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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.: 2015-4265
Revision No.: 33
Date Of Last Revision: 5/13/2026

State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard and Queen Anne's

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.19
01012 - Accounting Clerk II		22.66
01013 - Accounting Clerk III		25.35
01020 - Administrative Assistant		36.47
01035 - Court Reporter		30.23
01041 - Customer Service Representative I		17.65
01042 - Customer Service Representative II		19.26
01043 - Customer Service Representative III		21.61
01051 - Data Entry Operator I		17.75
01052 - Data Entry Operator II		19.37
01060 - Dispatcher, Motor Vehicle		24.05
01070 - Document Preparation Clerk		20.34
01090 - Duplicating Machine Operator		20.34
01111 - General Clerk I		17.50
01112 - General Clerk II		19.10
01113 - General Clerk III		21.44
01120 - Housing Referral Assistant		26.08
01141 - Messenger Courier		18.27
01191 - Order Clerk I		19.88
01192 - Order Clerk II		21.70
01261 - Personnel Assistant (Employment) I		21.01
01262 - Personnel Assistant (Employment) II		23.50
01263 - Personnel Assistant (Employment) III		26.21
01270 - Production Control Clerk		26.34
01290 - Rental Clerk		19.08
01300 - Scheduler, Maintenance		20.91
01311 - Secretary I		20.91
01312 - Secretary II		23.39
01313 - Secretary III		26.08
01320 - Service Order Dispatcher		21.50
01410 - Supply Technician		36.47
01420 - Survey Worker		21.55
01460 - Switchboard Operator/Receptionist		18.13
01531 - Travel Clerk I		19.07
01532 - Travel Clerk II		20.98
01533 - Travel Clerk III		23.47
01611 - Word Processor I		19.31
01612 - Word Processor II		21.67
01613 - Word Processor III		24.24
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.12
05010 - Automotive Electrician		26.28
05040 - Automotive Glass Installer		25.34
05070 - Automotive Worker		25.34
05110 - Mobile Equipment Servicer		23.26
05130 - Motor Equipment Metal Mechanic		27.25
05160 - Motor Equipment Metal Worker		25.34
05190 - Motor Vehicle Mechanic		27.25
05220 - Motor Vehicle Mechanic Helper		22.13
05250 - Motor Vehicle Upholstery Worker		24.37
05280 - Motor Vehicle Wrecker		25.34
05310 - Painter, Automotive		26.28
05340 - Radiator Repair Specialist		25.34
05370 - Tire Repairer		18.28
05400 - Transmission Repair Specialist		27.25
07000 - Food Preparation And Service Occupations		

07010 - Baker		17.95
07041 - Cook I		18.42
07042 - Cook II		20.07
07070 - Dishwasher		15.00
07130 - Food Service Worker		16.40
07210 - Meat Cutter		21.56
07260 - Waiter/Waitress		15.77
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		27.40
09040 - Furniture Handler		19.09
09080 - Furniture Refinisher		25.25
09090 - Furniture Refinisher Helper		21.26
09110 - Furniture Repairer, Minor		23.40
09130 - Upholsterer		27.27
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		16.68
11060 - Elevator Operator		17.08
11090 - Gardener		21.18
11122 - Housekeeping Aide		17.12
11150 - Janitor		17.12
11210 - Laborer, Grounds Maintenance		18.08
11240 - Maid or Houseman		16.11
11260 - Pruner		17.08
11270 - Tractor Operator		20.14
11330 - Trail Maintenance Worker		18.08
11360 - Window Cleaner		18.12
12000 - Health Occupations		
12010 - Ambulance Driver		23.89
12011 - Breath Alcohol Technician		29.70
12012 - Certified Occupational Therapist Assistant		37.10
12015 - Certified Physical Therapist Assistant		35.39
12020 - Dental Assistant		23.21
12025 - Dental Hygienist		50.76
12030 - EKG Technician		38.84
12035 - Electroneurodiagnostic Technologist		38.84
12040 - Emergency Medical Technician		23.89
12071 - Licensed Practical Nurse I		26.55
