

"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.: 2015-5101
Revision No.: 12
Date Of Last Revision: 05/20/2020

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: Missouri

Area: Missouri Counties of Butler Carter Douglas Dunklin Howell Iron
Madison Mississippi New Madrid Oregon Ozark Pemiscot Perry Reynolds
Ripley Scott Shannon Stoddard Texas Wayne Wright

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

OCCUPATION CODE - TITLE	FOOTNDTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.56
01012 - Accounting Clerk II		15.22
01013 - Accounting Clerk III		17.03
01020 - Administrative Assistant		25.23
01035 - Court Reporter		15.73
01041 - Customer Service Representative I		10.97
01042 - Customer Service Representative II		12.33
01043 - Customer Service Representative III		13.45
01051 - Data Entry Operator I		13.54
01052 - Data Entry Operator II		14.78

01060 - Dispatcher Motor Vehicle	17.39
01070 - Document Preparation Clerk	12.52
01090 - Duplicating Machine Operator	12.52
01111 - General Clerk I	12.18
01112 - General Clerk II	13.30
01113 - General Clerk III	14.92
01120 - Housing Referral Assistant	17.52
01141 - Messenger Courier	13.53
01191 - Order Clerk I	13.51
01192 - Order Clerk II	14.74
01261 - Personnel Assistant (Employment) I	15.33
01262 - Personnel Assistant (Employment) II	17.15
01263 - Personnel Assistant (Employment) III	19.61
01270 - Production Control Clerk	22.06
01290 - Rental Clerk	12.69
01300 - Scheduler Maintenance	14.05
01311 - Secretary I	14.05
01312 - Secretary II	15.73
01313 - Secretary III	17.52
01320 - Service Order Dispatcher	15.55
01410 - Supply Technician	25.23
01420 - Survey Worker	13.59
01460 - Switchboard Operator/Receptionist	11.48
01531 - Travel Clerk I	13.55
01532 - Travel Clerk II	14.39
01533 - Travel Clerk III	15.47
01611 - Word Processor I	12.96
01612 - Word Processor II	14.54
01613 - Word Processor III	16.27
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.45
05010 - Automotive Electrician	16.87
05040 - Automotive Glass Installer	15.76
05070 - Automotive Worker	15.76
05110 - Mobile Equipment Servicer	14.19
05130 - Motor Equipment Metal Mechanic	17.31
05160 - Motor Equipment Metal Worker	15.76
05190 - Motor Vehicle Mechanic	17.31
05220 - Motor Vehicle Mechanic Helper	13.33
05250 - Motor Vehicle Upholstery Worker	15.36
05280 - Motor Vehicle Wrecker	15.76
05310 - Painter Automotive	16.62
05340 - Radiator Repair Specialist	15.76
05370 - Tire Repairer	13.27
05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.02
07041 - Cook I	9.63
07042 - Cook II	11.16
07070 - Dishwasher	9.19

07130 - Food Service Worker	9.51
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	9.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.94
09040 - Furniture Handler	11.57
09080 - Furniture Refinisher	17.94
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer Minor	15.80
09130 - Upholsterer	17.94
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.33
11060 - Elevator Operator	12.43
11090 - Gardener	17.17
11122 - Housekeeping Aide	11.49
11150 - Janitor	11.49
11210 - Laborer Grounds Maintenance	12.78
11240 - Maid or Houseman	9.21
11260 - Pruner	11.41
11270 - Tractor Operator	15.70
11330 - Trail Maintenance Worker	12.78
11360 - Window Cleaner	12.94
12000 - Health Occupations	
12010 - Ambulance Driver	17.67
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	27.34
12015 - Certified Physical Therapist Assistant	26.18
12020 - Dental Assistant	17.30
12025 - Dental Hygienist	31.62
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	17.67
12071 - Licensed Practical Nurse I	15.79
12072 - Licensed Practical Nurse II	17.67
12073 - Licensed Practical Nurse III	19.69
12100 - Medical Assistant	14.37
12130 - Medical Laboratory Technician	21.25
12160 - Medical Record Clerk	15.00
12190 - Medical Record Technician	17.67
12195 - Medical Transcriptionist	14.07
12210 - Nuclear Medicine Technologist	38.82
12221 - Nursing Assistant I	11.02
12222 - Nursing Assistant II	12.39
12223 - Nursing Assistant III	13.52
12224 - Nursing Assistant IV	15.17
12235 - Optical Dispenser	14.81
12236 - Optical Technician	15.79
12250 - Pharmacy Technician	13.75
12280 - Phlebotomist	14.19
12305 - Radiologic Technologist	27.27

