.13
01531 - Travel Clerk I		18.74
01532 - Travel Clerk II		21.03
01533 - Travel Clerk III		23.53
01611 - Word Processor I		18.74
01612 - Word Processor II		21.03
01613 - Word Processor III		23.53
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.26
05010 - Automotive Electrician		23.51
05040 - Automotive Glass Installer		22.15
05070 - Automotive Worker		22.15
05110 - Mobile Equipment Servicer		20.17
05130 - Motor Equipment Metal Mechanic		24.78
05160 - Motor Equipment Metal Worker		22.15
05190 - Motor Vehicle Mechanic		24.78
05220 - Motor Vehicle Mechanic Helper		19.42
05250 - Motor Vehicle Upholstery Worker		21.63
05280 - Motor Vehicle Wrecker		22.15
05310 - Painter, Automotive		23.51
05340 - Radiator Repair Specialist		22.15
05370 - Tire Repairer		18.21
05400 - Transmission Repair Specialist		24.78
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.01
07041 - Cook I		16.62

07042 - Cook II	19.28
07070 - Dishwasher	15.00
07130 - Food Service Worker	15.05
07210 - Meat Cutter	18.32
07260 - Waiter/Waitress	16.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.91
09040 - Furniture Handler	19.87
09080 - Furniture Refinisher	25.91
09090 - Furniture Refinisher Helper	21.54
09110 - Furniture Repairer, Minor	23.22
09130 - Upholsterer	25.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.76
11060 - Elevator Operator	17.50
11090 - Gardener	21.30
11122 - Housekeeping Aide	17.50
11150 - Janitor	17.50
11210 - Laborer, Grounds Maintenance	17.93
11240 - Maid or Houseman	15.00
11260 - Pruner	17.12
11270 - Tractor Operator	20.50
11330 - Trail Maintenance Worker	17.93
11360 - Window Cleaner	18.33
12000 - Health Occupations	
12010 - Ambulance Driver	21.16
12011 - Breath Alcohol Technician	27.71
12012 - Certified Occupational Therapist Assistant	33.67
12015 - Certified Physical Therapist Assistant	31.72
12020 - Dental Assistant	22.45
12025 - Dental Hygienist	49.23
12030 - EKG Technician	40.51
12035 - Electroneurodiagnostic Technologist	40.51
12040 - Emergency Medical Technician	21.16
12071 - Licensed Practical Nurse I	24.77
12072 - Licensed Practical Nurse II	27.71
12073 - Licensed Practical Nurse III	30.90
12100 - Medical Assistant	20.30
12130 - Medical Laboratory Technician	25.35
12160 - Medical Record Clerk	22.29
12190 - Medical Record Technician	25.42
12195 - Medical Transcriptionist	24.77
12210 - Nuclear Medicine Technologist	60.90
12221 - Nursing Assistant I	15.47
12222 - Nursing Assistant II	17.40
12223 - Nursing Assistant III	18.99
12224 - Nursing Assistant IV	21.32
12235 - Optical Dispenser	22.19
12236 - Optical Technician	24.77
12250 - Pharmacy Technician	21.12
12280 - Phlebotomist	21.57
12305 - Radiologic Technologist	37.32
12311 - Registered Nurse I	30.13
12312 - Registered Nurse II	36.85
12313 - Registered Nurse II, Specialist	36.85
12314 - Registered Nurse III	44.60
12315 - Registered Nurse III, Anesthetist	44.60
12316 - Registered Nurse IV	53.46
12317 - Scheduler (Drug and Alcohol Testing)	34.32
12320 - Substance Abuse Treatment Counselor	29.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.09
13012 - Exhibits Specialist II	27.38
13013 - Exhibits Specialist III	33.48
13041 - Illustrator I	22.09
13042 - Illustrator II	27.38
13043 - Illustrator III	33.48
13047 - Librarian	33.88
13050 - Library Aide/Clerk	17.59
13054 - Library Information Technology Systems Administrator	30.60
13058 - Library Technician	22.09
13061 - Media Specialist I	19.76
13062 - Media Specialist II	22.09
13063 - Media Specialist III	24.63
13071 - Photographer I	19.62
13072 - Photographer II	21.95
13073 - Photographer III	27.19
13074 - Photographer IV	33.26
13075 - Photographer V	40.25
13090 - Technical Order Library Clerk	22.09
13110 - Video Teleconference Technician	22.43
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.18
14042 - Computer Operator II	22.57
14043 - Computer Operator III	25.17
14044 - Computer Operator IV	27.97
14045 - Computer Operator V	30.97
14071 - Computer Programmer I	(see 1) 26.36
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		20.18
