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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-4389
Revision No.: 33
Date Of Last Revision: 03/30/2026

State: North Carolina

Area: North Carolina County of Onslow

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.45
01013 - Accounting Clerk III		20.64
01020 - Administrative Assistant		28.91
01035 - Court Reporter		19.99
01041 - Customer Service Representative I		15.00
01042 - Customer Service Representative II		16.37
01043 - Customer Service Representative III		18.37
01051 - Data Entry Operator I		15.76
01052 - Data Entry Operator II		17.20
01060 - Dispatcher, Motor Vehicle		18.91
01070 - Document Preparation Clerk		15.92
01090 - Duplicating Machine Operator		15.92
01111 - General Clerk I		14.91
01112 - General Clerk II		16.27
01113 - General Clerk III		18.26
01120 - Housing Referral Assistant		22.28
01141 - Messenger Courier		12.97
01191 - Order Clerk I		14.59
01192 - Order Clerk II		15.92
01261 - Personnel Assistant (Employment) I		18.85
01262 - Personnel Assistant (Employment) II		21.09
01263 - Personnel Assistant (Employment) III		23.52
01270 - Production Control Clerk		22.78
01290 - Rental Clerk		16.36
01300 - Scheduler, Maintenance		17.87
01311 - Secretary I		17.87
01312 - Secretary II		19.99
01313 - Secretary III		22.28
01320 - Service Order Dispatcher		16.81
01410 - Supply Technician		28.91
01420 - Survey Worker		17.37
01460 - Switchboard Operator/Receptionist		14.23
01531 - Travel Clerk I		15.92
01532 - Travel Clerk II		17.87
01533 - Travel Clerk III		19.59

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01611 - Word Processor I	15.92
01612 - Word Processor II	17.87
01613 - Word Processor III	19.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.41
05010 - Automotive Electrician	20.68
05040 - Automotive Glass Installer	19.35
05070 - Automotive Worker	19.35
05110 - Mobile Equipment Servicer	16.80
05130 - Motor Equipment Metal Mechanic	21.86
05160 - Motor Equipment Metal Worker	19.35
05190 - Motor Vehicle Mechanic	21.86
05220 - Motor Vehicle Mechanic Helper	15.25
05250 - Motor Vehicle Upholstery Worker	18.11
05280 - Motor Vehicle Wrecker	19.35
05310 - Painter, Automotive	20.68
05340 - Radiator Repair Specialist	19.35
05370 - Tire Repairer	16.54
05400 - Transmission Repair Specialist	21.86
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.43
07041 - Cook I	16.09
07042 - Cook II	18.53
07070 - Dishwasher	11.89
07130 - Food Service Worker	13.3
07210 - Meat Cutter	19.02
07260 - Waiter/Waitress	10.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.90
09040 - Furniture Handler	14.34
09080 - Furniture Refinisher	23.90
09090 - Furniture Refinisher Helper	17.62
09110 - Furniture Repairer, Minor	20.92
09130 - Upholsterer	23.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.46
11060 - Elevator Operator	13.96
11090 - Gardener	22.90
11122 - Housekeeping Aide	13.96
11150 - Janitor	13.96
11210 - Laborer, Grounds Maintenance	16.92
11240 - Maid or Houseman	13.04
11260 - Pruner	15.04
11270 - Tractor Operator	20.79
11330 - Trail Maintenance Worker	16.92
11360 - Window Cleaner	15.71
12000 - Health Occupations	
12010 - Ambulance Driver	23.69
12011 - Breath Alcohol Technician	23.69
12012 - Certified Occupational Therapist Assistant	32.50
12015 - Certified Physical Therapist Assistant	28.05
12020 - Dental Assistant	22.11
12025 - Dental Hygienist	37.13
12030 - EKG Technician	35.88
12035 - Electroneurodiagnostic Technologist	35.88
12040 - Emergency Medical Technician	23.69

