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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.: 2015-5017 Revision No.: 32 Date Of Last Revision: 5/13/2026

State: Illinois

Area: Illinois Counties of Cook, Du Page and McHenry

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.30
01012 - Accounting Clerk II		21.66
01013 - Accounting Clerk III		24.23
01020 - Administrative Assistant		37.66
01035 - Court Reporter		33.31
01041 - Customer Service Representative I		17.99
01042 - Customer Service Representative II		19.63
01043 - Customer Service Representative III		22.03
01051 - Data Entry Operator I		18.06
01052 - Data Entry Operator II		19.71
01060 - Dispatcher, Motor Vehicle		29.26
01070 - Document Preparation Clerk		21.29
01090 - Duplicating Machine Operator		21.29
01111 - General Clerk I		17.84
01112 - General Clerk II		19.47
01113 - General Clerk III		21.85
01120 - Housing Referral Assistant		26.62
01141 - Messenger Courier		19.72
01191 - Order Clerk I		19.95
01192 - Order Clerk II		21.77
01261 - Personnel Assistant (Employment) I		20.35
01262 - Personnel Assistant (Employment) II		22.77
01263 - Personnel Assistant (Employment) III		25.38
01270 - Production Control Clerk		29.84
01290 - Rental Clerk		18.16
01300 - Scheduler, Maintenance		21.36
01311 - Secretary I		21.36
01312 - Secretary II		23.89
01313 - Secretary III		26.62
01320 - Service Order Dispatcher		26.16
01410 - Supply Technician		37.66
01420 - Survey Worker		21.43
01460 - Switchboard Operator/Receptionist		18.17
01531 - Travel Clerk I		19.76
01532 - Travel Clerk II		21.31
01533 - Travel Clerk III		23.09
01611 - Word Processor I		20.02
01612 - Word Processor II		22.47
01613 - Word Processor III		25.14
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.97
05010 - Automotive Electrician		26.58
05040 - Automotive Glass Installer		25.23
05070 - Automotive Worker		25.23
05110 - Mobile Equipment Servicer		22.35
05130 - Motor Equipment Metal Mechanic		28.05
05160 - Motor Equipment Metal Worker		25.23
05190 - Motor Vehicle Mechanic		28.05
05220 - Motor Vehicle Mechanic Helper		20.88
05250 - Motor Vehicle Upholstery Worker		23.80
05280 - Motor Vehicle Wrecker		25.23
05310 - Painter, Automotive		26.58
05340 - Radiator Repair Specialist		25.23
05370 - Tire Repairer		17.81
05400 - Transmission Repair Specialist		28.05
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.78
07041 - Cook I		18.28

