

"

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 Director	Division of Wage Determinations	Wage Determination No.: 2015-5031 Revision No.: 28 Date Of Last Revision: 5/13/2026
-----------------------------	------------------------------------	---

State: Illinois

Area: Illinois Counties of Menard and Sangamon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.76
01012 - Accounting Clerk II		21.05
01013 - Accounting Clerk III		23.55
01020 - Administrative Assistant		33.56
01035 - Court Reporter		21.26
01041 - Customer Service Representative I		15.71
01042 - Customer Service Representative II		17.14
01043 - Customer Service Representative III		19.24
01051 - Data Entry Operator I		18.02
01052 - Data Entry Operator II		19.66
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		22.44
01090 - Duplicating Machine Operator		22.44
01111 - General Clerk I		17.48
01112 - General Clerk II		19.07
01113 - General Clerk III		21.41
01120 - Housing Referral Assistant		23.71
01141 - Messenger Courier		17.43
01191 - Order Clerk I		14.96
01192 - Order Clerk II		16.32
01261 - Personnel Assistant (Employment) I		19.52
01262 - Personnel Assistant (Employment) II		21.83
01263 - Personnel Assistant (Employment) III		24.33
01270 - Production Control Clerk		28.50
01290 - Rental Clerk		17.41
01300 - Scheduler, Maintenance		19.00
01311 - Secretary I		19.00
01312 - Secretary II		21.26
01313 - Secretary III		23.71
01320 - Service Order Dispatcher		20.02
01410 - Supply Technician		33.56
01420 - Survey Worker		20.37
01460 - Switchboard Operator/Receptionist		17.34
01531 - Travel Clerk I		15.75
01532 - Travel Clerk II		17.68

01533 - Travel Clerk III	19.78
01611 - Word Processor I	16.93
01612 - Word Processor II	19.00
01613 - Word Processor III	21.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.36
05010 - Automotive Electrician	21.75
05040 - Automotive Glass Installer	20.58
05070 - Automotive Worker	20.58
05110 - Mobile Equipment Servicer	17.95
05130 - Motor Equipment Metal Mechanic	23.09
05160 - Motor Equipment Metal Worker	20.58
05190 - Motor Vehicle Mechanic	23.09
05220 - Motor Vehicle Mechanic Helper	16.77
05250 - Motor Vehicle Upholstery Worker	19.27
05280 - Motor Vehicle Wrecker	20.58
05310 - Painter, Automotive	21.75
05340 - Radiator Repair Specialist	20.58
05370 - Tire Repairer	18.53
05400 - Transmission Repair Specialist	23.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.86
07041 - Cook I	16.27
07042 - Cook II	18.66
07070 - Dishwasher	14.81
07130 - Food Service Worker	15.22
07210 - Meat Cutter	17.35
07260 - Waiter/Waitress	14.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.88
09040 - Furniture Handler	19.04
09080 - Furniture Refinisher	22.88
09090 - Furniture Refinisher Helper	20.28
09110 - Furniture Repairer, Minor	22.43
09130 - Upholsterer	22.88
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.35
11060 - Elevator Operator	17.32
11090 - Gardener	22.79
11122 - Housekeeping Aide	17.32
11150 - Janitor	17.32
11210 - Laborer, Grounds Maintenance	18.35
11240 - Maid or Houseman	16.23
11260 - Pruner	16.88
11270 - Tractor Operator	21.30
11330 - Trail Maintenance Worker	18.35
11360 - Window Cleaner	18.82
12000 - Health Occupations	
12010 - Ambulance Driver	18.75
12011 - Breath Alcohol Technician	24.81
12012 - Certified Occupational Therapist Assistant	31.48
12015 - Certified Physical Therapist Assistant	32.80
12020 - Dental Assistant	21.53
12025 - Dental Hygienist	37.79
12030 - EKG Technician	31.79
12035 - Electroneurodiagnostic Technologist	31.79
12040 - Emergency Medical Technician	18.75
12071 - Licensed Practical Nurse I	22.18
12072 - Licensed Practical Nurse II	24.81
12073 - Licensed Practical Nurse III	27.67
12100 - Medical Assistant	19.52
12130 - Medical Laboratory Technician	28.40
12160 - Medical Record Clerk	21.63
12190 - Medical Record Technician	24.19
12195 - Medical Transcriptionist	19.54
12210 - Nuclear Medicine Technologist	54.52
12221 - Nursing Assistant I	14.30
12222 - Nursing Assistant II	16.09
12223 - Nursing Assistant III	17.57

