

"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.: 2015-5076
Revision No.: 16
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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.

States: Illinois Missouri

Area: Illinois Counties of Bond Calhoun Clinton Jersey Madison Monroe St Clair

Missouri Counties of Franklin Jefferson Lincoln St Charles St Louis St Louis City Warren

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.26
01012 - Accounting Clerk II		17.12
01013 - Accounting Clerk III		19.16
01020 - Administrative Assistant		28.49
01035 - Court Reporter		30.70
01041 - Customer Service Representative I		14.14
01042 - Customer Service Representative II		15.90
01043 - Customer Service Representative III		17.35

01051 - Data Entry Operator I	14.59
01052 - Data Entry Operator II	15.92
01060 - Dispatcher Motor Vehicle	19.97
01070 - Document Preparation Clerk	16.65
01090 - Duplicating Machine Operator	16.65
01111 - General Clerk I	13.22
01112 - General Clerk II	15.00
01113 - General Clerk III	17.07
01120 - Housing Referral Assistant	20.96
01141 - Messenger Courier	13.96
01191 - Order Clerk I	16.37
01192 - Order Clerk II	17.86
01261 - Personnel Assistant (Employment) I	16.88
01262 - Personnel Assistant (Employment) II	19.05
01263 - Personnel Assistant (Employment) III	21.05
01270 - Production Control Clerk	25.31
01290 - Rental Clerk	16.06
01300 - Scheduler Maintenance	16.14
01311 - Secretary I	16.14
01312 - Secretary II	18.07
01313 - Secretary III	20.96
01320 - Service Order Dispatcher	18.12
01410 - Supply Technician	28.49
01420 - Survey Worker	19.05
01460 - Switchboard Operator/Receptionist	15.10
01531 - Travel Clerk I	14.78
01532 - Travel Clerk II	15.92
01533 - Travel Clerk III	16.98
01611 - Word Processor I	14.73
01612 - Word Processor II	16.53
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.82
05010 - Automotive Electrician	21.76
05040 - Automotive Glass Installer	20.72
05070 - Automotive Worker	20.72
05110 - Mobile Equipment Servicer	18.01
05130 - Motor Equipment Metal Mechanic	22.72
05160 - Motor Equipment Metal Worker	20.72
05190 - Motor Vehicle Mechanic	22.72
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	19.31
05280 - Motor Vehicle Wrecker	20.72
05310 - Painter Automotive	21.76
05340 - Radiator Repair Specialist	20.72
05370 - Tire Repairer	15.80
05400 - Transmission Repair Specialist	22.72
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.31
07041 - Cook I	12.28

07042 - Cook II	14.24
07070 - Dishwasher	10.68
07130 - Food Service Worker	10.56
07210 - Meat Cutter	16.70
07260 - Waiter/Waitress	9.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	14.00
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	16.55
09110 - Furniture Repairer Minor	18.84
09130 - Upholsterer	22.61
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.74
11060 - Elevator Operator	12.89
11090 - Gardener	20.01
11122 - Housekeeping Aide	12.89
11150 - Janitor	12.89
11210 - Laborer Grounds Maintenance	14.70
11240 - Maid or Houseman	11.10
11260 - Pruner	12.92
11270 - Tractor Operator	18.24
11330 - Trail Maintenance Worker	14.70
11360 - Window Cleaner	14.67
12000 - Health Occupations	
12010 - Ambulance Driver	20.10
12011 - Breath Alcohol Technician	20.10
12012 - Certified Occupational Therapist Assistant	27.33
12015 - Certified Physical Therapist Assistant	25.51
12020 - Dental Assistant	19.43
12025 - Dental Hygienist	32.78
12030 - EKG Technician	25.17
12035 - Electroneurodiagnostic Technologist	25.17
12040 - Emergency Medical Technician	20.10
12071 - Licensed Practical Nurse I	17.96
12072 - Licensed Practical Nurse II	20.10
12073 - Licensed Practical Nurse III	22.40
12100 - Medical Assistant	16.45
12130 - Medical Laboratory Technician	23.01
12160 - Medical Record Clerk	18.20
12190 - Medical Record Technician	20.36
12195 - Medical Transcriptionist	19.67
12210 - Nuclear Medicine Technologist	36.47
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.80
12223 - Nursing Assistant III	13.96
12224 - Nursing Assistant IV	15.68
12235 - Optical Dispenser	16.07
12236 - Optical Technician	15.99
12250 - Pharmacy Technician	16.29

