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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.: 2015-4747
Revision No.: 10
Date Of Revision: 05/02/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for calendar year 2019 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 $10.60 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 2019. 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: Ohio

Area: Ohio Counties of Auglaize, Hancock, Hardin, Mercer, Putnam, Van Wert

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.71
01012 - Accounting Clerk II		15.40
01013 - Accounting Clerk III		17.22
01020 - Administrative Assistant		21.54
01035 - Court Reporter		17.48
01041 - Customer Service Representative I		12.67
01042 - Customer Service Representative II		14.25
01043 - Customer Service Representative III		15.55
01051 - Data Entry Operator I		14.17
01052 - Data Entry Operator II		15.47
01060 - Dispatcher, Motor Vehicle		21.55
01070 - Document Preparation Clerk		14.02
01090 - Duplicating Machine Operator		14.02
01111 - General Clerk I		13.30
01112 - General Clerk II		14.52
01113 - General Clerk III		16.30
01120 - Housing Referral Assistant		19.49
01141 - Messenger Courier		11.92
01191 - Order Clerk I		15.78
01192 - Order Clerk II		17.22
01261 - Personnel Assistant (Employment) I		16.41
01262 - Personnel Assistant (Employment) II		18.35
01263 - Personnel Assistant (Employment) III		20.46
01270 - Production Control Clerk		25.28
01290 - Rental Clerk		12.58
01300 - Scheduler, Maintenance		15.63
01311 - Secretary I		15.63
01312 - Secretary II		17.48
01313 - Secretary III		19.49
01320 - Service Order Dispatcher		19.26

01410 - Supply Technician	21.54
01420 - Survey Worker	15.30
01460 - Switchboard Operator/Receptionist	11.94
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	13.61
01612 - Word Processor II	15.28
01613 - Word Processor III	17.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.85
05010 - Automotive Electrician	20.78
05040 - Automotive Glass Installer	20.09
05070 - Automotive Worker	20.09
05110 - Mobile Equipment Servicer	18.71
05130 - Motor Equipment Metal Mechanic	21.44
05160 - Motor Equipment Metal Worker	19.99
05190 - Motor Vehicle Mechanic	21.85
05220 - Motor Vehicle Mechanic Helper	17.98
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.09
05310 - Painter, Automotive	20.78
05340 - Radiator Repair Specialist	20.09
05370 - Tire Repairer	16.74
05400 - Transmission Repair Specialist	21.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.21
07041 - Cook I	13.06
07042 - Cook II	14.72
07070 - Dishwasher	9.16
07130 - Food Service Worker	9.48
07210 - Meat Cutter	15.75
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.18
09040 - Furniture Handler	14.71
09080 - Furniture Refinisher	21.18
09090 - Furniture Refinisher Helper	16.66
09110 - Furniture Repairer, Minor	19.20
09130 - Upholsterer	21.18
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.18
11060 - Elevator Operator	11.58
11090 - Gardener	14.33
11122 - Housekeeping Aide	12.13
11150 - Janitor	12.13
11210 - Laborer, Grounds Maintenance	11.52
11240 - Maid or Houseman	10.95
11260 - Pruner	10.60
11270 - Tractor Operator	13.72
11330 - Trail Maintenance Worker	11.52
11360 - Window Cleaner	13.18
12000 - Health Occupations	
12010 - Ambulance Driver	16.80
12011 - Breath Alcohol Technician	18.05
12012 - Certified Occupational Therapist Assistant	26.82
12015 - Certified Physical Therapist Assistant	24.82
12020 - Dental Assistant	16.96
12025 - Dental Hygienist	29.91
12030 - EKG Technician	26.81
12035 - Electroneurodiagnostic Technologist	26.81
12040 - Emergency Medical Technician	16.80

