

WD 15-5105 (Rev.-3) was first posted on www.wdol.gov on 08/08/2017

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 | WASHINGTON D.C. 20210

Wage Determination No.: 2015-5105  
 Daniel W. Simms Division of | Revision No.: 3  
 Director Wage Determinations | Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 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 \$10.20 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 2017. 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.

States: Kansas, Missouri

Area: Kansas Counties of Johnson, Leavenworth, Linn, Miami, Wyandotte  
 Missouri Counties of Bates, Caldwell, Cass, Clay, Clinton, Jackson, Lafayette, Platte, Ray

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.87
01012 - Accounting Clerk II		16.69
01013 - Accounting Clerk III		18.67
01020 - Administrative Assistant		24.88
01035 - Court Reporter		20.15
01041 - Customer Service Representative I		13.43
01042 - Customer Service Representative II		15.11
01043 - Customer Service Representative III		16.48
01051 - Data Entry Operator I		13.59
01052 - Data Entry Operator II		14.83
01060 - Dispatcher, Motor Vehicle		19.97
01070 - Document Preparation Clerk		14.74
01090 - Duplicating Machine Operator		14.74
01111 - General Clerk I		12.95
01112 - General Clerk II		14.22
01113 - General Clerk III		15.96
01120 - Housing Referral Assistant		20.79
01141 - Messenger Courier		12.19
01191 - Order Clerk I		15.40
01192 - Order Clerk II		17.28
01261 - Personnel Assistant (Employment) I		16.17
01262 - Personnel Assistant (Employment) II		17.97
01263 - Personnel Assistant (Employment) III		20.54
01270 - Production Control Clerk		23.07
01290 - Rental Clerk		14.97
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.90
01313 - Secretary III		20.79
01320 - Service Order Dispatcher		21.18
01410 - Supply Technician		24.88
01420 - Survey Worker		17.02
01460 - Switchboard Operator/Receptionist		13.87
01531 - Travel Clerk I		12.96
01532 - Travel Clerk II		14.00
01533 - Travel Clerk III		15.03
01611 - Word Processor I		14.48
01612 - Word Processor II		16.25
01613 - Word Processor III		18.18
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.30
05010 - Automotive Electrician		19.32
05040 - Automotive Glass Installer		18.59
05070 - Automotive Worker		18.59
05110 - Mobile Equipment Servicer		16.51
05130 - Motor Equipment Metal Mechanic		20.03
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		19.32
05340 - Radiator Repair Specialist		18.59
05370 - Tire Repairer		15.18
05400 - Transmission Repair Specialist		20.03
07000 - Food Preparation And Service Occupations		
07010 - Baker		14.52
07041 - Cook I		11.17

