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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 Division of
Director Wage Determinations

Wage Determination No.: 2015-4841
Revision No.: 3
Date Of Revision: 03/17/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan County of Genesee

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

OCCUPATION CODE - TITLE	FOOTNOTE
RATE	
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.99	
01012 - Accounting Clerk II	
16.83	
01013 - Accounting Clerk III	
18.83	
01020 - Administrative Assistant	
26.95	
01035 - Court Reporter	
19.80	
01041 - Customer Service Representative I	
12.00	
01042 - Customer Service Representative II	
13.49	
01043 - Customer Service Representative III	
14.72	
01051 - Data Entry Operator I	
13.85	

01052 - Data Entry Operator II
15.12
01060 - Dispatcher, Motor Vehicle
21.98
01070 - Document Preparation Clerk
15.38
01090 - Duplicating Machine Operator
15.38
01111 - General Clerk I
13.37
01112 - General Clerk II
14.60
01113 - General Clerk III
16.39
01120 - Housing Referral Assistant
22.04
01141 - Messenger Courier
11.77
01191 - Order Clerk I
14.80
01192 - Order Clerk II
16.15
01261 - Personnel Assistant (Employment) I
17.30
01262 - Personnel Assistant (Employment) II
19.35
01263 - Personnel Assistant (Employment) III
21.57
01270 - Production Control Clerk
23.47
01290 - Rental Clerk
15.38
01300 - Scheduler, Maintenance
17.30
01311 - Secretary I
17.30
01312 - Secretary II
19.35
01313 - Secretary III
22.04
01320 - Service Order Dispatcher
19.04
01410 - Supply Technician
26.95
01420 - Survey Worker
18.56
01460 - Switchboard Operator/Receptionist
13.67
01531 - Travel Clerk I
13.05
01532 - Travel Clerk II
14.18
01533 - Travel Clerk III
15.34
01611 - Word Processor I
15.07

01612 - Word Processor II
16.92
01613 - Word Processor III
18.93
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
23.66
05010 - Automotive Electrician
22.58
05040 - Automotive Glass Installer
21.84
05070 - Automotive Worker
21.84
05110 - Mobile Equipment Servicer
20.43
05130 - Motor Equipment Metal Mechanic
23.31
05160 - Motor Equipment Metal Worker
21.84
05190 - Motor Vehicle Mechanic
23.31
05220 - Motor Vehicle Mechanic Helper
19.71
05250 - Motor Vehicle Upholstery Worker
21.12
05280 - Motor Vehicle Wrecker
21.84
05310 - Painter, Automotive
22.58
05340 - Radiator Repair Specialist
21.84
05370 - Tire Repairer
19.58
05400 - Transmission Repair Specialist
23.31
07000 - Food Preparation And Service Occupations
07010 - Baker
18.55
07041 - Cook I
13.99
07042 - Cook II
15.07
07070 - Dishwasher
11.64
07130 - Food Service Worker
12.01
07210 - Meat Cutter
16.92
07260 - Waiter/Waitress
12.36
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
23.44
09040 - Furniture Handler
18.10
09080 - Furniture Refinisher
23.44

09090 - Furniture Refinisher Helper
20.50
09110 - Furniture Repairer, Minor
21.98
09130 - Upholsterer
23.44
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
14.97
11060 - Elevator Operator
14.97
11090 - Gardener
17.38
11122 - Housekeeping Aide
13.41
11150 - Janitor
13.41
11210 - Laborer, Grounds Maintenance
14.78
11240 - Maid or Houseman
12.13
11260 - Pruner
13.63
11270 - Tractor Operator
15.88
11330 - Trail Maintenance Worker
14.78
11360 - Window Cleaner
14.24
12000 - Health Occupations
12010 - Ambulance Driver
17.90
12011 - Breath Alcohol Technician
19.72
12012 - Certified Occupational Therapist Assistant
24.39
12015 - Certified Physical Therapist Assistant
22.97
12020 - Dental Assistant
17.03
12025 - Dental Hygienist
30.37
12030 - EKG Technician
25.82
12035 - Electroneurodiagnostic Technologist
25.82
12040 - Emergency Medical Technician
17.90
12071 - Licensed Practical Nurse I
17.61
12072 - Licensed Practical Nurse II
19.72
12073 - Licensed Practical Nurse III
21.80
12100 - Medical Assistant
14.58

