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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5211
Revision No.: 33
Date Of Last Revision: 5/13/2026

State: Texas

Area: Texas Counties of Callahan, Jones and Taylor

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.93
01012 - Accounting Clerk II		19.00
01013 - Accounting Clerk III		21.25
01020 - Administrative Assistant		28.67
01035 - Court Reporter		20.56

01041 - Customer Service Representative I
15.10
01042 - Customer Service Representative II
16.48
01043 - Customer Service Representative III
18.51
01051 - Data Entry Operator I
15.46
01052 - Data Entry Operator II
16.86
01060 - Dispatcher, Motor Vehicle
19.97
01070 - Document Preparation Clerk
16.38
01090 - Duplicating Machine Operator
16.38
01111 - General Clerk I
15.71
01112 - General Clerk II
17.14
01113 - General Clerk III
19.24
01120 - Housing Referral Assistant
22.91
01141 - Messenger Courier
15.71
01191 - Order Clerk I
14.37
01192 - Order Clerk II
15.67
01261 - Personnel Assistant (Employment) I
18.41
01262 - Personnel Assistant (Employment) II
20.59
01263 - Personnel Assistant (Employment) III
22.96
01270 - Production Control Clerk
24.54
01290 - Rental Clerk
15.65
01300 - Scheduler, Maintenance
18.38
01311 - Secretary I
18.38
01312 - Secretary II
20.56
01313 - Secretary III
22.91
01320 - Service Order Dispatcher
17.85
01410 - Supply Technician
28.67
01420 - Survey Worker
19.93

01460 - Switchboard Operator/Receptionist
14.73
01531 - Travel Clerk I
15.44
01532 - Travel Clerk II
16.70
01533 - Travel Clerk III
18.11
01611 - Word Processor I
16.38
01612 - Word Processor II
18.38
01613 - Word Processor III
20.56

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
22.59
05010 - Automotive Electrician
21.30
05040 - Automotive Glass Installer
19.89
05070 - Automotive Worker
19.89
05110 - Mobile Equipment Servicer
17.15
05130 - Motor Equipment Metal Mechanic
22.78
05160 - Motor Equipment Metal Worker
19.89
05190 - Motor Vehicle Mechanic
22.78
05220 - Motor Vehicle Mechanic Helper
15.83
05250 - Motor Vehicle Upholstery Worker
18.47
05280 - Motor Vehicle Wrecker
19.89
05310 - Painter, Automotive
21.30
05340 - Radiator Repair Specialist
19.89
05370 - Tire Repairer
16.03
05400 - Transmission Repair Specialist
22.78

07000 - Food Preparation And Service Occupations
07010 - Baker
15.01
07041 - Cook I
14.92
07042 - Cook II
17.30

07070 - Dishwasher
12.34
07130 - Food Service Worker
12.86
07210 - Meat Cutter
17.83
07260 - Waiter/Waitress
11.95

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
21.49
09040 - Furniture Handler
13.16
09080 - Furniture Refinisher
21.49
09090 - Furniture Refinisher Helper
15.97
09110 - Furniture Repairer, Minor
18.63
09130 - Upholsterer
21.49

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
13.50
11060 - Elevator Operator
13.97
11090 - Gardener
22.09
11122 - Housekeeping Aide
13.97
11150 - Janitor
13.97
11210 - Laborer, Grounds Maintenance
16.80
11240 - Maid or Houseman
13.20
11260 - Pruner
15.44
11270 - Tractor Operator
20.39
11330 - Trail Maintenance Worker
16.80
11360 - Window Cleaner
15.20

12000 - Health Occupations
12010 - Ambulance Driver
17.71
12011 - Breath Alcohol Technician
23.09
12012 - Certified Occupational Therapist Assistant
33.10

