

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF

LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

| Wage Determination No.: 2015-5102
Daniel W. Simms Division of | Revision No.: 9
Director Wage Determinations | Date Of Last Revision: 05/09/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. 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	FOOTNOTE
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	
23.25	
01035 - Court Reporter	
15.30	
01041 - Customer Service Representative I	
10.32	
01042 - Customer Service Representative II	
11.60	
01043 - Customer Service Representative III	
12.66	
01051 - Data Entry Operator I	
13.54	
01052 - Data Entry Operator II	
14.78	
01060 - Dispatcher Motor Vehicle	
17.39	
01070 - Document Preparation Clerk	
12.18	
01090 - Duplicating Machine Operator	
12.18	
01111 - General Clerk I	
12.18	

01112 - General Clerk II
13.30
01113 - General Clerk III
14.92
01120 - Housing Referral Assistant
17.05
01141 - Messenger Courier
13.53
01191 - Order Clerk I
12.63
01192 - Order Clerk II
13.78
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
12.62
01300 - Scheduler Maintenance
13.67
01311 - Secretary I
13.67
01312 - Secretary II
15.30
01313 - Secretary III
17.05
01320 - Service Order Dispatcher
15.55
01410 - Supply Technician
23.25
01420 - Survey Worker
13.59
01460 - Switchboard Operator/Receptionist

11.10

01531 - Travel Clerk I

12.98

01532 - Travel Clerk II

13.82

01533 - Travel Clerk III

14.88

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

9.42
07042 - Cook II

10.92
07070 - Dishwasher

8.99
07130 - Food Service Worker

9.32
07210 - Meat Cutter

15.48
07260 - Waiter/Waitress

9.09
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter

16.31
09040 - Furniture Handler

10.52
09080 - Furniture Refinisher

16.31
09090 - Furniture Refinisher Helper

12.95
09110 - Furniture Repairer Minor

14.36
09130 - Upholsterer

16.31
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles

11.21
11060 - Elevator Operator
11.90
11090 - Gardener
16.20
11122 - Housekeeping Aide
11.24
11150 - Janitor
11.24
11210 - Laborer Grounds Maintenance
12.36
11240 - Maid or Houseman
9.09
11260 - Pruner
11.41
11270 - Tractor Operator
15.05
11330 - Trail Maintenance Worker
12.36
11360 - Window Cleaner
12.67
12000 - Health Occupations
12010 - Ambulance Driver
16.46
12011 - Breath Alcohol Technician
17.53
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
25.74
12035 - Electroneurodiagnostic Technologist

25.74

12040 - Emergency Medical Technician

16.46

12071 - Licensed Practical Nurse I

15.67

12072 - Licensed Practical Nurse II

17.53

12073 - Licensed Practical Nurse III

19.54

12100 - Medical Assistant

13.53

12130 - Medical Laboratory Technician

19.32

12160 - Medical Record Clerk

15.00

12190 - Medical Record Technician

16.78

12195 - Medical Transcriptionist

13.73

12210 - Nuclear Medicine Technologist

38.52

12221 - Nursing Assistant I

10.67

12222 - Nursing Assistant II

12.00

12223 - Nursing Assistant III

13.10

12224 - Nursing Assistant IV

14.70

12235 - Optical Dispenser

14.81

12236 - Optical Technician

15.67

12250 - Pharmacy Technician

13.60

12280 - Phlebotomist

14.19

12305 - Radiologic Technologist
24.86
12311 - Registered Nurse I
21.98
12312 - Registered Nurse II
26.88
12313 - Registered Nurse II Specialist
26.88
12314 - Registered Nurse III
32.53
12315 - Registered Nurse III Anesthetist
32.53
12316 - Registered Nurse IV
38.98
12317 - Scheduler (Drug and Alcohol Testing)
21.72
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
19.78

