

WD 05-2485 (Rev.-15) was first posted on www.wdol.gov on 07/14/2015

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REGISTER OF WAGE DETERMINATIONS UNDER OF LABOR		U.S. DEPARTMENT
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.:
2005-2485		
Daniel W. Simms		Revision No.:
15		
Director		Date Of Revision:
07/08/2015		

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Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is 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 \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. 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](http://www.dol.gov/whd/govcontracts).

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State: South Dakota

Area: South Dakota Counties of Bennett, Butte, Corson, Custer, Dewey, Fall River, Gregory, Haakon, Harding, Jackson, Jones, Lawrence, Lyman, Meade, Mellette, Pennington, Perkins, Shannon, Stanley, Todd, Tripp, Ziebach

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\*\*Fringe Benefits Required Follow the Occupational

Listing\*\*

OCCUPATION CODE - TITLE	RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	10.72	
01012 - Accounting Clerk II	12.04	
01013 - Accounting Clerk III	13.95	
01020 - Administrative Assistant	17.58	
01040 - Court Reporter	15.49	
01051 - Data Entry Operator I	10.58	
01052 - Data Entry Operator II	11.99	
01060 - Dispatcher, Motor Vehicle	13.95	
01070 - Document Preparation Clerk	11.05	
01090 - Duplicating Machine Operator	11.05	
01111 - General Clerk I	10.01	
01112 - General Clerk II	10.97	
01113 - General Clerk III	12.50	
01120 - Housing Referral Assistant	15.88	
01141 - Messenger Courier	9.33	
01191 - Order Clerk I	10.95	
01192 - Order Clerk II	11.95	
01261 - Personnel Assistant (Employment) I	12.06	
01262 - Personnel Assistant (Employment) II	13.63	
01263 - Personnel Assistant (Employment) III	16.11	
01270 - Production Control Clerk	16.37	
01280 - Receptionist	10.46	
01290 - Rental Clerk	9.49	
01300 - Scheduler, Maintenance		

11.27  
01311 - Secretary I  
11.27  
01312 - Secretary II  
12.61  
01313 - Secretary III  
15.88  
01320 - Service Order Dispatcher  
13.03  
01410 - Supply Technician  
17.58  
01420 - Survey Worker  
11.88  
01531 - Travel Clerk I  
11.24  
01532 - Travel Clerk II  
11.92  
01533 - Travel Clerk III  
12.61  
01611 - Word Processor I  
10.04  
01612 - Word Processor II  
11.27  
01613 - Word Processor III  
13.24  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
17.15  
05010 - Automotive Electrician  
16.37  
05040 - Automotive Glass Installer  
15.61  
05070 - Automotive Worker  
15.61  
05110 - Mobile Equipment Servicer  
14.01  
05130 - Motor Equipment Metal Mechanic  
17.15  
05160 - Motor Equipment Metal Worker  
15.61  
05190 - Motor Vehicle Mechanic  
17.15  
05220 - Motor Vehicle Mechanic Helper  
13.22  
05250 - Motor Vehicle Upholstery Worker  
14.81  
05280 - Motor Vehicle Wrecker  
15.61  
05310 - Painter, Automotive  
16.37  
05340 - Radiator Repair Specialist  
15.61

05370 - Tire Repairer  
 10.75  
 05400 - Transmission Repair Specialist  
 17.15  
 07000 - Food Preparation And Service Occupations  
 07010 - Baker  
 11.46  
 07041 - Cook I  
 10.62  
 07042 - Cook II  
 12.09  
 07070 - Dishwasher  
 7.97  
 07130 - Food Service Worker  
 8.50  
 07210 - Meat Cutter  
 13.03  
 07260 - Waiter/Waitress  
 7.73  
 09000 - Furniture Maintenance And Repair Occupations  
 09010 - Electrostatic Spray Painter  
 16.67  
 09040 - Furniture Handler  
 11.52  
 09080 - Furniture Refinisher  
 16.67  
 09090 - Furniture Refinisher Helper  
 13.46  
 09110 - Furniture Repairer, Minor  
 15.07  
 09130 - Upholsterer  
 15.16  
 11000 - General Services And Support Occupations  
 11030 - Cleaner, Vehicles  
 8.63  
 11060 - Elevator Operator  
 9.95  
 11090 - Gardener  
 12.76  
 11122 - Housekeeping Aide  
 9.95  
 11150 - Janitor  
 9.95  
 11210 - Laborer, Grounds Maintenance  
 10.53  
 11240 - Maid or Houseman  
 8.73  
 11260 - Pruner  
 9.63  
 11270 - Tractor Operator  
 12.66  
 11330 - Trail Maintenance Worker

