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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.: 2015-5075
Revision No.: 33
Date Of Last Revision: 7/30/2026

State: Illinois, Missouri

Area: Illinois Counties of Bond, Calhoun, Clinton, Jersey, Madison, Monroe and St Clair

Missouri Counties of Franklin, Jefferson, Lincoln, St Charles, St Louis, St Louis City and Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.14
01012 - Accounting Clerk II		21.48
01013 - Accounting Clerk III		24.03
01020 - Administrative Assistant		30.53
01035 - Court Reporter		36.69
01041 - Customer Service Representative I		17.99
01042 - Customer Service Representative II		19.63
01043 - Customer Service Representative III		22.02
01051 - Data Entry Operator I		17.24
01052 - Data Entry Operator II		18.81
01060 - Dispatcher, Motor Vehicle		24.29
01070 - Document Preparation Clerk		19.29
01090 - Duplicating Machine Operator		19.29
01111 - General Clerk I		17.67
01112 - General Clerk II		19.28
01113 - General Clerk III		21.63
01120 - Housing Referral Assistant		24.77
01141 - Messenger Courier		20.52
01191 - Order Clerk I		21.79
01192 - Order Clerk II		23.78
01261 - Personnel Assistant (Employment) I		19.46
01262 - Personnel Assistant (Employment) II		21.77
01263 - Personnel Assistant (Employment) III		24.27
01270 - Production Control Clerk		27.39
01290 - Rental Clerk		18.41
01300 - Scheduler, Maintenance		19.85
01311 - Secretary I		19.85
01312 - Secretary II		22.21
01313 - Secretary III		24.77
01320 - Service Order Dispatcher		21.72
01410 - Supply Technician		30.53
01420 - Survey Worker		19.05
01460 - Switchboard Operator/Receptionist		17.53
01531 - Travel Clerk I		19.15
01532 - Travel Clerk II		20.53
01533 - Travel Clerk III		22.42
01611 - Word Processor I		17.52
01612 - Word Processor II		19.67
01613 - Word Processor III		22.15
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		30.73
05010 - Automotive Electrician		24.97
05040 - Automotive Glass Installer		23.78
05070 - Automotive Worker		23.78
05110 - Mobile Equipment Servicer		20.52
05130 - Motor Equipment Metal Mechanic		26.07
05160 - Motor Equipment Metal Worker		23.78
05190 - Motor Vehicle Mechanic		26.07
05220 - Motor Vehicle Mechanic Helper		18.71
05250 - Motor Vehicle Upholstery Worker		22.15
05280 - Motor Vehicle Wrecker		23.78
05310 - Painter, Automotive		24.97
05340 - Radiator Repair Specialist		23.78
05370 - Tire Repairer		18.77

05400 - Transmission Repair Specialist	26.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	17.40
07042 - Cook II	20.17
07070 - Dishwasher	15.47
07130 - Food Service Worker	15.74
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	15.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	14.32
09080 - Furniture Refinisher	23.70
09090 - Furniture Refinisher Helper	17.76
09110 - Furniture Repairer, Minor	21.03
09130 - Upholsterer	22.61
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.93
11060 - Elevator Operator	17.61
11090 - Gardener	25.53
11122 - Housekeeping Aide	17.61
11150 - Janitor	17.61
11210 - Laborer, Grounds Maintenance	18.77
11240 - Maid or Houseman	16.95
11260 - Pruner	16.49
11270 - Tractor Operator	23.28
11330 - Trail Maintenance Worker	18.77
11360 - Window Cleaner	20.04
12000 - Health Occupations	
12010 - Ambulance Driver	20.15
12011 - Breath Alcohol Technician	28.08
12012 - Certified Occupational Therapist Assistant	32.43
12015 - Certified Physical Therapist Assistant	31.65
12020 - Dental Assistant	23.13
12025 - Dental Hygienist	45.84
12030 - EKG Technician	36.87
12035 - Electroneurodiagnostic Technologist	36.87
12040 - Emergency Medical Technician	20.15
12071 - Licensed Practical Nurse I	25.10
12072 - Licensed Practical Nurse II	28.08
12073 - Licensed Practical Nurse III	31.31
12100 - Medical Assistant	21.50
12130 - Medical Laboratory Technician	28.95
12160 - Medical Record Clerk	22.58
12190 - Medical Record Technician	25.26
12195 - Medical Transcriptionist	20.19
12210 - Nuclear Medicine Technologist	49.12
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.36
12223 - Nursing Assistant III	16.76
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	18.86
12236 - Optical Technician	18.93
12250 - Pharmacy Technician	21.18
12280 - Phlebotomist	22.00
12305 - Radiologic Technologist	36.51
12311 - Registered Nurse I	27.01
12312 - Registered Nurse II	33.04
12313 - Registered Nurse II, Specialist	33.04
12314 - Registered Nurse III	39.99
12315 - Registered Nurse III, Anesthetist	39.99
12316 - Registered Nurse IV	47.93
12317 - Scheduler (Drug and Alcohol Testing)	34.78
12320 - Substance Abuse Treatment Counselor	28.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.03
13012 - Exhibits Specialist II	29.77
13013 - Exhibits Specialist III	36.41
13041 - Illustrator I	22.55
13042 - Illustrator II	27.94
13043 - Illustrator III	34.17
13047 - Librarian	30.94
13050 - Library Aide/Clerk	16.30
13054 - Library Information Technology Systems Administrator	27.94
13058 - Library Technician	19.12
13061 - Media Specialist I	20.16
13062 - Media Specialist II	22.55
13063 - Media Specialist III	25.15
13071 - Photographer I	18.83
13072 - Photographer II	21.07
13073 - Photographer III	26.10
13074 - Photographer IV	31.92
13075 - Photographer V	38.63
13090 - Technical Order Library Clerk	20.46
13110 - Video Teleconference Technician	28.09
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.54
14042 - Computer Operator II	24.09
14043 - Computer Operator III	26.85
14044 - Computer Operator IV	29.85
14045 - Computer Operator V	33.06

