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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

Wage Determination No.: 2015-4553
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Daniel W. Simms
Director

Division of
Wage Determinations

State: Florida

Area: Florida Counties of Orange, Osceola and Seminole

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.94
01012 - Accounting Clerk II		20.14
01013 - Accounting Clerk III		22.53
01020 - Administrative Assistant		32.89
01035 - Court Reporter		23.09
01041 - Customer Service Representative I		15.01
01042 - Customer Service Representative II		16.38
01043 - Customer Service Representative III		18.39
01051 - Data Entry Operator I		16.90
01052 - Data Entry Operator II		18.44
01060 - Dispatcher, Motor Vehicle		19.32
01070 - Document Preparation Clerk		17.99
01090 - Duplicating Machine Operator		17.99
01111 - General Clerk I		16.24
01112 - General Clerk II		17.72
01113 - General Clerk III		19.89
01120 - Housing Referral Assistant		23.93
01141 - Messenger Courier		18.00
01191 - Order Clerk I		19.27
01192 - Order Clerk II		21.03
01261 - Personnel Assistant (Employment) I		18.84
01262 - Personnel Assistant (Employment) II		21.07
01263 - Personnel Assistant (Employment) III		23.50
01270 - Production Control Clerk		23.78
01290 - Rental Clerk		17.92
01300 - Scheduler, Maintenance		19.19
01311 - Secretary I		19.19
01312 - Secretary II		21.47
01313 - Secretary III		23.93
01320 - Service Order Dispatcher		17.27
01410 - Supply Technician		32.89
01420 - Survey Worker		20.06
01460 - Switchboard Operator/Receptionist		17.24
01531 - Travel Clerk I		17.21
01532 - Travel Clerk II		19.32
01533 - Travel Clerk III		20.47
01611 - Word Processor I		16.52
01612 - Word Processor II		18.54
01613 - Word Processor III		20.74
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.81
05010 - Automotive Electrician		21.52
05040 - Automotive Glass Installer		20.09
05070 - Automotive Worker		20.09
05110 - Mobile Equipment Servicer		17.32
05130 - Motor Equipment Metal Mechanic		22.94
05160 - Motor Equipment Metal Worker		20.09
05190 - Motor Vehicle Mechanic		22.94
05220 - Motor Vehicle Mechanic Helper		15.96
05250 - Motor Vehicle Upholstery Worker		18.72
05280 - Motor Vehicle Wrecker		20.09
05310 - Painter, Automotive		21.52
05340 - Radiator Repair Specialist		20.09
05370 - Tire Repairer		16.05
05400 - Transmission Repair Specialist		22.94
07000 - Food Preparation And Service Occupations		
07010 - Baker		16.23
07041 - Cook I		17.40
07042 - Cook II		20.19
07070 - Dishwasher		14.22
07130 - Food Service Worker		16.35
07210 - Meat Cutter		19.17
07260 - Waiter/Waitress		14.49
09000 - Furniture Maintenance And Repair Occupations		

