

WAGE DETERMINATION (WD) - Sheridan WY

WD 15-5411 (Rev.-6) was first posted on www.wdol.gov on 08/14/2018

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

Daniel W. Simms	Division of		Wage Determination No.: 2015-5411
Director	Wage Determinations		Revision No.: 6
			Date Of Revision: 08/07/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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

State: Wyoming

Area: Wyoming Counties of Campbell, Crook, Johnson, Sheridan, Weston

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.17
01012 - Accounting Clerk II		15.91
01013 - Accounting Clerk III		17.80
01020 - Administrative Assistant		22.25
01035 - Court Reporter		17.33
01041 - Customer Service Representative I		12.33
01042 - Customer Service Representative II		13.86
01043 - Customer Service Representative III		15.13
01051 - Data Entry Operator I		12.65
01052 - Data Entry Operator II		13.80
01060 - Dispatcher, Motor Vehicle		17.94
01070 - Document Preparation Clerk		13.80
01090 - Duplicating Machine Operator		13.80
01111 - General Clerk I		13.21
01112 - General Clerk II		14.42
01113 - General Clerk III		16.19
01120 - Housing Referral Assistant		19.32
01141 - Messenger Courier		11.24
01191 - Order Clerk I		12.65
01192 - Order Clerk II		13.80
01261 - Personnel Assistant (Employment) I		15.49
01262 - Personnel Assistant (Employment) II		17.33
01263 - Personnel Assistant (Employment) III		19.32
01270 - Production Control Clerk		27.12
01290 - Rental Clerk		13.30
01300 - Scheduler, Maintenance		15.49
01311 - Secretary I		15.49
01312 - Secretary II		17.33
01313 - Secretary III		19.32
01320 - Service Order Dispatcher		17.94

01410 - Supply Technician	22.25
01420 - Survey Worker	15.84
01460 - Switchboard Operator/Receptionist	13.64
01531 - Travel Clerk I	11.69
01532 - Travel Clerk II	12.40
01533 - Travel Clerk III	13.06
01611 - Word Processor I	13.80
01612 - Word Processor II	15.49
01613 - Word Processor III	17.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.96
05010 - Automotive Electrician	23.72
05040 - Automotive Glass Installer	22.19
05070 - Automotive Worker	22.19
05110 - Mobile Equipment Servicer	19.16
05130 - Motor Equipment Metal Mechanic	25.21
05160 - Motor Equipment Metal Worker	22.19
05190 - Motor Vehicle Mechanic	25.21
05220 - Motor Vehicle Mechanic Helper	17.62
05250 - Motor Vehicle Upholstery Worker	20.68
05280 - Motor Vehicle Wrecker	22.19
05310 - Painter, Automotive	23.72
05340 - Radiator Repair Specialist	22.19
05370 - Tire Repairer	15.09
05400 - Transmission Repair Specialist	25.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.03
07041 - Cook I	12.93
07042 - Cook II	14.95
07070 - Dishwasher	10.14
07130 - Food Service Worker	11.01
07210 - Meat Cutter	15.37
07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.38
09040 - Furniture Handler	16.81
09080 - Furniture Refinisher	25.38
09090 - Furniture Refinisher Helper	20.35
09110 - Furniture Repairer, Minor	23.89
09130 - Upholsterer	25.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.87
11060 - Elevator Operator	13.06
11090 - Gardener	19.12
11122 - Housekeeping Aide	12.87
11150 - Janitor	14.31
11210 - Laborer, Grounds Maintenance	15.78
11240 - Maid or Houseman	10.93
11260 - Pruner	14.13
11270 - Tractor Operator	19.10
11330 - Trail Maintenance Worker	15.78
11360 - Window Cleaner	15.98
12000 - Health Occupations	
12010 - Ambulance Driver	16.16
12011 - Breath Alcohol Technician	19.67
12012 - Certified Occupational Therapist Assistant	26.98
12015 - Certified Physical Therapist Assistant	23.90
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	31.96
12030 - EKG Technician	29.80
12035 - Electroneurodiagnostic Technologist	29.80
12040 - Emergency Medical Technician	16.16
12071 - Licensed Practical Nurse I	17.58

