"

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4373
Revision No.: 33
Date Of Last Revision: 5/13/2026

Daniel W. Simms
Director

Division of
Wage Determinations

State: North Carolina

Area: North Carolina Counties of Chatham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.16
01012 - Accounting Clerk II		22.63
01013 - Accounting Clerk III		25.31
01020 - Administrative Assistant		31.21
01035 - Court Reporter		20.33
01041 - Customer Service Representative I		18.16
01042 - Customer Service Representative II		19.81
01043 - Customer Service Representative III		22.24
01051 - Data Entry Operator I		18.78
01052 - Data Entry Operator II		20.49
01060 - Dispatcher, Motor Vehicle		24.37
01070 - Document Preparation Clerk		18.01
01090 - Duplicating Machine Operator		18.01
01111 - General Clerk I		17.02
01112 - General Clerk II		18.57
01113 - General Clerk III		20.83
01120 - Housing Referral Assistant		22.66
01141 - Messenger Courier		18.87
01191 - Order Clerk I		16.06
01192 - Order Clerk II		17.53
01261 - Personnel Assistant (Employment) I		19.74
01262 - Personnel Assistant (Employment) II		22.08
01263 - Personnel Assistant (Employment) III		24.61
01270 - Production Control Clerk		27.01

01290 - Rental Clerk	18.83
01300 - Scheduler, Maintenance	18.18
01311 - Secretary I	18.18
01312 - Secretary II	20.33
01313 - Secretary III	22.66
01320 - Service Order Dispatcher	21.79
01410 - Supply Technician	31.21
01420 - Survey Worker	22.07
01460 - Switchboard Operator/Receptionist	17.21
01531 - Travel Clerk I	18.68
01532 - Travel Clerk II	19.91
01533 - Travel Clerk III	21.21
01611 - Word Processor I	16.19
01612 - Word Processor II	18.18
01613 - Word Processor III	20.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.97
05010 - Automotive Electrician	23.77
05040 - Automotive Glass Installer	22.37
05070 - Automotive Worker	22.37
05110 - Mobile Equipment Servicer	19.74
05130 - Motor Equipment Metal Mechanic	25.12
05160 - Motor Equipment Metal Worker	22.37
05190 - Motor Vehicle Mechanic	25.12
05220 - Motor Vehicle Mechanic Helper	18.37
05250 - Motor Vehicle Upholstery Worker	21.08
05280 - Motor Vehicle Wrecker	22.37
05310 - Painter, Automotive	23.77
05340 - Radiator Repair Specialist	22.37
05370 - Tire Repairer	16.53
05400 - Transmission Repair Specialist	25.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.31
07041 - Cook I	18.14
07042 - Cook II	20.56
07070 - Dishwasher	15.71
07130 - Food Service Worker	15.06
07210 - Meat Cutter	19.07
07260 - Waiter/Waitress	13.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.89
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	23.35
09090 - Furniture Refinisher Helper	18.04
09110 - Furniture Repairer, Minor	20.70
09130 - Upholsterer	23.80
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.01
11060 - Elevator Operator	17.14
11090 - Gardener	22.84
11122 - Housekeeping Aide	17.14
11150 - Janitor	17.14
11210 - Laborer, Grounds Maintenance	18.07
11240 - Maid or Houseman	16.52
11260 - Pruner	16.63
11270 - Tractor Operator	21.25
11330 - Trail Maintenance Worker	18.07

