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Wage Determination

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WAGE DETERMINATIONS

Service Contract Act WD # 2015-4281

Wage Determination

Revision #

27

Service(s)

Standard (Area-Wide) Wage Determination

Last Revised Date
Jun 30, 2023

States and Counties

State

District of Columbia

Counties

Statewide

State

Maryland

Counties

Calvert, Charles, Prince George's

State

Virginia

Counties

Alexandria, Arlington, Fairfax, Falls Church, Fauquier, Loudoun, Manassas, Manassas Park, Prince William, Stafford

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"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPAR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINI
By direction of the Secretary of Labor | WAGE AND HOUR DIVISI

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015

Revision No.: 27

Date Of Last Revision: 06/3

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all workers at least \$16.20 per hour (or the wage rate listed on this wage determination if it is higher) for all hours performed on the contract.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all workers at least \$12.15 per hour (or the wage rate listed on this wage determination if it is higher) for all hours performed on the contract.
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The applicable Executive Order minimum wage rate will be adjusted and information on contractor requirements and worker protections under it is available at www.dol.gov/whd/govcontracts.

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Prince George's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Loudoun, Manassas, Manassas Park, Prince William, Stafford

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

OCCUPATION CODE - TITLE

FOOTNOTE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

01012 - Accounting Clerk II

01013 - Accounting Clerk III

01020 - Administrative Assistant

01035 - Court Reporter

01041 - Customer Service Representative I

01042 - Customer Service Representative II

01043 - Customer Service Representative III

01051 - Data Entry Operator I

01052 - Data Entry Operator II

01060 - Dispatcher, Motor Vehicle

01070 - Document Preparation Clerk

- 01090 - Duplicating Machine Operator
- 01111 - General Clerk I
- 01112 - General Clerk II
- 01113 - General Clerk III
- 01120 - Housing Referral Assistant
- 01141 - Messenger Courier
- 01191 - Order Clerk I
- 01192 - Order Clerk II
- 01261 - Personnel Assistant (Employment) I
- 01262 - Personnel Assistant (Employment) II
- 01263 - Personnel Assistant (Employment) III
- 01270 - Production Control Clerk
- 01290 - Rental Clerk
- 01300 - Scheduler, Maintenance
- 01311 - Secretary I
- 01312 - Secretary II
- 01313 - Secretary III
- 01320 - Service Order Dispatcher
- 01410 - Supply Technician
- 01420 - Survey Worker
- 01460 - Switchboard Operator/Receptionist
- 01531 - Travel Clerk I
- 01532 - Travel Clerk II
- 01533 - Travel Clerk III
- 01611 - Word Processor I
- 01612 - Word Processor II
- 01613 - Word Processor III
- 05000 - Automotive Service Occupations
 - 05005 - Automobile Body Repairer, Fiberglass
 - 05010 - Automotive Electrician

- 05040 - Automotive Glass Installer
- 05070 - Automotive Worker
- 05110 - Mobile Equipment Servicer
- 05130 - Motor Equipment Metal Mechanic
- 05160 - Motor Equipment Metal Worker
- 05190 - Motor Vehicle Mechanic
- 05220 - Motor Vehicle Mechanic Helper
- 05250 - Motor Vehicle Upholstery Worker
- 05280 - Motor Vehicle Wrecker
- 05310 - Painter, Automotive
- 05340 - Radiator Repair Specialist
- 05370 - Tire Repairer
- 05400 - Transmission Repair Specialist
- 07000 - Food Preparation And Service Occupations
 - 07010 - Baker
 - 07041 - Cook I
 - 07042 - Cook II
 - 07070 - Dishwasher
 - 07130 - Food Service Worker
 - 07210 - Meat Cutter
 - 07260 - Waiter/Waitress
- 09000 - Furniture Maintenance And Repair Occupations
 - 09010 - Electrostatic Spray Painter
 - 09040 - Furniture Handler
 - 09080 - Furniture Refinisher
 - 09090 - Furniture Refinisher Helper
 - 09110 - Furniture Repairer, Minor
 - 09130 - Upholsterer
- 11000 - General Services And Support Occupations
 - 11030 - Cleaner, Vehicles