12072 - Licensed Practical Nurse II		29.70
12073 - Licensed Practical Nurse III		33.10
12100 - Medical Assistant		21.67
12130 - Medical Laboratory Technician		25.57
12160 - Medical Record Clerk		26.88
12190 - Medical Record Technician		30.07
12195 - Medical Transcriptionist		24.17
12210 - Nuclear Medicine Technologist		44.58
12221 - Nursing Assistant I		15.57
12222 - Nursing Assistant II		17.52
12223 - Nursing Assistant III		19.12
12224 - Nursing Assistant IV		21.46
12235 - Optical Dispenser		21.78
12236 - Optical Technician		21.93
12250 - Pharmacy Technician		20.08
12280 - Phlebotomist		21.89
12305 - Radiologic Technologist		38.29
12311 - Registered Nurse I		31.56
12312 - Registered Nurse II		38.60
12313 - Registered Nurse II, Specialist		38.60
12314 - Registered Nurse III		46.70
12315 - Registered Nurse III, Anesthetist		46.70
12316 - Registered Nurse IV		55.99
12317 - Scheduler (Drug and Alcohol Testing)		36.79
12320 - Substance Abuse Treatment Counselor		27.42
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.82
13012 - Exhibits Specialist II		30.74
13013 - Exhibits Specialist III		37.60
13041 - Illustrator I		27.95
13042 - Illustrator II		34.63
13043 - Illustrator III		42.35
13047 - Librarian		38.35
13050 - Library Aide/Clerk		17.86
13054 - Library Information Technology Systems Administrator		34.63
13058 - Library Technician		24.18
13061 - Media Specialist I		24.99
13062 - Media Specialist II		27.95
13063 - Media Specialist III		31.15
13071 - Photographer I		21.22
13072 - Photographer II		23.74
13073 - Photographer III		29.40
13074 - Photographer IV		35.96
13075 - Photographer V		43.50
13090 - Technical Order Library Clerk		22.42
13110 - Video Teleconference Technician		28.02
14000 - Information Technology Occupations		
14041 - Computer Operator I		30.47
14042 - Computer Operator II		34.11
14043 - Computer Operator III		38.02
14044 - Computer Operator IV		42.22
14045 - Computer Operator V		46.81
14071 - Computer Programmer I	(see 1)	27.28
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		30.47
14160 - Personal Computer Support Technician		42.22
14170 - System Support Specialist		48.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.08
15020 - Aircrew Training Devices Instructor (Rated)		44.86
15030 - Air Crew Training Devices Instructor (Pilot)		53.77
15050 - Computer Based Training Specialist / Instructor		37.08
15060 - Educational Technologist		39.37
15070 - Flight Instructor (Pilot)		53.77
15080 - Graphic Artist		31.87
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		53.77
15086 - Maintenance Test Pilot, Rotary Wing		53.77
15088 - Non-Maintenance Test/Co-Pilot		53.77
15090 - Technical Instructor		29.58
15095 - Technical Instructor/Course Developer		36.18
15110 - Test Proctor		23.88
15120 - Tutor		23.88
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		16.78
16030 - Counter Attendant		16.78
16040 - Dry Cleaner		19.17
16070 - Finisher, Flatwork, Machine		16.78
16090 - Presser, Hand		16.78
16110 - Presser, Machine, Drycleaning		16.78
16130 - Presser, Machine, Shirts		16.78
16160 - Presser, Machine, Wearing Apparel, Laundry		16.78
16190 - Sewing Machine Operator		19.97
16220 - Tailor		20.95
16250 - Washer, Machine		17.58
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		30.93
19040 - Tool And Die Maker		35.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.44
21030 - Material Coordinator		26.34
21040 - Material Expediter		26.34
21050 - Material Handling Laborer		19.51
21071 - Order Filler		18.93
21080 - Production Line Worker (Food Processing)		22.44
21110 - Shipping Packer		21.74
21130 - Shipping/Receiving Clerk		21.74
