"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.: 2015-5011
Revision No.: 27
Date Of Last Revision: 12/03/2025

States: Illinois, Iowa

Area: Iowa County of Scott
Illinois Counties of Henry, Mercer, Rock Island

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.90
01012 - Accounting Clerk II		20.09
01013 - Accounting Clerk III		22.47
01020 - Administrative Assistant		30.00
01035 - Court Reporter		21.50
01041 - Customer Service Representative I		15.21
01042 - Customer Service Representative II		16.60
01043 - Customer Service Representative III		18.63
01051 - Data Entry Operator I		16.60
01052 - Data Entry Operator II		18.12
01060 - Dispatcher, Motor Vehicle		23.90
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		15.42
01112 - General Clerk II		16.83
01113 - General Clerk III		18.89
01120 - Housing Referral Assistant		23.98
01141 - Messenger Courier		17.65
01191 - Order Clerk I		17.04
01192 - Order Clerk II		18.60
01261 - Personnel Assistant (Employment) I		18.32
01262 - Personnel Assistant (Employment) II		20.49
01263 - Personnel Assistant (Employment) III		22.84
01270 - Production Control Clerk		29.60
01290 - Rental Clerk		16.49
01300 - Scheduler, Maintenance		19.22
01311 - Secretary I		19.22
01312 - Secretary II		21.50
01313 - Secretary III		23.98
01320 - Service Order Dispatcher		21.37
01410 - Supply Technician		30.00
01420 - Survey Worker		18.91
01460 - Switchboard Operator/Receptionist		16.66
01531 - Travel Clerk I		17.74
01532 - Travel Clerk II		19.22
01533 - Travel Clerk III		21.50
01611 - Word Processor I		17.13
01612 - Word Processor II		19.22
01613 - Word Processor III		21.50
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.44

05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	21.04
05070 - Automotive Worker	21.04
05110 - Mobile Equipment Servicer	19.14
05130 - Motor Equipment Metal Mechanic	22.92
05160 - Motor Equipment Metal Worker	21.04
05190 - Motor Vehicle Mechanic	22.92
05220 - Motor Vehicle Mechanic Helper	18.40
05250 - Motor Vehicle Upholstery Worker	20.06
05280 - Motor Vehicle Wrecker	21.04
05310 - Painter, Automotive	21.99
05340 - Radiator Repair Specialist	21.04
05370 - Tire Repairer	19.14
05400 - Transmission Repair Specialist	22.92
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.98
07041 - Cook I	16.50
07042 - Cook II	18.13
07070 - Dishwasher	14.00
07130 - Food Service Worker	14.52
07210 - Meat Cutter	17.24
07260 - Waiter/Waitress	14.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.76
09040 - Furniture Handler	16.73
09080 - Furniture Refinisher	21.76
09090 - Furniture Refinisher Helper	18.21
09110 - Furniture Repairer, Minor	19.85
09130 - Upholsterer	21.76
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.26
11060 - Elevator Operator	17.00
11090 - Gardener	20.24
11122 - Housekeeping Aide	17.00
11150 - Janitor	17.00
11210 - Laborer, Grounds Maintenance	17.88
11240 - Maid or Houseman	14.98
11260 - Pruner	17.07
11270 - Tractor Operator	19.45
11330 - Trail Maintenance Worker	17.88
11360 - Window Cleaner	17.80
12000 - Health Occupations	
12010 - Ambulance Driver	18.23
12011 - Breath Alcohol Technician	25.61
12012 - Certified Occupational Therapist Assistant	29.17
12015 - Certified Physical Therapist Assistant	30.56
12020 - Dental Assistant	22.76
12025 - Dental Hygienist	39.05
12030 - EKG Technician	35.98
12035 - Electroneurodiagnostic Technologist	35.98
12040 - Emergency Medical Technician	18.23
12071 - Licensed Practical Nurse I	22.89
12072 - Licensed Practical Nurse II	25.61
12073 - Licensed Practical Nurse III	28.54
12100 - Medical Assistant	20.63
12130 - Medical Laboratory Technician	24.30
12160 - Medical Record Clerk	20.77
12190 - Medical Record Technician	23.22
12195 - Medical Transcriptionist	19.94
12210 - Nuclear Medicine Technologist	56.27
12221 - Nursing Assistant I	13.21
12222 - Nursing Assistant II	14.87
12223 - Nursing Assistant III	16.22
12224 - Nursing Assistant IV	18.21
12235 - Optical Dispenser	19.35

