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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.: 2015-4215
Revision No.: 31
Date Of Last Revision: 5/13/2026

State: Delaware, Maryland, New Jersey

Area: Delaware Counties of New Castle

Maryland Counties of Cecil

New Jersey Counties of Salem

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.64
01012 - Accounting Clerk II		22.05
01013 - Accounting Clerk III		24.66
01020 - Administrative Assistant		37.15
01035 - Court Reporter		34.17
01041 - Customer Service Representative I		17.77
01042 - Customer Service Representative II		19.40
01043 - Customer Service Representative III		21.77
01051 - Data Entry Operator I		17.92
01052 - Data Entry Operator II		19.55
01060 - Dispatcher, Motor Vehicle		23.56
01070 - Document Preparation Clerk		19.71
01090 - Duplicating Machine Operator		19.71
01111 - General Clerk I		18.07
01112 - General Clerk II		19.72
01113 - General Clerk III		22.13
01120 - Housing Referral Assistant		25.61
01141 - Messenger Courier		18.43
01191 - Order Clerk I		19.10
01192 - Order Clerk II		20.83
01261 - Personnel Assistant (Employment) I		19.44
01262 - Personnel Assistant (Employment) II		21.74
01263 - Personnel Assistant (Employment) III		24.23
01270 - Production Control Clerk		27.42
01290 - Rental Clerk		20.80
01300 - Scheduler, Maintenance		20.54
01311 - Secretary I		20.54
01312 - Secretary II		22.98
01313 - Secretary III		25.61
01320 - Service Order Dispatcher		21.06
01410 - Supply Technician		37.15
01420 - Survey Worker		22.22
01460 - Switchboard Operator/Receptionist		18.08
01531 - Travel Clerk I		19.82
01532 - Travel Clerk II		21.11
01533 - Travel Clerk III		23.61
01611 - Word Processor I		19.10
01612 - Word Processor II		21.44
01613 - Word Processor III		23.98
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		27.42
05010 - Automotive Electrician		26.77
05040 - Automotive Glass Installer		25.64
05070 - Automotive Worker		25.64
05110 - Mobile Equipment Servicer		23.28
05130 - Motor Equipment Metal Mechanic		27.80
05160 - Motor Equipment Metal Worker		25.64
05190 - Motor Vehicle Mechanic		27.80
05220 - Motor Vehicle Mechanic Helper		21.92
05250 - Motor Vehicle Upholstery Worker		24.53
05280 - Motor Vehicle Wrecker		25.64
05310 - Painter, Automotive		26.77
05340 - Radiator Repair Specialist		25.64
05370 - Tire Repairer		19.24
05400 - Transmission Repair Specialist		27.80

07000 - Food Preparation And Service Occupations
07010 - Baker 17.39
07041 - Cook I 18.78
07042 - Cook II 20.69
07070 - Dishwasher 15.20
07130 - Food Service Worker 16.00
07210 - Meat Cutter 21.72
07260 - Waiter/Waitress 16.68

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.11
09040 - Furniture Handler 17.39
09080 - Furniture Refinisher 22.88
09090 - Furniture Refinisher Helper 19.50
09110 - Furniture Repairer, Minor 21.21
09130 - Upholsterer 21.37

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 16.60
11060 - Elevator Operator 17.52
11090 - Gardener 22.75
11122 - Housekeeping Aide 17.52
11150 - Janitor 17.52
11210 - Laborer, Grounds Maintenance 18.60
11240 - Maid or Houseman 16.88
11260 - Pruner 17.17
11270 - Tractor Operator 21.42
11330 - Trail Maintenance Worker 18.60
11360 - Window Cleaner 18.98

