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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.: 2015-5027
Revision No.: 28
Date Of Last Revision: 5/13/2026

State: Illinois

Area: Illinois Counties of Marshall, Peoria, Stark, Tazewell and Woodford

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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		17.97
01012 - Accounting Clerk II		20.17
01013 - Accounting Clerk III		22.56
01020 - Administrative Assistant		28.21
01035 - Court Reporter		21.89
01041 - Customer Service Representative I		15.93
01042 - Customer Service Representative II		17.38
01043 - Customer Service Representative III		19.51
01051 - Data Entry Operator I		17.30
01052 - Data Entry Operator II		18.88
01060 - Dispatcher, Motor Vehicle		26.71
01070 - Document Preparation Clerk		20.44
01090 - Duplicating Machine Operator		20.44
01111 - General Clerk I		15.51
01112 - General Clerk II		16.93
01113 - General Clerk III		19.00
01120 - Housing Referral Assistant		24.41
01141 - Messenger Courier		18.06
01191 - Order Clerk I		17.04
01192 - Order Clerk II		18.59
01261 - Personnel Assistant (Employment) I		19.81
01262 - Personnel Assistant (Employment) II		22.17
01263 - Personnel Assistant (Employment) III		24.72
01270 - Production Control Clerk		28.05
01290 - Rental Clerk		17.06
01300 - Scheduler, Maintenance		19.57
01311 - Secretary I		19.57
01312 - Secretary II		21.89
01313 - Secretary III		24.41
01320 - Service Order Dispatcher		23.88
01410 - Supply Technician		28.21
01420 - Survey Worker		19.28
01460 - Switchboard Operator/Receptionist		16.92
01531 - Travel Clerk I		17.43
01532 - Travel Clerk II		19.57
01533 - Travel Clerk III		21.31
01611 - Word Processor I		17.43
01612 - Word Processor II		19.57
01613 - Word Processor III		21.89
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.41
05010 - Automotive Electrician		22.01
05040 - Automotive Glass Installer		21.06
05070 - Automotive Worker		21.06
05110 - Mobile Equipment Servicer		19.12
05130 - Motor Equipment Metal Mechanic		22.95
05160 - Motor Equipment Metal Worker		21.06
05190 - Motor Vehicle Mechanic		22.95
05220 - Motor Vehicle Mechanic Helper		18.29
05250 - Motor Vehicle Upholstery Worker		20.07
05280 - Motor Vehicle Wrecker		21.06
05310 - Painter, Automotive		22.01
05340 - Radiator Repair Specialist		21.06
05370 - Tire Repairer		17.95
05400 - Transmission Repair Specialist		22.95
07000 - Food Preparation And Service Occupations		

07010 - Baker		14.94
07041 - Cook I		16.25
07042 - Cook II		17.90
07070 - Dishwasher		14.86
07130 - Food Service Worker		14.81
07210 - Meat Cutter		16.42
07260 - Waiter/Waitress		14.00
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		22.61
09040 - Furniture Handler		17.25
09080 - Furniture Refinisher		22.61
09090 - Furniture Refinisher Helper		18.79
09110 - Furniture Repairer, Minor		20.62
09130 - Upholsterer		22.61
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		14.52
11060 - Elevator Operator		16.09
11090 - Gardener		20.55
11122 - Housekeeping Aide		16.09
11150 - Janitor		16.09
11210 - Laborer, Grounds Maintenance		18.05
11240 - Maid or Houseman		16.07
11260 - Pruner		17.25
11270 - Tractor Operator		19.66
11330 - Trail Maintenance Worker		18.05
11360 - Window Cleaner		16.84
12000 - Health Occupations		
12010 - Ambulance Driver		17.62
12011 - Breath Alcohol Technician		27.37
12012 - Certified Occupational Therapist Assistant		30.78
12015 - Certified Physical Therapist Assistant		29.92
12020 - Dental Assistant		21.24
12025 - Dental Hygienist		35.70
12030 - EKG Technician		30.64
12035 - Electroneurodiagnostic Technologist		33.14
12040 - Emergency Medical Technician		17.62
12071 - Licensed Practical Nurse I		24.46
12072 - Licensed Practical Nurse II		27.37
12073 - Licensed Practical Nurse III		30.50
12100 - Medical Assistant		20.75
12130 - Medical Laboratory Technician		27.30
12160 - Medical Record Clerk		20.68
12190 - Medical Record Technician		23.13
12195 - Medical Transcriptionist		20.68
12210 - Nuclear Medicine Technologist		60.15
12221 - Nursing Assistant I		13.84
12222 - Nursing Assistant II		15.57
12223 - Nursing Assistant III		16.99
12224 - Nursing Assistant IV		19.07
12235 - Optical Dispenser		18.05
12236 - Optical Technician		22.24
12250 - Pharmacy Technician		18.43
12280 - Phlebotomist		18.73
12305 - Radiologic Technologist		33.27
12311 - Registered Nurse I		27.52
12312 - Registered Nurse II		33.66
12313 - Registered Nurse II, Specialist		33.66
12314 - Registered Nurse III		40.72
12315 - Registered Nurse III, Anesthetist		40.72
12316 - Registered Nurse IV		48.82
12317 - Scheduler (Drug and Alcohol Testing)		33.90
12320 - Substance Abuse Treatment Counselor		25.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.62
13012 - Exhibits Specialist II		23.07
13013 - Exhibits Specialist III		28.22
13041 - Illustrator I		18.62
13042 - Illustrator II		23.07
13043 - Illustrator III		28.22
13047 - Librarian		25.55
13050 - Library Aide/Clerk		14.85
13054 - Library Information Technology Systems Administrator		23.07
13058 - Library Technician		18.15
13061 - Media Specialist I		16.65
13062 - Media Specialist II		18.62
13063 - Media Specialist III		20.77
13071 - Photographer I		17.39
13072 - Photographer II		19.45
13073 - Photographer III		24.10
13074 - Photographer IV		29.48
13075 - Photographer V		34.69
13090 - Technical Order Library Clerk		18.64
13110 - Video Teleconference Technician		20.60
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.81
14042 - Computer Operator II		21.04
14043 - Computer Operator III		23.46
14044 - Computer Operator IV		26.07
14045 - Computer Operator V		28.87
14071 - Computer Programmer I	(see 1)	21.32
14072 - Computer Programmer II	(see 1)	25.25
14073 - Computer Programmer III	(see 1)	