12071 - Licensed Practical Nurse I		16.13
12072 - Licensed Practical Nurse II		18.05
12073 - Licensed Practical Nurse III		20.12
12100 - Medical Assistant		13.75
12130 - Medical Laboratory Technician		24.09
12160 - Medical Record Clerk		15.46
12190 - Medical Record Technician		17.29
12195 - Medical Transcriptionist		16.39
12210 - Nuclear Medicine Technologist		39.50
12221 - Nursing Assistant I		12.01
12222 - Nursing Assistant II		13.50
12223 - Nursing Assistant III		14.73
12224 - Nursing Assistant IV		16.54
12235 - Optical Dispenser		19.65
12236 - Optical Technician		16.13
12250 - Pharmacy Technician		14.19
12280 - Phlebotomist		15.02
12305 - Radiologic Technologist		26.64
12311 - Registered Nurse I		23.43
12312 - Registered Nurse II		28.66
12313 - Registered Nurse II, Specialist		28.66
12314 - Registered Nurse III		34.67
12315 - Registered Nurse III, Anesthetist		34.67
12316 - Registered Nurse IV		41.56
12317 - Scheduler (Drug and Alcohol Testing)		22.26
12320 - Substance Abuse Treatment Counselor		21.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.23
13012 - Exhibits Specialist II		22.58
13013 - Exhibits Specialist III		27.62
13041 - Illustrator I		18.23
13042 - Illustrator II		22.58
13043 - Illustrator III		27.62
13047 - Librarian		25.01
13050 - Library Aide/Clerk		13.86
13054 - Library Information Technology Systems Administrator		22.58
13058 - Library Technician		16.63
13061 - Media Specialist I		15.82
13062 - Media Specialist II		16.63
13063 - Media Specialist III		18.55
13071 - Photographer I		15.97
13072 - Photographer II		17.86
13073 - Photographer III		22.12
13074 - Photographer IV		27.07
13075 - Photographer V		32.74
13090 - Technical Order Library Clerk		15.98
13110 - Video Teleconference Technician		16.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.70
14042 - Computer Operator II		16.45
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		21.57
14045 - Computer Operator V		23.87
14071 - Computer Programmer I	(see 1)	22.07
14072 - Computer Programmer II	(see 1)	27.39
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.70

14160 - Personal Computer Support Technician	24.13
14170 - System Support Specialist	27.76
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.94
15020 - Aircrew Training Devices Instructor (Rated)	33.81
15030 - Air Crew Training Devices Instructor (Pilot)	40.53
15050 - Computer Based Training Specialist / Instructor	27.94
15060 - Educational Technologist	34.81
15070 - Flight Instructor (Pilot)	40.53
15080 - Graphic Artist	25.74
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	40.53
15086 - Maintenance Test Pilot, Rotary Wing	40.53
15088 - Non-Maintenance Test/Co-Pilot	40.53
15090 - Technical Instructor	21.94
15095 - Technical Instructor/Course Developer	26.84
15110 - Test Proctor	17.71
15120 - Tutor	17.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.07
16030 - Counter Attendant	10.07
16040 - Dry Cleaner	12.51
16070 - Finisher, Flatwork, Machine	10.07
16090 - Presser, Hand	10.07
16110 - Presser, Machine, Drycleaning	10.07
16130 - Presser, Machine, Shirts	10.07
16160 - Presser, Machine, Wearing Apparel, Laundry	10.07
16190 - Sewing Machine Operator	13.38
16220 - Tailor	14.26
16250 - Washer, Machine	10.71
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.57
19040 - Tool And Die Maker	24.42
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	25.28
21040 - Material Expediter	25.28
21050 - Material Handling Laborer	15.80
21071 - Order Filler	11.82
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	17.13
21130 - Shipping/Receiving Clerk	17.13
21140 - Store Worker I	15.13
21150 - Stock Clerk	19.49
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.10
23019 - Aircraft Logs and Records Technician	21.69
23021 - Aircraft Mechanic I	25.14
23022 - Aircraft Mechanic II	26.10
23023 - Aircraft Mechanic III	27.10
23040 - Aircraft Mechanic Helper	19.05
23050 - Aircraft, Painter	24.21
23060 - Aircraft Servicer	21.69
23070 - Aircraft Survival Flight Equipment Technician	24.21
23080 - Aircraft Worker	22.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.97
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.14
23110 - Appliance Mechanic	21.18
23120 - Bicycle Repairer	20.39

