

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 Division of
Director Wage Determinations

Wage Determination No.: 2015-5021
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State: Illinois

Area: Illinois Counties of Vermilion

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.78
01012 - Accounting Clerk II		19.95
01013 - Accounting Clerk III		22.32
01020 - Administrative Assistant		27.69
01035 - Court Reporter		23.60
01041 - Customer Service Representative I		16.45
01042 - Customer Service Representative II		17.95
01043 - Customer Service Representative III		20.14
01051 - Data Entry Operator I		16.70
01052 - Data Entry Operator II		18.22
01060 - Dispatcher, Motor Vehicle		23.82
01070 - Document Preparation Clerk		18.80
01090 - Duplicating Machine Operator		18.80
01111 - General Clerk I		16.65
01112 - General Clerk II		18.16
01113 - General Clerk III		20.38
01120 - Housing Referral Assistant		26.31
01141 - Messenger Courier		15.32
01191 - Order Clerk I		18.28
01192 - Order Clerk II		20.25
01261 - Personnel Assistant (Employment) I		20.96
01262 - Personnel Assistant (Employment) II		23.44
01263 - Personnel Assistant (Employment) III		26.13
01270 - Production Control Clerk		27.37
01290 - Rental Clerk		18.84
01300 - Scheduler, Maintenance		21.09
01311 - Secretary I		21.09
01312 - Secretary II		23.60
01313 - Secretary III		26.31
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		27.69
01420 - Survey Worker		22.84
01460 - Switchboard Operator/Receptionist		16.72
01531 - Travel Clerk I		18.80
01532 - Travel Clerk II		21.09
01533 - Travel Clerk III		23.60
01611 - Word Processor I		18.80
01612 - Word Processor II		21.09
01613 - Word Processor III		23.60
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.66
05010 - Automotive Electrician		21.63
05040 - Automotive Glass Installer		20.46
05070 - Automotive Worker		20.46
05110 - Mobile Equipment Servicer		17.85
05130 - Motor Equipment Metal Mechanic		22.85
05160 - Motor Equipment Metal Worker		20.46
05190 - Motor Vehicle Mechanic		22.85
05220 - Motor Vehicle Mechanic Helper		16.94
05250 - Motor Vehicle Upholstery Worker		19.16
05280 - Motor Vehicle Wrecker		20.46
05310 - Painter, Automotive		21.63
05340 - Radiator Repair Specialist		20.46
05370 - Tire Repairer		17.85
05400 - Transmission Repair Specialist		22.85
07000 - Food Preparation And Service Occupations		
07010 - Baker		21.14
07041 - Cook I		17.50

