

SCA WD 15-5813

WD 15-5813 (Rev.-8) was first posted on [www.wdol.gov](http://www.wdol.gov) on 07/10/2018

\*\*\*\*\*

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.: 2015-5813  
Revision No.: 8  
Date Of Revision: 07/03/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts)

State: Washington

Area: Washington County of Columbia

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.34
01012 - Accounting Clerk II		17.22
01013 - Accounting Clerk III		19.27
01020 - Administrative Assistant		21.99
01035 - Court Reporter		17.53
01041 - Customer Service Representative I		12.40
01042 - Customer Service Representative II		13.94
01043 - Customer Service Representative III		15.22
01051 - Data Entry Operator I		12.37
01052 - Data Entry Operator II		13.85
01060 - Dispatcher, Motor Vehicle		17.53
01070 - Document Preparation Clerk		13.59
01090 - Duplicating Machine Operator		13.59
01111 - General Clerk I		12.91
01112 - General Clerk II		14.08
01113 - General Clerk III		15.80
01120 - Housing Referral Assistant		19.56

## SCA WD 15-5813

01141 - Messenger Courier	11.94
01191 - Order Clerk I	12.85
01192 - Order Clerk II	14.02
01261 - Personnel Assistant (Employment) I	16.71
01262 - Personnel Assistant (Employment) II	18.69
01263 - Personnel Assistant (Employment) III	20.84
01270 - Production Control Clerk	21.95
01290 - Rental Clerk	13.17
01300 - Scheduler, Maintenance	15.68
01311 - Secretary I	15.68
01312 - Secretary II	17.53
01313 - Secretary III	19.56
01320 - Service Order Dispatcher	17.27
01410 - Supply Technician	21.99
01420 - Survey Worker	15.57
01460 - Switchboard Operator/Receptionist	13.61
01531 - Travel Clerk I	12.92
01532 - Travel Clerk II	13.80
01533 - Travel Clerk III	14.77
01611 - Word Processor I	13.69
01612 - Word Processor II	15.37
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.28
05010 - Automotive Electrician	19.82
05040 - Automotive Glass Installer	18.24
05070 - Automotive Worker	18.24
05110 - Mobile Equipment Servicer	17.25
05130 - Motor Equipment Metal Mechanic	20.08
05160 - Motor Equipment Metal Worker	18.24
05190 - Motor Vehicle Mechanic	20.08
05220 - Motor Vehicle Mechanic Helper	15.68
05250 - Motor Vehicle Upholstery Worker	17.25
05280 - Motor Vehicle Wrecker	18.24
05310 - Painter, Automotive	19.03
05340 - Radiator Repair Specialist	18.24
05370 - Tire Repairer	14.54
05400 - Transmission Repair Specialist	20.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.12
07041 - Cook I	14.56
07042 - Cook II	16.31
07070 - Dishwasher	11.61
07130 - Food Service Worker	12.34
07210 - Meat Cutter	18.06
07260 - Waiter/Waitress	12.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.04