23125 - Cable Splicer	31.05
23130 - Carpenter, Maintenance	20.06
23140 - Carpet Layer	22.97
23160 - Electrician, Maintenance	26.68
23181 - Electronics Technician Maintenance I	25.66
23182 - Electronics Technician Maintenance II	27.04
23183 - Electronics Technician Maintenance III	28.08
23260 - Fabric Worker	21.69
23290 - Fire Alarm System Mechanic	25.14
23310 - Fire Extinguisher Repairer	20.39
23311 - Fuel Distribution System Mechanic	25.80
23312 - Fuel Distribution System Operator	21.00
23370 - General Maintenance Worker	21.02
23380 - Ground Support Equipment Mechanic	25.14
23381 - Ground Support Equipment Servicer	21.69
23382 - Ground Support Equipment Worker	22.97
23391 - Gunsmith I	20.39
23392 - Gunsmith II	22.97
23393 - Gunsmith III	25.14
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.29
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.19
23430 - Heavy Equipment Mechanic	23.80
23440 - Heavy Equipment Operator	25.19
23460 - Instrument Mechanic	25.14
23465 - Laboratory/Shelter Mechanic	24.21
23470 - Laborer	15.80
23510 - Locksmith	24.21
23530 - Machinery Maintenance Mechanic	28.00
23550 - Machinist, Maintenance	20.44
23580 - Maintenance Trades Helper	16.94
23591 - Metrology Technician I	25.14
23592 - Metrology Technician II	26.10
23593 - Metrology Technician III	27.10
23640 - Millwright	27.36
23710 - Office Appliance Repairer	21.18
23760 - Painter, Maintenance	21.44
23790 - Pipefitter, Maintenance	23.91
23810 - Plumber, Maintenance	23.17
23820 - Pneudraulic Systems Mechanic	25.14
23850 - Rigger	25.14
23870 - Scale Mechanic	22.97
23890 - Sheet-Metal Worker, Maintenance	29.39
23910 - Small Engine Mechanic	18.61
23931 - Telecommunications Mechanic I	26.22
23932 - Telecommunications Mechanic II	27.21
23950 - Telephone Lineman	26.53
23960 - Welder, Combination, Maintenance	19.86
23965 - Well Driller	24.08
23970 - Woodcraft Worker	25.14
23980 - Woodworker	20.39
24000 - Personal Needs Occupations	
24550 - Case Manager	15.12
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.12
24610 - Chore Aide	11.04
24620 - Family Readiness And Support Services Coordinator	15.12
24630 - Homemaker	15.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.76

