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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.: 2015-5397 Revision No.: 29 Date Of Last Revision: 8/13/2026

State: Montana

Area: Montana Counties of Big Horn, Blaine, Chouteau, Fergus,
Glacier, Hill, Judith Basin, Liberty,
Musselshell, Petroleum, Pondera, Teton,
Toole and Wheatland

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.75
01012 - Accounting Clerk II		19.91
01013 - Accounting Clerk III		22.28
01020 - Administrative Assistant		27.47
01035 - Court Reporter		21.55
01041 - Customer Service Representative I		17.50
01042 - Customer Service Representative II		19.10
01043 - Customer Service Representative III		21.43
01051 - Data Entry Operator I		17.57
01052 - Data Entry Operator II		19.18
01060 - Dispatcher, Motor Vehicle		26.38
01070 - Document Preparation Clerk		17.17
01090 - Duplicating Machine Operator		17.17
01111 - General Clerk I		17.69
01112 - General Clerk II		19.31
01113 - General Clerk III		21.66
01120 - Housing Referral Assistant		24.03
01141 - Messenger Courier		13.99
01191 - Order Clerk I		15.73
01192 - Order Clerk II		17.17
01261 - Personnel Assistant (Employment) I		19.26
01262 - Personnel Assistant (Employment) II		21.55
01263 - Personnel Assistant (Employment) III		24.03
01270 - Production Control Clerk		22.35
01290 - Rental Clerk		21.70
01300 - Scheduler, Maintenance		19.26
01311 - Secretary I		19.26
01312 - Secretary II		21.55
01313 - Secretary III		24.03
01320 - Service Order Dispatcher		23.58
01410 - Supply Technician		27.47
01420 - Survey Worker		19.67
01460 - Switchboard Operator/Receptionist		18.00
01531 - Travel Clerk I		17.17
01532 - Travel Clerk II		18.15
01533 - Travel Clerk III		21.18
01611 - Word Processor I		17.17
01612 - Word Processor II		19.26
01613 - Word Processor III		21.55
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.45
05010 - Automotive Electrician		21.71
05040 - Automotive Glass Installer		20.21
05070 - Automotive Worker		20.21
05110 - Mobile Equipment Servicer		17.48
05130 - Motor Equipment Metal Mechanic		23.17
05160 - Motor Equipment Metal Worker		20.21
05190 - Motor Vehicle Mechanic		23.17
05220 - Motor Vehicle Mechanic Helper		16.08
05250 - Motor Vehicle Upholstery Worker		18.86
05280 - Motor Vehicle Wrecker		20.21
05310 - Painter, Automotive		21.71
05340 - Radiator Repair Specialist		20.21
05370 - Tire Repairer		19.01
05400 - Transmission Repair Specialist		23.17