07042 - Cook II	20.05
07070 - Dishwasher	15.00
07130 - Food Service Worker	15.00
07210 - Meat Cutter	17.85
07260 - Waiter/Waitress	15.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.29
09040 - Furniture Handler	18.78
09080 - Furniture Refinisher	28.29
09090 - Furniture Refinisher Helper	21.81
09110 - Furniture Repairer, Minor	25.06
09130 - Upholsterer	28.29
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.68
11060 - Elevator Operator	17.70
11090 - Gardener	22.62
11122 - Housekeeping Aide	17.70
11150 - Janitor	17.70
11210 - Laborer, Grounds Maintenance	17.61
11240 - Maid or Houseman	16.33
11260 - Pruner	16.18
11270 - Tractor Operator	20.97
11330 - Trail Maintenance Worker	17.61
11360 - Window Cleaner	19.54
12000 - Health Occupations	
12010 - Ambulance Driver	22.68
12011 - Breath Alcohol Technician	28.39
12012 - Certified Occupational Therapist Assistant	35.82
12015 - Certified Physical Therapist Assistant	35.82
12020 - Dental Assistant	26.35
12025 - Dental Hygienist	55.58
12030 - EKG Technician	43.02
12035 - Electroneurodiagnostic Technologist	43.02
12040 - Emergency Medical Technician	22.68
12071 - Licensed Practical Nurse I	25.38
12072 - Licensed Practical Nurse II	28.39
12073 - Licensed Practical Nurse III	31.66
12100 - Medical Assistant	19.28
12130 - Medical Laboratory Technician	30.58
12160 - Medical Record Clerk	25.88
12190 - Medical Record Technician	28.94
12195 - Medical Transcriptionist	25.38
12210 - Nuclear Medicine Technologist	62.40
12221 - Nursing Assistant I	14.60
12222 - Nursing Assistant II	16.42
12223 - Nursing Assistant III	17.92
12224 - Nursing Assistant IV	20.12
12235 - Optical Dispenser	26.10
12236 - Optical Technician	25.38
12250 - Pharmacy Technician	21.27
12280 - Phlebotomist	23.34
12305 - Radiologic Technologist	32.70
12311 - Registered Nurse I	27.03
12312 - Registered Nurse II	33.07
12313 - Registered Nurse II, Specialist	33.07
12314 - Registered Nurse III	40.02
12315 - Registered Nurse III, Anesthetist	40.02
12316 - Registered Nurse IV	47.97
12317 - Scheduler (Drug and Alcohol Testing)	35.17
12320 - Substance Abuse Treatment Counselor	33.98
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.52
13012 - Exhibits Specialist II	20.47
13013 - Exhibits Specialist III	25.03
13041 - Illustrator I	16.52
13042 - Illustrator II	20.47
13043 - Illustrator III	25.03
13047 - Librarian	22.67
13050 - Library Aide/Clerk	15.01
13054 - Library Information Technology Systems Administrator	20.47
13058 - Library Technician	15.95
13061 - Media Specialist I	14.98
13062 - Media Specialist II	16.76
13063 - Media Specialist III	18.69
13071 - Photographer I	14.95
13072 - Photographer II	16.73
13073 - Photographer III	20.72
13074 - Photographer IV	25.35
13075 - Photographer V	30.67
13090 - Technical Order Library Clerk	18.84
13110 - Video Teleconference Technician	14.77
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.10
14042 - Computer Operator II	20.25
14043 - Computer Operator III	22.57
14044 - Computer Operator IV	25.08
14045 - Computer Operator V	27.78
14071 - Computer Programmer I	(see 1) 19.91
14072 - Computer Programmer II	(see 1) 24.67
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		18.10
14160 - Personal Computer Support Technician		25.08
14170 - System Support Specialist		28.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.29
15020 - Aircrew Training Devices Instructor (Rated)		41.48
15030 - Air Crew Training Devices Instructor (Pilot)		49.73
15050 - Computer Based Training Specialist / Instructor		34.29
15060 - Educational Technologist		31.45
15070 - Flight Instructor (Pilot)		49.73
15080 - Graphic Artist		30.42
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.73
15086 - Maintenance Test Pilot, Rotary Wing		49.73
15088 - Non-Maintenance Test/Co-Pilot		49.73
15090 - Technical Instructor		23.75
15095 - Technical Instructor/Course Developer		30.42
15110 - Test Proctor		19.16
15120 - Tutor		19.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		19.01
16030 - Counter Attendant		19.01
16040 - Dry Cleaner		21.73
16070 - Finisher, Flatwork, Machine		19.01
16090 - Presser, Hand		19.01
16110 - Presser, Machine, Drycleaning		19.01
16130 - Presser, Machine, Shirts		19.01
16160 - Presser, Machine, Wearing Apparel, Laundry		19.01
16190 - Sewing Machine Operator		22.62
16220 - Tailor		23.53
16250 - Washer, Machine		19.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.55
19040 - Tool And Die Maker		32.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.80
21030 - Material Coordinator		27.37
21040 - Material Expediter		27.37
21050 - Material Handling Laborer		21.21
21071 - Order Filler		18.80
21080 - Production Line Worker (Food Processing)		23.80
21110 - Shipping Packer		22.66
21130 - Shipping/Receiving Clerk		22.66
21140 - Store Worker I		16.72
21150 - Stock Clerk		22.20
21210 - Tools And Parts Attendant		23.80
21410 - Warehouse Specialist		23.80
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.85
23019 - Aircraft Logs and Records Technician		26.28
23021 - Aircraft Mechanic I		31.35
23022 - Aircraft Mechanic II		32.85
23023 - Aircraft Mechanic III		34.31
23040 - Aircraft Mechanic Helper		22.71
23050 - Aircraft, Painter		29.68
23060 - Aircraft Servicer		26.28
23070 - Aircraft Survival Flight Equipment Technician		29.68
23080 - Aircraft Worker		28.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		28.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		31.35
23110 - Appliance Mechanic		28.88
23120 - Bicycle Repairer		24.49
23125 - Cable Splicer		36.32
23130 - Carpenter, Maintenance		29.36
23140 - Carpet Layer		28.06
23160 - Electrician, Maintenance		38.06
23181 - Electronics Technician Maintenance I		28.06
23182 - Electronics Technician Maintenance II		29.68
23183 - Electronics Technician Maintenance III		31.35
23260 - Fabric Worker		26.28
23290 - Fire Alarm System Mechanic		30.02
23310 - Fire Extinguisher Repairer		24.49
23311 - Fuel Distribution System Mechanic		31.35
23312 - Fuel Distribution System Operator		24.49
23370 - General Maintenance Worker		25.62
23380 - Ground Support Equipment Mechanic		31.35
23381 - Ground Support Equipment Servicer		26.28
23382 - Ground Support Equipment Worker		28.06
23391 - Gunsmith I		24.49
23392 - Gunsmith II		28.06
23393 - Gunsmith III		31.35
23410 - Heating, Ventilation And Air-Conditioning Mechanic		32.03
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		33.70
23430 - Heavy Equipment Mechanic		30.88

