"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.: 2015-4379
Revision No.: 31
Date Of Last Revision: 12/03/2025

State: North Carolina

Area: North Carolina County of Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.92
01012 - Accounting Clerk II		18.99
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		25.02
01035 - Court Reporter		21.12
01041 - Customer Service Representative I		15.86
01042 - Customer Service Representative II		17.31
01043 - Customer Service Representative III		19.43
01051 - Data Entry Operator I		15.41
01052 - Data Entry Operator II		16.82
01060 - Dispatcher, Motor Vehicle		23.02
01070 - Document Preparation Clerk		16.82
01090 - Duplicating Machine Operator		16.82
01111 - General Clerk I		15.53
01112 - General Clerk II		16.95
01113 - General Clerk III		19.02
01120 - Housing Referral Assistant		23.54
01141 - Messenger Courier		13.70
01191 - Order Clerk I		15.41
01192 - Order Clerk II		16.82
01261 - Personnel Assistant (Employment) I		18.49
01262 - Personnel Assistant (Employment) II		20.68
01263 - Personnel Assistant (Employment) III		23.05
01270 - Production Control Clerk		26.66
01290 - Rental Clerk		17.97
01300 - Scheduler, Maintenance		18.88
01311 - Secretary I		18.88
01312 - Secretary II		21.12
01313 - Secretary III		23.54
01320 - Service Order Dispatcher		20.45
01410 - Supply Technician		25.02
01420 - Survey Worker		21.12
01460 - Switchboard Operator/Receptionist		15.20
01531 - Travel Clerk I		15.94
01532 - Travel Clerk II		16.81
01533 - Travel Clerk III		17.69
01611 - Word Processor I		16.82
01612 - Word Processor II		18.88
01613 - Word Processor III		21.12
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.77
05010 - Automotive Electrician		20.90

05040 - Automotive Glass Installer	19.67
05070 - Automotive Worker	19.67
05110 - Mobile Equipment Servicer	17.36
05130 - Motor Equipment Metal Mechanic	22.09
05160 - Motor Equipment Metal Worker	19.67
05190 - Motor Vehicle Mechanic	22.09
05220 - Motor Vehicle Mechanic Helper	16.15
05250 - Motor Vehicle Upholstery Worker	18.54
05280 - Motor Vehicle Wrecker	19.67
05310 - Painter, Automotive	20.90
05340 - Radiator Repair Specialist	19.67
05370 - Tire Repairer	16.43
05400 - Transmission Repair Specialist	22.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.00
07041 - Cook I	16.98
07042 - Cook II	19.24
07070 - Dishwasher	12.65
07130 - Food Service Worker	12.65
07210 - Meat Cutter	17.97
07260 - Waiter/Waitress	10.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.02
09040 - Furniture Handler	16.44
09080 - Furniture Refinisher	25.02
09090 - Furniture Refinisher Helper	19.33
09110 - Furniture Repairer, Minor	22.18
09130 - Upholsterer	25.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.92
11060 - Elevator Operator	15.30
11090 - Gardener	20.64
11122 - Housekeeping Aide	15.30
11150 - Janitor	15.30
11210 - Laborer, Grounds Maintenance	16.35
11240 - Maid or Houseman	13.33
11260 - Pruner	15.04
11270 - Tractor Operator	19.22
11330 - Trail Maintenance Worker	16.35
11360 - Window Cleaner	16.63
12000 - Health Occupations	
12010 - Ambulance Driver	20.02
12011 - Breath Alcohol Technician	25.07
12012 - Certified Occupational Therapist Assistant	34.39
12015 - Certified Physical Therapist Assistant	32.30
12020 - Dental Assistant	21.94
12025 - Dental Hygienist	38.10
12030 - EKG Technician	37.98
12035 - Electroneurodiagnostic Technologist	37.98
12040 - Emergency Medical Technician	20.02
12071 - Licensed Practical Nurse I	22.41
12072 - Licensed Practical Nurse II	25.07
12073 - Licensed Practical Nurse III	27.94
12100 - Medical Assistant	17.88
12130 - Medical Laboratory Technician	22.41
12160 - Medical Record Clerk	17.60
12190 - Medical Record Technician	19.69
12195 - Medical Transcriptionist	22.41
12210 - Nuclear Medicine Technologist	55.09
12221 - Nursing Assistant I	14.31
12222 - Nursing Assistant II	16.10
12223 - Nursing Assistant III	17.57
12224 - Nursing Assistant IV	19.72
12235 - Optical Dispenser	25.07
12236 - Optical Technician	22.41

