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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                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-5067  
Revision No.: 1  
Date Of Revision: 03/28/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Illinois

Area: Illinois Counties of Franklin, Hamilton, Jackson, Jefferson, Johnson, Massac, Perry, Pope, Pulaski, Randolph, Saline, Union, Washington, Wayne, Williamson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service Representative I		10.93
01042 - Customer Service Representative II		12.29
01043 - Customer Service Representative III		13.41
01051 - Data Entry Operator I		12.22
01052 - Data Entry Operator II		14.40
01060 - Dispatcher, Motor Vehicle		19.05
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.51
01111 - General Clerk I		12.33
01112 - General Clerk II		15.00
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		11.61
01191 - Order Clerk I		14.29
01192 - Order Clerk II		15.60
01261 - Personnel Assistant (Employment) I		16.33
01262 - Personnel Assistant (Employment) II		19.05
01263 - Personnel Assistant (Employment) III		20.73
01270 - Production Control Clerk		20.73
01290 - Rental Clerk		16.06
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.85
01313 - Secretary III		20.96
01320 - Service Order Dispatcher		18.12
01410 - Supply Technician		24.14
01420 - Survey Worker		19.05
01460 - Switchboard Operator/Receptionist		15.10
01531 - Travel Clerk I		12.40
01532 - Travel Clerk II		13.29
01533 - Travel Clerk III		14.14
01611 - Word Processor I		13.51
01612 - Word Processor II		16.06
01613 - Word Processor III		19.05
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.80
05010 - Automotive Electrician		20.59
05040 - Automotive Glass Installer		19.74
05070 - Automotive Worker		19.74
05110 - Mobile Equipment Servicer		18.01
05130 - Motor Equipment Metal Mechanic		21.46
05160 - Motor Equipment Metal Worker		19.74

05190	- Motor Vehicle Mechanic	20.40
05220	- Motor Vehicle Mechanic Helper	16.72
05250	- Motor Vehicle Upholstery Worker	18.88
05280	- Motor Vehicle Wrecker	19.74
05310	- Painter, Automotive	20.59
05340	- Radiator Repair Specialist	19.74
05370	- Tire Repairer	15.80
05400	- Transmission Repair Specialist	21.46
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.77
07041	- Cook I	11.02
07042	- Cook II	12.07
07070	- Dishwasher	8.92
07130	- Food Service Worker	10.05
07210	- Meat Cutter	16.34
07260	- Waiter/Waitress	8.94
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.56
09040	- Furniture Handler	13.35
09080	- Furniture Refinisher	20.56
09090	- Furniture Refinisher Helper	16.55
09110	- Furniture Repairer, Minor	18.84
09130	- Upholsterer	22.61
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.74
11060	- Elevator Operator	11.46
11090	- Gardener	16.03
11122	- Housekeeping Aide	11.46
11150	- Janitor	11.46
11210	- Laborer, Grounds Maintenance	12.55
11240	- Maid or Houseman	9.48
11260	- Pruner	11.10
11270	- Tractor Operator	15.03
11330	- Trail Maintenance Worker	12.55
11360	- Window Cleaner	13.02
12000	- Health Occupations	
12010	- Ambulance Driver	19.50
12011	- Breath Alcohol Technician	18.21
12012	- Certified Occupational Therapist Assistant	21.69
12015	- Certified Physical Therapist Assistant	20.81
12020	- Dental Assistant	16.87
12025	- Dental Hygienist	29.65
12030	- EKG Technician	22.64
12035	- Electroneurodiagnostic Technologist	22.64
12040	- Emergency Medical Technician	19.90
12071	- Licensed Practical Nurse I	14.80
12072	- Licensed Practical Nurse II	16.55
12073	- Licensed Practical Nurse III	18.46
12100	- Medical Assistant	13.28
12130	- Medical Laboratory Technician	17.14
12160	- Medical Record Clerk	14.89
12190	- Medical Record Technician	15.83
12195	- Medical Transcriptionist	16.10
12210	- Nuclear Medicine Technologist	33.14
12221	- Nursing Assistant I	10.78
12222	- Nursing Assistant II	12.12
12223	- Nursing Assistant III	13.23
12224	- Nursing Assistant IV	14.85
12235	- Optical Dispenser	16.07
12236	- Optical Technician	15.99
12250	- Pharmacy Technician	15.52
12280	- Phlebotomist	14.07
12305	- Radiologic Technologist	25.09
12311	- Registered Nurse I	26.36
12312	- Registered Nurse II	29.18
12313	- Registered Nurse II, Specialist	29.18
12314	- Registered Nurse III	35.30
12315	- Registered Nurse III, Anesthetist	35.30
12316	- Registered Nurse IV	42.33
12317	- Scheduler (Drug and Alcohol Testing)	20.03
12320	- Substance Abuse Treatment Counselor	18.71
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.31
13012	- Exhibits Specialist II	22.69
13013	- Exhibits Specialist III	27.76
13041	- Illustrator I	20.80
13042	- Illustrator II	25.56
13043	- Illustrator III	30.15
13047	- Librarian	26.36
13050	- Library Aide/Clerk	12.34
13054	- Library Information Technology Systems	23.81

