

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.: 2015-4607 Revision No.: 30 Date Of Last Revision: 8/20/2026

State: Alabama

Area: Alabama Counties of Autauga, Elmore, Lowndes and Montgomery

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.74
01012 - Accounting Clerk II		18.78
01013 - Accounting Clerk III		21.01
01020 - Administrative Assistant		31.31
01035 - Court Reporter		20.86
01041 - Customer Service Representative I		14.64
01042 - Customer Service Representative II		16.26
01043 - Customer Service Representative III		17.94
01051 - Data Entry Operator I		15.40
01052 - Data Entry Operator II		16.80
01060 - Dispatcher, Motor Vehicle		23.46
01070 - Document Preparation Clerk		17.26
01090 - Duplicating Machine Operator		17.26
01111 - General Clerk I		15.17
01112 - General Clerk II		16.55
01113 - General Clerk III		18.58
01120 - Housing Referral Assistant		24.15
01141 - Messenger Courier		14.94
01191 - Order Clerk I		15.81
01192 - Order Clerk II		17.26
01261 - Personnel Assistant (Employment) I		18.53
01262 - Personnel Assistant (Employment) II		20.73
01263 - Personnel Assistant (Employment) III		24.58
01270 - Production Control Clerk		28.02
01290 - Rental Clerk		16.08
01300 - Scheduler, Maintenance		19.36
01311 - Secretary I		19.36
01312 - Secretary II		21.66
01313 - Secretary III		24.15
01320 - Service Order Dispatcher		20.97
01410 - Supply Technician		31.31
01420 - Survey Worker		17.55
01460 - Switchboard Operator/Receptionist		14.78
01531 - Travel Clerk I		17.26
01532 - Travel Clerk II		19.36
01533 - Travel Clerk III		21.66
01611 - Word Processor I		17.26
01612 - Word Processor II		19.36
01613 - Word Processor III		21.66
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.89
05010 - Automotive Electrician		21.40
05040 - Automotive Glass Installer		20.20
05070 - Automotive Worker		20.20
05110 - Mobile Equipment Servicer		17.59
05130 - Motor Equipment Metal Mechanic		22.61
05160 - Motor Equipment Metal Worker		20.20
05190 - Motor Vehicle Mechanic		22.61
05220 - Motor Vehicle Mechanic Helper		16.37
05250 - Motor Vehicle Upholstery Worker		18.91
05280 - Motor Vehicle Wrecker		20.20
05310 - Painter, Automotive		21.40
05340 - Radiator Repair Specialist		20.20
05370 - Tire Repairer		15.52
05400 - Transmission Repair Specialist		22.61
07000 - Food Preparation And Service Occupations		
07010 - Baker		16.52
07041 - Cook I		11.10
07042 - Cook II		12.75
07070 - Dishwasher		13.94
07130 - Food Service Worker		13.18
07210 - Meat Cutter		17.72
07260 - Waiter/Waitress		11.51
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		22.54
09040 - Furniture Handler		14.74
09080 - Furniture Refinisher		22.54
09090 - Furniture Refinisher Helper		17.26
09110 - Furniture Repairer, Minor		19.92
09130 - Upholsterer		22.54
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		14.29

