

## Attachment 4

WD 15-4865 (Rev.-2) was first posted on www.wdol.gov on 03/28/2017

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REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-4865
Director	Wage Determinations	Revision No.: 2
		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](http://www.dol.gov/whd/govcontracts).

State: Michigan

Area: Michigan County of Saginaw

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		20.47
01035 - Court Reporter		17.07
01041 - Customer Service Representative I		10.58
01042 - Customer Service Representative II		11.89
01043 - Customer Service Representative III		12.98
01051 - Data Entry Operator I		12.21
01052 - Data Entry Operator II		13.61
01060 - Dispatcher, Motor Vehicle		15.61
01070 - Document Preparation Clerk		13.59
01090 - Duplicating Machine Operator		13.59
01111 - General Clerk I		12.11
01112 - General Clerk II		13.22
01113 - General Clerk III		14.84
01120 - Housing Referral Assistant		19.02
01141 - Messenger Courier		11.63
01191 - Order Clerk I		15.92
01192 - Order Clerk II		17.38
01261 - Personnel Assistant (Employment) I		16.72
01262 - Personnel Assistant (Employment) II		18.70
01263 - Personnel Assistant (Employment) III		20.86
01270 - Production Control Clerk		24.21
01290 - Rental Clerk		14.54
01300 - Scheduler, Maintenance		15.26
01311 - Secretary I		15.26
01312 - Secretary II		17.07
01313 - Secretary III		19.02
01320 - Service Order Dispatcher		14.39

01410 - Supply Technician	20.47
01420 - Survey Worker	14.60
01460 - Switchboard Operator/Receptionist	12.50
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	14.14
01533 - Travel Clerk III	15.31
01611 - Word Processor I	14.06
01612 - Word Processor II	15.79
01613 - Word Processor III	17.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.12
05010 - Automotive Electrician	20.14
05040 - Automotive Glass Installer	19.51
05070 - Automotive Worker	19.51
05110 - Mobile Equipment Servicer	18.27
05130 - Motor Equipment Metal Mechanic	20.76
05160 - Motor Equipment Metal Worker	19.51
05190 - Motor Vehicle Mechanic	20.76
05220 - Motor Vehicle Mechanic Helper	17.65
05250 - Motor Vehicle Upholstery Worker	18.89
05280 - Motor Vehicle Wrecker	19.51
05310 - Painter, Automotive	20.14
05340 - Radiator Repair Specialist	19.51
05370 - Tire Repairer	16.81
05400 - Transmission Repair Specialist	20.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	12.02
07042 - Cook II	13.18
07070 - Dishwasher	10.00
07130 - Food Service Worker	10.25
07210 - Meat Cutter	15.57
07260 - Waiter/Waitress	10.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.21
09040 - Furniture Handler	17.06
09080 - Furniture Refinisher	23.21
09090 - Furniture Refinisher Helper	19.68
09110 - Furniture Repairer, Minor	21.77
09130 - Upholsterer	23.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.92
11060 - Elevator Operator	12.65
11090 - Gardener	14.60
11122 - Housekeeping Aide	12.65
11150 - Janitor	12.65
11210 - Laborer, Grounds Maintenance	13.01
11240 - Maid or Houseman	9.84
11260 - Pruner	12.00
11270 - Tractor Operator	14.64
11330 - Trail Maintenance Worker	13.01
11360 - Window Cleaner	13.42
12000 - Health Occupations	
12010 - Ambulance Driver	17.65
12011 - Breath Alcohol Technician	19.29
12012 - Certified Occupational Therapist Assistant	19.31
12015 - Certified Physical Therapist Assistant	21.38
12020 - Dental Assistant	16.19
12025 - Dental Hygienist	26.38
12030 - EKG Technician	26.98
12035 - Electroneurodiagnostic Technologist	26.98
12040 - Emergency Medical Technician	17.64