## SCA WD 15-5813

09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	21.04
09090 - Furniture Refinisher Helper	18.34
09110 - Furniture Repairer, Minor	20.98
09130 - Upholsterer	21.04
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.92
11060 - Elevator Operator	13.92
11090 - Gardener	17.80
11122 - Housekeeping Aide	13.93
11150 - Janitor	13.93
11210 - Laborer, Grounds Maintenance	14.69
11240 - Maid or Houseman	11.72
11260 - Pruner	13.29
11270 - Tractor Operator	17.52
11330 - Trail Maintenance Worker	14.69
11360 - Window Cleaner	15.40
12000 - Health Occupations	
12010 - Ambulance Driver	20.49
12011 - Breath Alcohol Technician	20.49
12012 - Certified Occupational Therapist Assistant	28.11
12015 - Certified Physical Therapist Assistant	28.34
12020 - Dental Assistant	20.35
12025 - Dental Hygienist	43.46
12030 - EKG Technician	31.05
12035 - Electroneurodiagnostic Technologist	31.05
12040 - Emergency Medical Technician	20.49
12071 - Licensed Practical Nurse I	18.32
12072 - Licensed Practical Nurse II	20.49
12073 - Licensed Practical Nurse III	22.84
12100 - Medical Assistant	15.38
12130 - Medical Laboratory Technician	20.56
12160 - Medical Record Clerk	15.70
12190 - Medical Record Technician	17.55
12195 - Medical Transcriptionist	18.32
12210 - Nuclear Medicine Technologist	45.02
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.87
12223 - Nursing Assistant III	14.05
12224 - Nursing Assistant IV	15.78
12235 - Optical Dispenser	20.82
12236 - Optical Technician	18.32
12250 - Pharmacy Technician	19.66
12280 - Phlebotomist	15.78
12305 - Radiologic Technologist	30.59
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21
12313 - Registered Nurse II, Specialist	29.21

## SCA WD 15-5813

12314 - Registered Nurse III	35.35
12315 - Registered Nurse III, Anesthetist	35.35
12316 - Registered Nurse IV	42.35
12317 - Scheduler (Drug and Alcohol Testing)	25.38
12320 - Substance Abuse Treatment Counselor	23.07
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.25
13012 - Exhibits Specialist II	23.86
13013 - Exhibits Specialist III	29.18
13041 - Illustrator I	19.25
13042 - Illustrator II	23.85
13043 - Illustrator III	29.18
13047 - Librarian	26.41
13050 - Library Aide/Clerk	11.83
13054 - Library Information Technology Systems Administrator	23.86
13058 - Library Technician	15.90
13061 - Media Specialist I	17.57
13062 - Media Specialist II	19.65
13063 - Media Specialist III	21.91
13071 - Photographer I	15.82
13072 - Photographer II	17.70
13073 - Photographer III	21.88
13074 - Photographer IV	26.77
13075 - Photographer V	30.59
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	15.74
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.06
14042 - Computer Operator II	19.08
14043 - Computer Operator III	21.54
14044 - Computer Operator IV	23.91
14045 - Computer Operator V	26.50
14071 - Computer Programmer I	(see 1) 22.26
14072 - Computer Programmer II	(see 1) 27.58
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	17.06
14160 - Personal Computer Support Technician	27.57
14170 - System Support Specialist	25.70
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.40
15020 - Aircrew Training Devices Instructor (Rated)	34.36
15030 - Air Crew Training Devices Instructor (Pilot)	39.78
15050 - Computer Based Training Specialist / Instructor	28.40

## SCA WD 15-5813

15060 - Educational Technologist	30.38
15070 - Flight Instructor (Pilot)	39.78
15080 - Graphic Artist	24.20
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	39.78
15086 - Maintenance Test Pilot, Rotary Wing	39.78
15088 - Non-Maintenance Test/Co-Pilot	39.78
15090 - Technical Instructor	19.78
15095 - Technical Instructor/Course Developer	24.20
15110 - Test Proctor	16.26
15120 - Tutor	16.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.58
16030 - Counter Attendant	12.58
16040 - Dry Cleaner	14.38
16070 - Finisher, Flatwork, Machine	12.58
16090 - Presser, Hand	12.58
16110 - Presser, Machine, Drycleaning	12.58
16130 - Presser, Machine, Shirts	12.58
16160 - Presser, Machine, Wearing Apparel, Laundry	12.58
16190 - Sewing Machine Operator	14.98
16220 - Tailor	15.58
16250 - Washer, Machine	13.18
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.52
19040 - Tool And Die Maker	28.93
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.94
21030 - Material Coordinator	21.95
21040 - Material Expediter	21.95
21050 - Material Handling Laborer	14.56
21071 - Order Filler	14.11
21080 - Production Line Worker (Food Processing)	18.94
21110 - Shipping Packer	18.13
21130 - Shipping/Receiving Clerk	18.13
21140 - Store Worker I	12.62
21150 - Stock Clerk	17.13
21210 - Tools And Parts Attendant	18.94
21410 - Warehouse Specialist	18.94
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.04
23019 - Aircraft Logs and Records Technician	23.93
23021 - Aircraft Mechanic I	28.63
23022 - Aircraft Mechanic II	30.04
23023 - Aircraft Mechanic III	31.56
23040 - Aircraft Mechanic Helper	20.63
23050 - Aircraft, Painter	25.66
23060 - Aircraft Servicer	23.93
23070 - Aircraft Survival Flight Equipment Technician	25.66