Administrator

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
13.01

13072 - Photographer II
15.34

13073 - Photographer III
19.91

13074 - Photographer IV
24.34

13075 - Photographer V
30.59

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

27.46

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
 17.04
 15095 - Technical Instructor/Course Developer
 20.84
 15110 - Test Proctor
 13.75
 15120 - Tutor
 13.75
 16000 - Laundry Dry-Cleaning Pressing And Related Occupations
 16010 - Assembler
 10.20
 16030 - Counter Attendant
 10.20
 16040 - Dry Cleaner
 13.11
 16070 - Finisher Flatwork Machine 10.20
 16090 - Presser Hand
 10.20
 16110 - Presser Machine Drycleaning 10.20
 16130 - Presser Machine Shirts 10.20
 16160 - Presser Machine Wearing Apparel Laundry 10.20
 16190 - Sewing Machine Operator
 14.03
 16220 - Tailor
 14.95
 16250 - Washer Machine
 11.26
 19000 - Machine Tool Operation And Repair Occupations
 19010 - Machine-Tool Operator (Tool Room)
 20.70
 19040 - Tool And Die Maker
 24.89
 21000 - Materials Handling And Packing Occupations
 21020 - Forklift Operator
 13.31
 21030 - Material Coordinator
 20.98

21040 - Material Expediter
20.98
21050 - Material Handling Laborer
12.93
21071 - Order Filler
11.62
21080 - Production Line Worker (Food Processing)
13.31
21110 - Shipping Packer
15.36
21130 - Shipping/Receiving Clerk
15.36
21140 - Store Worker I
12.02
21150 - Stock Clerk
17.26
21210 - Tools And Parts Attendant
13.31
21410 - Warehouse Specialist
13.31
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
22.22

