"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.: 2015-4215
Revision No.: 30
Date Of Last Revision: 12/03/2025

States: Delaware, Maryland, New Jersey

Area: Delaware County of New Castle
Maryland County of Cecil
New Jersey County of Salem

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.64
01012 - Accounting Clerk II		22.05
01013 - Accounting Clerk III		24.66
01020 - Administrative Assistant		37.15
01035 - Court Reporter		34.17
01041 - Customer Service Representative I		17.77
01042 - Customer Service Representative II		19.40
01043 - Customer Service Representative III		21.77
01051 - Data Entry Operator I		17.92
01052 - Data Entry Operator II		19.55
01060 - Dispatcher, Motor Vehicle		23.56
01070 - Document Preparation Clerk		19.71
01090 - Duplicating Machine Operator		19.71
01111 - General Clerk I		18.07
01112 - General Clerk II		19.72
01113 - General Clerk III		22.13
01120 - Housing Referral Assistant		25.61
01141 - Messenger Courier		18.43
01191 - Order Clerk I		19.10
01192 - Order Clerk II		20.83
01261 - Personnel Assistant (Employment) I		19.44
01262 - Personnel Assistant (Employment) II		21.74
01263 - Personnel Assistant (Employment) III		24.23
01270 - Production Control Clerk		27.42
01290 - Rental Clerk		20.80
01300 - Scheduler, Maintenance		20.54
01311 - Secretary I		20.54
01312 - Secretary II		22.98
01313 - Secretary III		25.61
01320 - Service Order Dispatcher		21.06
01410 - Supply Technician		37.15
01420 - Survey Worker		22.22
01460 - Switchboard Operator/Receptionist		18.08
01531 - Travel Clerk I		19.82
01532 - Travel Clerk II		21.11
01533 - Travel Clerk III		23.61
01611 - Word Processor I		19.10
01612 - Word Processor II		21.44
01613 - Word Processor III		23.98
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	27.42
05010 - Automotive Electrician	26.77
05040 - Automotive Glass Installer	25.64
05070 - Automotive Worker	25.64
05110 - Mobile Equipment Servicer	23.28
05130 - Motor Equipment Metal Mechanic	27.80
05160 - Motor Equipment Metal Worker	25.64
05190 - Motor Vehicle Mechanic	27.80
05220 - Motor Vehicle Mechanic Helper	21.92
05250 - Motor Vehicle Upholstery Worker	24.53
05280 - Motor Vehicle Wrecker	25.64
05310 - Painter, Automotive	26.77
05340 - Radiator Repair Specialist	25.64
05370 - Tire Repairer	19.24
05400 - Transmission Repair Specialist	27.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.39
07041 - Cook I	18.78
07042 - Cook II	20.69
07070 - Dishwasher	15.20
07130 - Food Service Worker	16.00
07210 - Meat Cutter	21.72
07260 - Waiter/Waitress	16.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.11
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.88
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	21.37
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.60
11060 - Elevator Operator	17.52
11090 - Gardener	22.75
11122 - Housekeeping Aide	17.52
11150 - Janitor	17.52
11210 - Laborer, Grounds Maintenance	18.60
11240 - Maid or Houseman	16.88
11260 - Pruner	17.17
11270 - Tractor Operator	21.42
11330 - Trail Maintenance Worker	18.60
11360 - Window Cleaner	18.98
12000 - Health Occupations	
12010 - Ambulance Driver	21.94
12011 - Breath Alcohol Technician	28.96
12012 - Certified Occupational Therapist Assistant	32.82
12015 - Certified Physical Therapist Assistant	31.14
12020 - Dental Assistant	24.13
12025 - Dental Hygienist	48.54
12030 - EKG Technician	34.17
12035 - Electroneurodiagnostic Technologist	34.17
12040 - Emergency Medical Technician	21.94
12071 - Licensed Practical Nurse I	25.89
12072 - Licensed Practical Nurse II	28.96
12073 - Licensed Practical Nurse III	32.28
12100 - Medical Assistant	22.04
12130 - Medical Laboratory Technician	31.70
12160 - Medical Record Clerk	21.22
12190 - Medical Record Technician	23.74
12195 - Medical Transcriptionist	21.32
12210 - Nuclear Medicine Technologist	47.53
12221 - Nursing Assistant I	15.00
12222 - Nursing Assistant II	16.87
12223 - Nursing Assistant III	18.42
12224 - Nursing Assistant IV	20.67