23440 - Heavy Equipment Operator	43.63
23460 - Instrument Mechanic	31.35
23465 - Laboratory/Shelter Mechanic	29.68
23470 - Laborer	21.21
23510 - Locksmith	29.68
23530 - Machinery Maintenance Mechanic	30.00
23550 - Machinist, Maintenance	23.14
23580 - Maintenance Trades Helper	22.10
23591 - Metrology Technician I	31.35
23592 - Metrology Technician II	32.85
23593 - Metrology Technician III	34.31
23640 - Millwright	32.81
23710 - Office Appliance Repairer	29.68
23760 - Painter, Maintenance	30.17
23790 - Pipefitter, Maintenance	37.89
23810 - Plumber, Maintenance	35.87
23820 - Pseudraulic Systems Mechanic	31.35
23850 - Rigger	31.35
23870 - Scale Mechanic	28.06
23890 - Sheet-Metal Worker, Maintenance	30.02
23910 - Small Engine Mechanic	28.06
23931 - Telecommunications Mechanic I	30.36
23932 - Telecommunications Mechanic II	31.59
23950 - Telephone Lineman	30.02
23960 - Welder, Combination, Maintenance	23.49
23965 - Well Driller	31.35
23970 - Woodcraft Worker	31.35
23980 - Woodworker	24.49
24000 - Personal Needs Occupations	
24550 - Case Manager	21.51
24570 - Child Care Attendant	16.30
24580 - Child Care Center Clerk	20.34
24610 - Chore Aide	17.57
24620 - Family Readiness And Support Services Coordinator	21.51
24630 - Homemaker	21.51
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.76
25040 - Sewage Plant Operator	28.00
25070 - Stationary Engineer	29.76
25190 - Ventilation Equipment Tender	21.56
25210 - Water Treatment Plant Operator	28.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.95
27007 - Baggage Inspector	19.08
27008 - Corrections Officer	33.31
27010 - Court Security Officer	32.98
27030 - Detection Dog Handler	21.34
27040 - Detention Officer	33.31
27070 - Firefighter	28.12
27101 - Guard I	19.08
27102 - Guard II	21.34
27131 - Police Officer I	32.60
27132 - Police Officer II	36.22
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.74
28042 - Carnival Equipment Repairer	17.70
28043 - Carnival Worker	14.52
28210 - Gate Attendant/Gate Tender	18.85
28310 - Lifeguard	15.00
28350 - Park Attendant (Aide)	21.09
28510 - Recreation Aide/Health Facility Attendant	15.40
28515 - Recreation Specialist	26.13
28630 - Sports Official	16.80
28690 - Swimming Pool Operator	24.37
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.06
29020 - Hatch Tender	28.06
29030 - Line Handler	28.06
29041 - Stevedore I	26.28
29042 - Stevedore II	29.68
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 51.96
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 35.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 39.47
30021 - Archeological Technician I	17.78
30022 - Archeological Technician II	19.89
30023 - Archeological Technician III	24.42
30030 - Cartographic Technician	24.42
30040 - Civil Engineering Technician	27.09
30051 - Cryogenic Technician I	27.28
30052 - Cryogenic Technician II	30.14
30061 - Drafter/CAD Operator I	17.78
30062 - Drafter/CAD Operator II	19.89
30063 - Drafter/CAD Operator III	21.99
30064 - Drafter/CAD Operator IV	27.06
30081 - Engineering Technician I	16.71
30082 - Engineering Technician II	19.15
30083 - Engineering Technician III	21.43

