

"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.: 2015-4935
Daniel W. Simms	Division of	Revision No.: 11
Director	Wage Determinations	Date Of Last Revision: 07/16/2019

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

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State: Illinois

Area: Illinois County of Lake

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.46
01035 - Court Reporter		22.28
01041 - Customer Service Representative I		15.35
01042 - Customer Service Representative II		17.26
01043 - Customer Service Representative III		18.83
01051 - Data Entry Operator I		15.16
01052 - Data Entry Operator II		16.54
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		18.54
01090 - Duplicating Machine Operator		18.54
01111 - General Clerk I		14.21
01112 - General Clerk II		15.51
01113 - General Clerk III		17.40
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		13.12
01191 - Order Clerk I		16.00
01192 - Order Clerk II		17.58
01261 - Personnel Assistant (Employment) I		17.84
01262 - Personnel Assistant (Employment) II		19.95
01263 - Personnel Assistant (Employment) III		22.24
01270 - Production Control Clerk		22.83
01290 - Rental Clerk		17.41
01300 - Scheduler Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		28.46
01420 - Survey Worker		19.19
01460 - Switchboard Operator/Receptionist		14.60
01531 - Travel Clerk I		15.30

01532 - Travel Clerk II	16.54
01533 - Travel Clerk III	17.90
01611 - Word Processor I	17.47
01612 - Word Processor II	19.61
01613 - Word Processor III	21.94
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.93
05010 - Automotive Electrician	24.16
05040 - Automotive Glass Installer	23.05
05070 - Automotive Worker	23.05
05110 - Mobile Equipment Servicer	20.85
05130 - Motor Equipment Metal Mechanic	27.79
05160 - Motor Equipment Metal Worker	23.05
05190 - Motor Vehicle Mechanic	27.79
05220 - Motor Vehicle Mechanic Helper	19.73
05250 - Motor Vehicle Upholstery Worker	21.96
05280 - Motor Vehicle Wrecker	23.09
05310 - Painter Automotive	24.16
05340 - Radiator Repair Specialist	23.05
05370 - Tire Repairer	15.92
05400 - Transmission Repair Specialist	27.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.71
07041 - Cook I	13.48
07042 - Cook II	15.19
07070 - Dishwasher	11.14
07130 - Food Service Worker	11.57
07210 - Meat Cutter	16.51
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.06
09040 - Furniture Handler	14.52
09080 - Furniture Refinisher	20.06
09090 - Furniture Refinisher Helper	16.37
09110 - Furniture Repairer Minor	18.23
09130 - Upholsterer	20.05
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	12.32
11060 - Elevator Operator	13.90
11090 - Gardener	18.42
11122 - Housekeeping Aide	13.90
11150 - Janitor	13.90
11210 - Laborer Grounds Maintenance	14.64
11240 - Maid or Houseman	12.22
11260 - Pruner	13.40
11270 - Tractor Operator	17.20
11330 - Trail Maintenance Worker	14.64
11360 - Window Cleaner	15.18
12000 - Health Occupations	
12010 - Ambulance Driver	17.39
12011 - Breath Alcohol Technician	23.72
12012 - Certified Occupational Therapist Assistant	31.53
12015 - Certified Physical Therapist Assistant	29.49
12020 - Dental Assistant	19.72
12025 - Dental Hygienist	37.56
12030 - EKG Technician	29.30
12035 - Electroneurodiagnostic Technologist	29.30
12040 - Emergency Medical Technician	17.39
12071 - Licensed Practical Nurse I	21.20
12072 - Licensed Practical Nurse II	23.72
12073 - Licensed Practical Nurse III	26.43
12100 - Medical Assistant	17.06
12130 - Medical Laboratory Technician	27.14
12160 - Medical Record Clerk	18.88
12190 - Medical Record Technician	21.12
12195 - Medical Transcriptionist	20.26
12210 - Nuclear Medicine Technologist	42.13
12221 - Nursing Assistant I	12.35
12222 - Nursing Assistant II	13.88
12223 - Nursing Assistant III	15.15
12224 - Nursing Assistant IV	17.01
12235 - Optical Dispenser	17.15
12236 - Optical Technician	17.52
12250 - Pharmacy Technician	15.77