12235 - Optical Dispenser		23.48
12236 - Optical Technician		21.24
12250 - Pharmacy Technician		18.97
12280 - Phlebotomist		22.54
12305 - Radiologic Technologist		37.58
12311 - Registered Nurse I		29.51
12312 - Registered Nurse II		33.65
12313 - Registered Nurse II, Specialist		33.65
12314 - Registered Nurse III		40.71
12315 - Registered Nurse III, Anesthetist		40.71
12316 - Registered Nurse IV		48.80
12317 - Scheduler (Drug and Alcohol Testing)		35.88
12320 - Substance Abuse Treatment Counselor		28.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.41
13012 - Exhibits Specialist II		32.70
13013 - Exhibits Specialist III		40.01
13041 - Illustrator I		26.81
13042 - Illustrator II		33.22
13043 - Illustrator III		40.03
13047 - Librarian		36.78
13050 - Library Aide/Clerk		18.26
13054 - Library Information Technology Systems Administrator		33.22
13058 - Library Technician		21.80
13061 - Media Specialist I		23.60
13062 - Media Specialist II		26.41
13063 - Media Specialist III		29.43
13071 - Photographer I		20.00
13072 - Photographer II		22.37
13073 - Photographer III		27.72
13074 - Photographer IV		33.91
13075 - Photographer V		41.02
13090 - Technical Order Library Clerk		21.44
13110 - Video Teleconference Technician		27.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		24.79
14042 - Computer Operator II		27.73
14043 - Computer Operator III		30.90
14044 - Computer Operator IV		34.35
14045 - Computer Operator V		38.04
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		24.79
14160 - Personal Computer Support Technician		34.35
14170 - System Support Specialist		38.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.89
15020 - Aircrew Training Devices Instructor (Rated)		41.01
15030 - Air Crew Training Devices Instructor (Pilot)		49.16
15050 - Computer Based Training Specialist / Instructor		33.89
15060 - Educational Technologist		36.59
15070 - Flight Instructor (Pilot)		49.16
15080 - Graphic Artist		29.42
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.16
15086 - Maintenance Test Pilot, Rotary Wing		49.16
15088 - Non-Maintenance Test/Co-Pilot		49.16
15090 - Technical Instructor		28.59
15095 - Technical Instructor/Course Developer		34.96
15110 - Test Proctor		23.08

