

"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 Wage Determination No. : 2015-4536 Revision No. : 16 Date Of Last Revision: 05/01/2020
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Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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.

State: Florida

Area: Florida County of Broward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.66
01012 - Accounting Clerk II		17.57
01013 - Accounting Clerk III		19.66
01020 - Administrative Assistant		27.10
01035 - Court Reporter		19.08
01041 - Customer Service Representative I		12.96
01042 - Customer Service Representative II		14.56
01043 - Customer Service Representative III		15.89
01051 - Data Entry Operator I		13.82
01052 - Data Entry Operator II		15.09
01060 - Dispatcher Motor Vehicle		17.16
01070 - Document Preparation Clerk		14.77
01090 - Duplicating Machine Operator		14.77
01111 - General Clerk I		14.14
01112 - General Clerk II		15.43
01113 - General Clerk III		17.32
01120 - Housing Referral Assistant		21.28
01141 - Messenger Courier		14.85
01191 - Order Clerk I		14.72
01192 - Order Clerk II		16.06
01261 - Personnel Assistant (Employment) I		16.97
01262 - Personnel Assistant (Employment) II		18.98
01263 - Personnel Assistant (Employment) III		21.16
01270 - Production Control Clerk		20.75
01290 - Rental Clerk		14.93
01300 - Scheduler Maintenance		17.06
01311 - Secretary I		17.06
01312 - Secretary II		19.08
01313 - Secretary III		21.28
01320 - Service Order Dispatcher		15.35
01410 - Supply Technician		27.10
01420 - Survey Worker		20.30
01460 - Switchboard Operator/Receptionist		13.98
01531 - Travel Clerk I		16.65
01532 - Travel Clerk II		18.09
01533 - Travel Clerk III		19.38
01611 - Word Processor I		15.20
01612 - Word Processor II		17.06
01613 - Word Processor III		19.08
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		19.50
05010 - Automotive Electrician		19.13
05040 - Automotive Glass Installer		17.86
05070 - Automotive Worker		17.86
05110 - Mobile Equipment Servicer		15.10
05130 - Motor Equipment Metal Mechanic		20.40
05160 - Motor Equipment Metal Worker		17.86
05190 - Motor Vehicle Mechanic		20.40
05220 - Motor Vehicle Mechanic Helper		13.71
05250 - Motor Vehicle Upholstery Worker		16.52
05280 - Motor Vehicle Wrecker		17.86
05310 - Painter Automotive		19.13
05340 - Radiator Repair Specialist		17.86
05370 - Tire Repairer		14.04
05400 - Transmission Repair Specialist		20.40
07000 - Food Preparation And Service Occupations		
07010 - Baker		13.20
07041 - Cook I		14.20
07042 - Cook II		16.81
07070 - Dishwasher		10.70
07130 - Food Service Worker		11.70
07210 - Meat Cutter		15.61
07260 - Waiter/Waitress		9.85
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		16.41
09040 - Furniture Handler		9.80
09080 - Furniture Refinisher		16.48
09090 - Furniture Refinisher Helper		11.83
09110 - Furniture Repairer Minor		14.27
09130 - Upholsterer		17.06