12280 - Phlebotomist	17.58
12305 - Radiologic Technologist	32.88
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II Specialist	32.57
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III Anesthetist	38.43
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol Testing)	29.38
12320 - Substance Abuse Treatment Counselor	20.43
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.92
13012 - Exhibits Specialist II	27.16
13013 - Exhibits Specialist III	33.22
13041 - Illustrator I	21.63
13042 - Illustrator II	26.80
13043 - Illustrator III	32.77
13047 - Librarian	35.08
13050 - Library Aide/Clerk	14.14
13054 - Library Information Technology Systems Administrator	29.01
13058 - Library Technician	17.38
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39
13071 - Photographer I	18.50
13072 - Photographer II	20.70
13073 - Photographer III	25.64
13074 - Photographer IV	31.35
13075 - Photographer V	37.94
13090 - Technical Order Library Clerk	16.99
13110 - Video Teleconference Technician	21.65
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.11
14042 - Computer Operator II	20.25
14043 - Computer Operator III	22.58
14044 - Computer Operator IV	25.09

14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
14170 - System Support Specialist		30.55
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		46.94
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		38.58
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.99
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.17
15086 - Maintenance Test Pilot Rotary Wing		44.17
15088 - Non-Maintenance Test/Co-Pilot		44.17
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course Developer		29.57
15110 - Test Proctor		19.62
15120 - Tutor		19.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.13
16030 - Counter Attendant		13.13
16040 - Dry Cleaner		15.02
16070 - Finisher Flatwork Machine		13.13
16090 - Presser Hand		13.13
16110 - Presser Machine Drycleaning		13.13
16130 - Presser Machine Shirts		13.13
16160 - Presser Machine Wearing Apparel Laundry		13.13
16190 - Sewing Machine Operator		15.65
16220 - Tailor		16.28

16250 - Washer Machine	13.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.40
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.53
21030 - Material Coordinator	22.83
21040 - Material Expediter	22.83
21050 - Material Handling Laborer	18.12
21071 - Order Filler	13.80
21080 - Production Line Worker (Food Processing)	16.53
21110 - Shipping Packer	16.66
21130 - Shipping/Receiving Clerk	16.66
21140 - Store Worker I	15.21
21150 - Stock Clerk	19.94
21210 - Tools And Parts Attendant	16.53
21410 - Warehouse Specialist	16.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.00
23019 - Aircraft Logs and Records Technician	27.44
23021 - Aircraft Mechanic I	32.35
23022 - Aircraft Mechanic II	34.00
23023 - Aircraft Mechanic III	35.34
23040 - Aircraft Mechanic Helper	24.11
23050 - Aircraft Painter	30.70
23060 - Aircraft Servicer	27.44
23070 - Aircraft Survival Flight Equipment Technician	30.70
23080 - Aircraft Worker	29.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.35
23110 - Appliance Mechanic	27.23
23120 - Bicycle Repairer	19.26
23125 - Cable Splicer	33.51
23130 - Carpenter Maintenance	35.05
23140 - Carpet Layer	29.49

23160 - Electrician Maintenance	37.40
23181 - Electronics Technician Maintenance I	26.34
23182 - Electronics Technician Maintenance II	27.80
23183 - Electronics Technician Maintenance III	29.29
23260 - Fabric Worker	26.80
23290 - Fire Alarm System Mechanic	27.99
23310 - Fire Extinguisher Repairer	25.22
23311 - Fuel Distribution System Mechanic	31.52
23312 - Fuel Distribution System Operator	25.16
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	32.35
23381 - Ground Support Equipment Servicer	27.44
23382 - Ground Support Equipment Worker	29.09
23391 - Gunsmith I	25.22
23392 - Gunsmith II	28.41
23393 - Gunsmith III	31.60
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.42
23430 - Heavy Equipment Mechanic	30.29
23440 - Heavy Equipment Operator	42.62
23460 - Instrument Mechanic	31.91
23465 - Laboratory/Shelter Mechanic	29.99
23470 - Laborer	14.14
23510 - Locksmith	26.36
23530 - Machinery Maintenance Mechanic	26.79
23550 - Machinist Maintenance	27.46
23580 - Maintenance Trades Helper	16.14
23591 - Metrology Technician I	31.91
23592 - Metrology Technician II	33.53
23593 - Metrology Technician III	34.86
23640 - Millwright	31.27
23710 - Office Appliance Repairer	23.17
23760 - Painter Maintenance	24.11
23790 - Pipefitter Maintenance	41.26
23810 - Plumber Maintenance	39.16