11060 - Elevator Operator	14.64
11090 - Gardener	21.55
11122 - Housekeeping Aide	14.64
11150 - Janitor	14.64
11210 - Laborer, Grounds Maintenance	17.14
11240 - Maid or Houseman	13.16
11260 - Pruner	15.64
11270 - Tractor Operator	20.06
11330 - Trail Maintenance Worker	17.14
11360 - Window Cleaner	16.04
12000 - Health Occupations	
12010 - Ambulance Driver	19.44
12011 - Breath Alcohol Technician	23.89
12012 - Certified Occupational Therapist Assistant	32.77
12015 - Certified Physical Therapist Assistant	29.35
12020 - Dental Assistant	18.39
12025 - Dental Hygienist	28.91
12030 - EKG Technician	25.79
12035 - Electroneurodiagnostic Technologist	25.79
12040 - Emergency Medical Technician	19.44
12071 - Licensed Practical Nurse I	21.35
12072 - Licensed Practical Nurse II	23.89
12073 - Licensed Practical Nurse III	26.64
12100 - Medical Assistant	17.22
12130 - Medical Laboratory Technician	24.24
12160 - Medical Record Clerk	19.41
12190 - Medical Record Technician	21.72
12195 - Medical Transcriptionist	20.82
12210 - Nuclear Medicine Technologist	46.53
12221 - Nursing Assistant I	13.79
12222 - Nursing Assistant II	15.51
12223 - Nursing Assistant III	16.93
12224 - Nursing Assistant IV	19.00
12235 - Optical Dispenser	17.52
12236 - Optical Technician	21.35
12250 - Pharmacy Technician	18.93
12280 - Phlebotomist	17.54
12305 - Radiologic Technologist	28.39
12311 - Registered Nurse I	26.07
12312 - Registered Nurse II	31.89
12313 - Registered Nurse II, Specialist	31.89
12314 - Registered Nurse III	38.58
12315 - Registered Nurse III, Anesthetist	38.58
12316 - Registered Nurse IV	46.26
12317 - Scheduler (Drug and Alcohol Testing)	29.59
12320 - Substance Abuse Treatment Counselor	24.60
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.51
13012 - Exhibits Specialist II	27.89
13013 - Exhibits Specialist III	34.12
13041 - Illustrator I	22.51
13042 - Illustrator II	27.89
13043 - Illustrator III	34.12
13047 - Librarian	30.89
13050 - Library Aide/Clerk	12.80
13054 - Library Information Technology Systems Administrator	27.89
13058 - Library Technician	19.56
13061 - Media Specialist I	20.13
13062 - Media Specialist II	22.51
13063 - Media Specialist III	25.11
13071 - Photographer I	20.13
13072 - Photographer II	22.51
13073 - Photographer III	27.89
13074 - Photographer IV	34.12
13075 - Photographer V	41.28
13090 - Technical Order Library Clerk	16.22
13110 - Video Teleconference Technician	24.02
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.92
14042 - Computer Operator II	23.41
14043 - Computer Operator III	26.08
14044 - Computer Operator IV	28.99
14045 - Computer Operator V	32.11
14071 - Computer Programmer I	(see 1) 25.61
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	20.92
14160 - Personal Computer Support Technician	28.99
14170 - System Support Specialist	32.11
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.41
15020 - Aircrew Training Devices Instructor (Rated)	41.63
15030 - Air Crew Training Devices Instructor (Pilot)	49.91
15050 - Computer Based Training Specialist / Instructor	34.41
15060 - Educational Technologist	46.97
15070 - Flight Instructor (Pilot)	49.91
15080 - Graphic Artist	23.25
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	49.91
15086 - Maintenance Test Pilot, Rotary Wing	49.91
15088 - Non-Maintenance Test/Co-Pilot	49.91
15090 - Technical Instructor	25.00
15095 - Technical Instructor/Course Developer	30.59
15110 - Test Proctor	20.20
15120 - Tutor	20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.40
16030 - Counter Attendant	11.40
16040 - Dry Cleaner	13.82
16070 - Finisher, Flatwork, Machine	11.40
16090 - Presser, Hand	11.40
16110 - Presser, Machine, Drycleaning	11.40
16130 - Presser, Machine, Shirts	11.40