12015 - Certified Physical Therapist Assistant
35.28
12020 - Dental Assistant
17.85
12025 - Dental Hygienist
39.45
12030 - EKG Technician
34.19
12035 - Electroneurodiagnostic Technologist
34.19
12040 - Emergency Medical Technician
17.71
12071 - Licensed Practical Nurse I
20.65
12072 - Licensed Practical Nurse II
23.09
12073 - Licensed Practical Nurse III
25.75
12100 - Medical Assistant
17.73
12130 - Medical Laboratory Technician
23.01
12160 - Medical Record Clerk
18.91
12190 - Medical Record Technician
21.15
12195 - Medical Transcriptionist
20.65
12210 - Nuclear Medicine Technologist
50.74
12221 - Nursing Assistant I
13.71
12222 - Nursing Assistant II
15.42
12223 - Nursing Assistant III
16.83
12224 - Nursing Assistant IV
18.89
12235 - Optical Dispenser
20.06
12236 - Optical Technician
20.65
12250 - Pharmacy Technician
19.24
12280 - Phlebotomist
17.02
12305 - Radiologic Technologist
32.28
12311 - Registered Nurse I
25.30
12312 - Registered Nurse II
30.94
12313 - Registered Nurse II, Specialist
30.94

12314 - Registered Nurse III
37.44
12315 - Registered Nurse III, Anesthetist
37.44
12316 - Registered Nurse IV
44.89
12317 - Scheduler (Drug and Alcohol Testing)
28.61
12320 - Substance Abuse Treatment Counselor
24.00

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
18.33
13012 - Exhibits Specialist II
22.71
13013 - Exhibits Specialist III
27.77
13041 - Illustrator I
18.33
13042 - Illustrator II
22.71
13043 - Illustrator III
27.77
13047 - Librarian
25.15
13050 - Library Aide/Clerk
14.60
13054 - Library Information Technology Systems
Administrator
22.71
13058 - Library Technician
16.24
13061 - Media Specialist I
16.39
13062 - Media Specialist II
18.33
13063 - Media Specialist III
20.43
13071 - Photographer I
16.39
13072 - Photographer II
18.33
13073 - Photographer III
22.71
13074 - Photographer IV
27.77
13075 - Photographer V
33.60
13090 - Technical Order Library Clerk
18.33
13110 - Video Teleconference Technician
16.39

14000 - Information Technology Occupations
14041 - Computer Operator I
18.22
14042 - Computer Operator II
20.38
14043 - Computer Operator III
22.71
14044 - Computer Operator IV
25.24
14045 - Computer Operator V
27.96
14071 - Computer Programmer I (see 1)
22.85
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator
18.22
14160 - Personal Computer Support Technician
25.24
14170 - System Support Specialist
27.96

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor
(Non-Rated)
32.08
15020 - Aircrew Training Devices Instructor (Rated)
38.82
15030 - Air Crew Training Devices Instructor
(Pilot)
46.54
15050 - Computer Based Training Specialist /
Instructor
32.08
15060 - Educational Technologist
33.93
15070 - Flight Instructor (Pilot)
46.54
15080 - Graphic Artist
23.76
15085 - Maintenance Test Pilot, Fixed, Jet/Prop
46.54
15086 - Maintenance Test Pilot, Rotary Wing
46.54
15088 - Non-Maintenance Test/Co-Pilot
46.54
15090 - Technical Instructor
21.47
15095 - Technical Instructor/Course Developer
26.26

15110 - Test Proctor
17.77
15120 - Tutor
17.77

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
10.89
16030 - Counter Attendant
10.89
16040 - Dry Cleaner
12.49
16070 - Finisher, Flatwork, Machine
10.89
16090 - Presser, Hand
10.89
16110 - Presser, Machine, Drycleaning
10.89
16130 - Presser, Machine, Shirts
10.89
16160 - Presser, Machine, Wearing Apparel, Laundry
10.89
16190 - Sewing Machine Operator
13.12
16220 - Tailor
13.62
16250 - Washer, Machine
11.43

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
24.91
19040 - Tool And Die Maker
31.54

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
17.83
21030 - Material Coordinator
24.54
21040 - Material Expediter
24.54
21050 - Material Handling Laborer
16.44
21071 - Order Filler
16.81
21080 - Production Line Worker (Food Processing)
17.83
21110 - Shipping Packer
17.36
21130 - Shipping/Receiving Clerk
17.36
21140 - Store Worker I
13.71

21150 - Stock Clerk
17.39
21210 - Tools And Parts Attendant
17.83
21410 - Warehouse Specialist
17.83

