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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210
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| Wage Determination No.: 2015-5231
Daniel W. Simms Division of | Revision No.: 33
Director Wage Determinations| Date Of Last Revision: 8/6/2026

State: Texas

Area: Texas Counties of Johnson, Parker, Tarrant and Wise

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE FOOTNOTE RATE
01000 - Administrative Support And Clerical Occupations
01011 - Accounting Clerk I 19.80
01012 - Accounting Clerk II 22.22
01013 - Accounting Clerk III 24.86
01020 - Administrative Assistant 38.57
01035 - Court Reporter 33.68
01041 - Customer Service Representative I 17.67
01042 - Customer Service Representative II 19.28
01043 - Customer Service Representative III 21.63
01051 - Data Entry Operator I 19.00
01052 - Data Entry Operator II 20.73
01060 - Dispatcher, Motor Vehicle 23.09
01070 - Document Preparation Clerk 18.70
01090 - Duplicating Machine Operator 18.70
01111 - General Clerk I 17.30
01112 - General Clerk II 18.88
01113 - General Clerk III 21.18
01120 - Housing Referral Assistant 25.44
01141 - Messenger Courier 20.02
01191 - Order Clerk I 20.09
01192 - Order Clerk II 21.92
01261 - Personnel Assistant (Employment) I 20.09
01262 - Personnel Assistant (Employment) II 22.48
01263 - Personnel Assistant (Employment) III 25.07
01270 - Production Control Clerk 27.09
01290 - Rental Clerk 18.32
01300 - Scheduler, Maintenance 20.39
01311 - Secretary I 20.39
01312 - Secretary II 22.81
01313 - Secretary III 25.44
01320 - Service Order Dispatcher 20.64
01410 - Supply Technician 38.57
01420 - Survey Worker 22.75
01460 - Switchboard Operator/Receptionist 17.82
01531 - Travel Clerk I 21.10
01532 - Travel Clerk II 23.67
01533 - Travel Clerk III 26.35
01611 - Word Processor I 18.66
01612 - Word Processor II 20.93
01613 - Word Processor III 23.42

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 27.54
05010 - Automotive Electrician 24.33
05040 - Automotive Glass Installer 23.07
05070 - Automotive Worker 23.07
05110 - Mobile Equipment Servicer 20.09
05130 - Motor Equipment Metal Mechanic 25.62
05160 - Motor Equipment Metal Worker 23.07
05190 - Motor Vehicle Mechanic 25.62
05220 - Motor Vehicle Mechanic Helper 18.35
05250 - Motor Vehicle Upholstery Worker 21.81
05280 - Motor Vehicle Wrecker 23.07
05310 - Painter, Automotive 24.33
05340 - Radiator Repair Specialist 23.07
05370 - Tire Repairer 17.87
05400 - Transmission Repair Specialist 25.62

07000 - Food Preparation And Service Occupations
07010 - Baker 16.52

07041 - Cook I 17.96
07042 - Cook II 20.63
07070 - Dishwasher 15.00
07130 - Food Service Worker 14.78
07210 - Meat Cutter 18.29
07260 - Waiter/Waitress 12.96

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.73
09040 - Furniture Handler 12.67
09080 - Furniture Refinisher 20.62
09090 - Furniture Refinisher Helper 15.56
09110 - Furniture Repairer, Minor 18.49
09130 - Upholsterer 20.55

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 15.23
11060 - Elevator Operator 16.76
11090 - Gardener 24.34
11122 - Housekeeping Aide 16.76
11150 - Janitor 16.76
11210 - Laborer, Grounds Maintenance 18.12
11240 - Maid or Houseman 15.22
11260 - Pruner 15.99
11270 - Tractor Operator 22.25
11330 - Trail Maintenance Worker 18.12
11360 - Window Cleaner 18.99

