

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5395
Revision No.: 13
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 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 \$10.95 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 2021. 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 Carter, Custer, Daniels, Dawson, Fallon, Garfield, McCone, Phillips, Powder River, Prairie, Richland, Roosevelt, Rosebud, Sheridan, Treasure, Valley, Wibaux

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

OCCUPATION CODE - TITLE
RATE

FOOTNOTE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

14.69

01012 - Accounting Clerk II

16.49

01013 - Accounting Clerk III

18.45

01020 - Administrative Assistant

24.41

01035 - Court Reporter

18.23
01041 - Customer Service Representative I
13.85
01042 - Customer Service Representative II
15.12
01043 - Customer Service Representative III
16.98
01051 - Data Entry Operator I
14.52
01052 - Data Entry Operator II
15.85
01060 - Dispatcher, Motor Vehicle
22.13
01070 - Document Preparation Clerk
14.51
01090 - Duplicating Machine Operator
14.51
01111 - General Clerk I
13.47
01112 - General Clerk II
14.70
01113 - General Clerk III
16.51
01120 - Housing Referral Assistant
20.32
01141 - Messenger Courier
11.83
01191 - Order Clerk I
13.30
01192 - Order Clerk II
14.51
01261 - Personnel Assistant (Employment) I
16.29
01262 - Personnel Assistant (Employment) II
18.23
01263 - Personnel Assistant (Employment) III
20.32
01270 - Production Control Clerk
20.94
01290 - Rental Clerk
14.83
01300 - Scheduler, Maintenance
16.29
01311 - Secretary I
16.29
01312 - Secretary II
18.23
01313 - Secretary III
20.32
01320 - Service Order Dispatcher

21.05
01410 - Supply Technician
24.41
01420 - Survey Worker
17.06
01460 - Switchboard Operator/Receptionist
14.13
01531 - Travel Clerk I
12.39
01532 - Travel Clerk II
13.15
01533 - Travel Clerk III
13.91
01611 - Word Processor I
14.51
01612 - Word Processor II
16.29
01613 - Word Processor III
18.23
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
21.62
05010 - Automotive Electrician
18.22
05040 - Automotive Glass Installer
16.97
05070 - Automotive Worker
16.97
05110 - Mobile Equipment Servicer
14.69
05130 - Motor Equipment Metal Mechanic
19.46
05160 - Motor Equipment Metal Worker
16.97
05190 - Motor Vehicle Mechanic
19.46
05220 - Motor Vehicle Mechanic Helper
13.51
05250 - Motor Vehicle Upholstery Worker
15.84
05280 - Motor Vehicle Wrecker
16.97
05310 - Painter, Automotive
18.22
05340 - Radiator Repair Specialist
16.97
05370 - Tire Repairer
14.01
05400 - Transmission Repair Specialist
19.46

07000 - Food Preparation And Service Occupations
 07010 - Baker
16.34
 07041 - Cook I
13.86
 07042 - Cook II
16.01
 07070 - Dishwasher
9.93
 07130 - Food Service Worker
11.96
 07210 - Meat Cutter
16.67
 07260 - Waiter/Waitress
9.40
09000 - Furniture Maintenance And Repair Occupations
 09010 - Electrostatic Spray Painter
25.72
 09040 - Furniture Handler
17.43
 09080 - Furniture Refinisher
25.72
 09090 - Furniture Refinisher Helper
20.98
 09110 - Furniture Repairer, Minor
24.59
 09130 - Upholsterer
25.72
11000 - General Services And Support Occupations
 11030 - Cleaner, Vehicles
12.90
 11060 - Elevator Operator
14.64
 11090 - Gardener
18.28
 11122 - Housekeeping Aide
14.64
 11150 - Janitor
14.64
 11210 - Laborer, Grounds Maintenance
14.23
 11240 - Maid or Houseman
11.43
 11260 - Pruner
12.58
 11270 - Tractor Operator
17.23
 11330 - Trail Maintenance Worker
14.23
 11360 - Window Cleaner

