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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.: 2015-4559 Revision No.: 32 Date Of Last Revision: 5/13/2026

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State: Florida

Area: Florida Counties of Bay

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.44
01012 - Accounting Clerk II		19.57
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.29
01035 - Court Reporter		21.16
01041 - Customer Service Representative I		14.92
01042 - Customer Service Representative II		16.28
01043 - Customer Service Representative III		18.27
01051 - Data Entry Operator I		16.91
01052 - Data Entry Operator II		18.45
01060 - Dispatcher, Motor Vehicle		19.33
01070 - Document Preparation Clerk		16.86
01090 - Duplicating Machine Operator		16.86
01111 - General Clerk I		15.12
01112 - General Clerk II		16.50
01113 - General Clerk III		18.52
01120 - Housing Referral Assistant		23.60
01141 - Messenger Courier		15.72
01191 - Order Clerk I		15.93
01192 - Order Clerk II		17.38
01261 - Personnel Assistant (Employment) I		18.34
01262 - Personnel Assistant (Employment) II		20.51
01263 - Personnel Assistant (Employment) III		22.88
01270 - Production Control Clerk		25.61
01290 - Rental Clerk		18.66
01300 - Scheduler, Maintenance		18.92
01311 - Secretary I		18.92
01312 - Secretary II		21.16
01313 - Secretary III		23.60
01320 - Service Order Dispatcher		17.28
01410 - Supply Technician		30.29
01420 - Survey Worker		17.26
01460 - Switchboard Operator/Receptionist		16.68
01531 - Travel Clerk I		15.84
01532 - Travel Clerk II		17.67
01533 - Travel Clerk III		19.32
01611 - Word Processor I		16.86
01612 - Word Processor II		18.92
01613 - Word Processor III		21.16
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.93
05010 - Automotive Electrician		22.30
05040 - Automotive Glass Installer		21.02
05070 - Automotive Worker		21.02
05110 - Mobile Equipment Servicer		18.37
05130 - Motor Equipment Metal Mechanic		23.71
05160 - Motor Equipment Metal Worker		21.02
05190 - Motor Vehicle Mechanic		23.71
05220 - Motor Vehicle Mechanic Helper		17.02
05250 - Motor Vehicle Upholstery Worker		19.69
05280 - Motor Vehicle Wrecker		21.02
05310 - Painter, Automotive		22.30
05340 - Radiator Repair Specialist		21.02
05370 - Tire Repairer		18.36
05400 - Transmission Repair Specialist		23.71
07000 - Food Preparation And Service Occupations		
07010 - Baker		15.73

