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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.: 2015-5293
Revision No.: 32
Date Of Last Revision: 3/30/2026

State: Texas

Area: Texas Counties of Gillespie and Kerr

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.47
01012 - Accounting Clerk II		20.73
01013 - Accounting Clerk III		23.18
01020 - Administrative Assistant		25.77
01035 - Court Reporter		26.79
01041 - Customer Service Representative I		17.61
01042 - Customer Service Representative II		19.22
01043 - Customer Service Representative III		21.57
01051 - Data Entry Operator I		17.01
01052 - Data Entry Operator II		18.56
01060 - Dispatcher, Motor Vehicle		20.66
01070 - Document Preparation Clerk		16.15
01090 - Duplicating Machine Operator		16.15
01111 - General Clerk I		17.18
01112 - General Clerk II		18.75
01113 - General Clerk III		21.04
01120 - Housing Referral Assistant		22.60
01141 - Messenger Courier		15.20
01191 - Order Clerk I		17.03
01192 - Order Clerk II		18.58
01261 - Personnel Assistant (Employment) I		18.27
01262 - Personnel Assistant (Employment) II		20.44
01263 - Personnel Assistant (Employment) III		22.78
01270 - Production Control Clerk		23.91
01290 - Rental Clerk		18.02
01300 - Scheduler, Maintenance		18.13

01311 - Secretary I	18.13
01312 - Secretary II	20.28
01313 - Secretary III	22.60
01320 - Service Order Dispatcher	18.47
01410 - Supply Technician	25.77
01420 - Survey Worker	17.86
01460 - Switchboard Operator/Receptionist	15.16
01531 - Travel Clerk I	16.15
01532 - Travel Clerk II	18.13
01533 - Travel Clerk III	20.28
01611 - Word Processor I	16.15
01612 - Word Processor II	18.13
01613 - Word Processor III	20.28
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.60
05010 - Automotive Electrician	21.74
05040 - Automotive Glass Installer	20.32
05070 - Automotive Worker	20.32
05110 - Mobile Equipment Servicer	17.50
05130 - Motor Equipment Metal Mechanic	23.05
05160 - Motor Equipment Metal Worker	20.32
05190 - Motor Vehicle Mechanic	23.05
05220 - Motor Vehicle Mechanic Helper	16.10
05250 - Motor Vehicle Upholstery Worker	18.89
05280 - Motor Vehicle Wrecker	20.32
05310 - Painter, Automotive	21.74
05340 - Radiator Repair Specialist	20.32
05370 - Tire Repairer	16.84
05400 - Transmission Repair Specialist	23.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.31
07041 - Cook I	14.14
07042 - Cook II	16.42
07070 - Dishwasher	12.52
07130 - Food Service Worker	13.21
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	12.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.26
09040 - Furniture Handler	14.65
09080 - Furniture Refinisher	23.93
09090 - Furniture Refinisher Helper	17.75
09110 - Furniture Repairer, Minor	20.80
09130 - Upholsterer	23.74
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.56
11060 - Elevator Operator	14.39
11090 - Gardener	22.22
11122 - Housekeeping Aide	14.39
11150 - Janitor	14.39
11210 - Laborer, Grounds Maintenance	16.86
11240 - Maid or Houseman	13.49
11260 - Pruner	15.12
11270 - Tractor Operator	20.45
11330 - Trail Maintenance Worker	16.86
11360 - Window Cleaner	16.05
12000 - Health Occupations	
12010 - Ambulance Driver	17.96
12011 - Breath Alcohol Technician	25.21
12012 - Certified Occupational Therapist Assistant	38.20

