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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.: 2015-4397 Revision No.: 33 Date Of Last Revision: 8/12/2026

State: North Carolina

Area: North Carolina Counties of New Hanover and Pender

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.75
01012 - Accounting Clerk II		19.92
01013 - Accounting Clerk III		22.28
01020 - Administrative Assistant		30.26
01035 - Court Reporter		20.55
01041 - Customer Service Representative I		14.96
01042 - Customer Service Representative II		16.33
01043 - Customer Service Representative III		18.32
01051 - Data Entry Operator I		17.58
01052 - Data Entry Operator II		19.18
01060 - Dispatcher, Motor Vehicle		22.34
01070 - Document Preparation Clerk		18.72
01090 - Duplicating Machine Operator		18.72
01111 - General Clerk I		15.46
01112 - General Clerk II		16.87
01113 - General Clerk III		18.93

01120 - Housing Referral Assistant	22.90
01141 - Messenger Courier	17.95
01191 - Order Clerk I	17.46
01192 - Order Clerk II	19.06
01261 - Personnel Assistant (Employment) I	18.27
01262 - Personnel Assistant (Employment) II	20.45
01263 - Personnel Assistant (Employment) III	22.80
01270 - Production Control Clerk	23.74
01290 - Rental Clerk	18.22
01300 - Scheduler, Maintenance	18.37
01311 - Secretary I	18.37
01312 - Secretary II	20.55
01313 - Secretary III	22.90
01320 - Service Order Dispatcher	19.97
01410 - Supply Technician	30.26
01420 - Survey Worker	19.68
01460 - Switchboard Operator/Receptionist	16.78
01531 - Travel Clerk I	16.01
01532 - Travel Clerk II	17.49
01533 - Travel Clerk III	19.57
01611 - Word Processor I	16.37
01612 - Word Processor II	18.37
01613 - Word Processor III	20.55
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.34
05010 - Automotive Electrician	21.88
05040 - Automotive Glass Installer	20.47
05070 - Automotive Worker	20.47
05110 - Mobile Equipment Servicer	17.77
05130 - Motor Equipment Metal Mechanic	23.12
05160 - Motor Equipment Metal Worker	20.47
05190 - Motor Vehicle Mechanic	23.12
05220 - Motor Vehicle Mechanic Helper	16.13
05250 - Motor Vehicle Upholstery Worker	19.16
05280 - Motor Vehicle Wrecker	20.47
05310 - Painter, Automotive	21.88
05340 - Radiator Repair Specialist	20.47
05370 - Tire Repairer	16.85
05400 - Transmission Repair Specialist	23.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.55
07041 - Cook I	17.33
07042 - Cook II	19.96
07070 - Dishwasher	14.36
07130 - Food Service Worker	15.30
07210 - Meat Cutter	18.69
07260 - Waiter/Waitress	11.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.79
09040 - Furniture Handler	13.08
09080 - Furniture Refinisher	21.79