07041 - Cook I	16.23
07042 - Cook II	18.61
07070 - Dishwasher	13.67
07130 - Food Service Worker	16.28
07210 - Meat Cutter	18.35
07260 - Waiter/Waitress	13.75
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.69
09040 - Furniture Handler	13.47
09080 - Furniture Refinisher	20.69
09090 - Furniture Refinisher Helper	15.79
09110 - Furniture Repairer, Minor	18.26
09130 - Upholsterer	20.69
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.92
11060 - Elevator Operator	14.70
11090 - Gardener	21.39
11122 - Housekeeping Aide	14.70
11150 - Janitor	14.70
11210 - Laborer, Grounds Maintenance	16.45
11240 - Maid or Houseman	13.94
11260 - Pruner	15.00
11270 - Tractor Operator	19.81
11330 - Trail Maintenance Worker	16.45
11360 - Window Cleaner	16.12
12000 - Health Occupations	
12010 - Ambulance Driver	16.77
12011 - Breath Alcohol Technician	23.02
12012 - Certified Occupational Therapist Assistant	31.57
12015 - Certified Physical Therapist Assistant	30.00
12020 - Dental Assistant	22.16
12025 - Dental Hygienist	38.87
12030 - EKG Technician	31.92
12035 - Electroneurodiagnostic Technologist	31.92
12040 - Emergency Medical Technician	16.77
12071 - Licensed Practical Nurse I	20.58
12072 - Licensed Practical Nurse II	23.02
12073 - Licensed Practical Nurse III	25.65
12100 - Medical Assistant	18.09
12130 - Medical Laboratory Technician	29.50
12160 - Medical Record Clerk	17.44
12190 - Medical Record Technician	19.51
12195 - Medical Transcriptionist	20.58
12210 - Nuclear Medicine Technologist	50.58
12221 - Nursing Assistant I	12.95
12222 - Nursing Assistant II	14.57
12223 - Nursing Assistant III	15.90
12224 - Nursing Assistant IV	17.85
12235 - Optical Dispenser	22.86
12236 - Optical Technician	20.58
12250 - Pharmacy Technician	17.91
12280 - Phlebotomist	18.53
12305 - Radiologic Technologist	30.16
12311 - Registered Nurse I	25.55
12312 - Registered Nurse II	31.24
12313 - Registered Nurse II, Specialist	31.24
12314 - Registered Nurse III	37.80
12315 - Registered Nurse III, Anesthetist	37.80
12316 - Registered Nurse IV	45.32
12317 - Scheduler (Drug and Alcohol Testing)	28.51
12320 - Substance Abuse Treatment Counselor	26.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.49
13012 - Exhibits Specialist II	30.34
13013 - Exhibits Specialist III	37.10
13041 - Illustrator I	24.49
13042 - Illustrator II	30.34
13043 - Illustrator III	37.10
13047 - Librarian	33.60
13050 - Library Aide/Clerk	19.51
13054 - Library Information Technology Systems Administrator	30.34
13058 - Library Technician	24.46
13061 - Media Specialist I	21.90
13062 - Media Specialist II	24.49
13063 - Media Specialist III	27.30
13071 - Photographer I	20.04
13072 - Photographer II	22.40
13073 - Photographer III	27.78
13074 - Photographer IV	33.96
13075 - Photographer V	41.09
13090 - Technical Order Library Clerk	24.49
13110 - Video Teleconference Technician	21.90
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.24
14042 - Computer Operator II	21.52
14043 - Computer Operator III	23.98
14044 - Computer Operator IV	26.65
14045 - Computer Operator V	29.52
14071 - Computer Programmer I	(see 1) 24.10
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		19.24
14160 - Personal Computer Support Technician		26.65
14170 - System Support Specialist		29.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.59
15020 - Aircrew Training Devices Instructor (Rated)		38.22
15030 - Air Crew Training Devices Instructor (Pilot)		45.81
15050 - Computer Based Training Specialist / Instructor		31.59
15060 - Educational Technologist		39.61
15070 - Flight Instructor (Pilot)		45.81
15080 - Graphic Artist		23.43
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.81
15086 - Maintenance Test Pilot, Rotary Wing		45.81
15088 - Non-Maintenance Test/Co-Pilot		45.81
15090 - Technical Instructor		21.81
15095 - Technical Instructor/Course Developer		26.68
15110 - Test Proctor		17.60
15120 - Tutor		17.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.22
16030 - Counter Attendant		14.22
16040 - Dry Cleaner		16.26
16070 - Finisher, Flatwork, Machine		14.22
16090 - Presser, Hand		14.22
16110 - Presser, Machine, Drycleaning		14.22
16130 - Presser, Machine, Shirts		14.22
16160 - Presser, Machine, Wearing Apparel, Laundry		14.22
16190 - Sewing Machine Operator		16.94
16220 - Tailor		17.62
16250 - Washer, Machine		14.90
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.29
19040 - Tool And Die Maker		30.28
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.45
21030 - Material Coordinator		25.61
21040 - Material Expediter		25.61
21050 - Material Handling Laborer		17.03
21071 - Order Filler		18.31
21080 - Production Line Worker (Food Processing)		18.45
21110 - Shipping Packer		17.72
21130 - Shipping/Receiving Clerk		17.72
21140 - Store Worker I		14.07
21150 - Stock Clerk		19.06
21210 - Tools And Parts Attendant		18.45
21410 - Warehouse Specialist		18.45
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.63
23019 - Aircraft Logs and Records Technician		25.64
23021 - Aircraft Mechanic I		30.12
23022 - Aircraft Mechanic II		31.63
23023 - Aircraft Mechanic III		33.22
23040 - Aircraft Mechanic Helper		22.50
23050 - Aircraft, Painter		27.94
23060 - Aircraft Servicer		25.64
23070 - Aircraft Survival Flight Equipment Technician		27.94
23080 - Aircraft Worker		27.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		30.12
23110 - Appliance Mechanic		24.29
23120 - Bicycle Repairer		19.96
23125 - Cable Splicer		30.22
23130 - Carpenter, Maintenance		22.69
23140 - Carpet Layer		22.88
23160 - Electrician, Maintenance		23.29
23181 - Electronics Technician Maintenance I		25.23
23182 - Electronics Technician Maintenance II		26.80
23183 - Electronics Technician Maintenance III		28.48
23260 - Fabric Worker		21.44
23290 - Fire Alarm System Mechanic		25.17
23310 - Fire Extinguisher Repairer		19.96
23311 - Fuel Distribution System Mechanic		25.80
23312 - Fuel Distribution System Operator		19.96
23370 - General Maintenance Worker		19.61
23380 - Ground Support Equipment Mechanic		30.12
23381 - Ground Support Equipment Servicer		25.64
23382 - Ground Support Equipment Worker		27.09
23391 - Gunsmith I		19.96
23392 - Gunsmith II		22.88
23393 - Gunsmith III		25.80
23410 - Heating, Ventilation And Air-Conditioning Mechanic		23.35
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		24.71