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
36.21
23019 - Aircraft Logs and Records Technician
27.62
23021 - Aircraft Mechanic I
34.06
23022 - Aircraft Mechanic II
36.21
23023 - Aircraft Mechanic III
38.28
23040 - Aircraft Mechanic Helper
23.67
23050 - Aircraft, Painter
31.85
23060 - Aircraft Servicer
27.62
23070 - Aircraft Survival Flight Equipment
Technician
31.85
23080 - Aircraft Worker
29.74
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I
29.74
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II
34.06
23110 - Appliance Mechanic
24.91
23120 - Bicycle Repairer
20.05
23125 - Cable Splicer
36.18
23130 - Carpenter, Maintenance
19.21
23140 - Carpet Layer
23.26
23160 - Electrician, Maintenance
23.48
23181 - Electronics Technician Maintenance I
29.09
23182 - Electronics Technician Maintenance II
31.15
23183 - Electronics Technician Maintenance III
33.31

23260 - Fabric Worker
21.60
23290 - Fire Alarm System Mechanic
26.63
23310 - Fire Extinguisher Repairer
20.05
23311 - Fuel Distribution System Mechanic
24.37
23312 - Fuel Distribution System Operator
18.35
23370 - General Maintenance Worker
18.62
23380 - Ground Support Equipment Mechanic
34.06
23381 - Ground Support Equipment Servicer
27.62
23382 - Ground Support Equipment Worker
29.74
23391 - Gunsmith I
20.05
23392 - Gunsmith II
23.26
23393 - Gunsmith III
26.63
23410 - Heating, Ventilation And Air-Conditioning
Mechanic
22.86
23411 - Heating, Ventilation And Air Contidioning
Mechanic (Research Facility)
24.30
23430 - Heavy Equipment Mechanic
27.76
23440 - Heavy Equipment Operator
23.20
23460 - Instrument Mechanic
26.63
23465 - Laboratory/Shelter Mechanic
24.91
23470 - Laborer
16.44
23510 - Locksmith
24.91
23530 - Machinery Maintenance Mechanic
25.11
23550 - Machinist, Maintenance
24.48
23580 - Maintenance Trades Helper
15.27
23591 - Metrology Technician I
26.63
23592 - Metrology Technician II
28.31
23593 - Metrology Technician III
29.93

23640 - Millwright
26.63
23710 - Office Appliance Repairer
24.91
23760 - Painter, Maintenance
19.41
23790 - Pipefitter, Maintenance
25.84
23810 - Plumber, Maintenance
24.17
23820 - Pneudraulic Systems Mechanic
26.63
23850 - Rigger
26.63
23870 - Scale Mechanic
23.26
23890 - Sheet-Metal Worker, Maintenance
25.44
23910 - Small Engine Mechanic
23.26
23931 - Telecommunications Mechanic I
26.08
23932 - Telecommunications Mechanic II
27.72
23950 - Telephone Lineman
31.22
23960 - Welder, Combination, Maintenance
22.79
23965 - Well Driller
26.63
23970 - Woodcraft Worker
26.63
23980 - Woodworker
20.05

24000 - Personal Needs Occupations
24550 - Case Manager
20.49
24570 - Child Care Attendant
12.67
24580 - Child Care Center Clerk
15.79
24610 - Chore Aide
10.90
24620 - Family Readiness And Support Services
Coordinator
20.49
24630 - Homemaker
20.49

25000 - Plant And System Operations Occupations
25010 - Boiler Tender
23.24

25040 - Sewage Plant Operator
21.73
25070 - Stationary Engineer
23.24
25190 - Ventilation Equipment Tender
16.15
25210 - Water Treatment Plant Operator
21.73

27000 - Protective Service Occupations
27004 - Alarm Monitor
22.33
27007 - Baggage Inspector
16.62
27008 - Corrections Officer
23.88
27010 - Court Security Officer
26.13
27030 - Detection Dog Handler
18.59
27040 - Detention Officer
23.88
27070 - Firefighter
28.37
27101 - Guard I
16.62
27102 - Guard II
18.59
27131 - Police Officer I
36.79
27132 - Police Officer II
40.87

28000 - Recreation Occupations
28041 - Carnival Equipment Operator
14.34
28042 - Carnival Equipment Repairer
15.54
28043 - Carnival Worker
10.86
28210 - Gate Attendant/Gate Tender
18.01
28310 - Lifeguard
16.05
28350 - Park Attendant (Aide)
20.13
28510 - Recreation Aide/Health Facility Attendant
14.69
28515 - Recreation Specialist
24.95
28630 - Sports Official
16.05
28690 - Swimming Pool Operator
18.02