12130 - Medical Laboratory Technician
22.29
12160 - Medical Record Clerk
15.74
12190 - Medical Record Technician
19.47
12195 - Medical Transcriptionist
18.11
12210 - Nuclear Medicine Technologist
33.56
12221 - Nursing Assistant I
11.25
12222 - Nursing Assistant II
12.27
12223 - Nursing Assistant III
13.40
12224 - Nursing Assistant IV
15.04
12235 - Optical Dispenser
19.36
12236 - Optical Technician
17.61
12250 - Pharmacy Technician
17.78
12280 - Phlebotomist
15.74
12305 - Radiologic Technologist
26.11
12311 - Registered Nurse I
29.83
12312 - Registered Nurse II
32.20
12313 - Registered Nurse II, Specialist
32.20
12314 - Registered Nurse III
44.14
12315 - Registered Nurse III, Anesthetist
44.14
12316 - Registered Nurse IV
52.92
12317 - Scheduler (Drug and Alcohol Testing)
24.22
12320 - Substance Abuse Treatment Counselor
24.22
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
21.47
13012 - Exhibits Specialist II
26.61
13013 - Exhibits Specialist III
32.54
13041 - Illustrator I
25.01
13042 - Illustrator II
30.40
13043 - Illustrator III
35.82

13047 - Librarian
 30.28
 13050 - Library Aide/Clerk
 13.49
 13054 - Library Information Technology Systems
 27.34
 Administrator
 13058 - Library Technician
 18.56
 13061 - Media Specialist I
 18.54
 13062 - Media Specialist II
 20.75
 13063 - Media Specialist III
 23.13
 13071 - Photographer I
 19.42
 13072 - Photographer II
 22.83
 13073 - Photographer III
 29.56
 13074 - Photographer IV
 34.28
 13075 - Photographer V
 39.82
 13090 - Technical Order Library Clerk
 18.56
 13110 - Video Teleconference Technician
 21.04
 14000 - Information Technology Occupations
 14041 - Computer Operator I
 17.16
 14042 - Computer Operator II
 19.20
 14043 - Computer Operator III
 21.40
 14044 - Computer Operator IV
 23.77
 14045 - Computer Operator V
 26.33
 14071 - Computer Programmer I (see 1)
 22.60
 14072 - Computer Programmer II (see 1)
 27.62
 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
 17.16
 14160 - Personal Computer Support Technician
 23.77
 14170 - System Support Specialist
 22.48
 15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)
32.52
15020 - Aircrew Training Devices Instructor (Rated)
39.35
15030 - Air Crew Training Devices Instructor (Pilot)
50.79
15050 - Computer Based Training Specialist / Instructor
32.52
15060 - Educational Technologist
33.33
15070 - Flight Instructor (Pilot)
50.79
15080 - Graphic Artist
30.61
15085 - Maintenance Test Pilot, Fixed, Jet/Prop
43.07
15086 - Maintenance Test Pilot, Rotary Wing
43.07
15088 - Non-Maintenance Test/Co-Pilot
43.07
15090 - Technical Instructor
26.84
15095 - Technical Instructor/Course Developer
32.69
15110 - Test Proctor
21.80
15120 - Tutor
21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
10.42
16030 - Counter Attendant
10.42
16040 - Dry Cleaner
14.06
16070 - Finisher, Flatwork, Machine
10.42
16090 - Presser, Hand
10.42
16110 - Presser, Machine, Drycleaning
10.42
16130 - Presser, Machine, Shirts
10.42
16160 - Presser, Machine, Wearing Apparel, Laundry
10.42
16190 - Sewing Machine Operator
15.30
16220 - Tailor
16.50
16250 - Washer, Machine
11.62
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
26.18
19040 - Tool And Die Maker
29.03
21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator
20.65
21030 - Material Coordinator
24.54
21040 - Material Expediter
24.54
21050 - Material Handling Laborer
18.05
21071 - Order Filler
15.92
21080 - Production Line Worker (Food Processing)
20.65
21110 - Shipping Packer
17.34
21130 - Shipping/Receiving Clerk
17.34
21140 - Store Worker I
17.77
21150 - Stock Clerk
22.59
21210 - Tools And Parts Attendant
20.65
21410 - Warehouse Specialist
20.65
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
29.30
23019 - Aircraft Logs and Records Technician
22.27
23021 - Aircraft Mechanic I
27.91
23022 - Aircraft Mechanic II
29.30
23023 - Aircraft Mechanic III
30.84
23040 - Aircraft Mechanic Helper
19.74
23050 - Aircraft, Painter
25.78
23060 - Aircraft Servicer
22.27
23070 - Aircraft Survival Flight Equipment Technician
23.41
23080 - Aircraft Worker
23.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
23.38
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
27.91
II
23110 - Appliance Mechanic
23.44
23120 - Bicycle Repairer
20.53
23125 - Cable Splicer
27.79