- 11060 - Elevator Operator
- 11090 - Gardener
- 11122 - Housekeeping Aide
- 11150 - Janitor
- 11210 - Laborer, Grounds Maintenance
- 11240 - Maid or Houseman
- 11260 - Pruner
- 11270 - Tractor Operator
- 11330 - Trail Maintenance Worker
- 11360 - Window Cleaner
- 12000 - Health Occupations
 - 12010 - Ambulance Driver
 - 12011 - Breath Alcohol Technician
 - 12012 - Certified Occupational Therapist Assistant
 - 12015 - Certified Physical Therapist Assistant
 - 12020 - Dental Assistant
 - 12025 - Dental Hygienist
 - 12030 - EKG Technician
 - 12035 - Electroneurodiagnostic Technologist
 - 12040 - Emergency Medical Technician
 - 12071 - Licensed Practical Nurse I
 - 12072 - Licensed Practical Nurse II
 - 12073 - Licensed Practical Nurse III
 - 12100 - Medical Assistant
 - 12130 - Medical Laboratory Technician
 - 12160 - Medical Record Clerk
 - 12190 - Medical Record Technician
 - 12195 - Medical Transcriptionist
 - 12210 - Nuclear Medicine Technologist
 - 12221 - Nursing Assistant I

- 12222 - Nursing Assistant II
- 12223 - Nursing Assistant III
- 12224 - Nursing Assistant IV
- 12235 - Optical Dispenser
- 12236 - Optical Technician
- 12250 - Pharmacy Technician
- 12280 - Phlebotomist
- 12305 - Radiologic Technologist
- 12311 - Registered Nurse I
- 12312 - Registered Nurse II
- 12313 - Registered Nurse II, Specialist
- 12314 - Registered Nurse III
- 12315 - Registered Nurse III, Anesthetist
- 12316 - Registered Nurse IV
- 12317 - Scheduler (Drug and Alcohol Testing)
- 12320 - Substance Abuse Treatment Counselor
- 13000 - Information And Arts Occupations
 - 13011 - Exhibits Specialist I
 - 13012 - Exhibits Specialist II
 - 13013 - Exhibits Specialist III
 - 13041 - Illustrator I
 - 13042 - Illustrator II
 - 13043 - Illustrator III
 - 13047 - Librarian
 - 13050 - Library Aide/Clerk
 - 13054 - Library Information Technology Systems Administrator
 - 13058 - Library Technician
 - 13061 - Media Specialist I
 - 13062 - Media Specialist II

- 13063 - Media Specialist III
- 13071 - Photographer I
- 13072 - Photographer II
- 13073 - Photographer III
- 13074 - Photographer IV
- 13075 - Photographer V
- 13090 - Technical Order Library Clerk
- 13110 - Video Teleconference Technician
- 14000 - Information Technology Occupations
 - 14041 - Computer Operator I
 - 14042 - Computer Operator II
 - 14043 - Computer Operator III
 - 14044 - Computer Operator IV
 - 14045 - Computer Operator V
 - 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
 - 14160 - Personal Computer Support Technician
 - 14170 - System Support Specialist
- 15000 - Instructional Occupations
 - 15010 - Aircrew Training Devices Instructor (Non-Rated)
 - 15020 - Aircrew Training Devices Instructor (Rated)
 - 15030 - Air Crew Training Devices Instructor (Pilot)
 - 15050 - Computer Based Training Specialist / Instructor
 - 15060 - Educational Technologist