14071 - Computer Programmer I	(see 1)	25.69
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		21.54
14160 - Personal Computer Support Technician		29.85
14170 - System Support Specialist		34.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		34.92
15060 - Educational Technologist		36.70
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		29.33
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.62
15086 - Maintenance Test Pilot, Rotary Wing		49.62
15088 - Non-Maintenance Test/Co-Pilot		49.62
15090 - Technical Instructor		25.46
15095 - Technical Instructor/Course Developer		31.15
15110 - Test Proctor		20.56
15120 - Tutor		20.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		16.92
16030 - Counter Attendant		16.92
16040 - Dry Cleaner		19.34
16070 - Finisher, Flatwork, Machine		16.92
16090 - Presser, Hand		16.92
16110 - Presser, Machine, Drycleaning		16.92
16130 - Presser, Machine, Shirts		16.92
16160 - Presser, Machine, Wearing Apparel, Laundry		16.92
16190 - Sewing Machine Operator		20.13
16220 - Tailor		20.94
16250 - Washer, Machine		17.73
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.27
19040 - Tool And Die Maker		30.63
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.28
21030 - Material Coordinator		27.39
21040 - Material Expediter		27.39
21050 - Material Handling Laborer		20.09
21071 - Order Filler		18.19
21080 - Production Line Worker (Food Processing)		22.28
21110 - Shipping Packer		21.80
21130 - Shipping/Receiving Clerk		21.80
21140 - Store Worker I		15.79
21150 - Stock Clerk		22.90
21210 - Tools And Parts Attendant		22.28
21410 - Warehouse Specialist		22.28
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		41.69
23019 - Aircraft Logs and Records Technician		34.13
23021 - Aircraft Mechanic I		40.15
23022 - Aircraft Mechanic II		41.69
23023 - Aircraft Mechanic III		43.28
23040 - Aircraft Mechanic Helper		28.82
23050 - Aircraft, Painter		38.47
23060 - Aircraft Servicer		34.13
23070 - Aircraft Survival Flight Equipment Technician		38.47
23080 - Aircraft Worker		36.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		36.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		40.15
23110 - Appliance Mechanic		29.03
23120 - Bicycle Repairer		24.77
23125 - Cable Splicer		49.98
23130 - Carpenter, Maintenance		34.13
23140 - Carpet Layer		34.14
23160 - Electrician, Maintenance		38.11
23181 - Electronics Technician Maintenance I		30.60
23182 - Electronics Technician Maintenance II		32.13
23183 - Electronics Technician Maintenance III		33.54
23260 - Fabric Worker		31.49
23290 - Fire Alarm System Mechanic		31.65
23310 - Fire Extinguisher Repairer		26.87
23311 - Fuel Distribution System Mechanic		43.96
23312 - Fuel Distribution System Operator		34.89
23370 - General Maintenance Worker		25.93
23380 - Ground Support Equipment Mechanic		40.15
23381 - Ground Support Equipment Servicer		34.13
23382 - Ground Support Equipment Worker		36.65
23391 - Gunsmith I		26.87
23392 - Gunsmith II		31.14
23393 - Gunsmith III		34.11