15120 - Tutor	23.08
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	16.95
16030 - Counter Attendant	16.95
16040 - Dry Cleaner	19.38
16070 - Finisher, Flatwork, Machine	16.95
16090 - Presser, Hand	16.95
16110 - Presser, Machine, Drycleaning	16.95
16130 - Presser, Machine, Shirts	16.95
16160 - Presser, Machine, Wearing Apparel, Laundry	16.95
16190 - Sewing Machine Operator	20.19
16220 - Tailor	21.00
16250 - Washer, Machine	17.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.71
19040 - Tool And Die Maker	32.31
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	25.96
21030 - Material Coordinator	27.30
21040 - Material Expediter	27.30
21050 - Material Handling Laborer	20.34
21071 - Order Filler	17.63
21080 - Production Line Worker (Food Processing)	25.96
21110 - Shipping Packer	21.37
21130 - Shipping/Receiving Clerk	21.37
21140 - Store Worker I	19.47
21150 - Stock Clerk	24.71
21210 - Tools And Parts Attendant	25.96
21410 - Warehouse Specialist	25.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.46
23019 - Aircraft Logs and Records Technician	32.63
23021 - Aircraft Mechanic I	36.98
23022 - Aircraft Mechanic II	38.46
23023 - Aircraft Mechanic III	39.83
23040 - Aircraft Mechanic Helper	29.16
23050 - Aircraft, Painter	35.61
23060 - Aircraft Servicer	32.63
23070 - Aircraft Survival Flight Equipment Technician	35.61
23080 - Aircraft Worker	34.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.11
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.98
23110 - Appliance Mechanic	25.53
23120 - Bicycle Repairer	21.53
23125 - Cable Splicer	55.66
23130 - Carpenter, Maintenance	29.98
23140 - Carpet Layer	29.21
23160 - Electrician, Maintenance	35.60
23181 - Electronics Technician Maintenance I	33.73
23182 - Electronics Technician Maintenance II	35.21
23183 - Electronics Technician Maintenance III	36.57
23260 - Fabric Worker	29.13
23290 - Fire Alarm System Mechanic	29.60
23310 - Fire Extinguisher Repairer	29.39
23311 - Fuel Distribution System Mechanic	40.67
23312 - Fuel Distribution System Operator	34.05
23370 - General Maintenance Worker	24.33
23380 - Ground Support Equipment Mechanic	36.98
23381 - Ground Support Equipment Servicer	32.63
23382 - Ground Support Equipment Worker	34.11
23391 - Gunsmith I	29.39
23392 - Gunsmith II	32.37
23393 - Gunsmith III	35.10

23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.21
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.41
23430 - Heavy Equipment Mechanic	31.45
23440 - Heavy Equipment Operator	32.07
23460 - Instrument Mechanic	36.24
23465 - Laboratory/Shelter Mechanic	33.80
23470 - Laborer	20.34
23510 - Locksmith	31.00
23530 - Machinery Maintenance Mechanic	33.44
23550 - Machinist, Maintenance	28.61
23580 - Maintenance Trades Helper	20.00
23591 - Metrology Technician I	36.24
23592 - Metrology Technician II	37.69
23593 - Metrology Technician III	39.02
23640 - Millwright	33.86
23710 - Office Appliance Repairer	23.64
23760 - Painter, Maintenance	26.83
23790 - Pipefitter, Maintenance	34.89
23810 - Plumber, Maintenance	33.59
23820 - Pneudraulic Systems Mechanic	35.10
23850 - Rigger	31.74
23870 - Scale Mechanic	32.37
23890 - Sheet-Metal Worker, Maintenance	39.01
23910 - Small Engine Mechanic	23.19
23931 - Telecommunications Mechanic I	33.66
23932 - Telecommunications Mechanic II	35.00
23950 - Telephone Lineman	45.96
23960 - Welder, Combination, Maintenance	26.97
23965 - Well Driller	32.47
23970 - Woodcraft Worker	35.10
23980 - Woodworker	29.39
24000 - Personal Needs Occupations	
24550 - Case Manager	21.67
24570 - Child Care Attendant	15.23
24580 - Child Care Center Clerk	18.99
24610 - Chore Aide	14.20
24620 - Family Readiness And Support Services Coordinator	21.67
24630 - Homemaker	21.67
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.21
25040 - Sewage Plant Operator	31.74
25070 - Stationary Engineer	37.21
25190 - Ventilation Equipment Tender	29.34
25210 - Water Treatment Plant Operator	31.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.59
27007 - Baggage Inspector	18.54
27008 - Corrections Officer	29.47
27010 - Court Security Officer	34.50
27030 - Detection Dog Handler	20.76
27040 - Detention Officer	29.47
27070 - Firefighter	39.52
27101 - Guard I	18.54
27102 - Guard II	20.76
27131 - Police Officer I	39.21
27132 - Police Officer II	43.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.72
28042 - Carnival Equipment Repairer	19.88
28043 - Carnival Worker	15.00
28210 - Gate Attendant/Gate Tender	20.05
28310 - Lifeguard	15.24

