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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.: 2015-4731 Revision No.: 29 Date Of Last Revision: 5/13/2026

State: Ohio

Area: Ohio Counties of Greene, Miami and Montgomery

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.45
01012 - Accounting Clerk II		20.71
01013 - Accounting Clerk III		23.17
01020 - Administrative Assistant		29.46
01035 - Court Reporter		25.74
01041 - Customer Service Representative I		17.62
01042 - Customer Service Representative II		19.23
01043 - Customer Service Representative III		21.58
01051 - Data Entry Operator I		17.11
01052 - Data Entry Operator II		18.67
01060 - Dispatcher, Motor Vehicle		23.19
01070 - Document Preparation Clerk		19.80
01090 - Duplicating Machine Operator		19.80
01111 - General Clerk I		17.01
01112 - General Clerk II		18.56
01113 - General Clerk III		20.83
01120 - Housing Referral Assistant		24.56
01141 - Messenger Courier		17.93
01191 - Order Clerk I		18.90
01192 - Order Clerk II		20.62
01261 - Personnel Assistant (Employment) I		19.54
01262 - Personnel Assistant (Employment) II		21.86
01263 - Personnel Assistant (Employment) III		24.36
01270 - Production Control Clerk		25.19
01290 - Rental Clerk		16.76
01300 - Scheduler, Maintenance		19.70
01311 - Secretary I		19.70
01312 - Secretary II		22.04
01313 - Secretary III		24.56
01320 - Service Order Dispatcher		20.73
01410 - Supply Technician		29.46
01420 - Survey Worker		18.91
01460 - Switchboard Operator/Receptionist		16.96
01531 - Travel Clerk I		17.44
01532 - Travel Clerk II		19.58

01533 - Travel Clerk III	21.90
01611 - Word Processor I	20.39
01612 - Word Processor II	22.89
01613 - Word Processor III	25.60
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.56
05010 - Automotive Electrician	21.14
05040 - Automotive Glass Installer	20.19
05070 - Automotive Worker	20.19
05110 - Mobile Equipment Servicer	18.30
05130 - Motor Equipment Metal Mechanic	21.91
05160 - Motor Equipment Metal Worker	20.19
05190 - Motor Vehicle Mechanic	21.91
05220 - Motor Vehicle Mechanic Helper	17.51
05250 - Motor Vehicle Upholstery Worker	19.21
05280 - Motor Vehicle Wrecker	20.19
05310 - Painter, Automotive	21.14
05340 - Radiator Repair Specialist	20.19
05370 - Tire Repairer	19.16
05400 - Transmission Repair Specialist	21.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.38
07041 - Cook I	17.72
07042 - Cook II	19.76
07070 - Dishwasher	13.76
07130 - Food Service Worker	15.50
07210 - Meat Cutter	18.26
07260 - Waiter/Waitress	13.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.46
09040 - Furniture Handler	15.77
09080 - Furniture Refinisher	22.46
09090 - Furniture Refinisher Helper	18.09
09110 - Furniture Repairer, Minor	20.42
09130 - Upholsterer	22.46
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.29
11060 - Elevator Operator	16.65
11090 - Gardener	21.79
11122 - Housekeeping Aide	16.65
11150 - Janitor	16.65
11210 - Laborer, Grounds Maintenance	17.86
11240 - Maid or Houseman	14.23
11260 - Pruner	16.58
11270 - Tractor Operator	20.49
11330 - Trail Maintenance Worker	17.86
11360 - Window Cleaner	17.94
12000 - Health Occupations	
12010 - Ambulance Driver	18.52
12011 - Breath Alcohol Technician	26.12
12012 - Certified Occupational Therapist Assistant	31.78
12015 - Certified Physical Therapist Assistant	32.87
12020 - Dental Assistant	23.46
12025 - Dental Hygienist	38.85
12030 - EKG Technician	38.94
12035 - Electroneurodiagnostic Technologist	38.94
12040 - Emergency Medical Technician	18.52
12071 - Licensed Practical Nurse I	23.35
12072 - Licensed Practical Nurse II	26.12
12073 - Licensed Practical Nurse III	29.11
12100 - Medical Assistant	19.14
12130 - Medical Laboratory Technician	23.86
12160 - Medical Record Clerk	20.16
12190 - Medical Record Technician	22.55
12195 - Medical Transcriptionist	23.29
12210 - Nuclear Medicine Technologist	45.67
12221 - Nursing Assistant I	13.59
12222 - Nursing Assistant II	15.29
12223 - Nursing Assistant III	16.69

