

"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.: 2015-5075
Daniel W. Simms	Division of	Revision No.: 12
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.

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 RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I 14.89	
01012 - Accounting Clerk II 16.72	
01013 - Accounting Clerk III 18.70	
01020 - Administrative Assistant 28.49	
01035 - Court Reporter 30.70	
01041 - Customer Service Representative I 13.71	
01042 - Customer Service Representative II 15.42	
01043 - Customer Service Representative III 16.83	
01051 - Data Entry Operator I 14.12	
01052 - Data Entry Operator II 15.41	
01060 - Dispatcher Motor Vehicle 19.97	
01070 - Document Preparation Clerk 15.98	
01090 - Duplicating Machine Operator 15.98	

01111 - General Clerk I
12.42

01112 - General Clerk II
15.00

01113 - General Clerk III
17.07

01120 - Housing Referral Assistant
20.96

01141 - Messenger Courier
13.87

01191 - Order Clerk I
15.72

01192 - Order Clerk II
17.16

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
15.96

01311 - Secretary I
15.96

01312 - Secretary II
17.85

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

13.52
01532 - Travel Clerk II

14.57
01533 - Travel Clerk III

15.54
01611 - Word Processor I

14.06
01612 - Word Processor II

16.06
01613 - Word Processor III

19.05
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass

22.82
05010 - Automotive Electrician

21.52
05040 - Automotive Glass Installer

20.49
05070 - Automotive Worker

20.49
05110 - Mobile Equipment Servicer

18.01
05130 - Motor Equipment Metal Mechanic

22.46
05160 - Motor Equipment Metal Worker

20.49
05190 - Motor Vehicle Mechanic

22.46
05220 - Motor Vehicle Mechanic Helper

16.72
05250 - Motor Vehicle Upholstery Worker

19.08
05280 - Motor Vehicle Wrecker

20.49
05310 - Painter Automotive

21.52
05340 - Radiator Repair Specialist

20.49
05370 - Tire Repairer

15.80
05400 - Transmission Repair Specialist

22.46
07000 - Food Preparation And Service Occupations
07010 - Baker

12.77
07041 - Cook I

12.28
07042 - Cook II

14.24
07070 - Dishwasher

10.30
07130 - Food Service Worker

10.20
07210 - Meat Cutter

16.34
07260 - Waiter/Waitress

9.28
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
19.90
 11122 - Housekeeping Aide
12.89
 11150 - Janitor
12.89
 11210 - Laborer Grounds Maintenance
14.63
 11240 - Maid or Houseman
11.10
 11260 - Pruner
12.85
 11270 - Tractor Operator
18.14
 11330 - Trail Maintenance Worker
14.63
 11360 - Window Cleaner
14.67
12000 - Health Occupations
 12010 - Ambulance Driver
19.90
 12011 - Breath Alcohol Technician
19.70
 12012 - Certified Occupational Therapist Assistant
26.22
 12015 - Certified Physical Therapist Assistant
25.51
 12020 - Dental Assistant
18.51
 12025 - Dental Hygienist
32.78
 12030 - EKG Technician

25.17

12035 - Electroneurodiagnostic Technologist

25.17

12040 - Emergency Medical Technician

19.90

12071 - Licensed Practical Nurse I

17.60

12072 - Licensed Practical Nurse II

19.70

12073 - Licensed Practical Nurse III

21.96

12100 - Medical Assistant

16.16

12130 - Medical Laboratory Technician

20.92

12160 - Medical Record Clerk

18.20

12190 - Medical Record Technician

20.36

12195 - Medical Transcriptionist

19.67

12210 - Nuclear Medicine Technologist

35.78

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

15.52

12280 - Phlebotomist
15.92
12305 - Radiologic Technologist
25.81
12311 - Registered Nurse I
26.36
12312 - Registered Nurse II
29.18
12313 - Registered Nurse II Specialist
29.18
12314 - Registered Nurse III
35.30
12315 - Registered Nurse III Anesthetist
35.30
12316 - Registered Nurse IV
42.33
12317 - Scheduler (Drug and Alcohol Testing)
24.40
12320 - Substance Abuse Treatment Counselor
18.51
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
26.71
Administrator
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
19.55
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)

24.21

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

31.61

15070 - Flight Instructor (Pilot)

50.64

15080 - Graphic Artist

25.12

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
 13.84
 16250 - Washer Machine
 11.71
 19000 - Machine Tool Operation And Repair Occupations
 19010 - Machine-Tool Operator (Tool Room)
 25.27
 19040 - Tool And Die Maker
 29.47
 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
12.91
21080 - Production Line Worker (Food Processing)
19.14
21110 - Shipping Packer
17.02
21130 - Shipping/Receiving Clerk
17.02
21140 - Store Worker I
12.71
21150 - Stock Clerk
18.80
21210 - Tools And Parts Attendant
19.14
21410 - Warehouse Specialist
19.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
32.27
23019 - Aircraft Logs and Records Technician
26.42
23021 - Aircraft Mechanic I
31.09
23022 - Aircraft Mechanic II
32.27
23023 - Aircraft Mechanic III
33.50
23040 - Aircraft Mechanic Helper
22.31
23050 - Aircraft Painter
29.78