12000 - Health Occupations
12010 - Ambulance Driver 18.50
12011 - Breath Alcohol Technician 27.75
12012 - Certified Occupational Therapist Assistant 39.02
12015 - Certified Physical Therapist Assistant 38.64
12020 - Dental Assistant 22.87
12025 - Dental Hygienist 48.68
12030 - EKG Technician 29.97
12035 - Electroneurodiagnostic Technologist 29.97
12040 - Emergency Medical Technician 18.50
12071 - Licensed Practical Nurse I 24.81
12072 - Licensed Practical Nurse II 27.75
12073 - Licensed Practical Nurse III 30.95
12100 - Medical Assistant 20.72
12130 - Medical Laboratory Technician 28.50
12160 - Medical Record Clerk 22.41
12190 - Medical Record Technician 25.07
12195 - Medical Transcriptionist 20.16
12210 - Nuclear Medicine Technologist 51.07
12221 - Nursing Assistant I 15.10
12222 - Nursing Assistant II 16.98
12223 - Nursing Assistant III 18.53
12224 - Nursing Assistant IV 20.79
12235 - Optical Dispenser 21.45
12236 - Optical Technician 18.40
12250 - Pharmacy Technician 22.24
12280 - Phlebotomist 22.34
12305 - Radiologic Technologist 39.97
12311 - Registered Nurse I 29.38
12312 - Registered Nurse II 35.93
12313 - Registered Nurse II, Specialist 35.93
12314 - Registered Nurse III 43.47
12315 - Registered Nurse III, Anesthetist 43.47
12316 - Registered Nurse IV 52.12
12317 - Scheduler (Drug and Alcohol Testing) 34.38
12320 - Substance Abuse Treatment Counselor 30.08

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 23.02
13012 - Exhibits Specialist II 28.52
13013 - Exhibits Specialist III 34.89
13041 - Illustrator I 24.95
13042 - Illustrator II 30.91
13043 - Illustrator III 37.82
13047 - Librarian 35.74
13050 - Library Aide/Clerk 16.63
13054 - Library Information Technology Systems
Administrator 32.27
13058 - Library Technician 19.59
13061 - Media Specialist I 23.28
13062 - Media Specialist II 26.05
13063 - Media Specialist III 29.05
13071 - Photographer I 21.14
13072 - Photographer II 23.65
13073 - Photographer III 29.30
13074 - Photographer IV 35.84
13075 - Photographer V 43.37
13090 - Technical Order Library Clerk 20.88
13110 - Video Teleconference Technician 26.88

14000 - Information Technology Occupations
14041 - Computer Operator I 24.21
14042 - Computer Operator II 27.07
14043 - Computer Operator III 30.19
14044 - Computer Operator IV 33.55
14045 - Computer Operator V 37.15
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 24.21
14160 - Personal Computer Support Technician 33.55
14170 - System Support Specialist 40.81

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor
(Non-Rated) 40.61
15020 - Aircrew Training Devices Instructor (Rated) 49.14
15030 - Air Crew Training Devices Instructor
(Pilot) 58.90
15050 - Computer Based Training Specialist /
Instructor 40.61
15060 - Educational Technologist 38.82
15070 - Flight Instructor (Pilot) 58.90
15080 - Graphic Artist 30.66
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 58.90
15086 - Maintenance Test Pilot, Rotary Wing 58.90
15088 - Non-Maintenance Test/Co-Pilot 58.90
15090 - Technical Instructor 27.91
15095 - Technical Instructor/Course Developer 34.14
15110 - Test Proctor 22.53
15120 - Tutor 22.53

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 12.78
16030 - Counter Attendant 12.78
16040 - Dry Cleaner 16.42
16070 - Finisher, Flatwork, Machine 12.78
16090 - Presser, Hand 12.78
16110 - Presser, Machine, Drycleaning 12.78
16130 - Presser, Machine, Shirts 12.78
16160 - Presser, Machine, Wearing Apparel, Laundry 12.78
16190 - Sewing Machine Operator 17.41
16220 - Tailor 18.71
16250 - Washer, Machine 14.05

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.17
19040 - Tool And Die Maker 30.45

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.79
21030 - Material Coordinator 27.09
21040 - Material Expediter 27.09
21050 - Material Handling Laborer 18.52
21071 - Order Filler 18.07
21080 - Production Line Worker (Food Processing) 22.79
21110 - Shipping Packer 21.30
21130 - Shipping/Receiving Clerk 21.30
21140 - Store Worker I 14.79
21150 - Stock Clerk 21.44
21210 - Tools And Parts Attendant 22.79
21410 - Warehouse Specialist 22.79

