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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.: 2015-5707 Revision No.: 29 Date Of Last Revision: 5/13/2026

State: Puerto Rico

Area: Puerto Rico Counties of Aguas Buenas, Aibonito, Barceloneta, Barranquitas, Caguas, Canovanas, Carolina, Catano, Cayey, Ceiba, Ciales, Cidra, Comerio, Corozal, Dorado, Fajardo, Florida, Guaynabo, Gurabo, Humacao, Juncos, Las Piedras, Loiza, Luqillo, Manati, Maunabo, Morovis, Naguabo, Naranjito, Orocovis, Rio Grande, San Juan, San Lorenzo, Toa Alta, Toa Baja, Trujillo Alto, Vega Alta, Vega Baja and Yabucoa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.57
01012 - Accounting Clerk II		15.23
01013 - Accounting Clerk III		17.04
01020 - Administrative Assistant		17.52
01035 - Court Reporter		15.98
01041 - Customer Service Representative I		12.32
01042 - Customer Service Representative II		13.44
01043 - Customer Service Representative III		15.09
01051 - Data Entry Operator I		11.42
01052 - Data Entry Operator II		12.46
01060 - Dispatcher, Motor Vehicle		11.14
01070 - Document Preparation Clerk		13.13
01090 - Duplicating Machine Operator		13.13
01111 - General Clerk I		11.78
01112 - General Clerk II		12.86
01113 - General Clerk III		14.43

01120 - Housing Referral Assistant	15.40
01141 - Messenger Courier	10.73
01191 - Order Clerk I	12.43
01192 - Order Clerk II	13.56
01261 - Personnel Assistant (Employment) I	13.23
01262 - Personnel Assistant (Employment) II	14.80
01263 - Personnel Assistant (Employment) III	16.49
01270 - Production Control Clerk	16.61
01290 - Rental Clerk	11.18
01300 - Scheduler, Maintenance	12.35
01311 - Secretary I	12.35
01312 - Secretary II	13.81
01313 - Secretary III	15.40
01320 - Service Order Dispatcher	10.23
01410 - Supply Technician	17.52
01420 - Survey Worker	11.38
01460 - Switchboard Operator/Receptionist	10.54
01531 - Travel Clerk I	13.26
01532 - Travel Clerk II	14.61
01533 - Travel Clerk III	16.10
01611 - Word Processor I	16.43
01612 - Word Processor II	18.44
01613 - Word Processor III	20.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.01
05010 - Automotive Electrician	12.45
05040 - Automotive Glass Installer	11.87
05070 - Automotive Worker	11.87
05110 - Mobile Equipment Servicer	10.74
05130 - Motor Equipment Metal Mechanic	13.01
05160 - Motor Equipment Metal Worker	11.87
05190 - Motor Vehicle Mechanic	13.01
05220 - Motor Vehicle Mechanic Helper	10.14
05250 - Motor Vehicle Upholstery Worker	11.63
05280 - Motor Vehicle Wrecker	11.87
05310 - Painter, Automotive	13.70
05340 - Radiator Repair Specialist	11.87
05370 - Tire Repairer	10.46
05400 - Transmission Repair Specialist	13.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.50
07041 - Cook I	12.26
07042 - Cook II	13.60
07070 - Dishwasher	10.17
07130 - Food Service Worker	9.98
07210 - Meat Cutter	10.51
07260 - Waiter/Waitress	10.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer, Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.05
11060 - Elevator Operator	9.93
11090 - Gardener	13.28
11122 - Housekeeping Aide	9.93
11150 - Janitor	9.93
11210 - Laborer, Grounds Maintenance	10.33

