

"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.: 2015-5374
Daniel W. Simms	Division of	Revision No.: 10
Director	Wage Determinations	Date Of Last Revision: 06/11/2019

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: South Dakota

Area: South Dakota Counties of Brule Buffalo Campbell Charles Mix Douglas
Hand Hughes Hyde Potter Sully Walworth

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

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.68
01012 - Accounting Clerk II	14.24
01013 - Accounting Clerk III	15.93
01020 - Administrative Assistant	18.59
01035 - Court Reporter	14.97
01041 - Customer Service Representative I	11.84
01042 - Customer Service Representative II	13.31
01043 - Customer Service Representative III	14.52
01051 - Data Entry Operator I	10.98
01052 - Data Entry Operator II	11.98
01060 - Dispatcher Motor Vehicle	15.94
01070 - Document Preparation Clerk	11.92
01090 - Duplicating Machine Operator	11.92
01111 - General Clerk I	11.58
01112 - General Clerk II	12.63
01113 - General Clerk III	14.18
01120 - Housing Referral Assistant	16.68
01141 - Messenger Courier	10.13
01191 - Order Clerk I	11.87
01192 - Order Clerk II	12.95
01261 - Personnel Assistant (Employment) I	13.81
01262 - Personnel Assistant (Employment) II	15.45
01263 - Personnel Assistant (Employment) III	17.22
01270 - Production Control Clerk	16.30
01290 - Rental Clerk	11.44
01300 - Scheduler Maintenance	13.38
01311 - Secretary I	13.38
01312 - Secretary II	14.97
01313 - Secretary III	16.68
01320 - Service Order Dispatcher	13.70
01410 - Supply Technician	18.59
01420 - Survey Worker	13.66
01460 - Switchboard Operator/Receptionist	12.14
01531 - Travel Clerk I	12.17
01532 - Travel Clerk II	12.94
01533 - Travel Clerk III	13.73
01611 - Word Processor I	11.92

01612 - Word Processor II	13.38
01613 - Word Processor III	14.97
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.15
05010 - Automotive Electrician	17.96
05040 - Automotive Glass Installer	17.12
05070 - Automotive Worker	17.12
05110 - Mobile Equipment Servicer	15.36
05130 - Motor Equipment Metal Mechanic	18.82
05160 - Motor Equipment Metal Worker	17.12
05190 - Motor Vehicle Mechanic	18.82
05220 - Motor Vehicle Mechanic Helper	14.52
05250 - Motor Vehicle Upholstery Worker	16.24
05280 - Motor Vehicle Wrecker	17.12
05310 - Painter Automotive	17.96
05340 - Radiator Repair Specialist	17.12
05370 - Tire Repairer	12.66
05400 - Transmission Repair Specialist	18.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.48
07041 - Cook I	12.40
07042 - Cook II	14.25
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.63
07210 - Meat Cutter	14.44
07260 - Waiter/Waitress	9.48
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.35
09040 - Furniture Handler	15.04
09080 - Furniture Refinisher	20.19
09090 - Furniture Refinisher Helper	17.61
09110 - Furniture Repairer Minor	19.97
09130 - Upholsterer	20.19
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.13
11060 - Elevator Operator	11.56
11090 - Gardener	14.74
11122 - Housekeeping Aide	11.56
11150 - Janitor	11.56

11210 - Laborer Grounds Maintenance	11.68
11240 - Maid or Houseman	10.92
11260 - Pruner	10.68
11270 - Tractor Operator	13.65
11330 - Trail Maintenance Worker	11.68
11360 - Window Cleaner	12.84
12000 - Health Occupations	
12010 - Ambulance Driver	14.37
12011 - Breath Alcohol Technician	17.19
12012 - Certified Occupational Therapist Assistant	23.58
12015 - Certified Physical Therapist Assistant	19.38
12020 - Dental Assistant	17.23
12025 - Dental Hygienist	33.44
12030 - EKG Technician	26.04
12035 - Electroneurodiagnostic Technologist	26.04
12040 - Emergency Medical Technician	14.37
12071 - Licensed Practical Nurse I	15.36
12072 - Licensed Practical Nurse II	17.19
12073 - Licensed Practical Nurse III	19.15
12100 - Medical Assistant	14.75
12130 - Medical Laboratory Technician	21.03
12160 - Medical Record Clerk	17.13
12190 - Medical Record Technician	19.19
12195 - Medical Transcriptionist	15.15
12210 - Nuclear Medicine Technologist	37.75
12221 - Nursing Assistant I	11.32
12222 - Nursing Assistant II	12.73
12223 - Nursing Assistant III	13.89
12224 - Nursing Assistant IV	15.60
12235 - Optical Dispenser	16.34
12236 - Optical Technician	15.36
12250 - Pharmacy Technician	16.41
12280 - Phlebotomist	15.60
12305 - Radiologic Technologist	25.62
12311 - Registered Nurse I	22.55
12312 - Registered Nurse II	27.59
12313 - Registered Nurse II Specialist	27.59
12314 - Registered Nurse III	33.38
12315 - Registered Nurse III Anesthetist	33.38