10.53  
11360 - Window Cleaner  
10.28  
12000 - Health Occupations  
12010 - Ambulance Driver  
14.04  
12011 - Breath Alcohol Technician  
14.74  
12012 - Certified Occupational Therapist Assistant  
18.49  
12015 - Certified Physical Therapist Assistant  
18.49  
12020 - Dental Assistant  
14.39  
12025 - Dental Hygienist  
26.57  
12030 - EKG Technician  
22.80  
12035 - Electroneurodiagnostic Technologist  
22.80  
12040 - Emergency Medical Technician  
14.04  
12071 - Licensed Practical Nurse I  
12.55  
12072 - Licensed Practical Nurse II  
14.04  
12073 - Licensed Practical Nurse III  
15.66  
12100 - Medical Assistant  
12.17  
12130 - Medical Laboratory Technician  
15.57  
12160 - Medical Record Clerk  
13.01  
12190 - Medical Record Technician  
15.05  
12195 - Medical Transcriptionist  
13.46  
12210 - Nuclear Medicine Technologist  
29.62  
12221 - Nursing Assistant I  
9.42  
12222 - Nursing Assistant II  
10.59  
12223 - Nursing Assistant III  
11.56  
12224 - Nursing Assistant IV  
12.97  
12235 - Optical Dispenser  
13.13  
12236 - Optical Technician  
12.32

12250 - Pharmacy Technician  
 13.17  
 12280 - Phlebotomist  
 12.97  
 12305 - Radiologic Technologist  
 21.72  
 12311 - Registered Nurse I  
 18.46  
 12312 - Registered Nurse II  
 22.58  
 12313 - Registered Nurse II, Specialist  
 22.58  
 12314 - Registered Nurse III  
 27.32  
 12315 - Registered Nurse III, Anesthetist  
 27.32  
 12316 - Registered Nurse IV  
 32.75  
 12317 - Scheduler (Drug and Alcohol Testing)  
 18.26  
 13000 - Information And Arts Occupations  
 13011 - Exhibits Specialist I  
 13.72  
 13012 - Exhibits Specialist II  
 17.00  
 13013 - Exhibits Specialist III  
 20.78  
 13041 - Illustrator I  
 13.72  
 13042 - Illustrator II  
 17.00  
 13043 - Illustrator III  
 20.78  
 13047 - Librarian  
 18.82  
 13050 - Library Aide/Clerk  
 10.92  
 13054 - Library Information Technology Systems  
 17.00  
 Administrator  
 13058 - Library Technician  
 12.29  
 13061 - Media Specialist I  
 13.02  
 13062 - Media Specialist II  
 14.56  
 13063 - Media Specialist III  
 16.24  
 13071 - Photographer I  
 12.70  
 13072 - Photographer II  
 14.21

13073 - Photographer III  
 17.60  
 13074 - Photographer IV  
 21.54  
 13075 - Photographer V  
 26.05  
 13110 - Video Teleconference Technician  
 12.78  
 14000 - Information Technology Occupations  
 14041 - Computer Operator I  
 11.60  
 14042 - Computer Operator II  
 12.97  
 14043 - Computer Operator III  
 15.41  
 14044 - Computer Operator IV  
 16.16  
 14045 - Computer Operator V  
 20.32  
 14071 - Computer Programmer I  
 18.89  
 14072 - Computer Programmer II  
 23.41  
 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  
 11.60  
 14160 - Personal Computer Support Technician  
 24.25  
 15000 - Instructional Occupations  
 15010 - Aircrew Training Devices Instructor (Non-Rated)  
 29.28  
 15020 - Aircrew Training Devices Instructor (Rated)  
 33.61  
 15030 - Air Crew Training Devices Instructor (Pilot)  
 40.44  
 15050 - Computer Based Training Specialist / Instructor  
 29.28  
 15060 - Educational Technologist  
 23.68  
 15070 - Flight Instructor (Pilot)  
 40.44  
 15080 - Graphic Artist  
 17.93  
 15090 - Technical Instructor  
 16.89  
 15095 - Technical Instructor/Course Developer  
 18.95  
 15110 - Test Proctor

12.50  
15120 - Tutor  
12.50  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
8.45  
16030 - Counter Attendant  
8.45  
16040 - Dry Cleaner  
10.20  
16070 - Finisher, Flatwork, Machine  
8.45  
16090 - Presser, Hand  
8.45  
16110 - Presser, Machine, Drycleaning  
8.45  
16130 - Presser, Machine, Shirts  
8.45  
16160 - Presser, Machine, Wearing Apparel, Laundry  
8.45  
16190 - Sewing Machine Operator  
10.84  
16220 - Tailor  
11.40  
16250 - Washer, Machine  
8.96  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
15.94  
19040 - Tool And Die Maker  
20.17  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
13.15  
21030 - Material Coordinator  
16.37  
21040 - Material Expediter  
16.37  
21050 - Material Handling Laborer  
10.35  
21071 - Order Filler  
9.75  
21080 - Production Line Worker (Food Processing)  
13.15  
21110 - Shipping Packer  
12.96  
21130 - Shipping/Receiving Clerk  
12.96  
21140 - Store Worker I  
10.81  
21150 - Stock Clerk  
14.18