16.56
12000 - Health Occupations
 12010 - Ambulance Driver
16.05
 12011 - Breath Alcohol Technician
20.11
 12012 - Certified Occupational Therapist Assistant
27.58
 12015 - Certified Physical Therapist Assistant
25.59
 12020 - Dental Assistant
16.57
 12025 - Dental Hygienist
37.13
 12030 - EKG Technician
30.47
 12035 - Electroneurodiagnostic Technologist
30.47
 12040 - Emergency Medical Technician
16.05
 12071 - Licensed Practical Nurse I
17.98
 12072 - Licensed Practical Nurse II
20.11
 12073 - Licensed Practical Nurse III
22.41
 12100 - Medical Assistant
16.85
 12130 - Medical Laboratory Technician
28.86
 12160 - Medical Record Clerk
18.61
 12190 - Medical Record Technician
20.81
 12195 - Medical Transcriptionist
17.98
 12210 - Nuclear Medicine Technologist
44.19
 12221 - Nursing Assistant I
12.12
 12222 - Nursing Assistant II
13.63
 12223 - Nursing Assistant III
14.87
 12224 - Nursing Assistant IV
16.69
 12235 - Optical Dispenser
20.11
 12236 - Optical Technician
17.98

12250 - Pharmacy Technician
17.00
12280 - Phlebotomist
17.98
12305 - Radiologic Technologist
28.65
12311 - Registered Nurse I
21.85
12312 - Registered Nurse II
26.73
12313 - Registered Nurse II, Specialist
26.73
12314 - Registered Nurse III
32.35
12315 - Registered Nurse III, Anesthetist
32.35
12316 - Registered Nurse IV
38.77
12317 - Scheduler (Drug and Alcohol Testing)
24.91
12320 - Substance Abuse Treatment Counselor
25.05
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
16.89
13012 - Exhibits Specialist II
20.92
13013 - Exhibits Specialist III
25.60
13041 - Illustrator I
16.93
13042 - Illustrator II
20.98
13043 - Illustrator III
25.60
13047 - Librarian
22.94
13050 - Library Aide/Clerk
12.47
13054 - Library Information Technology Systems
20.71
Administrator
13058 - Library Technician
14.64
13061 - Media Specialist I
14.94
13062 - Media Specialist II
16.72
13063 - Media Specialist III
18.64

13071 - Photographer I
15.46
13072 - Photographer II
17.98
13073 - Photographer III
22.28
13074 - Photographer IV
26.63
13075 - Photographer V
32.98
13090 - Technical Order Library Clerk
17.31
13110 - Video Teleconference Technician
14.97
14000 - Information Technology Occupations
14041 - Computer Operator I
15.62
14042 - Computer Operator II
17.47
14043 - Computer Operator III
19.48
14044 - Computer Operator IV
21.69
14045 - Computer Operator V
23.98
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
15.62
14160 - Personal Computer Support Technician
21.69
14170 - System Support Specialist
28.74
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated)
30.52
15020 - Aircrew Training Devices Instructor (Rated)
36.92

15030 - Air Crew Training Devices Instructor (Pilot)
44.26
15050 - Computer Based Training Specialist / Instructor
30.52
15060 - Educational Technologist
25.07
15070 - Flight Instructor (Pilot)
44.26
15080 - Graphic Artist
20.12
15085 - Maintenance Test Pilot, Fixed, Jet/Prop
44.26
15086 - Maintenance Test Pilot, Rotary Wing
44.26
15088 - Non-Maintenance Test/Co-Pilot
44.26
15090 - Technical Instructor
21.90
15095 - Technical Instructor/Course Developer
26.77
15110 - Test Proctor
17.67
15120 - Tutor
17.67
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
10.46
16030 - Counter Attendant
10.46
16040 - Dry Cleaner
11.95
16070 - Finisher, Flatwork, Machine
10.46
16090 - Presser, Hand
10.46
16110 - Presser, Machine, Drycleaning
10.46
16130 - Presser, Machine, Shirts
10.46
16160 - Presser, Machine, Wearing Apparel, Laundry
10.46
16190 - Sewing Machine Operator
12.55
16220 - Tailor
13.21
16250 - Washer, Machine
10.96
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
28.46

