"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.: 2015-4531
Revision No.: 32
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State: Florida

Area: Florida County of Okaloosa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.20
01012 - Accounting Clerk II		20.43
01013 - Accounting Clerk III		22.85
01020 - Administrative Assistant		30.39
01035 - Court Reporter		20.13
01041 - Customer Service Representative I		14.76
01042 - Customer Service Representative II		16.11
01043 - Customer Service Representative III		18.08
01051 - Data Entry Operator I		16.41
01052 - Data Entry Operator II		17.91
01060 - Dispatcher, Motor Vehicle		19.70
01070 - Document Preparation Clerk		16.03
01090 - Duplicating Machine Operator		16.03
01111 - General Clerk I		16.29
01112 - General Clerk II		17.78
01113 - General Clerk III		19.94
01120 - Housing Referral Assistant		22.43
01141 - Messenger Courier		16.16
01191 - Order Clerk I		17.28
01192 - Order Clerk II		18.92
01261 - Personnel Assistant (Employment) I		19.53
01262 - Personnel Assistant (Employment) II		21.85
01263 - Personnel Assistant (Employment) III		24.35
01270 - Production Control Clerk		26.25
01290 - Rental Clerk		18.20
01300 - Scheduler, Maintenance		18.00

01311 - Secretary I	18.00
01312 - Secretary II	20.13
01313 - Secretary III	22.43
01320 - Service Order Dispatcher	17.61
01410 - Supply Technician	30.39
01420 - Survey Worker	18.23
01460 - Switchboard Operator/Receptionist	16.92
01531 - Travel Clerk I	18.40
01532 - Travel Clerk II	20.65
01533 - Travel Clerk III	22.07
01611 - Word Processor I	16.03
01612 - Word Processor II	18.00
01613 - Word Processor III	20.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.98
05010 - Automotive Electrician	21.86
05040 - Automotive Glass Installer	20.37
05070 - Automotive Worker	20.37
05110 - Mobile Equipment Servicer	17.37
05130 - Motor Equipment Metal Mechanic	23.31
05160 - Motor Equipment Metal Worker	20.37
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	15.93
05250 - Motor Vehicle Upholstery Worker	18.86
05280 - Motor Vehicle Wrecker	20.37
05310 - Painter, Automotive	21.86
05340 - Radiator Repair Specialist	20.37
05370 - Tire Repairer	16.38
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.16
07041 - Cook I	17.42
07042 - Cook II	20.43
07070 - Dishwasher	14.14
07130 - Food Service Worker	17.12
07210 - Meat Cutter	20.26
07260 - Waiter/Waitress	14.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.74
09040 - Furniture Handler	13.40
09080 - Furniture Refinisher	22.74
09090 - Furniture Refinisher Helper	16.53
09110 - Furniture Repairer, Minor	19.62
09130 - Upholsterer	22.74
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.00
11060 - Elevator Operator	16.21
11090 - Gardener	23.63
11122 - Housekeeping Aide	16.21

11150 - Janitor	16.21
11210 - Laborer, Grounds Maintenance	17.52
11240 - Maid or Houseman	14.75
11260 - Pruner	15.39
11270 - Tractor Operator	21.60
11330 - Trail Maintenance Worker	17.52
11360 - Window Cleaner	18.46
12000 - Health Occupations	
12010 - Ambulance Driver	21.25
12011 - Breath Alcohol Technician	24.68
12012 - Certified Occupational Therapist Assistant	33.86
12015 - Certified Physical Therapist Assistant	32.87
12020 - Dental Assistant	22.58
12025 - Dental Hygienist	39.65
12030 - EKG Technician	36.73
12035 - Electroneurodiagnostic Technologist	36.73
12040 - Emergency Medical Technician	21.25
12071 - Licensed Practical Nurse I	22.07
12072 - Licensed Practical Nurse II	24.68
12073 - Licensed Practical Nurse III	27.52
12100 - Medical Assistant	18.46
12130 - Medical Laboratory Technician	31.28
12160 - Medical Record Clerk	19.32
12190 - Medical Record Technician	21.61
12195 - Medical Transcriptionist	21.32
12210 - Nuclear Medicine Technologist	54.24
12221 - Nursing Assistant I	13.17
12222 - Nursing Assistant II	14.80
12223 - Nursing Assistant III	16.15
12224 - Nursing Assistant IV	18.14
12235 - Optical Dispenser	28.77
12236 - Optical Technician	22.07
12250 - Pharmacy Technician	18.58
12280 - Phlebotomist	18.92
12305 - Radiologic Technologist	29.55
12311 - Registered Nurse I	26.40
12312 - Registered Nurse II	32.29
12313 - Registered Nurse II, Specialist	32.29
12314 - Registered Nurse III	39.07
12315 - Registered Nurse III, Anesthetist	39.07
12316 - Registered Nurse IV	46.84
12317 - Scheduler (Drug and Alcohol Testing)	30.58
12320 - Substance Abuse Treatment Counselor	24.18
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.58
13012 - Exhibits Specialist II	27.98
13013 - Exhibits Specialist III	34.23
13041 - Illustrator I	22.72
13042 - Illustrator II	28.13