12236 - Optical Technician		21.43
12250 - Pharmacy Technician		19.59
12280 - Phlebotomist		20.21
12305 - Radiologic Technologist		30.75
12311 - Registered Nurse I		26.89
12312 - Registered Nurse II		32.89
12313 - Registered Nurse II, Specialist		32.89
12314 - Registered Nurse III		39.79
12315 - Registered Nurse III, Anesthetist		39.79
12316 - Registered Nurse IV		47.69
12317 - Scheduler (Drug and Alcohol Testing)		31.72
12320 - Substance Abuse Treatment Counselor		26.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.34
13012 - Exhibits Specialist II		26.44
13013 - Exhibits Specialist III		32.35
13041 - Illustrator I		21.34
13042 - Illustrator II		26.44
13043 - Illustrator III		32.35
13047 - Librarian		29.28
13050 - Library Aide/Clerk		15.49
13054 - Library Information Technology Systems Administrator		26.44
13058 - Library Technician		19.83
13061 - Media Specialist I		19.08
13062 - Media Specialist II		21.34
13063 - Media Specialist III		23.79
13071 - Photographer I		17.51
13072 - Photographer II		19.59
13073 - Photographer III		24.27
13074 - Photographer IV		29.69
13075 - Photographer V		35.91
13090 - Technical Order Library Clerk		19.45
13110 - Video Teleconference Technician		23.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.94
14042 - Computer Operator II		23.42
14043 - Computer Operator III		26.10
14044 - Computer Operator IV		29.01
14045 - Computer Operator V		32.13
14071 - Computer Programmer I	(see 1)	24.74
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		20.94
14160 - Personal Computer Support Technician		29.01
14170 - System Support Specialist		32.13
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.15
15020 - Aircrew Training Devices Instructor (Rated)		41.31
15030 - Air Crew Training Devices Instructor (Pilot)		49.51
15050 - Computer Based Training Specialist / Instructor		34.15
15060 - Educational Technologist		36.12
15070 - Flight Instructor (Pilot)		49.51
15080 - Graphic Artist		23.73
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.51
15086 - Maintenance Test Pilot, Rotary Wing		49.51
15088 - Non-Maintenance Test/Co-Pilot		49.51
15090 - Technical Instructor		24.72
15095 - Technical Instructor/Course Developer		30.24
15110 - Test Proctor		19.95
15120 - Tutor		19.95

