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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.: 2015-5255
Revision No.: 29
Date Of Last Revision: 5/13/2026

State: Texas

Area: Texas Counties of Grayson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.11
01013 - Accounting Clerk III		22.49
01020 - Administrative Assistant		28.85
01035 - Court Reporter		22.35
01041 - Customer Service Representative I		15.91
01042 - Customer Service Representative II		17.36
01043 - Customer Service Representative III		19.49
01051 - Data Entry Operator I		15.81
01052 - Data Entry Operator II		17.25
01060 - Dispatcher, Motor Vehicle		21.36
01070 - Document Preparation Clerk		17.81
01090 - Duplicating Machine Operator		17.81
01111 - General Clerk I		16.46
01112 - General Clerk II		17.96
01113 - General Clerk III		20.16
01120 - Housing Referral Assistant		24.94
01141 - Messenger Courier		14.51
01191 - Order Clerk I		17.31
01192 - Order Clerk II		18.89
01261 - Personnel Assistant (Employment) I		20.34
01262 - Personnel Assistant (Employment) II		22.75
01263 - Personnel Assistant (Employment) III		25.36
01270 - Production Control Clerk		21.75
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		19.99
01311 - Secretary I		19.99
01312 - Secretary II		22.35
01313 - Secretary III		24.94
01320 - Service Order Dispatcher		18.98
01410 - Supply Technician		28.85
01420 - Survey Worker		19.86
01460 - Switchboard Operator/Receptionist		15.89
01531 - Travel Clerk I		17.81
01532 - Travel Clerk II		19.99
01533 - Travel Clerk III		21.80
01611 - Word Processor I		17.81
01612 - Word Processor II		19.99
01613 - Word Processor III		22.35
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		27.73
05010 - Automotive Electrician		23.44
05040 - Automotive Glass Installer		22.24
05070 - Automotive Worker		22.24
05110 - Mobile Equipment Servicer		19.36
05130 - Motor Equipment Metal Mechanic		24.69
05160 - Motor Equipment Metal Worker		22.24
05190 - Motor Vehicle Mechanic		24.69
05220 - Motor Vehicle Mechanic Helper		17.69
05250 - Motor Vehicle Upholstery Worker		21.02
05280 - Motor Vehicle Wrecker		22.24
05310 - Painter, Automotive		24.22
05340 - Radiator Repair Specialist		22.24
05370 - Tire Repairer		16.86
05400 - Transmission Repair Specialist		24.69
07000 - Food Preparation And Service Occupations		
07010 - Baker		14.99