13043 - Illustrator III		34.42
13047 - Librarian		30.98
13050 - Library Aide/Clerk		14.66
13054 - Library Information Technology Systems Administrator		27.98
13058 - Library Technician		19.10
13061 - Media Specialist I		20.18
13062 - Media Specialist II		22.58
13063 - Media Specialist III		25.17
13071 - Photographer I		19.25
13072 - Photographer II		21.54
13073 - Photographer III		26.68
13074 - Photographer IV		32.64
13075 - Photographer V		39.49
13090 - Technical Order Library Clerk		18.41
13110 - Video Teleconference Technician		20.86
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.98
14042 - Computer Operator II		23.46
14043 - Computer Operator III		26.18
14044 - Computer Operator IV		29.08
14045 - Computer Operator V		32.20
14071 - Computer Programmer I	(see 1)	
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		20.98
14160 - Personal Computer Support Technician		29.08
14170 - System Support Specialist		38.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.56
15020 - Aircrew Training Devices Instructor (Rated)		43.03
15030 - Air Crew Training Devices Instructor (Pilot)		51.58
15050 - Computer Based Training Specialist / Instructor		35.56
15060 - Educational Technologist		37.27
15070 - Flight Instructor (Pilot)		51.58
15080 - Graphic Artist		29.85
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.58
15086 - Maintenance Test Pilot, Rotary Wing		51.58
15088 - Non-Maintenance Test/Co-Pilot		51.58
15090 - Technical Instructor		27.97
15095 - Technical Instructor/Course Developer		34.22
15110 - Test Proctor		22.58
15120 - Tutor		22.58
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.51

16030 - Counter Attendant	14.51
16040 - Dry Cleaner	16.59
16070 - Finisher, Flatwork, Machine	14.51
16090 - Presser, Hand	14.51
16110 - Presser, Machine, Drycleaning	14.51
16130 - Presser, Machine, Shirts	14.51
16160 - Presser, Machine, Wearing Apparel, Laundry	14.51
16190 - Sewing Machine Operator	17.28
16220 - Tailor	17.97
16250 - Washer, Machine	15.20
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.90
19040 - Tool And Die Maker	33.22
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.27
21030 - Material Coordinator	26.25
21040 - Material Expediter	26.25
21050 - Material Handling Laborer	17.41
21071 - Order Filler	17.42
21080 - Production Line Worker (Food Processing)	19.27
21110 - Shipping Packer	18.34
21130 - Shipping/Receiving Clerk	18.34
21140 - Store Worker I	14.25
21150 - Stock Clerk	20.99
21210 - Tools And Parts Attendant	19.27
21410 - Warehouse Specialist	19.27
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.24
23019 - Aircraft Logs and Records Technician	29.40
23021 - Aircraft Mechanic I	36.34
23022 - Aircraft Mechanic II	38.24
23023 - Aircraft Mechanic III	40.15
23040 - Aircraft Mechanic Helper	24.77
23050 - Aircraft, Painter	34.07
23060 - Aircraft Servicer	29.40
23070 - Aircraft Survival Flight Equipment Technician	34.07
23080 - Aircraft Worker	31.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.34
23110 - Appliance Mechanic	26.90
23120 - Bicycle Repairer	21.38
23125 - Cable Splicer	32.95
23130 - Carpenter, Maintenance	22.90
23140 - Carpet Layer	25.07
23160 - Electrician, Maintenance	25.49
23181 - Electronics Technician Maintenance I	32.17
23182 - Electronics Technician Maintenance II	34.52

23183 - Electronics Technician Maintenance III 36.82
23260 - Fabric Worker 23.22
23290 - Fire Alarm System Mechanic 25.31
23310 - Fire Extinguisher Repairer 21.38
23311 - Fuel Distribution System Mechanic 28.69
23312 - Fuel Distribution System Operator 21.38
23370 - General Maintenance Worker 20.63
23380 - Ground Support Equipment Mechanic 36.34
23381 - Ground Support Equipment Servicer 29.40
23382 - Ground Support Equipment Worker 31.75
23391 - Gunsmith I 21.38
23392 - Gunsmith II 25.07
23393 - Gunsmith III 28.69
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.67
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.91
23430 - Heavy Equipment Mechanic 29.90
23440 - Heavy Equipment Operator 22.66
23460 - Instrument Mechanic 30.27
23465 - Laboratory/Shelter Mechanic 26.90
23470 - Laborer 17.41
23510 - Locksmith 26.90
23530 - Machinery Maintenance Mechanic 33.76
23550 - Machinist, Maintenance 25.78
23580 - Maintenance Trades Helper 18.50
23591 - Metrology Technician I 30.27
23592 - Metrology Technician II 31.87
23593 - Metrology Technician III 33.46
23640 - Millwright 28.69
23710 - Office Appliance Repairer 21.01
23760 - Painter, Maintenance 22.15
23790 - Pipefitter, Maintenance 24.59
23810 - Plumber, Maintenance 23.06
23820 - Pneudraulic Systems Mechanic 28.69
23850 - Rigger 28.69
23870 - Scale Mechanic 25.07
23890 - Sheet-Metal Worker, Maintenance 27.42
23910 - Small Engine Mechanic 21.66
23931 - Telecommunications Mechanic I 29.60
23932 - Telecommunications Mechanic II 31.15
23950 - Telephone Lineman 26.43
23960 - Welder, Combination, Maintenance 23.74
23965 - Well Driller 28.69
23970 - Woodcraft Worker 28.69
23980 - Woodworker 21.38
24000 - Personal Needs Occupations
24550 - Case Manager 20.00
24570 - Child Care Attendant 14.39

