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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.: 2015-5089
Revision No.: 31
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State: Missouri

Area: Missouri Counties of Henry, Johnson, Pettis and Saline

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.29
01012 - Accounting Clerk II		19.41
01013 - Accounting Clerk III		21.71
01020 - Administrative Assistant		23.88
01035 - Court Reporter		20.50
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		16.36
01052 - Data Entry Operator II		17.85
01060 - Dispatcher, Motor Vehicle		24.39
01070 - Document Preparation Clerk		16.33
01090 - Duplicating Machine Operator		16.33
01111 - General Clerk I		15.07
01112 - General Clerk II		16.44
01113 - General Clerk III		18.45
01120 - Housing Referral Assistant		22.86
01141 - Messenger Courier		13.84
01191 - Order Clerk I		17.72
01192 - Order Clerk II		19.34
01261 - Personnel Assistant (Employment) I		19.47
01262 - Personnel Assistant (Employment) II		21.78
01263 - Personnel Assistant (Employment) III		24.27
01270 - Production Control Clerk		24.39
01290 - Rental Clerk		17.57
01300 - Scheduler, Maintenance		18.32
01311 - Secretary I		18.32
01312 - Secretary II		20.50
01313 - Secretary III		22.86
01320 - Service Order Dispatcher		22.35
01410 - Supply Technician		23.88
01420 - Survey Worker		17.93
01460 - Switchboard Operator/Receptionist		16.34
01531 - Travel Clerk I		16.33
01532 - Travel Clerk II		18.32
01533 - Travel Clerk III		20.50
01611 - Word Processor I		16.33
01612 - Word Processor II		18.32
01613 - Word Processor III		20.50

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.63
05010 - Automotive Electrician	19.49
05040 - Automotive Glass Installer	18.59
05070 - Automotive Worker	18.59
05110 - Mobile Equipment Servicer	16.51
05130 - Motor Equipment Metal Mechanic	20.42
05160 - Motor Equipment Metal Worker	18.59
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	15.47
05250 - Motor Vehicle Upholstery Worker	17.54
05280 - Motor Vehicle Wrecker	18.59
05310 - Painter, Automotive	19.49
05340 - Radiator Repair Specialist	18.59
05370 - Tire Repairer	15.98
05400 - Transmission Repair Specialist	20.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.52
07041 - Cook I	15.47
07042 - Cook II	17.84
07070 - Dishwasher	14.97
07130 - Food Service Worker	14.33
07210 - Meat Cutter	17.38
07260 - Waiter/Waitress	13.71
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.50
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	22.50
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer, Minor	19.88
09130 - Upholsterer	21.20
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.59
11060 - Elevator Operator	16.53
11090 - Gardener	22.76
11122 - Housekeeping Aide	16.53
11150 - Janitor	16.53
11210 - Laborer, Grounds Maintenance	17.18
11240 - Maid or Houseman	14.50
11260 - Pruner	15.49
11270 - Tractor Operator	20.86
11330 - Trail Maintenance Worker	17.18
11360 - Window Cleaner	18.49
12000 - Health Occupations	
12010 - Ambulance Driver	18.58
12011 - Breath Alcohol Technician	25.14
12012 - Certified Occupational Therapist Assistant	32.60
12015 - Certified Physical Therapist Assistant	29.35
12020 - Dental Assistant	20.65
12025 - Dental Hygienist	42.68
12030 - EKG Technician	38.10
12035 - Electroneurodiagnostic Technologist	38.10
12040 - Emergency Medical Technician	18.58
12071 - Licensed Practical Nurse I	22.47
12072 - Licensed Practical Nurse II	25.14
12073 - Licensed Practical Nurse III	28.04
12100 - Medical Assistant	18.27
12130 - Medical Laboratory Technician	26.79
12160 - Medical Record Clerk	20.47
12190 - Medical Record Technician	22.90
12195 - Medical Transcriptionist	22.47
12210 - Nuclear Medicine Technologist	55.27
12221 - Nursing Assistant I	14.14
12222 - Nursing Assistant II	15.90
12223 - Nursing Assistant III	17.35
12224 - Nursing Assistant IV	19.47
12235 - Optical Dispenser	17.85
12236 - Optical Technician	22.47
12250 - Pharmacy Technician	17.81
12280 - Phlebotomist	17.45
12305 - Radiologic Technologist	33.68
12311 - Registered Nurse I	26.58
12312 - Registered Nurse II	32.51

