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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.: 2015-4727
Revision No.: 29
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State: Ohio

Area: Ohio Counties of Cuyahoga, Geauga, Lake, Lorain and
Medina

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.36
01012 - Accounting Clerk II		20.60
01013 - Accounting Clerk III		23.04
01020 - Administrative Assistant		31.91
01035 - Court Reporter		28.77
01041 - Customer Service Representative I		17.13
01042 - Customer Service Representative II		18.69
01043 - Customer Service Representative III		20.98
01051 - Data Entry Operator I		17.51

01052 - Data Entry Operator II	19.11
01060 - Dispatcher, Motor Vehicle	23.33
01070 - Document Preparation Clerk	21.24
01090 - Duplicating Machine Operator	21.24
01111 - General Clerk I	17.32
01112 - General Clerk II	18.91
01113 - General Clerk III	21.22
01120 - Housing Referral Assistant	24.63
01141 - Messenger Courier	18.22
01191 - Order Clerk I	20.64
01192 - Order Clerk II	22.52
01261 - Personnel Assistant (Employment) I	19.52
01262 - Personnel Assistant (Employment) II	21.83
01263 - Personnel Assistant (Employment) III	24.33
01270 - Production Control Clerk	27.43
01290 - Rental Clerk	17.76
01300 - Scheduler, Maintenance	19.76
01311 - Secretary I	19.76
01312 - Secretary II	22.10
01313 - Secretary III	24.63
01320 - Service Order Dispatcher	20.86
01410 - Supply Technician	31.91
01420 - Survey Worker	20.53
01460 - Switchboard Operator/Receptionist	17.28
01531 - Travel Clerk I	17.55
01532 - Travel Clerk II	19.69
01533 - Travel Clerk III	22.03
01611 - Word Processor I	17.07
01612 - Word Processor II	19.17
01613 - Word Processor III	21.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.72
05010 - Automotive Electrician	22.86
05040 - Automotive Glass Installer	21.81
05070 - Automotive Worker	21.81
05110 - Mobile Equipment Servicer	19.38
05130 - Motor Equipment Metal Mechanic	23.94
05160 - Motor Equipment Metal Worker	21.81
05190 - Motor Vehicle Mechanic	23.94
05220 - Motor Vehicle Mechanic Helper	18.12
05250 - Motor Vehicle Upholstery Worker	20.59
05280 - Motor Vehicle Wrecker	21.81
05310 - Painter, Automotive	22.86
05340 - Radiator Repair Specialist	21.81
05370 - Tire Repairer	20.06
05400 - Transmission Repair Specialist	23.94
07000 - Food Preparation And Service Occupations	

07010 - Baker	15.75
07041 - Cook I	17.61
07042 - Cook II	19.82
07070 - Dishwasher	14.32
07130 - Food Service Worker	15.45
07210 - Meat Cutter	19.09
07260 - Waiter/Waitress	13.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.68
09040 - Furniture Handler	15.28
09080 - Furniture Refinisher	22.66
09090 - Furniture Refinisher Helper	17.84
09110 - Furniture Repairer, Minor	20.28
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.46
11060 - Elevator Operator	16.90
11090 - Gardener	22.62
11122 - Housekeeping Aide	16.90
11150 - Janitor	16.90
11210 - Laborer, Grounds Maintenance	18.04
11240 - Maid or Houseman	14.60
11260 - Pruner	16.55
11270 - Tractor Operator	21.15
11330 - Trail Maintenance Worker	18.04
11360 - Window Cleaner	18.42
12000 - Health Occupations	
12010 - Ambulance Driver	20.49
12011 - Breath Alcohol Technician	27.22
12012 - Certified Occupational Therapist Assistant	31.36
12015 - Certified Physical Therapist Assistant	30.90
12020 - Dental Assistant	22.54
12025 - Dental Hygienist	38.86
12030 - EKG Technician	37.28
12035 - Electroneurodiagnostic Technologist	37.28
12040 - Emergency Medical Technician	20.49
12071 - Licensed Practical Nurse I	24.34
12072 - Licensed Practical Nurse II	27.22
12073 - Licensed Practical Nurse III	30.34
12100 - Medical Assistant	20.60
12130 - Medical Laboratory Technician	30.78
12160 - Medical Record Clerk	24.81
12190 - Medical Record Technician	27.74
12195 - Medical Transcriptionist	20.87
12210 - Nuclear Medicine Technologist	46.77
12221 - Nursing Assistant I	13.37