23430 - Heavy Equipment Mechanic	27.90
23440 - Heavy Equipment Operator	22.08
23460 - Instrument Mechanic	25.80
23465 - Laboratory/Shelter Mechanic	24.29
23470 - Laborer	17.03
23510 - Locksmith	24.29
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist, Maintenance	25.42
23580 - Maintenance Trades Helper	17.23
23591 - Metrology Technician I	25.80
23592 - Metrology Technician II	27.30
23593 - Metrology Technician III	28.77
23640 - Millwright	25.80
23710 - Office Appliance Repairer	24.29
23760 - Painter, Maintenance	20.79
23790 - Pipefitter, Maintenance	24.01
23810 - Plumber, Maintenance	22.60
23820 - Pneudraulic Systems Mechanic	25.80
23850 - Rigger	25.80
23870 - Scale Mechanic	22.88
23890 - Sheet-Metal Worker, Maintenance	24.32
23910 - Small Engine Mechanic	21.63
23931 - Telecommunications Mechanic I	29.70
23932 - Telecommunications Mechanic II	31.42
23950 - Telephone Lineman	25.07
23960 - Welder, Combination, Maintenance	24.85
23965 - Well Driller	25.80
23970 - Woodcraft Worker	25.80
23980 - Woodworker	19.96
24000 - Personal Needs Occupations	
24550 - Case Manager	19.86
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.59
24610 - Chore Aide	15.22
24620 - Family Readiness And Support Services Coordinator	19.86
24630 - Homemaker	19.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.76
25040 - Sewage Plant Operator	21.42
25070 - Stationary Engineer	22.76
25190 - Ventilation Equipment Tender	16.30
25210 - Water Treatment Plant Operator	21.42
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.03
27007 - Baggage Inspector	15.99
27008 - Corrections Officer	21.82
27010 - Court Security Officer	21.12
27030 - Detection Dog Handler	17.91
27040 - Detention Officer	21.82
27070 - Firefighter	20.66
27101 - Guard I	15.99
27102 - Guard II	17.91
27131 - Police Officer I	24.11
27132 - Police Officer II	26.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.66
28042 - Carnival Equipment Repairer	19.07
28043 - Carnival Worker	13.37
28210 - Gate Attendant/Gate Tender	18.88
28310 - Lifeguard	13.65
28350 - Park Attendant (Aide)	21.11
28510 - Recreation Aide/Health Facility Attendant	15.40
28515 - Recreation Specialist	25.64
28630 - Sports Official	16.81
28690 - Swimming Pool Operator	21.86
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.50
29020 - Hatch Tender	29.50
29030 - Line Handler	29.50
29041 - Stevedore I	27.64
29042 - Stevedore II	31.32
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 34.99
30021 - Archeological Technician I	19.70
30022 - Archeological Technician II	22.03
30023 - Archeological Technician III	27.30
30030 - Cartographic Technician	27.30
30040 - Civil Engineering Technician	25.82
30051 - Cryogenic Technician I	30.24
30052 - Cryogenic Technician II	33.41
30061 - Drafter/CAD Operator I	19.70
30062 - Drafter/CAD Operator II	22.03
30063 - Drafter/CAD Operator III	24.57
30064 - Drafter/CAD Operator IV	30.24
30081 - Engineering Technician I	17.39
30082 - Engineering Technician II	19.53