12313 - Registered Nurse II, Specialist		32.51
12314 - Registered Nurse III		39.33
12315 - Registered Nurse III, Anesthetist		39.33
12316 - Registered Nurse IV		47.14
12317 - Scheduler (Drug and Alcohol Testing)		31.15
12320 - Substance Abuse Treatment Counselor		24.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.11
13012 - Exhibits Specialist II		27.35
13013 - Exhibits Specialist III		30.12
13041 - Illustrator I		19.88
13042 - Illustrator II		24.56
13043 - Illustrator III		30.12
13047 - Librarian		30.95
13050 - Library Aide/Clerk		15.84
13054 - Library Information Technology Systems Administrator		24.62
13058 - Library Technician		18.00
13061 - Media Specialist I		17.78
13062 - Media Specialist II		19.88
13063 - Media Specialist III		22.15
13071 - Photographer I		17.20
13072 - Photographer II		19.24
13073 - Photographer III		23.84
13074 - Photographer IV		29.17
13075 - Photographer V		35.29
13090 - Technical Order Library Clerk		19.88
13110 - Video Teleconference Technician		21.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.17
14042 - Computer Operator II		20.33
14043 - Computer Operator III		22.67
14044 - Computer Operator IV		25.18
14045 - Computer Operator V		27.89
14071 - Computer Programmer I	(see 1)	22.38
14072 - Computer Programmer II	(see 1)	26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.17
14160 - Personal Computer Support Technician		25.18
14170 - System Support Specialist		27.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.23
15020 - Aircrew Training Devices Instructor (Rated)		40.20
15030 - Air Crew Training Devices Instructor (Pilot)		48.18
15050 - Computer Based Training Specialist / Instructor		33.23
15060 - Educational Technologist		32.38
15070 - Flight Instructor (Pilot)		48.18
15080 - Graphic Artist		25.30
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.18
15086 - Maintenance Test Pilot, Rotary Wing		48.18
15088 - Non-Maintenance Test/Co-Pilot		48.18
15090 - Technical Instructor		20.74
15095 - Technical Instructor/Course Developer		25.38
15110 - Test Proctor		17.30
15120 - Tutor		17.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		16.41
16030 - Counter Attendant		16.41
16040 - Dry Cleaner		18.75
16070 - Finisher, Flatwork, Machine		16.41
16090 - Presser, Hand		16.41
16110 - Presser, Machine, Drycleaning		16.41
16130 - Presser, Machine, Shirts		16.41
16160 - Presser, Machine, Wearing Apparel, Laundry		16.41
16190 - Sewing Machine Operator		19.53
16220 - Tailor		20.31

16250 - Washer, Machine	17.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.23
19040 - Tool And Die Maker	27.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.54
21030 - Material Coordinator	24.39
21040 - Material Expediter	24.39
21050 - Material Handling Laborer	18.04
21071 - Order Filler	16.66
21080 - Production Line Worker (Food Processing)	21.54
21110 - Shipping Packer	18.91
21130 - Shipping/Receiving Clerk	18.91
21140 - Store Worker I	16.46
21150 - Stock Clerk	22.45
21210 - Tools And Parts Attendant	21.54
21410 - Warehouse Specialist	21.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	41.92
23019 - Aircraft Logs and Records Technician	33.87
23021 - Aircraft Mechanic I	40.17
23022 - Aircraft Mechanic II	41.92
23023 - Aircraft Mechanic III	43.60
23040 - Aircraft Mechanic Helper	28.81
23050 - Aircraft, Painter	38.34
23060 - Aircraft Servicer	33.87
23070 - Aircraft Survival Flight Equipment Technician	38.34
23080 - Aircraft Worker	36.26
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	36.26
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	40.17
23110 - Appliance Mechanic	26.10
23120 - Bicycle Repairer	21.44
23125 - Cable Splicer	44.61
23130 - Carpenter, Maintenance	23.76
23140 - Carpet Layer	25.78
23160 - Electrician, Maintenance	29.98
23181 - Electronics Technician Maintenance I	36.71
23182 - Electronics Technician Maintenance II	38.81
23183 - Electronics Technician Maintenance III	40.67
23260 - Fabric Worker	23.10
23290 - Fire Alarm System Mechanic	27.04
23310 - Fire Extinguisher Repairer	21.44
23311 - Fuel Distribution System Mechanic	27.93
23312 - Fuel Distribution System Operator	21.90
23370 - General Maintenance Worker	21.67
23380 - Ground Support Equipment Mechanic	40.17
23381 - Ground Support Equipment Servicer	33.87
23382 - Ground Support Equipment Worker	36.26
23391 - Gunsmith I	21.44
23392 - Gunsmith II	24.74
23393 - Gunsmith III	27.40
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.00
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.09
23430 - Heavy Equipment Mechanic	27.97
23440 - Heavy Equipment Operator	25.54
23460 - Instrument Mechanic	27.40
23465 - Laboratory/Shelter Mechanic	26.15
23470 - Laborer	18.04
23510 - Locksmith	26.15
23530 - Machinery Maintenance Mechanic	28.27
23550 - Machinist, Maintenance	25.29
23580 - Maintenance Trades Helper	19.61
23591 - Metrology Technician I	27.40
23592 - Metrology Technician II	28.60
23593 - Metrology Technician III	29.75
23640 - Millwright	27.40
23710 - Office Appliance Repairer	26.15
23760 - Painter, Maintenance	25.13
23790 - Pipefitter, Maintenance	29.41