07041 - Cook I	16.20
07042 - Cook II	18.61
07070 - Dishwasher	13.19
07130 - Food Service Worker	13.56
07210 - Meat Cutter	17.75
07260 - Waiter/Waitress	12.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.39
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	20.39
09090 - Furniture Refinisher Helper	15.98
09110 - Furniture Repairer, Minor	18.99
09130 - Upholsterer	21.18
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.23
11060 - Elevator Operator	14.61
11090 - Gardener	25.04
11122 - Housekeeping Aide	14.61
11150 - Janitor	14.61
11210 - Laborer, Grounds Maintenance	18.63
11240 - Maid or Houseman	13.52
11260 - Pruner	16.45
11270 - Tractor Operator	22.88
11330 - Trail Maintenance Worker	18.63
11360 - Window Cleaner	16.54
12000 - Health Occupations	
12010 - Ambulance Driver	17.42
12011 - Breath Alcohol Technician	25.04
12012 - Certified Occupational Therapist Assistant	34.35
12015 - Certified Physical Therapist Assistant	33.59
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	46.41
12030 - EKG Technician	37.94
12035 - Electroneurodiagnostic Technologist	37.94
12040 - Emergency Medical Technician	17.42
12071 - Licensed Practical Nurse I	22.39
12072 - Licensed Practical Nurse II	25.04
12073 - Licensed Practical Nurse III	27.92
12100 - Medical Assistant	18.47
12130 - Medical Laboratory Technician	25.15
12160 - Medical Record Clerk	18.70
12190 - Medical Record Technician	20.89
12195 - Medical Transcriptionist	22.39
12210 - Nuclear Medicine Technologist	55.02
12221 - Nursing Assistant I	14.51
12222 - Nursing Assistant II	16.32
12223 - Nursing Assistant III	17.81
12224 - Nursing Assistant IV	19.99
12235 - Optical Dispenser	22.66
12236 - Optical Technician	22.39
12250 - Pharmacy Technician	19.45
12280 - Phlebotomist	17.38
12305 - Radiologic Technologist	34.38
12311 - Registered Nurse I	29.65
12312 - Registered Nurse II	36.27
12313 - Registered Nurse II, Specialist	36.27
12314 - Registered Nurse III	43.89
12315 - Registered Nurse III, Anesthetist	43.89
12316 - Registered Nurse IV	52.59
12317 - Scheduler (Drug and Alcohol Testing)	31.02
12320 - Substance Abuse Treatment Counselor	28.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.55
13012 - Exhibits Specialist II	26.69
13013 - Exhibits Specialist III	32.64
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	36.18
13047 - Librarian	31.56
13050 - Library Aide/Clerk	17.16
13054 - Library Information Technology Systems Administrator	27.42
13058 - Library Technician	18.59
13061 - Media Specialist I	19.78
13062 - Media Specialist II	22.13
13063 - Media Specialist III	24.67
13071 - Photographer I	19.26
13072 - Photographer II	21.55
13073 - Photographer III	26.69
13074 - Photographer IV	32.64
13075 - Photographer V	39.49
13090 - Technical Order Library Clerk	21.55
13110 - Video Teleconference Technician	23.32
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.91
14042 - Computer Operator II	17.80
14043 - Computer Operator III	20.78
14044 - Computer Operator IV	24.67
14045 - Computer Operator V	27.31
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		15.91
14160 - Personal Computer Support Technician		24.67
14170 - System Support Specialist		27.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		41.90
15030 - Air Crew Training Devices Instructor (Pilot)		47.30
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		33.19
15070 - Flight Instructor (Pilot)		47.30
15080 - Graphic Artist		27.44
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.30
15086 - Maintenance Test Pilot, Rotary Wing		47.30
15088 - Non-Maintenance Test/Co-Pilot		47.30
15090 - Technical Instructor		22.61
15095 - Technical Instructor/Course Developer		27.44
15110 - Test Proctor		18.16
15120 - Tutor		18.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.53
16030 - Counter Attendant		12.53
16040 - Dry Cleaner		16.10
16070 - Finisher, Flatwork, Machine		12.53
16090 - Presser, Hand		12.53
16110 - Presser, Machine, Drycleaning		12.53
16130 - Presser, Machine, Shirts		12.53
16160 - Presser, Machine, Wearing Apparel, Laundry		12.53
16190 - Sewing Machine Operator		17.07
16220 - Tailor		18.34
16250 - Washer, Machine		13.77
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.44
19040 - Tool And Die Maker		29.54
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.54
21030 - Material Coordinator		21.75
21040 - Material Expediter		21.75
21050 - Material Handling Laborer		16.39
21071 - Order Filler		16.29
21080 - Production Line Worker (Food Processing)		18.54
21110 - Shipping Packer		17.55
21130 - Shipping/Receiving Clerk		17.55
21140 - Store Worker I		14.64
21150 - Stock Clerk		21.22
21210 - Tools And Parts Attendant		18.54
21410 - Warehouse Specialist		18.54
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.47
23019 - Aircraft Logs and Records Technician		22.61
23021 - Aircraft Mechanic I		29.07
23022 - Aircraft Mechanic II		30.47
23023 - Aircraft Mechanic III		31.89
23040 - Aircraft Mechanic Helper		19.71
23050 - Aircraft, Painter		25.93
23060 - Aircraft Servicer		22.61
23070 - Aircraft Survival Flight Equipment Technician		25.93
23080 - Aircraft Worker		23.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		23.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		29.07
23110 - Appliance Mechanic		24.44
23120 - Bicycle Repairer		20.19
23125 - Cable Splicer		30.82
23130 - Carpenter, Maintenance		22.36
23140 - Carpet Layer		23.19
23160 - Electrician, Maintenance		25.92
23181 - Electronics Technician Maintenance I		27.28
23182 - Electronics Technician Maintenance II		28.75
23183 - Electronics Technician Maintenance III		30.28
23260 - Fabric Worker		21.92
23290 - Fire Alarm System Mechanic		25.00
23310 - Fire Extinguisher Repairer		20.19
23311 - Fuel Distribution System Mechanic		25.75
23312 - Fuel Distribution System Operator		20.19
23370 - General Maintenance Worker		20.55
23380 - Ground Support Equipment Mechanic		29.07
23381 - Ground Support Equipment Servicer		22.61
23382 - Ground Support Equipment Worker		23.90
23391 - Gunsmith I		20.19
23392 - Gunsmith II		23.19
23393 - Gunsmith III		25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic		24.52
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		25.70