14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 18.81
14160 - Personal Computer Support Technician 26.07
14170 - System Support Specialist 29.87

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 32.17
15020 - Aircrew Training Devices Instructor (Rated) 38.91
15030 - Air Crew Training Devices Instructor (Pilot) 46.64
15050 - Computer Based Training Specialist / Instructor 32.17
15060 - Educational Technologist 31.10
15070 - Flight Instructor (Pilot) 46.64
15080 - Graphic Artist 24.46
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 46.64
15086 - Maintenance Test Pilot, Rotary Wing 46.64
15088 - Non-Maintenance Test/Co-Pilot 46.64
15090 - Technical Instructor 30.18
15095 - Technical Instructor/Course Developer 36.92
15110 - Test Proctor 24.36
15120 - Tutor 24.36

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) 25.68
19040 - Tool And Die Maker 30.08

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.84
21030 - Material Coordinator 28.05
21040 - Material Expediter 28.05
21050 - Material Handling Laborer 18.66
21071 - Order Filler 16.93
21080 - Production Line Worker (Food Processing) 23.84
21110 - Shipping Packer 20.34
21130 - Shipping/Receiving Clerk 20.34
21140 - Store Worker I 21.92
21150 - Stock Clerk 25.04
21210 - Tools And Parts Attendant 23.84
21410 - Warehouse Specialist 23.84

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.34
23019 - Aircraft Logs and Records Technician 30.54
23021 - Aircraft Mechanic I 34.92
23022 - Aircraft Mechanic II 36.34
23023 - Aircraft Mechanic III 37.77
23040 - Aircraft Mechanic Helper 27.83
23050 - Aircraft, Painter 33.49
23060 - Aircraft Servicer 30.54
23070 - Aircraft Survival Flight Equipment Technician 33.49
23080 - Aircraft Worker 32.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.92
23110 - Appliance Mechanic 32.04
23120 - Bicycle Repairer 27.92
23125 - Cable Splicer 33.51
23130 - Carpenter, Maintenance 34.99
23140 - Carpet Layer 30.75
23160 - Electrician, Maintenance 42.18
23181 - Electronics Technician Maintenance I 30.36
23182 - Electronics Technician Maintenance II 32.28
23183 - Electronics Technician Maintenance III 33.66
23260 - Fabric Worker 29.30
23290 - Fire Alarm System Mechanic 36.05
23310 - Fire Extinguisher Repairer 27.92
23311 - Fuel Distribution System Mechanic 33.51
23312 - Fuel Distribution System Operator 27.92
23370 - General Maintenance Worker 26.16
23380 - Ground Support Equipment Mechanic 34.92
23381 - Ground Support Equipment Servicer 30.54
23382 - Ground Support Equipment Worker 32.05
23391 - Gunsmith I 27.92
23392 - Gunsmith II 30.75
23393 - Gunsmith III 33.51
23410 - Heating, Ventilation And Air-Conditioning Mechanic 34.47
23411 - Heating, Ventilation And Air Contidioning

