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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.: 2015-5367  
Daniel W. Simms Division of | Revision No.: 3  
Director Wage Determinations | Date Of Revision: 12/30/2016

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

State: South Dakota

Area: South Dakota Counties of Custer, Meade, Pennington

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	11.79	
01012 - Accounting Clerk II	13.24	
01013 - Accounting Clerk III	15.35	
01020 - Administrative Assistant	17.89	
01035 - Court Reporter	15.49	
01041 - Customer Service Representative I	10.43	
01042 - Customer Service Representative II	11.73	
01043 - Customer Service Representative III	12.80	
01051 - Data Entry Operator I	10.58	
01052 - Data Entry Operator II	11.99	
01060 - Dispatcher, Motor Vehicle	13.95	
01070 - Document Preparation Clerk	11.46	
01090 - Duplicating Machine Operator	11.46	
01111 - General Clerk I	11.01	
01112 - General Clerk II	12.03	
01113 - General Clerk III	13.50	
01120 - Housing Referral Assistant	16.04	
01141 - Messenger Courier	9.33	
01191 - Order Clerk I	12.05	
01192 - Order Clerk II	13.15	
01261 - Personnel Assistant (Employment) I	13.27	
01262 - Personnel Assistant (Employment) II	14.99	

01263 - Personnel Assistant (Employment) III	17.72
01270 - Production Control Clerk	17.81
01290 - Rental Clerk	10.44
01300 - Scheduler, Maintenance	12.40
01311 - Secretary I	12.40
01312 - Secretary II	13.87
01313 - Secretary III	16.04
01320 - Service Order Dispatcher	13.03
01410 - Supply Technician	17.89
01420 - Survey Worker	13.07
01460 - Switchboard Operator/Receptionist	11.18
01531 - Travel Clerk I	11.47
01532 - Travel Clerk II	12.17
01533 - Travel Clerk III	12.87
01611 - Word Processor I	11.04
01612 - Word Processor II	12.40
01613 - Word Processor III	13.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.23
05010 - Automotive Electrician	16.59
05040 - Automotive Glass Installer	15.61
05070 - Automotive Worker	15.61
05110 - Mobile Equipment Servicer	14.01
05130 - Motor Equipment Metal Mechanic	17.64
05160 - Motor Equipment Metal Worker	15.61
05190 - Motor Vehicle Mechanic	17.64
05220 - Motor Vehicle Mechanic Helper	13.22
05250 - Motor Vehicle Upholstery Worker	14.81
05280 - Motor Vehicle Wrecker	15.61
05310 - Painter, Automotive	16.59
05340 - Radiator Repair Specialist	15.61
05370 - Tire Repairer	11.83
05400 - Transmission Repair Specialist	17.64
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.46
07041 - Cook I	11.28
07042 - Cook II	13.06
07070 - Dishwasher	8.57
07130 - Food Service Worker	9.31
07210 - Meat Cutter	14.33
07260 - Waiter/Waitress	8.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.34
09040 - Furniture Handler	12.29
09080 - Furniture Refinisher	18.34
09090 - Furniture Refinisher Helper	14.81
09110 - Furniture Repairer, Minor	16.58
09130 - Upholsterer	16.68
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.23
11060 - Elevator Operator	10.95
11090 - Gardener	13.46
11122 - Housekeeping Aide	10.95
11150 - Janitor	10.95

