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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-
5029		
Daniel W. Simms	Division of	Revision No.: 7
Director	Wage Determinations	Date Of Revision:
12/26/2018		

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: Illinois

Area: Illinois Counties of Boone, Winnebago

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

OCCUPATION CODE - TITLE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.96	
01012 - Accounting Clerk II	
15.68	
01013 - Accounting Clerk III	
17.85	

01020 - Administrative Assistant
22.42
01035 - Court Reporter
18.08
01041 - Customer Service Representative I
12.24
01042 - Customer Service Representative II
13.76
01043 - Customer Service Representative III
15.02
01051 - Data Entry Operator I
12.52
01052 - Data Entry Operator II
13.67
01060 - Dispatcher, Motor Vehicle
18.78
01070 - Document Preparation Clerk
13.89
01090 - Duplicating Machine Operator
13.89
01111 - General Clerk I
12.62
01112 - General Clerk II
14.36
01113 - General Clerk III
16.85
01120 - Housing Referral Assistant
20.17
01141 - Messenger Courier
11.18
01191 - Order Clerk I
15.14
01192 - Order Clerk II
17.83
01261 - Personnel Assistant (Employment) I
15.77
01262 - Personnel Assistant (Employment) II
18.63
01263 - Personnel Assistant (Employment) III
20.16
01270 - Production Control Clerk
21.53
01290 - Rental Clerk
13.56
01300 - Scheduler, Maintenance
16.17
01311 - Secretary I
16.17
01312 - Secretary II
18.11
01313 - Secretary III
20.17
01320 - Service Order Dispatcher
16.90

01410 - Supply Technician
22.42
01420 - Survey Worker
18.11
01460 - Switchboard Operator/Receptionist
12.89
01531 - Travel Clerk I
13.47
01532 - Travel Clerk II
14.57
01533 - Travel Clerk III
15.76
01611 - Word Processor I
14.09
01612 - Word Processor II
15.82
01613 - Word Processor III
17.73
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
22.08
05010 - Automotive Electrician
21.49
05040 - Automotive Glass Installer
20.36
05070 - Automotive Worker
20.36
05110 - Mobile Equipment Servicer
18.22
05130 - Motor Equipment Metal Mechanic
22.64
05160 - Motor Equipment Metal Worker
20.36
05190 - Motor Vehicle Mechanic
22.64
05220 - Motor Vehicle Mechanic Helper
17.23
05250 - Motor Vehicle Upholstery Worker
19.21
05280 - Motor Vehicle Wrecker
20.36
05310 - Painter, Automotive
21.49
05340 - Radiator Repair Specialist
20.36
05370 - Tire Repairer
15.92
05400 - Transmission Repair Specialist
22.64
07000 - Food Preparation And Service Occupations
07010 - Baker
13.06
07041 - Cook I
11.95

07042 - Cook II
13.06
07070 - Dishwasher
9.73
07130 - Food Service Worker
10.78
07210 - Meat Cutter
14.81
07260 - Waiter/Waitress
9.96
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
19.10
09040 - Furniture Handler
15.38
09080 - Furniture Refinisher
21.24
09090 - Furniture Refinisher Helper
17.34
09110 - Furniture Repairer, Minor
19.31
09130 - Upholsterer
21.24
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
12.10
11060 - Elevator Operator
11.90
11090 - Gardener
16.57
11122 - Housekeeping Aide
11.90
11150 - Janitor
11.90
11210 - Laborer, Grounds Maintenance
13.36
11240 - Maid or Houseman
10.86
11260 - Pruner
12.15
11270 - Tractor Operator
15.47
11330 - Trail Maintenance Worker
13.36
11360 - Window Cleaner
13.00
12000 - Health Occupations
12010 - Ambulance Driver
16.38
12011 - Breath Alcohol Technician
20.46
12012 - Certified Occupational Therapist Assistant
27.27

