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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                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-5233  
Revision No.: 33  
Date Of Last Revision: 3/30/2026

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Fort Bend,  
Galveston, Harris, Liberty, Montgomery  
and Waller

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.81
01012 - Accounting Clerk II		21.12
01013 - Accounting Clerk III		23.62
01020 - Administrative Assistant		36.11
01035 - Court Reporter		42.47
01041 - Customer Service Representative I		17.32
01042 - Customer Service Representative II		18.90
01043 - Customer Service Representative III		21.21
01051 - Data Entry Operator I		16.75
01052 - Data Entry Operator II		18.28
01060 - Dispatcher, Motor Vehicle		22.72
01070 - Document Preparation Clerk		17.57
01090 - Duplicating Machine Operator		17.57
01111 - General Clerk I		16.76
01112 - General Clerk II		18.29
01113 - General Clerk III		20.53
01120 - Housing Referral Assistant		27.44
01141 - Messenger Courier		18.44
01191 - Order Clerk I		19.80
01192 - Order Clerk II		21.89
01261 - Personnel Assistant (Employment) I		21.62
01262 - Personnel Assistant (Employment) II		24.18
01263 - Personnel Assistant (Employment) III		26.97
01270 - Production Control Clerk		24.04

01290 - Rental Clerk	17.16
01300 - Scheduler, Maintenance	22.01
01311 - Secretary I	22.01
01312 - Secretary II	24.62
01313 - Secretary III	27.44
01320 - Service Order Dispatcher	20.31
01410 - Supply Technician	36.11
01420 - Survey Worker	20.72
01460 - Switchboard Operator/Receptionist	16.81
01531 - Travel Clerk I	19.71
01532 - Travel Clerk II	21.62
01533 - Travel Clerk III	23.42
01611 - Word Processor I	18.06
01612 - Word Processor II	20.27
01613 - Word Processor III	22.67
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.76
05010 - Automotive Electrician	23.79
05040 - Automotive Glass Installer	21.96
05070 - Automotive Worker	21.96
05110 - Mobile Equipment Servicer	20.23
05130 - Motor Equipment Metal Mechanic	25.96
05160 - Motor Equipment Metal Worker	21.96
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	20.83
05280 - Motor Vehicle Wrecker	21.96
05310 - Painter, Automotive	23.79
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	17.39
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.73
07041 - Cook I	16.15
07042 - Cook II	18.84
07070 - Dishwasher	13.89
07130 - Food Service Worker	14.31
07210 - Meat Cutter	18.25
07260 - Waiter/Waitress	12.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.32
09040 - Furniture Handler	12.26
09080 - Furniture Refinisher	20.32
09090 - Furniture Refinisher Helper	14.99
09110 - Furniture Repairer, Minor	17.69
09130 - Upholsterer	18.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.33
11060 - Elevator Operator	14.59
11090 - Gardener	23.07
11122 - Housekeeping Aide	14.59
11150 - Janitor	14.59
11210 - Laborer, Grounds Maintenance	17.33
11240 - Maid or Houseman	14.43
11260 - Pruner	15.46
11270 - Tractor Operator	21.17
11330 - Trail Maintenance Worker	17.33
11360 - Window Cleaner	16.35
12000 - Health Occupations	
12010 - Ambulance Driver	19.56

12011 - Breath Alcohol Technician	26.61
12012 - Certified Occupational Therapist Assistant	37.52
12015 - Certified Physical Therapist Assistant	37.59
12020 - Dental Assistant	18.67
12025 - Dental Hygienist	45.98
12030 - EKG Technician	26.09
12035 - Electroneurodiagnostic Technologist	26.09
12040 - Emergency Medical Technician	19.56
12071 - Licensed Practical Nurse I	23.79
12072 - Licensed Practical Nurse II	26.61
12073 - Licensed Practical Nurse III	29.66
12100 - Medical Assistant	20.53
12130 - Medical Laboratory Technician	27.36
12160 - Medical Record Clerk	21.04
12190 - Medical Record Technician	23.53
12195 - Medical Transcriptionist	20.81
12210 - Nuclear Medicine Technologist	49.21
12221 - Nursing Assistant I	15.28
12222 - Nursing Assistant II	17.19
12223 - Nursing Assistant III	18.76
12224 - Nursing Assistant IV	21.05
12235 - Optical Dispenser	18.31
12236 - Optical Technician	17.56
12250 - Pharmacy Technician	21.61
12280 - Phlebotomist	21.33
12305 - Radiologic Technologist	37.91
12311 - Registered Nurse I	31.78
12312 - Registered Nurse II	38.86
12313 - Registered Nurse II, Specialist	38.86
12314 - Registered Nurse III	47.02
12315 - Registered Nurse III, Anesthetist	47.02
12316 - Registered Nurse IV	56.37
12317 - Scheduler (Drug and Alcohol Testing)	32.96
12320 - Substance Abuse Treatment Counselor	30.38
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.37
13012 - Exhibits Specialist II	33.90
13013 - Exhibits Specialist III	41.46
13041 - Illustrator I	23.50
13042 - Illustrator II	29.11
13043 - Illustrator III	35.61
13047 - Librarian	33.66
13050 - Library Aide/Clerk	15.38
13054 - Library Information Technology Systems Administrator	30.40
13058 - Library Technician	18.09
13061 - Media Specialist I	21.93
13062 - Media Specialist II	24.53
13063 - Media Specialist III	27.36
13071 - Photographer I	18.96
13072 - Photographer II	21.20
13073 - Photographer III	26.27
13074 - Photographer IV	32.13
13075 - Photographer V	38.87
13090 - Technical Order Library Clerk	19.31
13110 - Video Teleconference Technician	23.72
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.62
14042 - Computer Operator II	23.07
14043 - Computer Operator III	25.71
14044 - Computer Operator IV	28.58
14045 - Computer Operator V	31.65
14071 - Computer Programmer I	