19040 - Tool And Die Maker
35.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
19.84
21030 - Material Coordinator
24.12
21040 - Material Expediter
24.12
21050 - Material Handling Laborer
17.13
21071 - Order Filler
13.39
21080 - Production Line Worker (Food Processing)
19.84
21110 - Shipping Packer
17.66
21130 - Shipping/Receiving Clerk
17.66
21140 - Store Worker I
12.89
21150 - Stock Clerk
18.33
21210 - Tools And Parts Attendant
19.84
21410 - Warehouse Specialist
19.84
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
31.49
23019 - Aircraft Logs and Records Technician
24.20
23021 - Aircraft Mechanic I
29.74
23022 - Aircraft Mechanic II
31.49
23023 - Aircraft Mechanic III
33.31
23040 - Aircraft Mechanic Helper
20.66
23050 - Aircraft, Painter
27.86
23060 - Aircraft Servicer
24.20
23070 - Aircraft Survival Flight Equipment Technician
27.86
23080 - Aircraft Worker
25.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
25.94

I

23092 - Aircrew Life Support Equipment (ALSE) Mechanic
29.74

II

23110 - Appliance Mechanic
28.29

23120 - Bicycle Repairer

22.81

23125 - Cable Splicer

44.64

23130 - Carpenter, Maintenance

22.02

23140 - Carpet Layer

26.50

23160 - Electrician, Maintenance

33.22

23181 - Electronics Technician Maintenance I

26.50

23182 - Electronics Technician Maintenance II

28.46

23183 - Electronics Technician Maintenance III

30.39

23260 - Fabric Worker

24.73

23290 - Fire Alarm System Mechanic

30.39

23310 - Fire Extinguisher Repairer

22.94

23311 - Fuel Distribution System Mechanic

36.17

23312 - Fuel Distribution System Operator

27.80

23370 - General Maintenance Worker

18.78

23380 - Ground Support Equipment Mechanic

29.74

23381 - Ground Support Equipment Servicer

24.20

23382 - Ground Support Equipment Worker

25.94

23391 - Gunsmith I

22.94

23392 - Gunsmith II

26.50

23393 - Gunsmith III

30.39

23410 - Heating, Ventilation And Air-Conditioning

27.06

Mechanic

23411 - Heating, Ventilation And Air Contidioning

28.64
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
29.28
23440 - Heavy Equipment Operator
25.45
23460 - Instrument Mechanic
30.39
23465 - Laboratory/Shelter Mechanic
28.46
23470 - Laborer
17.13
23510 - Locksmith
28.29
23530 - Machinery Maintenance Mechanic
36.29
23550 - Machinist, Maintenance
23.45
23580 - Maintenance Trades Helper
20.98
23591 - Metrology Technician I
30.39
23592 - Metrology Technician II
32.17
23593 - Metrology Technician III
34.03
23640 - Millwright
30.39
23710 - Office Appliance Repairer
28.46
23760 - Painter, Maintenance
21.96
23790 - Pipefitter, Maintenance
34.05
23810 - Plumber, Maintenance
29.59
23820 - Pneudraulic Systems Mechanic
30.39
23850 - Rigger
30.39
23870 - Scale Mechanic
26.50
23890 - Sheet-Metal Worker, Maintenance
30.22
23910 - Small Engine Mechanic
26.35
23931 - Telecommunications Mechanic I
33.26
23932 - Telecommunications Mechanic II
35.21

23950 - Telephone Lineman
31.41
23960 - Welder, Combination, Maintenance
25.72
23965 - Well Driller
31.01
23970 - Woodcraft Worker
30.39
23980 - Woodworker
22.94
24000 - Personal Needs Occupations
24550 - Case Manager
15.11
24570 - Child Care Attendant
11.43
24580 - Child Care Center Clerk
14.25
24610 - Chore Aide
12.10
24620 - Family Readiness And Support Services
15.11
Coordinator
24630 - Homemaker
15.11
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
30.39
25040 - Sewage Plant Operator
27.90
25070 - Stationary Engineer
30.39
25190 - Ventilation Equipment Tender
21.11
25210 - Water Treatment Plant Operator
27.90
27000 - Protective Service Occupations
27004 - Alarm Monitor
17.87
27007 - Baggage Inspector
14.09
27008 - Corrections Officer
20.17
27010 - Court Security Officer
21.66
27030 - Detection Dog Handler
15.76
27040 - Detention Officer
20.17
27070 - Firefighter
23.75

