"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
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5377
Revision No.: 30
Date Of Last Revision: 12/03/2025

State: South Dakota

Area: South Dakota Counties of Bennett, Butte, Corson, Dewey, Fall River, Gregory, Haakon, Harding, Jackson, Jones, Lawrence, Lyman, Mellette, Oglala Lakota, Perkins, Stanley, Todd, Tripp, Ziebach

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.71
01012 - Accounting Clerk II		18.75
01013 - Accounting Clerk III		20.97
01020 - Administrative Assistant		23.80
01035 - Court Reporter		21.01
01041 - Customer Service Representative I		15.75
01042 - Customer Service Representative II		17.19
01043 - Customer Service Representative III		19.29
01051 - Data Entry Operator I		15.33
01052 - Data Entry Operator II		16.73
01060 - Dispatcher, Motor Vehicle		18.33
01070 - Document Preparation Clerk		16.73
01090 - Duplicating Machine Operator		16.73
01111 - General Clerk I		15.23
01112 - General Clerk II		16.62
01113 - General Clerk III		18.65
01120 - Housing Referral Assistant		23.41
01141 - Messenger Courier		13.63
01191 - Order Clerk I		15.33
01192 - Order Clerk II		16.73
01261 - Personnel Assistant (Employment) I		18.78
01262 - Personnel Assistant (Employment) II		21.01
01263 - Personnel Assistant (Employment) III		23.41
01270 - Production Control Clerk		23.41
01290 - Rental Clerk		17.03
01300 - Scheduler, Maintenance		18.78
01311 - Secretary I		18.78
01312 - Secretary II		21.01
01313 - Secretary III		23.41
01320 - Service Order Dispatcher		16.38
01410 - Supply Technician		23.80
01420 - Survey Worker		18.59
01460 - Switchboard Operator/Receptionist		17.17
01531 - Travel Clerk I		15.85
01532 - Travel Clerk II		16.50
01533 - Travel Clerk III		19.25
01611 - Word Processor I		16.73
01612 - Word Processor II		18.78
01613 - Word Processor III		21.01
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	26.61
05010 - Automotive Electrician	21.53
05040 - Automotive Glass Installer	20.20
05070 - Automotive Worker	20.20
05110 - Mobile Equipment Servicer	17.58
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.20
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	16.28
05250 - Motor Vehicle Upholstery Worker	18.87
05280 - Motor Vehicle Wrecker	20.20
05310 - Painter, Automotive	21.53
05340 - Radiator Repair Specialist	20.20
05370 - Tire Repairer	17.32
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.49
07041 - Cook I	16.62
07042 - Cook II	19.09
07070 - Dishwasher	12.57
07130 - Food Service Worker	14.00
07210 - Meat Cutter	17.25
07260 - Waiter/Waitress	13.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.42
09040 - Furniture Handler	16.65
09080 - Furniture Refinisher	25.42
09090 - Furniture Refinisher Helper	19.85
09110 - Furniture Repairer, Minor	23.02
09130 - Upholsterer	25.42
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.00
11060 - Elevator Operator	16.29
11090 - Gardener	18.73
11122 - Housekeeping Aide	16.29
11150 - Janitor	16.29
11210 - Laborer, Grounds Maintenance	14.55
11240 - Maid or Houseman	13.63
11260 - Pruner	13.10
11270 - Tractor Operator	17.35
11330 - Trail Maintenance Worker	14.55
11360 - Window Cleaner	18.10
12000 - Health Occupations	
12010 - Ambulance Driver	19.20
12011 - Breath Alcohol Technician	21.75
12012 - Certified Occupational Therapist Assistant	29.84
12015 - Certified Physical Therapist Assistant	25.89
12020 - Dental Assistant	22.66
12025 - Dental Hygienist	39.72
12030 - EKG Technician	32.95
12035 - Electroneurodiagnostic Technologist	32.95
12040 - Emergency Medical Technician	19.20
12071 - Licensed Practical Nurse I	19.44
12072 - Licensed Practical Nurse II	21.75
12073 - Licensed Practical Nurse III	24.24
12100 - Medical Assistant	18.43
12130 - Medical Laboratory Technician	28.28
12160 - Medical Record Clerk	23.06
12190 - Medical Record Technician	25.79
12195 - Medical Transcriptionist	21.01
12210 - Nuclear Medicine Technologist	47.79
12221 - Nursing Assistant I	12.95
12222 - Nursing Assistant II	14.58
12223 - Nursing Assistant III	15.91
12224 - Nursing Assistant IV	17.85