11240 - Maid or Houseman	10.71
11260 - Pruner	9.75
11270 - Tractor Operator	12.32
11330 - Trail Maintenance Worker	10.33
11360 - Window Cleaner	10.61
12000 - Health Occupations	
12010 - Ambulance Driver	13.22
12011 - Breath Alcohol Technician	14.28
12012 - Certified Occupational Therapist Assistant	19.58
12015 - Certified Physical Therapist Assistant	12.33
12020 - Dental Assistant	12.02
12025 - Dental Hygienist	31.37
12030 - EKG Technician	14.97
12035 - Electroneurodiagnostic Technologist	14.97
12040 - Emergency Medical Technician	13.22
12071 - Licensed Practical Nurse I	12.76
12072 - Licensed Practical Nurse II	14.28
12073 - Licensed Practical Nurse III	15.92
12100 - Medical Assistant	13.57
12130 - Medical Laboratory Technician	18.80
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	14.36
12210 - Nuclear Medicine Technologist	22.63
12221 - Nursing Assistant I	10.57
12222 - Nursing Assistant II	11.89
12223 - Nursing Assistant III	12.98
12224 - Nursing Assistant IV	14.57
12235 - Optical Dispenser	13.20
12236 - Optical Technician	12.13
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.93
12305 - Radiologic Technologist	14.69
12311 - Registered Nurse I	18.63
12312 - Registered Nurse II	22.78
12313 - Registered Nurse II, Specialist	22.78
12314 - Registered Nurse III	27.57
12315 - Registered Nurse III, Anesthetist	27.57
12316 - Registered Nurse IV	33.05
12317 - Scheduler (Drug and Alcohol Testing)	17.69
12320 - Substance Abuse Treatment Counselor	13.64
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.32
13012 - Exhibits Specialist II	17.74
13013 - Exhibits Specialist III	21.70
13041 - Illustrator I	17.43
13042 - Illustrator II	21.59
13043 - Illustrator III	26.40
13047 - Librarian	19.65
13050 - Library Aide/Clerk	10.73
13054 - Library Information Technology Systems Administrator	17.74
13058 - Library Technician	14.72
13061 - Media Specialist I	12.80
13062 - Media Specialist II	14.32
13063 - Media Specialist III	15.97
13071 - Photographer I	17.69
13072 - Photographer II	19.79
13073 - Photographer III	24.51
13074 - Photographer IV	29.97
13075 - Photographer V	36.27
13090 - Technical Order Library Clerk	13.47
13110 - Video Teleconference Technician	14.73

14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.58
14044 - Computer Operator IV		21.96
14045 - Computer Operator V		24.31
14071 - Computer Programmer I	(see 1)	21.56
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		14.77
14160 - Personal Computer Support Technician		21.96
14170 - System Support Specialist		23.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.57
15020 - Aircrew Training Devices Instructor (Rated)		35.78
15030 - Air Crew Training Devices Instructor (Pilot)		42.89
15050 - Computer Based Training Specialist / Instructor		29.57
15060 - Educational Technologist		22.64
15070 - Flight Instructor (Pilot)		42.89
15080 - Graphic Artist		16.96
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.89
15086 - Maintenance Test Pilot, Rotary Wing		42.89
15088 - Non-Maintenance Test/Co-Pilot		42.89
15090 - Technical Instructor		15.48
15095 - Technical Instructor/Course Developer		19.17
15110 - Test Proctor		12.50
15120 - Tutor		12.50
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.42
16030 - Counter Attendant		11.42
16040 - Dry Cleaner		12.65
16070 - Finisher, Flatwork, Machine		11.42
16090 - Presser, Hand		11.42
16110 - Presser, Machine, Drycleaning		11.42
16130 - Presser, Machine, Shirts		11.42
16160 - Presser, Machine, Wearing Apparel, Laundry		11.42
16190 - Sewing Machine Operator		13.07
16220 - Tailor		13.44
16250 - Washer, Machine		11.86
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		13.19
19040 - Tool And Die Maker		15.85
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		12.95
21030 - Material Coordinator		16.61
21040 - Material Expediter		16.61
21050 - Material Handling Laborer		10.65
21071 - Order Filler		11.25
21080 - Production Line Worker (Food Processing)		12.95
21110 - Shipping Packer		10.53
21130 - Shipping/Receiving Clerk		10.53
21140 - Store Worker I		11.37
21150 - Stock Clerk		14.13

21210 - Tools And Parts Attendant	12.95
21410 - Warehouse Specialist	12.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft, Painter	22.75
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	22.75
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33
23110 - Appliance Mechanic	14.88
23120 - Bicycle Repairer	13.22
23125 - Cable Splicer	29.52
23130 - Carpenter, Maintenance	13.57
23140 - Carpet Layer	14.66
23160 - Electrician, Maintenance	15.64
23181 - Electronics Technician Maintenance I	16.86
23182 - Electronics Technician Maintenance II	17.81
23183 - Electronics Technician Maintenance III	18.70
23260 - Fabric Worker	13.90
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	13.22
23311 - Fuel Distribution System Mechanic	17.89
23312 - Fuel Distribution System Operator	14.66
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	13.22
23392 - Gunsmith II	14.66
23393 - Gunsmith III	16.27
23410 - Heating, Ventilation And Air-Conditioning Mechanic	14.26
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	14.99
23430 - Heavy Equipment Mechanic	15.11
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	22.03
23465 - Laboratory/Shelter Mechanic	15.49
23470 - Laborer	10.65
23510 - Locksmith	15.49
23530 - Machinery Maintenance Mechanic	16.89
23550 - Machinist, Maintenance	13.79
23580 - Maintenance Trades Helper	10.84
23591 - Metrology Technician I	22.03
23592 - Metrology Technician II	23.15
23593 - Metrology Technician III	24.10
23640 - Millwright	18.02
23710 - Office Appliance Repairer	15.78
23760 - Painter, Maintenance	12.45
23790 - Pipefitter, Maintenance	13.97
23810 - Plumber, Maintenance	13.31
23820 - Pneudraulic Systems Mechanic	16.27
23850 - Rigger	17.27
23870 - Scale Mechanic	14.66
23890 - Sheet-Metal Worker, Maintenance	13.44

