"

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210
|
|
|
| Wage Determination No.: 2015-4341
Daniel W. Simms Division of | Revision No.: 35
Director Wage Determinations| Date Of Last Revision: 7/30/2026
_____|_____

State: Virginia, North Carolina

Area: Virginia Counties of Chesapeake*, Gloucester, Hampton*, Isle of Wight, James City, Mathews, Newport News*, Norfolk*, Poquoson*, Portsmouth*, Suffolk*, Virginia Beach*, Williamsburg* and York

North Carolina Counties of Currituck and Gates

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.65
01012 - Accounting Clerk II		20.92
01013 - Accounting Clerk III		23.41
01020 - Administrative Assistant		32.51
01035 - Court Reporter		25.66
01041 - Customer Service Representative I		14.98
01042 - Customer Service Representative II		16.35
01043 - Customer Service Representative III		18.34
01051 - Data Entry Operator I		16.75
01052 - Data Entry Operator II		18.28

01060 - Dispatcher, Motor Vehicle 23.16
01070 - Document Preparation Clerk 17.41
01090 - Duplicating Machine Operator 17.41
01111 - General Clerk I 17.53
01112 - General Clerk II 19.13
01113 - General Clerk III 21.46
01120 - Housing Referral Assistant 23.97
01141 - Messenger Courier 18.48
01191 - Order Clerk I 18.65
01192 - Order Clerk II 20.35
01261 - Personnel Assistant (Employment) I 18.72
01262 - Personnel Assistant (Employment) II 20.94
01263 - Personnel Assistant (Employment) III 23.35
01270 - Production Control Clerk 30.41
01290 - Rental Clerk 20.15
01300 - Scheduler, Maintenance 19.23
01311 - Secretary I 19.23
01312 - Secretary II 21.51
01313 - Secretary III 23.97
01320 - Service Order Dispatcher 20.70
01410 - Supply Technician 32.51
01420 - Survey Worker 18.76
01460 - Switchboard Operator/Receptionist 17.05
01531 - Travel Clerk I 16.68
01532 - Travel Clerk II 18.72
01533 - Travel Clerk III 20.68
01611 - Word Processor I 18.22
01612 - Word Processor II 20.45
01613 - Word Processor III 22.87

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 28.40
05010 - Automotive Electrician 26.20
05040 - Automotive Glass Installer 24.85
05070 - Automotive Worker 24.85
05110 - Mobile Equipment Servicer 22.40
05130 - Motor Equipment Metal Mechanic 27.50
05160 - Motor Equipment Metal Worker 24.85
05190 - Motor Vehicle Mechanic 27.50
05220 - Motor Vehicle Mechanic Helper 21.10
05250 - Motor Vehicle Upholstery Worker 23.61
05280 - Motor Vehicle Wrecker 24.85
05310 - Painter, Automotive 26.20
05340 - Radiator Repair Specialist 24.85
05370 - Tire Repairer 19.07
05400 - Transmission Repair Specialist 27.50

07000 - Food Preparation And Service Occupations
07010 - Baker 16.25
07041 - Cook I 18.48
07042 - Cook II 20.49
07070 - Dishwasher 14.31
07130 - Food Service Worker 15.66
07210 - Meat Cutter 19.82

07260 - Waiter/Waitress 16.19

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 28.83
09040 - Furniture Handler 16.72
09080 - Furniture Refinisher 23.45
09090 - Furniture Refinisher Helper 18.88
09110 - Furniture Repairer, Minor 21.13
09130 - Upholsterer 22.19

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 16.05
11060 - Elevator Operator 16.15
11090 - Gardener 21.05
11122 - Housekeeping Aide 16.15
11150 - Janitor 16.15
11210 - Laborer, Grounds Maintenance 17.56
11240 - Maid or Houseman 14.95
11260 - Pruner 16.09
11270 - Tractor Operator 19.85
11330 - Trail Maintenance Worker 17.56
11360 - Window Cleaner 17.63