12015 - Certified Physical Therapist Assistant		36.57
12020 - Dental Assistant		17.92
12025 - Dental Hygienist		46.45
12030 - EKG Technician		32.28
12035 - Electroneurodiagnostic Technologist		32.28
12040 - Emergency Medical Technician		17.96
12071 - Licensed Practical Nurse I		22.54
12072 - Licensed Practical Nurse II		25.21
12073 - Licensed Practical Nurse III		28.10
12100 - Medical Assistant		17.87
12130 - Medical Laboratory Technician		23.60
12160 - Medical Record Clerk		16.74
12190 - Medical Record Technician		18.73
12195 - Medical Transcriptionist		21.00
12210 - Nuclear Medicine Technologist		55.41
12221 - Nursing Assistant I		16.08
12222 - Nursing Assistant II		18.09
12223 - Nursing Assistant III		19.74
12224 - Nursing Assistant IV		22.16
12235 - Optical Dispenser		16.96
12236 - Optical Technician		22.54
12250 - Pharmacy Technician		19.04
12280 - Phlebotomist		17.44
12305 - Radiologic Technologist		35.57
12311 - Registered Nurse I		31.87
12312 - Registered Nurse II		38.98
12313 - Registered Nurse II, Specialist		38.98
12314 - Registered Nurse III		47.16
12315 - Registered Nurse III, Anesthetist		47.16
12316 - Registered Nurse IV		56.55
12317 - Scheduler (Drug and Alcohol Testing)		31.23
12320 - Substance Abuse Treatment Counselor		26.18
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.38
13012 - Exhibits Specialist II		22.77
13013 - Exhibits Specialist III		27.85
13041 - Illustrator I		18.68
13042 - Illustrator II		23.15
13043 - Illustrator III		28.13
13047 - Librarian		25.63
13050 - Library Aide/Clerk		15.94
13054 - Library Information Technology Systems Administrator		23.15
13058 - Library Technician		14.44
13061 - Media Specialist I		16.43
13062 - Media Specialist II		18.38
13063 - Media Specialist III		20.49
13071 - Photographer I		16.43
13072 - Photographer II		18.38
13073 - Photographer III		22.77
13074 - Photographer IV		27.85
13075 - Photographer V		33.69
13090 - Technical Order Library Clerk		20.01
13110 - Video Teleconference Technician		16.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.41
14042 - Computer Operator II		19.49
14043 - Computer Operator III		21.72
14044 - Computer Operator IV		24.14
14045 - Computer Operator V		26.18
14071 - Computer Programmer I	(see 1)	25.14
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		17.41
14160 - Personal Computer Support Technician		24.14
14170 - System Support Specialist		24.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		38.02
15020 - Aircrew Training Devices Instructor (Rated)		46.00
15030 - Air Crew Training Devices Instructor (Pilot)		55.13
15050 - Computer Based Training Specialist / Instructor		38.02
15060 - Educational Technologist		33.80
15070 - Flight Instructor (Pilot)		55.13
15080 - Graphic Artist		22.57
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.53
15086 - Maintenance Test Pilot, Rotary Wing		50.53
15088 - Non-Maintenance Test/Co-Pilot		50.53
15090 - Technical Instructor		21.45
15095 - Technical Instructor/Course Developer		26.23
15110 - Test Proctor		17.32
15120 - Tutor		17.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.49
16030 - Counter Attendant		11.49
16040 - Dry Cleaner		13.94
16070 - Finisher, Flatwork, Machine		11.49
16090 - Presser, Hand		11.49
16110 - Presser, Machine, Drycleaning		11.49
16130 - Presser, Machine, Shirts		11.49
16160 - Presser, Machine, Wearing Apparel, Laundry		11.49
16190 - Sewing Machine Operator		14.72
16220 - Tailor		15.45
16250 - Washer, Machine		12.44
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.53
19040 - Tool And Die Maker		29.04
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.90
21030 - Material Coordinator		23.91
21040 - Material Expediter		23.91
21050 - Material Handling Laborer		16.75
21071 - Order Filler		17.19
21080 - Production Line Worker (Food Processing)		18.90
21110 - Shipping Packer		18.27
21130 - Shipping/Receiving Clerk		18.27
21140 - Store Worker I		13.76
21150 - Stock Clerk		18.97
21210 - Tools And Parts Attendant		18.90
21410 - Warehouse Specialist		18.90
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.95
23019 - Aircraft Logs and Records Technician		24.85
23021 - Aircraft Mechanic I		30.32
23022 - Aircraft Mechanic II		31.95
23023 - Aircraft Mechanic III		33.61
23040 - Aircraft Mechanic Helper		21.18