12316 - Registered Nurse IV		40.00
12317 - Scheduler (Drug and Alcohol Testing)		21.28
12320 - Substance Abuse Treatment Counselor		19.77
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.11
13012 - Exhibits Specialist II		18.68
13013 - Exhibits Specialist III		22.89
13041 - Illustrator I		14.90
13042 - Illustrator II		18.46
13043 - Illustrator III		22.59
13047 - Librarian		20.44
13050 - Library Aide/Clerk		11.87
13054 - Library Information Technology Systems Administrator		18.46
13058 - Library Technician		14.45
13061 - Media Specialist I		13.48
13062 - Media Specialist II		14.90
13063 - Media Specialist III		16.62
13071 - Photographer I		13.62
13072 - Photographer II		15.24
13073 - Photographer III		18.89
13074 - Photographer IV		23.10
13075 - Photographer V		27.95
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		12.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.10
14042 - Computer Operator II		15.85
14043 - Computer Operator III		17.59
14044 - Computer Operator IV		19.49
14045 - Computer Operator V		21.71
14071 - Computer Programmer I	(see 1)	19.46
14072 - Computer Programmer II	(see 1)	24.12
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		15.51

14160 - Personal Computer Support Technician	22.57
14170 - System Support Specialist	28.86
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.93
15020 - Aircrew Training Devices Instructor (Rated)	37.42
15030 - Air Crew Training Devices Instructor (Pilot)	43.93
15050 - Computer Based Training Specialist / Instructor	30.93
15060 - Educational Technologist	29.38
15070 - Flight Instructor (Pilot)	43.93
15080 - Graphic Artist	19.72
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.52
15086 - Maintenance Test Pilot Rotary Wing	43.52
15088 - Non-Maintenance Test/Co-Pilot	43.52
15090 - Technical Instructor	17.62
15095 - Technical Instructor/Course Developer	21.55
15110 - Test Proctor	14.22
15120 - Tutor	14.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.95
16030 - Counter Attendant	9.95
16040 - Dry Cleaner	11.36
16070 - Finisher Flatwork Machine	9.95
16090 - Presser Hand	9.95
16110 - Presser Machine Drycleaning	9.95
16130 - Presser Machine Shirts	9.95
16160 - Presser Machine Wearing Apparel Laundry	9.95
16190 - Sewing Machine Operator	11.96
16220 - Tailor	12.59
16250 - Washer Machine	10.42
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.90
19040 - Tool And Die Maker	29.66
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.80
21030 - Material Coordinator	19.12
21040 - Material Expediter	19.12
21050 - Material Handling Laborer	12.78
21071 - Order Filler	10.24
21080 - Production Line Worker (Food Processing)	15.80

21110 - Shipping Packer	14.68
21130 - Shipping/Receiving Clerk	14.68
21140 - Store Worker I	11.76
21150 - Stock Clerk	16.01
21210 - Tools And Parts Attendant	15.80
21410 - Warehouse Specialist	15.80
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.81
23019 - Aircraft Logs and Records Technician	20.96
23021 - Aircraft Mechanic I	25.35
23022 - Aircraft Mechanic II	26.81
23023 - Aircraft Mechanic III	28.27
23040 - Aircraft Mechanic Helper	18.07
23050 - Aircraft Painter	23.90
23060 - Aircraft Servicer	20.96
23070 - Aircraft Survival Flight Equipment Technician	23.90
23080 - Aircraft Worker	22.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.35
23110 - Appliance Mechanic	23.90
23120 - Bicycle Repairer	15.17
23125 - Cable Splicer	38.42
23130 - Carpenter Maintenance	16.26
23140 - Carpet Layer	22.42
23160 - Electrician Maintenance	21.44
23181 - Electronics Technician Maintenance I	22.42
23182 - Electronics Technician Maintenance II	23.90
23183 - Electronics Technician Maintenance III	25.35
23260 - Fabric Worker	20.96
23290 - Fire Alarm System Mechanic	25.35
23310 - Fire Extinguisher Repairer	19.52
23311 - Fuel Distribution System Mechanic	29.56
23312 - Fuel Distribution System Operator	21.02
23370 - General Maintenance Worker	17.85
23380 - Ground Support Equipment Mechanic	25.35
23381 - Ground Support Equipment Servicer	20.96
23382 - Ground Support Equipment Worker	22.42