Administrator	
13058 - Library Technician	14.61
13061 - Media Specialist I	17.18
13062 - Media Specialist II	19.21
13063 - Media Specialist III	21.43
13071 - Photographer I	16.71
13072 - Photographer II	18.69
13073 - Photographer III	23.16
13074 - Photographer IV	27.91
13075 - Photographer V	33.77
13090 - Technical Order Library Clerk	13.03
13110 - Video Teleconference Technician	17.77
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.04
14042 - Computer Operator II	19.06
14043 - Computer Operator III	21.26
14044 - Computer Operator IV	23.61
14045 - Computer Operator V	26.16
14071 - Computer Programmer I	(see 1)
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	18.26
14160 - Personal Computer Support Technician	25.31
14170 - System Support Specialist	21.24
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	28.74
15070 - Flight Instructor (Pilot)	50.64
15080 - Graphic Artist	21.87
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	32.42
15086 - Maintenance Test Pilot, Rotary Wing	32.42
15088 - Non-Maintenance Test/Co-Pilot	32.42
15090 - Technical Instructor	20.66
15095 - Technical Instructor/Course Developer	25.27
15110 - Test Proctor	16.67
15120 - Tutor	16.67
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.48
16030 - Counter Attendant	9.48
16040 - Dry Cleaner	11.68
16070 - Finisher, Flatwork, Machine	9.48
16090 - Presser, Hand	9.48
16110 - Presser, Machine, Drycleaning	9.48
16130 - Presser, Machine, Shirts	9.48
16160 - Presser, Machine, Wearing Apparel, Laundry	9.48
16190 - Sewing Machine Operator	12.42
16220 - Tailor	13.18
16250 - Washer, Machine	10.14
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.05
19040 - Tool And Die Maker	25.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.14
21030 - Material Coordinator	20.64
21040 - Material Expediter	20.64
21050 - Material Handling Laborer	19.18
21071 - Order Filler	12.91
21080 - Production Line Worker (Food Processing)	19.14
21110 - Shipping Packer	13.96
21130 - Shipping/Receiving Clerk	13.96
21140 - Store Worker I	12.45
21150 - Stock Clerk	17.30
21210 - Tools And Parts Attendant	19.14
21410 - Warehouse Specialist	19.14
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.94
23019 - Aircraft Logs and Records Technician	22.61
23021 - Aircraft Mechanic I	26.77
23022 - Aircraft Mechanic II	27.94
23023 - Aircraft Mechanic III	29.15
23040 - Aircraft Mechanic Helper	19.40
23050 - Aircraft, Painter	25.49
23060 - Aircraft Servicer	22.61
23070 - Aircraft Survival Flight Equipment Technician	25.49

23080 - Aircraft Worker	24.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.77
23110 - Appliance Mechanic	24.85
23120 - Bicycle Repairer	17.38
23125 - Cable Splicer	29.05
23130 - Carpenter, Maintenance	26.52
23140 - Carpet Layer	24.17
23160 - Electrician, Maintenance	33.89
23181 - Electronics Technician Maintenance I	24.18
23182 - Electronics Technician Maintenance II	25.38
23183 - Electronics Technician Maintenance III	26.95
23260 - Fabric Worker	22.14
23290 - Fire Alarm System Mechanic	25.53
23310 - Fire Extinguisher Repairer	20.43
23311 - Fuel Distribution System Mechanic	24.82
23312 - Fuel Distribution System Operator	19.70
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment Mechanic	26.77
23381 - Ground Support Equipment Servicer	22.61
23382 - Ground Support Equipment Worker	24.17
23391 - Gunsmith I	20.43
23392 - Gunsmith II	23.67
23393 - Gunsmith III	25.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.39
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.24
23430 - Heavy Equipment Mechanic	23.21
23440 - Heavy Equipment Operator	27.93
23460 - Instrument Mechanic	23.28
23465 - Laboratory/Shelter Mechanic	24.85
23470 - Laborer	17.17
23510 - Locksmith	24.45
23530 - Machinery Maintenance Mechanic	27.80
23550 - Machinist, Maintenance	24.17
23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	23.28
23592 - Metrology Technician II	24.16
23593 - Metrology Technician III	25.07
23640 - Millwright	27.07
23710 - Office Appliance Repairer	22.23
23760 - Painter, Maintenance	24.60
23790 - Pipefitter, Maintenance	33.13
23810 - Plumber, Maintenance	31.74
23820 - Pneudraulic Systems Mechanic	25.94
23850 - Rigger	25.94
23870 - Scale Mechanic	23.67
23890 - Sheet-Metal Worker, Maintenance	29.21
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic I	27.09
23932 - Telecommunications Mechanic II	28.27
23950 - Telephone Lineman	25.91
23960 - Welder, Combination, Maintenance	23.21
23965 - Well Driller	25.53
23970 - Woodcraft Worker	25.94
23980 - Woodworker	20.43
24000 - Personal Needs Occupations	
24550 - Case Manager	13.20
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	9.28
24620 - Family Readiness And Support Services Coordinator	13.20
24630 - Homemaker	13.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.27
25040 - Sewage Plant Operator	23.34
25070 - Stationary Engineer	28.27
25190 - Ventilation Equipment Tender	20.28
25210 - Water Treatment Plant Operator	23.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.52
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	20.70
27010 - Court Security Officer	22.13
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	20.70
27070 - Firefighter	25.67