12015	- Certified Physical Therapist Assistant	25.92
12020	- Dental Assistant	17.46
12025	- Dental Hygienist	35.93
12030	- EKG Technician	29.87
12035	- Electroneurodiagnostic Technologist	29.87
12040	- Emergency Medical Technician	16.38
12071	- Licensed Practical Nurse I	18.80
12072	- Licensed Practical Nurse II	21.03
12073	- Licensed Practical Nurse III	23.45
12100	- Medical Assistant	15.95
12130	- Medical Laboratory Technician	20.67
12160	- Medical Record Clerk	15.34
12190	- Medical Record Technician	17.16
12195	- Medical Transcriptionist	18.80
12210	- Nuclear Medicine Technologist	46.22
12221	- Nursing Assistant I	11.05
12222	- Nursing Assistant II	12.42
12223	- Nursing Assistant III	13.56
12224	- Nursing Assistant IV	15.22
12235	- Optical Dispenser	16.42
12236	- Optical Technician	18.80
12250	- Pharmacy Technician	13.99
12280	- Phlebotomist	15.31
12305	- Radiologic Technologist	26.73
12311	- Registered Nurse I	23.32
12312	- Registered Nurse II	28.56
12313	- Registered Nurse II, Specialist	28.56

12314 - Registered Nurse III
34.55
12315 - Registered Nurse III, Anesthetist
34.55
12316 - Registered Nurse IV
41.41
12317 - Scheduler (Drug and Alcohol Testing)
26.05
12320 - Substance Abuse Treatment Counselor
19.88
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
19.99
13012 - Exhibits Specialist II
24.75
13013 - Exhibits Specialist III
28.43
13041 - Illustrator I
19.93
13042 - Illustrator II
24.68
13043 - Illustrator III
28.43
13047 - Librarian
26.36
13050 - Library Aide/Clerk
12.64
13054 - Library Information Technology Systems
23.77
Administrator
13058 - Library Technician
16.42
13061 - Media Specialist I
17.16
13062 - Media Specialist II
19.21
13063 - Media Specialist III
21.40
13071 - Photographer I
15.62
13072 - Photographer II
17.47
13073 - Photographer III
21.64
13074 - Photographer IV
26.47
13075 - Photographer V
32.04
13090 - Technical Order Library Clerk
15.74
13110 - Video Teleconference Technician
18.42
14000 - Information Technology Occupations

14041 - Computer Operator I
 15.82
 14042 - Computer Operator II
 17.81
 14043 - Computer Operator III
 19.89
 14044 - Computer Operator IV
 22.09
 14045 - Computer Operator V
 24.47
 14071 - Computer Programmer I (see 1)
 20.52
 14072 - Computer Programmer II (see 1)
 24.42
 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
 15.82
 14160 - Personal Computer Support Technician
 22.09
 14170 - System Support Specialist
 28.57
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 30.38
 15020 - Aircrew Training Devices Instructor (Rated)
 33.63
 15030 - Air Crew Training Devices Instructor (Pilot)
 39.45
 15050 - Computer Based Training Specialist / Instructor
 30.38
 15060 - Educational Technologist
 29.73
 15070 - Flight Instructor (Pilot)
 39.45
 15080 - Graphic Artist
 21.84
 15085 - Maintenance Test Pilot, Fixed, Jet/Prop
 40.31
 15086 - Maintenance Test Pilot, Rotary Wing
 40.31
 15088 - Non-Maintenance Test/Co-Pilot
 40.31
 15090 - Technical Instructor
 20.36
 15095 - Technical Instructor/Course Developer
 25.20
 15110 - Test Proctor
 18.82
 15120 - Tutor
 18.82

