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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.: 2015-5101 Revision No.: 30 Date Of Last Revision: 7/30/2026

State: Missouri

Area: Missouri Counties of Butler, Carter, Douglas, Dunklin, Howell, Iron, Madison, Mississippi, New Madrid, Oregon, Ozark, Pemiscot, Perry, Reynolds, Ripley, Scott, Shannon, Stoddard, Texas, Wayne and Wright

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.46
01012 - Accounting Clerk II		18.47
01013 - Accounting Clerk III		20.66
01020 - Administrative Assistant		25.23
01035 - Court Reporter		20.00
01041 - Customer Service Representative I		16.37
01042 - Customer Service Representative II		17.86
01043 - Customer Service Representative III		20.04
01051 - Data Entry Operator I		16.97
01052 - Data Entry Operator II		18.52
01060 - Dispatcher, Motor Vehicle		24.80
01070 - Document Preparation Clerk		15.94
01090 - Duplicating Machine Operator		15.94
01111 - General Clerk I		16.19
01112 - General Clerk II		17.67
01113 - General Clerk III		19.83
01120 - Housing Referral Assistant		22.31
01141 - Messenger Courier		17.93
01191 - Order Clerk I		16.84
01192 - Order Clerk II		18.37
01261 - Personnel Assistant (Employment) I		19.02
01262 - Personnel Assistant (Employment) II		21.28
01263 - Personnel Assistant (Employment) III		23.73
01270 - Production Control Clerk		23.86
01290 - Rental Clerk		17.20
01300 - Scheduler, Maintenance		17.88
01311 - Secretary I		17.88
01312 - Secretary II		20.00
01313 - Secretary III		22.31
01320 - Service Order Dispatcher		22.17
01410 - Supply Technician		25.23
01420 - Survey Worker		17.44
01460 - Switchboard Operator/Receptionist		16.00
01531 - Travel Clerk I		15.94
01532 - Travel Clerk II		17.88
01533 - Travel Clerk III		20.00
01611 - Word Processor I		15.94
01612 - Word Processor II		17.88
01613 - Word Processor III		20.00
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.46
05010 - Automotive Electrician		20.35
05040 - Automotive Glass Installer		19.23
05070 - Automotive Worker		19.23
05110 - Mobile Equipment Servicer		16.60
05130 - Motor Equipment Metal Mechanic		21.42
05160 - Motor Equipment Metal Worker		19.23
05190 - Motor Vehicle Mechanic		21.42
05220 - Motor Vehicle Mechanic Helper		15.20
05250 - Motor Vehicle Upholstery Worker		17.92
05280 - Motor Vehicle Wrecker		19.23
05310 - Painter, Automotive		20.35
05340 - Radiator Repair Specialist		19.23
05370 - Tire Repairer		17.71
05400 - Transmission Repair Specialist		21.42

07000 - Food Preparation And Service Occupations
07010 - Baker 16.05
07041 - Cook I 14.11
07042 - Cook II 16.34
07070 - Dishwasher 14.21
07130 - Food Service Worker 14.05
07210 - Meat Cutter 18.44
07260 - Waiter/Waitress 13.71

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.28
09040 - Furniture Handler 12.73
09080 - Furniture Refinisher 20.85
09090 - Furniture Refinisher Helper 15.68
09110 - Furniture Repairer, Minor 18.37
09130 - Upholsterer 21.19

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 15.43
11060 - Elevator Operator 15.90
11090 - Gardener 23.21
11122 - Housekeeping Aide 15.90
11150 - Janitor 15.90
11210 - Laborer, Grounds Maintenance 17.30
11240 - Maid or Houseman 14.10
11260 - Pruner 15.74
11270 - Tractor Operator 21.24
11330 - Trail Maintenance Worker 17.30
11360 - Window Cleaner 17.60

