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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5397
Revision No.: 28
Date Of Last Revision: 5/13/2026

State: Montana

Area: Montana Counties of Big Horn, Blaine, Chouteau, Fergus, Glacier, Hill, Judith Basin, Liberty, Musselshell, Petroleum, Pondera, Teton, Toole and Wheatland

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.31
01012 - Accounting Clerk II		19.43
01013 - Accounting Clerk III		21.73
01020 - Administrative Assistant		27.47
01035 - Court Reporter		20.86
01041 - Customer Service Representative I		16.79
01042 - Customer Service Representative II		18.32
01043 - Customer Service Representative III		20.55
01051 - Data Entry Operator I		17.57
01052 - Data Entry Operator II		19.18
01060 - Dispatcher, Motor Vehicle		24.20
01070 - Document Preparation Clerk		16.62
01090 - Duplicating Machine Operator		16.62
01111 - General Clerk I		16.91
01112 - General Clerk II		18.45
01113 - General Clerk III		20.70
01120 - Housing Referral Assistant		23.25
01141 - Messenger Courier		13.53
01191 - Order Clerk I		15.23
01192 - Order Clerk II		16.62
01261 - Personnel Assistant (Employment) I		18.65
01262 - Personnel Assistant (Employment) II		20.86
01263 - Personnel Assistant (Employment) III		23.25
01270 - Production Control Clerk		22.35
01290 - Rental Clerk		19.73
01300 - Scheduler, Maintenance		18.65
01311 - Secretary I		18.65
01312 - Secretary II		20.86
01313 - Secretary III		23.25
01320 - Service Order Dispatcher		21.64
01410 - Supply Technician		27.47
01420 - Survey Worker		19.10
01460 - Switchboard Operator/Receptionist		17.44
01531 - Travel Clerk I		15.85
01532 - Travel Clerk II		16.50
01533 - Travel Clerk III		19.25
01611 - Word Processor I		16.62
01612 - Word Processor II		18.65
01613 - Word Processor III		20.86
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.14
05010 - Automotive Electrician		21.43
05040 - Automotive Glass Installer		19.96
05070 - Automotive Worker		19.96
05110 - Mobile Equipment Servicer		17.27
05130 - Motor Equipment Metal Mechanic		22.88
05160 - Motor Equipment Metal Worker		19.96
05190 - Motor Vehicle Mechanic		22.88
05220 - Motor Vehicle Mechanic Helper		15.89
05250 - Motor Vehicle Upholstery Worker		18.63
05280 - Motor Vehicle Wrecker		19.96
05310 - Painter, Automotive		21.43
05340 - Radiator Repair Specialist		19.96
05370 - Tire Repairer		18.15
05400 - Transmission Repair Specialist		22.88