07000 - Food Preparation And Service Occupations		
07010 - Baker	16.50	
07041 - Cook I	17.71	
07042 - Cook II	20.47	
07070 - Dishwasher	14.07	
07130 - Food Service Worker	14.90	
07210 - Meat Cutter	17.90	
07260 - Waiter/Waitress	11.00	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	32.86	
09040 - Furniture Handler	20.11	
09080 - Furniture Refinisher	32.86	
09090 - Furniture Refinisher Helper	24.37	
09110 - Furniture Repairer, Minor	28.55	
09130 - Upholsterer	32.86	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	16.94	
11060 - Elevator Operator	17.72	
11090 - Gardener	24.16	
11122 - Housekeeping Aide	17.72	
11150 - Janitor	17.72	
11210 - Laborer, Grounds Maintenance	18.35	
11240 - Maid or Houseman	15.29	
11260 - Pruner	16.21	
11270 - Tractor Operator	22.23	
11330 - Trail Maintenance Worker	18.35	
11360 - Window Cleaner	20.06	
12000 - Health Occupations		
12010 - Ambulance Driver	19.20	
12011 - Breath Alcohol Technician	27.49	
12012 - Certified Occupational Therapist Assistant	37.72	
12015 - Certified Physical Therapist Assistant	30.65	
12020 - Dental Assistant	22.03	
12025 - Dental Hygienist	46.99	
12030 - EKG Technician	41.66	
12035 - Electroneurodiagnostic Technologist	41.66	
12040 - Emergency Medical Technician	19.20	
12071 - Licensed Practical Nurse I	24.57	
12072 - Licensed Practical Nurse II	27.49	
12073 - Licensed Practical Nurse III	30.66	
12100 - Medical Assistant	20.87	
12130 - Medical Laboratory Technician	37.25	
12160 - Medical Record Clerk	22.82	
12190 - Medical Record Technician	25.53	
12195 - Medical Transcriptionist	24.57	
12210 - Nuclear Medicine Technologist	60.43	
12221 - Nursing Assistant I	13.82	
12222 - Nursing Assistant II	15.54	
12223 - Nursing Assistant III	16.96	
12224 - Nursing Assistant IV	19.03	
12235 - Optical Dispenser	27.49	
12236 - Optical Technician	24.57	
12250 - Pharmacy Technician	23.00	
12280 - Phlebotomist	24.04	
12305 - Radiologic Technologist	36.62	
12311 - Registered Nurse I	27.26	
12312 - Registered Nurse II	33.35	
12313 - Registered Nurse II, Specialist	33.35	
12314 - Registered Nurse III	40.36	
12315 - Registered Nurse III, Anesthetist	40.36	
12316 - Registered Nurse IV	48.37	
12317 - Scheduler (Drug and Alcohol Testing)	34.06	
12320 - Substance Abuse Treatment Counselor	28.63	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	18.81	
13012 - Exhibits Specialist II	23.30	
13013 - Exhibits Specialist III	28.50	
13041 - Illustrator I	18.81	
13042 - Illustrator II	23.30	
13043 - Illustrator III	28.50	
13047 - Librarian	25.81	
13050 - Library Aide/Clerk	15.84	
13054 - Library Information Technology Systems Administrator	23.30	
13058 - Library Technician	16.84	
13061 - Media Specialist I	16.82	
13062 - Media Specialist II	18.81	
13063 - Media Specialist III	20.98	
13071 - Photographer I	17.01	
13072 - Photographer II	19.78	
13073 - Photographer III	24.51	
13074 - Photographer IV	29.29	
13075 - Photographer V	36.28	
13090 - Technical Order Library Clerk	19.90	
13110 - Video Teleconference Technician	16.82	
14000 - Information Technology Occupations		
14041 - Computer Operator I	21.68	
14042 - Computer Operator II	24.24	
14043 - Computer Operator III	27.03	
14044 - Computer Operator IV	30.03	
14045 - Computer Operator V	33.26	
14071 - Computer Programmer I	21.01	(see 1)