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
26.09
29020 - Hatch Tender
26.09
29030 - Line Handler
26.09
29041 - Stevedore I
24.23
29042 - Stevedore II
27.93

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center
(HFO) (see 2)
46.07
30011 - Air Traffic Control Specialist, Station
(HFO) (see 2)
31.77
30012 - Air Traffic Control Specialist, Terminal
(HFO) (see 2)
34.99
30021 - Archeological Technician I
19.26
30022 - Archeological Technician II
21.55
30023 - Archeological Technician III
26.69
30030 - Cartographic Technician
26.69
30040 - Civil Engineering Technician
25.38
30051 - Cryogenic Technician I
29.56
30052 - Cryogenic Technician II
32.64
30061 - Drafter/CAD Operator I
19.26
30062 - Drafter/CAD Operator II
21.55
30063 - Drafter/CAD Operator III
24.01
30064 - Drafter/CAD Operator IV
29.56
30081 - Engineering Technician I
17.16
30082 - Engineering Technician II
19.26
30083 - Engineering Technician III
21.55
30084 - Engineering Technician IV
26.69

30085 - Engineering Technician V
32.64
30086 - Engineering Technician VI
39.49
30090 - Environmental Technician
26.69
30095 - Evidence Control Specialist
26.69
30210 - Laboratory Technician
24.01
30221 - Latent Fingerprint Technician I
29.56
30222 - Latent Fingerprint Technician II
32.64
30240 - Mathematical Technician
26.69
30361 - Paralegal/Legal Assistant I
22.74
30362 - Paralegal/Legal Assistant II
28.17
30363 - Paralegal/Legal Assistant III
34.46
30364 - Paralegal/Legal Assistant IV
41.70
30375 - Petroleum Supply Specialist
32.64
30390 - Photo-Optics Technician
26.69
30395 - Radiation Control Technician
32.64
30461 - Technical Writer I
26.69
30462 - Technical Writer II
32.64
30463 - Technical Writer III
39.49
30491 - Unexploded Ordnance (UXO) Technician I
29.28
30492 - Unexploded Ordnance (UXO) Technician II
35.43
30493 - Unexploded Ordnance (UXO) Technician III
42.46
30494 - Unexploded (UXO) Safety Escort
29.28
30495 - Unexploded (UXO) Sweep Personnel
29.28
30501 - Weather Forecaster I
29.56
30502 - Weather Forecaster II
35.95
30620 - Weather Observer, Combined Upper Air Or
Surface Programs (see 2)
24.01

30621 - Weather Observer, Senior (see 2)
26.69

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot
35.43
31020 - Bus Aide
16.21
31030 - Bus Driver
20.93
31043 - Driver Courier
16.94
31260 - Parking and Lot Attendant
14.48
31290 - Shuttle Bus Driver
16.28
31310 - Taxi Driver
13.28
31361 - Truckdriver, Light
18.35
31362 - Truckdriver, Medium
19.76
31363 - Truckdriver, Heavy
24.85
31364 - Truckdriver, Tractor-Trailer
24.85

99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
17.27
99030 - Cashier
12.58
99050 - Desk Clerk
13.04
99095 - Embalmer
29.28
99130 - Flight Follower
29.28
99251 - Laboratory Animal Caretaker I
19.07
99252 - Laboratory Animal Caretaker II
20.66
99260 - Marketing Analyst
26.52
99310 - Mortician
29.28
99410 - Pest Controller
20.28
99510 - Photofinishing Worker
15.39
99710 - Recycling Laborer
18.94
99711 - Recycling Specialist
23.00

99730 - Refuse Collector
16.91
99810 - Sales Clerk
13.60
99820 - School Crossing Guard
13.83
99830 - Survey Party Chief
23.56
99831 - Surveying Aide
16.40
99832 - Surveying Technician
22.50
99840 - Vending Machine Attendant
19.07
99841 - Vending Machine Repairer
23.96
99842 - Vending Machine Repairer Helper
19.07

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 from May 11, 2026, through December 31, 2026. 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 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))."
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