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12071 - Licensed Practical Nurse I		21.18
12072 - Licensed Practical Nurse II		23.69
12073 - Licensed Practical Nurse III		26.40
12100 - Medical Assistant		17.34
12130 - Medical Laboratory Technician		23.06
12160 - Medical Record Clerk		21.22
12190 - Medical Record Technician		23.74
12195 - Medical Transcriptionist		21.18
12210 - Nuclear Medicine Technologist		52.05
12221 - Nursing Assistant I		13.1
12222 - Nursing Assistant II		14.81
12223 - Nursing Assistant III		16.16
12224 - Nursing Assistant IV		18.14
12235 - Optical Dispenser		25.37
12236 - Optical Technician		21.18
12250 - Pharmacy Technician		18.50
12280 - Phlebotomist		17.53
12305 - Radiologic Technologist		29.69
12311 - Registered Nurse I		25.30
12312 - Registered Nurse II		30.94
12313 - Registered Nurse II, Specialist		30.94
12314 - Registered Nurse III		37.43
12315 - Registered Nurse III, Anesthetist		37.43
12316 - Registered Nurse IV		44.88
12317 - Scheduler (Drug and Alcohol Testing)		29.34
12320 - Substance Abuse Treatment Counselor		24.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.93
13012 - Exhibits Specialist II		25.93
13013 - Exhibits Specialist III		31.72
13041 - Illustrator I		20.93
13042 - Illustrator II		25.93
13043 - Illustrator III		31.72
13047 - Librarian		28.72
13050 - Library Aide/Clerk		16.67
13054 - Library Information Technology Systems Administrator		25.93
13058 - Library Technician		20.93
13061 - Media Specialist I		18.71
13062 - Media Specialist II		20.93
13063 - Media Specialist III		23.34
13071 - Photographer I		18.71
13072 - Photographer II		20.93
13073 - Photographer III		25.93
13074 - Photographer IV		31.72
13075 - Photographer V		38.38
13090 - Technical Order Library Clerk		20.93
13110 - Video Teleconference Technician		18.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.07
14042 - Computer Operator II		19.09
14043 - Computer Operator III		21.28
14044 - Computer Operator IV		23.65
14045 - Computer Operator V		26.19
14071 - Computer Programmer I	(see 1)	22.75
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		17.07
14160 - Personal Computer Support Technician		23.65
14170 - System Support Specialist		26.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.32
15020 - Aircrew Training Devices Instructor (Rated)		41.53
15030 - Air Crew Training Devices Instructor (Pilot)		49.78
15050 - Computer Based Training Specialist / Instructor		34.32
15060 - Educational Technologist		32.76
15070 - Flight Instructor (Pilot)		49.78
15080 - Graphic Artist		28.64
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.78
15086 - Maintenance Test Pilot, Rotary Wing		49.78
15088 - Non-Maintenance Test/Co-Pilot		49.78
15090 - Technical Instructor		24.56
15095 - Technical Instructor/Course Developer		30.04
15110 - Test Proctor		19.82
15120 - Tutor		19.82
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.75
16030 - Counter Attendant		10.75
16040 - Dry Cleaner		13.39
16070 - Finisher, Flatwork, Machine		10.75
16090 - Presser, Hand		10.75
16110 - Presser, Machine, Drycleaning		10.75
16130 - Presser, Machine, Shirts		10.75
16160 - Presser, Machine, Wearing Apparel, Laundry		10.75
16190 - Sewing Machine Operator		14.29
16220 - Tailor		15.21
16250 - Washer, Machine		11.61
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.99
19040 - Tool And Die Maker		31.90
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.05
21030 - Material Coordinator		23.63
21040 - Material Expediter		23.63
21050 - Material Handling Laborer		15.43
21071 - Order Filler		14.94
21080 - Production Line Worker (Food Processing)		17.05
21110 - Shipping Packer		17.54
21130 - Shipping/Receiving Clerk		17.54
21140 - Store Worker I		14.66
21150 - Stock Clerk		20.85
21210 - Tools And Parts Attendant		17.05
21410 - Warehouse Specialist		17.05
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.10
23019 - Aircraft Logs and Records Technician		25.21
23021 - Aircraft Mechanic I		30.43
23022 - Aircraft Mechanic II		32.10
23023 - Aircraft Mechanic III		33.73

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23040 - Aircraft Mechanic Helper	21.23
23050 - Aircraft, Painter	28.79
23060 - Aircraft Servicer	25.21
23070 - Aircraft Survival Flight Equipment Technician	28.79
23080 - Aircraft Worker	26.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.43
23110 - Appliance Mechanic	25.99
23120 - Bicycle Repairer	21.11
23125 - Cable Splicer	27.83
23130 - Carpenter, Maintenance	22.04
23140 - Carpet Layer	24.31
23160 - Electrician, Maintenance	25.20
23181 - Electronics Technician Maintenance I	27.85
23182 - Electronics Technician Maintenance II	29.77
23183 - Electronics Technician Maintenance III	31.47
23260 - Fabric Worker	22.75
23290 - Fire Alarm System Mechanic	27.47
23310 - Fire Extinguisher Repairer	21.11
23311 - Fuel Distribution System Mechanic	27.47
23312 - Fuel Distribution System Operator	21.11
23370 - General Maintenance Worker	19.43
23380 - Ground Support Equipment Mechanic	30.43
23381 - Ground Support Equipment Servicer	25.21
23382 - Ground Support Equipment Worker	26.94
23391 - Gunsmith I	21.11
23392 - Gunsmith II	24.31
23393 - Gunsmith III	27.47
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.12
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.39
23430 - Heavy Equipment Mechanic	30.15
23440 - Heavy Equipment Operator	23.29
23460 - Instrument Mechanic	27.47
23465 - Laboratory/Shelter Mechanic	25.99
23470 - Laborer	15.43
23510 - Locksmith	25.99
23530 - Machinery Maintenance Mechanic	28.98
23550 - Machinist, Maintenance	24.98
23580 - Maintenance Trades Helper	16.71
23591 - Metrology Technician I	27.47
23592 - Metrology Technician II	28.98
23593 - Metrology Technician III	30.44
23640 - Millwright	27.47
23710 - Office Appliance Repairer	25.99
23760 - Painter, Maintenance	20.57
23790 - Pipefitter, Maintenance	26.34
23810 - Plumber, Maintenance	24.92
23820 - Pneudraulic Systems Mechanic	27.47
23850 - Rigger	27.47
23870 - Scale Mechanic	24.31
23890 - Sheet-Metal Worker, Maintenance	25.48
23910 - Small Engine Mechanic	24.31
23931 - Telecommunications Mechanic I	30.42
23932 - Telecommunications Mechanic II	32.09
23950 - Telephone Lineman	29.06
23960 - Welder, Combination, Maintenance	24.93

