

16.30
01111 - General Clerk I
17.27
01112 - General Clerk II
18.84
01113 - General Clerk III
21.14
01120 - Housing Referral Assistant
22.81
01141 - Messenger Courier
13.28
01191 - Order Clerk I
19.31
01192 - Order Clerk II
21.07
01261 - Personnel Assistant (Employment) I
18.57
01262 - Personnel Assistant (Employment) II
20.77
01263 - Personnel Assistant (Employment) III
23.15
01270 - Production Control Clerk
31.94
01290 - Rental Clerk
18.92
01300 - Scheduler, Maintenance
18.30
01311 - Secretary I
18.30
01312 - Secretary II
20.47
01313 - Secretary III
22.81
01320 - Service Order Dispatcher
21.10
01410 - Supply Technician
30.26
01420 - Survey Worker
20.47
01460 - Switchboard Operator/Receptionist
17.60
01531 - Travel Clerk I
16.30
01532 - Travel Clerk II
18.30
01533 - Travel Clerk III
20.47
01611 - Word Processor I
16.30
01612 - Word Processor II

18.30
01613 - Word Processor III
20.47
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
27.82
05010 - Automotive Electrician
27.16
05040 - Automotive Glass Installer
25.75
05070 - Automotive Worker
25.75
05110 - Mobile Equipment Servicer
23.04
05130 - Motor Equipment Metal Mechanic
28.56
05160 - Motor Equipment Metal Worker
25.75
05190 - Motor Vehicle Mechanic
28.56
05220 - Motor Vehicle Mechanic Helper
21.62
05250 - Motor Vehicle Upholstery Worker
24.40
05280 - Motor Vehicle Wrecker
25.75
05310 - Painter, Automotive
27.16
05340 - Radiator Repair Specialist
25.75
05370 - Tire Repairer
19.12
05400 - Transmission Repair Specialist
28.56
07000 - Food Preparation And Service Occupations
07010 - Baker
15.48
07041 - Cook I
19.00
07042 - Cook II
21.24
07070 - Dishwasher
13.97
07130 - Food Service Worker
15.07
07210 - Meat Cutter
21.61
07260 - Waiter/Waitress
11.21
09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter
24.56
09040 - Furniture Handler
19.48
09080 - Furniture Refinisher
23.12
09090 - Furniture Refinisher Helper
22.34
09110 - Furniture Repairer, Minor
25.17
09130 - Upholsterer
27.24
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
14.67
11060 - Elevator Operator
16.99
11090 - Gardener
23.55
11122 - Housekeeping Aide
16.99
11150 - Janitor
16.99
11210 - Laborer, Grounds Maintenance
19.21
11240 - Maid or Houseman
14.30
11260 - Pruner
17.70
11270 - Tractor Operator
22.11
11330 - Trail Maintenance Worker
19.21
11360 - Window Cleaner
18.44
12000 - Health Occupations
12010 - Ambulance Driver
23.42
12011 - Breath Alcohol Technician
31.72
12012 - Certified Occupational Therapist Assistant
43.54
12015 - Certified Physical Therapist Assistant
33.75
12020 - Dental Assistant
22.15
12025 - Dental Hygienist
49.58
12030 - EKG Technician
48.07

12035 - Electroneurodiagnostic Technologist
48.07
12040 - Emergency Medical Technician
23.42
12071 - Licensed Practical Nurse I
28.36
12072 - Licensed Practical Nurse II
31.72
12073 - Licensed Practical Nurse III
35.37
12100 - Medical Assistant
21.48
12130 - Medical Laboratory Technician
31.93
12160 - Medical Record Clerk
19.75
12190 - Medical Record Technician
22.09
12195 - Medical Transcriptionist
28.36
12210 - Nuclear Medicine Technologist
69.73
12221 - Nursing Assistant I
13.53
12222 - Nursing Assistant II
15.22
12223 - Nursing Assistant III
16.61
12224 - Nursing Assistant IV
18.64
12235 - Optical Dispenser
22.97
12236 - Optical Technician
28.36
12250 - Pharmacy Technician
21.54
12280 - Phlebotomist
19.23
12305 - Radiologic Technologist
37.31
12311 - Registered Nurse I
28.00
12312 - Registered Nurse II
34.26
12313 - Registered Nurse II, Specialist
34.26
12314 - Registered Nurse III
41.45
12315 - Registered Nurse III, Anesthetist
41.45

