"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.: 2015-5227
Revision No.: 27
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State: Texas

Area: Texas Counties of Collin, Dallas, Denton, Ellis, Hunt, Kaufman, Rockwall

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.73
01012 - Accounting Clerk II		22.14
01013 - Accounting Clerk III		24.77
01020 - Administrative Assistant		37.35
01035 - Court Reporter		27.34
01041 - Customer Service Representative I		16.61
01042 - Customer Service Representative II		18.12
01043 - Customer Service Representative III		20.34
01051 - Data Entry Operator I		17.44
01052 - Data Entry Operator II		19.03
01060 - Dispatcher, Motor Vehicle		22.57
01070 - Document Preparation Clerk		18.70
01090 - Duplicating Machine Operator		18.70
01111 - General Clerk I		16.40
01112 - General Clerk II		17.90
01113 - General Clerk III		20.09
01120 - Housing Referral Assistant		24.98
01141 - Messenger Courier		18.20
01191 - Order Clerk I		19.31
01192 - Order Clerk II		21.07
01261 - Personnel Assistant (Employment) I		19.75
01262 - Personnel Assistant (Employment) II		22.09
01263 - Personnel Assistant (Employment) III		24.62
01270 - Production Control Clerk		26.43
01290 - Rental Clerk		17.40
01300 - Scheduler, Maintenance		20.03
01311 - Secretary I		20.03
01312 - Secretary II		22.41
01313 - Secretary III		24.98
01320 - Service Order Dispatcher		20.18
01410 - Supply Technician		37.35
01420 - Survey Worker		21.67
01460 - Switchboard Operator/Receptionist		17.54
01531 - Travel Clerk I		21.10
01532 - Travel Clerk II		23.67
01533 - Travel Clerk III		26.35
01611 - Word Processor I		18.10
01612 - Word Processor II		20.32
01613 - Word Processor III		22.73
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.94
05010 - Automotive Electrician		24.33

05040 - Automotive Glass Installer	23.07
05070 - Automotive Worker	23.07
05110 - Mobile Equipment Servicer	20.09
05130 - Motor Equipment Metal Mechanic	25.62
05160 - Motor Equipment Metal Worker	23.07
05190 - Motor Vehicle Mechanic	25.62
05220 - Motor Vehicle Mechanic Helper	18.35
05250 - Motor Vehicle Upholstery Worker	21.81
05280 - Motor Vehicle Wrecker	23.07
05310 - Painter, Automotive	24.33
05340 - Radiator Repair Specialist	23.07
05370 - Tire Repairer	17.87
05400 - Transmission Repair Specialist	25.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.14
07041 - Cook I	17.13
07042 - Cook II	19.68
07070 - Dishwasher	14.82
07130 - Food Service Worker	14.54
07210 - Meat Cutter	17.60
07260 - Waiter/Waitress	12.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.46
09040 - Furniture Handler	12.67
09080 - Furniture Refinisher	20.62
09090 - Furniture Refinisher Helper	15.56
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	18.68
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.23
11060 - Elevator Operator	16.61
11090 - Gardener	24.30
11122 - Housekeeping Aide	16.61
11150 - Janitor	16.61
11210 - Laborer, Grounds Maintenance	18.08
11240 - Maid or Houseman	15.21
11260 - Pruner	15.97
11270 - Tractor Operator	22.20
11330 - Trail Maintenance Worker	18.08
11360 - Window Cleaner	18.81
12000 - Health Occupations	
12010 - Ambulance Driver	20.65
12011 - Breath Alcohol Technician	26.71
12012 - Certified Occupational Therapist Assistant	38.45
12015 - Certified Physical Therapist Assistant	37.56
12020 - Dental Assistant	22.52
12025 - Dental Hygienist	44.25
12030 - EKG Technician	30.40
12035 - Electroneurodiagnostic Technologist	30.40
12040 - Emergency Medical Technician	20.65
12071 - Licensed Practical Nurse I	23.88
12072 - Licensed Practical Nurse II	26.71
12073 - Licensed Practical Nurse III	29.77
12100 - Medical Assistant	19.31
12130 - Medical Laboratory Technician	28.50
12160 - Medical Record Clerk	21.64
12190 - Medical Record Technician	24.21
12195 - Medical Transcriptionist	19.66
12210 - Nuclear Medicine Technologist	49.62
12221 - Nursing Assistant I	14.59
12222 - Nursing Assistant II	16.42
12223 - Nursing Assistant III	17.92
12224 - Nursing Assistant IV	20.11
12235 - Optical Dispenser	19.50
12236 - Optical Technician	18.01

