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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.: 2015-4265
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State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard and Queen Anne's

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.19
01012 - Accounting Clerk II		22.66
01013 - Accounting Clerk III		25.35
01020 - Administrative Assistant		36.47
01035 - Court Reporter		30.23
01041 - Customer Service Representative I		17.65
01042 - Customer Service Representative II		19.26
01043 - Customer Service Representative III		21.61
01051 - Data Entry Operator I		17.75
01052 - Data Entry Operator II		19.37
01060 - Dispatcher, Motor Vehicle		24.05
01070 - Document Preparation Clerk		20.34
01090 - Duplicating Machine Operator		20.34
01111 - General Clerk I		17.50
01112 - General Clerk II		19.10
01113 - General Clerk III		21.44
01120 - Housing Referral Assistant		26.08
01141 - Messenger Courier		18.27
01191 - Order Clerk I		19.88
01192 - Order Clerk II		21.70
01261 - Personnel Assistant (Employment) I		21.01
01262 - Personnel Assistant (Employment) II		23.50
01263 - Personnel Assistant (Employment) III		26.21
01270 - Production Control Clerk		26.34
01290 - Rental Clerk		19.08
01300 - Scheduler, Maintenance		20.91
01311 - Secretary I		20.91
01312 - Secretary II		23.39
01313 - Secretary III		26.08
01320 - Service Order Dispatcher		21.50
01410 - Supply Technician		36.47
01420 - Survey Worker		21.55
01460 - Switchboard Operator/Receptionist		18.13
01531 - Travel Clerk I		19.07
01532 - Travel Clerk II		20.98
01533 - Travel Clerk III		23.47
01611 - Word Processor I		19.31
01612 - Word Processor II		21.67
01613 - Word Processor III		24.24
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.12
05010 - Automotive Electrician		26.28
05040 - Automotive Glass Installer		25.34
05070 - Automotive Worker		25.34
05110 - Mobile Equipment Servicer		23.26
05130 - Motor Equipment Metal Mechanic		27.25
05160 - Motor Equipment Metal Worker		25.34
05190 - Motor Vehicle Mechanic		27.25
05220 - Motor Vehicle Mechanic Helper		22.13
05250 - Motor Vehicle Upholstery Worker		24.37
05280 - Motor Vehicle Wrecker		25.34
05310 - Painter, Automotive		26.28
05340 - Radiator Repair Specialist		25.34
05370 - Tire Repairer		18.28
05400 - Transmission Repair Specialist		27.25
07000 - Food Preparation And Service Occupations		

07010 - Baker 17.95
07041 - Cook I 18.42
07042 - Cook II 20.07
07070 - Dishwasher 15.00
07130 - Food Service Worker 16.40
07210 - Meat Cutter 21.56
07260 - Waiter/Waitress 15.77

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 27.40
09040 - Furniture Handler 19.09
09080 - Furniture Refinisher 25.25
09090 - Furniture Refinisher Helper 21.26
09110 - Furniture Repairer, Minor 23.40
09130 - Upholsterer 27.27

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 16.68
11060 - Elevator Operator 17.08
11090 - Gardener 21.18
11122 - Housekeeping Aide 17.12
11150 - Janitor 17.12
11210 - Laborer, Grounds Maintenance 18.08
11240 - Maid or Houseman 16.11
11260 - Pruner 17.08
11270 - Tractor Operator 20.14
11330 - Trail Maintenance Worker 18.08
11360 - Window Cleaner 18.12

