

"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.: 2015-5939 Revision No.: 1 Date Of Last Revision: 05/06/2025

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. 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 the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio County of Ashtabula

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.91
01012 - Accounting Clerk II		20.10
01013 - Accounting Clerk III		22.48
01020 - Administrative Assistant		31.09
01035 - Court Reporter		22.87
01041 - Customer Service Representative I		15.95***
01042 - Customer Service Representative II		17.40***
01043 - Customer Service Representative III		19.53
01051 - Data Entry Operator I		17.51***
01052 - Data Entry Operator II		19.11
01060 - Dispatcher, Motor Vehicle		23.33
01070 - Document Preparation Clerk		18.23
01090 - Duplicating Machine Operator		18.23
01111 - General Clerk I		16.09***
01112 - General Clerk II		17.56***
01113 - General Clerk III		19.70

01120 - Housing Referral Assistant	24.63
01141 - Messenger Courier	16.28***
01191 - Order Clerk I	17.85
01192 - Order Clerk II	19.48
01261 - Personnel Assistant (Employment) I	19.68
01262 - Personnel Assistant (Employment) II	22.01
01263 - Personnel Assistant (Employment) III	24.55
01270 - Production Control Clerk	27.43
01290 - Rental Clerk	17.76
01300 - Scheduler, Maintenance	19.76
01311 - Secretary I	19.76
01312 - Secretary II	22.10
01313 - Secretary III	24.63
01320 - Service Order Dispatcher	20.86
01410 - Supply Technician	31.09
01420 - Survey Worker	17.90
01460 - Switchboard Operator/Receptionist	16.65***
01531 - Travel Clerk I	17.55***
01532 - Travel Clerk II	19.69
01533 - Travel Clerk III	21.02
01611 - Word Processor I	16.57***
01612 - Word Processor II	18.59
01613 - Word Processor III	20.79
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.33
05010 - Automotive Electrician	21.64
05040 - Automotive Glass Installer	20.81
05070 - Automotive Worker	20.81
05110 - Mobile Equipment Servicer	19.00
05130 - Motor Equipment Metal Mechanic	22.36
05160 - Motor Equipment Metal Worker	20.81
05190 - Motor Vehicle Mechanic	22.36
05220 - Motor Vehicle Mechanic Helper	18.12
05250 - Motor Vehicle Upholstery Worker	19.88
05280 - Motor Vehicle Wrecker	20.81
05310 - Painter, Automotive	21.64
05340 - Radiator Repair Specialist	20.81
05370 - Tire Repairer	18.90
05400 - Transmission Repair Specialist	22.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.35***
07041 - Cook I	16.19***
07042 - Cook II	18.45
07070 - Dishwasher	13.82***
07130 - Food Service Worker	12.99***
07210 - Meat Cutter	17.79
07260 - Waiter/Waitress	13.22***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.66
09040 - Furniture Handler	15.22***
09080 - Furniture Refinisher	22.51
09090 - Furniture Refinisher Helper	17.84
09110 - Furniture Repairer, Minor	20.28
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.04***
11060 - Elevator Operator	16.90***
11090 - Gardener	22.53
11122 - Housekeeping Aide	16.90***
11150 - Janitor	16.90***
11210 - Laborer, Grounds Maintenance	17.77
11240 - Maid or Houseman	14.53***
11260 - Pruner	16.16***
11270 - Tractor Operator	20.96
11330 - Trail Maintenance Worker	17.77