12222 - Nursing Assistant II		15.04
12223 - Nursing Assistant III		16.41
12224 - Nursing Assistant IV		18.42
12235 - Optical Dispenser		23.49
12236 - Optical Technician		22.04
12250 - Pharmacy Technician		19.26
12280 - Phlebotomist		19.06
12305 - Radiologic Technologist		37.53
12311 - Registered Nurse I		26.63
12312 - Registered Nurse II		32.57
12313 - Registered Nurse II, Specialist		32.57
12314 - Registered Nurse III		39.41
12315 - Registered Nurse III, Anesthetist		39.41
12316 - Registered Nurse IV		47.25
12317 - Scheduler (Drug and Alcohol Testing)		33.72
12320 - Substance Abuse Treatment Counselor		26.93
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.31
13012 - Exhibits Specialist II		27.65
13013 - Exhibits Specialist III		33.81
13041 - Illustrator I		23.10
13042 - Illustrator II		28.63
13043 - Illustrator III		35.01
13047 - Librarian		30.33
13050 - Library Aide/Clerk		15.31
13054 - Library Information Technology Systems Administrator		27.39
13058 - Library Technician		21.37
13061 - Media Specialist I		19.76
13062 - Media Specialist II		22.10
13063 - Media Specialist III		24.65
13071 - Photographer I		18.42
13072 - Photographer II		20.60
13073 - Photographer III		25.53
13074 - Photographer IV		31.22
13075 - Photographer V		37.77
13090 - Technical Order Library Clerk		19.23
13110 - Video Teleconference Technician		26.72
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.06
14042 - Computer Operator II		23.55
14043 - Computer Operator III		26.27
14044 - Computer Operator IV		29.19
14045 - Computer Operator V		32.32
14071 - Computer Programmer I	(see 1)	24.79
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		21.06
14160 - Personal Computer Support Technician		29.19
14170 - System Support Specialist		32.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.82
15020 - Aircrew Training Devices Instructor (Rated)		40.92
15030 - Air Crew Training Devices Instructor (Pilot)		49.05
15050 - Computer Based Training Specialist / Instructor		33.82
15060 - Educational Technologist		38.34
15070 - Flight Instructor (Pilot)		49.05
15080 - Graphic Artist		25.25
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.31
15086 - Maintenance Test Pilot, Rotary Wing		47.31
15088 - Non-Maintenance Test/Co-Pilot		47.31
15090 - Technical Instructor		27.14
15095 - Technical Instructor/Course Developer		33.19
15110 - Test Proctor		21.90
15120 - Tutor		21.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.17
16030 - Counter Attendant		12.17
16040 - Dry Cleaner		15.05
16070 - Finisher, Flatwork, Machine		12.17
16090 - Presser, Hand		12.17
16110 - Presser, Machine, Drycleaning		12.17
16130 - Presser, Machine, Shirts		12.17
16160 - Presser, Machine, Wearing Apparel, Laundry		12.17
16190 - Sewing Machine Operator		16.13
16220 - Tailor		17.17
16250 - Washer, Machine		12.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.98
19040 - Tool And Die Maker		30.52
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.84
21030 - Material Coordinator		27.43
21040 - Material Expediter		27.43
21050 - Material Handling Laborer		18.72