12000 - Health Occupations
12010 - Ambulance Driver 17.89
12011 - Breath Alcohol Technician 25.46
12012 - Certified Occupational Therapist Assistant 30.08
12015 - Certified Physical Therapist Assistant 28.90
12020 - Dental Assistant 20.46
12025 - Dental Hygienist 40.67
12030 - EKG Technician 38.58
12035 - Electroneurodiagnostic Technologist 38.58
12040 - Emergency Medical Technician 17.89
12071 - Licensed Practical Nurse I 22.75
12072 - Licensed Practical Nurse II 25.46
12073 - Licensed Practical Nurse III 28.39
12100 - Medical Assistant 17.77
12130 - Medical Laboratory Technician 28.58
12160 - Medical Record Clerk 19.24
12190 - Medical Record Technician 21.52
12195 - Medical Transcriptionist 20.60
12210 - Nuclear Medicine Technologist 55.96
12221 - Nursing Assistant I 14.05
12222 - Nursing Assistant II 15.80
12223 - Nursing Assistant III 17.24
12224 - Nursing Assistant IV 19.34
12235 - Optical Dispenser 17.58
12236 - Optical Technician 22.75
12250 - Pharmacy Technician 17.87
12280 - Phlebotomist 19.68
12305 - Radiologic Technologist 31.13
12311 - Registered Nurse I 29.61
12312 - Registered Nurse II 36.20
12313 - Registered Nurse II, Specialist 36.20
12314 - Registered Nurse III 43.80
12315 - Registered Nurse III, Anesthetist 43.80
12316 - Registered Nurse IV 52.51
12317 - Scheduler (Drug and Alcohol Testing) 31.54
12320 - Substance Abuse Treatment Counselor 23.62

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 18.13
13012 - Exhibits Specialist II 22.20
13013 - Exhibits Specialist III 24.88
13041 - Illustrator I 18.13
13042 - Illustrator II 22.20
13043 - Illustrator III 24.88
13047 - Librarian 22.52
13050 - Library Aide/Clerk 13.91
13054 - Library Information Technology Systems Administrator 20.34
13058 - Library Technician 17.20
13061 - Media Specialist I 14.67
13062 - Media Specialist II 16.41
13063 - Media Specialist III 18.30
13071 - Photographer I 14.67
13072 - Photographer II 16.87
13073 - Photographer III 21.03
13074 - Photographer IV 25.72
13075 - Photographer V 31.12
13090 - Technical Order Library Clerk 17.46
13110 - Video Teleconference Technician 14.92

14000 - Information Technology Occupations
14041 - Computer Operator I 17.06
14042 - Computer Operator II 19.09
14043 - Computer Operator III 21.26
14044 - Computer Operator IV 23.64
14045 - Computer Operator V 26.18
14071 - Computer Programmer I (see 1) 21.95