09090 - Furniture Refinisher Helper	16.07
09110 - Furniture Repairer, Minor	19.08
09130 - Upholsterer	21.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.36
11060 - Elevator Operator	16.87
11090 - Gardener	23.86
11122 - Housekeeping Aide	16.87
11150 - Janitor	16.87
11210 - Laborer, Grounds Maintenance	17.63
11240 - Maid or Houseman	14.57
11260 - Pruner	15.66
11270 - Tractor Operator	21.66
11330 - Trail Maintenance Worker	17.63
11360 - Window Cleaner	18.99
12000 - Health Occupations	
12010 - Ambulance Driver	23.43
12011 - Breath Alcohol Technician	27.33
12012 - Certified Occupational Therapist Assistant	34.64
12015 - Certified Physical Therapist Assistant	36.45
12020 - Dental Assistant	24.57
12025 - Dental Hygienist	46.49
12030 - EKG Technician	33.96
12035 - Electroneurodiagnostic Technologist	33.96
12040 - Emergency Medical Technician	23.43
12071 - Licensed Practical Nurse I	24.43
12072 - Licensed Practical Nurse II	27.33
12073 - Licensed Practical Nurse III	30.48
12100 - Medical Assistant	20.19
12130 - Medical Laboratory Technician	27.94
12160 - Medical Record Clerk	18.45
12190 - Medical Record Technician	20.64
12195 - Medical Transcriptionist	23.84
12210 - Nuclear Medicine Technologist	57.24
12221 - Nursing Assistant I	13.17
12222 - Nursing Assistant II	14.81
12223 - Nursing Assistant III	16.16
12224 - Nursing Assistant IV	18.13
12235 - Optical Dispenser	25.76
12236 - Optical Technician	24.43
12250 - Pharmacy Technician	20.33
12280 - Phlebotomist	18.82
12305 - Radiologic Technologist	32.31
12311 - Registered Nurse I	26.30
12312 - Registered Nurse II	32.17
12313 - Registered Nurse II, Specialist	32.17
12314 - Registered Nurse III	38.93
12315 - Registered Nurse III, Anesthetist	38.93
12316 - Registered Nurse IV	46.66
12317 - Scheduler (Drug and Alcohol Testing)	33.86
12320 - Substance Abuse Treatment Counselor	25.69

13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.29
13012 - Exhibits Specialist II		27.61
13013 - Exhibits Specialist III		33.77
13041 - Illustrator I		22.29
13042 - Illustrator II		27.61
13043 - Illustrator III		33.77
13047 - Librarian		30.58
13050 - Library Aide/Clerk		18.03
13054 - Library Information Technology Systems Administrator		27.61
13058 - Library Technician		23.73
13061 - Media Specialist I		19.93
13062 - Media Specialist II		22.29
13063 - Media Specialist III		24.84
13071 - Photographer I		18.12
13072 - Photographer II		20.27
13073 - Photographer III		25.11
13074 - Photographer IV		30.72
13075 - Photographer V		37.18
13090 - Technical Order Library Clerk		22.63
13110 - Video Teleconference Technician		21.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.17
14042 - Computer Operator II		22.57
14043 - Computer Operator III		25.17
14044 - Computer Operator IV		27.95
14045 - Computer Operator V		30.96
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		20.17
14160 - Personal Computer Support Technician		27.95
14170 - System Support Specialist		30.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.76
15020 - Aircrew Training Devices Instructor (Rated)		38.42
15030 - Air Crew Training Devices Instructor (Pilot)		46.05
15050 - Computer Based Training Specialist / Instructor		31.76
15060 - Educational Technologist		30.78
15070 - Flight Instructor (Pilot)		46.05
15080 - Graphic Artist		26.31
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.05
15086 - Maintenance Test Pilot, Rotary Wing		46.05
15088 - Non-Maintenance Test/Co-Pilot		46.05

15090 - Technical Instructor	24.50
15095 - Technical Instructor/Course Developer	29.97
15110 - Test Proctor	19.78
15120 - Tutor	19.78
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.07
16030 - Counter Attendant	11.07
16040 - Dry Cleaner	13.80
16070 - Finisher, Flatwork, Machine	11.07
16090 - Presser, Hand	11.07
16110 - Presser, Machine, Drycleaning	11.07
16130 - Presser, Machine, Shirts	11.07
16160 - Presser, Machine, Wearing Apparel, Laundry	11.07
16190 - Sewing Machine Operator	14.73
16220 - Tailor	15.68
16250 - Washer, Machine	11.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.75
19040 - Tool And Die Maker	31.61
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.29
21030 - Material Coordinator	23.74
21040 - Material Expediter	23.74
21050 - Material Handling Laborer	17.87
21071 - Order Filler	16.97
21080 - Production Line Worker (Food Processing)	20.29
21110 - Shipping Packer	19.05
21130 - Shipping/Receiving Clerk	19.05
21140 - Store Worker I	15.10
21150 - Stock Clerk	21.47
21210 - Tools And Parts Attendant	20.29
21410 - Warehouse Specialist	20.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.77
23019 - Aircraft Logs and Records Technician	23.37
23021 - Aircraft Mechanic I	28.21
23022 - Aircraft Mechanic II	29.77
23023 - Aircraft Mechanic III	31.27
23040 - Aircraft Mechanic Helper	19.69
23050 - Aircraft, Painter	26.70
23060 - Aircraft Servicer	23.37
23070 - Aircraft Survival Flight Equipment Technician	26.70
23080 - Aircraft Worker	24.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.97
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.21
23110 - Appliance Mechanic	26.59
23120 - Bicycle Repairer	20.92