12235 - Optical Dispenser		18.06
12236 - Optical Technician		19.44
12250 - Pharmacy Technician		21.31
12280 - Phlebotomist		19.44
12305 - Radiologic Technologist		35.30
12311 - Registered Nurse I		26.48
12312 - Registered Nurse II		32.38
12313 - Registered Nurse II, Specialist		32.38
12314 - Registered Nurse III		39.17
12315 - Registered Nurse III, Anesthetist		39.17
12316 - Registered Nurse IV		46.96
12317 - Scheduler (Drug and Alcohol Testing)		26.94
12320 - Substance Abuse Treatment Counselor		25.74
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.11
13012 - Exhibits Specialist II		19.95
13013 - Exhibits Specialist III		24.40
13041 - Illustrator I		16.11
13042 - Illustrator II		19.95
13043 - Illustrator III		24.40
13047 - Librarian		22.10
13050 - Library Aide/Clerk		12.83
13054 - Library Information Technology Systems Administrator		19.95
13058 - Library Technician		14.09
13061 - Media Specialist I		14.40
13062 - Media Specialist II		16.11
13063 - Media Specialist III		17.95
13071 - Photographer I		14.40
13072 - Photographer II		16.11
13073 - Photographer III		19.95
13074 - Photographer IV		24.40
13075 - Photographer V		29.53
13090 - Technical Order Library Clerk		16.11
13110 - Video Teleconference Technician		14.40
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.05
14042 - Computer Operator II		17.95
14043 - Computer Operator III		20.50
14044 - Computer Operator IV		22.24
14045 - Computer Operator V		27.05
14071 - Computer Programmer I	(see 1)	21.33
14072 - Computer Programmer II	(see 1)	26.41
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		16.05
14160 - Personal Computer Support Technician		26.10
14170 - System Support Specialist		28.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.83
15020 - Aircrew Training Devices Instructor (Rated)		39.72
15030 - Air Crew Training Devices Instructor (Pilot)		47.61
15050 - Computer Based Training Specialist / Instructor		32.83
15060 - Educational Technologist		31.16
15070 - Flight Instructor (Pilot)		47.61
15080 - Graphic Artist		18.88
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.61
15086 - Maintenance Test Pilot, Rotary Wing		47.61
15088 - Non-Maintenance Test/Co-Pilot		47.61
15090 - Technical Instructor		23.60
15095 - Technical Instructor/Course Developer		28.86
15110 - Test Proctor		19.04

15120 - Tutor	19.04
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)	26.75
19040 - Tool And Die Maker	33.19
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.33
21030 - Material Coordinator	24.73
21040 - Material Expediter	24.73
21050 - Material Handling Laborer	15.77
21071 - Order Filler	15.11
21080 - Production Line Worker (Food Processing)	21.33
21110 - Shipping Packer	18.22
21130 - Shipping/Receiving Clerk	18.22
21140 - Store Worker I	14.10
21150 - Stock Clerk	19.12
21210 - Tools And Parts Attendant	21.33
21410 - Warehouse Specialist	21.33
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.01
23019 - Aircraft Logs and Records Technician	23.45
23021 - Aircraft Mechanic I	28.37
23022 - Aircraft Mechanic II	30.01
23023 - Aircraft Mechanic III	31.64
23040 - Aircraft Mechanic Helper	20.23
23050 - Aircraft, Painter	26.75
23060 - Aircraft Servicer	23.45
23070 - Aircraft Survival Flight Equipment Technician	26.75
23080 - Aircraft Worker	25.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.37
23110 - Appliance Mechanic	26.75
23120 - Bicycle Repairer	21.84
23125 - Cable Splicer	44.07
23130 - Carpenter, Maintenance	19.78
23140 - Carpet Layer	25.09
23160 - Electrician, Maintenance	26.94
23181 - Electronics Technician Maintenance I	25.09
23182 - Electronics Technician Maintenance II	26.75
23183 - Electronics Technician Maintenance III	28.37
23260 - Fabric Worker	23.45
23290 - Fire Alarm System Mechanic	28.37
23310 - Fire Extinguisher Repairer	21.84
23311 - Fuel Distribution System Mechanic	37.49
23312 - Fuel Distribution System Operator	29.28
23370 - General Maintenance Worker	22.27
23380 - Ground Support Equipment Mechanic	28.37
23381 - Ground Support Equipment Servicer	23.45
23382 - Ground Support Equipment Worker	25.09
23391 - Gunsmith I	21.84
23392 - Gunsmith II	25.09
23393 - Gunsmith III	28.37

