

"

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 Division of
Director Wage Determinations

Wage Determination No.: 2015-5237
Revision No.: 32
Date Of Last Revision: 8/12/2026

State: Texas

Area: Texas Counties of Bell and Coryell

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.69
01012 - Accounting Clerk II		19.84
01013 - Accounting Clerk III		22.20
01020 - Administrative Assistant		29.34
01035 - Court Reporter		20.55
01041 - Customer Service Representative I		15.72
01042 - Customer Service Representative II		17.15
01043 - Customer Service Representative III		19.25
01051 - Data Entry Operator I		16.87
01052 - Data Entry Operator II		18.41

01060 - Dispatcher, Motor Vehicle	21.47
01070 - Document Preparation Clerk	16.37
01090 - Duplicating Machine Operator	16.37
01111 - General Clerk I	15.22
01112 - General Clerk II	16.61
01113 - General Clerk III	18.64
01120 - Housing Referral Assistant	22.92
01141 - Messenger Courier	13.98
01191 - Order Clerk I	16.28
01192 - Order Clerk II	17.77
01261 - Personnel Assistant (Employment) I	19.24
01262 - Personnel Assistant (Employment) II	21.52
01263 - Personnel Assistant (Employment) III	24.00
01270 - Production Control Clerk	23.51
01290 - Rental Clerk	17.09
01300 - Scheduler, Maintenance	18.37
01311 - Secretary I	18.37
01312 - Secretary II	20.55
01313 - Secretary III	22.92
01320 - Service Order Dispatcher	19.20
01410 - Supply Technician	29.34
01420 - Survey Worker	19.18
01460 - Switchboard Operator/Receptionist	16.59
01531 - Travel Clerk I	16.37
01532 - Travel Clerk II	18.37
01533 - Travel Clerk III	19.72
01611 - Word Processor I	16.37
01612 - Word Processor II	18.37
01613 - Word Processor III	20.55
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.76
05010 - Automotive Electrician	20.70
05040 - Automotive Glass Installer	19.36
05070 - Automotive Worker	19.36
05110 - Mobile Equipment Servicer	16.68
05130 - Motor Equipment Metal Mechanic	22.05
05160 - Motor Equipment Metal Worker	19.36
05190 - Motor Vehicle Mechanic	22.05
05220 - Motor Vehicle Mechanic Helper	15.32
05250 - Motor Vehicle Upholstery Worker	18.00
05280 - Motor Vehicle Wrecker	19.36
05310 - Painter, Automotive	20.70
05340 - Radiator Repair Specialist	19.36
05370 - Tire Repairer	17.29
05400 - Transmission Repair Specialist	22.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.37

07041 - Cook I	14.19
07042 - Cook II	16.48
07070 - Dishwasher	13.73
07130 - Food Service Worker	14.57
07210 - Meat Cutter	20.93
07260 - Waiter/Waitress	12.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.69
09040 - Furniture Handler	13.20
09080 - Furniture Refinisher	21.69
09090 - Furniture Refinisher Helper	16.05
09110 - Furniture Repairer, Minor	18.86
09130 - Upholsterer	21.69
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.19
11060 - Elevator Operator	15.84
11090 - Gardener	23.20
11122 - Housekeeping Aide	15.84
11150 - Janitor	15.84
11210 - Laborer, Grounds Maintenance	17.53
11240 - Maid or Houseman	14.18
11260 - Pruner	15.52
11270 - Tractor Operator	21.32
11330 - Trail Maintenance Worker	17.53
11360 - Window Cleaner	17.89
12000 - Health Occupations	
12010 - Ambulance Driver	19.04
12011 - Breath Alcohol Technician	27.33
12012 - Certified Occupational Therapist Assistant	36.68
12015 - Certified Physical Therapist Assistant	36.61
12020 - Dental Assistant	21.37
12025 - Dental Hygienist	46.70
12030 - EKG Technician	34.23
12035 - Electroneurodiagnostic Technologist	34.23
12040 - Emergency Medical Technician	19.04
12071 - Licensed Practical Nurse I	24.43
12072 - Licensed Practical Nurse II	27.33
12073 - Licensed Practical Nurse III	30.48
12100 - Medical Assistant	19.36
12130 - Medical Laboratory Technician	29.50
12160 - Medical Record Clerk	21.25
12190 - Medical Record Technician	23.77
12195 - Medical Transcriptionist	24.43
12210 - Nuclear Medicine Technologist	60.07
12221 - Nursing Assistant I	14.14
12222 - Nursing Assistant II	15.91