12316 - Registered Nurse IV
49.67
12317 - Scheduler (Drug and Alcohol Testing)
39.31
12320 - Substance Abuse Treatment Counselor
32.54
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
22.34
13012 - Exhibits Specialist II
27.68
13013 - Exhibits Specialist III
33.86
13041 - Illustrator I
22.34
13042 - Illustrator II
27.68
13043 - Illustrator III
33.86
13047 - Librarian
30.65
13050 - Library Aide/Clerk
17.42
13054 - Library Information Technology Systems
27.68
Administrator
13058 - Library Technician
22.34
13061 - Media Specialist I
19.97
13062 - Media Specialist II
22.34
13063 - Media Specialist III
24.91
13071 - Photographer I
19.97
13072 - Photographer II
22.34
13073 - Photographer III
27.68
13074 - Photographer IV
33.86
13075 - Photographer V
40.96
13090 - Technical Order Library Clerk
21.74
13110 - Video Teleconference Technician
25.69
14000 - Information Technology Occupations
14041 - Computer Operator I

- 20.88 14042 - Computer Operator II
- 23.51 14043 - Computer Operator III
- 26.03 14044 - Computer Operator IV
- 28.93 14045 - Computer Operator V
- 32.03 14071 - Computer Programmer I (see 1)
- 24.59 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
- 20.88 14160 - Personal Computer Support Technician
- 28.93 14170 - System Support Specialist
- 34.41 15000 - Instructional Occupations
 - 15010 - Aircrew Training Devices Instructor (Non-Rated)
- 31.97 15020 - Aircrew Training Devices Instructor (Rated)
- 38.67 15030 - Air Crew Training Devices Instructor (Pilot)
- 45.78 15050 - Computer Based Training Specialist / Instructor
- 31.97 15060 - Educational Technologist
- 35.87 15070 - Flight Instructor (Pilot)
- 45.78 15080 - Graphic Artist
- 28.43 15085 - Maintenance Test Pilot, Fixed, Jet/Prop
- 45.38 15086 - Maintenance Test Pilot, Rotary Wing
- 45.38 15088 - Non-Maintenance Test/Co-Pilot
- 45.38

15090 - Technical Instructor
32.49
15095 - Technical Instructor/Course Developer
39.74
15110 - Test Proctor
26.22
15120 - Tutor
26.22
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
19.03
16030 - Counter Attendant
19.03
16040 - Dry Cleaner
21.75
16070 - Finisher, Flatwork, Machine
19.03
16090 - Presser, Hand
19.03
16110 - Presser, Machine, Drycleaning
19.03
16130 - Presser, Machine, Shirts
19.03
16160 - Presser, Machine, Wearing Apparel, Laundry
19.03
16190 - Sewing Machine Operator
22.66
16220 - Tailor
23.57
16250 - Washer, Machine
19.94
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
33.31
19040 - Tool And Die Maker
39.51
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
25.08
21030 - Material Coordinator
31.94
21040 - Material Expediter
31.94
21050 - Material Handling Laborer
18.22
21071 - Order Filler
17.74
21080 - Production Line Worker (Food Processing)
25.08
21110 - Shipping Packer

21.04
 21130 - Shipping/Receiving Clerk

21.04
 21140 - Store Worker I

19.18
 21150 - Stock Clerk

24.14
 21210 - Tools And Parts Attendant

25.08
 21410 - Warehouse Specialist

25.08
 23000 - Mechanics And Maintenance And Repair Occupations
 23010 - Aerospace Structural Welder