(see 1)

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		20.62
14160 - Personal Computer Support Technician		28.58
14170 - System Support Specialist		37.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		38.33
15020 - Aircrew Training Devices Instructor (Rated)		46.39
15030 - Air Crew Training Devices Instructor (Pilot)		55.59
15050 - Computer Based Training Specialist / Instructor		38.33
15060 - Educational Technologist		36.86
15070 - Flight Instructor (Pilot)		55.59
15080 - Graphic Artist		27.11
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		55.59
15086 - Maintenance Test Pilot, Rotary Wing		55.59
15088 - Non-Maintenance Test/Co-Pilot		55.59
15090 - Technical Instructor		27.50
15095 - Technical Instructor/Course Developer		33.64
15110 - Test Proctor		22.20
15120 - Tutor		22.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.46
16030 - Counter Attendant		12.46
16040 - Dry Cleaner		15.98
16070 - Finisher, Flatwork, Machine		12.46
16090 - Presser, Hand		12.46
16110 - Presser, Machine, Drycleaning		12.46
16130 - Presser, Machine, Shirts		12.46
16160 - Presser, Machine, Wearing Apparel, Laundry		12.46
16190 - Sewing Machine Operator		16.91
16220 - Tailor		18.20
16250 - Washer, Machine		13.65
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.22
19040 - Tool And Die Maker		27.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.23
21030 - Material Coordinator		24.04
21040 - Material Expediter		24.04
21050 - Material Handling Laborer		18.08
21071 - Order Filler		17.40
21080 - Production Line Worker (Food Processing)		22.23
21110 - Shipping Packer		18.57
21130 - Shipping/Receiving Clerk		18.57
21140 - Store Worker I		14.99
21150 - Stock Clerk		21.19
21210 - Tools And Parts Attendant		22.23
21410 - Warehouse Specialist		22.23
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		40.58
23019 - Aircraft Logs and Records Technician		31.90
23021 - Aircraft Mechanic I		38.87
23022 - Aircraft Mechanic II		40.58

23023 - Aircraft Mechanic III	42.32
23040 - Aircraft Mechanic Helper	27.02
23050 - Aircraft, Painter	36.75
23060 - Aircraft Servicer	31.90
23070 - Aircraft Survival Flight Equipment Technician	36.75
23080 - Aircraft Worker	34.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.87
23110 - Appliance Mechanic	22.40
23120 - Bicycle Repairer	22.57
23125 - Cable Splicer	38.69
23130 - Carpenter, Maintenance	23.51
23140 - Carpet Layer	26.33
23160 - Electrician, Maintenance	28.61
23181 - Electronics Technician Maintenance I	35.43
23182 - Electronics Technician Maintenance II	37.90
23183 - Electronics Technician Maintenance III	40.08
23260 - Fabric Worker	24.45
23290 - Fire Alarm System Mechanic	24.70
23310 - Fire Extinguisher Repairer	22.57
23311 - Fuel Distribution System Mechanic	26.03
23312 - Fuel Distribution System Operator	19.82
23370 - General Maintenance Worker	22.13
23380 - Ground Support Equipment Mechanic	38.87
23381 - Ground Support Equipment Servicer	31.90
23382 - Ground Support Equipment Worker	34.36
23391 - Gunsmith I	22.57
23392 - Gunsmith II	26.33
23393 - Gunsmith III	29.79
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.84
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.07
23430 - Heavy Equipment Mechanic	29.97
23440 - Heavy Equipment Operator	24.28
23460 - Instrument Mechanic	37.65
23465 - Laboratory/Shelter Mechanic	28.17
23470 - Laborer	18.08
23510 - Locksmith	23.53
23530 - Machinery Maintenance Mechanic	30.38
23550 - Machinist, Maintenance	26.63
23580 - Maintenance Trades Helper	17.73
23591 - Metrology Technician I	37.65
23592 - Metrology Technician II	39.29
23593 - Metrology Technician III	40.99
23640 - Millwright	32.58
23710 - Office Appliance Repairer	22.43
23760 - Painter, Maintenance	21.63
23790 - Pipefitter, Maintenance	30.76
23810 - Plumber, Maintenance	29.08
23820 - Pneudraulic Systems Mechanic	29.79
23850 - Rigger	29.78
23870 - Scale Mechanic	26.33
23890 - Sheet-Metal Worker, Maintenance	26.93
23910 - Small Engine Mechanic	21.63
23931 - Telecommunications Mechanic I	28.09
23932 - Telecommunications Mechanic II	29.33
23950 - Telephone Lineman	37.37
23960 - Welder, Combination, Maintenance	25.87
23965 - Well Driller	26.53
23970 - Woodcraft Worker	29.79
23980 - Woodworker	22.57