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 47.83
23019 - Aircraft Logs and Records Technician 38.84
23021 - Aircraft Mechanic I 45.63
23022 - Aircraft Mechanic II 47.83
23023 - Aircraft Mechanic III 50.04
23040 - Aircraft Mechanic Helper 32.70
23050 - Aircraft, Painter 43.34
23060 - Aircraft Servicer 38.84
23070 - Aircraft Survival Flight Equipment
Technician 43.34
23080 - Aircraft Worker 41.10
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 41.10
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 45.63
23110 - Appliance Mechanic 23.73
23120 - Bicycle Repairer 20.03
23125 - Cable Splicer 37.46
23130 - Carpenter, Maintenance 23.44
23140 - Carpet Layer 22.33
23160 - Electrician, Maintenance 28.37
23181 - Electronics Technician Maintenance I 31.84
23182 - Electronics Technician Maintenance II 33.57
23183 - Electronics Technician Maintenance III 35.35
23260 - Fabric Worker 25.68
23290 - Fire Alarm System Mechanic 26.81
23310 - Fire Extinguisher Repairer 23.65
23311 - Fuel Distribution System Mechanic 26.58
23312 - Fuel Distribution System Operator 20.83
23370 - General Maintenance Worker 23.49
23380 - Ground Support Equipment Mechanic 45.63
23381 - Ground Support Equipment Servicer 38.84
23382 - Ground Support Equipment Worker 41.10
23391 - Gunsmith I 23.65
23392 - Gunsmith II 27.17
23393 - Gunsmith III 30.16
23410 - Heating, Ventilation And Air-Conditioning
Mechanic 28.63
23411 - Heating, Ventilation And Air Contidioning
Mechanic (Research Facility) 30.01

23430 - Heavy Equipment Mechanic 30.22
23440 - Heavy Equipment Operator 24.70
23460 - Instrument Mechanic 30.16
23465 - Laboratory/Shelter Mechanic 28.65
23470 - Laborer 18.52
23510 - Locksmith 23.68
23530 - Machinery Maintenance Mechanic 30.47
23550 - Machinist, Maintenance 28.76
23580 - Maintenance Trades Helper 18.78
23591 - Metrology Technician I 30.16
23592 - Metrology Technician II 31.62
23593 - Metrology Technician III 33.08
23640 - Millwright 31.49
23710 - Office Appliance Repairer 22.39
23760 - Painter, Maintenance 21.90
23790 - Pipefitter, Maintenance 31.01
23810 - Plumber, Maintenance 29.45
23820 - Pneudraulic Systems Mechanic 30.16
23850 - Rigger 26.44
23870 - Scale Mechanic 27.17
23890 - Sheet-Metal Worker, Maintenance 27.32
23910 - Small Engine Mechanic 24.18
23931 - Telecommunications Mechanic I 29.53
23932 - Telecommunications Mechanic II 30.96
23950 - Telephone Lineman 37.78
23960 - Welder, Combination, Maintenance 24.82
23965 - Well Driller 29.17
23970 - Woodcraft Worker 30.16
23980 - Woodworker 23.65

24000 - Personal Needs Occupations
24550 - Case Manager 22.52
24570 - Child Care Attendant 14.96
24580 - Child Care Center Clerk 18.66
24610 - Chore Aide 12.93
24620 - Family Readiness And Support Services
Coordinator 22.52
24630 - Homemaker 22.52

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 34.68
25040 - Sewage Plant Operator 24.90
25070 - Stationary Engineer 34.68
25190 - Ventilation Equipment Tender 24.85
25210 - Water Treatment Plant Operator 24.90

27000 - Protective Service Occupations
27004 - Alarm Monitor 28.02
27007 - Baggage Inspector 17.63
27008 - Corrections Officer 28.33
27010 - Court Security Officer 29.77
27030 - Detection Dog Handler 19.72
27040 - Detention Officer 28.33
27070 - Firefighter 31.46
27101 - Guard I 17.63
27102 - Guard II 19.72
27131 - Police Officer I 40.21
27132 - Police Officer II 44.67