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		17.06
14160 - Personal Computer Support Technician		23.64
14170 - System Support Specialist		27.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.11
15020 - Aircrew Training Devices Instructor (Rated)		42.48
15030 - Air Crew Training Devices Instructor (Pilot)		50.93
15050 - Computer Based Training Specialist / Instructor		35.11
15060 - Educational Technologist		29.61
15070 - Flight Instructor (Pilot)		50.93
15080 - Graphic Artist		20.61
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.93
15086 - Maintenance Test Pilot, Rotary Wing		50.93
15088 - Non-Maintenance Test/Co-Pilot		50.93
15090 - Technical Instructor		19.82
15095 - Technical Instructor/Course Developer		24.24
15110 - Test Proctor		16.01
15120 - Tutor		16.01
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		16.54
16030 - Counter Attendant		16.54
16040 - Dry Cleaner		18.92
16070 - Finisher, Flatwork, Machine		16.54
16090 - Presser, Hand		16.54
16110 - Presser, Machine, Drycleaning		16.54
16130 - Presser, Machine, Shirts		16.54
16160 - Presser, Machine, Wearing Apparel, Laundry		16.54
16190 - Sewing Machine Operator		19.71
16220 - Tailor		20.50
16250 - Washer, Machine		17.34
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.48
19040 - Tool And Die Maker		28.22
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.78
21030 - Material Coordinator		23.86
21040 - Material Expediter		23.86
21050 - Material Handling Laborer		17.31
21071 - Order Filler		16.90
21080 - Production Line Worker (Food Processing)		18.78
21110 - Shipping Packer		18.82
21130 - Shipping/Receiving Clerk		18.82
21140 - Store Worker I		15.75
21150 - Stock Clerk		20.90
21210 - Tools And Parts Attendant		18.78
21410 - Warehouse Specialist		18.78
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		37.96
23019 - Aircraft Logs and Records Technician		30.33
23021 - Aircraft Mechanic I		36.25
23022 - Aircraft Mechanic II		37.96
23023 - Aircraft Mechanic III		39.73
23040 - Aircraft Mechanic Helper		25.70
23050 - Aircraft, Painter		34.44
23060 - Aircraft Servicer		30.33
23070 - Aircraft Survival Flight Equipment Technician		34.44
23080 - Aircraft Worker		32.53
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		32.53
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		36.25
23110 - Appliance Mechanic		26.70
23120 - Bicycle Repairer		21.81
23125 - Cable Splicer		45.50
23130 - Carpenter, Maintenance		23.33
23140 - Carpet Layer		25.26
23160 - Electrician, Maintenance		29.03
23181 - Electronics Technician Maintenance I		26.87
23182 - Electronics Technician Maintenance II		28.44
23183 - Electronics Technician Maintenance III		29.94
23260 - Fabric Worker		23.55
23290 - Fire Alarm System Mechanic		27.22
23310 - Fire Extinguisher Repairer		21.81
23311 - Fuel Distribution System Mechanic		28.14
23312 - Fuel Distribution System Operator		21.81
23370 - General Maintenance Worker		21.86
23380 - Ground Support Equipment Mechanic		36.25
23381 - Ground Support Equipment Servicer		30.33
23382 - Ground Support Equipment Worker		32.53
23391 - Gunsmith I		21.81
23392 - Gunsmith II		25.26
23393 - Gunsmith III		28.14
23410 - Heating, Ventilation And Air-Conditioning		

Mechanic		25.22
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		26.43
23430 - Heavy Equipment Mechanic		29.83
23440 - Heavy Equipment Operator		27.22
23460 - Instrument Mechanic		28.14
23465 - Laboratory/Shelter Mechanic		26.73
23470 - Laborer		17.31
23510 - Locksmith		26.73
23530 - Machinery Maintenance Mechanic		29.28
23550 - Machinist, Maintenance		22.81
23580 - Maintenance Trades Helper		19.97
23591 - Metrology Technician I		28.14
23592 - Metrology Technician II		29.49
23593 - Metrology Technician III		30.86
23640 - Millwright		28.14
23710 - Office Appliance Repairer		26.73
23760 - Painter, Maintenance		24.95
23790 - Pipefitter, Maintenance		31.53
23810 - Plumber, Maintenance		29.93
23820 - Pneudraulic Systems Mechanic		28.14
23850 - Rigger		28.14
23870 - Scale Mechanic		25.26
23890 - Sheet-Metal Worker, Maintenance		24.44
23910 - Small Engine Mechanic		24.80
23931 - Telecommunications Mechanic I		32.11
23932 - Telecommunications Mechanic II		33.64
23950 - Telephone Lineman		32.63
23960 - Welder, Combination, Maintenance		22.70
23965 - Well Driller		24.20
23970 - Woodcraft Worker		28.14
23980 - Woodworker		21.81
24000 - Personal Needs Occupations		
24550 - Case Manager		18.14
24570 - Child Care Attendant		13.75
24580 - Child Care Center Clerk		17.16
24610 - Chore Aide		14.83
24620 - Family Readiness And Support Services Coordinator		18.14
24630 - Homemaker		18.14
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.04
25040 - Sewage Plant Operator		21.90
25070 - Stationary Engineer		24.04
25190 - Ventilation Equipment Tender		17.04
25210 - Water Treatment Plant Operator		21.90
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.93
27007 - Baggage Inspector		17.01
27008 - Corrections Officer		20.49
27010 - Court Security Officer		19.54
27030 - Detection Dog Handler		20.12
27040 - Detention Officer		20.49
27070 - Firefighter		19.63
27101 - Guard I		17.01
27102 - Guard II		20.12
27131 - Police Officer I		21.65
27132 - Police Officer II		24.05
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.43
28042 - Carnival Equipment Repairer		21.22
28043 - Carnival Worker		14.17
28210 - Gate Attendant/Gate Tender		19.34
28310 - Lifeguard		13.75
28350 - Park Attendant (Aide)		21.63
28510 - Recreation Aide/Health Facility Attendant		15.79
28515 - Recreation Specialist		26.79
28630 - Sports Official		17.23
28690 - Swimming Pool Operator		24.57
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		31.88
29020 - Hatch Tender		31.88
29030 - Line Handler		31.88
29041 - Stevedore I		29.72
29042 - Stevedore II		33.74
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	47.71
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.91
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	36.24
30021 - Archeological Technician I		21.83
30022 - Archeological Technician II		24.42
30023 - Archeological Technician III		30.25
30030 - Cartographic Technician		30.25
30040 - Civil Engineering Technician		30.25
30051 - Cryogenic Technician I		33.50
30052 - Cryogenic Technician II		37.00
30061 - Drafter/CAD Operator I		21.83
30062 - Drafter/CAD Operator II		24.42
30063 - Drafter/CAD Operator III		27.23