12224 - Nursing Assistant IV	19.71
12235 - Optical Dispenser	19.79
12236 - Optical Technician	22.18
12250 - Pharmacy Technician	19.50
12280 - Phlebotomist	18.99
12305 - Radiologic Technologist	32.03
12311 - Registered Nurse I	26.96
12312 - Registered Nurse II	32.98
12313 - Registered Nurse II, Specialist	32.98
12314 - Registered Nurse III	39.90
12315 - Registered Nurse III, Anesthetist	39.90
12316 - Registered Nurse IV	47.82
12317 - Scheduler (Drug and Alcohol Testing)	30.73
12320 - Substance Abuse Treatment Counselor	27.93
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.64
13012 - Exhibits Specialist II	26.81
13013 - Exhibits Specialist III	32.80
13041 - Illustrator I	21.64
13042 - Illustrator II	26.81
13043 - Illustrator III	32.80
13047 - Librarian	29.69
13050 - Library Aide/Clerk	16.08
13054 - Library Information Technology Systems Administrator	26.81
13058 - Library Technician	19.44
13061 - Media Specialist I	19.34
13062 - Media Specialist II	21.64
13063 - Media Specialist III	24.12
13071 - Photographer I	18.28
13072 - Photographer II	20.45
13073 - Photographer III	25.34
13074 - Photographer IV	30.99
13075 - Photographer V	37.49
13090 - Technical Order Library Clerk	19.04
13110 - Video Teleconference Technician	24.69
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.81
14042 - Computer Operator II	23.27
14043 - Computer Operator III	25.94
14044 - Computer Operator IV	28.84
14045 - Computer Operator V	31.93
14071 - Computer Programmer I	(see 1)
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	20.81
14160 - Personal Computer Support Technician	28.84
14170 - System Support Specialist	31.93
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	37.81
15020 - Aircrew Training Devices Instructor (Rated)	45.74
15030 - Air Crew Training Devices Instructor (Pilot)	54.84
15050 - Computer Based Training Specialist / Instructor	37.81
15060 - Educational Technologist	33.94
15070 - Flight Instructor (Pilot)	54.84
15080 - Graphic Artist	27.96
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	54.84
15086 - Maintenance Test Pilot, Rotary Wing	54.84
15088 - Non-Maintenance Test/Co-Pilot	54.84
15090 - Technical Instructor	26.39
15095 - Technical Instructor/Course Developer	32.29
15110 - Test Proctor	21.31
15120 - Tutor	21.31

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	18.46
16030 - Counter Attendant	18.46
16040 - Dry Cleaner	21.10
16070 - Finisher, Flatwork, Machine	18.46
16090 - Presser, Hand	18.46
16110 - Presser, Machine, Drycleaning	18.46
16130 - Presser, Machine, Shirts	18.46
16160 - Presser, Machine, Wearing Apparel, Laundry	18.46
16190 - Sewing Machine Operator	21.97
16220 - Tailor	22.85
16250 - Washer, Machine	19.34
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	33.65
19040 - Tool And Die Maker	41.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.95
21030 - Material Coordinator	28.50
21040 - Material Expediter	28.50
21050 - Material Handling Laborer	18.62
21071 - Order Filler	16.42
21080 - Production Line Worker (Food Processing)	19.95
21110 - Shipping Packer	19.91
21130 - Shipping/Receiving Clerk	19.91
21140 - Store Worker I	17.14
21150 - Stock Clerk	20.86
21210 - Tools And Parts Attendant	19.95
21410 - Warehouse Specialist	19.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.36
23019 - Aircraft Logs and Records Technician	27.37
23021 - Aircraft Mechanic I	32.68
23022 - Aircraft Mechanic II	34.36
23023 - Aircraft Mechanic III	36.04
23040 - Aircraft Mechanic Helper	23.81
23050 - Aircraft, Painter	30.89
23060 - Aircraft Servicer	27.37
23070 - Aircraft Survival Flight Equipment Technician	30.89
23080 - Aircraft Worker	29.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.68
23110 - Appliance Mechanic	33.65
23120 - Bicycle Repairer	26.94
23125 - Cable Splicer	50.30
23130 - Carpenter, Maintenance	32.70
23140 - Carpet Layer	31.84
23160 - Electrician, Maintenance	41.34
23181 - Electronics Technician Maintenance I	31.84
23182 - Electronics Technician Maintenance II	33.65
23183 - Electronics Technician Maintenance III	35.71
23260 - Fabric Worker	29.81
23290 - Fire Alarm System Mechanic	30.54
23310 - Fire Extinguisher Repairer	27.76
23311 - Fuel Distribution System Mechanic	35.71
23312 - Fuel Distribution System Operator	27.76
23370 - General Maintenance Worker	22.98
23380 - Ground Support Equipment Mechanic	32.68
23381 - Ground Support Equipment Servicer	27.37
23382 - Ground Support Equipment Worker	29.22
23391 - Gunsmith I	27.76
23392 - Gunsmith II	31.84
23393 - Gunsmith III	35.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	34.38
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	35.84
23430 - Heavy Equipment Mechanic	36.50
23440 - Heavy Equipment Operator	44.72