12224 - Nursing Assistant IV	18.73
12235 - Optical Dispenser	23.38
12236 - Optical Technician	21.53
12250 - Pharmacy Technician	19.48
12280 - Phlebotomist	19.22
12305 - Radiologic Technologist	37.72
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	32.18
12313 - Registered Nurse II, Specialist	32.18
12314 - Registered Nurse III	38.94
12315 - Registered Nurse III, Anesthetist	38.94
12316 - Registered Nurse IV	46.69
12317 - Scheduler (Drug and Alcohol Testing)	32.35
12320 - Substance Abuse Treatment Counselor	28.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.83
13012 - Exhibits Specialist II	33.23
13013 - Exhibits Specialist III	40.63
13041 - Illustrator I	22.55
13042 - Illustrator II	27.93
13043 - Illustrator III	34.16
13047 - Librarian	28.44
13050 - Library Aide/Clerk	14.28
13054 - Library Information Technology Systems Administrator	25.68
13058 - Library Technician	18.16
13061 - Media Specialist I	18.53
13062 - Media Specialist II	20.73
13063 - Media Specialist III	23.11
13071 - Photographer I	17.90
13072 - Photographer II	20.02
13073 - Photographer III	24.81
13074 - Photographer IV	30.34
13075 - Photographer V	36.70
13090 - Technical Order Library Clerk	17.93
13110 - Video Teleconference Technician	23.48
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.10
14042 - Computer Operator II	22.48
14043 - Computer Operator III	25.05
14044 - Computer Operator IV	27.84
14045 - Computer Operator V	30.84
14071 - Computer Programmer I	(see 1) 25.51
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	20.10
14160 - Personal Computer Support Technician	27.84
14170 - System Support Specialist	30.92
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.19
15020 - Aircrew Training Devices Instructor (Rated)	40.15
15030 - Air Crew Training Devices Instructor (Pilot)	48.14
15050 - Computer Based Training Specialist / Instructor	33.19
15060 - Educational Technologist	35.86
15070 - Flight Instructor (Pilot)	48.14
15080 - Graphic Artist	27.61
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.14
15086 - Maintenance Test Pilot, Rotary Wing	48.14
15088 - Non-Maintenance Test/Co-Pilot	48.14
15090 - Technical Instructor	25.11
15095 - Technical Instructor/Course Developer	30.71
15110 - Test Proctor	20.27
15120 - Tutor	20.27