12223 - Nursing Assistant III	17.36
12224 - Nursing Assistant IV	19.48
12235 - Optical Dispenser	18.00
12236 - Optical Technician	24.43
12250 - Pharmacy Technician	22.79
12280 - Phlebotomist	18.24
12305 - Radiologic Technologist	37.50
12311 - Registered Nurse I	27.43
12312 - Registered Nurse II	33.55
12313 - Registered Nurse II, Specialist	33.55
12314 - Registered Nurse III	40.59
12315 - Registered Nurse III, Anesthetist	40.59
12316 - Registered Nurse IV	48.66
12317 - Scheduler (Drug and Alcohol Testing)	33.86
12320 - Substance Abuse Treatment Counselor	25.93
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.27
13012 - Exhibits Specialist II	28.82
13013 - Exhibits Specialist III	35.26
13041 - Illustrator I	23.27
13042 - Illustrator II	28.82
13043 - Illustrator III	35.26
13047 - Librarian	31.92
13050 - Library Aide/Clerk	13.17
13054 - Library Information Technology Systems Administrator	28.82
13058 - Library Technician	17.23
13061 - Media Specialist I	20.80
13062 - Media Specialist II	23.27
13063 - Media Specialist III	25.95
13071 - Photographer I	17.27
13072 - Photographer II	19.31
13073 - Photographer III	23.92
13074 - Photographer IV	29.26
13075 - Photographer V	35.41
13090 - Technical Order Library Clerk	17.04
13110 - Video Teleconference Technician	21.99
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.44
14042 - Computer Operator II	21.75
14043 - Computer Operator III	24.22
14044 - Computer Operator IV	26.94
14045 - Computer Operator V	29.83
14071 - Computer Programmer I	(see 1) 25.36
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		19.44
14160 - Personal Computer Support Technician		26.94
14170 - System Support Specialist		30.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.57
15020 - Aircrew Training Devices Instructor (Rated)		39.41
15030 - Air Crew Training Devices Instructor (Pilot)		47.25
15050 - Computer Based Training Specialist / Instructor		32.57
15060 - Educational Technologist		34.67
15070 - Flight Instructor (Pilot)		47.25
15080 - Graphic Artist		24.34
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.25
15086 - Maintenance Test Pilot, Rotary Wing		47.25
15088 - Non-Maintenance Test/Co-Pilot		47.25
15090 - Technical Instructor		25.71
15095 - Technical Instructor/Course Developer		31.44
15110 - Test Proctor		20.75
15120 - Tutor		20.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.11
16030 - Counter Attendant		11.11
16040 - Dry Cleaner		13.58
16070 - Finisher, Flatwork, Machine		11.11
16090 - Presser, Hand		11.11
16110 - Presser, Machine, Drycleaning		11.11
16130 - Presser, Machine, Shirts		11.11
16160 - Presser, Machine, Wearing Apparel, Laundry		11.11
16190 - Sewing Machine Operator		14.44
16220 - Tailor		15.39
16250 - Washer, Machine		11.79
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.85
19040 - Tool And Die Maker		32.84
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.98
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		18.21
21071 - Order Filler		18.05

