"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.: 2015-4217
Revision No.: 32
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State: Delaware

Area: Delaware County of Kent

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		29.53
01035 - Court Reporter		23.68
01041 - Customer Service Representative I		16.77
01042 - Customer Service Representative II		18.30
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		15.70
01052 - Data Entry Operator II		17.13
01060 - Dispatcher, Motor Vehicle		21.63
01070 - Document Preparation Clerk		18.86
01090 - Duplicating Machine Operator		18.86
01111 - General Clerk I		16.53
01112 - General Clerk II		18.04
01113 - General Clerk III		20.24
01120 - Housing Referral Assistant		26.39
01141 - Messenger Courier		15.63
01191 - Order Clerk I		17.28
01192 - Order Clerk II		18.86
01261 - Personnel Assistant (Employment) I		19.44
01262 - Personnel Assistant (Employment) II		21.75
01263 - Personnel Assistant (Employment) III		24.24
01270 - Production Control Clerk		27.42
01290 - Rental Clerk		18.02
01300 - Scheduler, Maintenance		21.17
01311 - Secretary I		21.17
01312 - Secretary II		23.68
01313 - Secretary III		26.39
01320 - Service Order Dispatcher		19.34
01410 - Supply Technician		29.53
01420 - Survey Worker		23.68
01460 - Switchboard Operator/Receptionist		16.47
01531 - Travel Clerk I		17.41
01532 - Travel Clerk II		18.74
01533 - Travel Clerk III		20.09
01611 - Word Processor I		18.86
01612 - Word Processor II		21.17
01613 - Word Processor III		23.68
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.60
05010 - Automotive Electrician		22.35

05040 - Automotive Glass Installer	21.19
05070 - Automotive Worker	21.19
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	23.21
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	23.21
05220 - Motor Vehicle Mechanic Helper	18.71
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter, Automotive	22.28
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	18.05
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	21.03
07041 - Cook I	19.18
07042 - Cook II	21.54
07070 - Dishwasher	13.53
07130 - Food Service Worker	14.69
07210 - Meat Cutter	22.25
07260 - Waiter/Waitress	14.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.86
09040 - Furniture Handler	18.03
09080 - Furniture Refinisher	26.86
09090 - Furniture Refinisher Helper	21.38
09110 - Furniture Repairer, Minor	24.32
09130 - Upholsterer	26.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.45
11060 - Elevator Operator	16.05
11090 - Gardener	22.26
11122 - Housekeeping Aide	16.05
11150 - Janitor	16.05
11210 - Laborer, Grounds Maintenance	17.43
11240 - Maid or Houseman	14.17
11260 - Pruner	15.81
11270 - Tractor Operator	20.67
11330 - Trail Maintenance Worker	17.43
11360 - Window Cleaner	17.69
12000 - Health Occupations	
12010 - Ambulance Driver	21.25
12011 - Breath Alcohol Technician	26.69
12012 - Certified Occupational Therapist Assistant	33.18
12015 - Certified Physical Therapist Assistant	34.42
12020 - Dental Assistant	22.66
12025 - Dental Hygienist	47.08
12030 - EKG Technician	40.30
12035 - Electroneurodiagnostic Technologist	40.30
12040 - Emergency Medical Technician	21.25
12071 - Licensed Practical Nurse I	23.99
12072 - Licensed Practical Nurse II	26.69
12073 - Licensed Practical Nurse III	29.73
12100 - Medical Assistant	18.63
12130 - Medical Laboratory Technician	28.14
12160 - Medical Record Clerk	21.01
12190 - Medical Record Technician	23.98
12195 - Medical Transcriptionist	23.76
12210 - Nuclear Medicine Technologist	58.44
12221 - Nursing Assistant I	14.71
12222 - Nursing Assistant II	16.55
12223 - Nursing Assistant III	18.06
12224 - Nursing Assistant IV	20.27
12235 - Optical Dispenser	26.69
12236 - Optical Technician	23.76