47.82
 23019 - Aircraft Logs and Records Technician

39.05
 23021 - Aircraft Mechanic I

45.70
 23022 - Aircraft Mechanic II

47.82
 23023 - Aircraft Mechanic III

49.75
 23040 - Aircraft Mechanic Helper

35.16
 23050 - Aircraft, Painter

43.44
 23060 - Aircraft Servicer

39.05
 23070 - Aircraft Survival Flight Equipment Technician

43.44
 23080 - Aircraft Worker

41.23
 23091 - Aircrew Life Support Equipment (ALSE) Mechanic

41.23
 I
 23092 - Aircrew Life Support Equipment (ALSE) Mechanic

45.70
 II
 23110 - Appliance Mechanic

33.31
 23120 - Bicycle Repairer

28.23
 23125 - Cable Splicer

44.09
 23130 - Carpenter, Maintenance

29.78
 23140 - Carpet Layer

32.86
 23160 - Electrician, Maintenance

37.77

23181 - Electronics Technician Maintenance I
35.97
23182 - Electronics Technician Maintenance II
37.93
23183 - Electronics Technician Maintenance III
39.89
23260 - Fabric Worker
29.92
23290 - Fire Alarm System Mechanic
35.03
23310 - Fire Extinguisher Repairer
28.23
23311 - Fuel Distribution System Mechanic
35.03
23312 - Fuel Distribution System Operator
28.23
23370 - General Maintenance Worker
24.08
23380 - Ground Support Equipment Mechanic
45.70
23381 - Ground Support Equipment Servicer
39.05
23382 - Ground Support Equipment Worker
41.23
23391 - Gunsmith I
28.23
23392 - Gunsmith II
31.58
23393 - Gunsmith III
35.03
23410 - Heating, Ventilation And Air-Conditioning
29.04
Mechanic
23411 - Heating, Ventilation And Air Conditioning
30.40
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
40.62
23440 - Heavy Equipment Operator
34.72
23460 - Instrument Mechanic
35.38
23465 - Laboratory/Shelter Mechanic
33.31
23470 - Laborer
18.22
23510 - Locksmith
33.31
23530 - Machinery Maintenance Mechanic
37.71

23550 - Machinist, Maintenance
27.23
23580 - Maintenance Trades Helper
22.50
23591 - Metrology Technician I
35.38
23592 - Metrology Technician II
37.03
23593 - Metrology Technician III
38.52
23640 - Millwright
29.48
23710 - Office Appliance Repairer
29.91
23760 - Painter, Maintenance
27.17
23790 - Pipefitter, Maintenance
34.62
23810 - Plumber, Maintenance
32.92
23820 - Pneudraulic Systems Mechanic
35.03
23850 - Rigger
32.29
23870 - Scale Mechanic
31.58
23890 - Sheet-Metal Worker, Maintenance
39.81
23910 - Small Engine Mechanic
31.58
23931 - Telecommunications Mechanic I
32.46
23932 - Telecommunications Mechanic II
33.98
23950 - Telephone Lineman
32.06
23960 - Welder, Combination, Maintenance
31.77
23965 - Well Driller
34.14
23970 - Woodcraft Worker
35.03
23980 - Woodworker
28.23
24000 - Personal Needs Occupations
24550 - Case Manager
17.47
24570 - Child Care Attendant
14.08
24580 - Child Care Center Clerk

17.75
24610 - Chore Aide
15.29
24620 - Family Readiness And Support Services
17.47
Coordinator
24630 - Homemaker
19.78
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
31.99
25040 - Sewage Plant Operator
30.42
25070 - Stationary Engineer
31.99
25190 - Ventilation Equipment Tender
24.21
25210 - Water Treatment Plant Operator
30.42
27000 - Protective Service Occupations
27004 - Alarm Monitor
25.58
27007 - Baggage Inspector
17.96
27008 - Corrections Officer
28.58
27010 - Court Security Officer
28.63
27030 - Detection Dog Handler
20.45
27040 - Detention Officer
28.58
27070 - Firefighter
29.10
27101 - Guard I
17.96
27102 - Guard II
20.45
27131 - Police Officer I
29.78
27132 - Police Officer II
33.10
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
14.59
28042 - Carnival Equipment Repairer
15.54
28043 - Carnival Worker
11.67
28210 - Gate Attendant/Gate Tender

21.55
28310 - Lifeguard

14.39
28350 - Park Attendant (Aide)

24.10
28510 - Recreation Aide/Health Facility Attendant

17.60
28515 - Recreation Specialist

28.66
28630 - Sports Official

19.21
28690 - Swimming Pool Operator

20.30
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer

37.34
29020 - Hatch Tender

37.34
29030 - Line Handler

37.34
29041 - Stevedore I

35.37
29042 - Stevedore II

39.38
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)