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	18.46
16030 - Counter Attendant	18.46
16040 - Dry Cleaner	21.10
16070 - Finisher, Flatwork, Machine	18.46
16090 - Presser, Hand	18.46
16110 - Presser, Machine, Drycleaning	18.46
16130 - Presser, Machine, Shirts	18.46
16160 - Presser, Machine, Wearing Apparel, Laundry	18.46
16190 - Sewing Machine Operator	21.97
16220 - Tailor	22.85
16250 - Washer, Machine	19.34
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.53
19040 - Tool And Die Maker	30.03
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.15
21030 - Material Coordinator	29.60
21040 - Material Expediter	29.60
21050 - Material Handling Laborer	19.00
21071 - Order Filler	16.91
21080 - Production Line Worker (Food Processing)	22.15
21110 - Shipping Packer	21.94
21130 - Shipping/Receiving Clerk	21.94
21140 - Store Worker I	22.29
21150 - Stock Clerk	25.45
21210 - Tools And Parts Attendant	22.15
21410 - Warehouse Specialist	22.15
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.28
23019 - Aircraft Logs and Records Technician	29.62
23021 - Aircraft Mechanic I	33.85
23022 - Aircraft Mechanic II	35.28
23023 - Aircraft Mechanic III	36.74
23040 - Aircraft Mechanic Helper	27.18
23050 - Aircraft, Painter	32.48
23060 - Aircraft Servicer	29.62
23070 - Aircraft Survival Flight Equipment Technician	32.48
23080 - Aircraft Worker	31.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.85
23110 - Appliance Mechanic	31.50
23120 - Bicycle Repairer	27.42
23125 - Cable Splicer	46.00
23130 - Carpenter, Maintenance	27.99
23140 - Carpet Layer	30.13
23160 - Electrician, Maintenance	36.27
23181 - Electronics Technician Maintenance I	33.63
23182 - Electronics Technician Maintenance II	35.16
23183 - Electronics Technician Maintenance III	36.64
23260 - Fabric Worker	28.74
23290 - Fire Alarm System Mechanic	28.98
23310 - Fire Extinguisher Repairer	27.42
23311 - Fuel Distribution System Mechanic	34.58
23312 - Fuel Distribution System Operator	29.02
23370 - General Maintenance Worker	24.48
23380 - Ground Support Equipment Mechanic	33.85
23381 - Ground Support Equipment Servicer	29.62
23382 - Ground Support Equipment Worker	31.07
23391 - Gunsmith I	27.42
23392 - Gunsmith II	30.13
23393 - Gunsmith III	32.83
23410 - Heating, Ventilation And Air-Conditioning	29.42

Mechanic	
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.67
23430 - Heavy Equipment Mechanic	31.96
23440 - Heavy Equipment Operator	33.91
23460 - Instrument Mechanic	31.28
23465 - Laboratory/Shelter Mechanic	31.50
23470 - Laborer	19.00
23510 - Locksmith	31.50
23530 - Machinery Maintenance Mechanic	38.16
23550 - Machinist, Maintenance	29.10
23580 - Maintenance Trades Helper	18.47
23591 - Metrology Technician I	31.28
23592 - Metrology Technician II	32.60
23593 - Metrology Technician III	33.95
23640 - Millwright	32.29
23710 - Office Appliance Repairer	24.62
23760 - Painter, Maintenance	26.38
23790 - Pipefitter, Maintenance	34.69
23810 - Plumber, Maintenance	33.28
23820 - Pneudraulic Systems Mechanic	32.83
23850 - Rigger	32.83
23870 - Scale Mechanic	30.13
23890 - Sheet-Metal Worker, Maintenance	37.37
23910 - Small Engine Mechanic	19.96
23931 - Telecommunications Mechanic I	33.61
23932 - Telecommunications Mechanic II	35.03
23950 - Telephone Lineman	31.48
23960 - Welder, Combination, Maintenance	22.40
23965 - Well Driller	32.83
23970 - Woodcraft Worker	32.83
23980 - Woodworker	27.42
24000 - Personal Needs Occupations	
24550 - Case Manager	19.12
24570 - Child Care Attendant	14.81
24580 - Child Care Center Clerk	18.48
24610 - Chore Aide	16.10
24620 - Family Readiness And Support Services Coordinator	19.12
24630 - Homemaker	19.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	43.03
25040 - Sewage Plant Operator	29.56
25070 - Stationary Engineer	43.03
25190 - Ventilation Equipment Tender	34.55
25210 - Water Treatment Plant Operator	29.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.88
27007 - Baggage Inspector	17.77
27008 - Corrections Officer	32.79
27010 - Court Security Officer	29.30
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	32.79
27070 - Firefighter	26.39
27101 - Guard I	17.77
27102 - Guard II	19.88
27131 - Police Officer I	31.36
27132 - Police Officer II	34.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.50
28042 - Carnival Equipment Repairer	16.12
28043 - Carnival Worker	13.60
28210 - Gate Attendant/Gate Tender	18.12
28310 - Lifeguard	14.00
28350 - Park Attendant (Aide)	20.26