11360 - Window Cleaner 18.63

12000 - Health Occupations
12010 - Ambulance Driver 23.66
12011 - Breath Alcohol Technician 27.16
12012 - Certified Occupational Therapist Assistant 35.13
12015 - Certified Physical Therapist Assistant 35.12
12020 - Dental Assistant 25.66
12025 - Dental Hygienist 42.32
12030 - EKG Technician 41.14
12035 - Electroneurodiagnostic Technologist 41.14
12040 - Emergency Medical Technician 23.66
12071 - Licensed Practical Nurse I 24.28
12072 - Licensed Practical Nurse II 27.16
12073 - Licensed Practical Nurse III 30.27
12100 - Medical Assistant 21.69
12130 - Medical Laboratory Technician 29.64
12160 - Medical Record Clerk 24.13
12190 - Medical Record Technician 26.99
12195 - Medical Transcriptionist 18.12
12210 - Nuclear Medicine Technologist 59.68
12221 - Nursing Assistant I 13.50
12222 - Nursing Assistant II 15.19
12223 - Nursing Assistant III 16.58
12224 - Nursing Assistant IV 18.61
12235 - Optical Dispenser 27.62
12236 - Optical Technician 24.28
12250 - Pharmacy Technician 21.32
12280 - Phlebotomist 21.86
12305 - Radiologic Technologist 36.33
12311 - Registered Nurse I 31.68
12312 - Registered Nurse II 38.74
12313 - Registered Nurse II, Specialist 38.74
12314 - Registered Nurse III 46.88
12315 - Registered Nurse III, Anesthetist 46.88
12316 - Registered Nurse IV 56.18
12317 - Scheduler (Drug and Alcohol Testing) 33.64
12320 - Substance Abuse Treatment Counselor 28.17

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 25.39
13012 - Exhibits Specialist II 31.46
13013 - Exhibits Specialist III 38.48
13041 - Illustrator I 24.46
13042 - Illustrator II 30.30
13043 - Illustrator III 37.05
13047 - Librarian 34.84
13050 - Library Aide/Clerk 17.82
13054 - Library Information Technology Systems Administrator 31.46
13058 - Library Technician 24.57
13061 - Media Specialist I 22.69
13062 - Media Specialist II 25.39
13063 - Media Specialist III 28.31
13071 - Photographer I 19.27
13072 - Photographer II 21.84
13073 - Photographer III 26.43
13074 - Photographer IV 33.09
13075 - Photographer V 40.03
13090 - Technical Order Library Clerk 22.37
13110 - Video Teleconference Technician 22.89

14000 - Information Technology Occupations		
14041 - Computer Operator I		25.09
14042 - Computer Operator II		28.07
14043 - Computer Operator III		31.31
14044 - Computer Operator IV		34.79
14045 - Computer Operator V		38.51
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		25.09
14160 - Personal Computer Support Technician		34.79
14170 - System Support Specialist		43.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.39
15020 - Aircrew Training Devices Instructor (Rated)		45.24
15030 - Air Crew Training Devices Instructor (Pilot)		54.24
15050 - Computer Based Training Specialist / Instructor		37.39
15060 - Educational Technologist		31.54
15070 - Flight Instructor (Pilot)		54.24
15080 - Graphic Artist		29.00
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		54.24
15086 - Maintenance Test Pilot, Rotary Wing		54.24
15088 - Non-Maintenance Test/Co-Pilot		54.24
15090 - Technical Instructor		27.42
15095 - Technical Instructor/Course Developer		33.53
15110 - Test Proctor		22.13
15120 - Tutor		22.13
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.81
16030 - Counter Attendant		11.81
16040 - Dry Cleaner		14.51
16070 - Finisher, Flatwork, Machine		11.81
16090 - Presser, Hand		11.81
16110 - Presser, Machine, Drycleaning		11.81
16130 - Presser, Machine, Shirts		11.81
16160 - Presser, Machine, Wearing Apparel, Laundry		11.81
16190 - Sewing Machine Operator		15.38
16220 - Tailor		16.25
16250 - Washer, Machine		12.59
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.54
19040 - Tool And Die Maker		32.56
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.18
21030 - Material Coordinator		27.01
21040 - Material Expediter		27.01
21050 - Material Handling Laborer		17.53
21071 - Order Filler		17.37
21080 - Production Line Worker (Food Processing)		21.18