12250 - Pharmacy Technician		18.14
12280 - Phlebotomist		22.41
12305 - Radiologic Technologist		31.14
12311 - Registered Nurse I		26.09
12312 - Registered Nurse II		31.91
12313 - Registered Nurse II, Specialist		31.91
12314 - Registered Nurse III		38.62
12315 - Registered Nurse III, Anesthetist		38.62
12316 - Registered Nurse IV		46.28
12317 - Scheduler (Drug and Alcohol Testing)		31.05
12320 - Substance Abuse Treatment Counselor		26.39
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.82
13012 - Exhibits Specialist II		24.55
13013 - Exhibits Specialist III		30.04
13041 - Illustrator I		19.82
13042 - Illustrator II		24.55
13043 - Illustrator III		30.04
13047 - Librarian		27.19
13050 - Library Aide/Clerk		15.78
13054 - Library Information Technology Systems Administrator		24.55
13058 - Library Technician		19.82
13061 - Media Specialist I		17.71
13062 - Media Specialist II		19.82
13063 - Media Specialist III		22.09
13071 - Photographer I		17.71
13072 - Photographer II		19.82
13073 - Photographer III		24.55
13074 - Photographer IV		30.04
13075 - Photographer V		36.33
13090 - Technical Order Library Clerk		19.82
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		18.75
14044 - Computer Operator IV		19.68
14045 - Computer Operator V		21.79
14071 - Computer Programmer I	(see 1)	22.75
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		14.20
14160 - Personal Computer Support Technician		19.68
14170 - System Support Specialist		22.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.01
15020 - Aircrew Training Devices Instructor (Rated)		38.73
15030 - Air Crew Training Devices Instructor (Pilot)		46.42
15050 - Computer Based Training Specialist / Instructor		32.01
15060 - Educational Technologist		28.83
15070 - Flight Instructor (Pilot)		46.42
15080 - Graphic Artist		24.50
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.42
15086 - Maintenance Test Pilot, Rotary Wing		46.42
15088 - Non-Maintenance Test/Co-Pilot		46.42
15090 - Technical Instructor		20.03
15095 - Technical Instructor/Course Developer		24.50
15110 - Test Proctor		16.17
15120 - Tutor		16.17
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler 11.44
16030 - Counter Attendant 11.44
16040 - Dry Cleaner 13.51
16070 - Finisher, Flatwork, Machine 11.44
16090 - Presser, Hand 11.44
16110 - Presser, Machine, Drycleaning 11.44
16130 - Presser, Machine, Shirts 11.44
16160 - Presser, Machine, Wearing Apparel, Laundry 11.44
16190 - Sewing Machine Operator 14.13
16220 - Tailor 14.78
16250 - Washer, Machine 12.13
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.02
19040 - Tool And Die Maker 30.69
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.19
21030 - Material Coordinator 26.66
21040 - Material Expediter 26.66
21050 - Material Handling Laborer 16.58
21071 - Order Filler 15.78
21080 - Production Line Worker (Food Processing) 18.19
21110 - Shipping Packer 17.09
21130 - Shipping/Receiving Clerk 17.09
21140 - Store Worker I 14.83
21150 - Stock Clerk 19.54
21210 - Tools And Parts Attendant 18.19
21410 - Warehouse Specialist 18.19
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.37
23019 - Aircraft Logs and Records Technician 28.23
23021 - Aircraft Mechanic I 33.63
23022 - Aircraft Mechanic II 35.37
23023 - Aircraft Mechanic III 37.11
23040 - Aircraft Mechanic Helper 24.63
23050 - Aircraft, Painter 31.82
23060 - Aircraft Servicer 28.23
23070 - Aircraft Survival Flight Equipment Technician 31.82
23080 - Aircraft Worker 29.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.63
23110 - Appliance Mechanic 25.02
23120 - Bicycle Repairer 20.77
23125 - Cable Splicer 40.12
23130 - Carpenter, Maintenance 23.05
23140 - Carpet Layer 23.54
23160 - Electrician, Maintenance 25.36
23181 - Electronics Technician Maintenance I 24.54
23182 - Electronics Technician Maintenance II 26.07
23183 - Electronics Technician Maintenance III 27.55
23260 - Fabric Worker 22.18
23290 - Fire Alarm System Mechanic 26.44
23310 - Fire Extinguisher Repairer 20.77
23311 - Fuel Distribution System Mechanic 26.44
23312 - Fuel Distribution System Operator 20.77
23370 - General Maintenance Worker 21.03
23380 - Ground Support Equipment Mechanic 33.63
23381 - Ground Support Equipment Servicer 28.23
23382 - Ground Support Equipment Worker 29.95
23391 - Gunsmith I 20.77
23392 - Gunsmith II 23.54
23393 - Gunsmith III 26.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic 22.40

