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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.: 2015-4405
Revision No.: 33
Date Of Last Revision: 5/13/2026

State: North Carolina

Area: North Carolina Counties of Chowan, Pasquotank and Perquimans

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.73
01012 - Accounting Clerk II		18.77
01013 - Accounting Clerk III		21.00
01020 - Administrative Assistant		27.94
01035 - Court Reporter		21.51
01041 - Customer Service Representative I		15.47
01042 - Customer Service Representative II		16.88
01043 - Customer Service Representative III		18.95
01051 - Data Entry Operator I		16.60
01052 - Data Entry Operator II		18.11
01060 - Dispatcher, Motor Vehicle		20.43
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		16.04
01112 - General Clerk II		17.50
01113 - General Clerk III		19.64
01120 - Housing Referral Assistant		23.97
01141 - Messenger Courier		16.26
01191 - Order Clerk I		16.36
01192 - Order Clerk II		18.96
01261 - Personnel Assistant (Employment) I		19.71
01262 - Personnel Assistant (Employment) II		22.04
01263 - Personnel Assistant (Employment) III		24.57
01270 - Production Control Clerk		26.00
01290 - Rental Clerk		17.95
01300 - Scheduler, Maintenance		19.23
01311 - Secretary I		19.23
01312 - Secretary II		21.51
01313 - Secretary III		23.97
01320 - Service Order Dispatcher		18.26
01410 - Supply Technician		27.94
01420 - Survey Worker		17.91
01460 - Switchboard Operator/Receptionist		15.32
01531 - Travel Clerk I		15.57
01532 - Travel Clerk II		16.42
01533 - Travel Clerk III		17.28
01611 - Word Processor I		17.13
01612 - Word Processor II		19.23
01613 - Word Processor III		21.51
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.47
05010 - Automotive Electrician		21.03
05040 - Automotive Glass Installer		20.09
05070 - Automotive Worker		20.09
05110 - Mobile Equipment Servicer		18.15
05130 - Motor Equipment Metal Mechanic		22.17
05160 - Motor Equipment Metal Worker		20.09
05190 - Motor Vehicle Mechanic		22.17
05220 - Motor Vehicle Mechanic Helper		17.13
05250 - Motor Vehicle Upholstery Worker		19.10
05280 - Motor Vehicle Wrecker		20.09
05310 - Painter, Automotive		21.03
05340 - Radiator Repair Specialist		19.74
05370 - Tire Repairer		16.50
05400 - Transmission Repair Specialist		22.17
07000 - Food Preparation And Service Occupations		
07010 - Baker		14.67
07041 - Cook I		14.45
07042 - Cook II		16.43
07070 - Dishwasher		12.45
07130 - Food Service Worker		13.46
07210 - Meat Cutter		17.25
07260 - Waiter/Waitress		10.69
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		21.58

09040 - Furniture Handler 14.67
09080 - Furniture Refinisher 21.38
09090 - Furniture Refinisher Helper 16.60
09110 - Furniture Repairer, Minor 19.16
09130 - Upholsterer 21.58

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 15.52
11060 - Elevator Operator 14.75
11090 - Gardener 20.39
11122 - Housekeeping Aide 14.75
11150 - Janitor 14.75
11210 - Laborer, Grounds Maintenance 15.94
11240 - Maid or Houseman 14.10
11260 - Pruner 14.41
11270 - Tractor Operator 18.87
11330 - Trail Maintenance Worker 15.94
11360 - Window Cleaner 16.33