07000 - Food Preparation And Service Occupations		
07010 - Baker		15.84
07041 - Cook I		17.25
07042 - Cook II		19.94
07070 - Dishwasher		12.97
07130 - Food Service Worker		14.28
07210 - Meat Cutter		17.90
07260 - Waiter/Waitress		10.63
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		29.87
09040 - Furniture Handler		18.28
09080 - Furniture Refinisher		29.87
09090 - Furniture Refinisher Helper		22.15
09110 - Furniture Repairer, Minor		25.95
09130 - Upholsterer		29.87
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		16.89
11060 - Elevator Operator		17.72
11090 - Gardener		24.16
11122 - Housekeeping Aide		17.72
11150 - Janitor		17.72
11210 - Laborer, Grounds Maintenance		18.35
11240 - Maid or Houseman		15.29
11260 - Pruner		16.21
11270 - Tractor Operator		22.23
11330 - Trail Maintenance Worker		18.35
11360 - Window Cleaner		20.06
12000 - Health Occupations		
12010 - Ambulance Driver		18.05
12011 - Breath Alcohol Technician		26.02
12012 - Certified Occupational Therapist Assistant		35.70
12015 - Certified Physical Therapist Assistant		30.65
12020 - Dental Assistant		21.15
12025 - Dental Hygienist		45.24
12030 - EKG Technician		39.42
12035 - Electroneurodiagnostic Technologist		39.42
12040 - Emergency Medical Technician		18.05
12071 - Licensed Practical Nurse I		23.26
12072 - Licensed Practical Nurse II		26.02
12073 - Licensed Practical Nurse III		29.00
12100 - Medical Assistant		20.83
12130 - Medical Laboratory Technician		37.25
12160 - Medical Record Clerk		21.94
12190 - Medical Record Technician		24.54
12195 - Medical Transcriptionist		23.26
12210 - Nuclear Medicine Technologist		57.18
12221 - Nursing Assistant I		13.30
12222 - Nursing Assistant II		14.96
12223 - Nursing Assistant III		16.33
12224 - Nursing Assistant IV		18.33
12235 - Optical Dispenser		26.02
12236 - Optical Technician		23.26
12250 - Pharmacy Technician		21.92
12280 - Phlebotomist		21.85
12305 - Radiologic Technologist		35.51
12311 - Registered Nurse I		26.34
12312 - Registered Nurse II		32.22
12313 - Registered Nurse II, Specialist		32.22
12314 - Registered Nurse III		38.98
12315 - Registered Nurse III, Anesthetist		38.98
12316 - Registered Nurse IV		46.73
12317 - Scheduler (Drug and Alcohol Testing)		32.23
12320 - Substance Abuse Treatment Counselor		28.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.10
13012 - Exhibits Specialist II		21.18
13013 - Exhibits Specialist III		25.91
13041 - Illustrator I		17.10
13042 - Illustrator II		21.18
13043 - Illustrator III		25.91
13047 - Librarian		23.46
13050 - Library Aide/Clerk		14.40
13054 - Library Information Technology Systems Administrator		21.18
13058 - Library Technician		16.67
13061 - Media Specialist I		15.29
13062 - Media Specialist II		17.10
13063 - Media Specialist III		19.07
13071 - Photographer I		15.46
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13090 - Technical Order Library Clerk		18.09
13110 - Video Teleconference Technician		15.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.04
14043 - Computer Operator III		24.57
14044 - Computer Operator IV		27.30
14045 - Computer Operator V		30.24
14071 - Computer Programmer I	(see 1)	21.01