- 15070 - Flight Instructor (Pilot)
- 15080 - Graphic Artist
- 15085 - Maintenance Test Pilot, Fixed, Jet/Prop
- 15086 - Maintenance Test Pilot, Rotary Wing
- 15088 - Non-Maintenance Test/Co-Pilot
- 15090 - Technical Instructor
- 15095 - Technical Instructor/Course Developer
- 15110 - Test Proctor
- 15120 - Tutor
- 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
 - 16010 - Assembler
 - 16030 - Counter Attendant
 - 16040 - Dry Cleaner
 - 16070 - Finisher, Flatwork, Machine
 - 16090 - Presser, Hand
 - 16110 - Presser, Machine, Drycleaning
 - 16130 - Presser, Machine, Shirts
 - 16160 - Presser, Machine, Wearing Apparel, Laundry
 - 16190 - Sewing Machine Operator
 - 16220 - Tailor
 - 16250 - Washer, Machine
- 19000 - Machine Tool Operation And Repair Occupations
 - 19010 - Machine-Tool Operator (Tool Room)
 - 19040 - Tool And Die Maker
- 21000 - Materials Handling And Packing Occupations
 - 21020 - Forklift Operator
 - 21030 - Material Coordinator
 - 21040 - Material Expediter
 - 21050 - Material Handling Laborer
 - 21071 - Order Filler

- 21080 - Production Line Worker (Food Processing)
- 21110 - Shipping Packer
- 21130 - Shipping/Receiving Clerk
- 21140 - Store Worker I
- 21150 - Stock Clerk
- 21210 - Tools And Parts Attendant
- 21410 - Warehouse Specialist
- 23000 - Mechanics And Maintenance And Repair Occupations
 - 23010 - Aerospace Structural Welder
 - 23019 - Aircraft Logs and Records Technician
 - 23021 - Aircraft Mechanic I
 - 23022 - Aircraft Mechanic II
 - 23023 - Aircraft Mechanic III
 - 23040 - Aircraft Mechanic Helper
 - 23050 - Aircraft, Painter
 - 23060 - Aircraft Servicer
 - 23070 - Aircraft Survival Flight Equipment Technician
 - 23080 - Aircraft Worker
 - 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I
 - 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II
 - 23110 - Appliance Mechanic
 - 23120 - Bicycle Repairer
 - 23125 - Cable Splicer
 - 23130 - Carpenter, Maintenance
 - 23140 - Carpet Layer
 - 23160 - Electrician, Maintenance
 - 23181 - Electronics Technician Maintenance I
 - 23182 - Electronics Technician Maintenance II

23183 - Electronics Technician Maintenance III
23260 - Fabric Worker
23290 - Fire Alarm System Mechanic
23310 - Fire Extinguisher Repairer
23311 - Fuel Distribution System Mechanic
23312 - Fuel Distribution System Operator
23370 - General Maintenance Worker
23380 - Ground Support Equipment Mechanic
23381 - Ground Support Equipment Servicer
23382 - Ground Support Equipment Worker
23391 - Gunsmith I
23392 - Gunsmith II
23393 - Gunsmith III
23410 - Heating, Ventilation And Air-Conditioning
Mechanic
23411 - Heating, Ventilation And Air Contidioning
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
23440 - Heavy Equipment Operator
23460 - Instrument Mechanic
23465 - Laboratory/Shelter Mechanic
23470 - Laborer
23510 - Locksmith
23530 - Machinery Maintenance Mechanic
23550 - Machinist, Maintenance
23580 - Maintenance Trades Helper
23591 - Metrology Technician I
23592 - Metrology Technician II
23593 - Metrology Technician III
23640 - Millwright