23050 - Aircraft, Painter	28.59
23060 - Aircraft Servicer	24.85
23070 - Aircraft Survival Flight Equipment Technician	28.59
23080 - Aircraft Worker	26.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.32
23110 - Appliance Mechanic	24.00
23120 - Bicycle Repairer	19.32
23125 - Cable Splicer	34.53
23130 - Carpenter, Maintenance	19.19
23140 - Carpet Layer	22.43
23160 - Electrician, Maintenance	24.70
23181 - Electronics Technician Maintenance I	30.33
23182 - Electronics Technician Maintenance II	32.44
23183 - Electronics Technician Maintenance III	34.40
23260 - Fabric Worker	20.86
23290 - Fire Alarm System Mechanic	22.87
23310 - Fire Extinguisher Repairer	19.32
23311 - Fuel Distribution System Mechanic	28.06
23312 - Fuel Distribution System Operator	21.35
23370 - General Maintenance Worker	18.51
23380 - Ground Support Equipment Mechanic	30.32
23381 - Ground Support Equipment Servicer	24.85
23382 - Ground Support Equipment Worker	26.73
23391 - Gunsmith I	19.32
23392 - Gunsmith II	22.43
23393 - Gunsmith III	25.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.52
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.84
23430 - Heavy Equipment Mechanic	24.50
23440 - Heavy Equipment Operator	22.64
23460 - Instrument Mechanic	25.45
23465 - Laboratory/Shelter Mechanic	24.00
23470 - Laborer	16.75
23510 - Locksmith	24.00
23530 - Machinery Maintenance Mechanic	28.04
23550 - Machinist, Maintenance	23.55
23580 - Maintenance Trades Helper	16.69
23591 - Metrology Technician I	25.45
23592 - Metrology Technician II	26.81
23593 - Metrology Technician III	28.21
23640 - Millwright	24.95
23710 - Office Appliance Repairer	24.00
23760 - Painter, Maintenance	20.86
23790 - Pipefitter, Maintenance	25.11
23810 - Plumber, Maintenance	23.68
23820 - Pneudraulic Systems Mechanic	25.45
23850 - Rigger	25.45
23870 - Scale Mechanic	22.43
23890 - Sheet-Metal Worker, Maintenance	23.50
23910 - Small Engine Mechanic	20.84
23931 - Telecommunications Mechanic I	30.34
23932 - Telecommunications Mechanic II	31.97
23950 - Telephone Lineman	28.55
23960 - Welder, Combination, Maintenance	22.78
23965 - Well Driller	25.45
23970 - Woodcraft Worker	25.45
23980 - Woodworker	19.32

24000 - Personal Needs Occupations

24550 - Case Manager		18.75
24570 - Child Care Attendant		10.85
24580 - Child Care Center Clerk		13.53
24610 - Chore Aide		12.12
24620 - Family Readiness And Support Services Coordinator		18.75
24630 - Homemaker		18.75
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.66
25040 - Sewage Plant Operator		22.73
25070 - Stationary Engineer		24.66
25190 - Ventilation Equipment Tender		17.26
25210 - Water Treatment Plant Operator		22.73
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.37
27007 - Baggage Inspector		16.90
27008 - Corrections Officer		24.08
27010 - Court Security Officer		23.27
27030 - Detection Dog Handler		18.90
27040 - Detention Officer		24.08
27070 - Firefighter		22.84
27101 - Guard I		16.90
27102 - Guard II		18.90
27131 - Police Officer I		26.69
27132 - Police Officer II		29.66
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.43
28042 - Carnival Equipment Repairer		16.77
28043 - Carnival Worker		11.41
28210 - Gate Attendant/Gate Tender		17.25
28310 - Lifeguard		11.05
28350 - Park Attendant (Aide)		19.29
28510 - Recreation Aide/Health Facility Attendant		14.08
28515 - Recreation Specialist		23.90
28630 - Sports Official		15.37
28690 - Swimming Pool Operator		19.47
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.25
29020 - Hatch Tender		28.25
29030 - Line Handler		28.25
29041 - Stevedore I		26.27
29042 - Stevedore II		30.22
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	53.13
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	36.65
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	40.35
30021 - Archeological Technician I		21.75
30022 - Archeological Technician II		24.33
30023 - Archeological Technician III		30.14
30030 - Cartographic Technician		30.14
30040 - Civil Engineering Technician		26.10
30051 - Cryogenic Technician I		33.38
30052 - Cryogenic Technician II		36.86
30061 - Drafter/CAD Operator I		21.75
30062 - Drafter/CAD Operator II		24.33
30063 - Drafter/CAD Operator III		27.12
30064 - Drafter/CAD Operator IV		33.38