16160 - Presser, Machine, Wearing Apparel, Laundry	11.40
16190 - Sewing Machine Operator	14.62
16220 - Tailor	15.47
16250 - Washer, Machine	12.22
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.13
19040 - Tool And Die Maker	29.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.75
21030 - Material Coordinator	28.02
21040 - Material Expediter	28.02
21050 - Material Handling Laborer	17.92
21071 - Order Filler	16.52
21080 - Production Line Worker (Food Processing)	19.75
21110 - Shipping Packer	18.35
21130 - Shipping/Receiving Clerk	18.35
21140 - Store Worker I	13.78
21150 - Stock Clerk	18.08
21210 - Tools And Parts Attendant	19.75
21410 - Warehouse Specialist	19.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	41.13
23019 - Aircraft Logs and Records Technician	32.50
23021 - Aircraft Mechanic I	38.85
23022 - Aircraft Mechanic II	41.13
23023 - Aircraft Mechanic III	43.19
23040 - Aircraft Mechanic Helper	28.13
23050 - Aircraft, Painter	36.77
23060 - Aircraft Servicer	32.50
23070 - Aircraft Survival Flight Equipment Technician	36.77
23080 - Aircraft Worker	34.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.85
23110 - Appliance Mechanic	27.21
23120 - Bicycle Repairer	22.36
23125 - Cable Splicer	49.95
23130 - Carpenter, Maintenance	22.77
23140 - Carpet Layer	25.69
23160 - Electrician, Maintenance	23.99
23181 - Electronics Technician Maintenance I	32.32
23182 - Electronics Technician Maintenance II	34.24
23183 - Electronics Technician Maintenance III	36.17
23260 - Fabric Worker	24.05
23290 - Fire Alarm System Mechanic	28.75
23310 - Fire Extinguisher Repairer	22.36
23311 - Fuel Distribution System Mechanic	28.75
23312 - Fuel Distribution System Operator	22.36
23370 - General Maintenance Worker	18.81
23380 - Ground Support Equipment Mechanic	38.85
23381 - Ground Support Equipment Servicer	32.50
23382 - Ground Support Equipment Worker	34.71
23391 - Gunsmith I	22.36
23392 - Gunsmith II	25.69
23393 - Gunsmith III	28.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.52
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.95
23430 - Heavy Equipment Mechanic	30.06
23440 - Heavy Equipment Operator	21.57
23460 - Instrument Mechanic	28.75
23465 - Laboratory/Shelter Mechanic	27.21
23470 - Laborer	17.44
23510 - Locksmith	27.21
23530 - Machinery Maintenance Mechanic	30.15
23550 - Machinist, Maintenance	25.70
23580 - Maintenance Trades Helper	17.82
23591 - Metrology Technician I	28.75
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	31.96
23640 - Millwright	28.75
23710 - Office Appliance Repairer	23.68
23760 - Painter, Maintenance	21.00
23790 - Pipefitter, Maintenance	27.87
23810 - Plumber, Maintenance	26.38
23820 - Pneudraulic Systems Mechanic	28.75
23850 - Rigger	28.75
23870 - Scale Mechanic	25.69
23890 - Sheet-Metal Worker, Maintenance	23.50
23910 - Small Engine Mechanic	19.58
23931 - Telecommunications Mechanic I	28.62
23932 - Telecommunications Mechanic II	30.29
23950 - Telephone Lineman	28.75
23960 - Welder, Combination, Maintenance	23.02
23965 - Well Driller	28.75
23970 - Woodcraft Worker	28.75
23980 - Woodworker	22.36
24000 - Personal Needs Occupations	
24550 - Case Manager	17.27
24570 - Child Care Attendant	10.92
24580 - Child Care Center Clerk	13.62
24610 - Chore Aide	12.49
24620 - Family Readiness And Support Services Coordinator	17.27
24630 - Homemaker	17.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.23
25040 - Sewage Plant Operator	24.82
25070 - Stationary Engineer	26.23
25190 - Ventilation Equipment Tender	18.98
25210 - Water Treatment Plant Operator	24.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.54
27007 - Baggage Inspector	14.91
27008 - Corrections Officer	25.87
27010 - Court Security Officer	24.46