07042 - Cook II	20.63
07070 - Dishwasher	17.30
07130 - Food Service Worker	16.84
07210 - Meat Cutter	18.83
07260 - Waiter/Waitress	14.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.42
09040 - Furniture Handler	14.96
09080 - Furniture Refinisher	22.47
09090 - Furniture Refinisher Helper	17.61
09110 - Furniture Repairer, Minor	20.08
09130 - Upholsterer	20.66
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.94
11060 - Elevator Operator	17.99
11090 - Gardener	27.00
11122 - Housekeeping Aide	17.99
11150 - Janitor	17.99
11210 - Laborer, Grounds Maintenance	21.42
11240 - Maid or Houseman	17.56
11260 - Pruner	19.62
11270 - Tractor Operator	25.22
11330 - Trail Maintenance Worker	21.42
11360 - Window Cleaner	19.64
12000 - Health Occupations	
12010 - Ambulance Driver	21.12
12011 - Breath Alcohol Technician	31.28
12012 - Certified Occupational Therapist Assistant	32.81
12015 - Certified Physical Therapist Assistant	33.70
12020 - Dental Assistant	22.87
12025 - Dental Hygienist	46.99
12030 - EKG Technician	37.36
12035 - Electroneurodiagnostic Technologist	37.36
12040 - Emergency Medical Technician	21.12
12071 - Licensed Practical Nurse I	27.97
12072 - Licensed Practical Nurse II	31.28
12073 - Licensed Practical Nurse III	34.89
12100 - Medical Assistant	22.47
12130 - Medical Laboratory Technician	33.28
12160 - Medical Record Clerk	21.94
12190 - Medical Record Technician	24.54
12195 - Medical Transcriptionist	18.78
12210 - Nuclear Medicine Technologist	49.60
12221 - Nursing Assistant I	15.96
12222 - Nursing Assistant II	17.96
12223 - Nursing Assistant III	19.60
12224 - Nursing Assistant IV	22.00
12235 - Optical Dispenser	20.12
12236 - Optical Technician	19.62
12250 - Pharmacy Technician	21.91
12280 - Phlebotomist	23.08
12305 - Radiologic Technologist	38.73
12311 - Registered Nurse I	31.34
12312 - Registered Nurse II	37.22
12313 - Registered Nurse II, Specialist	37.22
12314 - Registered Nurse III	45.03
12315 - Registered Nurse III, Anesthetist	45.03
12316 - Registered Nurse IV	53.98
12317 - Scheduler (Drug and Alcohol Testing)	38.76
12320 - Substance Abuse Treatment Counselor	28.20
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.88
13012 - Exhibits Specialist II	30.83
13013 - Exhibits Specialist III	37.71
13041 - Illustrator I	23.33
13042 - Illustrator II	28.92
13043 - Illustrator III	35.36
13047 - Librarian	35.08
13050 - Library Aide/Clerk	16.82
13054 - Library Information Technology Systems Administrator	29.01
13058 - Library Technician	21.33
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39
13071 - Photographer I	20.16
13072 - Photographer II	22.55
13073 - Photographer III	27.94
13074 - Photographer IV	34.18
13075 - Photographer V	41.34
13090 - Technical Order Library Clerk	21.12
13110 - Video Teleconference Technician	26.15
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.06
14042 - Computer Operator II	25.79
14043 - Computer Operator III	28.76
14044 - Computer Operator IV	31.96
14045 - Computer Operator V	35.39
14071 - Computer Programmer I	(see 1) 26.76
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		23.06
14160 - Personal Computer Support Technician		31.96
14170 - System Support Specialist		35.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		49.45
15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		37.03
15070 - Flight Instructor (Pilot)		49.45
15080 - Graphic Artist		30.04
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.45
15086 - Maintenance Test Pilot, Rotary Wing		49.45
15088 - Non-Maintenance Test/Co-Pilot		49.45
15090 - Technical Instructor		27.51
15095 - Technical Instructor/Course Developer		33.65
15110 - Test Proctor		22.20
15120 - Tutor		22.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.55
16030 - Counter Attendant		18.55
16040 - Dry Cleaner		21.20
16070 - Finisher, Flatwork, Machine		18.55
16090 - Presser, Hand		18.55
16110 - Presser, Machine, Drycleaning		18.55
16130 - Presser, Machine, Shirts		18.55
16160 - Presser, Machine, Wearing Apparel, Laundry		18.55
16190 - Sewing Machine Operator		22.09
16220 - Tailor		22.96
16250 - Washer, Machine		19.44
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.97
19040 - Tool And Die Maker		29.91
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.48
21030 - Material Coordinator		29.84
21040 - Material Expediter		29.84
21050 - Material Handling Laborer		19.25
21071 - Order Filler		18.24
21080 - Production Line Worker (Food Processing)		22.48
21110 - Shipping Packer		22.19
21130 - Shipping/Receiving Clerk		22.19
21140 - Store Worker I		18.28
21150 - Stock Clerk		23.95
21210 - Tools And Parts Attendant		22.48
21410 - Warehouse Specialist		22.48
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		44.51
23019 - Aircraft Logs and Records Technician		35.94
23021 - Aircraft Mechanic I		42.35
23022 - Aircraft Mechanic II		44.51
23023 - Aircraft Mechanic III		46.26
23040 - Aircraft Mechanic Helper		31.52
23050 - Aircraft, Painter		40.21
23060 - Aircraft Servicer		35.94
23070 - Aircraft Survival Flight Equipment Technician		40.21
23080 - Aircraft Worker		38.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		38.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		42.35
23110 - Appliance Mechanic		28.03
23120 - Bicycle Repairer		25.64
23125 - Cable Splicer		55.11
23130 - Carpenter, Maintenance		40.43
23140 - Carpet Layer		34.37
23160 - Electrician, Maintenance		47.86
23181 - Electronics Technician Maintenance I		31.99
23182 - Electronics Technician Maintenance II		33.76
23183 - Electronics Technician Maintenance III		35.57
23260 - Fabric Worker		32.42
23290 - Fire Alarm System Mechanic		30.75
23310 - Fire Extinguisher Repairer		30.45
23311 - Fuel Distribution System Mechanic		40.68
23312 - Fuel Distribution System Operator		32.42
23370 - General Maintenance Worker		27.29
23380 - Ground Support Equipment Mechanic		42.35
23381 - Ground Support Equipment Servicer		35.94
23382 - Ground Support Equipment Worker		38.09
23391 - Gunsmith I		30.45
23392 - Gunsmith II		34.37
23393 - Gunsmith III		38.21
23410 - Heating, Ventilation And Air-Conditioning Mechanic		35.20
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		36.99
23430 - Heavy Equipment Mechanic		34.23