12000 - Health Occupations
12010 - Ambulance Driver 23.89
12011 - Breath Alcohol Technician 29.70
12012 - Certified Occupational Therapist Assistant 37.10
12015 - Certified Physical Therapist Assistant 35.39
12020 - Dental Assistant 23.21
12025 - Dental Hygienist 50.76
12030 - EKG Technician 38.84
12035 - Electroneurodiagnostic Technologist 38.84
12040 - Emergency Medical Technician 23.89
12071 - Licensed Practical Nurse I 26.55
12072 - Licensed Practical Nurse II 29.70
12073 - Licensed Practical Nurse III 33.10
12100 - Medical Assistant 21.67
12130 - Medical Laboratory Technician 25.57
12160 - Medical Record Clerk 26.88
12190 - Medical Record Technician 30.07
12195 - Medical Transcriptionist 24.17
12210 - Nuclear Medicine Technologist 44.58
12221 - Nursing Assistant I 15.57
12222 - Nursing Assistant II 17.52
12223 - Nursing Assistant III 19.12
12224 - Nursing Assistant IV 21.46
12235 - Optical Dispenser 21.78
12236 - Optical Technician 21.93
12250 - Pharmacy Technician 20.08
12280 - Phlebotomist 21.89
12305 - Radiologic Technologist 38.29
12311 - Registered Nurse I 31.56
12312 - Registered Nurse II 38.60
12313 - Registered Nurse II, Specialist 38.60
12314 - Registered Nurse III 46.70
12315 - Registered Nurse III, Anesthetist 46.70
12316 - Registered Nurse IV 55.99
12317 - Scheduler (Drug and Alcohol Testing) 36.79
12320 - Substance Abuse Treatment Counselor 27.42

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 24.82
13012 - Exhibits Specialist II 30.74
13013 - Exhibits Specialist III 37.60
13041 - Illustrator I 27.95
13042 - Illustrator II 34.63
13043 - Illustrator III 42.35
13047 - Librarian 38.35
13050 - Library Aide/Clerk 17.86
13054 - Library Information Technology Systems
Administrator 34.63
13058 - Library Technician 24.18
13061 - Media Specialist I 24.99
13062 - Media Specialist II 27.95
13063 - Media Specialist III 31.15
13071 - Photographer I 21.22
13072 - Photographer II 23.74
13073 - Photographer III 29.40
13074 - Photographer IV 35.96
13075 - Photographer V 43.50
13090 - Technical Order Library Clerk 22.42
13110 - Video Teleconference Technician 28.02

14000 - Information Technology Occupations
14041 - Computer Operator I 30.47
14042 - Computer Operator II 34.11
14043 - Computer Operator III 38.02
14044 - Computer Operator IV 42.22
14045 - Computer Operator V 46.81
14071 - Computer Programmer I (see 1) 27.28
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 30.47
14160 - Personal Computer Support Technician 42.22
14170 - System Support Specialist 48.90

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor
(Non-Rated) 37.08
15020 - Aircrew Training Devices Instructor (Rated) 44.86
15030 - Air Crew Training Devices Instructor
(Pilot) 53.77
15050 - Computer Based Training Specialist /
Instructor 37.08
15060 - Educational Technologist 39.37
15070 - Flight Instructor (Pilot) 53.77
15080 - Graphic Artist 31.87
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 53.77
15086 - Maintenance Test Pilot, Rotary Wing 53.77
15088 - Non-Maintenance Test/Co-Pilot 53.77
15090 - Technical Instructor 29.58
15095 - Technical Instructor/Course Developer 36.18
15110 - Test Proctor 23.88
15120 - Tutor 23.88

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 16.78
16030 - Counter Attendant 16.78
16040 - Dry Cleaner 19.17
16070 - Finisher, Flatwork, Machine 16.78
16090 - Presser, Hand 16.78
16110 - Presser, Machine, Drycleaning 16.78
16130 - Presser, Machine, Shirts 16.78
16160 - Presser, Machine, Wearing Apparel, Laundry 16.78
16190 - Sewing Machine Operator 19.97
16220 - Tailor 20.95
16250 - Washer, Machine 17.58

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 30.93
19040 - Tool And Die Maker 35.38

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.44
21030 - Material Coordinator 26.34
21040 - Material Expediter 26.34
21050 - Material Handling Laborer 19.51
21071 - Order Filler 18.93
21080 - Production Line Worker (Food Processing) 22.44
21110 - Shipping Packer 21.74
21130 - Shipping/Receiving Clerk 21.74
21140 - Store Worker I 21.73
21150 - Stock Clerk 25.93
21210 - Tools And Parts Attendant 22.44
21410 - Warehouse Specialist 22.44