12250 - Pharmacy Technician		21.78
12280 - Phlebotomist		21.45
12305 - Radiologic Technologist		38.14
12311 - Registered Nurse I		29.38
12312 - Registered Nurse II		35.93
12313 - Registered Nurse II, Specialist		35.93
12314 - Registered Nurse III		43.47
12315 - Registered Nurse III, Anesthetist		43.47
12316 - Registered Nurse IV		52.12
12317 - Scheduler (Drug and Alcohol Testing)		33.09
12320 - Substance Abuse Treatment Counselor		27.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.72
13012 - Exhibits Specialist II		28.14
13013 - Exhibits Specialist III		34.41
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		36.88
13047 - Librarian		33.40
13050 - Library Aide/Clerk		15.50
13054 - Library Information Technology Systems Administrator		30.16
13058 - Library Technician		18.71
13061 - Media Specialist I		21.77
13062 - Media Specialist II		24.35
13063 - Media Specialist III		27.13
13071 - Photographer I		19.31
13072 - Photographer II		21.60
13073 - Photographer III		26.75
13074 - Photographer IV		32.73
13075 - Photographer V		39.61
13090 - Technical Order Library Clerk		19.46
13110 - Video Teleconference Technician		24.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		24.21
14042 - Computer Operator II		27.07
14043 - Computer Operator III		30.19
14044 - Computer Operator IV		33.55
14045 - Computer Operator V		37.15
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		24.21
14160 - Personal Computer Support Technician		33.55
14170 - System Support Specialist		42.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		38.79
15020 - Aircrew Training Devices Instructor (Rated)		46.93
15030 - Air Crew Training Devices Instructor (Pilot)		56.27
15050 - Computer Based Training Specialist / Instructor		38.79
15060 - Educational Technologist		37.48
15070 - Flight Instructor (Pilot)		56.27
15080 - Graphic Artist		30.51
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		56.27
15086 - Maintenance Test Pilot, Rotary Wing		56.27
15088 - Non-Maintenance Test/Co-Pilot		56.27
15090 - Technical Instructor		27.43
15095 - Technical Instructor/Course Developer		33.55
15110 - Test Proctor		22.14
15120 - Tutor		22.14
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	12.53
16030 - Counter Attendant	12.53
16040 - Dry Cleaner	16.10
16070 - Finisher, Flatwork, Machine	12.53
16090 - Presser, Hand	12.53
16110 - Presser, Machine, Drycleaning	12.53
16130 - Presser, Machine, Shirts	12.53
16160 - Presser, Machine, Wearing Apparel, Laundry	12.53
16190 - Sewing Machine Operator	17.07
16220 - Tailor	18.34
16250 - Washer, Machine	13.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.48
19040 - Tool And Die Maker	29.58
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.79
21030 - Material Coordinator	26.43
21040 - Material Expediter	26.43
21050 - Material Handling Laborer	18.41
21071 - Order Filler	17.46
21080 - Production Line Worker (Food Processing)	22.79
21110 - Shipping Packer	19.41
21130 - Shipping/Receiving Clerk	19.41
21140 - Store Worker I	14.64
21150 - Stock Clerk	21.22
21210 - Tools And Parts Attendant	22.79
21410 - Warehouse Specialist	22.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	44.48
23019 - Aircraft Logs and Records Technician	36.13
23021 - Aircraft Mechanic I	42.44
23022 - Aircraft Mechanic II	44.48
23023 - Aircraft Mechanic III	46.54
23040 - Aircraft Mechanic Helper	30.41
23050 - Aircraft, Painter	40.30
23060 - Aircraft Servicer	36.13
23070 - Aircraft Survival Flight Equipment Technician	40.30
23080 - Aircraft Worker	38.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	38.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	42.44
23110 - Appliance Mechanic	23.07
23120 - Bicycle Repairer	20.03
23125 - Cable Splicer	37.43
23130 - Carpenter, Maintenance	23.28
23140 - Carpet Layer	22.33
23160 - Electrician, Maintenance	27.77
23181 - Electronics Technician Maintenance I	29.74
23182 - Electronics Technician Maintenance II	31.36
23183 - Electronics Technician Maintenance III	33.03
23260 - Fabric Worker	26.87
23290 - Fire Alarm System Mechanic	24.37
23310 - Fire Extinguisher Repairer	22.75
23311 - Fuel Distribution System Mechanic	24.16
23312 - Fuel Distribution System Operator	18.94
23370 - General Maintenance Worker	22.49
23380 - Ground Support Equipment Mechanic	42.44
23381 - Ground Support Equipment Servicer	36.13
23382 - Ground Support Equipment Worker	38.22
23391 - Gunsmith I	22.75
23392 - Gunsmith II	26.13
23393 - Gunsmith III	29.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.73