23440 - Heavy Equipment Operator	48.66
23460 - Instrument Mechanic	37.18
23465 - Laboratory/Shelter Mechanic	36.28
23470 - Laborer	19.25
23510 - Locksmith	28.62
23530 - Machinery Maintenance Mechanic	37.00
23550 - Machinist, Maintenance	27.63
23580 - Maintenance Trades Helper	17.75
23591 - Metrology Technician I	37.18
23592 - Metrology Technician II	39.07
23593 - Metrology Technician III	40.62
23640 - Millwright	39.99
23710 - Office Appliance Repairer	23.17
23760 - Painter, Maintenance	30.36
23790 - Pipefitter, Maintenance	48.83
23810 - Plumber, Maintenance	46.35
23820 - Pneudraulic Systems Mechanic	38.21
23850 - Rigger	34.76
23870 - Scale Mechanic	34.37
23890 - Sheet-Metal Worker, Maintenance	47.10
23910 - Small Engine Mechanic	23.33
23931 - Telecommunications Mechanic I	33.01
23932 - Telecommunications Mechanic II	34.69
23950 - Telephone Lineman	39.04
23960 - Welder, Combination, Maintenance	24.37
23965 - Well Driller	38.47
23970 - Woodcraft Worker	38.21
23980 - Woodworker	30.45
24000 - Personal Needs Occupations	
24550 - Case Manager	22.09
24570 - Child Care Attendant	16.40
24580 - Child Care Center Clerk	20.44
24610 - Chore Aide	17.47
24620 - Family Readiness And Support Services Coordinator	22.09
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	53.96
25040 - Sewage Plant Operator	37.11
25070 - Stationary Engineer	53.96
25190 - Ventilation Equipment Tender	40.16
25210 - Water Treatment Plant Operator	37.11
27000 - Protective Service Occupations	
27004 - Alarm Monitor	31.27
27007 - Baggage Inspector	18.57
27008 - Corrections Officer	39.75
27010 - Court Security Officer	40.61
27030 - Detection Dog Handler	20.77
27040 - Detention Officer	39.75
27070 - Firefighter	42.45
27101 - Guard I	18.57
27102 - Guard II	20.77
27131 - Police Officer I	46.48
27132 - Police Officer II	51.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.37
28042 - Carnival Equipment Repairer	20.74
28043 - Carnival Worker	15.07
28210 - Gate Attendant/Gate Tender	20.46
28310 - Lifeguard	16.12
28350 - Park Attendant (Aide)	22.89
28510 - Recreation Aide/Health Facility Attendant	16.71
28515 - Recreation Specialist	28.36
28630 - Sports Official	18.23
28690 - Swimming Pool Operator	23.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.81
29020 - Hatch Tender	29.81
29030 - Line Handler	29.81
29041 - Stevedore I	28.12
29042 - Stevedore II	31.46
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 51.50
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 35.51
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 39.11
30021 - Archeological Technician I	21.66
30022 - Archeological Technician II	24.23
30023 - Archeological Technician III	30.01
30030 - Cartographic Technician	30.01
30040 - Civil Engineering Technician	36.82
30051 - Cryogenic Technician I	33.24
30052 - Cryogenic Technician II	36.70
30061 - Drafter/CAD Operator I	21.66
30062 - Drafter/CAD Operator II	24.23
30063 - Drafter/CAD Operator III	27.00
30064 - Drafter/CAD Operator IV	33.24
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.43
30083 - Engineering Technician III	25.09