12000 - Health Occupations
12010 - Ambulance Driver 21.94
12011 - Breath Alcohol Technician 28.96
12012 - Certified Occupational Therapist Assistant 32.82
12015 - Certified Physical Therapist Assistant 31.14
12020 - Dental Assistant 24.13
12025 - Dental Hygienist 48.54
12030 - EKG Technician 34.17
12035 - Electroneurodiagnostic Technologist 34.17
12040 - Emergency Medical Technician 21.94
12071 - Licensed Practical Nurse I 25.89
12072 - Licensed Practical Nurse II 28.96
12073 - Licensed Practical Nurse III 32.28
12100 - Medical Assistant 22.04
12130 - Medical Laboratory Technician 31.70
12160 - Medical Record Clerk 21.22
12190 - Medical Record Technician 23.74
12195 - Medical Transcriptionist 21.32
12210 - Nuclear Medicine Technologist 47.53
12221 - Nursing Assistant I 15.00
12222 - Nursing Assistant II 16.87
12223 - Nursing Assistant III 18.42
12224 - Nursing Assistant IV 20.67
12235 - Optical Dispenser 23.48
12236 - Optical Technician 21.24
12250 - Pharmacy Technician 18.97
12280 - Phlebotomist 22.54
12305 - Radiologic Technologist 37.58
12311 - Registered Nurse I 29.51
12312 - Registered Nurse II 33.65
12313 - Registered Nurse II, Specialist 33.65
12314 - Registered Nurse III 40.71
12315 - Registered Nurse III, Anesthetist 40.71
12316 - Registered Nurse IV 48.80
12317 - Scheduler (Drug and Alcohol Testing) 35.88
12320 - Substance Abuse Treatment Counselor 28.74

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 26.41
13012 - Exhibits Specialist II 32.70
13013 - Exhibits Specialist III 40.01
13041 - Illustrator I 26.81
13042 - Illustrator II 33.22
13043 - Illustrator III 40.03
13047 - Librarian 36.78
13050 - Library Aide/Clerk 18.26
13054 - Library Information Technology Systems Administrator 33.22
13058 - Library Technician 21.80
13061 - Media Specialist I 23.60
13062 - Media Specialist II 26.41
13063 - Media Specialist III 29.43
13071 - Photographer I 20.00
13072 - Photographer II 22.37
13073 - Photographer III 27.72
13074 - Photographer IV 33.91
13075 - Photographer V 41.02
13090 - Technical Order Library Clerk 21.44
13110 - Video Teleconference Technician 27.43

14000 - Information Technology Occupations
14041 - Computer Operator I 24.79
14042 - Computer Operator II 27.73
14043 - Computer Operator III 30.90
14044 - Computer Operator IV 34.35
14045 - Computer Operator V 38.04
14071 - Computer Programmer I (see 1)

14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 24.79
14160 - Personal Computer Support Technician 34.35
14170 - System Support Specialist 38.04

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor
(Non-Rated) 33.89
15020 - Aircrew Training Devices Instructor (Rated) 41.01
15030 - Air Crew Training Devices Instructor
(Pilot) 49.16
15050 - Computer Based Training Specialist /
Instructor 33.89
15060 - Educational Technologist 36.59
15070 - Flight Instructor (Pilot) 49.16
15080 - Graphic Artist 29.42
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 49.16
15086 - Maintenance Test Pilot, Rotary Wing 49.16
15088 - Non-Maintenance Test/Co-Pilot 49.16
15090 - Technical Instructor 28.59
15095 - Technical Instructor/Course Developer 34.96
15110 - Test Proctor 23.08
15120 - Tutor 23.08

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 16.95
16030 - Counter Attendant 16.95
16040 - Dry Cleaner 19.38
16070 - Finisher, Flatwork, Machine 16.95
16090 - Presser, Hand 16.95
16110 - Presser, Machine, Drycleaning 16.95
16130 - Presser, Machine, Shirts 16.95
16160 - Presser, Machine, Wearing Apparel, Laundry 16.95
16190 - Sewing Machine Operator 20.19
16220 - Tailor 21.00
16250 - Washer, Machine 17.76

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.71
19040 - Tool And Die Maker 32.31

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 25.96
21030 - Material Coordinator 27.30
21040 - Material Expediter 27.30
21050 - Material Handling Laborer 20.34
21071 - Order Filler 17.63
21080 - Production Line Worker (Food Processing) 25.96
21110 - Shipping Packer 21.37
21130 - Shipping/Receiving Clerk 21.37
21140 - Store Worker I 19.47
21150 - Stock Clerk 24.71
21210 - Tools And Parts Attendant 25.96
21410 - Warehouse Specialist 25.96