12000 - Health Occupations
12010 - Ambulance Driver 18.52
12011 - Breath Alcohol Technician 25.53
12012 - Certified Occupational Therapist Assistant 32.92
12015 - Certified Physical Therapist Assistant 32.43
12020 - Dental Assistant 22.13
12025 - Dental Hygienist 40.24
12030 - EKG Technician 35.17
12035 - Electroneurodiagnostic Technologist 35.17
12040 - Emergency Medical Technician 18.52
12071 - Licensed Practical Nurse I 22.83
12072 - Licensed Practical Nurse II 25.53
12073 - Licensed Practical Nurse III 28.47
12100 - Medical Assistant 17.95
12130 - Medical Laboratory Technician 25.05
12160 - Medical Record Clerk 16.51
12190 - Medical Record Technician 18.47
12195 - Medical Transcriptionist 20.75
12210 - Nuclear Medicine Technologist 56.10
12221 - Nursing Assistant I 13.93
12222 - Nursing Assistant II 15.67
12223 - Nursing Assistant III 17.10
12224 - Nursing Assistant IV 19.19
12235 - Optical Dispenser 24.58
12236 - Optical Technician 22.83
12250 - Pharmacy Technician 18.15
12280 - Phlebotomist 17.76
12305 - Radiologic Technologist 31.87
12311 - Registered Nurse I 25.25
12312 - Registered Nurse II 30.88
12313 - Registered Nurse II, Specialist 30.88
12314 - Registered Nurse III 37.36
12315 - Registered Nurse III, Anesthetist 37.36
12316 - Registered Nurse IV 44.79
12317 - Scheduler (Drug and Alcohol Testing) 31.63
12320 - Substance Abuse Treatment Counselor 24.72

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.46
13012 - Exhibits Specialist II 25.36
13013 - Exhibits Specialist III 30.93
13041 - Illustrator I 20.41
13042 - Illustrator II 25.29
13043 - Illustrator III 30.93
13047 - Librarian 32.67
13050 - Library Aide/Clerk 15.25
13054 - Library Information Technology Systems Administrator 25.29
13058 - Library Technician 18.46
13061 - Media Specialist I 18.24
13062 - Media Specialist II 20.41
13063 - Media Specialist III 22.75
13071 - Photographer I 18.10
13072 - Photographer II 20.41
13073 - Photographer III 25.29
13074 - Photographer IV 30.68
13075 - Photographer V 37.11
13090 - Technical Order Library Clerk 19.37
13110 - Video Teleconference Technician 18.24

14000 - Information Technology Occupations
14041 - Computer Operator I 18.83
14042 - Computer Operator II 21.05
14043 - Computer Operator III 23.49
14044 - Computer Operator IV 26.10
14045 - Computer Operator V 28.90
14071 - Computer Programmer I (see 1) 20.50
14072 - Computer Programmer II (see 1) 25.40
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 18.83
14160 - Personal Computer Support Technician 26.10
14170 - System Support Specialist 28.90

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.46
15020 - Aircrew Training Devices Instructor (Rated) 41.69
15030 - Air Crew Training Devices Instructor (Pilot) 49.98
15050 - Computer Based Training Specialist / Instructor 34.46
15060 - Educational Technologist 31.98

15070 - Flight Instructor (Pilot) 49.98
15080 - Graphic Artist 24.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 49.98
15086 - Maintenance Test Pilot, Rotary Wing 49.98
15088 - Non-Maintenance Test/Co-Pilot 49.98
15090 - Technical Instructor 20.94
15095 - Technical Instructor/Course Developer 25.61
15110 - Test Proctor 17.61
15120 - Tutor 17.61

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.65
16030 - Counter Attendant 10.65
16040 - Dry Cleaner 13.03
16070 - Finisher, Flatwork, Machine 10.65
16090 - Presser, Hand 10.65
16110 - Presser, Machine, Drycleaning 10.65
16130 - Presser, Machine, Shirts 10.65
16160 - Presser, Machine, Wearing Apparel, Laundry 10.65
16190 - Sewing Machine Operator 13.87
16220 - Tailor 14.70
16250 - Washer, Machine 11.43

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.55
19040 - Tool And Die Maker 32.38

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.10
21030 - Material Coordinator 26.00
21040 - Material Expediter 26.00
21050 - Material Handling Laborer 16.44
21071 - Order Filler 15.03
21080 - Production Line Worker (Food Processing) 18.10
21110 - Shipping Packer 17.71
21130 - Shipping/Receiving Clerk 17.71
21140 - Store Worker I 15.20
21150 - Stock Clerk 20.51
21210 - Tools And Parts Attendant 18.10
21410 - Warehouse Specialist 18.10