11360 - Window Cleaner	18.42
12000 - Health Occupations	
12010 - Ambulance Driver	19.35
12011 - Breath Alcohol Technician	25.65
12012 - Certified Occupational Therapist Assistant	30.38
12015 - Certified Physical Therapist Assistant	30.28
12020 - Dental Assistant	21.96
12025 - Dental Hygienist	38.86
12030 - EKG Technician	34.40
12035 - Electroneurodiagnostic Technologist	34.40
12040 - Emergency Medical Technician	19.35
12071 - Licensed Practical Nurse I	22.94
12072 - Licensed Practical Nurse II	25.65
12073 - Licensed Practical Nurse III	28.59
12100 - Medical Assistant	19.04
12130 - Medical Laboratory Technician	30.78
12160 - Medical Record Clerk	19.75
12190 - Medical Record Technician	22.09
12195 - Medical Transcriptionist	20.85
12210 - Nuclear Medicine Technologist	43.03
12221 - Nursing Assistant I	13.95***
12222 - Nursing Assistant II	15.68***
12223 - Nursing Assistant III	17.11***
12224 - Nursing Assistant IV	19.22
12235 - Optical Dispenser	23.49
12236 - Optical Technician	20.85
12250 - Pharmacy Technician	18.22
12280 - Phlebotomist	18.58
12305 - Radiologic Technologist	35.16
12311 - Registered Nurse I	26.63
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II, Specialist	32.57
12314 - Registered Nurse III	39.41
12315 - Registered Nurse III, Anesthetist	39.41
12316 - Registered Nurse IV	47.25
12317 - Scheduler (Drug and Alcohol Testing)	31.79
12320 - Substance Abuse Treatment Counselor	26.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.14
13012 - Exhibits Specialist II	26.18
13013 - Exhibits Specialist III	31.41
13041 - Illustrator I	20.92
13042 - Illustrator II	25.91
13043 - Illustrator III	31.69
13047 - Librarian	29.55
13050 - Library Aide/Clerk	14.07***
13054 - Library Information Technology Systems Administrator	24.53
13058 - Library Technician	18.89
13061 - Media Specialist I	17.70***
13062 - Media Specialist II	19.81
13063 - Media Specialist III	22.08
13071 - Photographer I	17.00***
13072 - Photographer II	19.02
13073 - Photographer III	23.56
13074 - Photographer IV	28.82
13075 - Photographer V	34.87
13090 - Technical Order Library Clerk	17.49***
13110 - Video Teleconference Technician	21.07
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.76
14042 - Computer Operator II	22.11
14043 - Computer Operator III	24.64
14044 - Computer Operator IV	27.39
14045 - Computer Operator V	30.33

14071 - Computer Programmer I	(see 1)	24.34
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		19.76
14160 - Personal Computer Support Technician		27.39
14170 - System Support Specialist		30.33
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.21
15020 - Aircrew Training Devices Instructor (Rated)		38.98
15030 - Air Crew Training Devices Instructor (Pilot)		46.73
15050 - Computer Based Training Specialist / Instructor		32.21
15060 - Educational Technologist		34.94
15070 - Flight Instructor (Pilot)		46.73
15080 - Graphic Artist		24.79
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.73
15086 - Maintenance Test Pilot, Rotary Wing		46.73
15088 - Non-Maintenance Test/Co-Pilot		46.73
15090 - Technical Instructor		23.34
15095 - Technical Instructor/Course Developer		28.55
15110 - Test Proctor		18.84
15120 - Tutor		18.84
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.17***
16030 - Counter Attendant		12.17***
16040 - Dry Cleaner		15.05***
16070 - Finisher, Flatwork, Machine		12.17***
16090 - Presser, Hand		12.17***
16110 - Presser, Machine, Drycleaning		12.17***
16130 - Presser, Machine, Shirts		12.17***
16160 - Presser, Machine, Wearing Apparel, Laundry		12.17***
16190 - Sewing Machine Operator		16.13***
16220 - Tailor		17.17***
16250 - Washer, Machine		12.91***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.98
19040 - Tool And Die Maker		30.52
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.21
21030 - Material Coordinator		27.43
21040 - Material Expediter		27.43
21050 - Material Handling Laborer		18.72
21071 - Order Filler		17.42***
21080 - Production Line Worker (Food Processing)		22.21
21110 - Shipping Packer		21.01
21130 - Shipping/Receiving Clerk		21.01
21140 - Store Worker I		18.21
21150 - Stock Clerk		24.16
21210 - Tools And Parts Attendant		22.21
21410 - Warehouse Specialist		22.21
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.04
23019 - Aircraft Logs and Records Technician		24.59
23021 - Aircraft Mechanic I		27.67
23022 - Aircraft Mechanic II		29.04
23023 - Aircraft Mechanic III		30.16
23040 - Aircraft Mechanic Helper		22.45
23050 - Aircraft, Painter		26.74
23060 - Aircraft Servicer		24.59
23070 - Aircraft Survival Flight Equipment Technician		26.74
23080 - Aircraft Worker		25.74
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		25.74