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 38.46
23019 - Aircraft Logs and Records Technician 32.63
23021 - Aircraft Mechanic I 36.98
23022 - Aircraft Mechanic II 38.46
23023 - Aircraft Mechanic III 39.83
23040 - Aircraft Mechanic Helper 29.16
23050 - Aircraft, Painter 35.61
23060 - Aircraft Servicer 32.63
23070 - Aircraft Survival Flight Equipment
Technician 35.61
23080 - Aircraft Worker 34.11
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 34.11
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 36.98
23110 - Appliance Mechanic 25.53
23120 - Bicycle Repairer 21.53
23125 - Cable Splicer 55.66
23130 - Carpenter, Maintenance 29.98
23140 - Carpet Layer 29.21
23160 - Electrician, Maintenance 35.60
23181 - Electronics Technician Maintenance I 33.73
23182 - Electronics Technician Maintenance II 35.21
23183 - Electronics Technician Maintenance III 36.57
23260 - Fabric Worker 29.13
23290 - Fire Alarm System Mechanic 29.60
23310 - Fire Extinguisher Repairer 29.39
23311 - Fuel Distribution System Mechanic 40.67
23312 - Fuel Distribution System Operator 34.05
23370 - General Maintenance Worker 24.33
23380 - Ground Support Equipment Mechanic 36.98
23381 - Ground Support Equipment Servicer 32.63
23382 - Ground Support Equipment Worker 34.11
23391 - Gunsmith I 29.39
23392 - Gunsmith II 32.37
23393 - Gunsmith III 35.10
23410 - Heating, Ventilation And Air-Conditioning

Mechanic		30.21
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		31.41
23430 - Heavy Equipment Mechanic		31.45
23440 - Heavy Equipment Operator		32.07
23460 - Instrument Mechanic		36.24
23465 - Laboratory/Shelter Mechanic		33.80
23470 - Laborer		20.34
23510 - Locksmith		31.00
23530 - Machinery Maintenance Mechanic		33.44
23550 - Machinist, Maintenance		28.61
23580 - Maintenance Trades Helper		20.00
23591 - Metrology Technician I		36.24
23592 - Metrology Technician II		37.69
23593 - Metrology Technician III		39.02
23640 - Millwright		33.86
23710 - Office Appliance Repairer		23.64
23760 - Painter, Maintenance		26.83
23790 - Pipefitter, Maintenance		34.89
23810 - Plumber, Maintenance		33.59
23820 - Pneudraulic Systems Mechanic		35.10
23850 - Rigger		31.74
23870 - Scale Mechanic		32.37
23890 - Sheet-Metal Worker, Maintenance		39.01
23910 - Small Engine Mechanic		23.19
23931 - Telecommunications Mechanic I		33.66
23932 - Telecommunications Mechanic II		35.00
23950 - Telephone Lineman		45.96
23960 - Welder, Combination, Maintenance		26.97
23965 - Well Driller		32.47
23970 - Woodcraft Worker		35.10
23980 - Woodworker		29.39
24000 - Personal Needs Occupations		
24550 - Case Manager		21.67
24570 - Child Care Attendant		15.23
24580 - Child Care Center Clerk		18.99
24610 - Chore Aide		14.20
24620 - Family Readiness And Support Services Coordinator		21.67
24630 - Homemaker		21.67
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		37.21
25040 - Sewage Plant Operator		31.74
25070 - Stationary Engineer		37.21
25190 - Ventilation Equipment Tender		29.34
25210 - Water Treatment Plant Operator		31.74
27000 - Protective Service Occupations		
27004 - Alarm Monitor		26.59
27007 - Baggage Inspector		18.54
27008 - Corrections Officer		29.47
27010 - Court Security Officer		34.50
27030 - Detection Dog Handler		20.76
27040 - Detention Officer		29.47
27070 - Firefighter		39.52
27101 - Guard I		18.54
27102 - Guard II		20.76
27131 - Police Officer I		39.21
27132 - Police Officer II		43.58
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.72
28042 - Carnival Equipment Repairer		19.88
28043 - Carnival Worker		15.00
28210 - Gate Attendant/Gate Tender		20.05
28310 - Lifeguard		15.24
28350 - Park Attendant (Aide)		22.43
28510 - Recreation Aide/Health Facility Attendant		16.37
28515 - Recreation Specialist		27.78
28630 - Sports Official		17.86
28690 - Swimming Pool Operator		21.89
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		33.45
29020 - Hatch Tender		33.45
29030 - Line Handler		33.45
29041 - Stevedore I		32.01
29042 - Stevedore II		34.92
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	50.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	35.01
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	38.56
30021 - Archeological Technician I		20.46
30022 - Archeological Technician II		22.89
30023 - Archeological Technician III		28.35
30030 - Cartographic Technician		28.81
30040 - Civil Engineering Technician		29.92
30051 - Cryogenic Technician I		31.40
30052 - Cryogenic Technician II		34.67
30061 - Drafter/CAD Operator I		20.46
30062 - Drafter/CAD Operator II		22.89
30063 - Drafter/CAD Operator III		25.51