30081 - Engineering Technician I		20.25
30082 - Engineering Technician II		22.73
30083 - Engineering Technician III		25.42
30084 - Engineering Technician IV		31.50
30085 - Engineering Technician V		38.53
30086 - Engineering Technician VI		46.62
30090 - Environmental Technician		28.74
30095 - Evidence Control Specialist		30.14
30210 - Laboratory Technician		28.69
30221 - Latent Fingerprint Technician I		31.86
30222 - Latent Fingerprint Technician II		35.19
30240 - Mathematical Technician		30.14
30361 - Paralegal/Legal Assistant I		21.43
30362 - Paralegal/Legal Assistant II		26.55
30363 - Paralegal/Legal Assistant III		32.48
30364 - Paralegal/Legal Assistant IV		39.29
30375 - Petroleum Supply Specialist		36.86
30390 - Photo-Optics Technician		30.14
30395 - Radiation Control Technician		36.86
30461 - Technical Writer I		30.14
30462 - Technical Writer II		36.86
30463 - Technical Writer III		44.59
30491 - Unexploded Ordnance (UXO) Technician I		33.77
30492 - Unexploded Ordnance (UXO) Technician II		40.86
30493 - Unexploded Ordnance (UXO) Technician III		48.97
30494 - Unexploded (UXO) Safety Escort		33.77
30495 - Unexploded (UXO) Sweep Personnel		33.77
30501 - Weather Forecaster I		33.38
30502 - Weather Forecaster II		40.60
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.12
30621 - Weather Observer, Senior	(see 2)	30.14
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.86
31020 - Bus Aide		12.95
31030 - Bus Driver		17.62
31043 - Driver Courier		15.98
31260 - Parking and Lot Attendant		14.61
31290 - Shuttle Bus Driver		16.10
31310 - Taxi Driver		12.49
31361 - Truckdriver, Light		17.37
31362 - Truckdriver, Medium		18.75
31363 - Truckdriver, Heavy		23.25
31364 - Truckdriver, Tractor-Trailer		23.25
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.92
99030 - Cashier		13.03
99050 - Desk Clerk		13.34
99095 - Embalmer		31.59
99130 - Flight Follower		33.77
99251 - Laboratory Animal Caretaker I		14.24
99252 - Laboratory Animal Caretaker II		15.48
99260 - Marketing Analyst		33.05
99310 - Mortician		31.59
99410 - Pest Controller		22.57
99510 - Photofinishing Worker		17.75
99710 - Recycling Laborer		21.31
99711 - Recycling Specialist		25.83
99730 - Refuse Collector		19.11
99810 - Sales Clerk		14.13
99820 - School Crossing Guard		15.62
99830 - Survey Party Chief		26.49
99831 - Surveying Aide		18.46

99832 - Surveying Technician	22.05
99840 - Vending Machine Attendant	20.77
99841 - Vending Machine Repairer	26.20
99842 - Vending Machine Repairer Helper	20.77

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 $13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage

determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of """"wash and wear"""" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the """"Service Contract Act Directory of Occupations"""", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the """"Service Contract Act Directory of Occupations"""" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."""