12000 - Health Occupations
12010 - Ambulance Driver 22.07
12011 - Breath Alcohol Technician 23.66
12012 - Certified Occupational Therapist Assistant 34.69
12015 - Certified Physical Therapist Assistant 35.24
12020 - Dental Assistant 22.44
12025 - Dental Hygienist 47.54
12030 - EKG Technician 37.55
12035 - Electroneurodiagnostic Technologist 37.55
12040 - Emergency Medical Technician 22.07
12071 - Licensed Practical Nurse I 24.81
12072 - Licensed Practical Nurse II 27.75
12073 - Licensed Practical Nurse III 30.95
12100 - Medical Assistant 20.58
12130 - Medical Laboratory Technician 28.30
12160 - Medical Record Clerk 21.74
12190 - Medical Record Technician 24.32
12195 - Medical Transcriptionist 18.19
12210 - Nuclear Medicine Technologist 47.90
12221 - Nursing Assistant I 13.62
12222 - Nursing Assistant II 15.31
12223 - Nursing Assistant III 16.71
12224 - Nursing Assistant IV 18.75
12235 - Optical Dispenser 25.19
12236 - Optical Technician 20.83
12250 - Pharmacy Technician 21.12
12280 - Phlebotomist 21.34
12305 - Radiologic Technologist 37.16
12311 - Registered Nurse I 29.05
12312 - Registered Nurse II 35.53
12313 - Registered Nurse II, Specialist 35.53

12314 - Registered Nurse III 43.00
12315 - Registered Nurse III, Anesthetist 43.00
12316 - Registered Nurse IV 51.54
12317 - Scheduler (Drug and Alcohol Testing) 34.38
12320 - Substance Abuse Treatment Counselor 28.50

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 27.17
13012 - Exhibits Specialist II 33.65
13013 - Exhibits Specialist III 40.92
13041 - Illustrator I 25.87
13042 - Illustrator II 32.05
13043 - Illustrator III 39.22
13047 - Librarian 37.27
13050 - Library Aide/Clerk 19.07
13054 - Library Information Technology Systems Administrator 33.65
13058 - Library Technician 19.27
13061 - Media Specialist I 24.28
13062 - Media Specialist II 27.17
13063 - Media Specialist III 30.30
13071 - Photographer I 18.36
13072 - Photographer II 21.89
13073 - Photographer III 27.12
13074 - Photographer IV 31.12
13075 - Photographer V 37.65
13090 - Technical Order Library Clerk 23.94
13110 - Video Teleconference Technician 25.94

14000 - Information Technology Occupations
14041 - Computer Operator I 19.37
14042 - Computer Operator II 21.67
14043 - Computer Operator III 24.17
14044 - Computer Operator IV 26.84
14045 - Computer Operator V 29.73
14071 - Computer Programmer I (see 1) 27.02
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 19.37
14160 - Personal Computer Support Technician 26.84
14170 - System Support Specialist 29.73

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.39
15020 - Aircrew Training Devices Instructor (Rated) 41.62
15030 - Air Crew Training Devices Instructor (Pilot) 49.89
15050 - Computer Based Training Specialist / Instructor 34.39

15060 - Educational Technologist 41.01
15070 - Flight Instructor (Pilot) 49.89
15080 - Graphic Artist 29.22
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 49.89
15086 - Maintenance Test Pilot, Rotary Wing 49.89
15088 - Non-Maintenance Test/Co-Pilot 49.89
15090 - Technical Instructor 29.27
15095 - Technical Instructor/Course Developer 35.80
15110 - Test Proctor 23.63
15120 - Tutor 23.63

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 14.77
16030 - Counter Attendant 14.77
16040 - Dry Cleaner 16.89
16070 - Finisher, Flatwork, Machine 14.77
16090 - Presser, Hand 14.77
16110 - Presser, Machine, Drycleaning 14.77
16130 - Presser, Machine, Shirts 14.77
16160 - Presser, Machine, Wearing Apparel, Laundry 14.77
16190 - Sewing Machine Operator 17.61
16220 - Tailor 18.31
16250 - Washer, Machine 15.48

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.66
19040 - Tool And Die Maker 31.95