21071 - Order Filler	17.80
21080 - Production Line Worker (Food Processing)	22.84
21110 - Shipping Packer	21.01
21130 - Shipping/Receiving Clerk	21.01
21140 - Store Worker I	18.69
21150 - Stock Clerk	24.49
21210 - Tools And Parts Attendant	22.84
21410 - Warehouse Specialist	22.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	41.33
23019 - Aircraft Logs and Records Technician	34.11
23021 - Aircraft Mechanic I	39.65
23022 - Aircraft Mechanic II	41.33
23023 - Aircraft Mechanic III	43.01
23040 - Aircraft Mechanic Helper	30.01
23050 - Aircraft, Painter	37.87
23060 - Aircraft Servicer	34.11
23070 - Aircraft Survival Flight Equipment Technician	37.87
23080 - Aircraft Worker	36.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	36.13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	39.65
23110 - Appliance Mechanic	22.55
23120 - Bicycle Repairer	25.26
23125 - Cable Splicer	42.75
23130 - Carpenter, Maintenance	28.74
23140 - Carpet Layer	25.85
23160 - Electrician, Maintenance	31.55
23181 - Electronics Technician Maintenance I	31.19
23182 - Electronics Technician Maintenance II	32.68
23183 - Electronics Technician Maintenance III	34.22
23260 - Fabric Worker	26.85
23290 - Fire Alarm System Mechanic	29.66
23310 - Fire Extinguisher Repairer	25.26
23311 - Fuel Distribution System Mechanic	37.60
23312 - Fuel Distribution System Operator	30.43
23370 - General Maintenance Worker	23.75
23380 - Ground Support Equipment Mechanic	39.65
23381 - Ground Support Equipment Servicer	34.11
23382 - Ground Support Equipment Worker	36.13
23391 - Gunsmith I	25.26
23392 - Gunsmith II	28.44
23393 - Gunsmith III	31.21
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.65
23411 - Heating, Ventilation And Air Contidioning	

Mechanic (Research Facility)	30.91
23430 - Heavy Equipment Mechanic	30.75
23440 - Heavy Equipment Operator	32.86
23460 - Instrument Mechanic	30.93
23465 - Laboratory/Shelter Mechanic	29.80
23470 - Laborer	18.72
23510 - Locksmith	24.93
23530 - Machinery Maintenance Mechanic	31.05
23550 - Machinist, Maintenance	26.00
23580 - Maintenance Trades Helper	20.39
23591 - Metrology Technician I	30.93
23592 - Metrology Technician II	32.24
23593 - Metrology Technician III	33.55
23640 - Millwright	39.40
23710 - Office Appliance Repairer	23.10
23760 - Painter, Maintenance	26.91
23790 - Pipefitter, Maintenance	33.94
23810 - Plumber, Maintenance	32.41
23820 - Pneudraulic Systems Mechanic	31.21
23850 - Rigger	31.21
23870 - Scale Mechanic	28.44
23890 - Sheet-Metal Worker, Maintenance	32.62
23910 - Small Engine Mechanic	22.01
23931 - Telecommunications Mechanic I	32.63
23932 - Telecommunications Mechanic II	34.01
23950 - Telephone Lineman	26.51
23960 - Welder, Combination, Maintenance	23.72
23965 - Well Driller	31.21
23970 - Woodcraft Worker	31.21
23980 - Woodworker	25.26
24000 - Personal Needs Occupations	
24550 - Case Manager	19.00
24570 - Child Care Attendant	13.97
24580 - Child Care Center Clerk	17.42
24610 - Chore Aide	14.91
24620 - Family Readiness And Support Services Coordinator	19.00
24630 - Homemaker	19.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	36.68
25040 - Sewage Plant Operator	29.97
25070 - Stationary Engineer	36.68
25190 - Ventilation Equipment Tender	27.76
25210 - Water Treatment Plant Operator	29.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.18