21210 - Tools And Parts Attendant  
 13.15  
 21410 - Warehouse Specialist  
 13.15  
 23000 - Mechanics And Maintenance And Repair Occupations  
 23010 - Aerospace Structural Welder  
 24.83  
 23021 - Aircraft Mechanic I  
 22.12  
 23022 - Aircraft Mechanic II  
 24.83  
 23023 - Aircraft Mechanic III  
 25.95  
 23040 - Aircraft Mechanic Helper  
 16.54  
 23050 - Aircraft, Painter  
 18.34  
 23060 - Aircraft Servicer  
 18.84  
 23080 - Aircraft Worker  
 20.00  
 23110 - Appliance Mechanic  
 16.66  
 23120 - Bicycle Repairer  
 10.36  
 23125 - Cable Splicer  
 24.56  
 23130 - Carpenter, Maintenance  
 14.66  
 23140 - Carpet Layer  
 15.68  
 23160 - Electrician, Maintenance  
 19.87  
 23181 - Electronics Technician Maintenance I  
 19.60  
 23182 - Electronics Technician Maintenance II  
 20.83  
 23183 - Electronics Technician Maintenance III  
 22.04  
 23260 - Fabric Worker  
 14.82  
 23290 - Fire Alarm System Mechanic  
 17.64  
 23310 - Fire Extinguisher Repairer  
 14.44  
 23311 - Fuel Distribution System Mechanic  
 23.27  
 23312 - Fuel Distribution System Operator  
 18.18  
 23370 - General Maintenance Worker  
 13.91  
 23380 - Ground Support Equipment Mechanic

22.12  
     23381 - Ground Support Equipment Servicer  
 18.84  
     23382 - Ground Support Equipment Worker  
 20.00  
     23391 - Gunsmith I  
 14.44  
     23392 - Gunsmith II  
 16.44  
     23393 - Gunsmith III  
 18.48  
     23410 - Heating, Ventilation And Air-Conditioning  
 17.52  
     Mechanic  
     23411 - Heating, Ventilation And Air Contditioning  
 18.44  
     Mechanic (Research Facility)  
     23430 - Heavy Equipment Mechanic  
 19.20  
     23440 - Heavy Equipment Operator  
 16.55  
     23460 - Instrument Mechanic  
 18.48  
     23465 - Laboratory/Shelter Mechanic  
 17.47  
     23470 - Laborer  
 10.35  
     23510 - Locksmith  
 16.79  
     23530 - Machinery Maintenance Mechanic  
 18.37  
     23550 - Machinist, Maintenance  
 16.18  
     23580 - Maintenance Trades Helper  
 13.25  
     23591 - Metrology Technician I  
 18.48  
     23592 - Metrology Technician II  
 19.45  
     23593 - Metrology Technician III  
 20.41  
     23640 - Millwright  
 18.38  
     23710 - Office Appliance Repairer  
 17.41  
     23760 - Painter, Maintenance  
 15.55  
     23790 - Pipefitter, Maintenance  
 19.22  
     23810 - Plumber, Maintenance  
 17.71  
     23820 - Pneudraulic Systems Mechanic

18.48  
     23850 - Rigger  
 18.48  
     23870 - Scale Mechanic  
 16.44  
     23890 - Sheet-Metal Worker, Maintenance  
 16.50  
     23910 - Small Engine Mechanic  
 15.68  
     23931 - Telecommunications Mechanic I  
 23.72  
     23932 - Telecommunications Mechanic II  
 24.97  
     23950 - Telephone Lineman  
 20.10  
     23960 - Welder, Combination, Maintenance  
 14.11  
     23965 - Well Driller  
 17.64  
     23970 - Woodcraft Worker  
 18.48  
     23980 - Woodworker  
 14.44  
 24000 - Personal Needs Occupations  
     24570 - Child Care Attendant  
 8.82  
     24580 - Child Care Center Clerk  
 12.39  
     24610 - Chore Aide  
 9.18  
     24620 - Family Readiness And Support Services  
 10.94  
     Coordinator  
     24630 - Homemaker  
 15.00  
 25000 - Plant And System Operations Occupations  
     25010 - Boiler Tender  
 17.51  
     25040 - Sewage Plant Operator  
 16.57  
     25070 - Stationary Engineer  
 17.51  
     25190 - Ventilation Equipment Tender  
 12.75  
     25210 - Water Treatment Plant Operator  
 16.57  
 27000 - Protective Service Occupations  
     27004 - Alarm Monitor  
 14.15  
     27007 - Baggage Inspector  
 10.70  
     27008 - Corrections Officer