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 47.00
23019 - Aircraft Logs and Records Technician 40.61
23021 - Aircraft Mechanic I 45.41
23022 - Aircraft Mechanic II 47.00
23023 - Aircraft Mechanic III 48.38
23040 - Aircraft Mechanic Helper 36.87
23050 - Aircraft, Painter 43.79
23060 - Aircraft Servicer 40.61
23070 - Aircraft Survival Flight Equipment
Technician 43.79
23080 - Aircraft Worker 42.23
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 42.23
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 45.41
23110 - Appliance Mechanic 25.08
23120 - Bicycle Repairer 22.54
23125 - Cable Splicer 45.02
23130 - Carpenter, Maintenance 28.92
23140 - Carpet Layer 27.58
23160 - Electrician, Maintenance 30.32
23181 - Electronics Technician Maintenance I 35.32
23182 - Electronics Technician Maintenance II 36.62
23183 - Electronics Technician Maintenance III 37.97
23260 - Fabric Worker 29.91
23290 - Fire Alarm System Mechanic 30.75
23310 - Fire Extinguisher Repairer 28.54
23311 - Fuel Distribution System Mechanic 26.06
23312 - Fuel Distribution System Operator 22.24
23370 - General Maintenance Worker 24.00
23380 - Ground Support Equipment Mechanic 45.41
23381 - Ground Support Equipment Servicer 40.61
23382 - Ground Support Equipment Worker 42.23
23391 - Gunsmith I 28.54
23392 - Gunsmith II 31.10
23393 - Gunsmith III 33.44
23410 - Heating, Ventilation And Air-Conditioning
Mechanic 33.15
23411 - Heating, Ventilation And Air Contidioning

Mechanic (Research Facility)		34.32
23430 - Heavy Equipment Mechanic		33.76
23440 - Heavy Equipment Operator		29.00
23460 - Instrument Mechanic		33.82
23465 - Laboratory/Shelter Mechanic		32.25
23470 - Laborer		19.51
23510 - Locksmith		29.91
23530 - Machinery Maintenance Mechanic		32.04
23550 - Machinist, Maintenance		29.47
23580 - Maintenance Trades Helper		18.67
23591 - Metrology Technician I		33.82
23592 - Metrology Technician II		35.01
23593 - Metrology Technician III		36.04
23640 - Millwright		34.50
23710 - Office Appliance Repairer		22.51
23760 - Painter, Maintenance		23.24
23790 - Pipefitter, Maintenance		31.24
23810 - Plumber, Maintenance		30.13
23820 - Pneudraulic Systems Mechanic		33.44
23850 - Rigger		32.44
23870 - Scale Mechanic		31.10
23890 - Sheet-Metal Worker, Maintenance		29.81
23910 - Small Engine Mechanic		22.00
23931 - Telecommunications Mechanic I		29.94
23932 - Telecommunications Mechanic II		31.26
23950 - Telephone Lineman		44.64
23960 - Welder, Combination, Maintenance		28.67
23965 - Well Driller		31.09
23970 - Woodcraft Worker		33.44
23980 - Woodworker		28.54
24000 - Personal Needs Occupations		
24550 - Case Manager		21.38
24570 - Child Care Attendant		16.56
24580 - Child Care Center Clerk		20.64
24610 - Chore Aide		17.64
24620 - Family Readiness And Support Services Coordinator		21.38
24630 - Homemaker		21.38
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		39.58
25040 - Sewage Plant Operator		27.68
25070 - Stationary Engineer		39.58
25190 - Ventilation Equipment Tender		32.14
25210 - Water Treatment Plant Operator		27.68
27000 - Protective Service Occupations		
27004 - Alarm Monitor		28.99
27007 - Baggage Inspector		18.29
27008 - Corrections Officer		29.99
27010 - Court Security Officer		32.55
27030 - Detection Dog Handler		20.46
27040 - Detention Officer		29.99
27070 - Firefighter		35.10
27101 - Guard I		18.29
27102 - Guard II		20.46
27131 - Police Officer I		33.50
27132 - Police Officer II		37.23
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.69
28042 - Carnival Equipment Repairer		18.60
28043 - Carnival Worker		15.00
28210 - Gate Attendant/Gate Tender		19.98
28310 - Lifeguard		15.94
28350 - Park Attendant (Aide)		22.35
28510 - Recreation Aide/Health Facility Attendant		16.31
28515 - Recreation Specialist		27.68
28630 - Sports Official		17.80
28690 - Swimming Pool Operator		20.26
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		36.27
29020 - Hatch Tender		36.27
29030 - Line Handler		36.27
29041 - Stevedore I		34.87
29042 - Stevedore II		37.61
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	52.72
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	36.35
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	40.04
30021 - Archeological Technician I		21.68
30022 - Archeological Technician II		24.25
30023 - Archeological Technician III		30.04
30030 - Cartographic Technician		30.04
30040 - Civil Engineering Technician		28.53
30051 - Cryogenic Technician I		33.27
30052 - Cryogenic Technician II		36.74
30061 - Drafter/CAD Operator I		21.68
30062 - Drafter/CAD Operator II		24.25
30063 - Drafter/CAD Operator III		27.03
30064 - Drafter/CAD Operator IV		33.27
30081 - Engineering Technician I		22.92

