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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
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4575 Revision No.: 8 Date Of Revision: 07/03/2018
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: Florida

Area: Florida Counties of Calhoun, Franklin, Holmes, Jackson, Liberty, Washington

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.33
01012 - Accounting Clerk II		14.96
01013 - Accounting Clerk III		16.74
01020 - Administrative Assistant		20.80
01035 - Court Reporter		15.99
01041 - Customer Service Representative I		11.80
01042 - Customer Service Representative II		13.28
01043 - Customer Service Representative III		14.48
01051 - Data Entry Operator I		12.41
01052 - Data Entry Operator II		13.53
01060 - Dispatcher, Motor Vehicle		17.12
01070 - Document Preparation Clerk		12.33
01090 - Duplicating Machine Operator		12.33
01111 - General Clerk I		11.96
01112 - General Clerk II		13.05
01113 - General Clerk III		14.65
01120 - Housing Referral Assistant		17.84
01141 - Messenger Courier		10.25
01191 - Order Clerk I		12.03
01192 - Order Clerk II		13.31
01261 - Personnel Assistant (Employment) I		14.30
01262 - Personnel Assistant (Employment) II		15.99
01263 - Personnel Assistant (Employment) III		17.83
01270 - Production Control Clerk		17.83
01290 - Rental Clerk		14.30
01300 - Scheduler, Maintenance		14.30
01311 - Secretary I		14.30
01312 - Secretary II		15.99
01313 - Secretary III		17.83
01320 - Service Order Dispatcher		15.14
01410 - Supply Technician		20.80
01420 - Survey Worker		15.99

01460 - Switchboard Operator/Receptionist	13.65
01531 - Travel Clerk I	11.36
01532 - Travel Clerk II	12.14
01533 - Travel Clerk III	12.89
01611 - Word Processor I	12.40
01612 - Word Processor II	14.30
01613 - Word Processor III	15.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.84
05010 - Automotive Electrician	16.94
05040 - Automotive Glass Installer	17.66
05070 - Automotive Worker	16.05
05110 - Mobile Equipment Servicer	14.27
05130 - Motor Equipment Metal Mechanic	17.84
05160 - Motor Equipment Metal Worker	16.05
05190 - Motor Vehicle Mechanic	17.84
05220 - Motor Vehicle Mechanic Helper	13.32
05250 - Motor Vehicle Upholstery Worker	15.19
05280 - Motor Vehicle Wrecker	16.05
05310 - Painter, Automotive	16.94
05340 - Radiator Repair Specialist	16.05
05370 - Tire Repairer	13.79
05400 - Transmission Repair Specialist	17.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.75
07041 - Cook I	10.62
07042 - Cook II	12.15
07070 - Dishwasher	9.29
07130 - Food Service Worker	9.34
07210 - Meat Cutter	13.19
07260 - Waiter/Waitress	11.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.26
09040 - Furniture Handler	12.50
09080 - Furniture Refinisher	18.26
09090 - Furniture Refinisher Helper	13.93
09110 - Furniture Repairer, Minor	16.12
09130 - Upholsterer	18.26
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.78
11060 - Elevator Operator	9.78
11090 - Gardener	14.31
11122 - Housekeeping Aide	9.78
11150 - Janitor	9.78
11210 - Laborer, Grounds Maintenance	11.25
11240 - Maid or Houseman	9.70
11260 - Pruner	10.24
11270 - Tractor Operator	13.26
11330 - Trail Maintenance Worker	11.25
11360 - Window Cleaner	10.73
12000 - Health Occupations	
12010 - Ambulance Driver	15.58
12011 - Breath Alcohol Technician	17.98
12012 - Certified Occupational Therapist Assistant	22.08
12015 - Certified Physical Therapist Assistant	26.72
12020 - Dental Assistant	15.82
12025 - Dental Hygienist	35.44
12030 - EKG Technician	24.79
12035 - Electroneurodiagnostic Technologist	24.79
12040 - Emergency Medical Technician	15.58
12071 - Licensed Practical Nurse I	15.36
12072 - Licensed Practical Nurse II	17.18
12073 - Licensed Practical Nurse III	19.16
12100 - Medical Assistant	14.17
12130 - Medical Laboratory Technician	16.90