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.62
21030 - Material Coordinator 30.41
21040 - Material Expediter 30.41
21050 - Material Handling Laborer 18.83
21071 - Order Filler 16.88
21080 - Production Line Worker (Food Processing) 22.62
21110 - Shipping Packer 20.98
21130 - Shipping/Receiving Clerk 20.98
21140 - Store Worker I 16.77
21150 - Stock Clerk 21.01
21210 - Tools And Parts Attendant 22.62
21410 - Warehouse Specialist 22.62

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.64
23019 - Aircraft Logs and Records Technician 33.20
23021 - Aircraft Mechanic I 38.68
23022 - Aircraft Mechanic II 40.64
23023 - Aircraft Mechanic III 42.54
23040 - Aircraft Mechanic Helper 29.70
23050 - Aircraft, Painter 36.88
23060 - Aircraft Servicer 33.20
23070 - Aircraft Survival Flight Equipment Technician 36.88
23080 - Aircraft Worker 34.92

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.68
23110 - Appliance Mechanic 29.24
23120 - Bicycle Repairer 24.55
23125 - Cable Splicer 32.86
23130 - Carpenter, Maintenance 24.76
23140 - Carpet Layer 27.27
23160 - Electrician, Maintenance 29.98
23181 - Electronics Technician Maintenance I 31.42
23182 - Electronics Technician Maintenance II 33.18
23183 - Electronics Technician Maintenance III 34.80
23260 - Fabric Worker 25.92
23290 - Fire Alarm System Mechanic 29.06
23310 - Fire Extinguisher Repairer 24.60
23311 - Fuel Distribution System Mechanic 33.28
23312 - Fuel Distribution System Operator 27.11
23370 - General Maintenance Worker 22.99
23380 - Ground Support Equipment Mechanic 38.68
23381 - Ground Support Equipment Servicer 33.20
23382 - Ground Support Equipment Worker 34.92
23391 - Gunsmith I 24.60
23392 - Gunsmith II 27.27
23393 - Gunsmith III 30.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic 29.11
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 30.59
23430 - Heavy Equipment Mechanic 30.89
23440 - Heavy Equipment Operator 25.03
23460 - Instrument Mechanic 35.97
23465 - Laboratory/Shelter Mechanic 28.79
23470 - Laborer 18.83
23510 - Locksmith 26.33
23530 - Machinery Maintenance Mechanic 31.07
23550 - Machinist, Maintenance 30.91
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 35.97
23592 - Metrology Technician II 37.80
23593 - Metrology Technician III 39.56
23640 - Millwright 29.08
23710 - Office Appliance Repairer 25.03
23760 - Painter, Maintenance 22.65
23790 - Pipefitter, Maintenance 29.75
23810 - Plumber, Maintenance 28.36
23820 - Pneudraulic Systems Mechanic 30.20
23850 - Rigger 30.98
23870 - Scale Mechanic 27.27
23890 - Sheet-Metal Worker, Maintenance 30.48
23910 - Small Engine Mechanic 23.28
23931 - Telecommunications Mechanic I 29.09
23932 - Telecommunications Mechanic II 30.54
23950 - Telephone Lineman 32.68

23960 - Welder, Combination, Maintenance 30.59
23965 - Well Driller 29.66
23970 - Woodcraft Worker 30.20
23980 - Woodworker 24.60

24000 - Personal Needs Occupations
24550 - Case Manager 19.13
24570 - Child Care Attendant 14.32
24580 - Child Care Center Clerk 17.87
24610 - Chore Aide 13.66
24620 - Family Readiness And Support Services Coordinator 19.13
24630 - Homemaker 19.13

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 32.47
25040 - Sewage Plant Operator 28.56
25070 - Stationary Engineer 32.47
25190 - Ventilation Equipment Tender 24.93
25210 - Water Treatment Plant Operator 28.56

27000 - Protective Service Occupations
27004 - Alarm Monitor 25.01
27007 - Baggage Inspector 18.18
27008 - Corrections Officer 24.40
27010 - Court Security Officer 26.21
27030 - Detection Dog Handler 20.34
27040 - Detention Officer 24.40
27070 - Firefighter 28.02
27101 - Guard I 18.18
27102 - Guard II 20.34
27131 - Police Officer I 26.13
27132 - Police Officer II 29.04