27101 - Guard I
14.09
27102 - Guard II
15.76
27131 - Police Officer I
21.85
27132 - Police Officer II
24.29
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
16.25
28042 - Carnival Equipment Repairer
17.66
28043 - Carnival Worker
11.86
28210 - Gate Attendant/Gate Tender
17.70
28310 - Lifeguard
15.16
28350 - Park Attendant (Aide)
19.81
28510 - Recreation Aide/Health Facility Attendant
14.47
28515 - Recreation Specialist
20.45
28630 - Sports Official
15.76
28690 - Swimming Pool Operator
20.40
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
28.27
29020 - Hatch Tender
28.27
29030 - Line Handler
28.27
29041 - Stevedore I
26.62
29042 - Stevedore II
30.65
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)
40.29
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)
27.78
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)
30.59
30021 - Archeological Technician I
17.81
30022 - Archeological Technician II

20.28
30023 - Archeological Technician III
24.67
30030 - Cartographic Technician
25.15
30040 - Civil Engineering Technician
21.97
30051 - Cryogenic Technician I
30.28
30052 - Cryogenic Technician II
33.45
30061 - Drafter/CAD Operator I
17.81
30062 - Drafter/CAD Operator II
20.28
30063 - Drafter/CAD Operator III
22.52
30064 - Drafter/CAD Operator IV
27.35
30081 - Engineering Technician I
14.19
30082 - Engineering Technician II
16.98
30083 - Engineering Technician III
19.00
30084 - Engineering Technician IV
23.55
30085 - Engineering Technician V
28.81
30086 - Engineering Technician VI
34.85
30090 - Environmental Technician
18.02
30095 - Evidence Control Specialist
27.33
30210 - Laboratory Technician
23.24
30221 - Latent Fingerprint Technician I
30.28
30222 - Latent Fingerprint Technician II
33.45
30240 - Mathematical Technician
23.76
30361 - Paralegal/Legal Assistant I
20.15
30362 - Paralegal/Legal Assistant II
24.96
30363 - Paralegal/Legal Assistant III
30.54
30364 - Paralegal/Legal Assistant IV

36.94
30375 - Petroleum Supply Specialist
33.45
30390 - Photo-Optics Technician
24.08
30395 - Radiation Control Technician
33.45
30461 - Technical Writer I
20.21
30462 - Technical Writer II
24.71
30463 - Technical Writer III
29.90
30491 - Unexploded Ordnance (UXO) Technician I
25.60
30492 - Unexploded Ordnance (UXO) Technician II
30.98
30493 - Unexploded Ordnance (UXO) Technician III
37.13
30494 - Unexploded (UXO) Safety Escort
25.60
30495 - Unexploded (UXO) Sweep Personnel
25.60
30501 - Weather Forecaster I
30.28
30502 - Weather Forecaster II
36.83
30620 - Weather Observer, Combined Upper Air Or (see 2)
22.52
Surface Programs
30621 - Weather Observer, Senior (see 2)
23.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot
30.98
31020 - Bus Aide
12.74
31030 - Bus Driver
18.08
31043 - Driver Courier
16.63
31260 - Parking and Lot Attendant
14.61
31290 - Shuttle Bus Driver
18.08
31310 - Taxi Driver
14.28
31361 - Truckdriver, Light
18.08
31362 - Truckdriver, Medium

20.53
31363 - Truckdriver, Heavy
25.63
31364 - Truckdriver, Tractor-Trailer
25.63
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
15.10
99030 - Cashier
11.44
99050 - Desk Clerk
11.27
99095 - Embalmer
32.26
99130 - Flight Follower
25.60
99251 - Laboratory Animal Caretaker I
13.98
99252 - Laboratory Animal Caretaker II
15.19
99260 - Marketing Analyst
27.34
99310 - Mortician
32.26
99410 - Pest Controller
23.52
99510 - Photofinishing Worker
13.45
99710 - Recycling Laborer
21.44
99711 - Recycling Specialist
25.97
99730 - Refuse Collector
18.96
99810 - Sales Clerk
14.27
99820 - School Crossing Guard
14.65
99830 - Survey Party Chief
24.67
99831 - Surveying Aide
15.32
99832 - Surveying Technician
20.83
99840 - Vending Machine Attendant
20.07
99841 - Vending Machine Repairer
25.20
99842 - Vending Machine Repairer Helper
20.07

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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.



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)).