23820 - Pneudraulic Systems Mechanic	31.60
23850 - Rigger	31.60
23870 - Scale Mechanic	28.41
23890 - Sheet-Metal Worker Maintenance	39.94
23910 - Small Engine Mechanic	21.20
23931 - Telecommunications Mechanic I	29.33
23932 - Telecommunications Mechanic II	30.82
23950 - Telephone Lineman	33.50
23960 - Welder Combination Maintenance	20.97
23965 - Well Driller	29.85
23970 - Woodcraft Worker	31.60
23980 - Woodworker	25.22
24000 - Personal Needs Occupations	
24550 - Case Manager	14.63
24570 - Child Care Attendant	11.13
24580 - Child Care Center Clerk	14.27
24610 - Chore Aide	11.33
24620 - Family Readiness And Support Services Coordinator	14.63
24630 - Homemaker	16.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.38
25040 - Sewage Plant Operator	31.06
25070 - Stationary Engineer	37.38
25190 - Ventilation Equipment Tender	27.87
25210 - Water Treatment Plant Operator	31.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.62
27007 - Baggage Inspector	14.47
27008 - Corrections Officer	32.23
27010 - Court Security Officer	31.35
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	32.23
27070 - Firefighter	29.95
27101 - Guard I	14.47
27102 - Guard II	16.66
27131 - Police Officer I	36.26

27132 - Police Officer II	40.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.38
28042 - Carnival Equipment Repairer	14.34
28043 - Carnival Worker	10.43
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	10.82
28515 - Recreation Specialist	18.37
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.84
29020 - Hatch Tender	26.84
29030 - Line Handler	26.84
29041 - Stevedore I	25.32
29042 - Stevedore II	28.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.93
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.61
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.60
30021 - Archeological Technician I	19.95
30022 - Archeological Technician II	22.31
30023 - Archeological Technician III	27.64
30030 - Cartographic Technician	27.64
30040 - Civil Engineering Technician	32.60
30051 - Cryogenic Technician I	30.60
30052 - Cryogenic Technician II	33.81
30061 - Drafter/CAD Operator I	19.95
30062 - Drafter/CAD Operator II	22.31
30063 - Drafter/CAD Operator III	24.86
30064 - Drafter/CAD Operator IV	30.60
30081 - Engineering Technician I	18.16
30082 - Engineering Technician II	20.39
30083 - Engineering Technician III	22.81
30084 - Engineering Technician IV	28.26

30085 - Engineering Technician V	34.56
30086 - Engineering Technician VI	45.66
30090 - Environmental Technician	23.40
30095 - Evidence Control Specialist	27.64
30210 - Laboratory Technician	26.77
30221 - Latent Fingerprint Technician I	35.57
30222 - Latent Fingerprint Technician II	39.30
30240 - Mathematical Technician	27.64
30361 - Paralegal/Legal Assistant I	21.38
30362 - Paralegal/Legal Assistant II	26.48
30363 - Paralegal/Legal Assistant III	32.39
30364 - Paralegal/Legal Assistant IV	39.18
30375 - Petroleum Supply Specialist	33.81
30390 - Photo-Optics Technician	27.64
30395 - Radiation Control Technician	33.81
30461 - Technical Writer I	26.76
30462 - Technical Writer II	32.65
30463 - Technical Writer III	39.34
30491 - Unexploded Ordnance (UXO) Technician I	27.29
30492 - Unexploded Ordnance (UXO) Technician II	33.01
30493 - Unexploded Ordnance (UXO) Technician III	39.57
30494 - Unexploded (UXO) Safety Escort	27.29
30495 - Unexploded (UXO) Sweep Personnel	27.29
30501 - Weather Forecaster I	30.60
30502 - Weather Forecaster II	37.23
30620 - Weather Observer Combined Upper Air Or	(see 2) 24.86
Surface Programs	
30621 - Weather Observer Senior	(see 2) 27.64
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.01
31020 - Bus Aide	19.00
31030 - Bus Driver	25.22
31043 - Driver Courier	19.14
31260 - Parking and Lot Attendant	12.59
31290 - Shuttle Bus Driver	21.43
31310 - Taxi Driver	15.18
31361 - Truckdriver Light	21.43

31362 - Truckdriver Medium	22.78
31363 - Truckdriver Heavy	24.15
31364 - Truckdriver Tractor-Trailer	24.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.10
99030 - Cashier	10.86
99050 - Desk Clerk	11.94
99095 - Embalmer	33.06
99130 - Flight Follower	27.29
99251 - Laboratory Animal Caretaker I	14.03
99252 - Laboratory Animal Caretaker II	15.43
99260 - Marketing Analyst	33.08
99310 - Mortician	35.46
99410 - Pest Controller	19.02
99510 - Photofinishing Worker	17.45
99710 - Recycling Laborer	30.44
99711 - Recycling Specialist	35.76
99730 - Refuse Collector	27.86
99810 - Sales Clerk	13.81
99820 - School Crossing Guard	14.41
99830 - Survey Party Chief	29.62
99831 - Surveying Aide	18.60
99832 - Surveying Technician	25.47
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	18.47
99842 - Vending Machine Repairer Helper	16.09

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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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 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 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))."