21080 - Production Line Worker (Food Processing)	21.98
21110 - Shipping Packer	20.77
21130 - Shipping/Receiving Clerk	20.77
21140 - Store Worker I	12.46
21150 - Stock Clerk	17.83
21210 - Tools And Parts Attendant	21.98
21410 - Warehouse Specialist	21.98
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.92
23019 - Aircraft Logs and Records Technician	29.13
23021 - Aircraft Mechanic I	35.69
23022 - Aircraft Mechanic II	37.92
23023 - Aircraft Mechanic III	40.26
23040 - Aircraft Mechanic Helper	24.80
23050 - Aircraft, Painter	33.51
23060 - Aircraft Servicer	29.13
23070 - Aircraft Survival Flight Equipment Technician	33.51
23080 - Aircraft Worker	31.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.34
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.69
23110 - Appliance Mechanic	25.85
23120 - Bicycle Repairer	20.83
23125 - Cable Splicer	36.61
23130 - Carpenter, Maintenance	22.87
23140 - Carpet Layer	24.18
23160 - Electrician, Maintenance	24.15
23181 - Electronics Technician Maintenance I	25.92
23182 - Electronics Technician Maintenance II	27.71
23183 - Electronics Technician Maintenance III	29.52
23260 - Fabric Worker	22.47
23290 - Fire Alarm System Mechanic	25.72
23310 - Fire Extinguisher Repairer	20.83
23311 - Fuel Distribution System Mechanic	25.09
23312 - Fuel Distribution System Operator	18.99
23370 - General Maintenance Worker	21.86
23380 - Ground Support Equipment Mechanic	35.69
23381 - Ground Support Equipment Servicer	29.13
23382 - Ground Support Equipment Worker	31.34
23391 - Gunsmith I	20.83
23392 - Gunsmith II	24.18
23393 - Gunsmith III	27.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.86
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.35

23430 - Heavy Equipment Mechanic	26.38
23440 - Heavy Equipment Operator	22.88
23460 - Instrument Mechanic	27.53
23465 - Laboratory/Shelter Mechanic	25.85
23470 - Laborer	18.21
23510 - Locksmith	22.52
23530 - Machinery Maintenance Mechanic	29.80
23550 - Machinist, Maintenance	23.40
23580 - Maintenance Trades Helper	17.38
23591 - Metrology Technician I	27.53
23592 - Metrology Technician II	29.26
23593 - Metrology Technician III	31.06
23640 - Millwright	27.53
23710 - Office Appliance Repairer	20.11
23760 - Painter, Maintenance	20.64
23790 - Pipefitter, Maintenance	27.96
23810 - Plumber, Maintenance	26.25
23820 - Pneudraulic Systems Mechanic	27.53
23850 - Rigger	27.53
23870 - Scale Mechanic	24.18
23890 - Sheet-Metal Worker, Maintenance	24.24
23910 - Small Engine Mechanic	23.06
23931 - Telecommunications Mechanic I	27.56
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	32.91
23960 - Welder, Combination, Maintenance	23.30
23965 - Well Driller	27.53
23970 - Woodcraft Worker	27.53
23980 - Woodworker	20.83
24000 - Personal Needs Occupations	
24550 - Case Manager	23.85
24570 - Child Care Attendant	12.48
24580 - Child Care Center Clerk	15.57
24610 - Chore Aide	11.42
24620 - Family Readiness And Support Services Coordinator	23.85
24630 - Homemaker	23.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.65
25040 - Sewage Plant Operator	22.20
25070 - Stationary Engineer	23.65
25190 - Ventilation Equipment Tender	16.43
25210 - Water Treatment Plant Operator	22.20
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.44
27007 - Baggage Inspector	17.53

27008 - Corrections Officer		25.52
27010 - Court Security Officer		26.62
27030 - Detection Dog Handler		19.61
27040 - Detention Officer		25.52
27070 - Firefighter		28.05
27101 - Guard I		17.53
27102 - Guard II		19.61
27131 - Police Officer I		31.79
27132 - Police Officer II		35.33
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.00
28042 - Carnival Equipment Repairer		17.41
28043 - Carnival Worker		11.65
28210 - Gate Attendant/Gate Tender		19.01
28310 - Lifeguard		14.12
28350 - Park Attendant (Aide)		21.26
28510 - Recreation Aide/Health Facility Attendant		15.52
28515 - Recreation Specialist		26.35
28630 - Sports Official		16.94
28690 - Swimming Pool Operator		20.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.12
29020 - Hatch Tender		25.12
29030 - Line Handler		25.12
29041 - Stevedore I		23.36
29042 - Stevedore II		26.87
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		20.26
30022 - Archeological Technician II		22.67
30023 - Archeological Technician III		28.08
30030 - Cartographic Technician		28.08
30040 - Civil Engineering Technician		29.39
30051 - Cryogenic Technician I		31.10
30052 - Cryogenic Technician II		34.35
30061 - Drafter/CAD Operator I		20.26
30062 - Drafter/CAD Operator II		22.67
30063 - Drafter/CAD Operator III		25.28
30064 - Drafter/CAD Operator IV		31.10
30081 - Engineering Technician I		18.14
30082 - Engineering Technician II		20.36