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	27.67
II		
23110	- Appliance Mechanic	25.96
23120	- Bicycle Repairer	23.73
23125	- Cable Splicer	42.75
23130	- Carpenter, Maintenance	25.26
23140	- Carpet Layer	25.60
23160	- Electrician, Maintenance	31.55
23181	- Electronics Technician Maintenance I	32.40
23182	- Electronics Technician Maintenance II	33.96
23183	- Electronics Technician Maintenance III	35.56
23260	- Fabric Worker	25.33
23290	- Fire Alarm System Mechanic	26.09
23310	- Fire Extinguisher Repairer	23.73
23311	- Fuel Distribution System Mechanic	37.98
23312	- Fuel Distribution System Operator	30.05
23370	- General Maintenance Worker	23.75
23380	- Ground Support Equipment Mechanic	27.67
23381	- Ground Support Equipment Servicer	24.59
23382	- Ground Support Equipment Worker	25.74
23391	- Gunsmith I	23.73
23392	- Gunsmith II	27.03
23393	- Gunsmith III	29.99
23410	- Heating, Ventilation And Air-Conditioning Mechanic	25.60
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.79
23430	- Heavy Equipment Mechanic	28.27
23440	- Heavy Equipment Operator	29.87
23460	- Instrument Mechanic	29.99
23465	- Laboratory/Shelter Mechanic	28.56
23470	- Laborer	18.72
23510	- Locksmith	25.96
23530	- Machinery Maintenance Mechanic	31.05
23550	- Machinist, Maintenance	24.87
23580	- Maintenance Trades Helper	19.88
23591	- Metrology Technician I	29.99
23592	- Metrology Technician II	31.38
23593	- Metrology Technician III	32.70
23640	- Millwright	36.04
23710	- Office Appliance Repairer	23.14
23760	- Painter, Maintenance	25.83
23790	- Pipefitter, Maintenance	31.62
23810	- Plumber, Maintenance	30.20
23820	- Pneudraulic Systems Mechanic	29.99
23850	- Rigger	27.26
23870	- Scale Mechanic	27.03
23890	- Sheet-Metal Worker, Maintenance	27.94
23910	- Small Engine Mechanic	21.41
23931	- Telecommunications Mechanic I	31.01
23932	- Telecommunications Mechanic II	32.32
23950	- Telephone Lineman	25.52
23960	- Welder, Combination, Maintenance	23.72
23965	- Well Driller	27.92
23970	- Woodcraft Worker	29.99
23980	- Woodworker	23.73
24000	- Personal Needs Occupations	
24550	- Case Manager	18.80
24570	- Child Care Attendant	13.48***
24580	- Child Care Center Clerk	16.82***
24610	- Chore Aide	14.91***
24620	- Family Readiness And Support Services Coordinator	18.80
24630	- Homemaker	18.80