23810 - Plumber, Maintenance		27.08
23820 - Pneudraulic Systems Mechanic		27.40
23850 - Rigger		27.34
23870 - Scale Mechanic		24.74
23890 - Sheet-Metal Worker, Maintenance		32.54
23910 - Small Engine Mechanic		25.05
23931 - Telecommunications Mechanic I		27.94
23932 - Telecommunications Mechanic II		29.16
23950 - Telephone Lineman		33.98
23960 - Welder, Combination, Maintenance		23.20
23965 - Well Driller		27.40
23970 - Woodcraft Worker		27.40
23980 - Woodworker		21.44
24000 - Personal Needs Occupations		
24550 - Case Manager		18.73
24570 - Child Care Attendant		13.75
24580 - Child Care Center Clerk		17.16
24610 - Chore Aide		16.21
24620 - Family Readiness And Support Services Coordinator		18.73
24630 - Homemaker		18.73
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		29.31
25040 - Sewage Plant Operator		23.23
25070 - Stationary Engineer		29.31
25190 - Ventilation Equipment Tender		20.99
25210 - Water Treatment Plant Operator		23.23
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.95
27007 - Baggage Inspector		18.10
27008 - Corrections Officer		18.95
27010 - Court Security Officer		20.41
27030 - Detection Dog Handler		20.25
27040 - Detention Officer		18.95
27070 - Firefighter		21.35
27101 - Guard I		18.10
27102 - Guard II		20.25
27131 - Police Officer I		22.79
27132 - Police Officer II		25.33
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.82
28042 - Carnival Equipment Repairer		20.54
28043 - Carnival Worker		13.98
28210 - Gate Attendant/Gate Tender		18.36
28310 - Lifeguard		13.75
28350 - Park Attendant (Aide)		20.55
28510 - Recreation Aide/Health Facility Attendant		15.00
28515 - Recreation Specialist		25.45
28630 - Sports Official		16.37
28690 - Swimming Pool Operator		23.70
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.16
29020 - Hatch Tender		27.16
29030 - Line Handler		27.16
29041 - Stevedore I		25.36
29042 - Stevedore II		28.71
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		19.93
30022 - Archeological Technician II		22.30
30023 - Archeological Technician III		27.63
30030 - Cartographic Technician		27.63
30040 - Civil Engineering Technician		27.69
30051 - Cryogenic Technician I		30.59
30052 - Cryogenic Technician II		33.80
30061 - Drafter/CAD Operator I		19.93

30062 - Drafter/CAD Operator II		22.30
30063 - Drafter/CAD Operator III		24.86
30064 - Drafter/CAD Operator IV		30.59
30081 - Engineering Technician I		16.67
30082 - Engineering Technician II		19.08
30083 - Engineering Technician III		21.95
30084 - Engineering Technician IV		25.92
30085 - Engineering Technician V		31.71
30086 - Engineering Technician VI		38.38
30090 - Environmental Technician		27.63
30095 - Evidence Control Specialist		27.63
30210 - Laboratory Technician		24.86
30221 - Latent Fingerprint Technician I		30.59
30222 - Latent Fingerprint Technician II		33.80
30240 - Mathematical Technician		27.63
30361 - Paralegal/Legal Assistant I		22.64
30362 - Paralegal/Legal Assistant II		28.05
30363 - Paralegal/Legal Assistant III		34.31
30364 - Paralegal/Legal Assistant IV		41.52
30375 - Petroleum Supply Specialist		33.80
30390 - Photo-Optics Technician		27.63
30395 - Radiation Control Technician		33.80
30461 - Technical Writer I		27.63
30462 - Technical Writer II		33.80
30463 - Technical Writer III		40.89
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		30.59
30502 - Weather Forecaster II		37.21
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.86
30621 - Weather Observer, Senior	(see 2)	27.63
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.69
31020 - Bus Aide		13.40
31030 - Bus Driver		19.01
31043 - Driver Courier		18.20
31260 - Parking and Lot Attendant		13.85
31290 - Shuttle Bus Driver		17.25
31310 - Taxi Driver		12.80
31361 - Truckdriver, Light		19.86
31362 - Truckdriver, Medium		21.40
31363 - Truckdriver, Heavy		23.55
31364 - Truckdriver, Tractor-Trailer		23.55
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.89
99030 - Cashier		13.79
99050 - Desk Clerk		14.76
99095 - Embalmer		32.55
99130 - Flight Follower		30.32
99251 - Laboratory Animal Caretaker I		16.28
99252 - Laboratory Animal Caretaker II		17.77
99260 - Marketing Analyst		24.77
99310 - Mortician		36.59
99410 - Pest Controller		18.62
99510 - Photofinishing Worker		15.94
99710 - Recycling Laborer		21.58
99711 - Recycling Specialist		26.20
99730 - Refuse Collector		19.46
99810 - Sales Clerk		15.72
99820 - School Crossing Guard		18.31
99830 - Survey Party Chief		23.57
99831 - Surveying Aide		14.66
99832 - Surveying Technician		20.06
99840 - Vending Machine Attendant		23.38
99841 - Vending Machine Repairer		28.11
99842 - Vending Machine Repairer Helper		23.38

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 contract from May 11, 2026, through December 31, 2026. The applicable
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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