14072 - Computer Programmer II	(see 1)	26.04
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		19.71
14160 - Personal Computer Support Technician		27.30
14170 - System Support Specialist		30.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.77
15020 - Aircrew Training Devices Instructor (Rated)		40.84
15030 - Air Crew Training Devices Instructor (Pilot)		48.97
15050 - Computer Based Training Specialist / Instructor		33.77
15060 - Educational Technologist		33.37
15070 - Flight Instructor (Pilot)		48.97
15080 - Graphic Artist		24.92
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.97
15086 - Maintenance Test Pilot, Rotary Wing		48.97
15088 - Non-Maintenance Test/Co-Pilot		48.97
15090 - Technical Instructor		27.72
15095 - Technical Instructor/Course Developer		33.89
15110 - Test Proctor		22.36
15120 - Tutor		22.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.02
16030 - Counter Attendant		13.02
16040 - Dry Cleaner		14.87
16070 - Finisher, Flatwork, Machine		13.02
16090 - Presser, Hand		13.02
16110 - Presser, Machine, Drycleaning		13.02
16130 - Presser, Machine, Shirts		13.02
16160 - Presser, Machine, Wearing Apparel, Laundry		13.02
16190 - Sewing Machine Operator		15.49
16220 - Tailor		16.10
16250 - Washer, Machine		13.64
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		32.07
19040 - Tool And Die Maker		39.71
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.54
21030 - Material Coordinator		23.35
21040 - Material Expediter		23.35
21050 - Material Handling Laborer		18.13
21071 - Order Filler		17.70
21080 - Production Line Worker (Food Processing)		21.54
21110 - Shipping Packer		18.97
21130 - Shipping/Receiving Clerk		18.97
21140 - Store Worker I		14.76
21150 - Stock Clerk		21.00
21210 - Tools And Parts Attendant		21.54
21410 - Warehouse Specialist		21.54
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		36.25
23019 - Aircraft Logs and Records Technician		27.86
23021 - Aircraft Mechanic I		34.23
23022 - Aircraft Mechanic II		36.25
23023 - Aircraft Mechanic III		38.35
23040 - Aircraft Mechanic Helper		23.77
23050 - Aircraft, Painter		32.07
23060 - Aircraft Servicer		27.86
23070 - Aircraft Survival Flight Equipment Technician		32.07
23080 - Aircraft Worker		29.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		29.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		34.23
23110 - Appliance Mechanic		32.07
23120 - Bicycle Repairer		25.84
23125 - Cable Splicer		49.78
23130 - Carpenter, Maintenance		25.19
23140 - Carpet Layer		29.86
23160 - Electrician, Maintenance		36.54
23181 - Electronics Technician Maintenance I		29.86
23182 - Electronics Technician Maintenance II		32.07
23183 - Electronics Technician Maintenance III		34.23
23260 - Fabric Worker		27.86
23290 - Fire Alarm System Mechanic		34.23
23310 - Fire Extinguisher Repairer		25.84
23311 - Fuel Distribution System Mechanic		45.22
23312 - Fuel Distribution System Operator		34.13
23370 - General Maintenance Worker		22.40
23380 - Ground Support Equipment Mechanic		34.23
23381 - Ground Support Equipment Servicer		27.86
23382 - Ground Support Equipment Worker		29.86
23391 - Gunsmith I		25.84
23392 - Gunsmith II		29.86
23393 - Gunsmith III		34.23
23410 - Heating, Ventilation And Air-Conditioning		

Mechanic		28.96
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.66
23430 - Heavy Equipment Mechanic		36.77
23440 - Heavy Equipment Operator		28.79
23460 - Instrument Mechanic		34.23
23465 - Laboratory/Shelter Mechanic		32.07
23470 - Laborer		18.13
23510 - Locksmith		32.07
23530 - Machinery Maintenance Mechanic		37.97
23550 - Machinist, Maintenance		28.38
23580 - Maintenance Trades Helper		20.21
23591 - Metrology Technician I		34.23
23592 - Metrology Technician II		36.25
23593 - Metrology Technician III		38.35
23640 - Millwright		34.23
23710 - Office Appliance Repairer		32.07
23760 - Painter, Maintenance		29.24
23790 - Pipefitter, Maintenance		42.35
23810 - Plumber, Maintenance		39.38
23820 - Pneudraulic Systems Mechanic		34.23
23850 - Rigger		34.23
23870 - Scale Mechanic		29.86
23890 - Sheet-Metal Worker, Maintenance		34.23
23910 - Small Engine Mechanic		29.86
23931 - Telecommunications Mechanic I		35.16
23932 - Telecommunications Mechanic II		37.23
23950 - Telephone Lineman		31.41
23960 - Welder, Combination, Maintenance		27.18
23965 - Well Driller		34.23
23970 - Woodcraft Worker		34.23
23980 - Woodworker		25.84
24000 - Personal Needs Occupations		
24550 - Case Manager		16.62
24570 - Child Care Attendant		14.69
24580 - Child Care Center Clerk		18.32
24610 - Chore Aide		15.76
24620 - Family Readiness And Support Services Coordinator		16.62
24630 - Homemaker		16.62
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.39
25040 - Sewage Plant Operator		28.07
25070 - Stationary Engineer		30.39
25190 - Ventilation Equipment Tender		21.11
25210 - Water Treatment Plant Operator		28.07
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.34
27007 - Baggage Inspector		16.47
27008 - Corrections Officer		23.39
27010 - Court Security Officer		26.54
27030 - Detection Dog Handler		18.42
27040 - Detention Officer		23.39
27070 - Firefighter		28.74
27101 - Guard I		16.47
27102 - Guard II		18.42
27131 - Police Officer I		26.34
27132 - Police Officer II		29.27
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.38
28042 - Carnival Equipment Repairer		21.07
28043 - Carnival Worker		14.14
28210 - Gate Attendant/Gate Tender		20.55
28310 - Lifeguard		15.84
28350 - Park Attendant (Aide)		22.99
28510 - Recreation Aide/Health Facility Attendant		16.78
28515 - Recreation Specialist		25.51
28630 - Sports Official		18.31
28690 - Swimming Pool Operator		24.35
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.86
29020 - Hatch Tender		29.86
29030 - Line Handler		29.86
29041 - Stevedore I		27.86
29042 - Stevedore II		32.07
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		16.19
30022 - Archeological Technician II		18.62
30023 - Archeological Technician III		22.43
30030 - Cartographic Technician		22.86
30040 - Civil Engineering Technician		23.69
30051 - Cryogenic Technician I		21.59
30052 - Cryogenic Technician II		23.85
30061 - Drafter/CAD Operator I		16.19
30062 - Drafter/CAD Operator II		18.44
30063 - Drafter/CAD Operator III		20.47