11210 - Laborer, Grounds Maintenance	10.53
11240 - Maid or Houseman	8.90
11260 - Pruner	9.63
11270 - Tractor Operator	12.66
11330 - Trail Maintenance Worker	10.53
11360 - Window Cleaner	11.31
12000 - Health Occupations	
12010 - Ambulance Driver	14.04
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	20.34
12015 - Certified Physical Therapist Assistant	18.49
12020 - Dental Assistant	14.99
12025 - Dental Hygienist	26.63
12030 - EKG Technician	23.48
12035 - Electroneurodiagnostic Technologist	23.48
12040 - Emergency Medical Technician	14.04
12071 - Licensed Practical Nurse I	13.81
12072 - Licensed Practical Nurse II	15.44
12073 - Licensed Practical Nurse III	17.23
12100 - Medical Assistant	12.80
12130 - Medical Laboratory Technician	17.13
12160 - Medical Record Clerk	14.31
12190 - Medical Record Technician	16.43
12195 - Medical Transcriptionist	14.70
12210 - Nuclear Medicine Technologist	32.58
12221 - Nursing Assistant I	10.22
12222 - Nursing Assistant II	11.50
12223 - Nursing Assistant III	12.55
12224 - Nursing Assistant IV	14.08
12235 - Optical Dispenser	13.50
12236 - Optical Technician	13.55
12250 - Pharmacy Technician	14.49
12280 - Phlebotomist	13.85
12305 - Radiologic Technologist	22.14
12311 - Registered Nurse I	20.31
12312 - Registered Nurse II	24.84
12313 - Registered Nurse II, Specialist	24.84
12314 - Registered Nurse III	30.05
12315 - Registered Nurse III, Anesthetist	30.05
12316 - Registered Nurse IV	36.03
12317 - Scheduler (Drug and Alcohol Testing)	18.26
12320 - Substance Abuse Treatment Counselor	17.72
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.22
13012 - Exhibits Specialist II	17.61
13013 - Exhibits Specialist III	21.54
13041 - Illustrator I	14.22
13042 - Illustrator II	17.61
13043 - Illustrator III	21.54
13047 - Librarian	19.51
13050 - Library Aide/Clerk	11.33
13054 - Library Information Technology Systems Administrator	17.61
13058 - Library Technician	13.52

13061 - Media Specialist I	13.02	
13062 - Media Specialist II	14.56	
13063 - Media Specialist III	16.24	
13071 - Photographer I	12.71	
13072 - Photographer II	14.22	
13073 - Photographer III	17.61	
13074 - Photographer IV	21.54	
13075 - Photographer V	26.07	
13090 - Technical Order Library Clerk	14.22	
13110 - Video Teleconference Technician	12.78	
14000 - Information Technology Occupations		
14041 - Computer Operator I	11.60	
14042 - Computer Operator II	12.97	
14043 - Computer Operator III	15.41	
14044 - Computer Operator IV	16.16	
14045 - Computer Operator V	20.32	
14071 - Computer Programmer I	18.89	
14072 - Computer Programmer II	23.41	
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	11.60	
14160 - Personal Computer Support Technician	24.25	
14170 - System Support Specialist	21.89	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.28	
15020 - Aircrew Training Devices Instructor (Rated)	33.61	
15030 - Air Crew Training Devices Instructor (Pilot)	40.44	
15050 - Computer Based Training Specialist / Instructor	29.28	
15060 - Educational Technologist	26.05	
15070 - Flight Instructor (Pilot)	40.44	
15080 - Graphic Artist	17.93	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	38.12	
15086 - Maintenance Test Pilot, Rotary Wing	38.12	
15088 - Non-Maintenance Test/Co-Pilot	38.12	
15090 - Technical Instructor	16.89	
15095 - Technical Instructor/Course Developer	18.95	
15110 - Test Proctor	12.50	
15120 - Tutor	12.50	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.39	
16030 - Counter Attendant	9.39	
16040 - Dry Cleaner	10.72	
16070 - Finisher, Flatwork, Machine	9.39	
16090 - Presser, Hand	9.39	
16110 - Presser, Machine, Drycleaning	9.39	
16130 - Presser, Machine, Shirts	9.39	
16160 - Presser, Machine, Wearing Apparel, Laundry	9.39	
16190 - Sewing Machine Operator	11.30	
16220 - Tailor	11.88	
16250 - Washer, Machine	9.83	
19000 - Machine Tool Operation And Repair Occupations		