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.06
23430 - Heavy Equipment Mechanic	29.88
23440 - Heavy Equipment Operator	24.08
23460 - Instrument Mechanic	27.95
23465 - Laboratory/Shelter Mechanic	27.55
23470 - Laborer	18.41
23510 - Locksmith	23.89
23530 - Machinery Maintenance Mechanic	30.23
23550 - Machinist, Maintenance	27.59
23580 - Maintenance Trades Helper	18.78
23591 - Metrology Technician I	27.95
23592 - Metrology Technician II	29.30
23593 - Metrology Technician III	30.67
23640 - Millwright	30.29
23710 - Office Appliance Repairer	22.10
23760 - Painter, Maintenance	21.42
23790 - Pipefitter, Maintenance	30.56
23810 - Plumber, Maintenance	29.02
23820 - Pneudraulic Systems Mechanic	29.01
23850 - Rigger	26.44
23870 - Scale Mechanic	26.13
23890 - Sheet-Metal Worker, Maintenance	27.32
23910 - Small Engine Mechanic	24.18
23931 - Telecommunications Mechanic I	29.53
23932 - Telecommunications Mechanic II	30.96
23950 - Telephone Lineman	31.33
23960 - Welder, Combination, Maintenance	23.70
23965 - Well Driller	27.31
23970 - Woodcraft Worker	29.01
23980 - Woodworker	22.75
24000 - Personal Needs Occupations	
24550 - Case Manager	22.16
24570 - Child Care Attendant	14.31
24580 - Child Care Center Clerk	17.84
24610 - Chore Aide	12.14
24620 - Family Readiness And Support Services Coordinator	22.16
24630 - Homemaker	22.16
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.68
25040 - Sewage Plant Operator	24.66
25070 - Stationary Engineer	34.68
25190 - Ventilation Equipment Tender	24.85
25210 - Water Treatment Plant Operator	24.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.12
27007 - Baggage Inspector	16.41
27008 - Corrections Officer	28.02
27010 - Court Security Officer	29.74
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	28.02
27070 - Firefighter	31.46
27101 - Guard I	16.41
27102 - Guard II	18.61
27131 - Police Officer I	39.56
27132 - Police Officer II	43.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.90
28042 - Carnival Equipment Repairer	20.68
28043 - Carnival Worker	13.59
28210 - Gate Attendant/Gate Tender	18.43
28310 - Lifeguard	13.98
28350 - Park Attendant (Aide)	20.62
28510 - Recreation Aide/Health Facility Attendant	15.05