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
12.21
16030 - Counter Attendant
12.21
16040 - Dry Cleaner
15.02
16070 - Finisher, Flatwork, Machine
12.21
16090 - Presser, Hand
12.21
16110 - Presser, Machine, Drycleaning
12.21
16130 - Presser, Machine, Shirts
12.21
16160 - Presser, Machine, Wearing Apparel, Laundry
12.21
16190 - Sewing Machine Operator
15.65
16220 - Tailor
16.28
16250 - Washer, Machine
13.42
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
19.53
19040 - Tool And Die Maker
23.56
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
17.07
21030 - Material Coordinator
22.70
21040 - Material Expediter
22.70
21050 - Material Handling Laborer
14.31
21071 - Order Filler
12.06
21080 - Production Line Worker (Food Processing)
17.07
21110 - Shipping Packer
15.91
21130 - Shipping/Receiving Clerk
15.91
21140 - Store Worker I
14.93
21150 - Stock Clerk
19.57
21210 - Tools And Parts Attendant
17.07
21410 - Warehouse Specialist
17.07
23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder
29.34
23019 - Aircraft Logs and Records Technician
23.68
23021 - Aircraft Mechanic I
27.92
23022 - Aircraft Mechanic II
29.34
23023 - Aircraft Mechanic III
30.50
23040 - Aircraft Mechanic Helper
20.83
23050 - Aircraft, Painter
26.49
23060 - Aircraft Servicer
23.68
23070 - Aircraft Survival Flight Equipment Technician
26.49
23080 - Aircraft Worker
25.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
25.10
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
27.92
II
23110 - Appliance Mechanic
25.42
23120 - Bicycle Repairer
21.19
23125 - Cable Splicer
28.84
23130 - Carpenter, Maintenance
25.03
23140 - Carpet Layer
25.10
23160 - Electrician, Maintenance
34.99
23181 - Electronics Technician Maintenance I
26.71
23182 - Electronics Technician Maintenance II
28.19
23183 - Electronics Technician Maintenance III
29.70
23260 - Fabric Worker
23.68
23290 - Fire Alarm System Mechanic
27.92
23310 - Fire Extinguisher Repairer
22.28
23311 - Fuel Distribution System Mechanic
31.38
23312 - Fuel Distribution System Operator
24.49

23370 - General Maintenance Worker
19.13
23380 - Ground Support Equipment Mechanic
27.92
23381 - Ground Support Equipment Servicer
23.68
23382 - Ground Support Equipment Worker
25.10
23391 - Gunsmith I
22.28
23392 - Gunsmith II
25.10
23393 - Gunsmith III
27.92
23410 - Heating, Ventilation And Air-Conditioning
26.19
Mechanic
23411 - Heating, Ventilation And Air Contidioning
27.52
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
26.00
23440 - Heavy Equipment Operator
35.20
23460 - Instrument Mechanic
27.92
23465 - Laboratory/Shelter Mechanic
26.49
23470 - Laborer
13.84
23510 - Locksmith
26.49
23530 - Machinery Maintenance Mechanic
25.05
23550 - Machinist, Maintenance
20.57
23580 - Maintenance Trades Helper
14.03
23591 - Metrology Technician I
27.92
23592 - Metrology Technician II
29.34
23593 - Metrology Technician III
30.50
23640 - Millwright
27.92
23710 - Office Appliance Repairer
21.54
23760 - Painter, Maintenance
24.17
23790 - Pipefitter, Maintenance
41.80
23810 - Plumber, Maintenance
37.75

23820 - Pneudraulic Systems Mechanic
27.92
23850 - Rigger
27.92
23870 - Scale Mechanic
25.10
23890 - Sheet-Metal Worker, Maintenance
29.58
23910 - Small Engine Mechanic
25.10
23931 - Telecommunications Mechanic I
30.01
23932 - Telecommunications Mechanic II
31.51
23950 - Telephone Lineman
30.61
23960 - Welder, Combination, Maintenance
20.35
23965 - Well Driller
27.92
23970 - Woodcraft Worker
27.92
23980 - Woodworker
22.28
24000 - Personal Needs Occupations
24550 - Case Manager
15.22
24570 - Child Care Attendant
11.99
24580 - Child Care Center Clerk
14.96
24610 - Chore Aide
11.15
24620 - Family Readiness And Support Services
15.22
Coordinator
24630 - Homemaker
16.60
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
27.92
25040 - Sewage Plant Operator
27.96
25070 - Stationary Engineer
27.92
25190 - Ventilation Equipment Tender
20.83
25210 - Water Treatment Plant Operator
27.96
27000 - Protective Service Occupations
27004 - Alarm Monitor
23.64
27007 - Baggage Inspector
12.81