12072 - Licensed Practical Nurse II	19.67
12073 - Licensed Practical Nurse III	21.93
12100 - Medical Assistant	17.16
12130 - Medical Laboratory Technician	19.16
12160 - Medical Record Clerk	16.64
12190 - Medical Record Technician	24.29
12195 - Medical Transcriptionist	17.58
12210 - Nuclear Medicine Technologist	43.22
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.97
12223 - Nursing Assistant III	14.15
12224 - Nursing Assistant IV	15.88
12235 - Optical Dispenser	16.61
12236 - Optical Technician	17.58
12250 - Pharmacy Technician	17.58
12280 - Phlebotomist	15.88
12305 - Radiologic Technologist	28.53
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II, Specialist	27.91
12314 - Registered Nurse III	33.76
12315 - Registered Nurse III, Anesthetist	33.76
12316 - Registered Nurse IV	40.47
12317 - Scheduler (Drug and Alcohol Testing)	24.36
12320 - Substance Abuse Treatment Counselor	26.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.32
13012 - Exhibits Specialist II	21.45
13013 - Exhibits Specialist III	26.24
13041 - Illustrator I	17.32
13042 - Illustrator II	21.45
13043 - Illustrator III	26.24
13047 - Librarian	23.76
13050 - Library Aide/Clerk	11.54
13054 - Library Information Technology Systems Administrator	21.45
13058 - Library Technician	16.84
13061 - Media Specialist I	15.48
13062 - Media Specialist II	17.32
13063 - Media Specialist III	19.31
13071 - Photographer I	15.39
13072 - Photographer II	17.32
13073 - Photographer III	21.45
13074 - Photographer IV	26.24
13075 - Photographer V	31.75
13090 - Technical Order Library Clerk	14.30
13110 - Video Teleconference Technician	17.07
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.42
14042 - Computer Operator II	16.13
14043 - Computer Operator III	17.99
14044 - Computer Operator IV	19.99
14045 - Computer Operator V	22.13
14071 - Computer Programmer I	(see 1) 20.17
14072 - Computer Programmer II	(see 1) 25.00
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 26.31
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	14.42
14160 - Personal Computer Support Technician	21.37
14170 - System Support Specialist	31.21

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.31
15020 - Aircrew Training Devices Instructor (Rated)	30.38
15030 - Air Crew Training Devices Instructor (Pilot)	35.04
15050 - Computer Based Training Specialist / Instructor	26.31
15060 - Educational Technologist	34.19
15070 - Flight Instructor (Pilot)	35.04
15080 - Graphic Artist	18.27
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	35.04
15086 - Maintenance Test Pilot, Rotary Wing	35.04
15088 - Non-Maintenance Test/Co-Pilot	35.04
15090 - Technical Instructor	22.87
15095 - Technical Instructor/Course Developer	27.97
15110 - Test Proctor	18.46
15120 - Tutor	18.46
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.94
16030 - Counter Attendant	9.94
16040 - Dry Cleaner	11.35
16070 - Finisher, Flatwork, Machine	9.94
16090 - Presser, Hand	9.94
16110 - Presser, Machine, Drycleaning	9.94
16130 - Presser, Machine, Shirts	9.94
16160 - Presser, Machine, Wearing Apparel, Laundry	9.94
16190 - Sewing Machine Operator	11.96
16220 - Tailor	12.59
16250 - Washer, Machine	10.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.40
19040 - Tool And Die Maker	34.42
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.85
21030 - Material Coordinator	27.12
21040 - Material Expediter	27.12
21050 - Material Handling Laborer	16.05
21071 - Order Filler	13.93
21080 - Production Line Worker (Food Processing)	20.85
21110 - Shipping Packer	16.71
21130 - Shipping/Receiving Clerk	16.71
21140 - Store Worker I	11.54
21150 - Stock Clerk	16.04
21210 - Tools And Parts Attendant	20.85
21410 - Warehouse Specialist	20.85
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.78
23019 - Aircraft Logs and Records Technician	23.89
23021 - Aircraft Mechanic I	29.12
23022 - Aircraft Mechanic II	30.78
23023 - Aircraft Mechanic III	32.57
23040 - Aircraft Mechanic Helper	20.35
23050 - Aircraft, Painter	27.40
23060 - Aircraft Servicer	23.89
23070 - Aircraft Survival Flight Equipment Technician	27.40
23080 - Aircraft Worker	25.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.63
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.12
23110 - Appliance Mechanic	24.70
23120 - Bicycle Repairer	20.09
23125 - Cable Splicer	34.05
23130 - Carpenter, Maintenance	21.65
23140 - Carpet Layer	25.63