28515 - Recreation Specialist		25.54
28630 - Sports Official		16.42
28690 - Swimming Pool Operator		23.76
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		34.00
29020 - Hatch Tender		34.00
29030 - Line Handler		34.00
29041 - Stevedore I		32.14
29042 - Stevedore II		35.85
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	50.09
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	34.53
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	38.03
30021 - Archeological Technician I		20.07
30022 - Archeological Technician II		22.40
30023 - Archeological Technician III		27.75
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		31.93
30051 - Cryogenic Technician I		30.30
30052 - Cryogenic Technician II		33.46
30061 - Drafter/CAD Operator I		20.07
30062 - Drafter/CAD Operator II		22.40
30063 - Drafter/CAD Operator III		24.97
30064 - Drafter/CAD Operator IV		30.73
30081 - Engineering Technician I		19.32
30082 - Engineering Technician II		21.67
30083 - Engineering Technician III		24.23
30084 - Engineering Technician IV		30.03
30085 - Engineering Technician V		36.74
30086 - Engineering Technician VI		44.45
30090 - Environmental Technician		25.52
30095 - Evidence Control Specialist		27.36
30210 - Laboratory Technician		29.42
30221 - Latent Fingerprint Technician I		28.73
30222 - Latent Fingerprint Technician II		31.74
30240 - Mathematical Technician		33.58
30361 - Paralegal/Legal Assistant I		23.64
30362 - Paralegal/Legal Assistant II		29.28
30363 - Paralegal/Legal Assistant III		35.81
30364 - Paralegal/Legal Assistant IV		43.33
30375 - Petroleum Supply Specialist		33.46
30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		33.46
30461 - Technical Writer I		31.09
30462 - Technical Writer II		38.02
30463 - Technical Writer III		45.99
30491 - Unexploded Ordnance (UXO) Technician I		31.83
30492 - Unexploded Ordnance (UXO) Technician II		38.52
30493 - Unexploded Ordnance (UXO) Technician III		46.16
30494 - Unexploded (UXO) Safety Escort		31.83
30495 - Unexploded (UXO) Sweep Personnel		31.83
30501 - Weather Forecaster I		30.30
30502 - Weather Forecaster II		36.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer, Senior	(see 2)	27.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		38.52
31020 - Bus Aide		18.10
31030 - Bus Driver		26.39
31043 - Driver Courier		19.61
31260 - Parking and Lot Attendant		14.52
31290 - Shuttle Bus Driver		18.53
31310 - Taxi Driver		13.24
31361 - Truckdriver, Light		21.46

31362 - Truckdriver, Medium	23.30
31363 - Truckdriver, Heavy	27.51
31364 - Truckdriver, Tractor-Trailer	27.51
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.78
99030 - Cashier	14.03
99050 - Desk Clerk	15.22
99095 - Embalmer	26.70
99130 - Flight Follower	31.83
99251 - Laboratory Animal Caretaker I	16.42
99252 - Laboratory Animal Caretaker II	17.97
99260 - Marketing Analyst	37.40
99310 - Mortician	26.46
99410 - Pest Controller	23.68
99510 - Photofinishing Worker	16.40
99710 - Recycling Laborer	25.54
99711 - Recycling Specialist	31.37
99730 - Refuse Collector	22.57
99810 - Sales Clerk	15.30
99820 - School Crossing Guard	15.93
99830 - Survey Party Chief	31.25
99831 - Surveying Aide	18.73
99832 - Surveying Technician	24.00
99840 - Vending Machine Attendant	17.37
99841 - Vending Machine Repairer	21.84
99842 - Vending Machine Repairer Helper	17.37

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))."