12160 - Medical Record Clerk	17.68
12190 - Medical Record Technician	19.78
12195 - Medical Transcriptionist	15.44
12210 - Nuclear Medicine Technologist	36.67
12221 - Nursing Assistant I	11.60
12222 - Nursing Assistant II	13.05
12223 - Nursing Assistant III	14.24
12224 - Nursing Assistant IV	15.98
12235 - Optical Dispenser	19.09
12236 - Optical Technician	15.36
12250 - Pharmacy Technician	14.57
12280 - Phlebotomist	14.96
12305 - Radiologic Technologist	24.43
12311 - Registered Nurse I	26.08
12312 - Registered Nurse II	31.91
12313 - Registered Nurse II, Specialist	31.91
12314 - Registered Nurse III	35.53
12315 - Registered Nurse III, Anesthetist	35.53
12316 - Registered Nurse IV	42.57
12317 - Scheduler (Drug and Alcohol Testing)	21.29
12320 - Substance Abuse Treatment Counselor	19.98
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.95
13012 - Exhibits Specialist II	27.19
13013 - Exhibits Specialist III	33.25
13041 - Illustrator I	21.95
13042 - Illustrator II	27.19
13043 - Illustrator III	33.25
13047 - Librarian	30.11
13050 - Library Aide/Clerk	14.42
13054 - Library Information Technology Systems Administrator	27.19
13058 - Library Technician	17.52
13061 - Media Specialist I	19.62
13062 - Media Specialist II	21.95
13063 - Media Specialist III	24.47
13071 - Photographer I	19.62
13072 - Photographer II	21.95
13073 - Photographer III	27.19
13074 - Photographer IV	33.25
13075 - Photographer V	40.23
13090 - Technical Order Library Clerk	19.10
13110 - Video Teleconference Technician	19.62
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.68
14042 - Computer Operator II	17.54
14043 - Computer Operator III	19.56
14044 - Computer Operator IV	22.18
14045 - Computer Operator V	24.06
14071 - Computer Programmer I	(see 1) 17.74
14072 - Computer Programmer II	(see 1) 21.98
14073 - Computer Programmer III	(see 1) 24.73
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 27.01
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.68
14160 - Personal Computer Support Technician	22.18
14170 - System Support Specialist	23.36
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.01
15020 - Aircrew Training Devices Instructor (Rated)	34.78
15030 - Air Crew Training Devices Instructor (Pilot)	39.19
15050 - Computer Based Training Specialist / Instructor	27.01
15060 - Educational Technologist	28.47