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		21.68
14160 - Personal Computer Support Technician		30.03
14170 - System Support Specialist		33.26
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.92
15020 - Aircrew Training Devices Instructor (Rated)		44.69
15030 - Air Crew Training Devices Instructor (Pilot)		53.56
15050 - Computer Based Training Specialist / Instructor		36.92
15060 - Educational Technologist		36.71
15070 - Flight Instructor (Pilot)		53.56
15080 - Graphic Artist		24.92
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		53.56
15086 - Maintenance Test Pilot, Rotary Wing		53.56
15088 - Non-Maintenance Test/Co-Pilot		53.56
15090 - Technical Instructor		27.72
15095 - Technical Instructor/Course Developer		33.89
15110 - Test Proctor		22.36
15120 - Tutor		22.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.28
16030 - Counter Attendant		13.28
16040 - Dry Cleaner		15.17
16070 - Finisher, Flatwork, Machine		13.28
16090 - Presser, Hand		13.28
16110 - Presser, Machine, Drycleaning		13.28
16130 - Presser, Machine, Shirts		13.28
16160 - Presser, Machine, Wearing Apparel, Laundry		13.28
16190 - Sewing Machine Operator		15.80
16220 - Tailor		16.42
16250 - Washer, Machine		13.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		32.96
19040 - Tool And Die Maker		40.81
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.69
21030 - Material Coordinator		23.35
21040 - Material Expediter		23.35
21050 - Material Handling Laborer		18.13
21071 - Order Filler		17.70
21080 - Production Line Worker (Food Processing)		23.69
21110 - Shipping Packer		19.43
21130 - Shipping/Receiving Clerk		19.43
21140 - Store Worker I		15.06
21150 - Stock Clerk		21.42
21210 - Tools And Parts Attendant		23.69
21410 - Warehouse Specialist		23.69
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		37.25
23019 - Aircraft Logs and Records Technician		28.62
23021 - Aircraft Mechanic I		35.17
23022 - Aircraft Mechanic II		37.25
23023 - Aircraft Mechanic III		39.40
23040 - Aircraft Mechanic Helper		24.42
23050 - Aircraft, Painter		32.96
23060 - Aircraft Servicer		28.62
23070 - Aircraft Survival Flight Equipment Technician		32.96
23080 - Aircraft Worker		30.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		30.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		35.17
23110 - Appliance Mechanic		32.96
23120 - Bicycle Repairer		26.54
23125 - Cable Splicer		49.78
23130 - Carpenter, Maintenance		27.71
23140 - Carpet Layer		30.67
23160 - Electrician, Maintenance		37.14
23181 - Electronics Technician Maintenance I		30.67
23182 - Electronics Technician Maintenance II		32.96
23183 - Electronics Technician Maintenance III		35.17
23260 - Fabric Worker		28.62
23290 - Fire Alarm System Mechanic		35.17
23310 - Fire Extinguisher Repairer		26.54
23311 - Fuel Distribution System Mechanic		45.22
23312 - Fuel Distribution System Operator		34.13
23370 - General Maintenance Worker		22.40
23380 - Ground Support Equipment Mechanic		35.17
23381 - Ground Support Equipment Servicer		28.62
23382 - Ground Support Equipment Worker		30.67
23391 - Gunsmith I		26.54
23392 - Gunsmith II		30.67
23393 - Gunsmith III		35.17
23410 - Heating, Ventilation And Air-Conditioning		

Mechanic		28.96
23411 - Heating, Ventilation And Air Contidioning		
Mechanic (Research Facility)		30.66
23430 - Heavy Equipment Mechanic		36.77
23440 - Heavy Equipment Operator		28.79
23460 - Instrument Mechanic		35.17
23465 - Laboratory/Shelter Mechanic		32.96
23470 - Laborer		18.13
23510 - Locksmith		32.96
23530 - Machinery Maintenance Mechanic		38.91
23550 - Machinist, Maintenance		29.13
23580 - Maintenance Trades Helper		20.21
23591 - Metrology Technician I		35.17
23592 - Metrology Technician II		37.25
23593 - Metrology Technician III		39.40
23640 - Millwright		35.17
23710 - Office Appliance Repairer		32.96
23760 - Painter, Maintenance		32.16
23790 - Pipefitter, Maintenance		43.94
23810 - Plumber, Maintenance		41.17
23820 - Pseudraulic Systems Mechanic		35.17
23850 - Rigger		35.17
23870 - Scale Mechanic		30.67
23890 - Sheet-Metal Worker, Maintenance		35.17
23910 - Small Engine Mechanic		30.67
23931 - Telecommunications Mechanic I		35.37
23932 - Telecommunications Mechanic II		37.45
23950 - Telephone Lineman		34.55
23960 - Welder, Combination, Maintenance		28.96
23965 - Well Driller		35.17
23970 - Woodcraft Worker		35.17
23980 - Woodworker		26.54
24000 - Personal Needs Occupations		
24550 - Case Manager		17.99
24570 - Child Care Attendant		16.16
24580 - Child Care Center Clerk		20.15
24610 - Chore Aide		17.34
24620 - Family Readiness And Support Services Coordinator		17.99
24630 - Homemaker		17.99
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.39
25040 - Sewage Plant Operator		28.07
25070 - Stationary Engineer		30.39
25190 - Ventilation Equipment Tender		21.11
25210 - Water Treatment Plant Operator		28.07
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.23
27007 - Baggage Inspector		17.70
27008 - Corrections Officer		23.41
27010 - Court Security Officer		26.54
27030 - Detection Dog Handler		19.80
27040 - Detention Officer		23.41
27070 - Firefighter		28.74
27101 - Guard I		17.70
27102 - Guard II		19.80
27131 - Police Officer I		26.38
27132 - Police Officer II		29.30
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.38
28042 - Carnival Equipment Repairer		21.07
28043 - Carnival Worker		14.14
28210 - Gate Attendant/Gate Tender		21.87
28310 - Lifeguard		17.42
28350 - Park Attendant (Aide)		24.46
28510 - Recreation Aide/Health Facility Attendant		17.86
28515 - Recreation Specialist		28.06
28630 - Sports Official		19.49
28690 - Swimming Pool Operator		24.35
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.67
29020 - Hatch Tender		30.67
29030 - Line Handler		30.67
29041 - Stevedore I		28.62
29042 - Stevedore II		32.96
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.54
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.33
30021 - Archeological Technician I		16.19
30022 - Archeological Technician II		18.62
30023 - Archeological Technician III		22.43
30030 - Cartographic Technician		22.86
30040 - Civil Engineering Technician		23.69
30051 - Cryogenic Technician I		21.59
30052 - Cryogenic Technician II		23.85
30061 - Drafter/CAD Operator I		16.19
30062 - Drafter/CAD Operator II		18.44
30063 - Drafter/CAD Operator III		20.47

