

"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
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| Wage Determination No.: 2015-5390
Daniel W. Simms Division of | Revision No.: 9
Director Wage Determinations | Date Of Last Revision: 09/16/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. 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: Montana

Area: Montana Counties of Carbon Golden Valley Yellowstone

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

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.44
01012 - Accounting Clerk II	16.21
01013 - Accounting Clerk III	18.14
01020 - Administrative Assistant	24.71
01035 - Court Reporter	17.71
01041 - Customer Service Representative I	12.66
01042 - Customer Service Representative II	14.23
01043 - Customer Service Representative III	15.53
01051 - Data Entry Operator I	13.11
01052 - Data Entry Operator II	14.31
01060 - Dispatcher Motor Vehicle	20.06
01070 - Document Preparation Clerk	14.10
01090 - Duplicating Machine Operator	14.10
01111 - General Clerk I	13.15
01112 - General Clerk II	14.35
01113 - General Clerk III	16.11
01120 - Housing Referral Assistant	19.74
01141 - Messenger Courier	11.61
01191 - Order Clerk I	13.10
01192 - Order Clerk II	14.30
01261 - Personnel Assistant (Employment) I	16.02
01262 - Personnel Assistant (Employment) II	17.93
01263 - Personnel Assistant (Employment) III	19.98
01270 - Production Control Clerk	24.02
01290 - Rental Clerk	14.91
01300 - Scheduler Maintenance	15.83
01311 - Secretary I	15.83
01312 - Secretary II	17.71
01313 - Secretary III	19.74
01320 - Service Order Dispatcher	17.93
01410 - Supply Technician	24.71
01420 - Survey Worker	15.94
01460 - Switchboard Operator/Receptionist	13.36
01531 - Travel Clerk I	13.09
01532 - Travel Clerk II	14.04
01533 - Travel Clerk III	14.95
01611 - Word Processor I	14.10
01612 - Word Processor II	15.83

01613 - Word Processor III	17.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.28
05010 - Automotive Electrician	17.67
05040 - Automotive Glass Installer	16.50
05070 - Automotive Worker	16.50
05110 - Mobile Equipment Servicer	14.29
05130 - Motor Equipment Metal Mechanic	18.78
05160 - Motor Equipment Metal Worker	16.50
05190 - Motor Vehicle Mechanic	18.78
05220 - Motor Vehicle Mechanic Helper	13.14
05250 - Motor Vehicle Upholstery Worker	15.39
05280 - Motor Vehicle Wrecker	16.50
05310 - Painter Automotive	17.67
05340 - Radiator Repair Specialist	16.50
05370 - Tire Repairer	13.33
05400 - Transmission Repair Specialist	18.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.66
07041 - Cook I	12.74
07042 - Cook II	14.71
07070 - Dishwasher	9.84
07130 - Food Service Worker	10.98
07210 - Meat Cutter	14.43
07260 - Waiter/Waitress	9.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.32
09040 - Furniture Handler	13.59
09080 - Furniture Refinisher	19.32
09090 - Furniture Refinisher Helper	15.37
09110 - Furniture Repairer Minor	17.19
09130 - Upholsterer	19.32
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.87
11060 - Elevator Operator	14.75
11090 - Gardener	17.86
11122 - Housekeeping Aide	14.75
11150 - Janitor	14.75
11210 - Laborer Grounds Maintenance	13.92

11240 - Maid or Houseman	11.64
11260 - Pruner	12.45
11270 - Tractor Operator	16.50
11330 - Trail Maintenance Worker	13.92
11360 - Window Cleaner	16.49
12000 - Health Occupations	
12010 - Ambulance Driver	18.24
12011 - Breath Alcohol Technician	19.42
12012 - Certified Occupational Therapist Assistant	24.83
12015 - Certified Physical Therapist Assistant	24.78
12020 - Dental Assistant	19.67
12025 - Dental Hygienist	36.90
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	18.24
12071 - Licensed Practical Nurse I	17.35
12072 - Licensed Practical Nurse II	19.42
12073 - Licensed Practical Nurse III	21.64
12100 - Medical Assistant	16.43
12130 - Medical Laboratory Technician	22.03
12160 - Medical Record Clerk	17.07
12190 - Medical Record Technician	19.10
12195 - Medical Transcriptionist	17.07
12210 - Nuclear Medicine Technologist	42.66
12221 - Nursing Assistant I	11.10
12222 - Nursing Assistant II	12.49
12223 - Nursing Assistant III	13.62
12224 - Nursing Assistant IV	15.29
12235 - Optical Dispenser	16.65
12236 - Optical Technician	17.35
12250 - Pharmacy Technician	17.53
12280 - Phlebotomist	16.04
12305 - Radiologic Technologist	25.47
12311 - Registered Nurse I	22.66
12312 - Registered Nurse II	27.73
12313 - Registered Nurse II Specialist	27.73
12314 - Registered Nurse III	33.54
12315 - Registered Nurse III Anesthetist	33.54
12316 - Registered Nurse IV	40.20