23125 - Cable Splicer 36.44
23130 - Carpenter, Maintenance 24.44
23140 - Carpet Layer 24.09
23160 - Electrician, Maintenance 26.00
23181 - Electronics Technician Maintenance I 29.96
23182 - Electronics Technician Maintenance II 31.99
23183 - Electronics Technician Maintenance III 33.83
23260 - Fabric Worker 22.55
23290 - Fire Alarm System Mechanic 24.34
23310 - Fire Extinguisher Repairer 20.92
23311 - Fuel Distribution System Mechanic 25.61
23312 - Fuel Distribution System Operator 19.69
23370 - General Maintenance Worker 22.04
23380 - Ground Support Equipment Mechanic 28.21
23381 - Ground Support Equipment Servicer 23.37
23382 - Ground Support Equipment Worker 24.97
23391 - Gunsmith I 20.92
23392 - Gunsmith II 24.09
23393 - Gunsmith III 27.21
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.97
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.29
23430 - Heavy Equipment Mechanic 32.44
23440 - Heavy Equipment Operator 23.17
23460 - Instrument Mechanic 27.21
23465 - Laboratory/Shelter Mechanic 25.75
23470 - Laborer 17.87
23510 - Locksmith 25.75
23530 - Machinery Maintenance Mechanic 30.98
23550 - Machinist, Maintenance 29.44
23580 - Maintenance Trades Helper 17.88
23591 - Metrology Technician I 27.21
23592 - Metrology Technician II 28.71
23593 - Metrology Technician III 30.16
23640 - Millwright 29.78
23710 - Office Appliance Repairer 22.22
23760 - Painter, Maintenance 20.37
23790 - Pipefitter, Maintenance 28.65
23810 - Plumber, Maintenance 27.11
23820 - Pneudraulic Systems Mechanic 27.21
23850 - Rigger 27.21
23870 - Scale Mechanic 24.09
23890 - Sheet-Metal Worker, Maintenance 23.79
23910 - Small Engine Mechanic 21.91
23931 - Telecommunications Mechanic I 30.47
23932 - Telecommunications Mechanic II 32.14
23950 - Telephone Lineman 28.59
23960 - Welder, Combination, Maintenance 25.44
23965 - Well Driller 27.21
23970 - Woodcraft Worker 27.21
23980 - Woodworker 20.92

24000 - Personal Needs Occupations

24550 - Case Manager		23.21
24570 - Child Care Attendant		13.96
24580 - Child Care Center Clerk		19.11
24610 - Chore Aide		15.16
24620 - Family Readiness And Support Services Coordinator		23.21
24630 - Homemaker		23.21
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		29.33
25040 - Sewage Plant Operator		27.75
25070 - Stationary Engineer		29.33
25190 - Ventilation Equipment Tender		20.46
25210 - Water Treatment Plant Operator		27.75
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.69
27007 - Baggage Inspector		17.77
27008 - Corrections Officer		23.47
27010 - Court Security Officer		20.29
27030 - Detection Dog Handler		19.88
27040 - Detention Officer		23.47
27070 - Firefighter		17.40
27101 - Guard I		17.77
27102 - Guard II		19.88
27131 - Police Officer I		23.19
27132 - Police Officer II		25.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.99
28042 - Carnival Equipment Repairer		17.61
28043 - Carnival Worker		11.56
28210 - Gate Attendant/Gate Tender		21.62
28310 - Lifeguard		13.01
28350 - Park Attendant (Aide)		24.19
28510 - Recreation Aide/Health Facility Attendant		17.66
28515 - Recreation Specialist		28.91
28630 - Sports Official		19.27
28690 - Swimming Pool Operator		20.28
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		34.05
29020 - Hatch Tender		34.05
29030 - Line Handler		34.05
29041 - Stevedore I		31.87
29042 - Stevedore II		36.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.54
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.33