28510 - Recreation Aide/Health Facility Attendant		14.79
28515 - Recreation Specialist		25.10
28630 - Sports Official		16.14
28690 - Swimming Pool Operator		17.71
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.25
29020 - Hatch Tender		30.25
29030 - Line Handler		29.57
29041 - Stevedore I		28.85
29042 - Stevedore II		31.62
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.81
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.28
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.54
30021 - Archeological Technician I		20.66
30022 - Archeological Technician II		23.11
30023 - Archeological Technician III		28.62
30030 - Cartographic Technician		28.62
30040 - Civil Engineering Technician		34.84
30051 - Cryogenic Technician I		30.76
30052 - Cryogenic Technician II		33.98
30061 - Drafter/CAD Operator I		20.66
30062 - Drafter/CAD Operator II		23.11
30063 - Drafter/CAD Operator III		25.77
30064 - Drafter/CAD Operator IV		31.71
30081 - Engineering Technician I		18.52
30082 - Engineering Technician II		20.79
30083 - Engineering Technician III		23.25
30084 - Engineering Technician IV		28.85
30085 - Engineering Technician V		35.57
30086 - Engineering Technician VI		42.64
30090 - Environmental Technician		28.62
30095 - Evidence Control Specialist		27.78
30210 - Laboratory Technician		26.17
30221 - Latent Fingerprint Technician I		30.76
30222 - Latent Fingerprint Technician II		33.98
30240 - Mathematical Technician		31.48
30361 - Paralegal/Legal Assistant I		23.22
30362 - Paralegal/Legal Assistant II		28.78
30363 - Paralegal/Legal Assistant III		35.20
30364 - Paralegal/Legal Assistant IV		42.58
30375 - Petroleum Supply Specialist		33.98
30390 - Photo-Optics Technician		28.62
30395 - Radiation Control Technician		33.98
30461 - Technical Writer I		27.78
30462 - Technical Writer II		33.98
30463 - Technical Writer III		41.11
30491 - Unexploded Ordnance (UXO) Technician I		29.75
30492 - Unexploded Ordnance (UXO) Technician II		35.99
30493 - Unexploded Ordnance (UXO) Technician III		43.14
30494 - Unexploded (UXO) Safety Escort		29.75
30495 - Unexploded (UXO) Sweep Personnel		29.75
30501 - Weather Forecaster I		31.71
30502 - Weather Forecaster II		38.56
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.77
30621 - Weather Observer, Senior	(see 2)	28.62
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.99
31020 - Bus Aide		20.22
31030 - Bus Driver		24.04
31043 - Driver Courier		20.10
31260 - Parking and Lot Attendant		15.06
31290 - Shuttle Bus Driver		16.21
31310 - Taxi Driver		13.65

31361 - Truckdriver, Light	20.91
31362 - Truckdriver, Medium	21.91
31363 - Truckdriver, Heavy	26.32
31364 - Truckdriver, Tractor-Trailer	26.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.55
99030 - Cashier	14.19
99050 - Desk Clerk	14.62
99095 - Embalmer	35.42
99130 - Flight Follower	29.75
99251 - Laboratory Animal Caretaker I	14.72
99252 - Laboratory Animal Caretaker II	15.31
99260 - Marketing Analyst	36.26
99310 - Mortician	35.42
99410 - Pest Controller	19.64
99510 - Photofinishing Worker	15.63
99710 - Recycling Laborer	30.44
99711 - Recycling Specialist	33.12
99730 - Refuse Collector	29.06
99810 - Sales Clerk	14.66
99820 - School Crossing Guard	18.94
99830 - Survey Party Chief	33.95
99831 - Surveying Aide	17.59
99832 - Surveying Technician	24.39
99840 - Vending Machine Attendant	18.48
99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	18.48

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 5 years, 4 weeks after 15 years, and 5 weeks after 20 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 thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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))."