I

23092 - Aircrew Life Support Equipment (ALSE) Mechanic
24.75

II

23110 - Appliance Mechanic
21.39

23120 - Bicycle Repairer
16.06

23125 - Cable Splicer
33.97

23130 - Carpenter Maintenance
20.99

23140 - Carpet Layer
21.13

23160 - Electrician Maintenance
24.89

23181 - Electronics Technician Maintenance I
21.13

23182 - Electronics Technician Maintenance II
22.37

23183 - Electronics Technician Maintenance III
23.53

23260 - Fabric Worker
19.69

23290 - Fire Alarm System Mechanic
23.53

23310 - Fire Extinguisher Repairer
18.23

23311 - Fuel Distribution System Mechanic
23.53

23312 - Fuel Distribution System Operator

18.23

23370 - General Maintenance Worker

16.37

23380 - Ground Support Equipment Mechanic

24.75

23381 - Ground Support Equipment Servicer

20.71

23382 - Ground Support Equipment Worker

22.22

23391 - Gunsmith I

18.23

23392 - Gunsmith II

21.13

23393 - Gunsmith III

23.53

23410 - Heating Ventilation And Air-Conditioning

21.37

Mechanic

23411 - Heating Ventilation And Air Contidioning

22.39

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic

22.19

23440 - Heavy Equipment Operator

19.96

23460 - Instrument Mechanic

23.53

23465 - Laboratory/Shelter Mechanic

22.37

23470 - Laborer

13.72

23510 - Locksmith

22.37

23530 - Machinery Maintenance Mechanic

24.48

23550 - Machinist Maintenance

17.41

23580 - Maintenance Trades Helper
14.48

23591 - Metrology Technician I
23.53

23592 - Metrology Technician II
24.66

23593 - Metrology Technician III
25.81

23640 - Millwright
21.93

23710 - Office Appliance Repairer
19.21

23760 - Painter Maintenance
18.88

23790 - Pipefitter Maintenance
26.04

23810 - Plumber Maintenance
24.52

23820 - Pneudraulic Systems Mechanic
23.53

23850 - Rigger
23.53

23870 - Scale Mechanic
21.13

23890 - Sheet-Metal Worker Maintenance
23.53

23910 - Small Engine Mechanic
21.13

23931 - Telecommunications Mechanic I
27.39

23932 - Telecommunications Mechanic II
28.70

23950 - Telephone Lineman
26.96

23960 - Welder Combination Maintenance 16.94

23965 - Well Driller
23.23

23970 - Woodcraft Worker
23.53
23980 - Woodworker
18.23
24000 - Personal Needs Occupations
24550 - Case Manager
12.70
24570 - Child Care Attendant
10.20
24580 - Child Care Center Clerk
13.26
24610 - Chore Aide
10.28
24620 - Family Readiness And Support Services
12.70
Coordinator
24630 - Homemaker
15.27
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
21.88
25040 - Sewage Plant Operator
17.46
25070 - Stationary Engineer
21.88
25190 - Ventilation Equipment Tender
15.80
25210 - Water Treatment Plant Operator
17.46
27000 - Protective Service Occupations
27004 - Alarm Monitor
15.33
27007 - Baggage Inspector
11.49
27008 - Corrections Officer
18.04
27010 - Court Security Officer

17.21
27030 - Detection Dog Handler

16.84
27040 - Detention Officer

18.04
27070 - Firefighter

17.21
27101 - Guard I

11.49
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

14.09
28310 - Lifeguard

10.83
28350 - Park Attendant (Aide)

15.76
28510 - Recreation Aide/Health Facility Attendant

11.50
28515 - Recreation Specialist

19.52
28630 - Sports Official

12.55
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)
39.25

30011 - Air Traffic Control Specialist Station (HFO) (see 2)
27.06

30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)
29.80

30021 - Archeological Technician I
15.49

30022 - Archeological Technician II
18.51

30023 - Archeological Technician III
22.93

30030 - Cartographic Technician
22.93

30040 - Civil Engineering Technician
21.47

30051 - Cryogenic Technician I
23.78

30052 - Cryogenic Technician II
26.26

30061 - Drafter/CAD Operator I
15.49

30062 - Drafter/CAD Operator II
18.51

30063 - Drafter/CAD Operator III
20.64

30064 - Drafter/CAD Operator IV
25.40
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
22.93
30095 - Evidence Control Specialist
21.47
30210 - Laboratory Technician
20.64
30221 - Latent Fingerprint Technician I
23.78
30222 - Latent Fingerprint Technician II
26.26
30240 - Mathematical Technician
22.93
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
26.26
30390 - Photo-Optics Technician

22.93

30395 - Radiation Control Technician

26.26

30461 - Technical Writer I

21.47

30462 - Technical Writer II

26.26

30463 - Technical Writer III

31.93

30491 - Unexploded Ordnance (UXO) Technician I

24.94

30492 - Unexploded Ordnance (UXO) Technician II

30.18

30493 - Unexploded Ordnance (UXO) Technician III

36.17

30494 - Unexploded (UXO) Safety Escort

24.94

30495 - Unexploded (UXO) Sweep Personnel

24.94

30501 - Weather Forecaster I

25.40

30502 - Weather Forecaster II

30.91

30620 - Weather Observer Combined Upper Air Or (see 2)

20.64

Surface Programs

30621 - Weather Observer Senior (see 2)

22.18

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot

30.18

31020 - Bus Aide

12.10

31030 - Bus Driver

16.53

31043 - Driver Courier

15.57

31260 - Parking and Lot Attendant
11.29
31290 - Shuttle Bus Driver
16.95
31310 - Taxi Driver
10.46
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
14.71
99030 - Cashier
9.23
99050 - Desk Clerk
9.98
99095 - Embalmer
22.74
99130 - Flight Follower
24.94
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
13.11

99710 - Recycling Laborer
16.46
99711 - Recycling Specialist
20.12
99730 - Refuse Collector
14.78
99810 - Sales Clerk
12.63
99820 - School Crossing Guard
13.76
99830 - Survey Party Chief
20.26
99831 - Surveying Aide
11.73
99832 - Surveying Technician
19.40
99840 - Vending Machine Attendant
11.83
99841 - Vending Machine Repairer
14.96
99842 - Vending Machine Repairer Helper
12.06

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 \$4.48 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 \$4.18 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))."