"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.: 32
Date Of Last Revision: 12/03/2025

State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard, 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	33.15

Mechanic
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 $13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 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))."