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 38.47
23019 - Aircraft Logs and Records Technician 30.61
23021 - Aircraft Mechanic I 36.53
23022 - Aircraft Mechanic II 38.47
23023 - Aircraft Mechanic III 40.37
23040 - Aircraft Mechanic Helper 26.37
23050 - Aircraft, Painter 34.62
23060 - Aircraft Servicer 30.61
23070 - Aircraft Survival Flight Equipment
Technician 34.62
23080 - Aircraft Worker 32.53
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 32.53
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 36.53
23110 - Appliance Mechanic 26.23
23120 - Bicycle Repairer 21.94
23125 - Cable Splicer 36.15
23130 - Carpenter, Maintenance 21.55
23140 - Carpet Layer 24.95
23160 - Electrician, Maintenance 24.46
23181 - Electronics Technician Maintenance I 36.82
23182 - Electronics Technician Maintenance II 39.04
23183 - Electronics Technician Maintenance III 41.20
23260 - Fabric Worker 23.47
23290 - Fire Alarm System Mechanic 28.01
23310 - Fire Extinguisher Repairer 21.94
23311 - Fuel Distribution System Mechanic 33.03
23312 - Fuel Distribution System Operator 25.87
23370 - General Maintenance Worker 21.19
23380 - Ground Support Equipment Mechanic 36.53
23381 - Ground Support Equipment Servicer 30.61
23382 - Ground Support Equipment Worker 32.53
23391 - Gunsmith I 21.94
23392 - Gunsmith II 24.95
23393 - Gunsmith III 28.01
23410 - Heating, Ventilation And Air-Conditioning
Mechanic 23.42
23411 - Heating, Ventilation And Air Contidioning
Mechanic (Research Facility) 24.67
23430 - Heavy Equipment Mechanic 26.73
23440 - Heavy Equipment Operator 22.44
23460 - Instrument Mechanic 28.01
23465 - Laboratory/Shelter Mechanic 26.55
23470 - Laborer 16.44
23510 - Locksmith 26.55
23530 - Machinery Maintenance Mechanic 28.88
23550 - Machinist, Maintenance 26.43
23580 - Maintenance Trades Helper 17.31
23591 - Metrology Technician I 28.01
23592 - Metrology Technician II 29.50
23593 - Metrology Technician III 30.96
23640 - Millwright 27.57
23710 - Office Appliance Repairer 26.23
23760 - Painter, Maintenance 22.54
23790 - Pipefitter, Maintenance 24.36
23810 - Plumber, Maintenance 23.08
23820 - Pneudraulic Systems Mechanic 28.01
23850 - Rigger 28.01
23870 - Scale Mechanic 24.95
23890 - Sheet-Metal Worker, Maintenance 36.12
23910 - Small Engine Mechanic 22.33
23931 - Telecommunications Mechanic I 29.39

23932 - Telecommunications Mechanic II 30.93
23950 - Telephone Lineman 27.69
23960 - Welder, Combination, Maintenance 23.99
23965 - Well Driller 28.01
23970 - Woodcraft Worker 28.01
23980 - Woodworker 21.94

24000 - Personal Needs Occupations
24550 - Case Manager 19.73
24570 - Child Care Attendant 13.40
24580 - Child Care Center Clerk 16.72
24610 - Chore Aide 13.20
24620 - Family Readiness And Support Services Coordinator 19.73
24630 - Homemaker 19.73

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.69
25040 - Sewage Plant Operator 23.28
25070 - Stationary Engineer 27.69
25190 - Ventilation Equipment Tender 21.03
25210 - Water Treatment Plant Operator 23.28

27000 - Protective Service Occupations
27004 - Alarm Monitor 18.60
27007 - Baggage Inspector 15.97
27008 - Corrections Officer 22.64
27010 - Court Security Officer 21.92
27030 - Detection Dog Handler 18.27
27040 - Detention Officer 22.64
27070 - Firefighter 20.37
27101 - Guard I 15.97
27102 - Guard II 18.27
27131 - Police Officer I 24.17
27132 - Police Officer II 26.86