07042 - Cook II		12.88
07070 - Dishwasher		9.60
07130 - Food Service Worker		10.31
07210 - Meat Cutter		17.93
07260 - Waiter/Waitress		9.27
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		21.23
09040 - Furniture Handler		15.75
09080 - Furniture Refinisher		21.23
09090 - Furniture Refinisher Helper		17.01
09110 - Furniture Repairer, Minor		19.27
09130 - Upholsterer		14.47
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		11.24
11060 - Elevator Operator		12.93
11090 - Gardener		17.13
11122 - Housekeeping Aide		12.93
11150 - Janitor		12.93
11210 - Laborer, Grounds Maintenance		13.34
11240 - Maid or Houseman		10.52
11260 - Pruner		12.93
11270 - Tractor Operator		15.75
11330 - Trail Maintenance Worker		13.34
11360 - Window Cleaner		13.33
12000 - Health Occupations		
12010 - Ambulance Driver		17.67
12011 - Breath Alcohol Technician		18.63
12012 - Certified Occupational Therapist Assistant		25.80
12015 - Certified Physical Therapist Assistant		25.83
12020 - Dental Assistant		17.35
12025 - Dental Hygienist		34.36
12030 - EKG Technician		27.13
12035 - Electroneurodiagnostic Technologist		27.13
12040 - Emergency Medical Technician		17.67
12071 - Licensed Practical Nurse I		16.65
12072 - Licensed Practical Nurse II		18.63
12073 - Licensed Practical Nurse III		20.76
12100 - Medical Assistant		15.49
12130 - Medical Laboratory Technician		17.07
12160 - Medical Record Clerk		16.39
12190 - Medical Record Technician		18.34
12195 - Medical Transcriptionist		16.05
12210 - Nuclear Medicine Technologist		34.36
12221 - Nursing Assistant I		10.55
12222 - Nursing Assistant II		11.87
12223 - Nursing Assistant III		12.95
12224 - Nursing Assistant IV		14.53
12235 - Optical Dispenser		14.13
12236 - Optical Technician		14.95
12250 - Pharmacy Technician		14.84
12280 - Phlebotomist		16.26
12305 - Radiologic Technologist		26.98
12311 - Registered Nurse I		23.68
12312 - Registered Nurse II		27.27
12313 - Registered Nurse II, Specialist		27.27
12314 - Registered Nurse III		33.15
12315 - Registered Nurse III, Anesthetist		33.15
12316 - Registered Nurse IV		39.45
12317 - Scheduler (Drug and Alcohol Testing)		23.07
12320 - Substance Abuse Treatment Counselor		15.98
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.13
13012 - Exhibits Specialist II		27.35
13013 - Exhibits Specialist III		32.01
13041 - Illustrator I		19.30
13042 - Illustrator II		23.90
13043 - Illustrator III		29.24
13047 - Librarian		30.95
13050 - Library Aide/Clerk		11.15
13054 - Library Information Technology Systems Administrator		23.49
13058 - Library Technician		14.93
13061 - Media Specialist I		18.34
13062 - Media Specialist II		20.53
13063 - Media Specialist III		22.88
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		15.81
13110 - Video Teleconference Technician		18.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.03
14042 - Computer Operator II		17.93
14043 - Computer Operator III		19.99
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		24.61
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		16.03
14160 - Personal Computer Support Technician		23.48
14170 - System Support Specialist		29.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.00
15020 - Aircrew Training Devices Instructor (Rated)		33.88
15030 - Air Crew Training Devices Instructor (Pilot)		40.61
15050 - Computer Based Training Specialist / Instructor		28.00
15060 - Educational Technologist		29.30
15070 - Flight Instructor (Pilot)		40.61
15080 - Graphic Artist		25.30
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.61
15086 - Maintenance Test Pilot, Rotary Wing		40.61
15088 - Non-Maintenance Test/Co-Pilot		40.61
15090 - Technical Instructor		23.82
15095 - Technical Instructor/Course Developer		29.14
15110 - Test Proctor		19.24
15120 - Tutor		19.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.72
16030 - Counter Attendant		9.72
16040 - Dry Cleaner		12.51
16070 - Finisher, Flatwork, Machine		9.72
16090 - Presser, Hand		9.72
16110 - Presser, Machine, Drycleaning		9.72
16130 - Presser, Machine, Shirts		9.72
16160 - Presser, Machine, Wearing Apparel, Laundry		9.72
16190 - Sewing Machine Operator		13.44
16220 - Tailor		14.37
16250 - Washer, Machine		10.69
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.15
19040 - Tool And Die Maker		29.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.24
21030 - Material Coordinator		23.07
21040 - Material Expediter		23.07
21050 - Material Handling Laborer		16.19
21071 - Order Filler		13.52
21080 - Production Line Worker (Food Processing)		19.24
21110 - Shipping Packer		15.57
21130 - Shipping/Receiving Clerk		15.57
21140 - Store Worker I		14.01
21150 - Stock Clerk		19.19
21210 - Tools And Parts Attendant		19.24
21410 - Warehouse Specialist		19.24
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.23
23019 - Aircraft Logs and Records Technician		22.12
23021 - Aircraft Mechanic I		26.19
23022 - Aircraft Mechanic II		27.23
23023 - Aircraft Mechanic III		28.27
23040 - Aircraft Mechanic Helper		19.23
23050 - Aircraft, Painter		25.08
23060 - Aircraft Servicer		22.12
23070 - Aircraft Survival Flight Equipment Technician		25.08
23080 - Aircraft Worker		23.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		23.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		26.19
23110 - Appliance Mechanic		21.23
23120 - Bicycle Repairer		18.37
23125 - Cable Splicer		33.91
23130 - Carpenter, Maintenance		23.94
23140 - Carpet Layer		25.78
23160 - Electrician, Maintenance		30.43
23181 - Electronics Technician Maintenance I		26.08
23182 - Electronics Technician Maintenance II		28.85
23183 - Electronics Technician Maintenance III		30.13
23260 - Fabric Worker		22.01
23290 - Fire Alarm System Mechanic		22.01
23310 - Fire Extinguisher Repairer		20.44
23311 - Fuel Distribution System Mechanic		30.06
23312 - Fuel Distribution System Operator		23.57
23370 - General Maintenance Worker		20.36
23380 - Ground Support Equipment Mechanic		26.19
23381 - Ground Support Equipment Servicer		22.12
23382 - Ground Support Equipment Worker		23.67
23391 - Gunsmith I		20.44
23392 - Gunsmith II		23.56
23393 - Gunsmith III		26.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic		25.08
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		26.08
23430 - Heavy Equipment Mechanic		24.02
23440 - Heavy Equipment Operator		27.83
23460 - Instrument Mechanic		24.78

