

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.: 2015-5179
Revision No.: 32
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State: Louisiana

Area: Louisiana Counties of Lafourche and Terrebonne

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.76
01012 - Accounting Clerk II		18.81
01013 - Accounting Clerk III		21.04
01020 - Administrative Assistant		26.38
01035 - Court Reporter		19.90
01041 - Customer Service Representative I		15.83
01042 - Customer Service Representative II		17.27
01043 - Customer Service Representative III		19.38
01051 - Data Entry Operator I		15.77
01052 - Data Entry Operator II		17.21
01060 - Dispatcher, Motor Vehicle		24.26
01070 - Document Preparation Clerk		15.86
01090 - Duplicating Machine Operator		15.86
01111 - General Clerk I		14.36
01112 - General Clerk II		15.67
01113 - General Clerk III		17.58
01120 - Housing Referral Assistant		22.20
01141 - Messenger Courier		14.52
01191 - Order Clerk I		14.69
01192 - Order Clerk II		16.58
01261 - Personnel Assistant (Employment) I		17.79
01262 - Personnel Assistant (Employment) II		19.93
01263 - Personnel Assistant (Employment) III		22.20
01270 - Production Control Clerk		27.73
01290 - Rental Clerk		17.07
01300 - Scheduler, Maintenance		17.79
01311 - Secretary I		17.79
01312 - Secretary II		19.90
01313 - Secretary III		22.20
01320 - Service Order Dispatcher		21.68
01410 - Supply Technician		26.38
01420 - Survey Worker		15.86
01460 - Switchboard Operator/Receptionist		14.93
01531 - Travel Clerk I		15.86
01532 - Travel Clerk II		17.79
01533 - Travel Clerk III		19.90
01611 - Word Processor I		15.86
01612 - Word Processor II		17.79
01613 - Word Processor III		19.90
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		27.73
05010 - Automotive Electrician		20.60
05040 - Automotive Glass Installer		19.14
05070 - Automotive Worker		19.14
05110 - Mobile Equipment Servicer		16.26
05130 - Motor Equipment Metal Mechanic		22.04
05160 - Motor Equipment Metal Worker		19.14
05190 - Motor Vehicle Mechanic		22.04
05220 - Motor Vehicle Mechanic Helper		14.79
05250 - Motor Vehicle Upholstery Worker		17.70
05280 - Motor Vehicle Wrecker		19.14
05310 - Painter, Automotive		20.60
05340 - Radiator Repair Specialist		19.14
05370 - Tire Repairer		16.50
05400 - Transmission Repair Specialist		22.04
07000 - Food Preparation And Service Occupations		
07010 - Baker		13.15
07041 - Cook I		12.79