23160 - Electrician, Maintenance	30.31
23181 - Electronics Technician Maintenance I	29.14
23182 - Electronics Technician Maintenance II	31.14
23183 - Electronics Technician Maintenance III	33.11
23260 - Fabric Worker	23.89
23290 - Fire Alarm System Mechanic	29.12
23310 - Fire Extinguisher Repairer	22.13
23311 - Fuel Distribution System Mechanic	29.26
23312 - Fuel Distribution System Operator	22.24
23370 - General Maintenance Worker	18.95
23380 - Ground Support Equipment Mechanic	29.12
23381 - Ground Support Equipment Servicer	23.89
23382 - Ground Support Equipment Worker	25.63
23391 - Gunsmith I	22.13
23392 - Gunsmith II	25.63
23393 - Gunsmith III	29.12
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.54
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.81
23430 - Heavy Equipment Mechanic	29.52
23440 - Heavy Equipment Operator	27.57
23460 - Instrument Mechanic	29.12
23465 - Laboratory/Shelter Mechanic	27.40
23470 - Laborer	16.05
23510 - Locksmith	25.92
23530 - Machinery Maintenance Mechanic	28.12
23550 - Machinist, Maintenance	26.36
23580 - Maintenance Trades Helper	16.12
23591 - Metrology Technician I	29.12
23592 - Metrology Technician II	30.92
23593 - Metrology Technician III	32.74
23640 - Millwright	29.12
23710 - Office Appliance Repairer	24.70
23760 - Painter, Maintenance	19.36
23790 - Pipefitter, Maintenance	24.12
23810 - Plumber, Maintenance	22.69
23820 - Pneudraulic Systems Mechanic	29.12
23850 - Rigger	29.12
23870 - Scale Mechanic	25.63
23890 - Sheet-Metal Worker, Maintenance	25.98
23910 - Small Engine Mechanic	23.38
23931 - Telecommunications Mechanic I	26.93
23932 - Telecommunications Mechanic II	28.26
23950 - Telephone Lineman	28.58
23960 - Welder, Combination, Maintenance	29.89
23965 - Well Driller	25.98
23970 - Woodcraft Worker	29.12
23980 - Woodworker	22.13
24000 - Personal Needs Occupations	
24550 - Case Manager	15.00
24570 - Child Care Attendant	11.56
24580 - Child Care Center Clerk	14.42
24610 - Chore Aide	11.24
24620 - Family Readiness And Support Services Coordinator	15.00
24630 - Homemaker	15.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.12
25040 - Sewage Plant Operator	24.65
25070 - Stationary Engineer	29.12
25190 - Ventilation Equipment Tender	20.35
25210 - Water Treatment Plant Operator	24.65