## SCA WD 15-5813

23080 - Aircraft Worker	25.57
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.57
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.63
23110 - Appliance Mechanic	24.18
23120 - Bicycle Repairer	19.34
23125 - Cable Splicer	35.31
23130 - Carpenter, Maintenance	22.58
23140 - Carpet Layer	23.20
23160 - Electrician, Maintenance	27.51
23181 - Electronics Technician Maintenance I	27.99
23182 - Electronics Technician Maintenance II	29.78
23183 - Electronics Technician Maintenance III	31.58
23260 - Fabric Worker	22.26
23290 - Fire Alarm System Mechanic	25.61
23310 - Fire Extinguisher Repairer	20.92
23311 - Fuel Distribution System Mechanic	25.64
23312 - Fuel Distribution System Operator	20.92
23370 - General Maintenance Worker	21.41
23380 - Ground Support Equipment Mechanic	28.63
23381 - Ground Support Equipment Servicer	23.93
23382 - Ground Support Equipment Worker	25.57
23391 - Gunsmith I	20.92
23392 - Gunsmith II	23.60
23393 - Gunsmith III	26.27
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.71
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.94
23430 - Heavy Equipment Mechanic	25.98
23440 - Heavy Equipment Operator	27.78
23460 - Instrument Mechanic	26.27
23465 - Laboratory/Shelter Mechanic	25.17
23470 - Laborer	15.11
23510 - Locksmith	25.17
23530 - Machinery Maintenance Mechanic	25.69
23550 - Machinist, Maintenance	21.64
23580 - Maintenance Trades Helper	18.34
23591 - Metrology Technician I	26.27
23592 - Metrology Technician II	27.72
23593 - Metrology Technician III	28.95
23640 - Millwright	28.33
23710 - Office Appliance Repairer	25.00
23760 - Painter, Maintenance	17.84
23790 - Pipefitter, Maintenance	34.64
23810 - Plumber, Maintenance	31.63
23820 - Pneudraulic Systems Mechanic	26.27

## SCA WD 15-5813

23850 - Rigger	26.27
23870 - Scale Mechanic	23.60
23890 - Sheet-Metal Worker, Maintenance	25.64
23910 - Small Engine Mechanic	21.07
23931 - Telecommunications Mechanic I	26.54
23932 - Telecommunications Mechanic II	27.60
23950 - Telephone Lineman	25.64
23960 - Welder, Combination, Maintenance	20.30
23965 - Well Driller	25.64
23970 - Woodcraft Worker	26.27
23980 - Woodworker	20.10
24000 - Personal Needs Occupations	
24550 - Case Manager	17.31
24570 - Child Care Attendant	12.22
24580 - Child Care Center Clerk	15.61
24610 - Chore Aide	13.76
24620 - Family Readiness And Support Services Coordinator	17.31
24630 - Homemaker	17.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.15
25040 - Sewage Plant Operator	26.55
25070 - Stationary Engineer	28.15
25190 - Ventilation Equipment Tender	20.13
25210 - Water Treatment Plant Operator	26.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.69
27007 - Baggage Inspector	14.73
27008 - Corrections Officer	25.46
27010 - Court Security Officer	25.50
27030 - Detection Dog Handler	17.58
27040 - Detention Officer	25.46
27070 - Firefighter	24.21
27101 - Guard I	14.73
27102 - Guard II	17.58
27131 - Police Officer I	28.39
27132 - Police Officer II	31.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.85
28042 - Carnival Equipment Repairer	11.41
28043 - Carnival Worker	10.13
28210 - Gate Attendant/Gate Tender	17.51
28310 - Lifeguard	15.09
28350 - Park Attendant (Aide)	19.59
28510 - Recreation Aide/Health Facility Attendant	14.30
28515 - Recreation Specialist	22.11
28630 - Sports Official	15.60
28690 - Swimming Pool Operator	20.44