12311 - Registered Nurse I	22.54
12312 - Registered Nurse II	27.57
12313 - Registered Nurse II Specialist	27.57
12314 - Registered Nurse III	33.36
12315 - Registered Nurse III Anesthetist	33.36
12316 - Registered Nurse IV	39.98
12317 - Scheduler (Drug and Alcohol Testing)	21.88
12320 - Substance Abuse Treatment Counselor	18.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.13
13012 - Exhibits Specialist II	22.20
13013 - Exhibits Specialist III	24.73
13041 - Illustrator I	18.13
13042 - Illustrator II	22.20
13043 - Illustrator III	24.73
13047 - Librarian	21.91
13050 - Library Aide/Clerk	12.51
13054 - Library Information Technology Systems Administrator	19.78
13058 - Library Technician	14.15
13061 - Media Specialist I	14.27
13062 - Media Specialist II	15.96
13063 - Media Specialist III	17.80
13071 - Photographer I	14.31
13072 - Photographer II	16.87
13073 - Photographer III	21.03
13074 - Photographer IV	25.72
13075 - Photographer V	31.12
13090 - Technical Order Library Clerk	15.84
13110 - Video Teleconference Technician	14.92
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.31
14042 - Computer Operator II	16.01
14043 - Computer Operator III	17.85
14044 - Computer Operator IV	19.84
14045 - Computer Operator V	21.96
14071 - Computer Programmer I	(see 1) 19.95
14072 - Computer Programmer II	(see 1) 24.71
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	14.31
14160 - Personal Computer Support Technician	19.84
14170 - System Support Specialist	25.17
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.62
15020 - Aircrew Training Devices Instructor (Rated)	34.61
15030 - Air Crew Training Devices Instructor (Pilot)	39.95

15050 - Computer Based Training Specialist / Instructor	28.62
15060 - Educational Technologist	27.90
15070 - Flight Instructor (Pilot)	39.95
15080 - Graphic Artist	20.17
15085 - Maintenance Test Pilot Fixed Jet/Prop	37.05
15086 - Maintenance Test Pilot Rotary Wing	37.05
15088 - Non-Maintenance Test/Co-Pilot	37.05
15090 - Technical Instructor	18.02
15095 - Technical Instructor/Course Developer	22.04
15110 - Test Proctor	14.55
15120 - Tutor	14.55
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.66
16030 - Counter Attendant	10.66
16040 - Dry Cleaner	13.53
16070 - Finisher Flatwork Machine	10.66
16090 - Presser Hand	10.66
16110 - Presser Machine Drycleaning	10.66
16130 - Presser Machine Shirts	10.66
16160 - Presser Machine Wearing Apparel Laundry	10.66
16190 - Sewing Machine Operator	14.48
16220 - Tailor	15.43
16250 - Washer Machine	11.62
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.24
19040 - Tool And Die Maker	26.76
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.53
21030 - Material Coordinator	20.98
21040 - Material Expediter	20.98
21050 - Material Handling Laborer	12.93
21071 - Order Filler	12.78
21080 - Production Line Worker (Food Processing)	14.53
21110 - Shipping Packer	16.27
21130 - Shipping/Receiving Clerk	16.27
21140 - Store Worker I	12.37
21150 - Stock Clerk	17.77
21210 - Tools And Parts Attendant	14.53
21410 - Warehouse Specialist	14.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.93
23019 - Aircraft Logs and Records Technician	20.71
23021 - Aircraft Mechanic I	24.75
23022 - Aircraft Mechanic II	25.93
23023 - Aircraft Mechanic III	27.14
23040 - Aircraft Mechanic Helper	17.55
23050 - Aircraft Painter	23.52
23060 - Aircraft Servicer	20.71
23070 - Aircraft Survival Flight Equipment Technician	23.52
23080 - Aircraft Worker	22.22

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.75
23110 - Appliance Mechanic	22.46
23120 - Bicycle Repairer	17.67
23125 - Cable Splicer	33.97
23130 - Carpenter Maintenance	22.13
23140 - Carpet Layer	21.22
23160 - Electrician Maintenance	24.89
23181 - Electronics Technician Maintenance I	21.22
23182 - Electronics Technician Maintenance II	22.46
23183 - Electronics Technician Maintenance III	23.64
23260 - Fabric Worker	19.78
23290 - Fire Alarm System Mechanic	23.64
23310 - Fire Extinguisher Repairer	18.31
23311 - Fuel Distribution System Mechanic	23.64
23312 - Fuel Distribution System Operator	18.31
23370 - General Maintenance Worker	17.45
23380 - Ground Support Equipment Mechanic	24.75
23381 - Ground Support Equipment Servicer	20.71
23382 - Ground Support Equipment Worker	22.22
23391 - Gunsmith I	18.31
23392 - Gunsmith II	21.22
23393 - Gunsmith III	23.64
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.39
23430 - Heavy Equipment Mechanic	24.41
23440 - Heavy Equipment Operator	21.83
23460 - Instrument Mechanic	23.64
23465 - Laboratory/Shelter Mechanic	22.46
23470 - Laborer	13.72
23510 - Locksmith	22.46
23530 - Machinery Maintenance Mechanic	24.48
23550 - Machinist Maintenance	17.41
23580 - Maintenance Trades Helper	15.93
23591 - Metrology Technician I	23.64
23592 - Metrology Technician II	24.77
23593 - Metrology Technician III	25.92
23640 - Millwright	21.97
23710 - Office Appliance Repairer	21.13
23760 - Painter Maintenance	18.88
23790 - Pipefitter Maintenance	26.04
23810 - Plumber Maintenance	24.52
23820 - Pneudraulic Systems Mechanic	23.64
23850 - Rigger	23.64
23870 - Scale Mechanic	21.22
23890 - Sheet-Metal Worker Maintenance	24.44