30021 - Archeological Technician I		20.88
30022 - Archeological Technician II		23.36
30023 - Archeological Technician III		28.94
30030 - Cartographic Technician		28.94
30040 - Civil Engineering Technician		29.26
30051 - Cryogenic Technician I		32.05
30052 - Cryogenic Technician II		35.40
30061 - Drafter/CAD Operator I		20.88
30062 - Drafter/CAD Operator II		23.36
30063 - Drafter/CAD Operator III		26.05
30064 - Drafter/CAD Operator IV		32.05
30081 - Engineering Technician I		17.82
30082 - Engineering Technician II		20.00
30083 - Engineering Technician III		22.37
30084 - Engineering Technician IV		27.73
30085 - Engineering Technician V		33.91
30086 - Engineering Technician VI		41.03
30090 - Environmental Technician		22.51
30095 - Evidence Control Specialist		28.94
30210 - Laboratory Technician		26.72
30221 - Latent Fingerprint Technician I		32.05
30222 - Latent Fingerprint Technician II		35.40
30240 - Mathematical Technician		28.94
30361 - Paralegal/Legal Assistant I		23.03
30362 - Paralegal/Legal Assistant II		28.53
30363 - Paralegal/Legal Assistant III		34.91
30364 - Paralegal/Legal Assistant IV		42.23
30375 - Petroleum Supply Specialist		35.40
30390 - Photo-Optics Technician		28.94
30395 - Radiation Control Technician		35.40
30461 - Technical Writer I		30.44
30462 - Technical Writer II		37.24
30463 - Technical Writer III		45.07
30491 - Unexploded Ordnance (UXO) Technician I		29.57
30492 - Unexploded Ordnance (UXO) Technician II		35.78
30493 - Unexploded Ordnance (UXO) Technician III		42.89
30494 - Unexploded (UXO) Safety Escort		29.57
30495 - Unexploded (UXO) Sweep Personnel		29.57
30501 - Weather Forecaster I		32.05
30502 - Weather Forecaster II		38.99
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.05
30621 - Weather Observer, Senior	(see 2)	28.94
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.78
31020 - Bus Aide		13.89
31030 - Bus Driver		20.25
31043 - Driver Courier		17.06
31260 - Parking and Lot Attendant		15.00
31290 - Shuttle Bus Driver		15.03
31310 - Taxi Driver		14.19
31361 - Truckdriver, Light		18.79
31362 - Truckdriver, Medium		20.25

31363 - Truckdriver, Heavy	23.49
31364 - Truckdriver, Tractor-Trailer	23.49
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.71
99050 - Desk Clerk	14.51
99095 - Embalmer	29.57
99130 - Flight Follower	29.57
99251 - Laboratory Animal Caretaker I	19.64
99252 - Laboratory Animal Caretaker II	21.57
99260 - Marketing Analyst	33.40
99310 - Mortician	29.57
99410 - Pest Controller	18.23
99510 - Photofinishing Worker	15.54
99710 - Recycling Laborer	24.50
99711 - Recycling Specialist	30.09
99730 - Refuse Collector	21.76
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	16.61
99830 - Survey Party Chief	30.03
99831 - Surveying Aide	17.76
99832 - Surveying Technician	24.36
99840 - Vending Machine Attendant	23.05
99841 - Vending Machine Repairer	29.24
99842 - Vending Machine Repairer Helper	23.05

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. 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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.92 per hour, up to 40 hours per week, or $236.80 per week or $1,026.13 per month

HEALTH & WELFARE EO 13706: $5.42 per hour, up to 40 hours per week, or $216.80 per week, or $939.46 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 20 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))."""