12250 - Pharmacy Technician		19.24
12280 - Phlebotomist		23.76
12305 - Radiologic Technologist		38.07
12311 - Registered Nurse I		29.51
12312 - Registered Nurse II		34.28
12313 - Registered Nurse II, Specialist		34.28
12314 - Registered Nurse III		41.48
12315 - Registered Nurse III, Anesthetist		41.48
12316 - Registered Nurse IV		49.73
12317 - Scheduler (Drug and Alcohol Testing)		32.95
12320 - Substance Abuse Treatment Counselor		26.46
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.83
13012 - Exhibits Specialist II		29.41
13013 - Exhibits Specialist III		35.04
13041 - Illustrator I		24.35
13042 - Illustrator II		30.17
13043 - Illustrator III		36.39
13047 - Librarian		33.40
13050 - Library Aide/Clerk		18.51
13054 - Library Information Technology Systems Administrator		30.17
13058 - Library Technician		22.19
13061 - Media Specialist I		20.34
13062 - Media Specialist II		22.76
13063 - Media Specialist III		25.37
13071 - Photographer I		21.51
13072 - Photographer II		24.06
13073 - Photographer III		29.80
13074 - Photographer IV		36.45
13075 - Photographer V		44.10
13090 - Technical Order Library Clerk		22.19
13110 - Video Teleconference Technician		21.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.50
14042 - Computer Operator II		20.70
14043 - Computer Operator III		23.06
14044 - Computer Operator IV		25.64
14045 - Computer Operator V		28.39
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
14170 - System Support Specialist		28.38
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		38.48
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		29.85
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.73
15086 - Maintenance Test Pilot, Rotary Wing		47.73
15088 - Non-Maintenance Test/Co-Pilot		47.73
15090 - Technical Instructor		25.68
15095 - Technical Instructor/Course Developer		31.41
15110 - Test Proctor		20.73
15120 - Tutor		20.73
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler 16.75
16030 - Counter Attendant 16.75
16040 - Dry Cleaner 19.14
16070 - Finisher, Flatwork, Machine 16.75
16090 - Presser, Hand 16.75
16110 - Presser, Machine, Drycleaning 16.75
16130 - Presser, Machine, Shirts 16.75
16160 - Presser, Machine, Wearing Apparel, Laundry 16.75
16190 - Sewing Machine Operator 19.94
16220 - Tailor 20.73
16250 - Washer, Machine 17.55
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.26
19040 - Tool And Die Maker 32.96
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 24.51
21030 - Material Coordinator 27.42
21040 - Material Expediter 27.42
21050 - Material Handling Laborer 17.29
21071 - Order Filler 18.27
21080 - Production Line Worker (Food Processing) 24.51
21110 - Shipping Packer 18.92
21130 - Shipping/Receiving Clerk 18.92
21140 - Store Worker I 17.83
21150 - Stock Clerk 23.92
21210 - Tools And Parts Attendant 24.51
21410 - Warehouse Specialist 24.51
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.40
23019 - Aircraft Logs and Records Technician 32.91
23021 - Aircraft Mechanic I 37.87
23022 - Aircraft Mechanic II 39.40
23023 - Aircraft Mechanic III 40.94
23040 - Aircraft Mechanic Helper 28.59
23050 - Aircraft, Painter 36.35
23060 - Aircraft Servicer 32.91
23070 - Aircraft Survival Flight Equipment Technician 36.35
23080 - Aircraft Worker 34.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 37.87
23110 - Appliance Mechanic 28.26
23120 - Bicycle Repairer 23.94
23125 - Cable Splicer 42.99
23130 - Carpenter, Maintenance 26.58
23140 - Carpet Layer 26.88
23160 - Electrician, Maintenance 28.70
23181 - Electronics Technician Maintenance I 36.06
23182 - Electronics Technician Maintenance II 37.91
23183 - Electronics Technician Maintenance III 39.49
23260 - Fabric Worker 25.58
23290 - Fire Alarm System Mechanic 29.44
23310 - Fire Extinguisher Repairer 23.94
23311 - Fuel Distribution System Mechanic 29.44
23312 - Fuel Distribution System Operator 23.94
23370 - General Maintenance Worker 22.22
23380 - Ground Support Equipment Mechanic 37.87
23381 - Ground Support Equipment Servicer 32.91
23382 - Ground Support Equipment Worker 34.58
23391 - Gunsmith I 23.94
23392 - Gunsmith II 26.88
23393 - Gunsmith III 29.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic 25.17

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.15
23430 - Heavy Equipment Mechanic	26.76
23440 - Heavy Equipment Operator	27.08
23460 - Instrument Mechanic	29.44
23465 - Laboratory/Shelter Mechanic	28.26
23470 - Laborer	17.29
23510 - Locksmith	28.26
23530 - Machinery Maintenance Mechanic	31.52
23550 - Machinist, Maintenance	28.31
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	29.44
23592 - Metrology Technician II	30.63
23593 - Metrology Technician III	31.83
23640 - Millwright	29.44
23710 - Office Appliance Repairer	26.98
23760 - Painter, Maintenance	26.98
23790 - Pipefitter, Maintenance	30.24
23810 - Plumber, Maintenance	28.94
23820 - Pneudraulic Systems Mechanic	29.44
23850 - Rigger	29.44
23870 - Scale Mechanic	26.88
23890 - Sheet-Metal Worker, Maintenance	31.83
23910 - Small Engine Mechanic	26.88
23931 - Telecommunications Mechanic I	28.76
23932 - Telecommunications Mechanic II	29.92
23950 - Telephone Lineman	37.65
23960 - Welder, Combination, Maintenance	25.41
23965 - Well Driller	29.44
23970 - Woodcraft Worker	29.44
23980 - Woodworker	23.94
24000 - Personal Needs Occupations	
24550 - Case Manager	18.74
24570 - Child Care Attendant	14.22
24580 - Child Care Center Clerk	17.73
24610 - Chore Aide	14.70
24620 - Family Readiness And Support Services Coordinator	18.74
24630 - Homemaker	18.74
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.03
25040 - Sewage Plant Operator	28.83
25070 - Stationary Engineer	30.03
25190 - Ventilation Equipment Tender	22.68
25210 - Water Treatment Plant Operator	28.83
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.40
27007 - Baggage Inspector	17.21
27008 - Corrections Officer	24.29
27010 - Court Security Officer	27.70
27030 - Detection Dog Handler	19.25
27040 - Detention Officer	24.29
27070 - Firefighter	27.25
27101 - Guard I	17.21
27102 - Guard II	19.25
27131 - Police Officer I	35.00
27132 - Police Officer II	38.90
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.32
28042 - Carnival Equipment Repairer	18.66
28043 - Carnival Worker	13.25
28210 - Gate Attendant/Gate Tender	19.75
28310 - Lifeguard	17.53
28350 - Park Attendant (Aide)	22.07
28510 - Recreation Aide/Health Facility Attendant	16.10