12317 - Scheduler (Drug and Alcohol Testing)		24.05
12320 - Substance Abuse Treatment Counselor		22.07
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.15
13012 - Exhibits Specialist II		24.95
13013 - Exhibits Specialist III		30.53
13041 - Illustrator I		20.15
13042 - Illustrator II		24.95
13043 - Illustrator III		30.53
13047 - Librarian		27.64
13050 - Library Aide/Clerk		15.09
13054 - Library Information Technology Systems Administrator		24.95
13058 - Library Technician		18.05
13061 - Media Specialist I		18.01
13062 - Media Specialist II		20.15
13063 - Media Specialist III		22.45
13071 - Photographer I		18.01
13072 - Photographer II		20.15
13073 - Photographer III		24.95
13074 - Photographer IV		30.53
13075 - Photographer V		36.93
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		14.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.15
14042 - Computer Operator II		15.83
14043 - Computer Operator III		17.64
14044 - Computer Operator IV		19.60
14045 - Computer Operator V		21.71
14071 - Computer Programmer I	(see 1)	21.01
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		14.15
14160 - Personal Computer Support Technician		19.60

14170 - System Support Specialist	32.29
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.19
15020 - Aircrew Training Devices Instructor (Rated)	35.31
15030 - Air Crew Training Devices Instructor (Pilot)	41.53
15050 - Computer Based Training Specialist / Instructor	29.19
15060 - Educational Technologist	27.58
15070 - Flight Instructor (Pilot)	41.53
15080 - Graphic Artist	18.83
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.53
15086 - Maintenance Test Pilot Rotary Wing	41.53
15088 - Non-Maintenance Test/Co-Pilot	41.53
15090 - Technical Instructor	21.83
15095 - Technical Instructor/Course Developer	26.70
15110 - Test Proctor	17.62
15120 - Tutor	17.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.42
16030 - Counter Attendant	9.42
16040 - Dry Cleaner	11.17
16070 - Finisher Flatwork Machine	9.42
16090 - Presser Hand	9.42
16110 - Presser Machine Drycleaning	9.42
16130 - Presser Machine Shirts	9.42
16160 - Presser Machine Wearing Apparel Laundry	9.42
16190 - Sewing Machine Operator	11.92
16220 - Tailor	12.68
16250 - Washer Machine	9.87
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.30
19040 - Tool And Die Maker	32.58
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.84
21030 - Material Coordinator	24.02
21040 - Material Expediter	24.02
21050 - Material Handling Laborer	14.40
21071 - Order Filler	13.39
21080 - Production Line Worker (Food Processing)	18.84
21110 - Shipping Packer	15.82

21130 - Shipping/Receiving Clerk	15.82
21140 - Store Worker I	12.32
21150 - Stock Clerk	17.47
21210 - Tools And Parts Attendant	18.84
21410 - Warehouse Specialist	18.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.15
23019 - Aircraft Logs and Records Technician	20.21
23021 - Aircraft Mechanic I	24.77
23022 - Aircraft Mechanic II	26.15
23023 - Aircraft Mechanic III	27.65
23040 - Aircraft Mechanic Helper	17.57
23050 - Aircraft Painter	23.26
23060 - Aircraft Servicer	20.21
23070 - Aircraft Survival Flight Equipment Technician	23.26
23080 - Aircraft Worker	21.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.77
23110 - Appliance Mechanic	25.72
23120 - Bicycle Repairer	19.02
23125 - Cable Splicer	41.73
23130 - Carpenter Maintenance	20.53
23140 - Carpet Layer	24.49
23160 - Electrician Maintenance	31.22
23181 - Electronics Technician Maintenance I	24.49
23182 - Electronics Technician Maintenance II	26.30
23183 - Electronics Technician Maintenance III	28.08
23260 - Fabric Worker	22.85
23290 - Fire Alarm System Mechanic	25.93
23310 - Fire Extinguisher Repairer	21.21
23311 - Fuel Distribution System Mechanic	30.01
23312 - Fuel Distribution System Operator	22.73
23370 - General Maintenance Worker	18.09
23380 - Ground Support Equipment Mechanic	24.77
23381 - Ground Support Equipment Servicer	20.21
23382 - Ground Support Equipment Worker	21.65
23391 - Gunsmith I	21.21