15070 - Flight Instructor (Pilot)	39.19
15080 - Graphic Artist	21.92
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	39.19
15086 - Maintenance Test Pilot, Rotary Wing	39.19
15088 - Non-Maintenance Test/Co-Pilot	39.19
15090 - Technical Instructor	19.12
15095 - Technical Instructor/Course Developer	23.38
15110 - Test Proctor	15.43
15120 - Tutor	15.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.42
16030 - Counter Attendant	9.42
16040 - Dry Cleaner	11.19
16070 - Finisher, Flatwork, Machine	9.42
16090 - Presser, Hand	9.42
16110 - Presser, Machine, Drycleaning	9.42
16130 - Presser, Machine, Shirts	9.42
16160 - Presser, Machine, Wearing Apparel, Laundry	9.42
16190 - Sewing Machine Operator	12.00
16220 - Tailor	12.79
16250 - Washer, Machine	9.87
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.09
19040 - Tool And Die Maker	25.04
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.02
21030 - Material Coordinator	17.03
21040 - Material Expediter	17.03
21050 - Material Handling Laborer	10.44
21071 - Order Filler	12.32
21080 - Production Line Worker (Food Processing)	14.02
21110 - Shipping Packer	13.63
21130 - Shipping/Receiving Clerk	13.63
21140 - Store Worker I	11.61
21150 - Stock Clerk	15.68
21210 - Tools And Parts Attendant	14.02
21410 - Warehouse Specialist	14.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.96
23019 - Aircraft Logs and Records Technician	16.90
23021 - Aircraft Mechanic I	19.85
23022 - Aircraft Mechanic II	20.96
23023 - Aircraft Mechanic III	22.06
23040 - Aircraft Mechanic Helper	14.82
23050 - Aircraft, Painter	18.71
23060 - Aircraft Servicer	16.90
23070 - Aircraft Survival Flight Equipment Technician	18.71
23080 - Aircraft Worker	17.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	17.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	19.85
23110 - Appliance Mechanic	18.26
23120 - Bicycle Repairer	15.03
23125 - Cable Splicer	21.58
23130 - Carpenter, Maintenance	17.02
23140 - Carpet Layer	17.20
23160 - Electrician, Maintenance	19.20
23181 - Electronics Technician Maintenance I	21.01
23182 - Electronics Technician Maintenance II	24.32
23183 - Electronics Technician Maintenance III	25.61
23260 - Fabric Worker	16.12
23290 - Fire Alarm System Mechanic	19.41
23310 - Fire Extinguisher Repairer	15.03
23311 - Fuel Distribution System Mechanic	20.69

23312 - Fuel Distribution System Operator	16.69
23370 - General Maintenance Worker	16.05
23380 - Ground Support Equipment Mechanic	19.85
23381 - Ground Support Equipment Servicer	16.90
23382 - Ground Support Equipment Worker	17.86
23391 - Gunsmith I	15.03
23392 - Gunsmith II	17.20
23393 - Gunsmith III	19.41
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.93
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.23
23430 - Heavy Equipment Mechanic	19.62
23440 - Heavy Equipment Operator	17.84
23460 - Instrument Mechanic	19.41
23465 - Laboratory/Shelter Mechanic	18.51
23470 - Laborer	10.40
23510 - Locksmith	18.26
23530 - Machinery Maintenance Mechanic	21.80
23550 - Machinist, Maintenance	19.41
23580 - Maintenance Trades Helper	14.02
23591 - Metrology Technician I	19.41
23592 - Metrology Technician II	20.52
23593 - Metrology Technician III	21.63
23640 - Millwright	19.41
23710 - Office Appliance Repairer	19.34
23760 - Painter, Maintenance	20.49
23790 - Pipefitter, Maintenance	18.70
23810 - Plumber, Maintenance	17.59
23820 - Pneudraulic Systems Mechanic	19.41
23850 - Rigger	19.41
23870 - Scale Mechanic	17.20
23890 - Sheet-Metal Worker, Maintenance	19.41
23910 - Small Engine Mechanic	17.20
23931 - Telecommunications Mechanic I	25.94
23932 - Telecommunications Mechanic II	27.30
23950 - Telephone Lineman	22.54
23960 - Welder, Combination, Maintenance	19.41
23965 - Well Driller	19.41
23970 - Woodcraft Worker	19.41
23980 - Woodworker	15.03
24000 - Personal Needs Occupations	
24550 - Case Manager	13.57
24570 - Child Care Attendant	10.32
24580 - Child Care Center Clerk	12.87
24610 - Chore Aide	10.22
24620 - Family Readiness And Support Services Coordinator	13.57
24630 - Homemaker	13.57
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.41
25040 - Sewage Plant Operator	20.91
25070 - Stationary Engineer	19.41
25190 - Ventilation Equipment Tender	13.93
25210 - Water Treatment Plant Operator	20.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.23
27007 - Baggage Inspector	12.35
27008 - Corrections Officer	19.80
27010 - Court Security Officer	21.00
27030 - Detection Dog Handler	13.97
27040 - Detention Officer	19.80
27070 - Firefighter	20.44
27101 - Guard I	12.35
27102 - Guard II	13.97