30064 - Drafter/CAD Operator IV		31.40
30081 - Engineering Technician I		19.13
30082 - Engineering Technician II		21.47
30083 - Engineering Technician III		26.18
30084 - Engineering Technician IV		31.87
30085 - Engineering Technician V		38.78
30086 - Engineering Technician VI		44.02
30090 - Environmental Technician		29.13
30095 - Evidence Control Specialist		28.35
30210 - Laboratory Technician		31.54
30221 - Latent Fingerprint Technician I		28.63
30222 - Latent Fingerprint Technician II		31.63
30240 - Mathematical Technician		31.59
30361 - Paralegal/Legal Assistant I		23.86
30362 - Paralegal/Legal Assistant II		29.55
30363 - Paralegal/Legal Assistant III		36.15
30364 - Paralegal/Legal Assistant IV		43.73
30375 - Petroleum Supply Specialist		34.67
30390 - Photo-Optics Technician		28.35
30395 - Radiation Control Technician		34.67
30461 - Technical Writer I		26.93
30462 - Technical Writer II		32.94
30463 - Technical Writer III		39.85
30491 - Unexploded Ordnance (UXO) Technician I		32.27
30492 - Unexploded Ordnance (UXO) Technician II		39.04
30493 - Unexploded Ordnance (UXO) Technician III		46.79
30494 - Unexploded (UXO) Safety Escort		32.27
30495 - Unexploded (UXO) Sweep Personnel		32.27
30501 - Weather Forecaster I		31.40
30502 - Weather Forecaster II		38.19
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.51
30621 - Weather Observer, Senior	(see 2)	28.35
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.04
31020 - Bus Aide		22.99
31030 - Bus Driver		29.63
31043 - Driver Courier		20.39
31260 - Parking and Lot Attendant		15.16
31290 - Shuttle Bus Driver		19.00
31310 - Taxi Driver		17.03
31361 - Truckdriver, Light		21.65
31362 - Truckdriver, Medium		22.82
31363 - Truckdriver, Heavy		28.85
31364 - Truckdriver, Tractor-Trailer		28.85
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.03
99030 - Cashier		15.13
99050 - Desk Clerk		17.11
99095 - Embalmer		33.98
99130 - Flight Follower		32.27
99251 - Laboratory Animal Caretaker I		18.27
99252 - Laboratory Animal Caretaker II		19.40
99260 - Marketing Analyst		37.71
99310 - Mortician		33.98
99410 - Pest Controller		22.65
99510 - Photofinishing Worker		18.64
99710 - Recycling Laborer		24.67
99711 - Recycling Specialist		28.42
99730 - Refuse Collector		22.78
99810 - Sales Clerk		16.17
99820 - School Crossing Guard		18.19
99830 - Survey Party Chief		31.70
99831 - Surveying Aide		20.98
99832 - Surveying Technician		28.87
99840 - Vending Machine Attendant		18.54
99841 - Vending Machine Repairer		21.69
99842 - Vending Machine Repairer Helper		18.54

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 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, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of """"wash and wear"""" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the """"Service Contract Act Directory of Occupations"""", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the """"Service Contract Act Directory of Occupations"""" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."""
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