30064 - Drafter/CAD Operator IV		33.50
30081 - Engineering Technician I		17.85
30082 - Engineering Technician II		20.03
30083 - Engineering Technician III		22.53
30084 - Engineering Technician IV		27.90
30085 - Engineering Technician V		34.12
30086 - Engineering Technician VI		41.29
30090 - Environmental Technician		30.25
30095 - Evidence Control Specialist		30.25
30210 - Laboratory Technician		27.23
30221 - Latent Fingerprint Technician I		33.50
30222 - Latent Fingerprint Technician II		37.00
30240 - Mathematical Technician		30.25
30361 - Paralegal/Legal Assistant I		21.12
30362 - Paralegal/Legal Assistant II		26.18
30363 - Paralegal/Legal Assistant III		32.01
30364 - Paralegal/Legal Assistant IV		38.72
30375 - Petroleum Supply Specialist		37.00
30390 - Photo-Optics Technician		30.25
30395 - Radiation Control Technician		37.00
30461 - Technical Writer I		30.25
30462 - Technical Writer II		37.00
30463 - Technical Writer III		44.78
30491 - Unexploded Ordnance (UXO) Technician I		30.32
30492 - Unexploded Ordnance (UXO) Technician II		36.69
30493 - Unexploded Ordnance (UXO) Technician III		43.98
30494 - Unexploded (UXO) Safety Escort		30.32
30495 - Unexploded (UXO) Sweep Personnel		30.32
30501 - Weather Forecaster I		33.50
30502 - Weather Forecaster II		40.75
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.23
30621 - Weather Observer, Senior	(see 2)	30.25
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.69
31020 - Bus Aide		12.72
31030 - Bus Driver		18.18
31043 - Driver Courier		18.33
31260 - Parking and Lot Attendant		13.65
31290 - Shuttle Bus Driver		16.95
31310 - Taxi Driver		11.51
31361 - Truckdriver, Light		20.03
31362 - Truckdriver, Medium		21.62
31363 - Truckdriver, Heavy		23.31
31364 - Truckdriver, Tractor-Trailer		23.31
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.89
99030 - Cashier		13.93
99050 - Desk Clerk		14.77
99095 - Embalmer		25.44
99130 - Flight Follower		30.32
99251 - Laboratory Animal Caretaker I		16.28
99252 - Laboratory Animal Caretaker II		17.79
99260 - Marketing Analyst		27.88
99310 - Mortician		23.13
99410 - Pest Controller		18.73
99510 - Photofinishing Worker		15.94
99710 - Recycling Laborer		20.17
99711 - Recycling Specialist		24.77
99730 - Refuse Collector		17.91
99810 - Sales Clerk		15.38
99820 - School Crossing Guard		17.17
99830 - Survey Party Chief		24.51
99831 - Surveying Aide		14.19
99832 - Surveying Technician		23.47
99840 - Vending Machine Attendant		17.31
99841 - Vending Machine Repairer		21.91
99842 - Vending Machine Repairer Helper		17.67

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 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 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))."
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