27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.08
27007 - Baggage Inspector	14.00
27008 - Corrections Officer	22.41
27010 - Court Security Officer	22.37
27030 - Detection Dog Handler	15.66
27040 - Detention Officer	22.41
27070 - Firefighter	22.79
27101 - Guard I	14.00
27102 - Guard II	15.66
27131 - Police Officer I	25.02
27132 - Police Officer II	27.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.01
28042 - Carnival Equipment Repairer	15.23
28043 - Carnival Worker	10.36
28210 - Gate Attendant/Gate Tender	18.70
28310 - Lifeguard	15.09
28350 - Park Attendant (Aide)	20.92
28510 - Recreation Aide/Health Facility Attendant	15.26
28515 - Recreation Specialist	20.48
28630 - Sports Official	16.65
28690 - Swimming Pool Operator	17.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.63
29020 - Hatch Tender	25.63
29030 - Line Handler	25.63
29041 - Stevedore I	23.89
29042 - Stevedore II	27.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.30
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.97
30021 - Archeological Technician I	15.88
30022 - Archeological Technician II	17.76
30023 - Archeological Technician III	22.01
30030 - Cartographic Technician	22.01
30040 - Civil Engineering Technician	22.69
30051 - Cryogenic Technician I	23.75
30052 - Cryogenic Technician II	26.24
30061 - Drafter/CAD Operator I	15.88
30062 - Drafter/CAD Operator II	17.76
30063 - Drafter/CAD Operator III	19.81
30064 - Drafter/CAD Operator IV	24.37
30081 - Engineering Technician I	14.32
30082 - Engineering Technician II	16.61
30083 - Engineering Technician III	17.97
30084 - Engineering Technician IV	22.27
30085 - Engineering Technician V	27.24
30086 - Engineering Technician VI	32.82
30090 - Environmental Technician	21.11
30095 - Evidence Control Specialist	21.44
30210 - Laboratory Technician	18.06
30221 - Latent Fingerprint Technician I	23.75
30222 - Latent Fingerprint Technician II	26.24
30240 - Mathematical Technician	21.58
30361 - Paralegal/Legal Assistant I	18.83
30362 - Paralegal/Legal Assistant II	23.33
30363 - Paralegal/Legal Assistant III	28.53
30364 - Paralegal/Legal Assistant IV	34.52
30375 - Petroleum Supply Specialist	26.24
30390 - Photo-Optics Technician	22.01
30395 - Radiation Control Technician	26.24

30461 - Technical Writer I	22.00
30462 - Technical Writer II	26.91
30463 - Technical Writer III	32.57
30491 - Unexploded Ordnance (UXO) Technician I	24.24
30492 - Unexploded Ordnance (UXO) Technician II	29.33
30493 - Unexploded Ordnance (UXO) Technician III	35.16
30494 - Unexploded (UXO) Safety Escort	24.24
30495 - Unexploded (UXO) Sweep Personnel	24.24
30501 - Weather Forecaster I	24.37
30502 - Weather Forecaster II	29.64
30620 - Weather Observer, Combined Upper Air Or	(see 2) 19.81
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 22.01
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.33
31020 - Bus Aide	12.09
31030 - Bus Driver	19.13
31043 - Driver Courier	15.67
31260 - Parking and Lot Attendant	13.22
31290 - Shuttle Bus Driver	17.04
31310 - Taxi Driver	10.89
31361 - Truckdriver, Light	17.04
31362 - Truckdriver, Medium	18.39
31363 - Truckdriver, Heavy	23.69
31364 - Truckdriver, Tractor-Trailer	23.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.30
99030 - Cashier	10.61
99050 - Desk Clerk	11.30
99095 - Embalmer	25.64
99130 - Flight Follower	24.24
99251 - Laboratory Animal Caretaker I	13.01
99252 - Laboratory Animal Caretaker II	14.14
99260 - Marketing Analyst	29.17
99310 - Mortician	25.64
99410 - Pest Controller	20.47
99510 - Photofinishing Worker	12.74
99710 - Recycling Laborer	20.53
99711 - Recycling Specialist	24.84
99730 - Refuse Collector	18.43
99810 - Sales Clerk	12.22
99820 - School Crossing Guard	13.79
99830 - Survey Party Chief	23.80
99831 - Surveying Aide	17.40
99832 - Surveying Technician	21.60
99840 - Vending Machine Attendant	13.47
99841 - Vending Machine Repairer	16.96
99842 - Vending Machine Repairer Helper	13.47

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 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 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)).