47.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)

32.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)

35.73
30021 - Archeological Technician I

22.40
30022 - Archeological Technician II

25.05
30023 - Archeological Technician III

31.03
30030 - Cartographic Technician

31.03
30040 - Civil Engineering Technician

29.30
30051 - Cryogenic Technician I

34.37
30052 - Cryogenic Technician II

37.95
30061 - Drafter/CAD Operator I

22.40
30062 - Drafter/CAD Operator II

25.05
30063 - Drafter/CAD Operator III

27.92
30064 - Drafter/CAD Operator IV
34.37
30081 - Engineering Technician I
18.42
30082 - Engineering Technician II
20.68
30083 - Engineering Technician III
23.33
30084 - Engineering Technician IV
28.66
30085 - Engineering Technician V
35.07
30086 - Engineering Technician VI
42.43
30090 - Environmental Technician
31.21
30095 - Evidence Control Specialist
31.03
30210 - Laboratory Technician
32.63
30221 - Latent Fingerprint Technician I
34.37
30222 - Latent Fingerprint Technician II
37.95
30240 - Mathematical Technician
31.03
30361 - Paralegal/Legal Assistant I
22.17
30362 - Paralegal/Legal Assistant II
27.47
30363 - Paralegal/Legal Assistant III
33.60
30364 - Paralegal/Legal Assistant IV
40.65
30375 - Petroleum Supply Specialist
37.95
30390 - Photo-Optics Technician
31.03
30395 - Radiation Control Technician
37.95
30461 - Technical Writer I
31.03
30462 - Technical Writer II
37.95
30463 - Technical Writer III
45.92
30491 - Unexploded Ordnance (UXO) Technician I
29.91
30492 - Unexploded Ordnance (UXO) Technician II

- 36.19
 - 30493 - Unexploded Ordnance (UXO) Technician III
- 43.37
 - 30494 - Unexploded (UXO) Safety Escort
- 29.91
 - 30495 - Unexploded (UXO) Sweep Personnel
- 29.91
 - 30501 - Weather Forecaster I
- 34.37
 - 30502 - Weather Forecaster II
- 41.81
 - 30620 - Weather Observer, Combined Upper Air Or (see 2)
- 27.92
 - Surface Programs
 - 30621 - Weather Observer, Senior (see 2)
- 31.03
 - 31000 - Transportation/Mobile Equipment Operation Occupations
 - 31010 - Airplane Pilot
- 36.19
 - 31020 - Bus Aide
- 21.58
 - 31030 - Bus Driver
- 27.91
 - 31043 - Driver Courier
- 19.07
 - 31260 - Parking and Lot Attendant
- 15.19
 - 31290 - Shuttle Bus Driver
- 16.70
 - 31310 - Taxi Driver
- 16.18
 - 31361 - Truckdriver, Light
- 20.32
 - 31362 - Truckdriver, Medium
- 21.52
 - 31363 - Truckdriver, Heavy
- 32.43
 - 31364 - Truckdriver, Tractor-Trailer
- 32.43
 - 99000 - Miscellaneous Occupations
 - 99020 - Cabin Safety Specialist
- 17.64
 - 99030 - Cashier
- 14.24
 - 99050 - Desk Clerk
- 13.86
 - 99095 - Embalmer
- 30.13
 - 99130 - Flight Follower
- 29.91

99251 - Laboratory Animal Caretaker I	
17.38	99252 - Laboratory Animal Caretaker II
18.51	99260 - Marketing Analyst
31.64	99310 - Mortician
30.13	99410 - Pest Controller
22.55	99510 - Photofinishing Worker
16.36	99710 - Recycling Laborer
29.38	99711 - Recycling Specialist
33.64	99730 - Refuse Collector
27.09	99810 - Sales Clerk
16.50	99820 - School Crossing Guard
20.66	99830 - Survey Party Chief
38.61	99831 - Surveying Aide
21.96	99832 - Surveying Technician
30.12	99840 - Vending Machine Attendant
16.80	99841 - Vending Machine Repairer
20.59	99842 - Vending Machine Repairer Helper
17.28	

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 \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

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

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

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

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

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure

to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract, a separate SF-1444 should be prepared for each wage

determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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