09010 - Electrostatic Spray Painter		22.07
09040 - Furniture Handler		12.40
09080 - Furniture Refinisher		20.36
09090 - Furniture Refinisher Helper		15.07
09110 - Furniture Repairer, Minor		17.71
09130 - Upholsterer		20.10
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		15.00
11060 - Elevator Operator		15.17
11090 - Gardener		22.81
11122 - Housekeeping Aide		15.17
11150 - Janitor		15.17
11210 - Laborer, Grounds Maintenance		17.29
11240 - Maid or Houseman		16.39
11260 - Pruner		15.36
11270 - Tractor Operator		21.02
11330 - Trail Maintenance Worker		17.29
11360 - Window Cleaner		17.08
12000 - Health Occupations		
12010 - Ambulance Driver		19.55
12011 - Breath Alcohol Technician		25.91
12012 - Certified Occupational Therapist Assistant		35.17
12015 - Certified Physical Therapist Assistant		34.21
12020 - Dental Assistant		22.84
12025 - Dental Hygienist		39.71
12030 - EKG Technician		28.06
12035 - Electroneurodiagnostic Technologist		28.06
12040 - Emergency Medical Technician		19.55
12071 - Licensed Practical Nurse I		23.17
12072 - Licensed Practical Nurse II		25.91
12073 - Licensed Practical Nurse III		28.88
12100 - Medical Assistant		19.06
12130 - Medical Laboratory Technician		26.80
12160 - Medical Record Clerk		19.79
12190 - Medical Record Technician		21.53
12195 - Medical Transcriptionist		18.00
12210 - Nuclear Medicine Technologist		45.40
12221 - Nursing Assistant I		12.63
12222 - Nursing Assistant II		14.22
12223 - Nursing Assistant III		15.51
12224 - Nursing Assistant IV		17.41
12235 - Optical Dispenser		26.22
12236 - Optical Technician		17.92
12250 - Pharmacy Technician		18.82
12280 - Phlebotomist		18.63
12305 - Radiologic Technologist		34.86
12311 - Registered Nurse I		26.46
12312 - Registered Nurse II		32.36
12313 - Registered Nurse II, Specialist		32.36
12314 - Registered Nurse III		39.15
12315 - Registered Nurse III, Anesthetist		39.15
12316 - Registered Nurse IV		46.94
12317 - Scheduler (Drug and Alcohol Testing)		32.10
12320 - Substance Abuse Treatment Counselor		26.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.73
13012 - Exhibits Specialist II		26.92
13013 - Exhibits Specialist III		32.93
13041 - Illustrator I		23.31
13042 - Illustrator II		28.87
13043 - Illustrator III		35.31
13047 - Librarian		28.89
13050 - Library Aide/Clerk		17.62
13054 - Library Information Technology Systems Administrator		26.09
13058 - Library Technician		18.02
13061 - Media Specialist I		18.15
13062 - Media Specialist II		20.32
13063 - Media Specialist III		22.64
13071 - Photographer I		17.96
13072 - Photographer II		20.09
13073 - Photographer III		24.88
13074 - Photographer IV		30.43
13075 - Photographer V		36.82
13090 - Technical Order Library Clerk		22.13
13110 - Video Teleconference Technician		24.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.73
14042 - Computer Operator II		23.19
14043 - Computer Operator III		25.86
14044 - Computer Operator IV		28.73
14045 - Computer Operator V		31.82
14071 - Computer Programmer I	(see 1)	26.91
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		20.73
14160 - Personal Computer Support Technician		28.73
14170 - System Support Specialist		31.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.04
15020 - Aircrew Training Devices Instructor (Rated)		39.98
15030 - Air Crew Training Devices Instructor (Pilot)		47.93
15050 - Computer Based Training Specialist / Instructor		33.04