28350 - Park Attendant (Aide) 22.43
28510 - Recreation Aide/Health Facility Attendant 16.37
28515 - Recreation Specialist 27.78
28630 - Sports Official 17.86
28690 - Swimming Pool Operator 21.89
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.45
29020 - Hatch Tender 33.45
29030 - Line Handler 33.45
29041 - Stevedore I 32.01
29042 - Stevedore II 34.92
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 50.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 35.01
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 38.56
30021 - Archeological Technician I 20.46
30022 - Archeological Technician II 22.89
30023 - Archeological Technician III 28.35
30030 - Cartographic Technician 28.81
30040 - Civil Engineering Technician 29.92
30051 - Cryogenic Technician I 31.40
30052 - Cryogenic Technician II 34.67
30061 - Drafter/CAD Operator I 20.46
30062 - Drafter/CAD Operator II 22.89
30063 - Drafter/CAD Operator III 25.51
30064 - Drafter/CAD Operator IV 31.40
30081 - Engineering Technician I 19.13
30082 - Engineering Technician II 21.47
30083 - Engineering Technician III 26.18
30084 - Engineering Technician IV 31.87
30085 - Engineering Technician V 38.78
30086 - Engineering Technician VI 44.02
30090 - Environmental Technician 29.13
30095 - Evidence Control Specialist 28.35
30210 - Laboratory Technician 31.54
30221 - Latent Fingerprint Technician I 28.63
30222 - Latent Fingerprint Technician II 31.63
30240 - Mathematical Technician 31.59
30361 - Paralegal/Legal Assistant I 23.86
30362 - Paralegal/Legal Assistant II 29.55
30363 - Paralegal/Legal Assistant III 36.15
30364 - Paralegal/Legal Assistant IV 43.73
30375 - Petroleum Supply Specialist 34.67
30390 - Photo-Optics Technician 28.35
30395 - Radiation Control Technician 34.67
30461 - Technical Writer I 26.93
30462 - Technical Writer II 32.94
30463 - Technical Writer III 39.85
30491 - Unexploded Ordnance (UXO) Technician I 32.27
30492 - Unexploded Ordnance (UXO) Technician II 39.04
30493 - Unexploded Ordnance (UXO) Technician III 46.79
30494 - Unexploded (UXO) Safety Escort 32.27
30495 - Unexploded (UXO) Sweep Personnel 32.27
30501 - Weather Forecaster I 31.40
30502 - Weather Forecaster II 38.19
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 25.51
30621 - Weather Observer, Senior (see 2) 28.35
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 39.04
31020 - Bus Aide 22.99
31030 - Bus Driver 29.63
31043 - Driver Courier 20.39
31260 - Parking and Lot Attendant 15.16
31290 - Shuttle Bus Driver 19.00

31310 - Taxi Driver	17.03
31361 - Truckdriver, Light	21.65
31362 - Truckdriver, Medium	22.82
31363 - Truckdriver, Heavy	28.85
31364 - Truckdriver, Tractor-Trailer	28.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.03
99030 - Cashier	15.13
99050 - Desk Clerk	17.11
99095 - Embalmer	33.98
99130 - Flight Follower	32.27
99251 - Laboratory Animal Caretaker I	18.27
99252 - Laboratory Animal Caretaker II	19.40
99260 - Marketing Analyst	37.71
99310 - Mortician	33.98
99410 - Pest Controller	22.65
99510 - Photofinishing Worker	18.64
99710 - Recycling Laborer	24.67
99711 - Recycling Specialist	28.42
99730 - Refuse Collector	22.78
99810 - Sales Clerk	16.17
99820 - School Crossing Guard	18.19
99830 - Survey Party Chief	31.70
99831 - Surveying Aide	20.98
99832 - Surveying Technician	28.87
99840 - Vending Machine Attendant	18.54
99841 - Vending Machine Repairer	21.69
99842 - Vending Machine Repairer Helper	18.54

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, 4 weeks after 10 years, and 5 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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))."