23910 - Small Engine Mechanic	21.13
23931 - Telecommunications Mechanic I	29.98
23932 - Telecommunications Mechanic II	31.41
23950 - Telephone Lineman	29.66
23960 - Welder Combination Maintenance	17.83
23965 - Well Driller	23.64
23970 - Woodcraft Worker	23.64
23980 - Woodworker	18.31
24000 - Personal Needs Occupations	
24550 - Case Manager	13.97
24570 - Child Care Attendant	10.20
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	13.97
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.88
25040 - Sewage Plant Operator	19.21
25070 - Stationary Engineer	21.88
25190 - Ventilation Equipment Tender	15.80
25210 - Water Treatment Plant Operator	19.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	12.64
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.21
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	18.04
27070 - Firefighter	18.58
27101 - Guard I	12.64
27102 - Guard II	16.84
27131 - Police Officer I	18.60
27132 - Police Officer II	20.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.65
28042 - Carnival Equipment Repairer	13.83
28043 - Carnival Worker	9.35
28210 - Gate Attendant/Gate Tender	15.50
28310 - Lifeguard	10.83
28350 - Park Attendant (Aide)	17.34
28510 - Recreation Aide/Health Facility Attendant	12.65
28515 - Recreation Specialist	21.47
28630 - Sports Official	13.81
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.43
29020 - Hatch Tender	23.43
29030 - Line Handler	23.43
29041 - Stevedore I	22.88

29042 - Stevedore II	25.86
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	16.69
30022 - Archeological Technician II	18.69
30023 - Archeological Technician III	23.14
30030 - Cartographic Technician	23.14
30040 - Civil Engineering Technician	23.14
30051 - Cryogenic Technician I	25.63
30052 - Cryogenic Technician II	28.30
30061 - Drafter/CAD Operator I	16.69
30062 - Drafter/CAD Operator II	18.69
30063 - Drafter/CAD Operator III	20.82
30064 - Drafter/CAD Operator IV	25.63
30081 - Engineering Technician I	16.10
30082 - Engineering Technician II	17.40
30083 - Engineering Technician III	20.48
30084 - Engineering Technician IV	25.36
30085 - Engineering Technician V	31.02
30086 - Engineering Technician VI	37.54
30090 - Environmental Technician	23.14
30095 - Evidence Control Specialist	23.14
30210 - Laboratory Technician	20.82
30221 - Latent Fingerprint Technician I	25.63
30222 - Latent Fingerprint Technician II	28.30
30240 - Mathematical Technician	23.14
30361 - Paralegal/Legal Assistant I	17.51
30362 - Paralegal/Legal Assistant II	21.70
30363 - Paralegal/Legal Assistant III	26.54
30364 - Paralegal/Legal Assistant IV	32.10
30375 - Petroleum Supply Specialist	28.30
30390 - Photo-Optics Technician	22.93
30395 - Radiation Control Technician	28.30
30461 - Technical Writer I	23.14
30462 - Technical Writer II	28.30
30463 - Technical Writer III	34.25
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	25.63
30502 - Weather Forecaster II	31.16
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 20.82
30621 - Weather Observer Senior	(see 2) 23.14
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.12

31020 - Bus Aide	12.72
31030 - Bus Driver	18.18
31043 - Driver Courier	15.57
31260 - Parking and Lot Attendant	11.29
31290 - Shuttle Bus Driver	16.95
31310 - Taxi Driver	11.51
31361 - Truckdriver Light	16.95
31362 - Truckdriver Medium	18.36
31363 - Truckdriver Heavy	20.23
31364 - Truckdriver Tractor-Trailer	20.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.17
99030 - Cashier	9.69
99050 - Desk Clerk	9.98
99095 - Embalmer	22.74
99130 - Flight Follower	25.72
99251 - Laboratory Animal Caretaker I	10.83
99252 - Laboratory Animal Caretaker II	11.83
99260 - Marketing Analyst	27.88
99310 - Mortician	22.02
99410 - Pest Controller	15.98
99510 - Photofinishing Worker	13.52
99710 - Recycling Laborer	17.53
99711 - Recycling Specialist	21.53
99730 - Refuse Collector	15.56
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	14.17
99830 - Survey Party Chief	20.26
99831 - Surveying Aide	11.73
99832 - Surveying Technician	19.40
99840 - Vending Machine Attendant	13.01
99841 - Vending Machine Repairer	16.46
99842 - Vending Machine Repairer Helper	13.27

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 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))."