21140 - Store Worker I		21.73
21150 - Stock Clerk		25.93
21210 - Tools And Parts Attendant		22.44
21410 - Warehouse Specialist		22.44
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		47.00
23019 - Aircraft Logs and Records Technician		40.61
23021 - Aircraft Mechanic I		45.41
23022 - Aircraft Mechanic II		47.00
23023 - Aircraft Mechanic III		48.38
23040 - Aircraft Mechanic Helper		36.87
23050 - Aircraft, Painter		43.79
23060 - Aircraft Servicer		40.61
23070 - Aircraft Survival Flight Equipment Technician		43.79
23080 - Aircraft Worker		42.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		42.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		45.41
23110 - Appliance Mechanic		25.08
23120 - Bicycle Repairer		22.54
23125 - Cable Splicer		45.02
23130 - Carpenter, Maintenance		28.92
23140 - Carpet Layer		27.58
23160 - Electrician, Maintenance		30.32
23181 - Electronics Technician Maintenance I		35.32
23182 - Electronics Technician Maintenance II		36.62
23183 - Electronics Technician Maintenance III		37.97
23260 - Fabric Worker		29.91
23290 - Fire Alarm System Mechanic		30.75
23310 - Fire Extinguisher Repairer		28.54
23311 - Fuel Distribution System Mechanic		26.06
23312 - Fuel Distribution System Operator		22.24
23370 - General Maintenance Worker		24.00
23380 - Ground Support Equipment Mechanic		45.41
23381 - Ground Support Equipment Servicer		40.61
23382 - Ground Support Equipment Worker		42.23
23391 - Gunsmith I		28.54
23392 - Gunsmith II		31.10
23393 - Gunsmith III		33.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic		33.15
23411 - Heating, Ventilation And Air Contidioning		

Mechanic (Research Facility)		34.32
23430 - Heavy Equipment Mechanic		33.76
23440 - Heavy Equipment Operator		29.00
23460 - Instrument Mechanic		33.82
23465 - Laboratory/Shelter Mechanic		32.25
23470 - Laborer		19.51
23510 - Locksmith		29.91
23530 - Machinery Maintenance Mechanic		32.04
23550 - Machinist, Maintenance		29.47
23580 - Maintenance Trades Helper		18.67
23591 - Metrology Technician I		33.82
23592 - Metrology Technician II		35.01
23593 - Metrology Technician III		36.04
23640 - Millwright		34.50
23710 - Office Appliance Repairer		22.51
23760 - Painter, Maintenance		23.24
23790 - Pipefitter, Maintenance		31.24
23810 - Plumber, Maintenance		30.13
23820 - Pneudraulic Systems Mechanic		33.44
23850 - Rigger		32.44
23870 - Scale Mechanic		31.10
23890 - Sheet-Metal Worker, Maintenance		29.81
23910 - Small Engine Mechanic		22.00
23931 - Telecommunications Mechanic I		29.94
23932 - Telecommunications Mechanic II		31.26
23950 - Telephone Lineman		44.64
23960 - Welder, Combination, Maintenance		28.67
23965 - Well Driller		31.09
23970 - Woodcraft Worker		33.44
23980 - Woodworker		28.54
24000 - Personal Needs Occupations		
24550 - Case Manager		21.38
24570 - Child Care Attendant		16.56
24580 - Child Care Center Clerk		20.64
24610 - Chore Aide		17.64
24620 - Family Readiness And Support Services Coordinator		21.38
24630 - Homemaker		21.38
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		39.58
25040 - Sewage Plant Operator		27.68
25070 - Stationary Engineer		39.58
25190 - Ventilation Equipment Tender		32.14
25210 - Water Treatment Plant Operator		27.68
27000 - Protective Service Occupations		
27004 - Alarm Monitor		28.99
27007 - Baggage Inspector		18.29
27008 - Corrections Officer		29.99
27010 - Court Security Officer		32.55
27030 - Detection Dog Handler		20.46
27040 - Detention Officer		29.99
27070 - Firefighter		35.10
27101 - Guard I		18.29
27102 - Guard II		20.46
27131 - Police Officer I		33.50
27132 - Police Officer II		37.23