## SCA WD 15-5813

29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.00
29020 - Hatch Tender	25.00
29030 - Line Handler	24.77
29041 - Stevedore I	23.42
29042 - Stevedore II	26.63
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.30
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.97
30021 - Archeological Technician I	16.81
30022 - Archeological Technician II	18.80
30023 - Archeological Technician III	23.29
30030 - Cartographic Technician	23.29
30040 - Civil Engineering Technician	23.02
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	16.81
30062 - Drafter/CAD Operator II	18.80
30063 - Drafter/CAD Operator III	20.97
30064 - Drafter/CAD Operator IV	25.80
30081 - Engineering Technician I	15.16
30082 - Engineering Technician II	16.93
30083 - Engineering Technician III	19.01
30084 - Engineering Technician IV	23.58
30085 - Engineering Technician V	28.75
30086 - Engineering Technician VI	34.90
30090 - Environmental Technician	23.22
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	20.54
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	23.29
30361 - Paralegal/Legal Assistant I	19.64
30362 - Paralegal/Legal Assistant II	24.33
30363 - Paralegal/Legal Assistant III	29.77
30364 - Paralegal/Legal Assistant IV	36.02
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	23.29
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	20.72
30462 - Technical Writer II	27.13
30463 - Technical Writer III	32.83
30491 - Unexploded Ordnance (UXO) Technician I	24.24
30492 - Unexploded Ordnance (UXO) Technician II	29.33
30493 - Unexploded Ordnance (UXO) Technician III	35.16
30494 - Unexploded (UXO) Safety Escort	24.24
30495 - Unexploded (UXO) Sweep Personnel	24.24



## SCA WD 15-5813

30501 - Weather Forecaster I	25.80
30502 - Weather Forecaster II	31.39
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.97
30621 - Weather Observer, Senior	(see 2) 23.29
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.33
31020 - Bus Aide	13.31
31030 - Bus Driver	18.35
31043 - Driver Courier	14.81
31260 - Parking and Lot Attendant	11.98
31290 - Shuttle Bus Driver	15.83
31310 - Taxi Driver	15.35
31361 - Truckdriver, Light	15.83
31362 - Truckdriver, Medium	18.35
31363 - Truckdriver, Heavy	19.02
31364 - Truckdriver, Tractor-Trailer	19.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.30
99030 - Cashier	11.66
99050 - Desk Clerk	11.69
99095 - Embalmer	24.24
99130 - Flight Follower	24.24
99251 - Laboratory Animal Caretaker I	15.32
99252 - Laboratory Animal Caretaker II	16.37
99260 - Marketing Analyst	30.18
99310 - Mortician	24.24
99410 - Pest Controller	21.58
99510 - Photofinishing Worker	12.74
99710 - Recycling Laborer	15.72
99711 - Recycling Specialist	18.61
99730 - Refuse Collector	14.50
99810 - Sales Clerk	14.50
99820 - School Crossing Guard	14.11
99830 - Survey Party Chief	22.89
99831 - Surveying Aide	12.79
99832 - Surveying Technician	17.50
99840 - Vending Machine Attendant	17.47
99841 - Vending Machine Repairer	20.08
99842 - Vending Machine Repairer Helper	17.47

---

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: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).