23410 - Heating, Ventilation And Air-Conditioning Mechanic		30.29
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		31.47
23430 - Heavy Equipment Mechanic		31.56
23440 - Heavy Equipment Operator		39.56
23460 - Instrument Mechanic		34.11
23465 - Laboratory/Shelter Mechanic		32.69
23470 - Laborer		20.09
23510 - Locksmith		24.29
23530 - Machinery Maintenance Mechanic		33.68
23550 - Machinist, Maintenance		29.91
23580 - Maintenance Trades Helper		20.21
23591 - Metrology Technician I		34.11
23592 - Metrology Technician II		35.45
23593 - Metrology Technician III		36.80
23640 - Millwright		36.54
23710 - Office Appliance Repairer		23.02
23760 - Painter, Maintenance		32.82
23790 - Pipefitter, Maintenance		39.52
23810 - Plumber, Maintenance		37.86
23820 - Pneudraulic Systems Mechanic		34.11
23850 - Rigger		39.11
23870 - Scale Mechanic		31.14
23890 - Sheet-Metal Worker, Maintenance		39.91
23910 - Small Engine Mechanic		25.54
23931 - Telecommunications Mechanic I		30.24
23932 - Telecommunications Mechanic II		31.42
23950 - Telephone Lineman		33.65
23960 - Welder, Combination, Maintenance		24.83
23965 - Well Driller		31.00
23970 - Woodcraft Worker		34.11
23980 - Woodworker		26.87
24000 - Personal Needs Occupations		
24550 - Case Manager		21.69
24570 - Child Care Attendant		16.02
24580 - Child Care Center Clerk		19.99
24610 - Chore Aide		15.51
24620 - Family Readiness And Support Services Coordinator		21.69
24630 - Homemaker		21.69
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		36.97
25040 - Sewage Plant Operator		29.52
25070 - Stationary Engineer		36.97
25190 - Ventilation Equipment Tender		26.53
25210 - Water Treatment Plant Operator		29.52
27000 - Protective Service Occupations		
27004 - Alarm Monitor		26.14
27007 - Baggage Inspector		18.31
27008 - Corrections Officer		25.78
27010 - Court Security Officer		28.84
27030 - Detection Dog Handler		20.48
27040 - Detention Officer		25.78
27070 - Firefighter		33.16
27101 - Guard I		18.31
27102 - Guard II		20.48
27131 - Police Officer I		31.70
27132 - Police Officer II		35.21
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		21.17
28042 - Carnival Equipment Repairer		23.21
28043 - Carnival Worker		15.00
28210 - Gate Attendant/Gate Tender		19.87
28310 - Lifeguard		14.77
28350 - Park Attendant (Aide)		22.23
28510 - Recreation Aide/Health Facility Attendant		16.23
28515 - Recreation Specialist		27.54
28630 - Sports Official		17.71
28690 - Swimming Pool Operator		26.90
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.86
29020 - Hatch Tender		32.86
29030 - Line Handler		32.86
29041 - Stevedore I		30.60
29042 - Stevedore II		34.50
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		19.58
30022 - Archeological Technician II		21.90
30023 - Archeological Technician III		27.12
30030 - Cartographic Technician		27.52
30040 - Civil Engineering Technician		30.61
30051 - Cryogenic Technician I		30.04
30052 - Cryogenic Technician II		33.18
30061 - Drafter/CAD Operator I		19.58
30062 - Drafter/CAD Operator II		21.90

30063 - Drafter/CAD Operator III		24.40
30064 - Drafter/CAD Operator IV		30.04
30081 - Engineering Technician I		18.06
30082 - Engineering Technician II		20.27
30083 - Engineering Technician III		22.68
30084 - Engineering Technician IV		28.09
30085 - Engineering Technician V		34.35
30086 - Engineering Technician VI		41.56
30090 - Environmental Technician		25.90
30095 - Evidence Control Specialist		27.12
30210 - Laboratory Technician		31.87
30221 - Latent Fingerprint Technician I		30.17
30222 - Latent Fingerprint Technician II		33.32
30240 - Mathematical Technician		30.69
30361 - Paralegal/Legal Assistant I		24.05
30362 - Paralegal/Legal Assistant II		29.79
30363 - Paralegal/Legal Assistant III		36.44
30364 - Paralegal/Legal Assistant IV		44.10
30375 - Petroleum Supply Specialist		33.18
30390 - Photo-Optics Technician		27.12
30395 - Radiation Control Technician		33.18
30461 - Technical Writer I		27.12
30462 - Technical Writer II		33.16
30463 - Technical Writer III		40.12
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		30.04
30502 - Weather Forecaster II		36.55
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.40
30621 - Weather Observer, Senior	(see 2)	27.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.69
31020 - Bus Aide		19.87
31030 - Bus Driver		29.19
31043 - Driver Courier		20.67
31260 - Parking and Lot Attendant		15.74
31290 - Shuttle Bus Driver		18.63
31310 - Taxi Driver		14.25
31361 - Truckdriver, Light		22.67
31362 - Truckdriver, Medium		24.48
31363 - Truckdriver, Heavy		28.00
31364 - Truckdriver, Tractor-Trailer		28.00
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.89
99030 - Cashier		15.57
99050 - Desk Clerk		17.29
99095 - Embalmer		32.89
99130 - Flight Follower		30.32
99251 - Laboratory Animal Caretaker I		18.17
99252 - Laboratory Animal Caretaker II		19.93
99260 - Marketing Analyst		35.54
99310 - Mortician		30.54
99410 - Pest Controller		21.03
99510 - Photofinishing Worker		18.78
99710 - Recycling Laborer		31.28
99711 - Recycling Specialist		38.79
99730 - Refuse Collector		27.49
99810 - Sales Clerk		16.26
99820 - School Crossing Guard		17.80
99830 - Survey Party Chief		30.73
99831 - Surveying Aide		20.40
99832 - Surveying Technician		27.95
99840 - Vending Machine Attendant		17.30
99841 - Vending Machine Repairer		21.99
99842 - Vending Machine Repairer Helper		17.30

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))."" "