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.56
23430 - Heavy Equipment Mechanic	27.56
23440 - Heavy Equipment Operator	22.14
23460 - Instrument Mechanic	26.44
23465 - Laboratory/Shelter Mechanic	25.02
23470 - Laborer	16.58
23510 - Locksmith	25.02
23530 - Machinery Maintenance Mechanic	28.82
23550 - Machinist, Maintenance	24.87
23580 - Maintenance Trades Helper	19.31
23591 - Metrology Technician I	26.44
23592 - Metrology Technician II	27.80
23593 - Metrology Technician III	29.18
23640 - Millwright	26.44
23710 - Office Appliance Repairer	25.02
23760 - Painter, Maintenance	20.10
23790 - Pipefitter, Maintenance	24.71
23810 - Plumber, Maintenance	23.38
23820 - Pneudraulic Systems Mechanic	26.44
23850 - Rigger	26.44
23870 - Scale Mechanic	23.54
23890 - Sheet-Metal Worker, Maintenance	26.44
23910 - Small Engine Mechanic	23.54
23931 - Telecommunications Mechanic I	26.44
23932 - Telecommunications Mechanic II	27.80
23950 - Telephone Lineman	26.44
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	26.44
23970 - Woodcraft Worker	26.44
23980 - Woodworker	20.77
24000 - Personal Needs Occupations	
24550 - Case Manager	20.00
24570 - Child Care Attendant	13.11
24580 - Child Care Center Clerk	16.34
24610 - Chore Aide	13.56
24620 - Family Readiness And Support Services Coordinator	20.00
24630 - Homemaker	20.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.31
25040 - Sewage Plant Operator	20.90
25070 - Stationary Engineer	23.31
25190 - Ventilation Equipment Tender	17.06
25210 - Water Treatment Plant Operator	20.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.20
27007 - Baggage Inspector	17.16
27008 - Corrections Officer	19.40
27010 - Court Security Officer	20.04
27030 - Detection Dog Handler	19.20
27040 - Detention Officer	19.40
27070 - Firefighter	18.83
27101 - Guard I	17.16
27102 - Guard II	19.20
27131 - Police Officer I	23.17
27132 - Police Officer II	25.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.79
28042 - Carnival Equipment Repairer	16.96
28043 - Carnival Worker	12.36
28210 - Gate Attendant/Gate Tender	18.71
28310 - Lifeguard	16.66
28350 - Park Attendant (Aide)	20.93
28510 - Recreation Aide/Health Facility Attendant	16.25