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.90
28042 - Carnival Equipment Repairer 20.68
28043 - Carnival Worker 13.59
28210 - Gate Attendant/Gate Tender 19.26
28310 - Lifeguard 14.31
28350 - Park Attendant (Aide) 21.55
28510 - Recreation Aide/Health Facility Attendant 15.73
28515 - Recreation Specialist 26.69
28630 - Sports Official 17.16
28690 - Swimming Pool Operator 23.76

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 34.00
29020 - Hatch Tender 34.00
29030 - Line Handler 34.00
29041 - Stevedore I 32.14
29042 - Stevedore II 35.85

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center
(HFO) (see 2) 50.59
30011 - Air Traffic Control Specialist, Station
(HFO) (see 2) 34.88
30012 - Air Traffic Control Specialist, Terminal
(HFO) (see 2) 38.42
30021 - Archeological Technician I 20.95
30022 - Archeological Technician II 23.44
30023 - Archeological Technician III 29.04
30030 - Cartographic Technician 29.04
30040 - Civil Engineering Technician 31.93
30051 - Cryogenic Technician I 32.16
30052 - Cryogenic Technician II 35.52
30061 - Drafter/CAD Operator I 20.95
30062 - Drafter/CAD Operator II 23.44
30063 - Drafter/CAD Operator III 26.14
30064 - Drafter/CAD Operator IV 32.16
30081 - Engineering Technician I 19.32
30082 - Engineering Technician II 21.67

30083 - Engineering Technician III 24.23
30084 - Engineering Technician IV 30.03
30085 - Engineering Technician V 36.74
30086 - Engineering Technician VI 44.45
30090 - Environmental Technician 25.86
30095 - Evidence Control Specialist 29.04
30210 - Laboratory Technician 30.29
30221 - Latent Fingerprint Technician I 28.73
30222 - Latent Fingerprint Technician II 31.74
30240 - Mathematical Technician 36.94
30361 - Paralegal/Legal Assistant I 24.54
30362 - Paralegal/Legal Assistant II 30.40
30363 - Paralegal/Legal Assistant III 37.19
30364 - Paralegal/Legal Assistant IV 45.00
30375 - Petroleum Supply Specialist 35.52
30390 - Photo-Optics Technician 29.04
30395 - Radiation Control Technician 35.52
30461 - Technical Writer I 31.09
30462 - Technical Writer II 38.02
30463 - Technical Writer III 45.99
30491 - Unexploded Ordnance (UXO) Technician I 32.15
30492 - Unexploded Ordnance (UXO) Technician II 38.90
30493 - Unexploded Ordnance (UXO) Technician III 46.63
30494 - Unexploded (UXO) Safety Escort 32.15
30495 - Unexploded (UXO) Sweep Personnel 32.15
30501 - Weather Forecaster I 32.16
30502 - Weather Forecaster II 39.12
30620 - Weather Observer, Combined Upper Air Or
Surface Programs (see 2) 26.14
30621 - Weather Observer, Senior (see 2) 29.04

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 38.90
31020 - Bus Aide 18.50
31030 - Bus Driver 26.98
31043 - Driver Courier 19.61
31260 - Parking and Lot Attendant 15.28
31290 - Shuttle Bus Driver 18.53
31310 - Taxi Driver 13.24
31361 - Truckdriver, Light 21.46
31362 - Truckdriver, Medium 23.30
31363 - Truckdriver, Heavy 28.62
31364 - Truckdriver, Tractor-Trailer 28.62

99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 18.97
99030 - Cashier 14.38
99050 - Desk Clerk 16.74
99095 - Embalmer 28.11
99130 - Flight Follower 32.15
99251 - Laboratory Animal Caretaker I 17.33
99252 - Laboratory Animal Caretaker II 18.96
99260 - Marketing Analyst 37.40
99310 - Mortician 26.46
99410 - Pest Controller 23.95
99510 - Photofinishing Worker 16.78
99710 - Recycling Laborer 26.12
99711 - Recycling Specialist 32.08
99730 - Refuse Collector 23.06
99810 - Sales Clerk 16.06
99820 - School Crossing Guard 15.93
99830 - Survey Party Chief 32.88
99831 - Surveying Aide 19.07
99832 - Surveying Technician 24.00
99840 - Vending Machine Attendant 19.11
99841 - Vending Machine Repairer 24.02
99842 - Vending Machine Repairer Helper 19.11

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))."""