21110 - Shipping Packer	19.30
21130 - Shipping/Receiving Clerk	19.30
21140 - Store Worker I	14.83
21150 - Stock Clerk	19.54
21210 - Tools And Parts Attendant	21.18
21410 - Warehouse Specialist	21.18
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.68
23019 - Aircraft Logs and Records Technician	31.01
23021 - Aircraft Mechanic I	35.90
23022 - Aircraft Mechanic II	37.68
23023 - Aircraft Mechanic III	39.57
23040 - Aircraft Mechanic Helper	27.25
23050 - Aircraft, Painter	35.77
23060 - Aircraft Servicer	31.01
23070 - Aircraft Survival Flight Equipment Technician	35.77
23080 - Aircraft Worker	32.89
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.89
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.90
23110 - Appliance Mechanic	25.59
23120 - Bicycle Repairer	21.95
23125 - Cable Splicer	37.98
23130 - Carpenter, Maintenance	23.51
23140 - Carpet Layer	24.97
23160 - Electrician, Maintenance	28.76
23181 - Electronics Technician Maintenance I	31.17
23182 - Electronics Technician Maintenance II	33.13
23183 - Electronics Technician Maintenance III	35.01
23260 - Fabric Worker	23.54
23290 - Fire Alarm System Mechanic	27.57
23310 - Fire Extinguisher Repairer	22.04
23311 - Fuel Distribution System Mechanic	30.54
23312 - Fuel Distribution System Operator	24.00
23370 - General Maintenance Worker	24.03
23380 - Ground Support Equipment Mechanic	35.90
23381 - Ground Support Equipment Servicer	31.01
23382 - Ground Support Equipment Worker	32.89
23391 - Gunsmith I	22.04
23392 - Gunsmith II	24.97
23393 - Gunsmith III	28.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.11
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.51
23430 - Heavy Equipment Mechanic	29.08
23440 - Heavy Equipment Operator	24.46
23460 - Instrument Mechanic	28.91
23465 - Laboratory/Shelter Mechanic	26.54
23470 - Laborer	17.53
23510 - Locksmith	26.63
23530 - Machinery Maintenance Mechanic	30.52
23550 - Machinist, Maintenance	26.66
23580 - Maintenance Trades Helper	19.06
23591 - Metrology Technician I	28.91
23592 - Metrology Technician II	30.42
23593 - Metrology Technician III	31.90
23640 - Millwright	28.04

23710 - Office Appliance Repairer	24.79
23760 - Painter, Maintenance	21.41
23790 - Pipefitter, Maintenance	29.97
23810 - Plumber, Maintenance	28.36
23820 - Pneudraulic Systems Mechanic	28.04
23850 - Rigger	28.04
23870 - Scale Mechanic	24.97
23890 - Sheet-Metal Worker, Maintenance	24.49
23910 - Small Engine Mechanic	23.48
23931 - Telecommunications Mechanic I	33.36
23932 - Telecommunications Mechanic II	35.09
23950 - Telephone Lineman	27.91
23960 - Welder, Combination, Maintenance	24.33
23965 - Well Driller	28.04
23970 - Woodcraft Worker	28.04
23980 - Woodworker	22.04
24000 - Personal Needs Occupations	
24550 - Case Manager	20.36
24570 - Child Care Attendant	15.31
24580 - Child Care Center Clerk	19.10
24610 - Chore Aide	15.10
24620 - Family Readiness And Support Services Coordinator	20.36
24630 - Homemaker	20.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.31
25040 - Sewage Plant Operator	28.30
25070 - Stationary Engineer	31.31
25190 - Ventilation Equipment Tender	22.91
25210 - Water Treatment Plant Operator	28.30
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.46
27007 - Baggage Inspector	18.79
27008 - Corrections Officer	24.05
27010 - Court Security Officer	21.13
27030 - Detection Dog Handler	21.02
27040 - Detention Officer	24.05
27070 - Firefighter	18.90
27101 - Guard I	18.79
27102 - Guard II	21.02
27131 - Police Officer I	25.44
27132 - Police Officer II	28.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.95
28042 - Carnival Equipment Repairer	18.21
28043 - Carnival Worker	13.27
28210 - Gate Attendant/Gate Tender	21.88
28310 - Lifeguard	14.17
28350 - Park Attendant (Aide)	24.48
28510 - Recreation Aide/Health Facility Attendant	17.87
28515 - Recreation Specialist	30.33
28630 - Sports Official	19.50
28690 - Swimming Pool Operator	20.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.31
29020 - Hatch Tender	28.31