23465 - Laboratory/Shelter Mechanic	24.96
23470 - Laborer	13.44
23510 - Locksmith	21.75
23530 - Machinery Maintenance Mechanic	25.42
23550 - Machinist, Maintenance	22.01
23580 - Maintenance Trades Helper	16.31
23591 - Metrology Technician I	24.78
23592 - Metrology Technician II	25.76
23593 - Metrology Technician III	26.75
23640 - Millwright	31.19
23710 - Office Appliance Repairer	21.38
23760 - Painter, Maintenance	21.23
23790 - Pipefitter, Maintenance	28.96
23810 - Plumber, Maintenance	27.73
23820 - Pneudraulic Systems Mechanic	26.07
23850 - Rigger	24.78
23870 - Scale Mechanic	23.56
23890 - Sheet-Metal Worker, Maintenance	29.58
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic I	23.21
23932 - Telecommunications Mechanic II	24.05
23950 - Telephone Lineman	24.54
23960 - Welder, Combination, Maintenance	22.01
23965 - Well Driller	23.32
23970 - Woodcraft Worker	26.07
23980 - Woodworker	20.44
24000 - Personal Needs Occupations	
24550 - Case Manager	15.51
24570 - Child Care Attendant	10.63
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	10.54
24620 - Family Readiness And Support Services Coordinator	15.51
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.68
25040 - Sewage Plant Operator	21.74
25070 - Stationary Engineer	27.68
25190 - Ventilation Equipment Tender	19.89
25210 - Water Treatment Plant Operator	21.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.61
27007 - Baggage Inspector	13.45
27008 - Corrections Officer	18.89
27010 - Court Security Officer	20.41
27030 - Detection Dog Handler	16.62
27040 - Detention Officer	18.89
27070 - Firefighter	21.55
27101 - Guard I	13.45
27102 - Guard II	16.62
27131 - Police Officer I	22.49
27132 - Police Officer II	24.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.18
28042 - Carnival Equipment Repairer	13.24
28043 - Carnival Worker	9.16
28210 - Gate Attendant/Gate Tender	15.25
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.05
28510 - Recreation Aide/Health Facility Attendant	12.45
28515 - Recreation Specialist	19.68
28630 - Sports Official	13.59
28690 - Swimming Pool Operator	19.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.18
29020 - Hatch Tender	28.18
29030 - Line Handler	28.18
29041 - Stevedore I	26.16
29042 - Stevedore II	29.68
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.70
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.99
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.62
30021 - Archeological Technician I	18.04
30022 - Archeological Technician II	20.18
30023 - Archeological Technician III	24.76
30030 - Cartographic Technician	25.01
30040 - Civil Engineering Technician	25.17
30051 - Cryogenic Technician I	23.35
30052 - Cryogenic Technician II	25.78
30061 - Drafter/CAD Operator I	18.04
30062 - Drafter/CAD Operator II	20.18
30063 - Drafter/CAD Operator III	22.51
30064 - Drafter/CAD Operator IV	27.69
30081 - Engineering Technician I	15.54
30082 - Engineering Technician II	19.08
30083 - Engineering Technician III	21.95
30084 - Engineering Technician IV	24.41
30085 - Engineering Technician V	29.54
30086 - Engineering Technician VI	36.00
30090 - Environmental Technician	20.59
30095 - Evidence Control Specialist	21.08

30210 - Laboratory Technician	20.07
30221 - Latent Fingerprint Technician I	20.45
30222 - Latent Fingerprint Technician II	22.58
30240 - Mathematical Technician	25.01
30361 - Paralegal/Legal Assistant I	19.19
30362 - Paralegal/Legal Assistant II	23.77
30363 - Paralegal/Legal Assistant III	29.08
30364 - Paralegal/Legal Assistant IV	35.18
30375 - Petroleum Supply Specialist	25.78
30390 - Photo-Optics Technician	25.01
30395 - Radiation Control Technician	25.78
30461 - Technical Writer I	22.96
30462 - Technical Writer II	28.09
30463 - Technical Writer III	33.99
30491 - Unexploded Ordnance (UXO) Technician I	23.95
30492 - Unexploded Ordnance (UXO) Technician II	28.98
30493 - Unexploded Ordnance (UXO) Technician III	34.74
30494 - Unexploded (UXO) Safety Escort	23.95
30495 - Unexploded (UXO) Sweep Personnel	23.95
30501 - Weather Forecaster I	27.69
30502 - Weather Forecaster II	33.68
30620 - Weather Observer, Combined Upper Air Or (see 2)	22.51
Surface Programs	
30621 - Weather Observer, Senior (see 2)	25.01
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.98
31020 - Bus Aide	12.37
31030 - Bus Driver	17.28
31043 - Driver Courier	14.80
31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	16.09
31310 - Taxi Driver	11.26
31361 - Truckdriver, Light	16.09
31362 - Truckdriver, Medium	21.15
31363 - Truckdriver, Heavy	21.54
31364 - Truckdriver, Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.13
99030 - Cashier	10.19
99050 - Desk Clerk	9.77
99095 - Embalmer	22.92
99130 - Flight Follower	23.95
99251 - Laboratory Animal Caretaker I	11.63
99252 - Laboratory Animal Caretaker II	12.64
99260 - Marketing Analyst	29.69
99310 - Mortician	30.24
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	15.44
99710 - Recycling Laborer	15.92
99711 - Recycling Specialist	19.09
99730 - Refuse Collector	14.36
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	10.90
99830 - Survey Party Chief	22.96
99831 - Surveying Aide	14.28
99832 - Surveying Technician	19.55
99840 - Vending Machine Attendant	14.74
99841 - Vending Machine Repairer	18.47
99842 - Vending Machine Repairer Helper	14.74

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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 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)).