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.: 2015-5215
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State: Texas

Area: Texas Counties of Bastrop, Caldwell, Hays, Travis and Williamson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.20
01012 - Accounting Clerk II		22.66
01013 - Accounting Clerk III		25.34
01020 - Administrative Assistant		31.80
01035 - Court Reporter		49.31
01041 - Customer Service Representative I		15.61
01042 - Customer Service Representative II		17.03
01043 - Customer Service Representative III		19.12
01051 - Data Entry Operator I		17.04
01052 - Data Entry Operator II		18.60
01060 - Dispatcher, Motor Vehicle		22.98
01070 - Document Preparation Clerk		21.41
01090 - Duplicating Machine Operator		21.41
01111 - General Clerk I		16.61
01112 - General Clerk II		18.13
01113 - General Clerk III		20.35
01120 - Housing Referral Assistant		23.64
01141 - Messenger Courier		19.19
01191 - Order Clerk I		19.11
01192 - Order Clerk II		20.85
01261 - Personnel Assistant (Employment) I		18.45
01262 - Personnel Assistant (Employment) II		20.63
01263 - Personnel Assistant (Employment) III		23.00
01270 - Production Control Clerk		26.28
01290 - Rental Clerk		17.89
01300 - Scheduler, Maintenance		18.96
01311 - Secretary I		18.96
01312 - Secretary II		21.20
01313 - Secretary III		23.64

01320 - Service Order Dispatcher	20.54
01410 - Supply Technician	31.80
01420 - Survey Worker	20.64
01460 - Switchboard Operator/Receptionist	17.39
01531 - Travel Clerk I	21.26
01532 - Travel Clerk II	23.45
01533 - Travel Clerk III	24.30
01611 - Word Processor I	16.88
01612 - Word Processor II	18.96
01613 - Word Processor III	21.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.33
05010 - Automotive Electrician	23.07
05040 - Automotive Glass Installer	21.72
05070 - Automotive Worker	21.72
05110 - Mobile Equipment Servicer	18.91
05130 - Motor Equipment Metal Mechanic	24.40
05160 - Motor Equipment Metal Worker	21.72
05190 - Motor Vehicle Mechanic	24.40
05220 - Motor Vehicle Mechanic Helper	17.51
05250 - Motor Vehicle Upholstery Worker	20.25
05280 - Motor Vehicle Wrecker	21.72
05310 - Painter, Automotive	23.07
05340 - Radiator Repair Specialist	21.72
05370 - Tire Repairer	17.83
05400 - Transmission Repair Specialist	24.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.99
07041 - Cook I	17.60
07042 - Cook II	20.21
07070 - Dishwasher	15.41
07130 - Food Service Worker	16.08
07210 - Meat Cutter	20.13
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.21
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	21.33
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.08
11060 - Elevator Operator	16.81
11090 - Gardener	23.51
11122 - Housekeeping Aide	17.33
11150 - Janitor	17.33
11210 - Laborer, Grounds Maintenance	18.25
11240 - Maid or Houseman	15.22
11260 - Pruner	16.46
11270 - Tractor Operator	21.76
11330 - Trail Maintenance Worker	18.25
11360 - Window Cleaner	19.21