14.99  
27010 - Court Security Officer  
17.50  
27030 - Detection Dog Handler  
14.45  
27040 - Detention Officer  
14.99  
27070 - Firefighter  
17.46  
27101 - Guard I  
10.70  
27102 - Guard II  
13.38  
27131 - Police Officer I  
18.61  
27132 - Police Officer II  
20.67  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
10.27  
28042 - Carnival Equipment Repairer  
10.96  
28043 - Carnival Equipment Worker  
8.49  
28210 - Gate Attendant/Gate Tender  
14.08  
28310 - Lifeguard  
11.34  
28350 - Park Attendant (Aide)  
15.75  
28510 - Recreation Aide/Health Facility Attendant  
11.50  
28515 - Recreation Specialist  
16.08  
28630 - Sports Official  
12.55  
28690 - Swimming Pool Operator  
17.67  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
17.38  
29020 - Hatch Tender  
17.38  
29030 - Line Handler  
17.38  
29041 - Stevedore I  
16.04  
29042 - Stevedore II  
18.47  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
35.77

30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
24.66  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
27.16  
30021 - Archeological Technician I  
14.57  
30022 - Archeological Technician II  
16.30  
30023 - Archeological Technician III  
20.20  
30030 - Cartographic Technician  
20.01  
30040 - Civil Engineering Technician  
19.14  
30061 - Drafter/CAD Operator I  
14.57  
30062 - Drafter/CAD Operator II  
16.30  
30063 - Drafter/CAD Operator III  
18.18  
30064 - Drafter/CAD Operator IV  
22.36  
30081 - Engineering Technician I  
12.70  
30082 - Engineering Technician II  
14.26  
30083 - Engineering Technician III  
16.28  
30084 - Engineering Technician IV  
19.77  
30085 - Engineering Technician V  
24.17  
30086 - Engineering Technician VI  
29.25  
30090 - Environmental Technician  
18.90  
30210 - Laboratory Technician  
17.39  
30240 - Mathematical Technician  
20.20  
30361 - Paralegal/Legal Assistant I  
15.62  
30362 - Paralegal/Legal Assistant II  
19.36  
30363 - Paralegal/Legal Assistant III  
23.69  
30364 - Paralegal/Legal Assistant IV  
28.66  
30390 - Photo-Optics Technician  
20.20  
30461 - Technical Writer I  
21.02

30462 - Technical Writer II  
 25.71  
 30463 - Technical Writer III  
 31.10  
 30491 - Unexploded Ordnance (UXO) Technician I  
 22.74  
 30492 - Unexploded Ordnance (UXO) Technician II  
 27.51  
 30493 - Unexploded Ordnance (UXO) Technician III  
 32.97  
 30494 - Unexploded (UXO) Safety Escort  
 22.74  
 30495 - Unexploded (UXO) Sweep Personnel  
 22.74  
 30620 - Weather Observer, Combined Upper Air Or (see 2)  
 18.18  
 Surface Programs  
 30621 - Weather Observer, Senior (see 2)  
 20.20  
 31000 - Transportation/Mobile Equipment Operation Occupations  
 31020 - Bus Aide  
 9.44  
 31030 - Bus Driver  
 12.64  
 31043 - Driver Courier  
 11.71  
 31260 - Parking and Lot Attendant  
 10.36  
 31290 - Shuttle Bus Driver  
 13.61  
 31310 - Taxi Driver  
 11.67  
 31361 - Truckdriver, Light  
 13.61  
 31362 - Truckdriver, Medium  
 14.53  
 31363 - Truckdriver, Heavy  
 16.07  
 31364 - Truckdriver, Tractor-Trailer  
 16.07  
 99000 - Miscellaneous Occupations  
 99030 - Cashier  
 8.46  
 99050 - Desk Clerk  
 8.84  
 99095 - Embalmer  
 24.34  
 99251 - Laboratory Animal Caretaker I  
 13.13  
 99252 - Laboratory Animal Caretaker II  
 14.07  
 99310 - Mortician

24.34  
99410 - Pest Controller  
16.54  
99510 - Photofinishing Worker  
12.10  
99710 - Recycling Laborer  
13.04  
99711 - Recycling Specialist  
15.23  
99730 - Refuse Collector  
11.92  
99810 - Sales Clerk  
10.93  
99820 - School Crossing Guard  
11.33  
99830 - Survey Party Chief  
17.26  
99831 - Surveying Aide  
11.11  
99832 - Surveying Technician  
14.45  
99840 - Vending Machine Attendant  
14.12  
99841 - Vending Machine Repairer  
16.94  
99842 - Vending Machine Repairer Helper  
12.89

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day,

Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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 regrading 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.

\*\* NOTES APPLYING TO THIS WAGE

DETERMINATION \*\*

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.