14160 - Personal Computer Support Technician		27.97
14170 - System Support Specialist		30.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.19
15020 - Aircrew Training Devices Instructor (Rated)		45.01
15030 - Air Crew Training Devices Instructor (Pilot)		53.95
15050 - Computer Based Training Specialist / Instructor		37.19
15060 - Educational Technologist		48.85
15070 - Flight Instructor (Pilot)		53.95
15080 - Graphic Artist		26.80
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		53.95
15086 - Maintenance Test Pilot, Rotary Wing		53.95
15088 - Non-Maintenance Test/Co-Pilot		53.95
15090 - Technical Instructor		25.73
15095 - Technical Instructor/Course Developer		31.47
15110 - Test Proctor		20.76
15120 - Tutor		20.76
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.29
16030 - Counter Attendant		17.29
16040 - Dry Cleaner		19.75
16070 - Finisher, Flatwork, Machine		17.29
16090 - Presser, Hand		17.29
16110 - Presser, Machine, Drycleaning		17.29
16130 - Presser, Machine, Shirts		17.29
16160 - Presser, Machine, Wearing Apparel, Laundry		17.29
16190 - Sewing Machine Operator		20.57
16220 - Tailor		21.39
16250 - Washer, Machine		18.11
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		29.86
19040 - Tool And Die Maker		35.44
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.33
21030 - Material Coordinator		26.65
21040 - Material Expediter		26.65
21050 - Material Handling Laborer		18.33
21071 - Order Filler		18.91
21080 - Production Line Worker (Food Processing)		21.33
21110 - Shipping Packer		22.73
21130 - Shipping/Receiving Clerk		22.73
21140 - Store Worker I		21.55
21150 - Stock Clerk		24.52
21210 - Tools And Parts Attendant		21.33
21410 - Warehouse Specialist		21.33
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		42.45
23019 - Aircraft Logs and Records Technician		36.34
23021 - Aircraft Mechanic I		40.30
23022 - Aircraft Mechanic II		42.45
23023 - Aircraft Mechanic III		44.52
23040 - Aircraft Mechanic Helper		33.75
23050 - Aircraft, Painter		38.99
23060 - Aircraft Servicer		36.34
23070 - Aircraft Survival Flight Equipment Technician		38.99
23080 - Aircraft Worker		37.68
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		37.68
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		40.30
23110 - Appliance Mechanic		29.86
23120 - Bicycle Repairer		26.85
23125 - Cable Splicer		43.50
23130 - Carpenter, Maintenance		26.77
23140 - Carpet Layer		28.86
23160 - Electrician, Maintenance		29.96
23181 - Electronics Technician Maintenance I		33.26
23182 - Electronics Technician Maintenance II		34.43
23183 - Electronics Technician Maintenance III		35.57
23260 - Fabric Worker		27.83
23290 - Fire Alarm System Mechanic		26.86
23310 - Fire Extinguisher Repairer		26.85
23311 - Fuel Distribution System Mechanic		33.38
23312 - Fuel Distribution System Operator		29.04
23370 - General Maintenance Worker		22.94
23380 - Ground Support Equipment Mechanic		40.30
23381 - Ground Support Equipment Servicer		36.34
23382 - Ground Support Equipment Worker		37.68
23391 - Gunsmith I		26.85
23392 - Gunsmith II		28.86
23393 - Gunsmith III		30.87
23410 - Heating, Ventilation And Air-Conditioning Mechanic		28.08
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		29.58
23430 - Heavy Equipment Mechanic		30.29

23440 - Heavy Equipment Operator	24.43
23460 - Instrument Mechanic	30.87
23465 - Laboratory/Shelter Mechanic	29.86
23470 - Laborer	18.33
23510 - Locksmith	29.86
23530 - Machinery Maintenance Mechanic	30.30
23550 - Machinist, Maintenance	29.93
23580 - Maintenance Trades Helper	18.45
23591 - Metrology Technician I	30.87
23592 - Metrology Technician II	32.36
23593 - Metrology Technician III	33.94
23640 - Millwright	31.01
23710 - Office Appliance Repairer	23.68
23760 - Painter, Maintenance	22.06
23790 - Pipefitter, Maintenance	27.41
23810 - Plumber, Maintenance	26.50
23820 - Pseudraulic Systems Mechanic	30.87
23850 - Rigger	30.87
23870 - Scale Mechanic	28.86
23890 - Sheet-Metal Worker, Maintenance	29.43
23910 - Small Engine Mechanic	28.86
23931 - Telecommunications Mechanic I	31.69