30084 - Engineering Technician IV	26.53
30085 - Engineering Technician V	32.47
30086 - Engineering Technician VI	35.72
30090 - Environmental Technician	24.42
30095 - Evidence Control Specialist	24.63
30210 - Laboratory Technician	22.17
30221 - Latent Fingerprint Technician I	27.28
30222 - Latent Fingerprint Technician II	30.14
30240 - Mathematical Technician	24.42
30361 - Paralegal/Legal Assistant I	20.92
30362 - Paralegal/Legal Assistant II	25.91
30363 - Paralegal/Legal Assistant III	31.70
30364 - Paralegal/Legal Assistant IV	38.35
30375 - Petroleum Supply Specialist	30.14
30390 - Photo-Optics Technician	24.42
30395 - Radiation Control Technician	30.14
30461 - Technical Writer I	24.63
30462 - Technical Writer II	30.14
30463 - Technical Writer III	36.45
30491 - Unexploded Ordnance (UXO) Technician I	33.02
30492 - Unexploded Ordnance (UXO) Technician II	39.96
30493 - Unexploded Ordnance (UXO) Technician III	47.89
30494 - Unexploded (UXO) Safety Escort	33.02
30495 - Unexploded (UXO) Sweep Personnel	33.02
30501 - Weather Forecaster I	27.28
30502 - Weather Forecaster II	33.19
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs (see 2)	21.99
30621 - Weather Observer, Senior (see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	39.96
31020 - Bus Aide	17.39
31030 - Bus Driver	23.20
31043 - Driver Courier	19.54
31260 - Parking and Lot Attendant	16.37
31290 - Shuttle Bus Driver	17.31
31310 - Taxi Driver	16.78
31361 - Truckdriver, Light	21.08
31362 - Truckdriver, Medium	22.62
31363 - Truckdriver, Heavy	27.77
31364 - Truckdriver, Tractor-Trailer	27.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.48
99030 - Cashier	15.00
99050 - Desk Clerk	16.78
99095 - Embalmer	30.43
99130 - Flight Follower	33.02
99251 - Laboratory Animal Caretaker I	23.88
99252 - Laboratory Animal Caretaker II	25.76
99260 - Marketing Analyst	34.32
99310 - Mortician	30.43
99410 - Pest Controller	23.02
99510 - Photofinishing Worker	17.36
99710 - Recycling Laborer	22.10
99711 - Recycling Specialist	26.32
99730 - Refuse Collector	20.02
99810 - Sales Clerk	15.78
99820 - School Crossing Guard	17.85
99830 - Survey Party Chief	24.32
99831 - Surveying Aide	15.93
99832 - Surveying Technician	21.80
99840 - Vending Machine Attendant	24.13
99841 - Vending Machine Repairer	29.65
99842 - Vending Machine Repairer Helper	24.13

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. 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: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per week, or \$939.46 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 employee (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))."