23060 - Aircraft Servicer
26.42
23070 - Aircraft Survival Flight Equipment Technician
29.78
23080 - Aircraft Worker
28.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
28.37
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
31.09
II
23110 - Appliance Mechanic
24.85
23120 - Bicycle Repairer
21.03
23125 - Cable Splicer
35.90
23130 - Carpenter Maintenance
29.99
23140 - Carpet Layer
31.06
23160 - Electrician Maintenance
34.50
23181 - Electronics Technician Maintenance I
27.82
23182 - Electronics Technician Maintenance II
29.21
23183 - Electronics Technician Maintenance III
30.49
23260 - Fabric Worker
22.14
23290 - Fire Alarm System Mechanic
28.00
23310 - Fire Extinguisher Repairer
21.82
23311 - Fuel Distribution System Mechanic

27.30
23312 - Fuel Distribution System Operator

21.67
23370 - General Maintenance Worker

20.67
23380 - Ground Support Equipment Mechanic

31.09
23381 - Ground Support Equipment Servicer

26.42
23382 - Ground Support Equipment Worker

28.37
23391 - Gunsmith I

21.82
23392 - Gunsmith II

25.30
23393 - Gunsmith III

27.72
23410 - Heating Ventilation And Air-Conditioning

26.15
Mechanic
23411 - Heating Ventilation And Air Contidioning

27.15
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic

25.35
23440 - Heavy Equipment Operator

31.93
23460 - Instrument Mechanic

27.31
23465 - Laboratory/Shelter Mechanic

26.56
23470 - Laborer

17.17
23510 - Locksmith

22.23
23530 - Machinery Maintenance Mechanic

27.80

23550 - Machinist Maintenance
24.17
23580 - Maintenance Trades Helper
18.37
23591 - Metrology Technician I
27.31
23592 - Metrology Technician II
28.35
23593 - Metrology Technician III
29.43
23640 - Millwright
31.16
23710 - Office Appliance Repairer
22.23
23760 - Painter Maintenance
27.39
23790 - Pipefitter Maintenance
37.03
23810 - Plumber Maintenance
35.47
23820 - Pneudraulic Systems Mechanic
27.72
23850 - Rigger
27.15
23870 - Scale Mechanic
25.30
23890 - Sheet-Metal Worker Maintenance
36.06
23910 - Small Engine Mechanic
21.36
23931 - Telecommunications Mechanic I
26.63
23932 - Telecommunications Mechanic II
27.64
23950 - Telephone Lineman
31.35
23960 - Welder Combination Maintenance 23.21

23965 - Well Driller
23.29
23970 - Woodcraft Worker
27.72
23980 - Woodworker
21.82
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
10.91
24620 - Family Readiness And Support Services
15.17
Coordinator
24630 - Homemaker
15.17
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
31.96
25040 - Sewage Plant Operator
25.31
25070 - Stationary Engineer
31.96
25190 - Ventilation Equipment Tender
22.93
25210 - Water Treatment Plant Operator
25.31
27000 - Protective Service Occupations
27004 - Alarm Monitor
20.55
27007 - Baggage Inspector
12.71
27008 - Corrections Officer

18.94
27010 - Court Security Officer

23.52
27030 - Detection Dog Handler

16.66
27040 - Detention Officer

18.94
27070 - Firefighter

28.37
27101 - Guard I

12.71
27102 - Guard II

16.66
27131 - Police Officer I

24.78
27132 - Police Officer II

27.54
28000 - Recreation Occupations

28041 - Carnival Equipment Operator

13.48
28042 - Carnival Equipment Repairer

14.79
28043 - Carnival Worker

9.55
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

17.14
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)
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
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
25.41
 30052 - Cryogenic Technician II
28.06
 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
22.06
30095 - Evidence Control Specialist
22.78
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

28.06
30390 - Photo-Optics Technician

26.82
30395 - Radiation Control Technician

28.06
30461 - Technical Writer I

23.51
30462 - Technical Writer II

28.76
30463 - Technical Writer III

34.79
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

27.25
30502 - Weather Forecaster II

30.91
30620 - Weather Observer Combined Upper Air Or (see 2)

24.15
Surface Programs
30621 - Weather Observer Senior (see 2)

26.82
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot

30.18
31020 - Bus Aide

13.99
31030 - Bus Driver

20.52

31043 - Driver Courier
15.43
31260 - Parking and Lot Attendant
9.85
31290 - Shuttle Bus Driver
16.94
31310 - Taxi Driver
11.77
31361 - Truckdriver Light
16.94
31362 - Truckdriver Medium
17.97
31363 - Truckdriver Heavy
24.05
31364 - Truckdriver Tractor-Trailer
24.05
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
14.71
99030 - Cashier
10.39
99050 - Desk Clerk
10.92
99095 - Embalmer
29.90
99130 - Flight Follower
24.94
99251 - Laboratory Animal Caretaker I
12.86
99252 - Laboratory Animal Caretaker II
14.10
99260 - Marketing Analyst
31.18
99310 - Mortician
30.54
99410 - Pest Controller
17.61

99510 - Photofinishing Worker
15.72
99710 - Recycling Laborer
18.91
99711 - Recycling Specialist
23.43
99730 - Refuse Collector
16.61
99810 - Sales Clerk
12.95
99820 - School Crossing Guard
13.80
99830 - Survey Party Chief
24.37
99831 - Surveying Aide
16.17
99832 - Surveying Technician
22.16
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: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour or \$167.20 per week or \$724.53 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))."