27008 - Corrections Officer
22.90
27010 - Court Security Officer
22.95
27030 - Detection Dog Handler
17.86
27040 - Detention Officer
22.90
27070 - Firefighter
22.95
27101 - Guard I
12.81
27102 - Guard II
17.86
27131 - Police Officer I
29.73
27132 - Police Officer II
33.03
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
14.11
28042 - Carnival Equipment Repairer
15.11
28043 - Carnival Worker
10.18
28210 - Gate Attendant/Gate Tender
12.78
28310 - Lifeguard
10.82
28350 - Park Attendant (Aide)
14.30
28510 - Recreation Aide/Health Facility Attendant
10.43
28515 - Recreation Specialist
17.71
28630 - Sports Official
11.38
28690 - Swimming Pool Operator
17.39
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
24.77
29020 - Hatch Tender
24.77
29030 - Line Handler
24.77
29041 - Stevedore I
23.14
29042 - Stevedore II
26.31
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
18.49
30022 - Archeological Technician II
20.69
30023 - Archeological Technician III
25.62
30030 - Cartographic Technician
25.62
30040 - Civil Engineering Technician
25.96
30051 - Cryogenic Technician I
28.38
30052 - Cryogenic Technician II
31.35
30061 - Drafter/CAD Operator I
18.49
30062 - Drafter/CAD Operator II
20.69
30063 - Drafter/CAD Operator III
23.06
30064 - Drafter/CAD Operator IV
28.38
30081 - Engineering Technician I
14.52
30082 - Engineering Technician II
16.32
30083 - Engineering Technician III
19.98
30084 - Engineering Technician IV
24.75
30085 - Engineering Technician V
30.24
30086 - Engineering Technician VI
36.61
30090 - Environmental Technician
25.62
30095 - Evidence Control Specialist
25.62
30210 - Laboratory Technician
25.45
30221 - Latent Fingerprint Technician I
28.38
30222 - Latent Fingerprint Technician II
31.35
30240 - Mathematical Technician
25.62
30361 - Paralegal/Legal Assistant I
18.94
30362 - Paralegal/Legal Assistant II
23.46

30363 - Paralegal/Legal Assistant III
 28.69
 30364 - Paralegal/Legal Assistant IV
 34.72
 30375 - Petroleum Supply Specialist
 31.35
 30390 - Photo-Optics Technician
 25.62
 30395 - Radiation Control Technician
 31.35
 30461 - Technical Writer I
 24.89
 30462 - Technical Writer II
 30.46
 30463 - Technical Writer III
 36.85
 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
 28.38
 30502 - Weather Forecaster II
 34.52
 30620 - Weather Observer, Combined Upper Air Or (see 2)
 23.06
 Surface Programs
 30621 - Weather Observer, Senior (see 2)
 25.62
 31000 - Transportation/Mobile Equipment Operation Occupations
 31010 - Airplane Pilot
 29.33
 31020 - Bus Aide
 17.18
 31030 - Bus Driver
 22.95
 31043 - Driver Courier
 18.08
 31260 - Parking and Lot Attendant
 13.85
 31290 - Shuttle Bus Driver
 18.08
 31310 - Taxi Driver
 16.70
 31361 - Truckdriver, Light
 18.08
 31362 - Truckdriver, Medium
 19.22

31363 - Truckdriver, Heavy
21.97
31364 - Truckdriver, Tractor-Trailer
21.97
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
14.30
99030 - Cashier
9.61
99050 - Desk Clerk
10.51
99095 - Embalmer
25.36
99130 - Flight Follower
24.24
99251 - Laboratory Animal Caretaker I
14.20
99252 - Laboratory Animal Caretaker II
14.92
99260 - Marketing Analyst
23.93
99310 - Mortician
25.36
99410 - Pest Controller
18.35
99510 - Photofinishing Worker
12.74
99710 - Recycling Laborer
19.64
99711 - Recycling Specialist
21.52
99730 - Refuse Collector
18.71
99810 - Sales Clerk
11.05
99820 - School Crossing Guard
16.46
99830 - Survey Party Chief
22.57
99831 - Surveying Aide
13.31
99832 - Surveying Technician
18.25
99840 - Vending Machine Attendant
19.99
99841 - Vending Machine Repairer
21.04
99842 - Vending Machine Repairer Helper
18.30

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 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)).