12280 - Phlebotomist	16.20
12305 - Radiologic Technologist	25.81
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	30.84
12313 - Registered Nurse II Specialist	30.84
12314 - Registered Nurse III	37.31
12315 - Registered Nurse III Anesthetist	37.31
12316 - Registered Nurse IV	44.73
12317 - Scheduler (Drug and Alcohol Testing)	24.90
12320 - Substance Abuse Treatment Counselor	20.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.14
13012 - Exhibits Specialist II	24.96
13013 - Exhibits Specialist III	30.54
13041 - Illustrator I	20.80
13042 - Illustrator II	25.56
13043 - Illustrator III	30.15
13047 - Librarian	29.58
13050 - Library Aide/Clerk	12.34
13054 - Library Information Technology Systems Administrator	26.71
13058 - Library Technician	18.87
13061 - Media Specialist I	19.27
13062 - Media Specialist II	21.56
13063 - Media Specialist III	24.04
13071 - Photographer I	16.71
13072 - Photographer II	18.69
13073 - Photographer III	23.16
13074 - Photographer IV	27.91
13075 - Photographer V	33.77
13090 - Technical Order Library Clerk	15.84
13110 - Video Teleconference Technician	21.51
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.04
14042 - Computer Operator II	19.06
14043 - Computer Operator III	21.26
14044 - Computer Operator IV	23.61
14045 - Computer Operator V	26.16
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	18.26
14160 - Personal Computer Support Technician	26.16
14170 - System Support Specialist	31.59
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.92

15020 - Aircrew Training Devices Instructor (Rated)	42.25
15030 - Air Crew Training Devices Instructor (Pilot)	50.64
15050 - Computer Based Training Specialist / Instructor	34.92
15060 - Educational Technologist	33.72
15070 - Flight Instructor (Pilot)	50.64
15080 - Graphic Artist	26.06
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.64
15086 - Maintenance Test Pilot Rotary Wing	43.64
15088 - Non-Maintenance Test/Co-Pilot	43.64
15090 - Technical Instructor	24.33
15095 - Technical Instructor/Course Developer	29.76
15110 - Test Proctor	19.63
15120 - Tutor	19.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.11
16030 - Counter Attendant	11.11
16040 - Dry Cleaner	12.78
16070 - Finisher Flatwork Machine	11.11
16090 - Presser Hand	11.11
16110 - Presser Machine Drycleaning	11.11
16130 - Presser Machine Shirts	11.11
16160 - Presser Machine Wearing Apparel Laundry	11.11
16190 - Sewing Machine Operator	13.31
16220 - Tailor	13.93
16250 - Washer Machine	11.71
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.27
19040 - Tool And Die Maker	30.63
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.14
21030 - Material Coordinator	25.31
21040 - Material Expediter	25.31
21050 - Material Handling Laborer	19.18
21071 - Order Filler	14.20
21080 - Production Line Worker (Food Processing)	19.14
21110 - Shipping Packer	17.02
21130 - Shipping/Receiving Clerk	17.02
21140 - Store Worker I	13.11
21150 - Stock Clerk	19.39
21210 - Tools And Parts Attendant	19.14
21410 - Warehouse Specialist	19.14
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.09
23019 - Aircraft Logs and Records Technician	27.91
23021 - Aircraft Mechanic I	32.85
23022 - Aircraft Mechanic II	34.09
23023 - Aircraft Mechanic III	35.40
23040 - Aircraft Mechanic Helper	23.57
23050 - Aircraft Painter	31.47
23060 - Aircraft Servicer	27.91

23070 - Aircraft Survival Flight Equipment Technician	31.47
23080 - Aircraft Worker	29.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.96
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.85
23110 - Appliance Mechanic	24.85
23120 - Bicycle Repairer	23.13
23125 - Cable Splicer	38.29
23130 - Carpenter Maintenance	31.16
23140 - Carpet Layer	31.92
23160 - Electrician Maintenance	34.90
23181 - Electronics Technician Maintenance I	30.60
23182 - Electronics Technician Maintenance II	32.13
23183 - Electronics Technician Maintenance III	33.54
23260 - Fabric Worker	24.35
23290 - Fire Alarm System Mechanic	30.80
23310 - Fire Extinguisher Repairer	24.00
23311 - Fuel Distribution System Mechanic	30.03
23312 - Fuel Distribution System Operator	23.84
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment Mechanic	32.85
23381 - Ground Support Equipment Servicer	27.91
23382 - Ground Support Equipment Worker	29.96
23391 - Gunsmith I	24.00
23392 - Gunsmith II	27.83
23393 - Gunsmith III	30.49
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.15
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.15
23430 - Heavy Equipment Mechanic	27.84
23440 - Heavy Equipment Operator	32.07
23460 - Instrument Mechanic	30.04
23465 - Laboratory/Shelter Mechanic	29.22
23470 - Laborer	17.17
23510 - Locksmith	22.23
23530 - Machinery Maintenance Mechanic	28.06
23550 - Machinist Maintenance	24.17
23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	30.04
23592 - Metrology Technician II	31.19
23593 - Metrology Technician III	32.37
23640 - Millwright	32.62
23710 - Office Appliance Repairer	22.23
23760 - Painter Maintenance	30.13
23790 - Pipefitter Maintenance	39.52
23810 - Plumber Maintenance	37.86
23820 - Pneudraulic Systems Mechanic	30.49
23850 - Rigger	29.87