- 23710 - Office Appliance Repairer
- 23760 - Painter, Maintenance
- 23790 - Pipefitter, Maintenance
- 23810 - Plumber, Maintenance
- 23820 - Pneudraulic Systems Mechanic
- 23850 - Rigger
- 23870 - Scale Mechanic
- 23890 - Sheet-Metal Worker, Maintenance
- 23910 - Small Engine Mechanic
- 23931 - Telecommunications Mechanic I
- 23932 - Telecommunications Mechanic II
- 23950 - Telephone Lineman
- 23960 - Welder, Combination, Maintenance
- 23965 - Well Driller
- 23970 - Woodcraft Worker
- 23980 - Woodworker
- 24000 - Personal Needs Occupations
 - 24550 - Case Manager
 - 24570 - Child Care Attendant
 - 24580 - Child Care Center Clerk
 - 24610 - Chore Aide
 - 24620 - Family Readiness And Support Services Coordinator
 - 24630 - Homemaker
- 25000 - Plant And System Operations Occupations
 - 25010 - Boiler Tender
 - 25040 - Sewage Plant Operator
 - 25070 - Stationary Engineer
 - 25190 - Ventilation Equipment Tender
 - 25210 - Water Treatment Plant Operator

27000 - Protective Service Occupations

- 27004 - Alarm Monitor
- 27007 - Baggage Inspector
- 27008 - Corrections Officer
- 27010 - Court Security Officer
- 27030 - Detection Dog Handler
- 27040 - Detention Officer
- 27070 - Firefighter
- 27101 - Guard I
- 27102 - Guard II
- 27131 - Police Officer I
- 27132 - Police Officer II

28000 - Recreation Occupations

- 28041 - Carnival Equipment Operator
- 28042 - Carnival Equipment Repairer
- 28043 - Carnival Worker
- 28210 - Gate Attendant/Gate Tender
- 28310 - Lifeguard
- 28350 - Park Attendant (Aide)
- 28510 - Recreation Aide/Health Facility Attendant
- 28515 - Recreation Specialist
- 28630 - Sports Official
- 28690 - Swimming Pool Operator

29000 - Stevedoring/Longshoremen Occupational Services

- 29010 - Blocker And Bracer
- 29020 - Hatch Tender
- 29030 - Line Handler
- 29041 - Stevedore I
- 29042 - Stevedore II

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
30021 - Archeological Technician I
30022 - Archeological Technician II
30023 - Archeological Technician III
30030 - Cartographic Technician
30040 - Civil Engineering Technician
30051 - Cryogenic Technician I
30052 - Cryogenic Technician II
30061 - Drafter/CAD Operator I
30062 - Drafter/CAD Operator II
30063 - Drafter/CAD Operator III
30064 - Drafter/CAD Operator IV
30081 - Engineering Technician I
30082 - Engineering Technician II
30083 - Engineering Technician III
30084 - Engineering Technician IV
30085 - Engineering Technician V
30086 - Engineering Technician VI
30090 - Environmental Technician
30095 - Evidence Control Specialist
30210 - Laboratory Technician
30221 - Latent Fingerprint Technician I
30222 - Latent Fingerprint Technician II
30240 - Mathematical Technician
30361 - Paralegal/Legal Assistant I
30362 - Paralegal/Legal Assistant II
30363 - Paralegal/Legal Assistant III
30364 - Paralegal/Legal Assistant IV

30375 - Petroleum Supply Specialist
30390 - Photo-Optics Technician
30395 - Radiation Control Technician
30461 - Technical Writer I
30462 - Technical Writer II
30463 - Technical Writer III
30491 - Unexploded Ordnance (UXO) Technician I
30492 - Unexploded Ordnance (UXO) Technician II
30493 - Unexploded Ordnance (UXO) Technician III
30494 - Unexploded (UXO) Safety Escort
30495 - Unexploded (UXO) Sweep Personnel
30501 - Weather Forecaster I
30502 - Weather Forecaster II
30620 - Weather Observer, Combined Upper Air Or (see 2)
Surface Programs
30621 - Weather Observer, Senior (see 2)
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot
31020 - Bus Aide
31030 - Bus Driver
31043 - Driver Courier
31260 - Parking and Lot Attendant
31290 - Shuttle Bus Driver
31310 - Taxi Driver
31361 - Truckdriver, Light
31362 - Truckdriver, Medium
31363 - Truckdriver, Heavy
31364 - Truckdriver, Tractor-Trailer
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist

- 99030 - Cashier
- 99050 - Desk Clerk
- 99095 - Embalmer
- 99130 - Flight Follower
- 99251 - Laboratory Animal Caretaker I
- 99252 - Laboratory Animal Caretaker II
- 99260 - Marketing Analyst
- 99310 - Mortician
- 99410 - Pest Controller
- 99510 - Photofinishing Worker
- 99710 - Recycling Laborer
- 99711 - Recycling Specialist
- 99730 - Refuse Collector
- 99810 - Sales Clerk
- 99820 - School Crossing Guard
- 99830 - Survey Party Chief
- 99831 - Surveying Aide
- 99832 - Surveying Technician
- 99840 - Vending Machine Attendant
- 99841 - Vending Machine Repairer
- 99842 - Vending Machine Repairer Helper

***Workers in this classification may be entitled to a higher minimum Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). P Note at the top of the wage determination for more information. Please that the minimum wage requirements of Executive Order 14026 and 13658

currently being enforced as to contracts or contract-like instruments with the federal government in connection with seasonal recreational seasonal recreational equipment rental for the general public on fede

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act if 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 with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventing or assisting a family member (or person who is like family to the employee) who is injured, or has other health-related needs, including preventive care 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 work under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.98 per hour, up to 40 hours per week, or \$199.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$792.13 per month*

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

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

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

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE

1) COMPUTER EMPLOYEES: This wage determination does not apply to an employee in a bona fide executive, administrative, or professional category defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Systems Analysts and Computer Programmers who are paid at least \$27.6 at least \$684 per week if paid on a salary or fee basis) likely qualify as computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a) determination may not include wage rates for all occupations within these families. In such instances, a determination will be necessary if there are employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, a determination of whether an employee is an exempt computer professional

exempt, computer employees who satisfy the compensation requirements a primary duty that consists of:

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

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

(3) The design, documentation, testing, creation or modification of 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 above duties test qualifies as an exempt computer professional under section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Fiel Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination apply to any exempt computer employee regardless of which of these two are utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY
work at night as part of a regular tour of duty, you will earn a night premium and receive an additional 10% of basic pay for any hours worked between midnight and 5:00 a.m.
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 premium of 25% of your basic rate for each hour of Sunday work which

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position which 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 and pyrotechnic compositions such as lead azide, black powder and phosphorus. All dry-house activities involving propellants or explosives. Demolition, modification, renovation, demolition, and maintenance operations on ordnance, explosives and incendiary materials. All operations involving and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position which 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 employee engaged in the operation, irritation of the skin, minor burn or minimal damage to immediate or adjacent work area or equipment being used in operations involving, unloading, storage, and hauling of ordnance, explosives, incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the Department as hazardous. Ordinance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this

(either by the terms of the Government contract, by the employer, by local law, etc.), the cost of furnishing such uniforms and maintaining laundering or dry cleaning) such uniforms is an expense that may not be borne by the 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 cost of the uniforms. In addition, where uniform cleaning and maintenance is 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 convincing affirmative proof as to the actual cost), reimburse all employees for the cost of uniform and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). In those instances where the uniforms furnished are made of cotton wash and wear materials, they may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning, daily washing, or laundering in order to meet the cleanliness or appearance standards set forth in 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.

**** 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 (Revised September 2015, unless otherwise indicated).

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

Conformance Process:

The contracting officer shall require that any class of service employee not listed herein and which is to be employed under the contract (i.e. be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a relationship (i.e., appropriate level of skill comparison) between such classifications and the classifications listed in the wage determination 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) (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a determination of conformed classification, wage rate, and/or fringe benefit shall be paid to all employees performing in the classification from the date of work on which contract work is performed by them in the classification to pay such unlisted employees the compensation agreed upon by the 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 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 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 classification and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing the proposed classification title(s), a Federal grade equivalency (FG), proposed classification(s), job description(s), and rationale for proposed

rate(s), including information regarding the agreement or disagreement authorized representative of the employees involved, or where there is no representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) performs any contract work.