30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		28.74
30095 - Evidence Control Specialist		30.04
30210 - Laboratory Technician		27.40
30221 - Latent Fingerprint Technician I		33.61
30222 - Latent Fingerprint Technician II		37.11
30240 - Mathematical Technician		33.86
30361 - Paralegal/Legal Assistant I		25.75
30362 - Paralegal/Legal Assistant II		31.91
30363 - Paralegal/Legal Assistant III		39.02
30364 - Paralegal/Legal Assistant IV		47.21
30375 - Petroleum Supply Specialist		36.74
30390 - Photo-Optics Technician		30.04
30395 - Radiation Control Technician		36.74
30461 - Technical Writer I		30.42
30462 - Technical Writer II		37.21
30463 - Technical Writer III		45.02
30491 - Unexploded Ordnance (UXO) Technician I		33.50
30492 - Unexploded Ordnance (UXO) Technician II		40.54
30493 - Unexploded Ordnance (UXO) Technician III		48.59
30494 - Unexploded (UXO) Safety Escort		33.50
30495 - Unexploded (UXO) Sweep Personnel		33.50
30501 - Weather Forecaster I		33.27
30502 - Weather Forecaster II		40.47
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.03
30621 - Weather Observer, Senior	(see 2)	30.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.54
31020 - Bus Aide		27.04
31030 - Bus Driver		33.18
31043 - Driver Courier		20.96
31260 - Parking and Lot Attendant		15.33
31290 - Shuttle Bus Driver		19.83
31310 - Taxi Driver		15.07
31361 - Truckdriver, Light		22.03
31362 - Truckdriver, Medium		23.08
31363 - Truckdriver, Heavy		27.31
31364 - Truckdriver, Tractor-Trailer		27.31
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.76
99030 - Cashier		15.18
99050 - Desk Clerk		15.77
99095 - Embalmer		35.87
99130 - Flight Follower		33.50
99251 - Laboratory Animal Caretaker I		19.40
99252 - Laboratory Animal Caretaker II		20.39
99260 - Marketing Analyst		33.68
99310 - Mortician		35.87
99410 - Pest Controller		26.18
99510 - Photofinishing Worker		18.94
99710 - Recycling Laborer		21.53
99711 - Recycling Specialist		23.97
99730 - Refuse Collector		20.32
99810 - Sales Clerk		16.20
99820 - School Crossing Guard		17.17
99830 - Survey Party Chief		37.88
99831 - Surveying Aide		21.37
99832 - Surveying Technician		31.48
99840 - Vending Machine Attendant		20.06
99841 - Vending Machine Repairer		22.97
99842 - Vending Machine Repairer Helper		20.06

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 cor
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))."""
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