15060 - Educational Technologist	37.38
15070 - Flight Instructor (Pilot)	47.93
15080 - Graphic Artist	29.20
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	47.93
15086 - Maintenance Test Pilot, Rotary Wing	47.93
15088 - Non-Maintenance Test/Co-Pilot	47.93
15090 - Technical Instructor	27.16
15095 - Technical Instructor/Course Developer	33.22
15110 - Test Proctor	21.93
15120 - Tutor	21.93
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	14.22
16030 - Counter Attendant	14.22
16040 - Dry Cleaner	16.26
16070 - Finisher, Flatwork, Machine	14.22
16090 - Presser, Hand	14.22
16110 - Presser, Machine, Drycleaning	14.22
16130 - Presser, Machine, Shirts	14.22
16160 - Presser, Machine, Wearing Apparel, Laundry	14.22
16190 - Sewing Machine Operator	16.94
16220 - Tailor	17.62
16250 - Washer, Machine	14.90
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.31
19040 - Tool And Die Maker	28.14
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.66
21030 - Material Coordinator	23.78
21040 - Material Expediter	23.78
21050 - Material Handling Laborer	17.86
21071 - Order Filler	17.63
21080 - Production Line Worker (Food Processing)	20.66
21110 - Shipping Packer	18.18
21130 - Shipping/Receiving Clerk	18.18
21140 - Store Worker I	13.54
21150 - Stock Clerk	18.24
21210 - Tools And Parts Attendant	20.66
21410 - Warehouse Specialist	20.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	42.79
23019 - Aircraft Logs and Records Technician	32.96
23021 - Aircraft Mechanic I	40.38
23022 - Aircraft Mechanic II	42.79
23023 - Aircraft Mechanic III	45.30
23040 - Aircraft Mechanic Helper	28.09
23050 - Aircraft, Painter	37.88
23060 - Aircraft Servicer	32.96
23070 - Aircraft Survival Flight Equipment Technician	37.88
23080 - Aircraft Worker	35.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.37
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	40.38
23110 - Appliance Mechanic	23.54
23120 - Bicycle Repairer	20.95
23125 - Cable Splicer	39.02
23130 - Carpenter, Maintenance	23.74
23140 - Carpet Layer	22.36
23160 - Electrician, Maintenance	24.94
23181 - Electronics Technician Maintenance I	26.10
23182 - Electronics Technician Maintenance II	27.96
23183 - Electronics Technician Maintenance III	29.80
23260 - Fabric Worker	22.68
23290 - Fire Alarm System Mechanic	27.74
23310 - Fire Extinguisher Repairer	20.98
23311 - Fuel Distribution System Mechanic	27.83
23312 - Fuel Distribution System Operator	22.07
23370 - General Maintenance Worker	21.14
23380 - Ground Support Equipment Mechanic	40.38
23381 - Ground Support Equipment Servicer	32.96
23382 - Ground Support Equipment Worker	35.37
23391 - Gunsmith I	20.98
23392 - Gunsmith II	24.34
23393 - Gunsmith III	27.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.07
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.51
23430 - Heavy Equipment Mechanic	28.95
23440 - Heavy Equipment Operator	22.98
23460 - Instrument Mechanic	27.78
23465 - Laboratory/Shelter Mechanic	26.07
23470 - Laborer	17.86
23510 - Locksmith	22.34
23530 - Machinery Maintenance Mechanic	27.79
23550 - Machinist, Maintenance	23.90
23580 - Maintenance Trades Helper	18.39
23591 - Metrology Technician I	27.78
23592 - Metrology Technician II	29.44
23593 - Metrology Technician III	31.17
23640 - Millwright	27.78
23710 - Office Appliance Repairer	20.50
23760 - Painter, Maintenance	20.82
23790 - Pipefitter, Maintenance	26.47
23810 - Plumber, Maintenance	24.83
23820 - Pneudraulic Systems Mechanic	27.78
23850 - Rigger	28.89
23870 - Scale Mechanic	24.34
23890 - Sheet-Metal Worker, Maintenance	23.35
23910 - Small Engine Mechanic	20.90