23460 - Instrument Mechanic	35.71
23465 - Laboratory/Shelter Mechanic	33.65
23470 - Laborer	18.62
23510 - Locksmith	31.99
23530 - Machinery Maintenance Mechanic	33.30
23550 - Machinist, Maintenance	24.13
23580 - Maintenance Trades Helper	25.94
23591 - Metrology Technician I	35.71
23592 - Metrology Technician II	37.58
23593 - Metrology Technician III	39.42
23640 - Millwright	35.71
23710 - Office Appliance Repairer	26.18
23760 - Painter, Maintenance	29.89
23790 - Pipefitter, Maintenance	43.53
23810 - Plumber, Maintenance	41.14
23820 - Pneudraulic Systems Mechanic	35.71
23850 - Rigger	35.71
23870 - Scale Mechanic	31.84
23890 - Sheet-Metal Worker, Maintenance	40.16
23910 - Small Engine Mechanic	31.84
23931 - Telecommunications Mechanic I	32.26
23932 - Telecommunications Mechanic II	33.95
23950 - Telephone Lineman	37.81
23960 - Welder, Combination, Maintenance	22.76
23965 - Well Driller	35.71
23970 - Woodcraft Worker	35.71
23980 - Woodworker	27.76
24000 - Personal Needs Occupations	
24550 - Case Manager	23.35
24570 - Child Care Attendant	15.37
24580 - Child Care Center Clerk	19.16
24610 - Chore Aide	16.41
24620 - Family Readiness And Support Services Coordinator	23.35
24630 - Homemaker	23.35
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	53.59
25040 - Sewage Plant Operator	36.53
25070 - Stationary Engineer	53.59
25190 - Ventilation Equipment Tender	38.92
25210 - Water Treatment Plant Operator	36.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	31.15
27007 - Baggage Inspector	20.82
27008 - Corrections Officer	32.34
27010 - Court Security Officer	32.34
27030 - Detection Dog Handler	23.73
27040 - Detention Officer	32.34
27070 - Firefighter	32.34
27101 - Guard I	20.82
27102 - Guard II	23.73
27131 - Police Officer I	36.15
27132 - Police Officer II	40.16
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.66
28042 - Carnival Equipment Repairer	18.90
28043 - Carnival Worker	14.00
28210 - Gate Attendant/Gate Tender	17.71
28310 - Lifeguard	14.33
28350 - Park Attendant (Aide)	19.81
28510 - Recreation Aide/Health Facility Attendant	14.46
28515 - Recreation Specialist	24.54
28630 - Sports Official	15.78
28690 - Swimming Pool Operator	21.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.84
29020 - Hatch Tender	31.84
29030 - Line Handler	31.84
29041 - Stevedore I	29.81

29042 - Stevedore II		33.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		21.00
30022 - Archeological Technician II		23.49
30023 - Archeological Technician III		29.09
30030 - Cartographic Technician		29.09
30040 - Civil Engineering Technician		37.08
30051 - Cryogenic Technician I		32.22
30052 - Cryogenic Technician II		35.58
30061 - Drafter/CAD Operator I		21.00
30062 - Drafter/CAD Operator II		23.49
30063 - Drafter/CAD Operator III		26.17
30064 - Drafter/CAD Operator IV		32.22
30081 - Engineering Technician I		17.47
30082 - Engineering Technician II		19.61
30083 - Engineering Technician III		21.94
30084 - Engineering Technician IV		27.17
30085 - Engineering Technician V		33.23
30086 - Engineering Technician VI		40.21
30090 - Environmental Technician		29.09
30095 - Evidence Control Specialist		29.09
30210 - Laboratory Technician		26.17
30221 - Latent Fingerprint Technician I		40.66
30222 - Latent Fingerprint Technician II		44.95
30240 - Mathematical Technician		29.09
30361 - Paralegal/Legal Assistant I		21.48
30362 - Paralegal/Legal Assistant II		26.62
30363 - Paralegal/Legal Assistant III		32.56
30364 - Paralegal/Legal Assistant IV		39.39
30375 - Petroleum Supply Specialist		35.58
30390 - Photo-Optics Technician		29.09
30395 - Radiation Control Technician		35.58
30461 - Technical Writer I		29.09
30462 - Technical Writer II		35.58
30463 - Technical Writer III		43.05
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		32.22
30502 - Weather Forecaster II		39.19
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.17
30621 - Weather Observer, Senior	(see 2)	29.09
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		18.13
31030 - Bus Driver		23.10
31043 - Driver Courier		19.46
31260 - Parking and Lot Attendant		15.43
31290 - Shuttle Bus Driver		16.86
31310 - Taxi Driver		18.71
31361 - Truckdriver, Light		20.83
31362 - Truckdriver, Medium		22.37
31363 - Truckdriver, Heavy		25.22
31364 - Truckdriver, Tractor-Trailer		25.22
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		14.38
99050 - Desk Clerk		15.35
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.22
99252 - Laboratory Animal Caretaker II		18.43

99260 - Marketing Analyst	30.03
99310 - Mortician	29.28
99410 - Pest Controller	25.72
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	24.65
99711 - Recycling Specialist	28.63
99730 - Refuse Collector	22.67
99810 - Sales Clerk	15.49
99820 - School Crossing Guard	17.74
99830 - Survey Party Chief	21.35
99831 - Surveying Aide	13.34
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	22.38
99841 - Vending Machine Repairer	27.47
99842 - Vending Machine Repairer Helper	22.38

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 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 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage

determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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)).""