23130 - Carpenter, Maintenance
25.15
23140 - Carpet Layer
24.10
23160 - Electrician, Maintenance
32.65
23181 - Electronics Technician Maintenance I
26.20
23182 - Electronics Technician Maintenance II
27.07
23183 - Electronics Technician Maintenance III
31.31
23260 - Fabric Worker
23.20
23290 - Fire Alarm System Mechanic
24.83
23310 - Fire Extinguisher Repairer
22.37
23311 - Fuel Distribution System Mechanic
25.62
23312 - Fuel Distribution System Operator
22.26
23370 - General Maintenance Worker
23.96
23380 - Ground Support Equipment Mechanic
27.91
23381 - Ground Support Equipment Servicer
22.27
23382 - Ground Support Equipment Worker
23.38
23391 - Gunsmith I
22.37
23392 - Gunsmith II
24.10
23393 - Gunsmith III
25.75
23410 - Heating, Ventilation And Air-Conditioning
25.96
Mechanic
23411 - Heating, Ventilation And Air Contditioning
26.71
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
29.63
23440 - Heavy Equipment Operator
27.67
23460 - Instrument Mechanic
29.03
23465 - Laboratory/Shelter Mechanic
24.89
23470 - Laborer
16.69
23510 - Locksmith
23.44
23530 - Machinery Maintenance Mechanic
30.34

23550 - Machinist, Maintenance
27.99
23580 - Maintenance Trades Helper
19.60
23591 - Metrology Technician I
29.03
23592 - Metrology Technician II
29.96
23593 - Metrology Technician III
30.88
23640 - Millwright
34.10
23710 - Office Appliance Repairer
24.76
23760 - Painter, Maintenance
26.60
23790 - Pipefitter, Maintenance
32.47
23810 - Plumber, Maintenance
31.35
23820 - Pneudraulic Systems Mechanic
25.75
23850 - Rigger
25.62
23870 - Scale Mechanic
24.10
23890 - Sheet-Metal Worker, Maintenance
29.24
23910 - Small Engine Mechanic
23.98
23931 - Telecommunications Mechanic I
26.29
23932 - Telecommunications Mechanic II
27.07
23950 - Telephone Lineman
26.29
23960 - Welder, Combination, Maintenance
26.46
23965 - Well Driller
25.34
23970 - Woodcraft Worker
25.75
23980 - Woodworker
22.37
24000 - Personal Needs Occupations
24550 - Case Manager
16.29
24570 - Child Care Attendant
13.85
24580 - Child Care Center Clerk
18.10
24610 - Chore Aide
11.03
24620 - Family Readiness And Support Services
16.29
Coordinator

24630 - Homemaker
19.20
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
28.00
25040 - Sewage Plant Operator
25.78
25070 - Stationary Engineer
28.00
25190 - Ventilation Equipment Tender
21.57
25210 - Water Treatment Plant Operator
25.78
27000 - Protective Service Occupations
27004 - Alarm Monitor
20.29
27007 - Baggage Inspector
12.93
27008 - Corrections Officer
23.65
27010 - Court Security Officer
23.72
27030 - Detection Dog Handler
19.75
27040 - Detention Officer
23.65
27070 - Firefighter
21.27
27101 - Guard I
12.93
27102 - Guard II
19.75
27131 - Police Officer I
27.65
27132 - Police Officer II
30.72
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
14.14
28042 - Carnival Equipment Repairer
14.65
28043 - Carnival Worker
12.22
28210 - Gate Attendant/Gate Tender
14.56
28310 - Lifeguard
13.00
28350 - Park Attendant (Aide)
16.32
28510 - Recreation Aide/Health Facility Attendant
11.16
28515 - Recreation Specialist
16.58
28630 - Sports Official
13.00
28690 - Swimming Pool Operator
20.87