23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.38
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.79
23430 - Heavy Equipment Mechanic	32.59
23440 - Heavy Equipment Operator	24.41
23460 - Instrument Mechanic	28.37
23465 - Laboratory/Shelter Mechanic	26.75
23470 - Laborer	15.77
23510 - Locksmith	26.75
23530 - Machinery Maintenance Mechanic	32.57
23550 - Machinist, Maintenance	28.37
23580 - Maintenance Trades Helper	20.23
23591 - Metrology Technician I	28.37
23592 - Metrology Technician II	30.01
23593 - Metrology Technician III	31.64
23640 - Millwright	28.37
23710 - Office Appliance Repairer	26.75
23760 - Painter, Maintenance	22.29
23790 - Pipefitter, Maintenance	24.70
23810 - Plumber, Maintenance	23.29
23820 - Pneudraulic Systems Mechanic	28.37
23850 - Rigger	28.37
23870 - Scale Mechanic	25.09
23890 - Sheet-Metal Worker, Maintenance	28.37
23910 - Small Engine Mechanic	25.09
23931 - Telecommunications Mechanic I	30.18
23932 - Telecommunications Mechanic II	31.93
23950 - Telephone Lineman	24.96
23960 - Welder, Combination, Maintenance	22.19
23965 - Well Driller	28.37
23970 - Woodcraft Worker	28.37
23980 - Woodworker	21.84
24000 - Personal Needs Occupations	
24550 - Case Manager	18.44
24570 - Child Care Attendant	13.16
24580 - Child Care Center Clerk	16.41
24610 - Chore Aide	17.66
24620 - Family Readiness And Support Services Coordinator	18.44
24630 - Homemaker	18.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.51
25040 - Sewage Plant Operator	23.61
25070 - Stationary Engineer	26.51
25190 - Ventilation Equipment Tender	18.90
25210 - Water Treatment Plant Operator	23.61
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.19
27007 - Baggage Inspector	16.73
27008 - Corrections Officer	21.87
27010 - Court Security Officer	22.34
27030 - Detection Dog Handler	18.71
27040 - Detention Officer	21.87
27070 - Firefighter	23.19
27101 - Guard I	16.73
27102 - Guard II	18.71
27131 - Police Officer I	23.69
27132 - Police Officer II	26.33
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.90
28042 - Carnival Equipment Repairer	19.33
28043 - Carnival Worker	13.52
28210 - Gate Attendant/Gate Tender	23.46
28310 - Lifeguard	13.98

28350 - Park Attendant (Aide)		26.24
28510 - Recreation Aide/Health Facility Attendant		19.15
28515 - Recreation Specialist		32.50
28630 - Sports Official		20.90
28690 - Swimming Pool Operator		22.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.09
29020 - Hatch Tender		25.09
29030 - Line Handler		25.09
29041 - Stevedore I		23.45
29042 - Stevedore II		26.75
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		15.52
30022 - Archeological Technician II		17.37
30023 - Archeological Technician III		21.51
30030 - Cartographic Technician		21.51
30040 - Civil Engineering Technician		26.62
30051 - Cryogenic Technician I		23.83
30052 - Cryogenic Technician II		26.32
30061 - Drafter/CAD Operator I		15.52
30062 - Drafter/CAD Operator II		17.37
30063 - Drafter/CAD Operator III		19.36
30064 - Drafter/CAD Operator IV		23.83
30081 - Engineering Technician I		13.83
30082 - Engineering Technician II		15.52
30083 - Engineering Technician III		17.37
30084 - Engineering Technician IV		21.51
30085 - Engineering Technician V		26.32
30086 - Engineering Technician VI		31.84
30090 - Environmental Technician		20.79
30095 - Evidence Control Specialist		21.51
30210 - Laboratory Technician		19.36
30221 - Latent Fingerprint Technician I		23.83
30222 - Latent Fingerprint Technician II		26.32
30240 - Mathematical Technician		21.51
30361 - Paralegal/Legal Assistant I		23.39
30362 - Paralegal/Legal Assistant II		28.97
30363 - Paralegal/Legal Assistant III		35.43
30364 - Paralegal/Legal Assistant IV		42.87
30375 - Petroleum Supply Specialist		26.32
30390 - Photo-Optics Technician		20.20
30395 - Radiation Control Technician		26.32
30461 - Technical Writer I		21.51
30462 - Technical Writer II		26.32
30463 - Technical Writer III		31.84
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		23.83
30502 - Weather Forecaster II		28.99
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.36
30621 - Weather Observer, Senior	(see 2)	21.51
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.72
31030 - Bus Driver		21.72
31043 - Driver Courier		19.13
31260 - Parking and Lot Attendant		14.44
31290 - Shuttle Bus Driver		17.23

31310 - Taxi Driver	14.24
31361 - Truckdriver, Light	20.66
31362 - Truckdriver, Medium	22.18
31363 - Truckdriver, Heavy	25.00
31364 - Truckdriver, Tractor-Trailer	25.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	13.81
99050 - Desk Clerk	14.18
99095 - Embalmer	28.73
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	15.55
99252 - Laboratory Animal Caretaker II	16.80
99260 - Marketing Analyst	27.80
99310 - Mortician	28.73
99410 - Pest Controller	24.10
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	17.55
99711 - Recycling Specialist	20.92
99730 - Refuse Collector	15.80
99810 - Sales Clerk	16.78
99820 - School Crossing Guard	15.70
99830 - Survey Party Chief	23.08
99831 - Surveying Aide	14.86
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	14.62
99841 - Vending Machine Repairer	18.14
99842 - Vending Machine Repairer Helper	14.62

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 $13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. 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 10 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 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))."