29030 - Line Handler 28.31
29041 - Stevedore I 26.70
29042 - Stevedore II 30.10

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center
(HFO) (see 2) 48.11
30011 - Air Traffic Control Specialist, Station
(HFO) (see 2) 33.18
30012 - Air Traffic Control Specialist, Terminal
(HFO) (see 2) 36.53
30021 - Archeological Technician I 19.68
30022 - Archeological Technician II 22.01
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.27
30040 - Civil Engineering Technician 28.75
30051 - Cryogenic Technician I 30.20
30052 - Cryogenic Technician II 33.35
30061 - Drafter/CAD Operator I 19.68
30062 - Drafter/CAD Operator II 22.01
30063 - Drafter/CAD Operator III 24.53
30064 - Drafter/CAD Operator IV 30.20
30081 - Engineering Technician I 17.27
30082 - Engineering Technician II 19.38
30083 - Engineering Technician III 21.67
30084 - Engineering Technician IV 27.17
30085 - Engineering Technician V 32.85
30086 - Engineering Technician VI 39.74
30090 - Environmental Technician 26.12
30095 - Evidence Control Specialist 27.27
30210 - Laboratory Technician 27.06
30221 - Latent Fingerprint Technician I 30.20
30222 - Latent Fingerprint Technician II 33.35
30240 - Mathematical Technician 27.27
30361 - Paralegal/Legal Assistant I 23.72
30362 - Paralegal/Legal Assistant II 29.38
30363 - Paralegal/Legal Assistant III 35.93
30364 - Paralegal/Legal Assistant IV 43.47
30375 - Petroleum Supply Specialist 33.35
30390 - Photo-Optics Technician 27.27
30395 - Radiation Control Technician 33.35
30461 - Technical Writer I 32.71
30462 - Technical Writer II 40.00
30463 - Technical Writer III 48.40
30491 - Unexploded Ordnance (UXO) Technician I 30.58
30492 - Unexploded Ordnance (UXO) Technician II 37.00
30493 - Unexploded Ordnance (UXO) Technician III 44.34
30494 - Unexploded (UXO) Safety Escort 30.58
30495 - Unexploded (UXO) Sweep Personnel 30.58
30501 - Weather Forecaster I 30.20
30502 - Weather Forecaster II 36.73
30620 - Weather Observer, Combined Upper Air Or
Surface Programs (see 2) 24.53
30621 - Weather Observer, Senior (see 2) 27.27

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.00
31020 - Bus Aide 15.93
31030 - Bus Driver 21.50
31043 - Driver Courier 18.11
31260 - Parking and Lot Attendant 15.16

31290 - Shuttle Bus Driver	17.73
31310 - Taxi Driver	18.08
31361 - Truckdriver, Light	19.46
31362 - Truckdriver, Medium	20.78
31363 - Truckdriver, Heavy	25.05
31364 - Truckdriver, Tractor-Trailer	25.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.04
99030 - Cashier	13.98
99050 - Desk Clerk	16.34
99095 - Embalmer	31.98
99130 - Flight Follower	30.58
99251 - Laboratory Animal Caretaker I	18.34
99252 - Laboratory Animal Caretaker II	19.71
99260 - Marketing Analyst	44.29
99310 - Mortician	31.98
99410 - Pest Controller	20.46
99510 - Photofinishing Worker	16.62
99710 - Recycling Laborer	23.52
99711 - Recycling Specialist	27.66
99730 - Refuse Collector	21.64
99810 - Sales Clerk	15.14
99820 - School Crossing Guard	16.50
99830 - Survey Party Chief	28.40
99831 - Surveying Aide	21.03
99832 - Surveying Technician	25.83
99840 - Vending Machine Attendant	21.09
99841 - Vending Machine Repairer	25.68
99842 - Vending Machine Repairer Helper	21.09

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

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. 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))."" "