11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.51
11060 - Elevator Operator	11.33
11090 - Gardener	18.99
11122 - Housekeeping Aide	11.33
11150 - Janitor	11.33
11210 - Laborer Grounds Maintenance	13.67
11240 - Maid or Houseman	11.23
11260 - Pruner	11.91
11270 - Tractor Operator	17.24
11330 - Trail Maintenance Worker	13.67
11360 - Window Cleaner	13.01
12000 - Health Occupations	
12010 - Ambulance Driver	16.87
12011 - Breath Alcohol Technician	20.52
12012 - Certified Occupational Therapist Assistant	31.78
12015 - Certified Physical Therapist Assistant	29.49
12020 - Dental Assistant	19.65
12025 - Dental Hygienist	35.10
12030 - EKG Technician	24.21
12035 - Electroneurodiagnostic Technologist	24.21
12040 - Emergency Medical Technician	16.87
12071 - Licensed Practical Nurse I	18.34
12072 - Licensed Practical Nurse II	20.52
12073 - Licensed Practical Nurse III	22.88
12100 - Medical Assistant	17.03
12130 - Medical Laboratory Technician	23.82
12160 - Medical Record Clerk	17.77
12190 - Medical Record Technician	20.52
12195 - Medical Transcriptionist	18.61
12210 - Nuclear Medicine Technologist	36.19
12221 - Nursing Assistant I	12.08
12222 - Nursing Assistant II	13.57
12223 - Nursing Assistant III	14.82
12224 - Nursing Assistant IV	16.64
12235 - Optical Dispenser	19.33
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	16.34
12280 - Phlebotomist	15.83
12305 - Radiologic Technologist	28.53
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80
12313 - Registered Nurse II Specialist	29.80
12314 - Registered Nurse III	36.04
12315 - Registered Nurse III Anesthetist	36.04
12316 - Registered Nurse IV	43.22
12317 - Scheduler (Drug and Alcohol Testing)	25.41
12320 - Substance Abuse Treatment Counselor	24.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.68
13012 - Exhibits Specialist II	25.62
13013 - Exhibits Specialist III	31.34
13041 - Illustrator I	20.78
13042 - Illustrator II	25.74
13043 - Illustrator III	31.48
13047 - Librarian	30.39
13050 - Library Aide/Clerk	13.41
13054 - Library Information Technology Systems Administrator	26.99
13058 - Library Technician	19.27
13061 - Media Specialist I	18.57
13062 - Media Specialist II	20.78
13063 - Media Specialist III	23.16
13071 - Photographer I	16.89
13072 - Photographer II	18.89
13073 - Photographer III	23.40
13074 - Photographer IV	28.63
13075 - Photographer V	34.63
13090 - Technical Order Library Clerk	16.85
13110 - Video Teleconference Technician	19.39
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.41
14042 - Computer Operator II	18.36
14043 - Computer Operator III	20.47
14044 - Computer Operator IV	22.75
14045 - Computer Operator V	25.19
14071 - Computer Programmer I	(see 1) 22.63
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	16.41
14160 - Personal Computer Support Technician	22.75
14170 - System Support Specialist	25.84
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.48
15020 - Aircrew Training Devices Instructor (Rated)	38.08
15030 - Air Crew Training Devices Instructor (Pilot)	41.70
15050 - Computer Based Training Specialist / Instructor	31.48
15060 - Educational Technologist	26.98
15070 - Flight Instructor (Pilot)	41.70
15080 - Graphic Artist	23.85
15085 - Maintenance Test Pilot Fixed Jet/Prop	39.28
15086 - Maintenance Test Pilot Rotary Wing	39.28
15088 - Non-Maintenance Test/Co-Pilot	39.28
15090 - Technical Instructor	24.76
15095 - Technical Instructor/Course Developer	30.28
15110 - Test Proctor	19.99
15120 - Tutor	19.99
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.50
16030 - Counter Attendant	10.50
16040 - Dry Cleaner	13.05
16070 - Finisher Flatwork Machine	10.50
16090 - Presser Hand	10.50
16110 - Presser Machine Drycleaning	10.50
16130 - Presser Machine Shirts	10.50

16160 - Presser Machine Wearing Apparel Laundry	10.50
16190 - Sewing Machine Operator	13.88
16220 - Tailor	14.72
16250 - Washer Machine	11.36
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.86
19040 - Tool And Die Maker	22.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.31
21030 - Material Coordinator	20.75
21040 - Material Expediter	20.75
21050 - Material Handling Laborer	13.44
21071 - Order Filler	13.04
21080 - Production Line Worker (Food Processing)	17.31
21110 - Shipping Packer	14.95
21130 - Shipping/Receiving Clerk	14.95
21140 - Store Worker I	10.76
21150 - Stock Clerk	16.44
21210 - Tools And Parts Attendant	17.31
21410 - Warehouse Specialist	17.31
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.73
23019 - Aircraft Logs and Records Technician	24.90
23021 - Aircraft Mechanic I	30.75
23022 - Aircraft Mechanic II	32.73
23023 - Aircraft Mechanic III	34.67
23040 - Aircraft Mechanic Helper	20.67
23050 - Aircraft Painter	28.84
23060 - Aircraft Servicer	24.90
23070 - Aircraft Survival Flight Equipment Technician	28.84
23080 - Aircraft Worker	26.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.75
23110 - Appliance Mechanic	19.84
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	25.67
23130 - Carpenter Maintenance	20.10
23140 - Carpet Layer	20.01
23160 - Electrician Maintenance	21.51
23181 - Electronics Technician Maintenance I	24.51
23182 - Electronics Technician Maintenance II	26.58
23183 - Electronics Technician Maintenance III	29.81
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	20.98
23310 - Fire Extinguisher Repairer	16.13
23311 - Fuel Distribution System Mechanic	22.92
23312 - Fuel Distribution System Operator	16.97
23370 - General Maintenance Worker	16.88
23380 - Ground Support Equipment Mechanic	30.75
23381 - Ground Support Equipment Servicer	24.90
23382 - Ground Support Equipment Worker	26.92
23391 - Gunsmith I	16.13
23392 - Gunsmith II	19.08
23393 - Gunsmith III	21.79
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.06
23430 - Heavy Equipment Mechanic	24.34
23440 - Heavy Equipment Operator	21.47
23460 - Instrument Mechanic	21.79
23465 - Laboratory/Shelter Mechanic	20.44
23470 - Laborer	13.44
23510 - Locksmith	23.19
23530 - Machinery Maintenance Mechanic	22.98
23550 - Machinist Maintenance	20.38
23580 - Maintenance Trades Helper	14.34
23591 - Metrology Technician I	21.79
23592 - Metrology Technician II	23.19
23593 - Metrology Technician III	24.57
23640 - Millwright	21.19
23710 - Office Appliance Repairer	19.50
23760 - Painter Maintenance	17.51
23790 - Pipefitter Maintenance	23.14
23810 - Plumber Maintenance	21.70
23820 - Pneudraulic Systems Mechanic	21.79
23850 - Rigger	23.72
23870 - Scale Mechanic	19.08
23890 - Sheet-Metal Worker Maintenance	21.23
23910 - Small Engine Mechanic	19.94
23931 - Telecommunications Mechanic I	27.72
23932 - Telecommunications Mechanic II	29.50
23950 - Telephone Lineman	20.79
23960 - Welder Combination Maintenance	18.69
23965 - Well Driller	21.79
23970 - Woodcraft Worker	21.79
23980 - Woodworker	16.13
24000 - Personal Needs Occupations	
24550 - Case Manager	17.89
24570 - Child Care Attendant	11.36
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	11.57
24620 - Family Readiness And Support Services Coordinator	17.89
24630 - Homemaker	17.89
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.50
25040 - Sewage Plant Operator	24.77
25070 - Stationary Engineer	25.50
25190 - Ventilation Equipment Tender	17.15
25210 - Water Treatment Plant Operator	24.77
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.97
27007 - Baggage Inspector	12.36
27008 - Corrections Officer	33.02
27010 - Court Security Officer	32.52
27030 - Detection Dog Handler	18.11