Mechanic (Research Facility)		35.87
23430 - Heavy Equipment Mechanic		33.33
23440 - Heavy Equipment Operator		40.46
23460 - Instrument Mechanic		33.41
23465 - Laboratory/Shelter Mechanic		32.14
23470 - Laborer		18.66
23510 - Locksmith		32.14
23530 - Machinery Maintenance Mechanic		34.42
23550 - Machinist, Maintenance		24.24
23580 - Maintenance Trades Helper		26.63
23591 - Metrology Technician I		33.41
23592 - Metrology Technician II		34.76
23593 - Metrology Technician III		36.14
23640 - Millwright		32.77
23710 - Office Appliance Repairer		22.54
23760 - Painter, Maintenance		34.10
23790 - Pipefitter, Maintenance		39.55
23810 - Plumber, Maintenance		37.94
23820 - Pneudraulic Systems Mechanic		33.51
23850 - Rigger		33.51
23870 - Scale Mechanic		30.75
23890 - Sheet-Metal Worker, Maintenance		41.73
23910 - Small Engine Mechanic		26.84
23931 - Telecommunications Mechanic I		38.57
23932 - Telecommunications Mechanic II		40.14
23950 - Telephone Lineman		36.98
23960 - Welder, Combination, Maintenance		24.96
23965 - Well Driller		33.51
23970 - Woodcraft Worker		33.51
23980 - Woodworker		27.92
24000 - Personal Needs Occupations		
24550 - Case Manager		19.60
24570 - Child Care Attendant		14.82
24580 - Child Care Center Clerk		18.47
24610 - Chore Aide		16.58
24620 - Family Readiness And Support Services Coordinator		19.60
24630 - Homemaker		19.60
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		34.83
25040 - Sewage Plant Operator		30.01
25070 - Stationary Engineer		34.83
25190 - Ventilation Equipment Tender		27.85
25210 - Water Treatment Plant Operator		30.01
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.57
27007 - Baggage Inspector		18.69
27008 - Corrections Officer		32.09
27010 - Court Security Officer		31.01
27030 - Detection Dog Handler		20.91
27040 - Detention Officer		32.09
27070 - Firefighter		29.50
27101 - Guard I		18.69
27102 - Guard II		20.91
27131 - Police Officer I		33.23
27132 - Police Officer II		36.93
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.01
28042 - Carnival Equipment Repairer		16.73
28043 - Carnival Worker		14.04
28210 - Gate Attendant/Gate Tender		18.56
28310 - Lifeguard		14.65
28350 - Park Attendant (Aide)		20.76
28510 - Recreation Aide/Health Facility Attendant		15.15
28515 - Recreation Specialist		25.71
28630 - Sports Official		16.53
28690 - Swimming Pool Operator		18.43
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.28
29020 - Hatch Tender		27.28
29030 - Line Handler		27.28
29041 - Stevedore I		26.00
29042 - Stevedore II		28.51
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		20.47
30022 - Archeological Technician II		22.90
30023 - Archeological Technician III		28.37
30030 - Cartographic Technician		28.37
30040 - Civil Engineering Technician		34.64
30051 - Cryogenic Technician I		31.42
30052 - Cryogenic Technician II		34.71
30061 - Drafter/CAD Operator I		20.47
30062 - Drafter/CAD Operator II		22.90
30063 - Drafter/CAD Operator III		25.53
30064 - Drafter/CAD Operator IV		31.42
30081 - Engineering Technician I		16.50

30082 - Engineering Technician II		18.52
30083 - Engineering Technician III		20.78
30084 - Engineering Technician IV		25.66
30085 - Engineering Technician V		31.38
30086 - Engineering Technician VI		37.97
30090 - Environmental Technician		28.37
30095 - Evidence Control Specialist		28.37
30210 - Laboratory Technician		28.05
30221 - Latent Fingerprint Technician I		31.42
30222 - Latent Fingerprint Technician II		34.71
30240 - Mathematical Technician		33.85
30361 - Paralegal/Legal Assistant I		21.79
30362 - Paralegal/Legal Assistant II		26.99
30363 - Paralegal/Legal Assistant III		33.02
30364 - Paralegal/Legal Assistant IV		39.95
30375 - Petroleum Supply Specialist		34.71
30390 - Photo-Optics Technician		28.37
30395 - Radiation Control Technician		34.71
30461 - Technical Writer I		25.94
30462 - Technical Writer II		31.73
30463 - Technical Writer III		38.38
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		31.42
30502 - Weather Forecaster II		38.22
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.53
30621 - Weather Observer, Senior	(see 2)	28.37
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		23.30
31030 - Bus Driver		27.63
31043 - Driver Courier		19.00
31260 - Parking and Lot Attendant		16.97
31290 - Shuttle Bus Driver		17.53
31310 - Taxi Driver		15.93
31361 - Truckdriver, Light		19.87
31362 - Truckdriver, Medium		20.86
31363 - Truckdriver, Heavy		23.46
31364 - Truckdriver, Tractor-Trailer		23.46
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		14.28
99050 - Desk Clerk		14.84
99095 - Embalmer		35.40
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		16.74
99252 - Laboratory Animal Caretaker II		17.50
99260 - Marketing Analyst		39.95
99310 - Mortician		35.40
99410 - Pest Controller		20.21
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		27.96
99711 - Recycling Specialist		30.46
99730 - Refuse Collector		26.72
99810 - Sales Clerk		15.48
99820 - School Crossing Guard		16.31
99830 - Survey Party Chief		21.25
99831 - Surveying Aide		14.12
99832 - Surveying Technician		19.33
99840 - Vending Machine Attendant		26.14
99841 - Vending Machine Repairer		30.10
99842 - Vending Machine Repairer Helper		26.14

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 10 years, and 4 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 fourteen 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, Day after Thanksgiving, Christmas Eve, 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))."" "