12000 - Health Occupations	
12010 - Ambulance Driver	22.96
12011 - Breath Alcohol Technician	27.22
12012 - Certified Occupational Therapist Assistant	38.08
12015 - Certified Physical Therapist Assistant	38.89
12020 - Dental Assistant	22.26
12025 - Dental Hygienist	48.50
12030 - EKG Technician	31.32
12035 - Electroneurodiagnostic Technologist	31.32
12040 - Emergency Medical Technician	22.96
12071 - Licensed Practical Nurse I	24.34
12072 - Licensed Practical Nurse II	27.22
12073 - Licensed Practical Nurse III	30.34
12100 - Medical Assistant	21.74
12130 - Medical Laboratory Technician	28.18
12160 - Medical Record Clerk	20.34
12190 - Medical Record Technician	22.75
12195 - Medical Transcriptionist	23.10
12210 - Nuclear Medicine Technologist	47.96
12221 - Nursing Assistant I	13.07
12222 - Nursing Assistant II	14.70
12223 - Nursing Assistant III	16.05
12224 - Nursing Assistant IV	18.01
12235 - Optical Dispenser	18.62
12236 - Optical Technician	23.16
12250 - Pharmacy Technician	21.81
12280 - Phlebotomist	22.06
12305 - Radiologic Technologist	38.11
12311 - Registered Nurse I	26.45
12312 - Registered Nurse II	32.34
12313 - Registered Nurse II, Specialist	32.34
12314 - Registered Nurse III	39.13
12315 - Registered Nurse III, Anesthetist	39.13
12316 - Registered Nurse IV	46.91
12317 - Scheduler (Drug and Alcohol Testing)	33.72
12320 - Substance Abuse Treatment Counselor	28.89
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.98
13012 - Exhibits Specialist II	25.99
13013 - Exhibits Specialist III	31.79
13041 - Illustrator I	23.71
13042 - Illustrator II	29.38
13043 - Illustrator III	35.94
13047 - Librarian	32.54
13050 - Library Aide/Clerk	17.23
13054 - Library Information Technology Systems Administrator	29.38
13058 - Library Technician	21.07
13061 - Media Specialist I	21.20
13062 - Media Specialist II	23.71
13063 - Media Specialist III	26.45
13071 - Photographer I	17.94
13072 - Photographer II	20.07
13073 - Photographer III	24.86
13074 - Photographer IV	30.42
13075 - Photographer V	36.79

13090 - Technical Order Library Clerk		21.63
13110 - Video Teleconference Technician		25.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.50
14042 - Computer Operator II		22.93
14043 - Computer Operator III		25.57
14044 - Computer Operator IV		28.41
14045 - Computer Operator V		31.46
14071 - Computer Programmer I	(see 1)	27.31
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		20.50
14160 - Personal Computer Support Technician		28.41
14170 - System Support Specialist		31.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.97
15020 - Aircrew Training Devices Instructor (Rated)		42.30
15030 - Air Crew Training Devices Instructor (Pilot)		50.70
15050 - Computer Based Training Specialist / Instructor		34.97
15060 - Educational Technologist		37.22
15070 - Flight Instructor (Pilot)		50.70
15080 - Graphic Artist		29.35
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.70
15086 - Maintenance Test Pilot, Rotary Wing		50.70
15088 - Non-Maintenance Test/Co-Pilot		50.70
15090 - Technical Instructor		25.72
15095 - Technical Instructor/Course Developer		31.46
15110 - Test Proctor		20.77
15120 - Tutor		20.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.35
16030 - Counter Attendant		10.35
16040 - Dry Cleaner		12.65
16070 - Finisher, Flatwork, Machine		10.35
16090 - Presser, Hand		10.35
16110 - Presser, Machine, Drycleaning		10.35
16130 - Presser, Machine, Shirts		10.35
16160 - Presser, Machine, Wearing Apparel, Laundry		10.35
16190 - Sewing Machine Operator		13.46
16220 - Tailor		14.34
16250 - Washer, Machine		10.99
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.56
19040 - Tool And Die Maker		29.35
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.37
21030 - Material Coordinator		26.28
21040 - Material Expediter		26.28