27040 - Detention Officer	33.02
27070 - Firefighter	33.91
27101 - Guard I	12.36
27102 - Guard II	18.11
27131 - Police Officer I	33.00
27132 - Police Officer II	36.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.40
28042 - Carnival Equipment Repairer	16.97
28043 - Carnival Worker	10.64
28210 - Gate Attendant/Gate Tender	16.55
28310 - Lifeguard	16.05
28350 - Park Attendant (Aide)	18.52
28510 - Recreation Aide/Health Facility Attendant	13.51
28515 - Recreation Specialist	22.94
28630 - Sports Official	14.75
28690 - Swimming Pool Operator	20.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.74
29020 - Hatch Tender	27.74
29030 - Line Handler	27.74
29041 - Stevedore I	25.66
29042 - Stevedore II	29.72
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.48
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.30
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.27
30021 - Archeological Technician I	18.66
30022 - Archeological Technician II	20.89
30023 - Archeological Technician III	24.98
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	25.11
30051 - Cryogenic Technician I	26.96
30052 - Cryogenic Technician II	29.79
30061 - Drafter/CAD Operator I	18.66
30062 - Drafter/CAD Operator II	20.89
30063 - Drafter/CAD Operator III	23.28
30064 - Drafter/CAD Operator IV	28.66
30081 - Engineering Technician I	18.79
30082 - Engineering Technician II	21.92
30083 - Engineering Technician III	24.53
30084 - Engineering Technician IV	29.22
30085 - Engineering Technician V	35.73
30086 - Engineering Technician VI	41.29
30090 - Environmental Technician	22.97
30095 - Evidence Control Specialist	24.05
30210 - Laboratory Technician	22.08
30221 - Latent Fingerprint Technician I	26.63
30222 - Latent Fingerprint Technician II	29.41
30240 - Mathematical Technician	25.86
30361 - Paralegal/Legal Assistant I	21.78
30362 - Paralegal/Legal Assistant II	26.97
30363 - Paralegal/Legal Assistant III	32.99
30364 - Paralegal/Legal Assistant IV	39.92
30375 - Petroleum Supply Specialist	29.41
30390 - Photo-Optics Technician	25.86
30395 - Radiation Control Technician	29.41
30461 - Technical Writer I	25.41
30462 - Technical Writer II	31.08
30463 - Technical Writer III	37.61
30491 - Unexploded Ordnance (UXO) Technician I	27.00
30492 - Unexploded Ordnance (UXO) Technician II	32.67
30493 - Unexploded Ordnance (UXO) Technician III	39.16
30494 - Unexploded (UXO) Safety Escort	27.00
30495 - Unexploded (UXO) Sweep Personnel	27.00
30501 - Weather Forecaster I	26.96
30502 - Weather Forecaster II	32.40
30620 - Weather Observer Combined Upper Air Or (see 2)	23.28
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.86
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.67
31020 - Bus Aide	12.46
31030 - Bus Driver	18.95
31043 - Driver Courier	14.92
31260 - Parking and Lot Attendant	10.09
31290 - Shuttle Bus Driver	16.45
31310 - Taxi Driver	13.27
31361 - Truckdriver Light	16.45
31362 - Truckdriver Medium	17.99
31363 - Truckdriver Heavy	19.54
31364 - Truckdriver Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.93
99030 - Cashier	10.46
99050 - Desk Clerk	12.48
99095 - Embalmer	24.75
99130 - Flight Follower	27.00
99251 - Laboratory Animal Caretaker I	13.87
99252 - Laboratory Animal Caretaker II	15.28
99260 - Marketing Analyst	29.71
99310 - Mortician	27.23
99410 - Pest Controller	17.11
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	22.44
99711 - Recycling Specialist	28.30
99730 - Refuse Collector	19.55
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	12.93
99830 - Survey Party Chief	21.20
99831 - Surveying Aide	12.80
99832 - Surveying Technician	19.32
99840 - Vending Machine Attendant	11.98
99841 - Vending Machine Repairer	15.62
99842 - Vending Machine Repairer Helper	11.98

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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))."