30084 - Engineering Technician IV	31.07
30085 - Engineering Technician V	38.00
30086 - Engineering Technician VI	45.98
30090 - Environmental Technician	27.91
30095 - Evidence Control Specialist	30.01
30210 - Laboratory Technician	30.06
30221 - Latent Fingerprint Technician I	43.40
30222 - Latent Fingerprint Technician II	47.92
30240 - Mathematical Technician	37.94
30361 - Paralegal/Legal Assistant I	25.98
30362 - Paralegal/Legal Assistant II	32.18
30363 - Paralegal/Legal Assistant III	39.36
30364 - Paralegal/Legal Assistant IV	47.62
30375 - Petroleum Supply Specialist	36.70
30390 - Photo-Optics Technician	30.01
30395 - Radiation Control Technician	36.70
30461 - Technical Writer I	30.91
30462 - Technical Writer II	37.81
30463 - Technical Writer III	45.73
30491 - Unexploded Ordnance (UXO) Technician I	32.73
30492 - Unexploded Ordnance (UXO) Technician II	39.60
30493 - Unexploded Ordnance (UXO) Technician III	47.47
30494 - Unexploded (UXO) Safety Escort	32.73
30495 - Unexploded (UXO) Sweep Personnel	32.73
30501 - Weather Forecaster I	33.24
30502 - Weather Forecaster II	40.43
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 27.00
30621 - Weather Observer, Senior	(see 2) 30.01
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	39.60
31020 - Bus Aide	25.07
31030 - Bus Driver	33.65
31043 - Driver Courier	21.38
31260 - Parking and Lot Attendant	18.08
31290 - Shuttle Bus Driver	21.43
31310 - Taxi Driver	17.88
31361 - Truckdriver, Light	22.89
31362 - Truckdriver, Medium	24.38
31363 - Truckdriver, Heavy	30.02
31364 - Truckdriver, Tractor-Trailer	30.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.31
99030 - Cashier	16.19
99050 - Desk Clerk	16.68
99095 - Embalmer	36.98
99130 - Flight Follower	32.73
99251 - Laboratory Animal Caretaker I	18.50
99252 - Laboratory Animal Caretaker II	19.81
99260 - Marketing Analyst	36.72
99310 - Mortician	36.98
99410 - Pest Controller	23.33
99510 - Photofinishing Worker	19.20
99710 - Recycling Laborer	41.01
99711 - Recycling Specialist	48.29
99730 - Refuse Collector	37.57
99810 - Sales Clerk	16.78
99820 - School Crossing Guard	19.29
99830 - Survey Party Chief	33.52
99831 - Surveying Aide	21.02
99832 - Surveying Technician	28.81
99840 - Vending Machine Attendant	18.08
99841 - Vending Machine Repairer	21.86
99842 - Vending Machine Repairer Helper	18.08

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: \$5.55 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 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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)).""