21050 - Material Handling Laborer	17.93
21071 - Order Filler	17.79
21080 - Production Line Worker (Food Processing)	22.37
21110 - Shipping Packer	19.27
21130 - Shipping/Receiving Clerk	19.27
21140 - Store Worker I	14.07
21150 - Stock Clerk	18.97
21210 - Tools And Parts Attendant	22.37
21410 - Warehouse Specialist	22.37
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.09
23019 - Aircraft Logs and Records Technician	30.69
23021 - Aircraft Mechanic I	37.01
23022 - Aircraft Mechanic II	39.09
23023 - Aircraft Mechanic III	41.32
23040 - Aircraft Mechanic Helper	26.54
23050 - Aircraft, Painter	34.98
23060 - Aircraft Servicer	30.69
23070 - Aircraft Survival Flight Equipment Technician	34.98
23080 - Aircraft Worker	32.93
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.93
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	37.01
23110 - Appliance Mechanic	22.55
23120 - Bicycle Repairer	22.81
23125 - Cable Splicer	39.06
23130 - Carpenter, Maintenance	23.87
23140 - Carpet Layer	26.19
23160 - Electrician, Maintenance	28.38
23181 - Electronics Technician Maintenance I	30.81
23182 - Electronics Technician Maintenance II	32.74
23183 - Electronics Technician Maintenance III	34.63
23260 - Fabric Worker	24.41
23290 - Fire Alarm System Mechanic	27.74
23310 - Fire Extinguisher Repairer	22.81
23311 - Fuel Distribution System Mechanic	26.96
23312 - Fuel Distribution System Operator	20.89
23370 - General Maintenance Worker	22.62
23380 - Ground Support Equipment Mechanic	37.01
23381 - Ground Support Equipment Servicer	30.69
23382 - Ground Support Equipment Worker	32.93
23391 - Gunsmith I	22.81
23392 - Gunsmith II	26.19
23393 - Gunsmith III	29.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.90
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	28.40
23430 - Heavy Equipment Mechanic	29.95
23440 - Heavy Equipment Operator	24.40
23460 - Instrument Mechanic	30.58
23465 - Laboratory/Shelter Mechanic	27.83
23470 - Laborer	17.93
23510 - Locksmith	23.16
23530 - Machinery Maintenance Mechanic	31.24
23550 - Machinist, Maintenance	25.99
23580 - Maintenance Trades Helper	18.15
23591 - Metrology Technician I	30.58

23592 - Metrology Technician II	32.30
23593 - Metrology Technician III	34.14
23640 - Millwright	30.03
23710 - Office Appliance Repairer	21.50
23760 - Painter, Maintenance	21.84
23790 - Pipefitter, Maintenance	29.94
23810 - Plumber, Maintenance	28.30
23820 - Pneudraulic Systems Mechanic	29.44
23850 - Rigger	29.41
23870 - Scale Mechanic	26.19
23890 - Sheet-Metal Worker, Maintenance	29.77
23910 - Small Engine Mechanic	24.27
23931 - Telecommunications Mechanic I	29.15
23932 - Telecommunications Mechanic II	30.80
23950 - Telephone Lineman	29.77
23960 - Welder, Combination, Maintenance	24.65
23965 - Well Driller	27.69
23970 - Woodcraft Worker	29.44
23980 - Woodworker	22.81
24000 - Personal Needs Occupations	
24550 - Case Manager	23.07
24570 - Child Care Attendant	14.34
24580 - Child Care Center Clerk	17.88
24610 - Chore Aide	13.35
24620 - Family Readiness And Support Services Coordinator	23.07
24630 - Homemaker	23.07
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.93
25040 - Sewage Plant Operator	27.72
25070 - Stationary Engineer	30.93
25190 - Ventilation Equipment Tender	22.18
25210 - Water Treatment Plant Operator	27.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.48
27007 - Baggage Inspector	17.13
27008 - Corrections Officer	27.65
27010 - Court Security Officer	28.45
27030 - Detection Dog Handler	19.16
27040 - Detention Officer	27.65
27070 - Firefighter	31.93
27101 - Guard I	17.13
27102 - Guard II	19.16
27131 - Police Officer I	36.43
27132 - Police Officer II	40.48
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.03
28042 - Carnival Equipment Repairer	19.47
28043 - Carnival Worker	13.71
28210 - Gate Attendant/Gate Tender	19.56
28310 - Lifeguard	14.42
28350 - Park Attendant (Aide)	21.88
28510 - Recreation Aide/Health Facility Attendant	15.97
28515 - Recreation Specialist	27.10