24580 - Child Care Center Clerk	17.94
24610 - Chore Aide	15.51
24620 - Family Readiness And Support Services Coordinator	20.00
24630 - Homemaker	20.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.29
25040 - Sewage Plant Operator	25.59
25070 - Stationary Engineer	27.29
25190 - Ventilation Equipment Tender	18.60
25210 - Water Treatment Plant Operator	25.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.34
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	20.49
27010 - Court Security Officer	23.20
27030 - Detection Dog Handler	19.63
27040 - Detention Officer	20.49
27070 - Firefighter	24.16
27101 - Guard I	17.55
27102 - Guard II	19.63
27131 - Police Officer I	24.00
27132 - Police Officer II	26.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.81
28042 - Carnival Equipment Repairer	21.67
28043 - Carnival Worker	14.11
28210 - Gate Attendant/Gate Tender	18.80
28310 - Lifeguard	18.37
28350 - Park Attendant (Aide)	21.03
28510 - Recreation Aide/Health Facility Attendant	15.35
28515 - Recreation Specialist	26.05
28630 - Sports Official	16.75
28690 - Swimming Pool Operator	25.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.07
29020 - Hatch Tender	25.07
29030 - Line Handler	25.07
29041 - Stevedore I	23.22
29042 - Stevedore II	26.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.99
30021 - Archeological Technician I	19.26
30022 - Archeological Technician II	21.55
30023 - Archeological Technician III	26.70
30030 - Cartographic Technician	26.70
30040 - Civil Engineering Technician	27.20

30051 - Cryogenic Technician I		29.57
30052 - Cryogenic Technician II		32.66
30061 - Drafter/CAD Operator I		19.26
30062 - Drafter/CAD Operator II		21.55
30063 - Drafter/CAD Operator III		24.03
30064 - Drafter/CAD Operator IV		29.57
30081 - Engineering Technician I		17.53
30082 - Engineering Technician II		19.67
30083 - Engineering Technician III		22.00
30084 - Engineering Technician IV		27.26
30085 - Engineering Technician V		33.35
30086 - Engineering Technician VI		40.35
30090 - Environmental Technician		26.70
30095 - Evidence Control Specialist		26.70
30210 - Laboratory Technician		24.03
30221 - Latent Fingerprint Technician I		29.57
30222 - Latent Fingerprint Technician II		32.66
30240 - Mathematical Technician		26.70
30361 - Paralegal/Legal Assistant I		20.32
30362 - Paralegal/Legal Assistant II		25.17
30363 - Paralegal/Legal Assistant III		30.78
30364 - Paralegal/Legal Assistant IV		37.24
30375 - Petroleum Supply Specialist		32.66
30390 - Photo-Optics Technician		26.70
30395 - Radiation Control Technician		32.66
30461 - Technical Writer I		25.86
30462 - Technical Writer II		31.64
30463 - Technical Writer III		38.27
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		29.57
30502 - Weather Forecaster II		35.97
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.03
30621 - Weather Observer, Senior	(see 2)	26.70
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.19
31030 - Bus Driver		22.23
31043 - Driver Courier		18.72
31260 - Parking and Lot Attendant		13.27
31290 - Shuttle Bus Driver		16.38
31310 - Taxi Driver		13.65
31361 - Truckdriver, Light		20.48
31362 - Truckdriver, Medium		22.23
31363 - Truckdriver, Heavy		22.24

31364 - Truckdriver, Tractor-Trailer	22.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	14.02
99050 - Desk Clerk	15.86
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	20.11
99252 - Laboratory Animal Caretaker II	22.00
99260 - Marketing Analyst	31.63
99310 - Mortician	29.28
99410 - Pest Controller	22.02
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	22.19
99711 - Recycling Specialist	27.37
99730 - Refuse Collector	19.49
99810 - Sales Clerk	15.23
99820 - School Crossing Guard	16.58
99830 - Survey Party Chief	26.29
99831 - Surveying Aide	14.28
99832 - Surveying Technician	23.91
99840 - Vending Machine Attendant	23.28
99841 - Vending Machine Repairer	29.85
99842 - Vending Machine Repairer Helper	23.28

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 7 years, and 4 weeks after 11 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))."