27101	- Guard I	12.71
27102	- Guard II	16.66
27131	- Police Officer I	22.39
27132	- Police Officer II	24.88
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.65
28042	- Carnival Equipment Repairer	14.75
28043	- Carnival Worker	9.76
28210	- Gate Attendant/Gate Tender	13.47
28310	- Lifeguard	11.59
28350	- Park Attendant (Aide)	15.07
28510	- Recreation Aide/Health Facility Attendant	11.30
28515	- Recreation Specialist	19.18
28630	- Sports Official	12.33
28690	- Swimming Pool Operator	17.01
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	26.09
29020	- Hatch Tender	26.09
29030	- Line Handler	26.09
29041	- Stevedore I	24.30
29042	- Stevedore II	27.39
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	36.92
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	25.46
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.04
30021	- Archeological Technician I	19.36
30022	- Archeological Technician II	21.56
30023	- Archeological Technician III	25.04
30030	- Cartographic Technician	27.52
30040	- Civil Engineering Technician	22.72
30051	- Cryogenic Technician I	24.24
30052	- Cryogenic Technician II	26.78
30061	- Drafter/CAD Operator I	19.36
30062	- Drafter/CAD Operator II	21.56
30063	- Drafter/CAD Operator III	24.15
30064	- Drafter/CAD Operator IV	29.71
30081	- Engineering Technician I	17.67
30082	- Engineering Technician II	19.83
30083	- Engineering Technician III	22.18
30084	- Engineering Technician IV	27.48
30085	- Engineering Technician V	33.62
30086	- Engineering Technician VI	40.68
30090	- Environmental Technician	22.06
30095	- Evidence Control Specialist	21.47
30210	- Laboratory Technician	22.61
30221	- Latent Fingerprint Technician I	24.24
30222	- Latent Fingerprint Technician II	26.78
30240	- Mathematical Technician	26.82
30361	- Paralegal/Legal Assistant I	20.04
30362	- Paralegal/Legal Assistant II	24.86
30363	- Paralegal/Legal Assistant III	30.37
30364	- Paralegal/Legal Assistant IV	36.75
30375	- Petroleum Supply Specialist	26.78
30390	- Photo-Optics Technician	26.82
30395	- Radiation Control Technician	26.78
30461	- Technical Writer I	23.51
30462	- Technical Writer II	28.76
30463	- Technical Writer III	34.79
30491	- Unexploded Ordnance (UXO) Technician I	23.46
30492	- Unexploded Ordnance (UXO) Technician II	28.39
30493	- Unexploded Ordnance (UXO) Technician III	34.03
30494	- Unexploded (UXO) Safety Escort	23.46
30495	- Unexploded (UXO) Sweep Personnel	23.46
30501	- Weather Forecaster I	24.24
30502	- Weather Forecaster II	29.49
30620	- Weather Observer, Combined Upper Air Or (see 2)	24.15
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.82
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.39
31020	- Bus Aide	12.28
31030	- Bus Driver	16.52
31043	- Driver Courier	15.43
31260	- Parking and Lot Attendant	10.84
31290	- Shuttle Bus Driver	16.94
31310	- Taxi Driver	11.23
31361	- Truckdriver, Light	16.94
31362	- Truckdriver, Medium	17.97
31363	- Truckdriver, Heavy	20.79
31364	- Truckdriver, Tractor-Trailer	20.79
99000	- Miscellaneous Occupations	

99020 - Cabin Safety Specialist	13.84
99030 - Cashier	9.29
99050 - Desk Clerk	10.58
99095 - Embalmer	27.18
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	10.84
99252 - Laboratory Animal Caretaker II	11.89
99260 - Marketing Analyst	23.56
99310 - Mortician	30.54
99410 - Pest Controller	16.01
99510 - Photofinishing Worker	13.06
99710 - Recycling Laborer	19.10
99711 - Recycling Specialist	22.99
99730 - Refuse Collector	17.17
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	10.89
99830 - Survey Party Chief	22.43
99831 - Surveying Aide	14.88
99832 - Surveying Technician	20.39
99840 - Vending Machine Attendant	14.25
99841 - Vending Machine Repairer	16.65
99842 - Vending Machine Repairer Helper	14.25

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).