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.69
28042 - Carnival Equipment Repairer		18.60
28043 - Carnival Worker		15.00
28210 - Gate Attendant/Gate Tender		19.98
28310 - Lifeguard		15.94
28350 - Park Attendant (Aide)		22.35
28510 - Recreation Aide/Health Facility Attendant		16.31
28515 - Recreation Specialist		27.68
28630 - Sports Official		17.80
28690 - Swimming Pool Operator		20.26
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		36.27
29020 - Hatch Tender		36.27
29030 - Line Handler		36.27
29041 - Stevedore I		34.87
29042 - Stevedore II		37.61
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	52.72
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	36.35
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	40.04
30021 - Archeological Technician I		21.68
30022 - Archeological Technician II		24.25
30023 - Archeological Technician III		30.04
30030 - Cartographic Technician		30.04
30040 - Civil Engineering Technician		28.53
30051 - Cryogenic Technician I		33.27
30052 - Cryogenic Technician II		36.74
30061 - Drafter/CAD Operator I		21.68
30062 - Drafter/CAD Operator II		24.25
30063 - Drafter/CAD Operator III		27.03
30064 - Drafter/CAD Operator IV		33.27
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		28.74
30095 - Evidence Control Specialist		30.04
30210 - Laboratory Technician		27.40
30221 - Latent Fingerprint Technician I		33.61
30222 - Latent Fingerprint Technician II		37.11
30240 - Mathematical Technician		33.86
30361 - Paralegal/Legal Assistant I		25.75
30362 - Paralegal/Legal Assistant II		31.91
30363 - Paralegal/Legal Assistant III		39.02
30364 - Paralegal/Legal Assistant IV		47.21
30375 - Petroleum Supply Specialist		36.74
30390 - Photo-Optics Technician		30.04
30395 - Radiation Control Technician		36.74
30461 - Technical Writer I		30.42
30462 - Technical Writer II		37.21
30463 - Technical Writer III		45.02
30491 - Unexploded Ordnance (UXO) Technician I		33.50
30492 - Unexploded Ordnance (UXO) Technician II		40.54
30493 - Unexploded Ordnance (UXO) Technician III		48.59
30494 - Unexploded (UXO) Safety Escort		33.50
30495 - Unexploded (UXO) Sweep Personnel		33.50
30501 - Weather Forecaster I		33.27
30502 - Weather Forecaster II		40.47
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.03
30621 - Weather Observer, Senior	(see 2)	30.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.54
31020 - Bus Aide		27.04
31030 - Bus Driver		33.18
31043 - Driver Courier		20.96
31260 - Parking and Lot Attendant		15.33
31290 - Shuttle Bus Driver		19.83
31310 - Taxi Driver		15.07
31361 - Truckdriver, Light		22.03
31362 - Truckdriver, Medium		23.08
31363 - Truckdriver, Heavy		27.31
31364 - Truckdriver, Tractor-Trailer		27.31
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.76
99030 - Cashier		15.18
99050 - Desk Clerk		15.77
99095 - Embalmer		35.87
99130 - Flight Follower		33.50
99251 - Laboratory Animal Caretaker I		19.40
99252 - Laboratory Animal Caretaker II		20.39
99260 - Marketing Analyst		33.68
99310 - Mortician		35.87
99410 - Pest Controller		26.18
99510 - Photofinishing Worker		18.94
99710 - Recycling Laborer		21.53
99711 - Recycling Specialist		23.97
99730 - Refuse Collector		20.32
99810 - Sales Clerk		16.20
99820 - School Crossing Guard		17.17
99830 - Survey Party Chief		37.88
99831 - Surveying Aide		21.37
99832 - Surveying Technician		31.48
99840 - Vending Machine Attendant		20.06
99841 - Vending Machine Repairer		22.97
99842 - Vending Machine Repairer Helper		20.06

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 cor
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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