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23965 - Well Driller		27.47
23970 - Woodcraft Worker		27.47
23980 - Woodworker		21.11
24000 - Personal Needs Occupations		
24550 - Case Manager		18.96
24570 - Child Care Attendant		13.34
24580 - Child Care Center Clerk		16.63
24610 - Chore Aide		13.19
24620 - Family Readiness And Support Services Coordinator		18.22
24630 - Homemaker		18.22
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.69
25040 - Sewage Plant Operator		29.02
25070 - Stationary Engineer		30.69
25190 - Ventilation Equipment Tender		21.41
25210 - Water Treatment Plant Operator		29.02
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.43
27007 - Baggage Inspector		17.55
27008 - Corrections Officer		20.04
27010 - Court Security Officer		20.04
27030 - Detection Dog Handler		19.63
27040 - Detention Officer		20.04
27070 - Firefighter		21.66
27101 - Guard I		17.55
27102 - Guard II		19.63
27131 - Police Officer I		22.57
27132 - Police Officer II		25.08
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.53
28042 - Carnival Equipment Repairer		18.20
28043 - Carnival Worker		11.95
28210 - Gate Attendant/Gate Tender		17.72
28310 - Lifeguard		15.79
28350 - Park Attendant (Aide)		19.83
28510 - Recreation Aide/Health Facility Attendant		14.47
28515 - Recreation Specialist		24.56
28630 - Sports Official		15.79
28690 - Swimming Pool Operator		20.96
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.31
29020 - Hatch Tender		24.31
29030 - Line Handler		24.31
29041 - Stevedore I		22.75
29042 - Stevedore II		25.99
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		18.48
30022 - Archeological Technician II		20.67
30023 - Archeological Technician III		25.61
30030 - Cartographic Technician		25.61
30040 - Civil Engineering Technician		25.43
30051 - Cryogenic Technician I		28.36
30052 - Cryogenic Technician II		31.32

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30061 - Drafter/CAD Operator I		18.48
30062 - Drafter/CAD Operator II		20.67
30063 - Drafter/CAD Operator III		23.04
30064 - Drafter/CAD Operator IV		28.36
30081 - Engineering Technician I		16.47
30082 - Engineering Technician II		18.48
30083 - Engineering Technician III		20.67
30084 - Engineering Technician IV		25.61
30085 - Engineering Technician V		31.32
30086 - Engineering Technician VI		37.89
30090 - Environmental Technician		25.61
30095 - Evidence Control Specialist		25.25
30210 - Laboratory Technician		23.04
30221 - Latent Fingerprint Technician I		28.36
30222 - Latent Fingerprint Technician II		31.32
30240 - Mathematical Technician		25.61
30361 - Paralegal/Legal Assistant I		22.48
30362 - Paralegal/Legal Assistant II		27.85
30363 - Paralegal/Legal Assistant III		34.07
30364 - Paralegal/Legal Assistant IV		41.22
30375 - Petroleum Supply Specialist		30.87
30390 - Photo-Optics Technician		25.61
30395 - Radiation Control Technician		30.87
30461 - Technical Writer I		25.61
30462 - Technical Writer II		31.32
30463 - Technical Writer III		37.89
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		28.36
30502 - Weather Forecaster II		34.50
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.04
30621 - Weather Observer, Senior	(see 2)	25.61
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		12.31
31030 - Bus Driver		17.97
31043 - Driver Courier		15.11
31260 - Parking and Lot Attendant		10.94
31290 - Shuttle Bus Driver		14.86
31310 - Taxi Driver		11.92
31361 - Truckdriver, Light		16.65
31362 - Truckdriver, Medium		17.94
31363 - Truckdriver, Heavy		21.12
31364 - Truckdriver, Tractor-Trailer		21.12
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		12.46
99050 - Desk Clerk		13.06
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		16.87
99252 - Laboratory Animal Caretaker II		18.58

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99260 - Marketing Analyst	27.95
99310 - Mortician	29.28
99410 - Pest Controller	19.47
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	20.72
99711 - Recycling Specialist	25.46
99730 - Refuse Collector	18.41
99810 - Sales Clerk	13.62
99820 - School Crossing Guard	16.61
99830 - Survey Party Chief	26.71
99831 - Surveying Aide	15.80
99832 - Surveying Technician	21.66
99840 - Vending Machine Attendant	22.97
99841 - Vending Machine Repairer	29.14
99842 - Vending Machine Repairer Helper	22.97

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 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

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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

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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))."

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