30083 - Engineering Technician III	21.84
30084 - Engineering Technician IV	27.06
30085 - Engineering Technician V	33.09
30086 - Engineering Technician VI	40.04
30090 - Environmental Technician	27.30
30095 - Evidence Control Specialist	27.30
30210 - Laboratory Technician	24.57
30221 - Latent Fingerprint Technician I	30.24
30222 - Latent Fingerprint Technician II	33.41
30240 - Mathematical Technician	27.30
30361 - Paralegal/Legal Assistant I	22.53
30362 - Paralegal/Legal Assistant II	27.91
30363 - Paralegal/Legal Assistant III	34.14
30364 - Paralegal/Legal Assistant IV	41.32
30375 - Petroleum Supply Specialist	33.41
30390 - Photo-Optics Technician	27.30
30395 - Radiation Control Technician	33.41
30461 - Technical Writer I	29.01
30462 - Technical Writer II	35.49
30463 - Technical Writer III	42.93
30491 - Unexploded Ordnance (UXO) Technician I	29.28
30492 - Unexploded Ordnance (UXO) Technician II	35.43
30493 - Unexploded Ordnance (UXO) Technician III	42.46
30494 - Unexploded (UXO) Safety Escort	29.28
30495 - Unexploded (UXO) Sweep Personnel	29.28
30501 - Weather Forecaster I	30.24
30502 - Weather Forecaster II	36.78
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.57
30621 - Weather Observer, Senior	(see 2) 27.30
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.43
31020 - Bus Aide	15.28
31030 - Bus Driver	21.34
31043 - Driver Courier	18.41
31260 - Parking and Lot Attendant	13.93
31290 - Shuttle Bus Driver	16.27
31310 - Taxi Driver	13.42
31361 - Truckdriver, Light	19.87
31362 - Truckdriver, Medium	21.34
31363 - Truckdriver, Heavy	22.97
31364 - Truckdriver, Tractor-Trailer	22.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	13.39
99050 - Desk Clerk	14.49
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	18.48
99252 - Laboratory Animal Caretaker II	19.95
99260 - Marketing Analyst	31.05
99310 - Mortician	29.28
99410 - Pest Controller	20.97
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	22.62
99711 - Recycling Specialist	27.24
99730 - Refuse Collector	20.62
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	16.93
99830 - Survey Party Chief	23.71
99831 - Surveying Aide	14.20
99832 - Surveying Technician	21.56
99840 - Vending Machine Attendant	20.74
99841 - Vending Machine Repairer	25.67
99842 - Vending Machine Repairer Helper	20.74

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 \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. 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 7 years, and 4 weeks after 11 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)).""