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.17
16030 - Counter Attendant	12.17
16040 - Dry Cleaner	15.09
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	16.15
16220 - Tailor	17.22
16250 - Washer, Machine	12.93
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.09
19040 - Tool And Die Maker	30.05
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.99
21030 - Material Coordinator	25.19
21040 - Material Expediter	25.19
21050 - Material Handling Laborer	19.05
21071 - Order Filler	17.85
21080 - Production Line Worker (Food Processing)	21.99
21110 - Shipping Packer	19.83
21130 - Shipping/Receiving Clerk	19.83
21140 - Store Worker I	19.17
21150 - Stock Clerk	24.14
21210 - Tools And Parts Attendant	21.99
21410 - Warehouse Specialist	21.99
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.35
23019 - Aircraft Logs and Records Technician	31.60
23021 - Aircraft Mechanic I	36.05
23022 - Aircraft Mechanic II	37.35
23023 - Aircraft Mechanic III	38.70
23040 - Aircraft Mechanic Helper	28.03
23050 - Aircraft, Painter	34.77
23060 - Aircraft Servicer	31.60
23070 - Aircraft Survival Flight Equipment Technician	34.77
23080 - Aircraft Worker	33.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.05
23110 - Appliance Mechanic	24.32
23120 - Bicycle Repairer	25.26
23125 - Cable Splicer	42.37
23130 - Carpenter, Maintenance	25.66
23140 - Carpet Layer	28.17
23160 - Electrician, Maintenance	29.99
23181 - Electronics Technician Maintenance I	31.76
23182 - Electronics Technician Maintenance II	33.24
23183 - Electronics Technician Maintenance III	34.46
23260 - Fabric Worker	26.81
23290 - Fire Alarm System Mechanic	29.23
23310 - Fire Extinguisher Repairer	25.26
23311 - Fuel Distribution System Mechanic	33.63
23312 - Fuel Distribution System Operator	27.80
23370 - General Maintenance Worker	24.00
23380 - Ground Support Equipment Mechanic	36.05
23381 - Ground Support Equipment Servicer	31.60
23382 - Ground Support Equipment Worker	33.23
23391 - Gunsmith I	25.26
23392 - Gunsmith II	28.17
23393 - Gunsmith III	30.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.43
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.49
23430 - Heavy Equipment Mechanic	29.89
23440 - Heavy Equipment Operator	30.01

23460 - Instrument Mechanic	30.57
23465 - Laboratory/Shelter Mechanic	29.49
23470 - Laborer	19.01
23510 - Locksmith	29.49
23530 - Machinery Maintenance Mechanic	30.92
23550 - Machinist, Maintenance	27.31
23580 - Maintenance Trades Helper	19.19
23591 - Metrology Technician I	30.57
23592 - Metrology Technician II	31.67
23593 - Metrology Technician III	32.82
23640 - Millwright	30.67
23710 - Office Appliance Repairer	23.95
23760 - Painter, Maintenance	24.30
23790 - Pipefitter, Maintenance	31.54
23810 - Plumber, Maintenance	30.43
23820 - Pseudraulic Systems Mechanic	30.57
23850 - Rigger	30.57
23870 - Scale Mechanic	28.17
23890 - Sheet-Metal Worker, Maintenance	31.20
23910 - Small Engine Mechanic	22.59
23931 - Telecommunications Mechanic I	31.01
23932 - Telecommunications Mechanic II	32.12
23950 - Telephone Lineman	27.51
23960 - Welder, Combination, Maintenance	23.73
23965 - Well Driller	30.57
23970 - Woodcraft Worker	30.57
23980 - Woodworker	25.26
24000 - Personal Needs Occupations	
24550 - Case Manager	18.70
24570 - Child Care Attendant	13.80
24580 - Child Care Center Clerk	17.20
24610 - Chore Aide	15.29
24620 - Family Readiness And Support Services Coordinator	18.70
24630 - Homemaker	18.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	35.97
25040 - Sewage Plant Operator	28.40
25070 - Stationary Engineer	35.97
25190 - Ventilation Equipment Tender	27.95
25210 - Water Treatment Plant Operator	28.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.37
27007 - Baggage Inspector	16.72
27008 - Corrections Officer	26.44
27010 - Court Security Officer	26.91
27030 - Detection Dog Handler	18.70
27040 - Detention Officer	26.44
27070 - Firefighter	27.37
27101 - Guard I	16.72
27102 - Guard II	18.70
27131 - Police Officer I	36.65
27132 - Police Officer II	40.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.31
28042 - Carnival Equipment Repairer	15.22
28043 - Carnival Worker	11.58
28210 - Gate Attendant/Gate Tender	19.57
28310 - Lifeguard	12.71
28350 - Park Attendant (Aide)	21.89
28510 - Recreation Aide/Health Facility Attendant	15.98
28515 - Recreation Specialist	27.12
28630 - Sports Official	17.44
28690 - Swimming Pool Operator	18.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	34.11
29020 - Hatch Tender	34.11
29030 - Line Handler	34.11
29041 - Stevedore I	32.47