12071	- Licensed Practical Nurse I		17.25
12072	- Licensed Practical Nurse II		19.29
12073	- Licensed Practical Nurse III		21.50
12100	- Medical Assistant		12.73
12130	- Medical Laboratory Technician		17.49
12160	- Medical Record Clerk		16.24
12190	- Medical Record Technician		18.17
12195	- Medical Transcriptionist		15.08
12210	- Nuclear Medicine Technologist		37.71
12221	- Nursing Assistant I		11.43
12222	- Nursing Assistant II		12.85
12223	- Nursing Assistant III		14.02
12224	- Nursing Assistant IV		15.74
12235	- Optical Dispenser		17.04
12236	- Optical Technician		16.74
12250	- Pharmacy Technician		14.18
12280	- Phlebotomist		15.74
12305	- Radiologic Technologist		25.25
12311	- Registered Nurse I		23.28
12312	- Registered Nurse II		29.25
12313	- Registered Nurse II, Specialist		29.25
12314	- Registered Nurse III		34.84
12315	- Registered Nurse III, Anesthetist		34.84
12316	- Registered Nurse IV		41.76
12317	- Scheduler (Drug and Alcohol Testing)		23.89
12320	- Substance Abuse Treatment Counselor		11.71
13000	- Information And Arts Occupations		
13011	- Exhibits Specialist I		20.10
13012	- Exhibits Specialist II		25.28
13013	- Exhibits Specialist III		30.92
13041	- Illustrator I		18.61
13042	- Illustrator II		23.45
13043	- Illustrator III		30.92
13047	- Librarian		25.96
13050	- Library Aide/Clerk		12.12
13054	- Library Information Technology Systems Administrator		25.57
13058	- Library Technician		15.73
13061	- Media Specialist I		16.32
13062	- Media Specialist II		18.25
13063	- Media Specialist III		20.36
13071	- Photographer I		16.92
13072	- Photographer II		18.93
13073	- Photographer III		23.45
13074	- Photographer IV		28.69
13075	- Photographer V		34.71
13090	- Technical Order Library Clerk		15.74
13110	- Video Teleconference Technician		16.32
14000	- Information Technology Occupations		
14041	- Computer Operator I		14.20
14042	- Computer Operator II		15.89
14043	- Computer Operator III		17.72
14044	- Computer Operator IV		19.69
14045	- Computer Operator V		21.80
14071	- Computer Programmer I	(see 1)	20.41
14072	- Computer Programmer II	(see 1)	25.30
14073	- Computer Programmer III	(see 1)	
14074	- Computer Programmer IV	(see 1)	
14101	- Computer Systems Analyst I	(see 1)	26.63
14102	- Computer Systems Analyst II	(see 1)	
14103	- Computer Systems Analyst III	(see 1)	
14150	- Peripheral Equipment Operator		14.91

14160 - Personal Computer Support Technician	19.69
14170 - System Support Specialist	23.40
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.63
15020 - Aircrew Training Devices Instructor (Rated)	32.21
15030 - Air Crew Training Devices Instructor (Pilot)	37.82
15050 - Computer Based Training Specialist / Instructor	26.63
15060 - Educational Technologist	30.25
15070 - Flight Instructor (Pilot)	37.82
15080 - Graphic Artist	20.46
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	38.61
15086 - Maintenance Test Pilot, Rotary Wing	38.61
15088 - Non-Maintenance Test/Co-Pilot	38.61
15090 - Technical Instructor	20.16
15095 - Technical Instructor/Course Developer	24.64
15110 - Test Proctor	16.29
15120 - Tutor	16.29
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.33
16030 - Counter Attendant	10.33
16040 - Dry Cleaner	13.71
16070 - Finisher, Flatwork, Machine	10.33
16090 - Presser, Hand	10.33
16110 - Presser, Machine, Drycleaning	10.33
16130 - Presser, Machine, Shirts	10.33
16160 - Presser, Machine, Wearing Apparel, Laundry	10.33
16190 - Sewing Machine Operator	14.93
16220 - Tailor	16.10
16250 - Washer, Machine	11.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.11
19040 - Tool And Die Maker	25.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.74
21030 - Material Coordinator	24.21
21040 - Material Expediter	24.21
21050 - Material Handling Laborer	15.24
21071 - Order Filler	15.88
21080 - Production Line Worker (Food Processing)	20.74
21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	15.83
21150 - Stock Clerk	19.17
21210 - Tools And Parts Attendant	20.74
21410 - Warehouse Specialist	20.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.47
23019 - Aircraft Logs and Records Technician	22.06
23021 - Aircraft Mechanic I	24.74
23022 - Aircraft Mechanic II	25.47
23023 - Aircraft Mechanic III	26.35
23040 - Aircraft Mechanic Helper	19.68
23050 - Aircraft, Painter	25.66
23060 - Aircraft Servicer	22.06
23070 - Aircraft Survival Flight Equipment Technician	25.66
23080 - Aircraft Worker	23.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.74
23110 - Appliance Mechanic	21.10
23120 - Bicycle Repairer	18.49