3) The contracting officer reviews the proposed action and promptly notifies the agency of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employee. The action is then forwarded to the Department of Labor, Wage and Hour Division, for review (See 29 CFR 4

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer. The contracting officer notifies the contractor that additional time will be required to complete the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

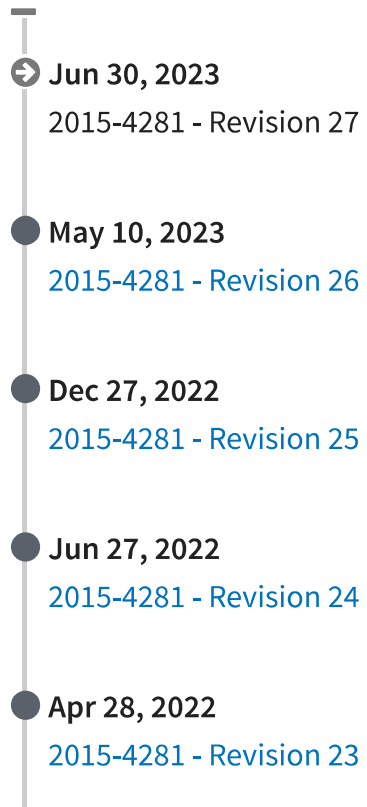
6) Each affected employee shall be furnished by the contractor with a copy of such determination or it shall be posted as a part of the wage determination. (See 29 CFR 4.6(b)(2)(iii)).


Information required by the Regulations must be submitted on SF-1444


When preparing a conformance request, the "Service Contract Act Directly Related Occupations" should be used to compare job definitions to ensure that the requested work is not performed by a classification already listed in the determination. Remember, it is not the job title, but the duties required to determine whether a class is included in an established wage determination.


Conformances may not be used to artificially split, combine, or subdi
classifications listed in the wage determination (See 29 CFR 4.152(c)

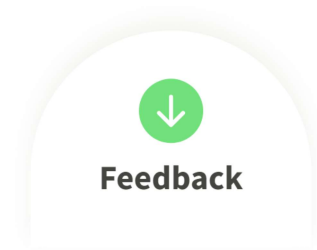
History



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- A vertical timeline with a grey line and dark grey circular markers.
- **Mar 15, 2022**
[2015-4281 - Revision 22](#)
 - **Dec 27, 2021**
[2015-4281 - Revision 21](#)
 - **Oct 20, 2021**
[2015-4281 - Revision 20](#)
 - **Jul 21, 2021**
[2015-4281 - Revision 19](#)
 - **Apr 07, 2021**
[2015-4281 - Revision 18](#)
 - **Dec 21, 2020**
[2015-4281 - Revision 17](#)
 - **Apr 23, 2020**
[2015-4281 - Revision 16](#)
 - **Dec 23, 2019**
[2015-4281 - Revision 15](#)
 - **Jul 16, 2019**
[2015-4281 - Revision 14](#)

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- A vertical timeline with a grey line and dark grey circular markers.
- **Apr 25, 2019**
[2015-4281 - Revision 13](#)
 - **Dec 26, 2018**
[2015-4281 - Revision 12](#)
 - **Jul 03, 2018**
[2015-4281 - Revision 11](#)
 - **Jun 26, 2018**
[2015-4281 - Revision 10](#)
 - **Jan 10, 2018**
[2015-4281 - Revision 9](#)
 - **Dec 26, 2017**
[2015-4281 - Revision 8](#)
 - **Jul 25, 2017**
[2015-4281 - Revision 7](#)
 - **May 08, 2017**
[2015-4281 - Revision 6](#)
 - **Mar 17, 2017**
[2015-4281 - Revision 5](#)

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- **Dec 30, 2016**
[2015-4281 - Revision 4](#)
 - **Apr 08, 2016**
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