30064 - Drafter/CAD Operator IV	24.86
30081 - Engineering Technician I	12.90
30082 - Engineering Technician II	15.44
30083 - Engineering Technician III	17.27
30084 - Engineering Technician IV	21.41
30085 - Engineering Technician V	26.19
30086 - Engineering Technician VI	31.68
30090 - Environmental Technician	16.38
30095 - Evidence Control Specialist	19.49
30210 - Laboratory Technician	21.13
30221 - Latent Fingerprint Technician I	21.59
30222 - Latent Fingerprint Technician II	23.85
30240 - Mathematical Technician	21.60
30361 - Paralegal/Legal Assistant I	23.30
30362 - Paralegal/Legal Assistant II	28.86
30363 - Paralegal/Legal Assistant III	35.31
30364 - Paralegal/Legal Assistant IV	42.73
30375 - Petroleum Supply Specialist	23.85
30390 - Photo-Optics Technician	21.89
30395 - Radiation Control Technician	23.85
30461 - Technical Writer I	18.37
30462 - Technical Writer II	22.46
30463 - Technical Writer III	27.18
30491 - Unexploded Ordnance (UXO) Technician I	29.57
30492 - Unexploded Ordnance (UXO) Technician II	35.78
30493 - Unexploded Ordnance (UXO) Technician III	42.89
30494 - Unexploded (UXO) Safety Escort	29.57
30495 - Unexploded (UXO) Sweep Personnel	29.57
30501 - Weather Forecaster I	24.86
30502 - Weather Forecaster II	30.24
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 20.47
30621 - Weather Observer, Senior	(see 2) 21.60

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.78
31020 - Bus Aide	13.37
31030 - Bus Driver	18.98
31043 - Driver Courier	20.57
31260 - Parking and Lot Attendant	15.01
31290 - Shuttle Bus Driver	19.48
31310 - Taxi Driver	15.71
31361 - Truckdriver, Light	22.36
31362 - Truckdriver, Medium	24.11
31363 - Truckdriver, Heavy	28.13
31364 - Truckdriver, Tractor-Trailer	28.13

99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	14.10
99050 - Desk Clerk	16.01
99095 - Embalmer	32.26
99130 - Flight Follower	29.57
99251 - Laboratory Animal Caretaker I	17.15
99252 - Laboratory Animal Caretaker II	18.64
99260 - Marketing Analyst	36.70
99310 - Mortician	32.26
99410 - Pest Controller	27.49
99510 - Photofinishing Worker	15.54
99710 - Recycling Laborer	26.88
99711 - Recycling Specialist	32.56
99730 - Refuse Collector	23.76
99810 - Sales Clerk	17.23
99820 - School Crossing Guard	17.11
99830 - Survey Party Chief	27.17
99831 - Surveying Aide	16.87
99832 - Surveying Technician	22.94
99840 - Vending Machine Attendant	23.45
99841 - Vending Machine Repairer	29.46
99842 - Vending Machine Repairer Helper	23.45

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. 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: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per week, or \$939.46 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 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 employee (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)).