28515 - Recreation Specialist		25.92
28630 - Sports Official		16.66
28690 - Swimming Pool Operator		19.22
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.54
29020 - Hatch Tender		23.54
29030 - Line Handler		23.54
29041 - Stevedore I		22.18
29042 - Stevedore II		25.02
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	48.11
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	33.18
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	36.53
30021 - Archeological Technician I		15.11
30022 - Archeological Technician II		18.98
30023 - Archeological Technician III		22.25
30030 - Cartographic Technician		22.36
30040 - Civil Engineering Technician		19.11
30051 - Cryogenic Technician I		22.33
30052 - Cryogenic Technician II		24.67
30061 - Drafter/CAD Operator I		15.11
30062 - Drafter/CAD Operator II		16.96
30063 - Drafter/CAD Operator III		18.98
30064 - Drafter/CAD Operator IV		22.83
30081 - Engineering Technician I		14.39
30082 - Engineering Technician II		16.14
30083 - Engineering Technician III		18.06
30084 - Engineering Technician IV		22.38
30085 - Engineering Technician V		27.38
30086 - Engineering Technician VI		33.12
30090 - Environmental Technician		19.53
30095 - Evidence Control Specialist		20.16
30210 - Laboratory Technician		22.43
30221 - Latent Fingerprint Technician I		22.33
30222 - Latent Fingerprint Technician II		24.67
30240 - Mathematical Technician		22.25
30361 - Paralegal/Legal Assistant I		22.45
30362 - Paralegal/Legal Assistant II		27.81
30363 - Paralegal/Legal Assistant III		34.01
30364 - Paralegal/Legal Assistant IV		41.15
30375 - Petroleum Supply Specialist		24.67
30390 - Photo-Optics Technician		21.48
30395 - Radiation Control Technician		24.67
30461 - Technical Writer I		21.77
30462 - Technical Writer II		26.63
30463 - Technical Writer III		32.22
30491 - Unexploded Ordnance (UXO) Technician I		30.58
30492 - Unexploded Ordnance (UXO) Technician II		37.00
30493 - Unexploded Ordnance (UXO) Technician III		44.34
30494 - Unexploded (UXO) Safety Escort		30.58
30495 - Unexploded (UXO) Sweep Personnel		30.58
30501 - Weather Forecaster I		22.33
30502 - Weather Forecaster II		27.16
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.98
30621 - Weather Observer, Senior	(see 2)	20.69
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		37.00
31020 - Bus Aide		13.70
31030 - Bus Driver		18.49
31043 - Driver Courier		16.11
31260 - Parking and Lot Attendant		13.77
31290 - Shuttle Bus Driver		15.55
31310 - Taxi Driver		14.96
31361 - Truckdriver, Light		17.31

31362 - Truckdriver, Medium	19.23
31363 - Truckdriver, Heavy	22.27
31364 - Truckdriver, Tractor-Trailer	22.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.04
99030 - Cashier	12.55
99050 - Desk Clerk	12.87
99095 - Embalmer	30.58
99130 - Flight Follower	30.58
99251 - Laboratory Animal Caretaker I	21.09
99252 - Laboratory Animal Caretaker II	22.66
99260 - Marketing Analyst	31.81
99310 - Mortician	30.58
99410 - Pest Controller	24.20
99510 - Photofinishing Worker	16.07
99710 - Recycling Laborer	19.60
99711 - Recycling Specialist	22.94
99730 - Refuse Collector	18.04
99810 - Sales Clerk	14.02
99820 - School Crossing Guard	16.50
99830 - Survey Party Chief	26.84
99831 - Surveying Aide	15.88
99832 - Surveying Technician	21.77
99840 - Vending Machine Attendant	21.09
99841 - Vending Machine Repairer	25.68
99842 - Vending Machine Repairer Helper	21.09

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 $13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. 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 20 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 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))."