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.55
25040 - Sewage Plant Operator	26.08
25070 - Stationary Engineer	31.55
25190 - Ventilation Equipment Tender	23.22
25210 - Water Treatment Plant Operator	26.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.62
27007 - Baggage Inspector	19.43
27008 - Corrections Officer	25.39
27010 - Court Security Officer	25.42
27030 - Detection Dog Handler	21.73
27040 - Detention Officer	25.39
27070 - Firefighter	24.86
27101 - Guard I	19.43
27102 - Guard II	21.73
27131 - Police Officer I	28.58
27132 - Police Officer II	31.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.10***
28042 - Carnival Equipment Repairer	17.22***
28043 - Carnival Worker	12.60***
28210 - Gate Attendant/Gate Tender	17.65***
28310 - Lifeguard	12.47***
28350 - Park Attendant (Aide)	19.74
28510 - Recreation Aide/Health Facility Attendant	14.41***
28515 - Recreation Specialist	24.46
28630 - Sports Official	15.73***
28690 - Swimming Pool Operator	20.48
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.45
29020 - Hatch Tender	30.45
29030 - Line Handler	30.45
29041 - Stevedore I	28.53
29042 - Stevedore II	31.64
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	48.11
30011 - Air Traffic Control Specialist, Station (HFO)	33.17
30012 - Air Traffic Control Specialist, Terminal (HFO)	36.53
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.75
30023 - Archeological Technician III	28.17
30030 - Cartographic Technician	28.17
30040 - Civil Engineering Technician	31.74
30051 - Cryogenic Technician I	31.20
30052 - Cryogenic Technician II	34.45
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.75
30063 - Drafter/CAD Operator III	25.34
30064 - Drafter/CAD Operator IV	31.20
30081 - Engineering Technician I	18.37
30082 - Engineering Technician II	20.63
30083 - Engineering Technician III	23.08
30084 - Engineering Technician IV	28.59
30085 - Engineering Technician V	34.96
30086 - Engineering Technician VI	42.31
30090 - Environmental Technician	27.66
30095 - Evidence Control Specialist	28.17
30210 - Laboratory Technician	26.75
30221 - Latent Fingerprint Technician I	31.20
30222 - Latent Fingerprint Technician II	34.45
30240 - Mathematical Technician	29.90
30361 - Paralegal/Legal Assistant I	23.04
30362 - Paralegal/Legal Assistant II	28.54
30363 - Paralegal/Legal Assistant III	34.90

30364 - Paralegal/Legal Assistant IV	42.23
30375 - Petroleum Supply Specialist	34.45
30390 - Photo-Optics Technician	27.91
30395 - Radiation Control Technician	34.45
30461 - Technical Writer I	28.99
30462 - Technical Writer II	35.46
30463 - Technical Writer III	42.90
30491 - Unexploded Ordnance (UXO) Technician I	30.57
30492 - Unexploded Ordnance (UXO) Technician II	36.99
30493 - Unexploded Ordnance (UXO) Technician III	44.34
30494 - Unexploded (UXO) Safety Escort	30.57
30495 - Unexploded (UXO) Sweep Personnel	30.57
30501 - Weather Forecaster I	31.20
30502 - Weather Forecaster II	37.95
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.47
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 28.17
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.99
31020 - Bus Aide	16.72***
31030 - Bus Driver	22.66
31043 - Driver Courier	17.89
31260 - Parking and Lot Attendant	13.43***
31290 - Shuttle Bus Driver	16.78***
31310 - Taxi Driver	11.67***
31361 - Truckdriver, Light	19.23
31362 - Truckdriver, Medium	20.96
31363 - Truckdriver, Heavy	26.87
31364 - Truckdriver, Tractor-Trailer	26.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.04
99030 - Cashier	13.30***
99050 - Desk Clerk	14.41***
99095 - Embalmer	32.70
99130 - Flight Follower	30.57
99251 - Laboratory Animal Caretaker I	15.72***
99252 - Laboratory Animal Caretaker II	16.90***
99260 - Marketing Analyst	32.45
99310 - Mortician	33.31
99410 - Pest Controller	19.73
99510 - Photofinishing Worker	16.07***
99710 - Recycling Laborer	24.34
99711 - Recycling Specialist	28.40
99730 - Refuse Collector	22.28
99810 - Sales Clerk	14.72***
99820 - School Crossing Guard	14.71***
99830 - Survey Party Chief	32.15
99831 - Surveying Aide	18.36
99832 - Surveying Technician	27.54
99840 - Vending Machine Attendant	17.91
99841 - Vending Machine Repairer	21.92
99842 - Vending Machine Repairer Helper	17.91

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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))."