23910 - Small Engine Mechanic		13.20
23931 - Telecommunications Mechanic I		16.40
23932 - Telecommunications Mechanic II		17.14
23950 - Telephone Lineman		16.92
23960 - Welder, Combination, Maintenance		14.04
23965 - Well Driller		16.27
23970 - Woodcraft Worker		16.27
23980 - Woodworker		13.22
24000 - Personal Needs Occupations		
24550 - Case Manager		15.32
24570 - Child Care Attendant		10.21
24580 - Child Care Center Clerk		12.73
24610 - Chore Aide		10.09
24620 - Family Readiness And Support Services Coordinator		15.32
24630 - Homemaker		15.73
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		21.59
25040 - Sewage Plant Operator		14.18
25070 - Stationary Engineer		21.59
25190 - Ventilation Equipment Tender		16.25
25210 - Water Treatment Plant Operator		14.18
27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.46
27007 - Baggage Inspector		9.72
27008 - Corrections Officer		19.23
27010 - Court Security Officer		18.14
27030 - Detection Dog Handler		10.87
27040 - Detention Officer		19.23
27070 - Firefighter		17.95
27101 - Guard I		9.72
27102 - Guard II		10.87
27131 - Police Officer I		21.88
27132 - Police Officer II		24.32
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.45
28042 - Carnival Equipment Repairer		14.51
28043 - Carnival Worker		10.20
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.36
28515 - Recreation Specialist		17.58
28630 - Sports Official		11.31
28690 - Swimming Pool Operator		16.09
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.11
29020 - Hatch Tender		17.11
29030 - Line Handler		17.11
29041 - Stevedore I		16.23
29042 - Stevedore II		18.07
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		18.00

30022 - Archeological Technician II		20.13
30023 - Archeological Technician III		24.94
30030 - Cartographic Technician		24.94
30040 - Civil Engineering Technician		18.04
30051 - Cryogenic Technician I		27.62
30052 - Cryogenic Technician II		30.50
30061 - Drafter/CAD Operator I		18.00
30062 - Drafter/CAD Operator II		20.13
30063 - Drafter/CAD Operator III		22.44
30064 - Drafter/CAD Operator IV		27.62
30081 - Engineering Technician I		18.99
30082 - Engineering Technician II		21.31
30083 - Engineering Technician III		23.84
30084 - Engineering Technician IV		29.53
30085 - Engineering Technician V		36.11
30086 - Engineering Technician VI		43.69
30090 - Environmental Technician		17.92
30095 - Evidence Control Specialist		24.94
30210 - Laboratory Technician		18.68
30221 - Latent Fingerprint Technician I		27.61
30222 - Latent Fingerprint Technician II		30.50
30240 - Mathematical Technician		24.94
30361 - Paralegal/Legal Assistant I		19.36
30362 - Paralegal/Legal Assistant II		23.99
30363 - Paralegal/Legal Assistant III		29.35
30364 - Paralegal/Legal Assistant IV		35.50
30375 - Petroleum Supply Specialist		30.50
30390 - Photo-Optics Technician		24.94
30395 - Radiation Control Technician		30.50
30461 - Technical Writer I		22.33
30462 - Technical Writer II		27.31
30463 - Technical Writer III		33.04
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		27.62
30502 - Weather Forecaster II		33.60
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.44
30621 - Weather Observer, Senior	(see 2)	24.94
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		10.64
31030 - Bus Driver		14.40
31043 - Driver Courier		10.56
31260 - Parking and Lot Attendant		9.86
31290 - Shuttle Bus Driver		9.77
31310 - Taxi Driver		9.21
31361 - Truckdriver, Light		11.38
31362 - Truckdriver, Medium		11.97
31363 - Truckdriver, Heavy		11.13
31364 - Truckdriver, Tractor-Trailer		11.13
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		10.16
99050 - Desk Clerk		10.93
99095 - Embalmer		28.16
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		10.50
99252 - Laboratory Animal Caretaker II		11.32
99260 - Marketing Analyst		16.98

99310 - Mortician	28.16
99410 - Pest Controller	13.17
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	10.15
99711 - Recycling Specialist	12.11
99730 - Refuse Collector	9.50
99810 - Sales Clerk	10.42
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	16.62
99831 - Surveying Aide	13.88
99832 - Surveying Technician	15.12
99840 - Vending Machine Attendant	9.23
99841 - Vending Machine Repairer	11.05
99842 - Vending Machine Repairer Helper	10.04

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: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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 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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