28630 - Sports Official		17.42
28690 - Swimming Pool Operator		22.36
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		34.08
29020 - Hatch Tender		34.08
29030 - Line Handler		34.08
29041 - Stevedore I		31.75
29042 - Stevedore II		36.20
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		47.37
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		32.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		35.97
30021 - Archeological Technician I		20.39
30022 - Archeological Technician II		22.81
30023 - Archeological Technician III		28.27
30030 - Cartographic Technician		28.27
30040 - Civil Engineering Technician		33.96
30051 - Cryogenic Technician I		30.64
30052 - Cryogenic Technician II		33.83
30061 - Drafter/CAD Operator I		19.97
30062 - Drafter/CAD Operator II		22.33
30063 - Drafter/CAD Operator III		24.89
30064 - Drafter/CAD Operator IV		30.64
30081 - Engineering Technician I		16.75
30082 - Engineering Technician II		18.80
30083 - Engineering Technician III		21.03
30084 - Engineering Technician IV		26.04
30085 - Engineering Technician V		31.85
30086 - Engineering Technician VI		38.54
30090 - Environmental Technician		26.28
30095 - Evidence Control Specialist		27.66
30210 - Laboratory Technician		27.69
30221 - Latent Fingerprint Technician I		28.17
30222 - Latent Fingerprint Technician II		31.11
30240 - Mathematical Technician		31.71
30361 - Paralegal/Legal Assistant I		21.62
30362 - Paralegal/Legal Assistant II		27.87
30363 - Paralegal/Legal Assistant III		32.76
30364 - Paralegal/Legal Assistant IV		39.63
30375 - Petroleum Supply Specialist		33.83
30390 - Photo-Optics Technician		27.66
30395 - Radiation Control Technician		33.83
30461 - Technical Writer I		27.36
30462 - Technical Writer II		33.47
30463 - Technical Writer III		40.49
30491 - Unexploded Ordnance (UXO) Technician I		30.10
30492 - Unexploded Ordnance (UXO) Technician II		36.42
30493 - Unexploded Ordnance (UXO) Technician III		43.66
30494 - Unexploded (UXO) Safety Escort		30.10
30495 - Unexploded (UXO) Sweep Personnel		30.10
30501 - Weather Forecaster I		30.64
30502 - Weather Forecaster II		37.27
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.89
30621 - Weather Observer, Senior	(see 2)	27.66

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.42
31020 - Bus Aide	17.57
31030 - Bus Driver	24.09
31043 - Driver Courier	20.23
31260 - Parking and Lot Attendant	14.19
31290 - Shuttle Bus Driver	19.26
31310 - Taxi Driver	14.59
31361 - Truckdriver, Light	21.85
31362 - Truckdriver, Medium	23.39
31363 - Truckdriver, Heavy	26.88
31364 - Truckdriver, Tractor-Trailer	26.88
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.76
99030 - Cashier	14.48
99050 - Desk Clerk	15.82
99095 - Embalmer	28.37
99130 - Flight Follower	30.10
99251 - Laboratory Animal Caretaker I	16.46
99252 - Laboratory Animal Caretaker II	17.78
99260 - Marketing Analyst	38.16
99310 - Mortician	28.37
99410 - Pest Controller	22.01
99510 - Photofinishing Worker	17.06
99710 - Recycling Laborer	25.93
99711 - Recycling Specialist	30.92
99730 - Refuse Collector	23.39
99810 - Sales Clerk	15.23
99820 - School Crossing Guard	16.05
99830 - Survey Party Chief	27.18
99831 - Surveying Aide	18.68
99832 - Surveying Technician	23.91
99840 - Vending Machine Attendant	16.31
99841 - Vending Machine Repairer	20.23
99842 - Vending Machine Repairer Helper	16.31

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 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you
work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (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))."""