30083 - Engineering Technician III	22.77
30084 - Engineering Technician IV	28.21
30085 - Engineering Technician V	34.51
30086 - Engineering Technician VI	41.76
30090 - Environmental Technician	28.08
30095 - Evidence Control Specialist	28.08
30210 - Laboratory Technician	25.28
30221 - Latent Fingerprint Technician I	31.10
30222 - Latent Fingerprint Technician II	34.35
30240 - Mathematical Technician	28.08
30361 - Paralegal/Legal Assistant I	23.56
30362 - Paralegal/Legal Assistant II	29.18
30363 - Paralegal/Legal Assistant III	35.69
30364 - Paralegal/Legal Assistant IV	43.18
30375 - Petroleum Supply Specialist	34.35
30390 - Photo-Optics Technician	28.08
30395 - Radiation Control Technician	34.35
30461 - Technical Writer I	27.85
30462 - Technical Writer II	34.06
30463 - Technical Writer III	41.20
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	31.10
30502 - Weather Forecaster II	37.83
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 25.28
30621 - Weather Observer, Senior	(see 2) 28.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.78
31020 - Bus Aide	13.38
31030 - Bus Driver	19.10
31043 - Driver Courier	18.12
31260 - Parking and Lot Attendant	13.20
31290 - Shuttle Bus Driver	17.31
31310 - Taxi Driver	12.38
31361 - Truckdriver, Light	19.72
31362 - Truckdriver, Medium	21.29
31363 - Truckdriver, Heavy	27.08
31364 - Truckdriver, Tractor-Trailer	27.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.76
99050 - Desk Clerk	13.40
99095 - Embalmer	29.57

99130 - Flight Follower	29.57
99251 - Laboratory Animal Caretaker I	14.66
99252 - Laboratory Animal Caretaker II	15.96
99260 - Marketing Analyst	33.10
99310 - Mortician	29.57
99410 - Pest Controller	20.53
99510 - Photofinishing Worker	15.54
99710 - Recycling Laborer	22.17
99711 - Recycling Specialist	26.96
99730 - Refuse Collector	19.63
99810 - Sales Clerk	14.41
99820 - School Crossing Guard	14.23
99830 - Survey Party Chief	27.97
99831 - Surveying Aide	17.46
99832 - Surveying Technician	23.93
99840 - Vending Machine Attendant	19.54
99841 - Vending Machine Repairer	24.69
99842 - Vending Machine Repairer Helper	19.54

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

Note: Executive Order 13658 generally applies to contracts subject to the Ser Contract Act that were awarded on or between January 1, 2015 and January 29, 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 cov workers at least \$13.65 per hour (or the applicable wage rate listed on this Additional information on contractor requirements and worker protections unde 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 wee \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.8 week, or \$939.46 per month*

*This rate is to be used only when compensating employees for performance on covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations 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 is 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, Veteran's 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, 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 determination may not include wage rates for all occupations within those job families. In such instances, a determination will be necessary if there are no 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 above duties test qualifies as an exempt computer professional under both sec 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assist Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination w apply to any exempt computer employee regardless of which of these two exempt utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:
work at night as part of a regular tour of duty, you will earn a night differ and receive an additional 10% of basic pay for any hours worked between 6pm a
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 S premium of 25% of your basic rate for each hour of Sunday work which is not c (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 t 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, explc and pyrotechnic compositions such as lead azide, black powder and photoflash
All dry-house activities involving propellants or explosives. Demilitarizat modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-g and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contrac (either by the terms of the Government contract, by the employer, by the stat 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 employee where such cost reduces the hourly rate below that required by the w

determination. The Department of Labor will accept payment in accordance with 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 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 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.

**** 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 (Revised and 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 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 to 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 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 the proposed classification title(s), a Federal grade equivalency (FGE) for the 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 perform any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a summary of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, 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.

When preparing a conformance request, the "Service Contract Act Directory 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))."

"