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.61
28042 - Carnival Equipment Repairer 15.79
28043 - Carnival Worker 11.16
28210 - Gate Attendant/Gate Tender 19.23
28310 - Lifeguard 17.14
28350 - Park Attendant (Aide) 21.53
28510 - Recreation Aide/Health Facility Attendant 15.71
28515 - Recreation Specialist 26.65
28630 - Sports Official 17.14
28690 - Swimming Pool Operator 17.92

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.21
29020 - Hatch Tender 27.21
29030 - Line Handler 27.21
29041 - Stevedore I 25.62
29042 - Stevedore II 28.85

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 48.11
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 33.18
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 36.53
30021 - Archeological Technician I 19.40
30022 - Archeological Technician II 21.70
30023 - Archeological Technician III 26.88
30030 - Cartographic Technician 26.88
30040 - Civil Engineering Technician 29.35
30051 - Cryogenic Technician I 23.36
30052 - Cryogenic Technician II 25.81
30061 - Drafter/CAD Operator I 19.40
30062 - Drafter/CAD Operator II 21.70
30063 - Drafter/CAD Operator III 24.18
30064 - Drafter/CAD Operator IV 29.77
30081 - Engineering Technician I 19.60
30082 - Engineering Technician II 21.77
30083 - Engineering Technician III 24.85
30084 - Engineering Technician IV 30.16
30085 - Engineering Technician V 36.89
30086 - Engineering Technician VI 44.64
30090 - Environmental Technician 21.87
30095 - Evidence Control Specialist 21.10
30210 - Laboratory Technician 22.45
30221 - Latent Fingerprint Technician I 23.36
30222 - Latent Fingerprint Technician II 25.81
30240 - Mathematical Technician 26.88
30361 - Paralegal/Legal Assistant I 23.36
30362 - Paralegal/Legal Assistant II 28.93
30363 - Paralegal/Legal Assistant III 35.39
30364 - Paralegal/Legal Assistant IV 42.81
30375 - Petroleum Supply Specialist 25.81
30390 - Photo-Optics Technician 26.88
30395 - Radiation Control Technician 25.81
30461 - Technical Writer I 25.41
30462 - Technical Writer II 31.06
30463 - Technical Writer III 37.59
30491 - Unexploded Ordnance (UXO) Technician I 30.58
30492 - Unexploded Ordnance (UXO) Technician II 37.00
30493 - Unexploded Ordnance (UXO) Technician III 44.34
30494 - Unexploded (UXO) Safety Escort 30.58
30495 - Unexploded (UXO) Sweep Personnel 30.58
30501 - Weather Forecaster I 29.77
30502 - Weather Forecaster II 36.21
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.18
30621 - Weather Observer, Senior (see 2) 26.88

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	37.00
31020 - Bus Aide	12.62
31030 - Bus Driver	17.24
31043 - Driver Courier	16.15
31260 - Parking and Lot Attendant	12.55
31290 - Shuttle Bus Driver	14.26
31310 - Taxi Driver	14.26
31361 - Truckdriver, Light	17.52
31362 - Truckdriver, Medium	18.74
31363 - Truckdriver, Heavy	22.66
31364 - Truckdriver, Tractor-Trailer	22.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.04
99030 - Cashier	12.54
99050 - Desk Clerk	13.84
99095 - Embalmer	30.76
99130 - Flight Follower	30.58
99251 - Laboratory Animal Caretaker I	16.85
99252 - Laboratory Animal Caretaker II	18.22
99260 - Marketing Analyst	29.28
99310 - Mortician	30.76
99410 - Pest Controller	18.32
99510 - Photofinishing Worker	16.07
99710 - Recycling Laborer	16.46
99711 - Recycling Specialist	18.57
99730 - Refuse Collector	15.17
99810 - Sales Clerk	14.40
99820 - School Crossing Guard	16.94
99830 - Survey Party Chief	27.85
99831 - Surveying Aide	17.39
99832 - Surveying Technician	25.32
99840 - Vending Machine Attendant	21.12
99841 - Vending Machine Repairer	25.89
99842 - Vending Machine Repairer Helper	21.12

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 1
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))."""
"