23430 - Heavy Equipment Mechanic		27.44
23440 - Heavy Equipment Operator		23.93
23460 - Instrument Mechanic		25.75
23465 - Laboratory/Shelter Mechanic		24.44
23470 - Laborer		16.39
23510 - Locksmith		24.44
23530 - Machinery Maintenance Mechanic		29.24
23550 - Machinist, Maintenance		24.99
23580 - Maintenance Trades Helper		15.82
23591 - Metrology Technician I		25.75
23592 - Metrology Technician II		26.98
23593 - Metrology Technician III		28.24
23640 - Millwright		25.75
23710 - Office Appliance Repairer		24.44
23760 - Painter, Maintenance		19.64
23790 - Pipefitter, Maintenance		24.69
23810 - Plumber, Maintenance		23.44
23820 - Pneudraulic Systems Mechanic		25.75
23850 - Rigger		25.75
23870 - Scale Mechanic		23.19
23890 - Sheet-Metal Worker, Maintenance		25.75
23910 - Small Engine Mechanic		23.19
23931 - Telecommunications Mechanic I		25.94
23932 - Telecommunications Mechanic II		27.18
23950 - Telephone Lineman		25.94
23960 - Welder, Combination, Maintenance		22.38
23965 - Well Driller		25.75
23970 - Woodcraft Worker		25.75
23980 - Woodworker		20.19
24000 - Personal Needs Occupations		
24550 - Case Manager		21.11
24570 - Child Care Attendant		12.09
24580 - Child Care Center Clerk		15.08
24610 - Chore Aide		11.54
24620 - Family Readiness And Support Services Coordinator		21.11
24630 - Homemaker		21.11
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.60
25040 - Sewage Plant Operator		23.36
25070 - Stationary Engineer		24.60
25190 - Ventilation Equipment Tender		17.63
25210 - Water Treatment Plant Operator		23.36
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.69
27007 - Baggage Inspector		15.62
27008 - Corrections Officer		29.51
27010 - Court Security Officer		31.28
27030 - Detection Dog Handler		17.47
27040 - Detention Officer		29.51
27070 - Firefighter		30.45
27101 - Guard I		15.62
27102 - Guard II		17.47
27131 - Police Officer I		31.37
27132 - Police Officer II		34.86
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.02
28042 - Carnival Equipment Repairer		19.46
28043 - Carnival Worker		13.78
28210 - Gate Attendant/Gate Tender		17.14
28310 - Lifeguard		12.94
28350 - Park Attendant (Aide)		19.17
28510 - Recreation Aide/Health Facility Attendant		13.99
28515 - Recreation Specialist		23.74
28630 - Sports Official		15.27
28690 - Swimming Pool Operator		25.20
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.19
29020 - Hatch Tender		23.19
29030 - Line Handler		23.19
29041 - Stevedore I		21.92
29042 - Stevedore II		24.44
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	50.09
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	34.53
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	38.03
30021 - Archeological Technician I		22.08
30022 - Archeological Technician II		24.64
30023 - Archeological Technician III		30.53
30030 - Cartographic Technician		30.53
30040 - Civil Engineering Technician		28.45
30051 - Cryogenic Technician I		31.70
30052 - Cryogenic Technician II		35.00
30061 - Drafter/CAD Operator I		22.08
30062 - Drafter/CAD Operator II		24.64
30063 - Drafter/CAD Operator III		27.47
30064 - Drafter/CAD Operator IV		33.80
30081 - Engineering Technician I		17.56
30082 - Engineering Technician II		19.70

30083 - Engineering Technician III		22.03
30084 - Engineering Technician IV		27.30
30085 - Engineering Technician V		33.40
30086 - Engineering Technician VI		40.41
30090 - Environmental Technician		28.62
30095 - Evidence Control Specialist		28.62
30210 - Laboratory Technician		25.75
30221 - Latent Fingerprint Technician I		31.70
30222 - Latent Fingerprint Technician II		35.00
30240 - Mathematical Technician		30.53
30361 - Paralegal/Legal Assistant I		22.12
30362 - Paralegal/Legal Assistant II		27.41
30363 - Paralegal/Legal Assistant III		33.52
30364 - Paralegal/Legal Assistant IV		40.56
30375 - Petroleum Supply Specialist		35.00
30390 - Photo-Optics Technician		30.53
30395 - Radiation Control Technician		35.00
30461 - Technical Writer I		28.62
30462 - Technical Writer II		35.00
30463 - Technical Writer III		42.35
30491 - Unexploded Ordnance (UXO) Technician I		31.83
30492 - Unexploded Ordnance (UXO) Technician II		38.52
30493 - Unexploded Ordnance (UXO) Technician III		46.16
30494 - Unexploded (UXO) Safety Escort		31.83
30495 - Unexploded (UXO) Sweep Personnel		31.83
30501 - Weather Forecaster I		33.80
30502 - Weather Forecaster II		41.11
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.47
30621 - Weather Observer, Senior	(see 2)	28.62
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		38.52
31020 - Bus Aide		13.59
31030 - Bus Driver		19.83
31043 - Driver Courier		16.69
31260 - Parking and Lot Attendant		12.00
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		14.29
31361 - Truckdriver, Light		18.26
31362 - Truckdriver, Medium		19.83
31363 - Truckdriver, Heavy		24.69
31364 - Truckdriver, Tractor-Trailer		24.69
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.78
99030 - Cashier		12.74
99050 - Desk Clerk		13.40
99095 - Embalmer		31.83
99130 - Flight Follower		31.83
99251 - Laboratory Animal Caretaker I		23.31
99252 - Laboratory Animal Caretaker II		25.45
99260 - Marketing Analyst		27.96
99310 - Mortician		31.83
99410 - Pest Controller		27.83
99510 - Photofinishing Worker		16.73
99710 - Recycling Laborer		25.48
99711 - Recycling Specialist		31.29
99730 - Refuse Collector		22.50
99810 - Sales Clerk		14.82
99820 - School Crossing Guard		16.84
99830 - Survey Party Chief		29.52
99831 - Surveying Aide		17.69
99832 - Surveying Technician		22.66
99840 - Vending Machine Attendant		23.42
99841 - Vending Machine Repairer		29.44
99842 - Vending Machine Repairer Helper		23.42

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 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 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))."""