27007 - Baggage Inspector		17.18
27008 - Corrections Officer		30.66
27010 - Court Security Officer		30.38
27030 - Detection Dog Handler		19.40
27040 - Detention Officer		30.66
27070 - Firefighter		30.03
27101 - Guard I		17.18
27102 - Guard II		19.40
27131 - Police Officer I		35.35
27132 - Police Officer II		39.29
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.10
28042 - Carnival Equipment Repairer		17.22
28043 - Carnival Worker		12.60
28210 - Gate Attendant/Gate Tender		17.65
28310 - Lifeguard		12.91
28350 - Park Attendant (Aide)		19.74
28510 - Recreation Aide/Health Facility Attendant		14.41
28515 - Recreation Specialist		24.46
28630 - Sports Official		15.73
28690 - Swimming Pool Operator		19.38
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.56
29020 - Hatch Tender		28.56
29030 - Line Handler		28.56
29041 - Stevedore I		26.95
29042 - Stevedore II		29.91
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	48.11
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	33.17
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	36.53
30021 - Archeological Technician I		18.96
30022 - Archeological Technician II		21.21
30023 - Archeological Technician III		26.27
30030 - Cartographic Technician		26.27
30040 - Civil Engineering Technician		31.74
30051 - Cryogenic Technician I		29.10
30052 - Cryogenic Technician II		32.13
30061 - Drafter/CAD Operator I		18.96
30062 - Drafter/CAD Operator II		21.21
30063 - Drafter/CAD Operator III		23.64
30064 - Drafter/CAD Operator IV		29.10
30081 - Engineering Technician I		18.82

30082 - Engineering Technician II		21.12
30083 - Engineering Technician III		23.63
30084 - Engineering Technician IV		29.27
30085 - Engineering Technician V		35.81
30086 - Engineering Technician VI		43.32
30090 - Environmental Technician		27.66
30095 - Evidence Control Specialist		26.27
30210 - Laboratory Technician		27.60
30221 - Latent Fingerprint Technician I		29.10
30222 - Latent Fingerprint Technician II		32.13
30240 - Mathematical Technician		30.64
30361 - Paralegal/Legal Assistant I		23.04
30362 - Paralegal/Legal Assistant II		28.54
30363 - Paralegal/Legal Assistant III		34.90
30364 - Paralegal/Legal Assistant IV		42.23
30375 - Petroleum Supply Specialist		32.13
30390 - Photo-Optics Technician		26.27
30395 - Radiation Control Technician		32.13
30461 - Technical Writer I		30.39
30462 - Technical Writer II		34.77
30463 - Technical Writer III		40.73
30491 - Unexploded Ordnance (UXO) Technician I		30.57
30492 - Unexploded Ordnance (UXO) Technician II		36.99
30493 - Unexploded Ordnance (UXO) Technician III		44.34
30494 - Unexploded (UXO) Safety Escort		30.57
30495 - Unexploded (UXO) Sweep Personnel		30.57
30501 - Weather Forecaster I		29.10
30502 - Weather Forecaster II		35.40
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.64
30621 - Weather Observer, Senior	(see 2)	26.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.99
31020 - Bus Aide		22.25
31030 - Bus Driver		29.67
31043 - Driver Courier		18.53
31260 - Parking and Lot Attendant		15.53
31290 - Shuttle Bus Driver		16.78
31310 - Taxi Driver		13.01
31361 - Truckdriver, Light		19.82
31362 - Truckdriver, Medium		21.06
31363 - Truckdriver, Heavy		27.45
31364 - Truckdriver, Tractor-Trailer		27.45
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.04
99030 - Cashier		13.93
99050 - Desk Clerk		14.46

99095 - Embalmer	33.31
99130 - Flight Follower	30.57
99251 - Laboratory Animal Caretaker I	16.67
99252 - Laboratory Animal Caretaker II	17.82
99260 - Marketing Analyst	33.73
99310 - Mortician	33.31
99410 - Pest Controller	20.43
99510 - Photofinishing Worker	16.37
99710 - Recycling Laborer	27.03
99711 - Recycling Specialist	31.68
99730 - Refuse Collector	24.79
99810 - Sales Clerk	14.72
99820 - School Crossing Guard	15.26
99830 - Survey Party Chief	32.45
99831 - Surveying Aide	18.51
99832 - Surveying Technician	27.80
99840 - Vending Machine Attendant	16.46
99841 - Vending Machine Repairer	19.82
99842 - Vending Machine Repairer Helper	16.46

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, 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))."""