23870 - Scale Mechanic	27.83
23890 - Sheet-Metal Worker Maintenance	36.06
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic I	28.12
23932 - Telecommunications Mechanic II	29.18
23950 - Telephone Lineman	31.35
23960 - Welder Combination Maintenance	23.21
23965 - Well Driller	25.62
23970 - Woodcraft Worker	30.49
23980 - Woodworker	24.00
24000 - Personal Needs Occupations	
24550 - Case Manager	15.17
24570 - Child Care Attendant	11.43
24580 - Child Care Center Clerk	14.26
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	15.17
24630 - Homemaker	15.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.86
25040 - Sewage Plant Operator	26.74
25070 - Stationary Engineer	33.86
25190 - Ventilation Equipment Tender	24.29
25210 - Water Treatment Plant Operator	26.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.65
27007 - Baggage Inspector	13.98
27008 - Corrections Officer	18.94
27010 - Court Security Officer	23.52
27030 - Detection Dog Handler	18.05
27040 - Detention Officer	18.94
27070 - Firefighter	28.37
27101 - Guard I	13.98
27102 - Guard II	18.05
27131 - Police Officer I	26.87
27132 - Police Officer II	29.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.57
28042 - Carnival Equipment Repairer	14.89
28043 - Carnival Worker	9.61
28210 - Gate Attendant/Gate Tender	13.47
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	15.07
28510 - Recreation Aide/Health Facility Attendant	11.00
28515 - Recreation Specialist	18.45
28630 - Sports Official	12.00
28690 - Swimming Pool Operator	17.26
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.15
29020 - Hatch Tender	27.15

29030 - Line Handler	27.15
29041 - Stevedore I	25.29
29042 - Stevedore II	28.51
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.47
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.91
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.73
30021 - Archeological Technician I	19.36
30022 - Archeological Technician II	21.56
30023 - Archeological Technician III	25.04
30030 - Cartographic Technician	27.52
30040 - Civil Engineering Technician	23.94
30051 - Cryogenic Technician I	27.68
30052 - Cryogenic Technician II	30.57
30061 - Drafter/CAD Operator I	19.36
30062 - Drafter/CAD Operator II	21.56
30063 - Drafter/CAD Operator III	24.15
30064 - Drafter/CAD Operator IV	29.71
30081 - Engineering Technician I	17.67
30082 - Engineering Technician II	19.83
30083 - Engineering Technician III	22.18
30084 - Engineering Technician IV	27.48
30085 - Engineering Technician V	33.62
30086 - Engineering Technician VI	40.68
30090 - Environmental Technician	24.27
30095 - Evidence Control Specialist	24.99
30210 - Laboratory Technician	25.41
30221 - Latent Fingerprint Technician I	24.92
30222 - Latent Fingerprint Technician II	27.52
30240 - Mathematical Technician	26.82
30361 - Paralegal/Legal Assistant I	20.04
30362 - Paralegal/Legal Assistant II	24.86
30363 - Paralegal/Legal Assistant III	30.37
30364 - Paralegal/Legal Assistant IV	36.75
30375 - Petroleum Supply Specialist	30.57
30390 - Photo-Optics Technician	26.82
30395 - Radiation Control Technician	30.57
30461 - Technical Writer I	23.51
30462 - Technical Writer II	28.76
30463 - Technical Writer III	34.79
30491 - Unexploded Ordnance (UXO) Technician I	25.72
30492 - Unexploded Ordnance (UXO) Technician II	31.12
30493 - Unexploded Ordnance (UXO) Technician III	37.30
30494 - Unexploded (UXO) Safety Escort	25.72
30495 - Unexploded (UXO) Sweep Personnel	25.72
30501 - Weather Forecaster I	27.68
30502 - Weather Forecaster II	33.66
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 24.15
30621 - Weather Observer Senior	(see 2) 26.82

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.12
31020 - Bus Aide	14.93
31030 - Bus Driver	21.94
31043 - Driver Courier	16.97
31260 - Parking and Lot Attendant	9.85
31290 - Shuttle Bus Driver	18.63
31310 - Taxi Driver	12.95
31361 - Truckdriver Light	18.63
31362 - Truckdriver Medium	19.77
31363 - Truckdriver Heavy	24.05
31364 - Truckdriver Tractor-Trailer	24.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	10.88
99050 - Desk Clerk	10.93
99095 - Embalmer	29.90
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	14.15
99252 - Laboratory Animal Caretaker II	15.51
99260 - Marketing Analyst	31.18
99310 - Mortician	30.54
99410 - Pest Controller	17.61
99510 - Photofinishing Worker	15.72
99710 - Recycling Laborer	19.39
99711 - Recycling Specialist	24.06
99730 - Refuse Collector	17.04
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	14.32
99830 - Survey Party Chief	26.81
99831 - Surveying Aide	17.79
99832 - Surveying Technician	24.38
99840 - Vending Machine Attendant	14.15
99841 - Vending Machine Repairer	18.00
99842 - Vending Machine Repairer Helper	14.15

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 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 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))."