24000 - Personal Needs Occupations		
24550 - Case Manager		21.78
24570 - Child Care Attendant		13.44
24580 - Child Care Center Clerk		16.76
24610 - Chore Aide		10.97
24620 - Family Readiness And Support Services Coordinator		21.78
24630 - Homemaker		21.78
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.42
25040 - Sewage Plant Operator		24.67
25070 - Stationary Engineer		24.42
25190 - Ventilation Equipment Tender		16.29
25210 - Water Treatment Plant Operator		24.67
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.64
27007 - Baggage Inspector		15.62
27008 - Corrections Officer		24.53
27010 - Court Security Officer		26.65
27030 - Detection Dog Handler		17.90
27040 - Detention Officer		24.53
27070 - Firefighter		28.76
27101 - Guard I		15.62
27102 - Guard II		17.90
27131 - Police Officer I		32.64
27132 - Police Officer II		36.28
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.45
28042 - Carnival Equipment Repairer		19.01
28043 - Carnival Worker		12.74
28210 - Gate Attendant/Gate Tender		18.03
28310 - Lifeguard		13.62
28350 - Park Attendant (Aide)		20.17
28510 - Recreation Aide/Health Facility Attendant		14.72
28515 - Recreation Specialist		24.98
28630 - Sports Official		16.06
28690 - Swimming Pool Operator		22.11
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		33.91
29020 - Hatch Tender		33.91
29030 - Line Handler		33.91
29041 - Stevedore I		31.48
29042 - Stevedore II		36.27
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		23.48
30022 - Archeological Technician II		26.26
30023 - Archeological Technician III		32.53
30030 - Cartographic Technician		32.53
30040 - Civil Engineering Technician		33.03
30051 - Cryogenic Technician I		35.08
30052 - Cryogenic Technician II		38.75
30061 - Drafter/CAD Operator I		23.48
30062 - Drafter/CAD Operator II		26.26

30063 - Drafter/CAD Operator III	29.27
30064 - Drafter/CAD Operator IV	36.03
30081 - Engineering Technician I	20.86
30082 - Engineering Technician II	23.41
30083 - Engineering Technician III	26.18
30084 - Engineering Technician IV	32.44
30085 - Engineering Technician V	39.68
30086 - Engineering Technician VI	48.01
30090 - Environmental Technician	29.96
30095 - Evidence Control Specialist	31.68
30210 - Laboratory Technician	37.40
30221 - Latent Fingerprint Technician I	32.42
30222 - Latent Fingerprint Technician II	35.80
30240 - Mathematical Technician	40.76
30361 - Paralegal/Legal Assistant I	25.13
30362 - Paralegal/Legal Assistant II	31.13
30363 - Paralegal/Legal Assistant III	38.07
30364 - Paralegal/Legal Assistant IV	46.06
30375 - Petroleum Supply Specialist	38.75
30390 - Photo-Optics Technician	32.53
30395 - Radiation Control Technician	38.75
30461 - Technical Writer I	31.08
30462 - Technical Writer II	38.01
30463 - Technical Writer III	45.99
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	35.85
30502 - Weather Forecaster II	43.63
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 29.27
30621 - Weather Observer, Senior	(see 2) 32.53
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	40.86
31020 - Bus Aide	16.95
31030 - Bus Driver	24.39
31043 - Driver Courier	19.27
31260 - Parking and Lot Attendant	14.33
31290 - Shuttle Bus Driver	17.28
31310 - Taxi Driver	13.64
31361 - Truckdriver, Light	21.00
31362 - Truckdriver, Medium	22.75
31363 - Truckdriver, Heavy	26.68
31364 - Truckdriver, Tractor-Trailer	26.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.92
99030 - Cashier	13.68
99050 - Desk Clerk	14.21
99095 - Embalmer	34.72
99130 - Flight Follower	33.77
99251 - Laboratory Animal Caretaker I	16.49
99252 - Laboratory Animal Caretaker II	17.97
99260 - Marketing Analyst	35.05
99310 - Mortician	41.99
99410 - Pest Controller	20.48
99510 - Photofinishing Worker	17.75
99710 - Recycling Laborer	24.04
99711 - Recycling Specialist	29.37
99730 - Refuse Collector	21.45
99810 - Sales Clerk	14.55
99820 - School Crossing Guard	17.00

99830 - Survey Party Chief	29.59
99831 - Surveying Aide	20.24
99832 - Surveying Technician	25.59
99840 - Vending Machine Attendant	15.21
99841 - Vending Machine Repairer	19.28
99842 - Vending Machine Repairer Helper	15.21

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).

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](http://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)).""