19010 - Machine-Tool Operator (Tool Room)	17.53
19040 - Tool And Die Maker	22.19
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.35
21030 - Material Coordinator	17.81
21040 - Material Expediter	17.81
21050 - Material Handling Laborer	10.94
21071 - Order Filler	10.73
21080 - Production Line Worker (Food Processing)	14.35
21110 - Shipping Packer	13.87
21130 - Shipping/Receiving Clerk	13.87
21140 - Store Worker I	11.03
21150 - Stock Clerk	15.14
21210 - Tools And Parts Attendant	14.35
21410 - Warehouse Specialist	14.35
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.31
23019 - Aircraft Logs and Records Technician	20.72
23021 - Aircraft Mechanic I	24.33
23022 - Aircraft Mechanic II	28.55
23023 - Aircraft Mechanic III	18.19
23040 - Aircraft Mechanic Helper	18.19
23050 - Aircraft, Painter	20.17
23060 - Aircraft Servicer	20.72
23070 - Aircraft Survival Flight Equipment Technician	20.17
23080 - Aircraft Worker	22.00
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.00
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.33
23110 - Appliance Mechanic	16.66
23120 - Bicycle Repairer	11.40
23125 - Cable Splicer	27.02
23130 - Carpenter, Maintenance	15.77
23140 - Carpet Layer	17.25
23160 - Electrician, Maintenance	21.25
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	22.90
23183 - Electronics Technician Maintenance III	24.24
23260 - Fabric Worker	16.30
23290 - Fire Alarm System Mechanic	19.40
23310 - Fire Extinguisher Repairer	15.88
23311 - Fuel Distribution System Mechanic	23.27
23312 - Fuel Distribution System Operator	18.18
23370 - General Maintenance Worker	15.30
23380 - Ground Support Equipment Mechanic	24.33
23381 - Ground Support Equipment Servicer	20.72
23382 - Ground Support Equipment Worker	22.00
23391 - Gunsmith I	15.88
23392 - Gunsmith II	18.08
23393 - Gunsmith III	20.33
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.27
23411 - Heating, Ventilation And Air Contditioning	20.28

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	21.12
23440 - Heavy Equipment Operator	17.94
23460 - Instrument Mechanic	20.33
23465 - Laboratory/Shelter Mechanic	19.22
23470 - Laborer	10.94
23510 - Locksmith	18.47
23530 - Machinery Maintenance Mechanic	20.21
23550 - Machinist, Maintenance	16.55
23580 - Maintenance Trades Helper	14.58
23591 - Metrology Technician I	20.33
23592 - Metrology Technician II	21.40
23593 - Metrology Technician III	22.45
23640 - Millwright	20.22
23710 - Office Appliance Repairer	17.41
23760 - Painter, Maintenance	16.89
23790 - Pipefitter, Maintenance	21.14
23810 - Plumber, Maintenance	19.48
23820 - Pneudraulic Systems Mechanic	20.33
23850 - Rigger	20.33
23870 - Scale Mechanic	18.08
23890 - Sheet-Metal Worker, Maintenance	16.50
23910 - Small Engine Mechanic	17.25
23931 - Telecommunications Mechanic I	25.30
23932 - Telecommunications Mechanic II	26.86
23950 - Telephone Lineman	20.10
23960 - Welder, Combination, Maintenance	15.43
23965 - Well Driller	19.40
23970 - Woodcraft Worker	20.33
23980 - Woodworker	15.88
24000 - Personal Needs Occupations	
24550 - Case Manager	10.94
24570 - Child Care Attendant	8.93
24580 - Child Care Center Clerk	12.39
24610 - Chore Aide	10.10
24620 - Family Readiness And Support Services Coordinator	10.94
24630 - Homemaker	15.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.26
25040 - Sewage Plant Operator	18.23
25070 - Stationary Engineer	19.26
25190 - Ventilation Equipment Tender	14.03
25210 - Water Treatment Plant Operator	18.23
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.57
27007 - Baggage Inspector	11.20
27008 - Corrections Officer	16.49
27010 - Court Security Officer	17.90
27030 - Detection Dog Handler	14.45
27040 - Detention Officer	16.49
27070 - Firefighter	17.46
27101 - Guard I	11.20
27102 - Guard II	13.38