27131 - Police Officer I	22.92
27132 - Police Officer II	25.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.46
28042 - Carnival Equipment Repairer	11.21
28043 - Carnival Worker	8.73
28210 - Gate Attendant/Gate Tender	16.23
28310 - Lifeguard	13.56
28350 - Park Attendant (Aide)	18.15
28510 - Recreation Aide/Health Facility Attendant	13.26
28515 - Recreation Specialist	21.88
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	20.93
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.35
29020 - Hatch Tender	19.35
29030 - Line Handler	19.35
29041 - Stevedore I	18.26
29042 - Stevedore II	20.35
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.30
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.97
30021 - Archeological Technician I	15.64
30022 - Archeological Technician II	17.71
30023 - Archeological Technician III	21.21
30030 - Cartographic Technician	21.93
30040 - Civil Engineering Technician	21.63
30051 - Cryogenic Technician I	24.30
30052 - Cryogenic Technician II	26.84
30061 - Drafter/CAD Operator I	15.24
30062 - Drafter/CAD Operator II	17.71
30063 - Drafter/CAD Operator III	19.75
30064 - Drafter/CAD Operator IV	24.30
30081 - Engineering Technician I	13.31
30082 - Engineering Technician II	14.94
30083 - Engineering Technician III	16.71
30084 - Engineering Technician IV	20.72
30085 - Engineering Technician V	25.34
30086 - Engineering Technician VI	30.66
30090 - Environmental Technician	16.56
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	17.87
30221 - Latent Fingerprint Technician I	24.30
30222 - Latent Fingerprint Technician II	26.84
30240 - Mathematical Technician	21.43
30361 - Paralegal/Legal Assistant I	16.27
30362 - Paralegal/Legal Assistant II	20.17
30363 - Paralegal/Legal Assistant III	24.67
30364 - Paralegal/Legal Assistant IV	29.85
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	21.79
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	22.51
30462 - Technical Writer II	27.54
30463 - Technical Writer III	34.34
30491 - Unexploded Ordnance (UXO) Technician I	24.24
30492 - Unexploded Ordnance (UXO) Technician II	29.33
30493 - Unexploded Ordnance (UXO) Technician III	35.16
30494 - Unexploded (UXO) Safety Escort	24.24
30495 - Unexploded (UXO) Sweep Personnel	24.24
30501 - Weather Forecaster I	24.30
30502 - Weather Forecaster II	29.56
30620 - Weather Observer, Combined Upper Air Or Surface Programs	19.75 (see 2)

30621 - Weather Observer, Senior	(see 2)	21.41
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		29.33
31020 - Bus Aide		10.13
31030 - Bus Driver		14.19
31043 - Driver Courier		12.38
31260 - Parking and Lot Attendant		9.40
31290 - Shuttle Bus Driver		13.35
31310 - Taxi Driver		10.82
31361 - Truckdriver, Light		13.35
31362 - Truckdriver, Medium		13.66
31363 - Truckdriver, Heavy		16.40
31364 - Truckdriver, Tractor-Trailer		16.40
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.30
99030 - Cashier		9.19
99050 - Desk Clerk		10.92
99095 - Embalmer		26.11
99130 - Flight Follower		24.24
99251 - Laboratory Animal Caretaker I		10.46
99252 - Laboratory Animal Caretaker II		11.29
99260 - Marketing Analyst		23.85
99310 - Mortician		26.11
99410 - Pest Controller		17.83
99510 - Photofinishing Worker		12.74
99710 - Recycling Laborer		14.21
99711 - Recycling Specialist		16.96
99730 - Refuse Collector		12.95
99810 - Sales Clerk		12.25
99820 - School Crossing Guard		12.95
99830 - Survey Party Chief		17.89
99831 - Surveying Aide		9.72
99832 - Surveying Technician		16.26
99840 - Vending Machine Attendant		15.32
99841 - Vending Machine Repairer		18.91
99842 - Vending Machine Repairer Helper		15.32

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 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 7 years, and 4 weeks after 11 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).