27030 - Detection Dog Handler		16.68
27040 - Detention Officer		25.87
27070 - Firefighter		23.69
27101 - Guard I		14.91
27102 - Guard II		16.68
27131 - Police Officer I		23.55
27132 - Police Officer II		26.17
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.97
28042 - Carnival Equipment Repairer		16.09
28043 - Carnival Worker		11.67
28210 - Gate Attendant/Gate Tender		14.46
28310 - Lifeguard		11.64
28350 - Park Attendant (Aide)		16.18
28510 - Recreation Aide/Health Facility Attendant		11.81
28515 - Recreation Specialist		19.35
28630 - Sports Official		12.89
28690 - Swimming Pool Operator		18.48
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.35
29020 - Hatch Tender		24.35
29030 - Line Handler		24.35
29041 - Stevedore I		22.79
29042 - Stevedore II		25.79
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.54
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.33
30021 - Archeological Technician I		20.25
30022 - Archeological Technician II		22.65
30023 - Archeological Technician III		28.06
30030 - Cartographic Technician		28.06
30040 - Civil Engineering Technician		26.10
30051 - Cryogenic Technician I		31.08
30052 - Cryogenic Technician II		34.32
30061 - Drafter/CAD Operator I		20.25
30062 - Drafter/CAD Operator II		22.65
30063 - Drafter/CAD Operator III		25.26
30064 - Drafter/CAD Operator IV		31.08
30081 - Engineering Technician I		17.96
30082 - Engineering Technician II		20.16
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		27.95
30085 - Engineering Technician V		34.19
30086 - Engineering Technician VI		41.35
30090 - Environmental Technician		28.06
30095 - Evidence Control Specialist		28.06
30210 - Laboratory Technician		28.39
30221 - Latent Fingerprint Technician I		30.83
30222 - Latent Fingerprint Technician II		34.07
30240 - Mathematical Technician		28.06
30361 - Paralegal/Legal Assistant I		23.25
30362 - Paralegal/Legal Assistant II		28.80
30363 - Paralegal/Legal Assistant III		35.23
30364 - Paralegal/Legal Assistant IV		42.64
30375 - Petroleum Supply Specialist		34.32
30390 - Photo-Optics Technician		28.06
30395 - Radiation Control Technician		34.32
30461 - Technical Writer I		28.34
30462 - Technical Writer II		34.67
30463 - Technical Writer III		41.96
30491 - Unexploded Ordnance (UXO) Technician I		29.57
30492 - Unexploded Ordnance (UXO) Technician II		35.78
30493 - Unexploded Ordnance (UXO) Technician III		42.89
30494 - Unexploded (UXO) Safety Escort		29.57
30495 - Unexploded (UXO) Sweep Personnel		29.57
30501 - Weather Forecaster I		31.08
30502 - Weather Forecaster II		37.80
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.26
30621 - Weather Observer, Senior	(see 2)	28.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.78
31020 - Bus Aide		15.24
31030 - Bus Driver		20.59
31043 - Driver Courier		16.87
31260 - Parking and Lot Attendant		14.32
31290 - Shuttle Bus Driver		14.82
31310 - Taxi Driver		9.90
31361 - Truckdriver, Light		18.13
31362 - Truckdriver, Medium		19.49
31363 - Truckdriver, Heavy		26.25
31364 - Truckdriver, Tractor-Trailer		26.25
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.45
99030 - Cashier		13.62
99050 - Desk Clerk		13.40
99095 - Embalmer		29.57
99130 - Flight Follower		29.57
99251 - Laboratory Animal Caretaker I		19.52
99252 - Laboratory Animal Caretaker II		20.97
99260 - Marketing Analyst		29.44
99310 - Mortician		29.57
99410 - Pest Controller		21.36
99510 - Photofinishing Worker		15.54
99710 - Recycling Laborer		18.04
99711 - Recycling Specialist		21.11
99730 - Refuse Collector		16.49
99810 - Sales Clerk		14.26
99820 - School Crossing Guard		13.64
99830 - Survey Party Chief		27.13
99831 - Surveying Aide		18.04
99832 - Surveying Technician		24.68
99840 - Vending Machine Attendant		16.26
99841 - Vending Machine Repairer		20.07
99842 - Vending Machine Repairer Helper		16.26

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 11, 2026, through May 11, 2027. 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: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per week, or \$939.46 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 10 years, and 4 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 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 employee (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)).""