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
22.67
29020 - Hatch Tender
22.67
29030 - Line Handler
22.67
29041 - Stevedore I
21.83
29042 - Stevedore II
23.41
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
40.16
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
27.70
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
30.50
30021 - Archeological Technician I
21.64
30022 - Archeological Technician II
24.72
30023 - Archeological Technician III
30.61
30030 - Cartographic Technician
30.61
30040 - Civil Engineering Technician
27.83
30051 - Cryogenic Technician I
26.85
30052 - Cryogenic Technician II
29.66
30061 - Drafter/CAD Operator I
20.08
30062 - Drafter/CAD Operator II
22.47
30063 - Drafter/CAD Operator III
25.05
30064 - Drafter/CAD Operator IV
30.82
30081 - Engineering Technician I
18.36
30082 - Engineering Technician II
21.64
30083 - Engineering Technician III
25.16
30084 - Engineering Technician IV
31.16
30085 - Engineering Technician V
36.70
30086 - Engineering Technician VI
44.38
30090 - Environmental Technician
25.01
30095 - Evidence Control Specialist
31.16

30210 - Laboratory Technician
21.70
30221 - Latent Fingerprint Technician I
26.85
30222 - Latent Fingerprint Technician II
29.66
30240 - Mathematical Technician
30.61
30361 - Paralegal/Legal Assistant I
20.88
30362 - Paralegal/Legal Assistant II
25.86
30363 - Paralegal/Legal Assistant III
31.63
30364 - Paralegal/Legal Assistant IV
38.28
30375 - Petroleum Supply Specialist
29.66
30390 - Photo-Optics Technician
30.61
30395 - Radiation Control Technician
29.66
30461 - Technical Writer I
27.78
30462 - Technical Writer II
30.90
30463 - Technical Writer III
36.08
30491 - Unexploded Ordnance (UXO) Technician I
25.53
30492 - Unexploded Ordnance (UXO) Technician II
30.88
30493 - Unexploded Ordnance (UXO) Technician III
37.02
30494 - Unexploded (UXO) Safety Escort
25.53
30495 - Unexploded (UXO) Sweep Personnel
25.53
30501 - Weather Forecaster I
30.82
30502 - Weather Forecaster II
32.66
30620 - Weather Observer, Combined Upper Air Or (see 2)
25.16
Surface Programs
30621 - Weather Observer, Senior (see 2)
27.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot
30.88
31020 - Bus Aide
13.47
31030 - Bus Driver
17.19
31043 - Driver Courier
17.03

31260 - Parking and Lot Attendant
12.47
31290 - Shuttle Bus Driver
18.08
31310 - Taxi Driver
13.66
31361 - Truckdriver, Light
18.08
31362 - Truckdriver, Medium
19.61
31363 - Truckdriver, Heavy
21.82
31364 - Truckdriver, Tractor-Trailer
21.85
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
15.06
99030 - Cashier
10.62
99050 - Desk Clerk
11.40
99095 - Embalmer
29.33
99130 - Flight Follower
25.53
99251 - Laboratory Animal Caretaker I
13.63
99252 - Laboratory Animal Caretaker II
15.18
99260 - Marketing Analyst
28.95
99310 - Mortician
33.88
99410 - Pest Controller
19.28
99510 - Photofinishing Worker
15.49
99710 - Recycling Laborer
19.14
99711 - Recycling Specialist
21.24
99730 - Refuse Collector
17.00
99810 - Sales Clerk
12.17
99820 - School Crossing Guard
12.22
99830 - Survey Party Chief
24.92
99831 - Surveying Aide
12.97
99832 - Surveying Technician
19.86
99840 - Vending Machine Attendant
18.85
99841 - Vending Machine Repairer
23.69

99842 - Vending Machine Repairer Helper
18.85

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:
If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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