07042 - Cook II	15.05
07070 - Dishwasher	11.96
07130 - Food Service Worker	10.97
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	10.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.66
09040 - Furniture Handler	14.28
09080 - Furniture Refinisher	24.66
09090 - Furniture Refinisher Helper	17.72
09110 - Furniture Repairer, Minor	21.19
09130 - Upholsterer	24.66
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.27
11060 - Elevator Operator	14.19
11090 - Gardener	22.43
11122 - Housekeeping Aide	12.85
11150 - Janitor	12.85
11210 - Laborer, Grounds Maintenance	16.46
11240 - Maid or Houseman	11.67
11260 - Pruner	14.47
11270 - Tractor Operator	20.41
11330 - Trail Maintenance Worker	16.46
11360 - Window Cleaner	14.62
12000 - Health Occupations	
12010 - Ambulance Driver	17.45
12011 - Breath Alcohol Technician	22.96
12012 - Certified Occupational Therapist Assistant	36.20
12015 - Certified Physical Therapist Assistant	31.77
12020 - Dental Assistant	18.24
12025 - Dental Hygienist	39.33
12030 - EKG Technician	30.72
12035 - Electroneurodiagnostic Technologist	30.72
12040 - Emergency Medical Technician	17.45
12071 - Licensed Practical Nurse I	20.52
12072 - Licensed Practical Nurse II	22.96
12073 - Licensed Practical Nurse III	25.60
12100 - Medical Assistant	16.55
12130 - Medical Laboratory Technician	29.36
12160 - Medical Record Clerk	17.34
12190 - Medical Record Technician	19.40
12195 - Medical Transcriptionist	20.52
12210 - Nuclear Medicine Technologist	50.46
12221 - Nursing Assistant I	14.07
12222 - Nursing Assistant II	15.83
12223 - Nursing Assistant III	17.28
12224 - Nursing Assistant IV	19.39
12235 - Optical Dispenser	17.48
12236 - Optical Technician	20.52
12250 - Pharmacy Technician	20.00
12280 - Phlebotomist	17.02
12305 - Radiologic Technologist	29.90
12311 - Registered Nurse I	28.58
12312 - Registered Nurse II	34.95
12313 - Registered Nurse II, Specialist	34.95
12314 - Registered Nurse III	42.29
12315 - Registered Nurse III, Anesthetist	42.29
12316 - Registered Nurse IV	50.70
12317 - Scheduler (Drug and Alcohol Testing)	28.44
12320 - Substance Abuse Treatment Counselor	21.38
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.55
13012 - Exhibits Specialist II	26.70
13013 - Exhibits Specialist III	32.65
13041 - Illustrator I	21.55
13042 - Illustrator II	26.70
13043 - Illustrator III	32.65
13047 - Librarian	29.57
13050 - Library Aide/Clerk	17.17
13054 - Library Information Technology Systems Administrator	26.70
13058 - Library Technician	19.28
13061 - Media Specialist I	19.27
13062 - Media Specialist II	21.55
13063 - Media Specialist III	24.02
13071 - Photographer I	19.27
13072 - Photographer II	21.55
13073 - Photographer III	26.70
13074 - Photographer IV	32.65
13075 - Photographer V	39.50
13090 - Technical Order Library Clerk	21.55
13110 - Video Teleconference Technician	19.27
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.47
14042 - Computer Operator II	22.90
14043 - Computer Operator III	25.54
14044 - Computer Operator IV	28.38
14045 - Computer Operator V	31.43
14071 - Computer Programmer I	(see 1) 23.96
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		20.47
14160 - Personal Computer Support Technician		28.38
14170 - System Support Specialist		31.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.23
15020 - Aircrew Training Devices Instructor (Rated)		37.80
15030 - Air Crew Training Devices Instructor (Pilot)		45.31
15050 - Computer Based Training Specialist / Instructor		31.23
15060 - Educational Technologist		32.90
15070 - Flight Instructor (Pilot)		45.31
15080 - Graphic Artist		28.61
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.31
15086 - Maintenance Test Pilot, Rotary Wing		45.31
15088 - Non-Maintenance Test/Co-Pilot		45.31
15090 - Technical Instructor		25.57
15095 - Technical Instructor/Course Developer		31.28
15110 - Test Proctor		20.65
15120 - Tutor		20.65
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.04
16030 - Counter Attendant		12.04
16040 - Dry Cleaner		13.95
16070 - Finisher, Flatwork, Machine		12.04
16090 - Presser, Hand		12.04
16110 - Presser, Machine, Drycleaning		12.04
16130 - Presser, Machine, Shirts		12.04
16160 - Presser, Machine, Wearing Apparel, Laundry		12.04
16190 - Sewing Machine Operator		14.78
16220 - Tailor		15.65
16250 - Washer, Machine		12.59
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.84
19040 - Tool And Die Maker		33.07
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.81
21030 - Material Coordinator		27.73
21040 - Material Expediter		27.73
21050 - Material Handling Laborer		16.02
21071 - Order Filler		14.95
21080 - Production Line Worker (Food Processing)		19.81
21110 - Shipping Packer		21.39
21130 - Shipping/Receiving Clerk		21.39
21140 - Store Worker I		11.98
21150 - Stock Clerk		17.75
21210 - Tools And Parts Attendant		19.81
21410 - Warehouse Specialist		19.81
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		39.70
23019 - Aircraft Logs and Records Technician		29.91
23021 - Aircraft Mechanic I		37.25
23022 - Aircraft Mechanic II		39.70
23023 - Aircraft Mechanic III		42.13
23040 - Aircraft Mechanic Helper		25.00
23050 - Aircraft, Painter		34.82
23060 - Aircraft Servicer		29.91
23070 - Aircraft Survival Flight Equipment Technician		34.82
23080 - Aircraft Worker		32.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		32.34
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		37.25
23110 - Appliance Mechanic		25.84
23120 - Bicycle Repairer		20.39
23125 - Cable Splicer		30.95
23130 - Carpenter, Maintenance		23.18
23140 - Carpet Layer		24.00
23160 - Electrician, Maintenance		28.55
23181 - Electronics Technician Maintenance I		35.71
23182 - Electronics Technician Maintenance II		38.45
23183 - Electronics Technician Maintenance III		41.15
23260 - Fabric Worker		22.20
23290 - Fire Alarm System Mechanic		27.64
23310 - Fire Extinguisher Repairer		20.39
23311 - Fuel Distribution System Mechanic		28.67
23312 - Fuel Distribution System Operator		21.15
23370 - General Maintenance Worker		21.05
23380 - Ground Support Equipment Mechanic		37.25
23381 - Ground Support Equipment Servicer		29.91
23382 - Ground Support Equipment Worker		32.34
23391 - Gunsmith I		20.39
23392 - Gunsmith II		24.00
23393 - Gunsmith III		27.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic		30.15
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		32.13
23430 - Heavy Equipment Mechanic		28.98