27131 - Police Officer I	18.61	
27132 - Police Officer II	20.67	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	11.30	
28042 - Carnival Equipment Repairer	12.06	
28043 - Carnival Worker	9.18	
28210 - Gate Attendant/Gate Tender	15.33	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	17.16	
28510 - Recreation Aide/Health Facility Attendant	12.52	
28515 - Recreation Specialist	17.69	
28630 - Sports Official	13.66	
28690 - Swimming Pool Operator	17.67	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	18.73	
29020 - Hatch Tender	18.73	
29030 - Line Handler	18.73	
29041 - Stevedore I	17.45	
29042 - Stevedore II	20.01	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.49	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.17	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.71	
30021 - Archeological Technician I	15.45	
30022 - Archeological Technician II	17.29	
30023 - Archeological Technician III	21.42	
30030 - Cartographic Technician	21.42	
30040 - Civil Engineering Technician	19.73	
30051 - Cryogenic Technician I	23.72	
30052 - Cryogenic Technician II	26.19	
30061 - Drafter/CAD Operator I	15.45	
30062 - Drafter/CAD Operator II	17.29	
30063 - Drafter/CAD Operator III	19.27	
30064 - Drafter/CAD Operator IV	23.72	
30081 - Engineering Technician I	13.77	
30082 - Engineering Technician II	15.45	
30083 - Engineering Technician III	17.29	
30084 - Engineering Technician IV	21.42	
30085 - Engineering Technician V	26.19	
30086 - Engineering Technician VI	31.69	
30090 - Environmental Technician	20.86	
30095 - Evidence Control Specialist	21.42	
30210 - Laboratory Technician	19.13	
30221 - Latent Fingerprint Technician I	23.72	
30222 - Latent Fingerprint Technician II	26.19	
30240 - Mathematical Technician	21.42	
30361 - Paralegal/Legal Assistant I	17.18	
30362 - Paralegal/Legal Assistant II	21.30	
30363 - Paralegal/Legal Assistant III	26.06	
30364 - Paralegal/Legal Assistant IV	31.53	
30375 - Petroleum Supply Specialist	26.19	
30390 - Photo-Optics Technician	21.42	
30395 - Radiation Control Technician	26.19	
30461 - Technical Writer I	21.42	

30462 - Technical Writer II	26.19	
30463 - Technical Writer III	31.69	
30491 - Unexploded Ordnance (UXO) Technician I		23.19
30492 - Unexploded Ordnance (UXO) Technician II		28.06
30493 - Unexploded Ordnance (UXO) Technician III		33.63
30494 - Unexploded (UXO) Safety Escort	23.19	
30495 - Unexploded (UXO) Sweep Personnel	23.19	
30501 - Weather Forecaster I	23.72	
30502 - Weather Forecaster II	28.85	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	19.27
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	21.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	28.06	
31020 - Bus Aide	9.44	
31030 - Bus Driver	13.20	
31043 - Driver Courier	12.88	
31260 - Parking and Lot Attendant	10.89	
31290 - Shuttle Bus Driver	14.97	
31310 - Taxi Driver	11.67	
31361 - Truckdriver, Light	14.97	
31362 - Truckdriver, Medium	15.98	
31363 - Truckdriver, Heavy	17.68	
31364 - Truckdriver, Tractor-Trailer	17.68	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	13.68	
99030 - Cashier	9.01	
99050 - Desk Clerk	9.60	
99095 - Embalmer	24.34	
99130 - Flight Follower	23.19	
99251 - Laboratory Animal Caretaker I	13.13	
99252 - Laboratory Animal Caretaker II	14.07	
99260 - Marketing Analyst	23.95	
99310 - Mortician	24.34	
99410 - Pest Controller	18.19	
99510 - Photofinishing Worker	12.19	
99710 - Recycling Laborer	14.19	
99711 - Recycling Specialist	16.75	
99730 - Refuse Collector	12.81	
99810 - Sales Clerk	10.93	
99820 - School Crossing Guard	12.40	
99830 - Survey Party Chief	18.43	
99831 - Surveying Aide	11.86	
99832 - Surveying Technician	15.43	
99840 - Vending Machine Attendant	15.53	
99841 - Vending Machine Repairer	18.63	
99842 - Vending Machine Repairer Helper	14.18	

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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: \$4.27 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 10 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)).