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.00
28042 - Carnival Equipment Repairer 18.03
28043 - Carnival Worker 13.78
28210 - Gate Attendant/Gate Tender 21.81
28310 - Lifeguard 14.67
28350 - Park Attendant (Aide) 24.40
28510 - Recreation Aide/Health Facility Attendant 17.81
28515 - Recreation Specialist 30.22
28630 - Sports Official 19.43
28690 - Swimming Pool Operator 19.99

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 32.51
29020 - Hatch Tender 32.51
29030 - Line Handler 32.51
29041 - Stevedore I 30.91
29042 - Stevedore II 34.33

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 47.23
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 32.56
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 35.86
30021 - Archeological Technician I 19.51
30022 - Archeological Technician II 21.83
30023 - Archeological Technician III 27.05
30030 - Cartographic Technician 27.05
30040 - Civil Engineering Technician 30.20
30051 - Cryogenic Technician I 29.95
30052 - Cryogenic Technician II 33.08
30061 - Drafter/CAD Operator I 19.51
30062 - Drafter/CAD Operator II 21.83
30063 - Drafter/CAD Operator III 24.34
30064 - Drafter/CAD Operator IV 29.95
30081 - Engineering Technician I 20.23
30082 - Engineering Technician II 22.70
30083 - Engineering Technician III 25.39
30084 - Engineering Technician IV 31.46
30085 - Engineering Technician V 38.48
30086 - Engineering Technician VI 46.57
30090 - Environmental Technician 25.87
30095 - Evidence Control Specialist 27.05
30210 - Laboratory Technician 23.95
30221 - Latent Fingerprint Technician I 29.87
30222 - Latent Fingerprint Technician II 32.99
30240 - Mathematical Technician 35.52
30361 - Paralegal/Legal Assistant I 23.21
30362 - Paralegal/Legal Assistant II 28.75
30363 - Paralegal/Legal Assistant III 35.17
30364 - Paralegal/Legal Assistant IV 42.56
30375 - Petroleum Supply Specialist 33.08
30390 - Photo-Optics Technician 27.05
30395 - Radiation Control Technician 33.08
30461 - Technical Writer I 26.31
30462 - Technical Writer II 32.18
30463 - Technical Writer III 38.93
30491 - Unexploded Ordnance (UXO) Technician I 30.01
30492 - Unexploded Ordnance (UXO) Technician II 36.31
30493 - Unexploded Ordnance (UXO) Technician III 43.53
30494 - Unexploded (UXO) Safety Escort 30.01
30495 - Unexploded (UXO) Sweep Personnel 30.01
30501 - Weather Forecaster I 29.95
30502 - Weather Forecaster II 36.43
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.34
30621 - Weather Observer, Senior (see 2) 27.05

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 36.31
31020 - Bus Aide 17.81
31030 - Bus Driver 22.50

31043 - Driver Courier	18.85
31260 - Parking and Lot Attendant	14.16
31290 - Shuttle Bus Driver	17.47
31310 - Taxi Driver	14.88
31361 - Truckdriver, Light	20.00
31362 - Truckdriver, Medium	21.08
31363 - Truckdriver, Heavy	24.26
31364 - Truckdriver, Tractor-Trailer	24.26
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.70
99030 - Cashier	14.10
99050 - Desk Clerk	14.89
99095 - Embalmer	30.76
99130 - Flight Follower	30.01
99251 - Laboratory Animal Caretaker I	17.46
99252 - Laboratory Animal Caretaker II	18.52
99260 - Marketing Analyst	33.44
99310 - Mortician	30.76
99410 - Pest Controller	20.55
99510 - Photofinishing Worker	15.77
99710 - Recycling Laborer	25.49
99711 - Recycling Specialist	28.81
99730 - Refuse Collector	23.35
99810 - Sales Clerk	14.82
99820 - School Crossing Guard	17.38
99830 - Survey Party Chief	27.87
99831 - Surveying Aide	17.40
99832 - Surveying Technician	25.34
99840 - Vending Machine Attendant	18.05
99841 - Vending Machine Repairer	21.24
99842 - Vending Machine Repairer Helper	18.05

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))."""
"