23440 - Heavy Equipment Operator	23.80
23460 - Instrument Mechanic	27.64
23465 - Laboratory/Shelter Mechanic	25.84
23470 - Laborer	16.02
23510 - Locksmith	25.84
23530 - Machinery Maintenance Mechanic	30.15
23550 - Machinist, Maintenance	26.71
23580 - Maintenance Trades Helper	16.93
23591 - Metrology Technician I	27.64
23592 - Metrology Technician II	29.46
23593 - Metrology Technician III	31.26
23640 - Millwright	28.57
23710 - Office Appliance Repairer	25.84
23760 - Painter, Maintenance	22.93
23790 - Pipefitter, Maintenance	28.42
23810 - Plumber, Maintenance	26.56
23820 - Pseudraulic Systems Mechanic	27.64
23850 - Rigger	18.57
23870 - Scale Mechanic	24.00
23890 - Sheet-Metal Worker, Maintenance	27.06
23910 - Small Engine Mechanic	24.00
23931 - Telecommunications Mechanic I	34.77
23932 - Telecommunications Mechanic II	37.06
23950 - Telephone Lineman	27.64
23960 - Welder, Combination, Maintenance	27.40
23965 - Well Driller	27.64
23970 - Woodcraft Worker	27.64
23980 - Woodworker	20.39
24000 - Personal Needs Occupations	
24550 - Case Manager	17.98
24570 - Child Care Attendant	10.63
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	10.52
24620 - Family Readiness And Support Services Coordinator	17.98
24630 - Homemaker	17.98
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.34
25040 - Sewage Plant Operator	21.69
25070 - Stationary Engineer	23.34
25190 - Ventilation Equipment Tender	15.67
25210 - Water Treatment Plant Operator	21.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.06
27007 - Baggage Inspector	13.96
27008 - Corrections Officer	19.05
27010 - Court Security Officer	18.61
27030 - Detection Dog Handler	15.62
27040 - Detention Officer	19.05
27070 - Firefighter	18.00
27101 - Guard I	13.96
27102 - Guard II	15.62
27131 - Police Officer I	21.31
27132 - Police Officer II	23.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.23
28042 - Carnival Equipment Repairer	15.64
28043 - Carnival Worker	10.10
28210 - Gate Attendant/Gate Tender	16.42
28310 - Lifeguard	14.64
28350 - Park Attendant (Aide)	18.38
28510 - Recreation Aide/Health Facility Attendant	13.41
28515 - Recreation Specialist	22.76
28630 - Sports Official	14.63
28690 - Swimming Pool Operator	21.58
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.04
29020 - Hatch Tender	28.04
29030 - Line Handler	28.04
29041 - Stevedore I	25.93
29042 - Stevedore II	30.18
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	19.63
30022 - Archeological Technician II	21.96
30023 - Archeological Technician III	27.09
30030 - Cartographic Technician	27.22
30040 - Civil Engineering Technician	29.58
30051 - Cryogenic Technician I	29.78
30052 - Cryogenic Technician II	32.90
30061 - Drafter/CAD Operator I	19.63
30062 - Drafter/CAD Operator II	21.96
30063 - Drafter/CAD Operator III	24.49
30064 - Drafter/CAD Operator IV	30.13
30081 - Engineering Technician I	16.70
30082 - Engineering Technician II	18.74
30083 - Engineering Technician III	20.96

30084 - Engineering Technician IV	25.97
30085 - Engineering Technician V	31.77
30086 - Engineering Technician VI	38.43
30090 - Environmental Technician	26.89
30095 - Evidence Control Specialist	26.89
30210 - Laboratory Technician	27.32
30221 - Latent Fingerprint Technician I	29.78
30222 - Latent Fingerprint Technician II	32.90
30240 - Mathematical Technician	27.22
30361 - Paralegal/Legal Assistant I	23.51
30362 - Paralegal/Legal Assistant II	29.12
30363 - Paralegal/Legal Assistant III	35.61
30364 - Paralegal/Legal Assistant IV	43.09
30375 - Petroleum Supply Specialist	32.90
30390 - Photo-Optics Technician	27.22
30395 - Radiation Control Technician	32.90
30461 - Technical Writer I	26.89
30462 - Technical Writer II	32.90
30463 - Technical Writer III	39.80
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	30.13
30502 - Weather Forecaster II	36.65
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs (see 2)	24.49
30621 - Weather Observer, Senior (see 2)	26.89
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.78
31020 - Bus Aide	13.18
31030 - Bus Driver	19.55
31043 - Driver Courier	16.34
31260 - Parking and Lot Attendant	11.59
31290 - Shuttle Bus Driver	16.28
31310 - Taxi Driver	11.92
31361 - Truckdriver, Light	17.96
31362 - Truckdriver, Medium	19.55
31363 - Truckdriver, Heavy	23.70
31364 - Truckdriver, Tractor-Trailer	23.70
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	12.12
99050 - Desk Clerk	12.98
99095 - Embalmer	29.57
99130 - Flight Follower	29.57
99251 - Laboratory Animal Caretaker I	14.98
99252 - Laboratory Animal Caretaker II	16.46
99260 - Marketing Analyst	28.49
99310 - Mortician	29.57
99410 - Pest Controller	22.03
99510 - Photofinishing Worker	15.54
99710 - Recycling Laborer	15.82
99711 - Recycling Specialist	19.62
99730 - Refuse Collector	13.91
99810 - Sales Clerk	14.05
99820 - School Crossing Guard	13.16
99830 - Survey Party Chief	30.14
99831 - Surveying Aide	22.28
99832 - Surveying Technician	27.39
99840 - Vending Machine Attendant	19.62
99841 - Vending Machine Repairer	25.38
99842 - Vending Machine Repairer Helper	19.62

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. 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 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. (See 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 employee (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))."