23931 - Telecommunications Mechanic I		30.03
23932 - Telecommunications Mechanic II		31.82
23950 - Telephone Lineman		24.68
23960 - Welder, Combination, Maintenance		23.73
23965 - Well Driller		25.30
23970 - Woodcraft Worker		27.78
23980 - Woodworker		20.98
24000 - Personal Needs Occupations		
24550 - Case Manager		19.78
24570 - Child Care Attendant		14.15
24580 - Child Care Center Clerk		17.64
24610 - Chore Aide		15.49
24620 - Family Readiness And Support Services Coordinator		19.78
24630 - Homemaker		19.78
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		29.38
25040 - Sewage Plant Operator		26.62
25070 - Stationary Engineer		29.38
25190 - Ventilation Equipment Tender		19.73
25210 - Water Treatment Plant Operator		26.62
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.62
27007 - Baggage Inspector		17.28
27008 - Corrections Officer		22.00
27010 - Court Security Officer		22.19
27030 - Detection Dog Handler		19.33
27040 - Detention Officer		22.00
27070 - Firefighter		23.12
27101 - Guard I		17.28
27102 - Guard II		19.33
27131 - Police Officer I		28.20
27132 - Police Officer II		31.33
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.53
28042 - Carnival Equipment Repairer		20.11
28043 - Carnival Worker		13.54
28210 - Gate Attendant/Gate Tender		19.89
28310 - Lifeguard		15.20
28350 - Park Attendant (Aide)		22.25
28510 - Recreation Aide/Health Facility Attendant		16.24
28515 - Recreation Specialist		27.56
28630 - Sports Official		17.72
28690 - Swimming Pool Operator		23.33
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.76
29020 - Hatch Tender		30.76
29030 - Line Handler		30.76
29041 - Stevedore I		28.67
29042 - Stevedore II		32.96
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		19.60
30022 - Archeological Technician II		21.92
30023 - Archeological Technician III		27.17
30030 - Cartographic Technician		27.17
30040 - Civil Engineering Technician		30.69
30051 - Cryogenic Technician I		30.08
30052 - Cryogenic Technician II		33.22
30061 - Drafter/CAD Operator I		19.60
30062 - Drafter/CAD Operator II		21.92
30063 - Drafter/CAD Operator III		24.44
30064 - Drafter/CAD Operator IV		30.08
30081 - Engineering Technician I		16.01
30082 - Engineering Technician II		17.97
30083 - Engineering Technician III		20.85
30084 - Engineering Technician IV		24.90
30085 - Engineering Technician V		30.45
30086 - Engineering Technician VI		36.84
30090 - Environmental Technician		22.62
30095 - Evidence Control Specialist		27.17
30210 - Laboratory Technician		22.87
30221 - Latent Fingerprint Technician I		25.96
30222 - Latent Fingerprint Technician II		28.66
30240 - Mathematical Technician		27.17
30361 - Paralegal/Legal Assistant I		21.93
30362 - Paralegal/Legal Assistant II		27.17
30363 - Paralegal/Legal Assistant III		33.24
30364 - Paralegal/Legal Assistant IV		40.21
30375 - Petroleum Supply Specialist		33.22
30390 - Photo-Optics Technician		27.17
30395 - Radiation Control Technician		33.22
30461 - Technical Writer I		26.80
30462 - Technical Writer II		32.77
30463 - Technical Writer III		39.65
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		30.08
30502 - Weather Forecaster II		36.59
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.44

30621 - Weather Observer, Senior	(see 2)	27.17

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.43
31020 - Bus Aide	16.09
31030 - Bus Driver	22.95
31043 - Driver Courier	17.75
31260 - Parking and Lot Attendant	13.77
31290 - Shuttle Bus Driver	16.97
31310 - Taxi Driver	12.94
31361 - Truckdriver, Light	19.31
31362 - Truckdriver, Medium	20.88
31363 - Truckdriver, Heavy	23.71
31364 - Truckdriver, Tractor-Trailer	23.71

99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	14.37
99050 - Desk Clerk	16.85
99095 - Embalmer	32.49
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	16.97
99252 - Laboratory Animal Caretaker II	18.46
99260 - Marketing Analyst	36.31
99310 - Mortician	32.49
99410 - Pest Controller	21.56
99510 - Photofinishing Worker	15.91
99710 - Recycling Laborer	25.44
99711 - Recycling Specialist	30.93
99730 - Refuse Collector	22.60
99810 - Sales Clerk	15.56
99820 - School Crossing Guard	18.05
99830 - Survey Party Chief	26.31
99831 - Surveying Aide	18.06
99832 - Surveying Technician	24.75
99840 - Vending Machine Attendant	18.84
99841 - Vending Machine Repairer	23.73
99842 - Vending Machine Repairer Helper	18.84

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 1
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, 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. (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))."""