30064 - Drafter/CAD Operator IV		24.86
30081 - Engineering Technician I		12.90
30082 - Engineering Technician II		15.44
30083 - Engineering Technician III		17.27
30084 - Engineering Technician IV		21.41
30085 - Engineering Technician V		26.19
30086 - Engineering Technician VI		31.68
30090 - Environmental Technician		16.38
30095 - Evidence Control Specialist		19.49
30210 - Laboratory Technician		21.13
30221 - Latent Fingerprint Technician I		21.59
30222 - Latent Fingerprint Technician II		23.85
30240 - Mathematical Technician		21.60
30361 - Paralegal/Legal Assistant I		22.17
30362 - Paralegal/Legal Assistant II		27.46
30363 - Paralegal/Legal Assistant III		33.59
30364 - Paralegal/Legal Assistant IV		40.63
30375 - Petroleum Supply Specialist		23.85
30390 - Photo-Optics Technician		21.89
30395 - Radiation Control Technician		23.85
30461 - Technical Writer I		18.37
30462 - Technical Writer II		22.46
30463 - Technical Writer III		27.18
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		24.86
30502 - Weather Forecaster II		30.24
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.47
30621 - Weather Observer, Senior	(see 2)	21.60
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		12.84
31030 - Bus Driver		18.23
31043 - Driver Courier		20.02
31260 - Parking and Lot Attendant		14.61
31290 - Shuttle Bus Driver		19.48
31310 - Taxi Driver		15.71
31361 - Truckdriver, Light		21.76
31362 - Truckdriver, Medium		23.47
31363 - Truckdriver, Heavy		28.13
31364 - Truckdriver, Tractor-Trailer		28.13
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.52
99050 - Desk Clerk		14.73
99095 - Embalmer		32.26
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.15
99252 - Laboratory Animal Caretaker II		18.64
99260 - Marketing Analyst		34.82
99310 - Mortician		32.26
99410 - Pest Controller		26.95
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		26.49
99711 - Recycling Specialist		32.09
99730 - Refuse Collector		23.41
99810 - Sales Clerk		16.76
99820 - School Crossing Guard		16.77
99830 - Survey Party Chief		27.17
99831 - Surveying Aide		16.87
99832 - Surveying Technician		22.94
99840 - Vending Machine Attendant		22.99
99841 - Vending Machine Repairer		28.88
99842 - Vending Machine Repairer Helper		22.99

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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 5 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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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))."""