23392 - Gunsmith II	24.49
23393 - Gunsmith III	28.08
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.92
23430 - Heavy Equipment Mechanic	27.16
23440 - Heavy Equipment Operator	23.42
23460 - Instrument Mechanic	28.08
23465 - Laboratory/Shelter Mechanic	26.30
23470 - Laborer	14.40
23510 - Locksmith	25.06
23530 - Machinery Maintenance Mechanic	25.85
23550 - Machinist Maintenance	22.16
23580 - Maintenance Trades Helper	16.70
23591 - Metrology Technician I	28.08
23592 - Metrology Technician II	29.72
23593 - Metrology Technician III	31.45
23640 - Millwright	28.08
23710 - Office Appliance Repairer	20.51
23760 - Painter Maintenance	19.96
23790 - Pipefitter Maintenance	30.98
23810 - Plumber Maintenance	26.90
23820 - Pneudraulic Systems Mechanic	28.08
23850 - Rigger	28.08
23870 - Scale Mechanic	24.49
23890 - Sheet-Metal Worker Maintenance	27.13
23910 - Small Engine Mechanic	23.16
23931 - Telecommunications Mechanic I	26.62
23932 - Telecommunications Mechanic II	28.18
23950 - Telephone Lineman	24.65
23960 - Welder Combination Maintenance	20.41
23965 - Well Driller	28.08
23970 - Woodcraft Worker	28.08
23980 - Woodworker	21.21
24000 - Personal Needs Occupations	
24550 - Case Manager	14.29
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.91

24610 - Chore Aide	11.34
24620 - Family Readiness And Support Services Coordinator	14.29
24630 - Homemaker	14.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.08
25040 - Sewage Plant Operator	22.94
25070 - Stationary Engineer	28.08
25190 - Ventilation Equipment Tender	19.50
25210 - Water Treatment Plant Operator	22.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.22
27007 - Baggage Inspector	12.83
27008 - Corrections Officer	21.78
27010 - Court Security Officer	23.16
27030 - Detection Dog Handler	14.36
27040 - Detention Officer	21.78
27070 - Firefighter	23.95
27101 - Guard I	12.83
27102 - Guard II	14.36
27131 - Police Officer I	25.91
27132 - Police Officer II	28.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.55
28042 - Carnival Equipment Repairer	14.73
28043 - Carnival Worker	9.94
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	12.99
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.91
28515 - Recreation Specialist	18.59
28630 - Sports Official	12.99
28690 - Swimming Pool Operator	17.01
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.27
29020 - Hatch Tender	28.27
29030 - Line Handler	28.27
29041 - Stevedore I	26.93
29042 - Stevedore II	31.00

30000 - Technical Occupations

30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	16.19
30022 - Archeological Technician II	18.62
30023 - Archeological Technician III	22.43
30030 - Cartographic Technician	22.86
30040 - Civil Engineering Technician	20.43
30051 - Cryogenic Technician I	24.14
30052 - Cryogenic Technician II	26.67
30061 - Drafter/CAD Operator I	16.19
30062 - Drafter/CAD Operator II	18.44
30063 - Drafter/CAD Operator III	20.47
30064 - Drafter/CAD Operator IV	24.86
30081 - Engineering Technician I	14.59
30082 - Engineering Technician II	16.38
30083 - Engineering Technician III	18.33
30084 - Engineering Technician IV	22.70
30085 - Engineering Technician V	27.77
30086 - Engineering Technician VI	33.59
30090 - Environmental Technician	23.98
30095 - Evidence Control Specialist	21.79
30210 - Laboratory Technician	19.34
30221 - Latent Fingerprint Technician I	24.14
30222 - Latent Fingerprint Technician II	26.67
30240 - Mathematical Technician	21.79
30361 - Paralegal/Legal Assistant I	18.39
30362 - Paralegal/Legal Assistant II	22.78
30363 - Paralegal/Legal Assistant III	27.86
30364 - Paralegal/Legal Assistant IV	33.71
30375 - Petroleum Supply Specialist	26.67
30390 - Photo-Optics Technician	21.89
30395 - Radiation Control Technician	26.67
30461 - Technical Writer I	21.49
30462 - Technical Writer II	26.30
30463 - Technical Writer III	31.82
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82

30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	24.14
30502 - Weather Forecaster II	29.36
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 20.47
30621 - Weather Observer Senior	(see 2) 21.79
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	11.96
31030 - Bus Driver	18.34
31043 - Driver Courier	14.54
31260 - Parking and Lot Attendant	13.28
31290 - Shuttle Bus Driver	15.81
31310 - Taxi Driver	10.73
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	18.56
31363 - Truckdriver Heavy	23.15
31364 - Truckdriver Tractor-Trailer	23.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	10.64
99050 - Desk Clerk	10.41
99095 - Embalmer	24.65
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	12.83
99252 - Laboratory Animal Caretaker II	13.95
99260 - Marketing Analyst	28.97
99310 - Mortician	24.65
99410 - Pest Controller	20.35
99510 - Photofinishing Worker	12.97
99710 - Recycling Laborer	20.29
99711 - Recycling Specialist	24.57
99730 - Refuse Collector	17.99
99810 - Sales Clerk	12.69
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	29.85
99831 - Surveying Aide	18.54

99832 - Surveying Technician	25.20
99840 - Vending Machine Attendant	17.74
99841 - Vending Machine Repairer	21.05
99842 - Vending Machine Repairer Helper	17.74

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 5 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. (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

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))."