25040 - Sewage Plant Operator	23.49
25070 - Stationary Engineer	24.76
25190 - Ventilation Equipment Tender	18.88
25210 - Water Treatment Plant Operator	23.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.28
27007 - Baggage Inspector	12.91
27008 - Corrections Officer	20.62
27010 - Court Security Officer	19.10
27030 - Detection Dog Handler	15.58
27040 - Detention Officer	20.62
27070 - Firefighter	18.69
27101 - Guard I	12.91
27102 - Guard II	15.58
27131 - Police Officer I	20.94
27132 - Police Officer II	23.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.76
28042 - Carnival Equipment Repairer	12.58
28043 - Carnival Worker	9.31
28210 - Gate Attendant/Gate Tender	14.09
28310 - Lifeguard	12.03
28350 - Park Attendant (Aide)	15.76
28510 - Recreation Aide/Health Facility Attendant	11.50
28515 - Recreation Specialist	19.52
28630 - Sports Official	12.55
28690 - Swimming Pool Operator	15.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.04
29020 - Hatch Tender	22.04
29030 - Line Handler	22.04
29041 - Stevedore I	20.81
29042 - Stevedore II	23.19
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.63
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.42
30021 - Archeological Technician I	17.57
30022 - Archeological Technician II	19.65
30023 - Archeological Technician III	24.34
30030 - Cartographic Technician	24.34
30040 - Civil Engineering Technician	27.10
30051 - Cryogenic Technician I	26.96
30052 - Cryogenic Technician II	29.78
30061 - Drafter/CAD Operator I	17.57
30062 - Drafter/CAD Operator II	19.65
30063 - Drafter/CAD Operator III	21.91
30064 - Drafter/CAD Operator IV	26.96
30081 - Engineering Technician I	14.68
30082 - Engineering Technician II	16.48
30083 - Engineering Technician III	18.47
30084 - Engineering Technician IV	23.08
30085 - Engineering Technician V	27.94
30086 - Engineering Technician VI	33.81
30090 - Environmental Technician	24.18
30095 - Evidence Control Specialist	24.34
30210 - Laboratory Technician	22.89
30221 - Latent Fingerprint Technician I	26.96
30222 - Latent Fingerprint Technician II	29.78
30240 - Mathematical Technician	24.34
30361 - Paralegal/Legal Assistant I	17.74
30362 - Paralegal/Legal Assistant II	21.98

30363 - Paralegal/Legal Assistant III		26.88
30364 - Paralegal/Legal Assistant IV		32.52
30375 - Petroleum Supply Specialist		29.78
30390 - Photo-Optics Technician		21.39
30395 - Radiation Control Technician		29.78
30461 - Technical Writer I		24.34
30462 - Technical Writer II		29.77
30463 - Technical Writer III		36.01
30491 - Unexploded Ordnance (UXO) Technician I		25.46
30492 - Unexploded Ordnance (UXO) Technician II		30.80
30493 - Unexploded Ordnance (UXO) Technician III		36.92
30494 - Unexploded (UXO) Safety Escort		25.46
30495 - Unexploded (UXO) Sweep Personnel		25.46
30501 - Weather Forecaster I		26.96
30502 - Weather Forecaster II		32.79
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.91
30621 - Weather Observer, Senior	(see 2)	24.34
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.80
31020 - Bus Aide		13.04
31030 - Bus Driver		17.79
31043 - Driver Courier		12.24
31260 - Parking and Lot Attendant		13.79
31290 - Shuttle Bus Driver		13.19
31310 - Taxi Driver		12.62
31361 - Truckdriver, Light		13.19
31362 - Truckdriver, Medium		13.64
31363 - Truckdriver, Heavy		25.30
31364 - Truckdriver, Tractor-Trailer		25.30
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.02
99030 - Cashier		9.46
99050 - Desk Clerk		9.72
99095 - Embalmer		26.33
99130 - Flight Follower		25.46
99251 - Laboratory Animal Caretaker I		20.58
99252 - Laboratory Animal Caretaker II		22.02
99260 - Marketing Analyst		28.08
99310 - Mortician		26.33
99410 - Pest Controller		21.76
99510 - Photofinishing Worker		13.38
99710 - Recycling Laborer		19.31
99711 - Recycling Specialist		22.43
99730 - Refuse Collector		17.75
99810 - Sales Clerk		11.22
99820 - School Crossing Guard		14.53
99830 - Survey Party Chief		30.17
99831 - Surveying Aide		15.91
99832 - Surveying Technician		21.81
99840 - Vending Machine Attendant		15.94
99841 - Vending Machine Repairer		19.86
99842 - Vending Machine Repairer Helper		15.94

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 5 years, 4 weeks after 15 years, and 5 weeks after 25 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, Good Friday, 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)).