29042 - Stevedore II		35.72
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	47.79
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.95
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	36.29
30021 - Archeological Technician I		19.05
30022 - Archeological Technician II		21.31
30023 - Archeological Technician III		26.40
30030 - Cartographic Technician		26.40
30040 - Civil Engineering Technician		29.05
30051 - Cryogenic Technician I		29.24
30052 - Cryogenic Technician II		32.29
30061 - Drafter/CAD Operator I		19.05
30062 - Drafter/CAD Operator II		21.31
30063 - Drafter/CAD Operator III		23.75
30064 - Drafter/CAD Operator IV		29.65
30081 - Engineering Technician I		18.31
30082 - Engineering Technician II		20.55
30083 - Engineering Technician III		22.99
30084 - Engineering Technician IV		28.47
30085 - Engineering Technician V		34.82
30086 - Engineering Technician VI		42.13
30090 - Environmental Technician		27.00
30095 - Evidence Control Specialist		26.40
30210 - Laboratory Technician		27.73
30221 - Latent Fingerprint Technician I		30.38
30222 - Latent Fingerprint Technician II		33.56
30240 - Mathematical Technician		30.84
30361 - Paralegal/Legal Assistant I		23.25
30362 - Paralegal/Legal Assistant II		28.81
30363 - Paralegal/Legal Assistant III		35.62
30364 - Paralegal/Legal Assistant IV		43.09
30375 - Petroleum Supply Specialist		32.29
30390 - Photo-Optics Technician		26.40
30395 - Radiation Control Technician		32.29
30461 - Technical Writer I		28.37
30462 - Technical Writer II		34.70
30463 - Technical Writer III		41.98
30491 - Unexploded Ordnance (UXO) Technician I		30.37
30492 - Unexploded Ordnance (UXO) Technician II		36.75
30493 - Unexploded Ordnance (UXO) Technician III		44.05
30494 - Unexploded (UXO) Safety Escort		30.37
30495 - Unexploded (UXO) Sweep Personnel		30.37
30501 - Weather Forecaster I		29.24
30502 - Weather Forecaster II		35.57
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.75
30621 - Weather Observer, Senior	(see 2)	26.40
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.75
31020 - Bus Aide		17.36
31030 - Bus Driver		23.68
31043 - Driver Courier		19.06
31260 - Parking and Lot Attendant		15.80
31290 - Shuttle Bus Driver		18.11
31310 - Taxi Driver		12.33
31361 - Truckdriver, Light		20.27
31362 - Truckdriver, Medium		21.51
31363 - Truckdriver, Heavy		26.95
31364 - Truckdriver, Tractor-Trailer		26.95
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.92
99030 - Cashier		13.67
99050 - Desk Clerk		14.30
99095 - Embalmer		34.47
99130 - Flight Follower		30.37
99251 - Laboratory Animal Caretaker I		16.14
99252 - Laboratory Animal Caretaker II		17.16

99260 - Marketing Analyst	31.72
99310 - Mortician	34.47
99410 - Pest Controller	21.74
99510 - Photofinishing Worker	15.96
99710 - Recycling Laborer	24.87
99711 - Recycling Specialist	28.54
99730 - Refuse Collector	23.09
99810 - Sales Clerk	14.57
99820 - School Crossing Guard	19.01
99830 - Survey Party Chief	33.96
99831 - Surveying Aide	17.46
99832 - Surveying Technician	26.72
99840 - Vending Machine Attendant	17.88
99841 - Vending Machine Repairer	20.13
99842 - Vending Machine Repairer Helper	17.88

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 \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. 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 8 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. (See 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) 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)).""