23932 - Telecommunications Mechanic II	32.71
23950 - Telephone Lineman	43.51
23960 - Welder, Combination, Maintenance	25.52
23965 - Well Driller	30.87
23970 - Woodcraft Worker	30.87
23980 - Woodworker	26.85
24000 - Personal Needs Occupations	
24550 - Case Manager	20.45
24570 - Child Care Attendant	15.26
24580 - Child Care Center Clerk	19.04
24610 - Chore Aide	15.68
24620 - Family Readiness And Support Services Coordinator	20.45
24630 - Homemaker	20.45
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.55
25040 - Sewage Plant Operator	26.65
25070 - Stationary Engineer	27.55
25190 - Ventilation Equipment Tender	23.07
25210 - Water Treatment Plant Operator	26.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.66
27007 - Baggage Inspector	16.71
27008 - Corrections Officer	30.89
27010 - Court Security Officer	27.81
27030 - Detection Dog Handler	18.69
27040 - Detention Officer	30.89
27070 - Firefighter	25.62
27101 - Guard I	16.71
27102 - Guard II	18.69
27131 - Police Officer I	28.60
27132 - Police Officer II	31.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.16
28042 - Carnival Equipment Repairer	18.87
28043 - Carnival Worker	15.00
28210 - Gate Attendant/Gate Tender	20.97
28310 - Lifeguard	15.00
28350 - Park Attendant (Aide)	23.46
28510 - Recreation Aide/Health Facility Attendant	17.13
28515 - Recreation Specialist	29.07
28630 - Sports Official	18.69
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.86
29020 - Hatch Tender	28.86
29030 - Line Handler	28.86
29041 - Stevedore I	27.83
29042 - Stevedore II	29.86
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	23.68
30022 - Archeological Technician II	26.49
30023 - Archeological Technician III	32.81
30030 - Cartographic Technician	32.81
30040 - Civil Engineering Technician	32.81
30051 - Cryogenic Technician I	36.34
30052 - Cryogenic Technician II	40.14
30061 - Drafter/CAD Operator I	23.68
30062 - Drafter/CAD Operator II	26.49
30063 - Drafter/CAD Operator III	29.54
30064 - Drafter/CAD Operator IV	36.34
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	31.26
30095 - Evidence Control Specialist	32.81
30210 - Laboratory Technician	31.87
30221 - Latent Fingerprint Technician I	36.34
30222 - Latent Fingerprint Technician II	40.14
30240 - Mathematical Technician	32.81
30361 - Paralegal/Legal Assistant I	26.43
30362 - Paralegal/Legal Assistant II	32.76
30363 - Paralegal/Legal Assistant III	40.07
30364 - Paralegal/Legal Assistant IV	48.48
30375 - Petroleum Supply Specialist	40.14
30390 - Photo-Optics Technician	32.81
30395 - Radiation Control Technician	40.14
30461 - Technical Writer I	32.81
30462 - Technical Writer II	40.14
30463 - Technical Writer III	48.58
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	36.34
30502 - Weather Forecaster II	44.21
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs (see 2)	29.54
30621 - Weather Observer, Senior (see 2)	32.81
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	40.94
31020 - Bus Aide	19.04
31030 - Bus Driver	22.94
31043 - Driver Courier	23.40
31260 - Parking and Lot Attendant	20.27
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	15.38
31361 - Truckdriver, Light	25.57
31362 - Truckdriver, Medium	27.20
31363 - Truckdriver, Heavy	27.07
31364 - Truckdriver, Tractor-Trailer	27.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.96
99030 - Cashier	15.00
99050 - Desk Clerk	15.00
99095 - Embalmer	33.50
99130 - Flight Follower	33.84
99251 - Laboratory Animal Caretaker I	19.36
99252 - Laboratory Animal Caretaker II	20.11
99260 - Marketing Analyst	31.00
99310 - Mortician	33.50
99410 - Pest Controller	22.32
99510 - Photofinishing Worker	17.78
99710 - Recycling Laborer	20.65
99711 - Recycling Specialist	24.18
99730 - Refuse Collector	19.76
99810 - Sales Clerk	15.14
99820 - School Crossing Guard	16.44
99830 - Survey Party Chief	26.25
99831 - Surveying Aide	16.32
99832 - Surveying Technician	23.24
99840 - Vending Machine Attendant	25.48
99841 - Vending Machine Repairer	31.31
99842 - Vending Machine Repairer Helper	25.48

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))."