23391 - Gunsmith I	19.52
23392 - Gunsmith II	22.42
23393 - Gunsmith III	25.35
23410 - Heating Ventilation And Air-Conditioning Mechanic	18.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	19.59
23430 - Heavy Equipment Mechanic	25.35
23440 - Heavy Equipment Operator	21.22
23460 - Instrument Mechanic	25.35
23465 - Laboratory/Shelter Mechanic	23.90
23470 - Laborer	11.18
23510 - Locksmith	23.90
23530 - Machinery Maintenance Mechanic	26.91
23550 - Machinist Maintenance	20.21
23580 - Maintenance Trades Helper	18.07
23591 - Metrology Technician I	25.35
23592 - Metrology Technician II	26.81
23593 - Metrology Technician III	28.27
23640 - Millwright	25.35
23710 - Office Appliance Repairer	23.90
23760 - Painter Maintenance	15.16
23790 - Pipefitter Maintenance	20.76
23810 - Plumber Maintenance	18.87
23820 - Pneudraulic Systems Mechanic	25.35
23850 - Rigger	25.35
23870 - Scale Mechanic	22.42
23890 - Sheet-Metal Worker Maintenance	23.82
23910 - Small Engine Mechanic	22.42
23931 - Telecommunications Mechanic I	29.74
23932 - Telecommunications Mechanic II	31.45
23950 - Telephone Lineman	22.80
23960 - Welder Combination Maintenance	16.83
23965 - Well Driller	20.24
23970 - Woodcraft Worker	25.35
23980 - Woodworker	19.52
24000 - Personal Needs Occupations	
24550 - Case Manager	12.02
24570 - Child Care Attendant	9.50

24580 - Child Care Center Clerk	11.85
24610 - Chore Aide	11.80
24620 - Family Readiness And Support Services Coordinator	12.02
24630 - Homemaker	15.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.35
25040 - Sewage Plant Operator	20.67
25070 - Stationary Engineer	25.35
25190 - Ventilation Equipment Tender	18.07
25210 - Water Treatment Plant Operator	20.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.40
27007 - Baggage Inspector	12.04
27008 - Corrections Officer	16.70
27010 - Court Security Officer	16.96
27030 - Detection Dog Handler	13.98
27040 - Detention Officer	16.70
27070 - Firefighter	18.19
27101 - Guard I	12.04
27102 - Guard II	13.98
27131 - Police Officer I	19.73
27132 - Police Officer II	21.93
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.38
28042 - Carnival Equipment Repairer	14.45
28043 - Carnival Worker	10.12
28210 - Gate Attendant/Gate Tender	17.33
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	19.40
28510 - Recreation Aide/Health Facility Attendant	14.15
28515 - Recreation Specialist	23.55
28630 - Sports Official	15.44
28690 - Swimming Pool Operator	16.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.42
29020 - Hatch Tender	22.42
29030 - Line Handler	22.42
29041 - Stevedore I	20.96

29042 - Stevedore II	23.90
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	15.98
30022 - Archeological Technician II	17.87
30023 - Archeological Technician III	22.15
30030 - Cartographic Technician	22.15
30040 - Civil Engineering Technician	20.25
30051 - Cryogenic Technician I	23.17
30052 - Cryogenic Technician II	25.59
30061 - Drafter/CAD Operator I	15.98
30062 - Drafter/CAD Operator II	17.87
30063 - Drafter/CAD Operator III	19.93
30064 - Drafter/CAD Operator IV	24.52
30081 - Engineering Technician I	13.45
30082 - Engineering Technician II	15.10
30083 - Engineering Technician III	16.89
30084 - Engineering Technician IV	20.91
30085 - Engineering Technician V	25.59
30086 - Engineering Technician VI	30.96
30090 - Environmental Technician	22.15
30095 - Evidence Control Specialist	20.91
30210 - Laboratory Technician	19.93
30221 - Latent Fingerprint Technician I	23.17
30222 - Latent Fingerprint Technician II	25.59
30240 - Mathematical Technician	22.15
30361 - Paralegal/Legal Assistant I	19.39
30362 - Paralegal/Legal Assistant II	24.02
30363 - Paralegal/Legal Assistant III	29.38
30364 - Paralegal/Legal Assistant IV	35.55
30375 - Petroleum Supply Specialist	25.59
30390 - Photo-Optics Technician	22.15
30395 - Radiation Control Technician	25.59
30461 - Technical Writer I	20.91
30462 - Technical Writer II	25.59
30463 - Technical Writer III	30.96
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	24.52
30502 - Weather Forecaster II	29.83
30620 - Weather Observer Combined Upper Air Or (see 2)	19.93
Surface Programs	
30621 - Weather Observer Senior (see 2)	22.15
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	11.68
31030 - Bus Driver	16.11
31043 - Driver Courier	14.44
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	15.49
31310 - Taxi Driver	12.40
31361 - Truckdriver Light	15.49
31362 - Truckdriver Medium	17.06
31363 - Truckdriver Heavy	17.23
31364 - Truckdriver Tractor-Trailer	17.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	10.17
99050 - Desk Clerk	11.00
99095 - Embalmer	25.11
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	13.13
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	25.78
99310 - Mortician	25.11
99410 - Pest Controller	20.19
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	13.38
99711 - Recycling Specialist	15.63
99730 - Refuse Collector	12.24
99810 - Sales Clerk	11.94
99820 - School Crossing Guard	13.17
99830 - Survey Party Chief	18.02

99831 - Surveying Aide	11.88
99832 - Surveying Technician	16.27
99840 - Vending Machine Attendant	13.65
99841 - Vending Machine Repairer	16.31
99842 - Vending Machine Repairer Helper	13.65

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 \$4.48 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 \$4.18 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 10 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy

of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."