28515 - Recreation Specialist		27.35
28630 - Sports Official		17.57
28690 - Swimming Pool Operator		20.95
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.88
29020 - Hatch Tender		26.88
29030 - Line Handler		26.88
29041 - Stevedore I		25.58
29042 - Stevedore II		28.26
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	50.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	35.01
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	38.56
30021 - Archeological Technician I		20.53
30022 - Archeological Technician II		22.96
30023 - Archeological Technician III		28.44
30030 - Cartographic Technician		28.81
30040 - Civil Engineering Technician		29.28
30051 - Cryogenic Technician I		31.50
30052 - Cryogenic Technician II		34.78
30061 - Drafter/CAD Operator I		20.53
30062 - Drafter/CAD Operator II		22.96
30063 - Drafter/CAD Operator III		25.59
30064 - Drafter/CAD Operator IV		31.50
30081 - Engineering Technician I		18.92
30082 - Engineering Technician II		21.23
30083 - Engineering Technician III		26.18
30084 - Engineering Technician IV		31.87
30085 - Engineering Technician V		38.78
30086 - Engineering Technician VI		42.58
30090 - Environmental Technician		28.44
30095 - Evidence Control Specialist		28.44
30210 - Laboratory Technician		25.59
30221 - Latent Fingerprint Technician I		31.50
30222 - Latent Fingerprint Technician II		34.78
30240 - Mathematical Technician		28.72
30361 - Paralegal/Legal Assistant I		25.37
30362 - Paralegal/Legal Assistant II		31.42
30363 - Paralegal/Legal Assistant III		38.43
30364 - Paralegal/Legal Assistant IV		46.50
30375 - Petroleum Supply Specialist		34.78
30390 - Photo-Optics Technician		28.44
30395 - Radiation Control Technician		34.78
30461 - Technical Writer I		28.44
30462 - Technical Writer II		34.78
30463 - Technical Writer III		42.08
30491 - Unexploded Ordnance (UXO) Technician I		32.27
30492 - Unexploded Ordnance (UXO) Technician II		39.04
30493 - Unexploded Ordnance (UXO) Technician III		46.79
30494 - Unexploded (UXO) Safety Escort		32.27
30495 - Unexploded (UXO) Sweep Personnel		32.27
30501 - Weather Forecaster I		31.50
30502 - Weather Forecaster II		38.31
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	35.43
30621 - Weather Observer, Senior	(see 2)	28.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.04
31020 - Bus Aide		15.83
31030 - Bus Driver		21.62
31043 - Driver Courier		18.78
31260 - Parking and Lot Attendant		14.13
31290 - Shuttle Bus Driver		19.00
31310 - Taxi Driver		15.77
31361 - Truckdriver, Light		20.23

31362 - Truckdriver, Medium	21.57
31363 - Truckdriver, Heavy	25.22
31364 - Truckdriver, Tractor-Trailer	25.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.03
99030 - Cashier	14.35
99050 - Desk Clerk	15.15
99095 - Embalmer	33.98
99130 - Flight Follower	32.27
99251 - Laboratory Animal Caretaker I	18.54
99252 - Laboratory Animal Caretaker II	19.97
99260 - Marketing Analyst	32.41
99310 - Mortician	33.98
99410 - Pest Controller	29.90
99510 - Photofinishing Worker	16.96
99710 - Recycling Laborer	21.90
99711 - Recycling Specialist	25.98
99730 - Refuse Collector	19.87
99810 - Sales Clerk	15.44
99820 - School Crossing Guard	17.79
99830 - Survey Party Chief	25.16
99831 - Surveying Aide	16.66
99832 - Surveying Technician	22.91
99840 - Vending Machine Attendant	25.45
99841 - Vending Machine Repairer	30.11
99842 - Vending Machine Repairer Helper	25.45

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 $13.30 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 5 years, 4 weeks after 10 years, and 5 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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))."