23125 - Cable Splicer	24.74
23130 - Carpenter, Maintenance	23.21
23140 - Carpet Layer	20.44
23160 - Electrician, Maintenance	30.98
23181 - Electronics Technician Maintenance I	23.01
23182 - Electronics Technician Maintenance II	23.79
23183 - Electronics Technician Maintenance III	24.74
23260 - Fabric Worker	22.06
23290 - Fire Alarm System Mechanic	24.74
23310 - Fire Extinguisher Repairer	20.98
23311 - Fuel Distribution System Mechanic	25.02
23312 - Fuel Distribution System Operator	20.98
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment Mechanic	24.74
23381 - Ground Support Equipment Servicer	22.06
23382 - Ground Support Equipment Worker	23.01
23391 - Gunsmith I	20.98
23392 - Gunsmith II	23.01
23393 - Gunsmith III	24.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.65
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.44
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	21.55
23460 - Instrument Mechanic	24.74
23465 - Laboratory/Shelter Mechanic	23.79
23470 - Laborer	15.09
23510 - Locksmith	23.79
23530 - Machinery Maintenance Mechanic	25.13
23550 - Machinist, Maintenance	23.04
23580 - Maintenance Trades Helper	17.01
23591 - Metrology Technician I	24.74
23592 - Metrology Technician II	25.47
23593 - Metrology Technician III	26.35
23640 - Millwright	33.91
23710 - Office Appliance Repairer	21.95
23760 - Painter, Maintenance	21.10
23790 - Pipefitter, Maintenance	30.12
23810 - Plumber, Maintenance	27.95
23820 - Pneudraulic Systems Mechanic	24.74
23850 - Rigger	24.74
23870 - Scale Mechanic	23.01
23890 - Sheet-Metal Worker, Maintenance	25.27
23910 - Small Engine Mechanic	23.01
23931 - Telecommunications Mechanic I	23.04
23932 - Telecommunications Mechanic II	23.97
23950 - Telephone Lineman	24.74
23960 - Welder, Combination, Maintenance	22.10
23965 - Well Driller	24.74
23970 - Woodcraft Worker	24.74
23980 - Woodworker	20.98
24000 - Personal Needs Occupations	
24550 - Case Manager	12.79
24570 - Child Care Attendant	9.66
24580 - Child Care Center Clerk	12.05
24610 - Chore Aide	10.65
24620 - Family Readiness And Support Services Coordinator	12.79
24630 - Homemaker	13.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.76

25040 - Sewage Plant Operator	21.47
25070 - Stationary Engineer	24.76
25190 - Ventilation Equipment Tender	19.68
25210 - Water Treatment Plant Operator	21.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.23
27007 - Baggage Inspector	12.87
27008 - Corrections Officer	22.48
27010 - Court Security Officer	22.70
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	22.48
27070 - Firefighter	18.68
27101 - Guard I	12.87
27102 - Guard II	17.04
27131 - Police Officer I	23.25
27132 - Police Officer II	25.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.56
28042 - Carnival Equipment Repairer	11.99
28043 - Carnival Worker	10.00
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.56
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	15.91
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	19.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.20
29020 - Hatch Tender	25.20
29030 - Line Handler	25.20
29041 - Stevedore I	24.48
29042 - Stevedore II	26.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	17.25
30022 - Archeological Technician II	19.29
30023 - Archeological Technician III	23.43
30030 - Cartographic Technician	23.91
30040 - Civil Engineering Technician	22.19
30051 - Cryogenic Technician I	21.96
30052 - Cryogenic Technician II	24.26
30061 - Drafter/CAD Operator I	17.25
30062 - Drafter/CAD Operator II	19.29
30063 - Drafter/CAD Operator III	21.51
30064 - Drafter/CAD Operator IV	26.47
30081 - Engineering Technician I	16.36
30082 - Engineering Technician II	18.36
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.45
30085 - Engineering Technician V	31.13
30086 - Engineering Technician VI	37.66
30090 - Environmental Technician	23.91
30095 - Evidence Control Specialist	19.82
30210 - Laboratory Technician	21.97
30221 - Latent Fingerprint Technician I	21.96
30222 - Latent Fingerprint Technician II	24.26
30240 - Mathematical Technician	23.91
30361 - Paralegal/Legal Assistant I	19.18
30362 - Paralegal/Legal Assistant II	23.75

30363 - Paralegal/Legal Assistant III	29.06
30364 - Paralegal/Legal Assistant IV	35.16
30375 - Petroleum Supply Specialist	24.26
30390 - Photo-Optics Technician	23.91
30395 - Radiation Control Technician	24.26
30461 - Technical Writer I	23.33
30462 - Technical Writer II	28.56
30463 - Technical Writer III	33.42
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	26.47
30502 - Weather Forecaster II	32.20
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.51
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 23.42
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	13.55
31030 - Bus Driver	16.95
31043 - Driver Courier	15.12
31260 - Parking and Lot Attendant	12.50
31290 - Shuttle Bus Driver	16.12
31310 - Taxi Driver	13.95
31361 - Truckdriver, Light	16.12
31362 - Truckdriver, Medium	16.95
31363 - Truckdriver, Heavy	19.53
31364 - Truckdriver, Tractor-Trailer	19.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.13
99050 - Desk Clerk	9.66
99095 - Embalmer	27.90
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	12.10
99252 - Laboratory Animal Caretaker II	12.75
99260 - Marketing Analyst	23.93
99310 - Mortician	31.98
99410 - Pest Controller	20.50
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	18.79
99711 - Recycling Specialist	20.36
99730 - Refuse Collector	16.90
99810 - Sales Clerk	10.46
99820 - School Crossing Guard	11.00
99830 - Survey Party Chief	20.05
99831 - Surveying Aide	11.46
99832 - Surveying Technician	17.13
99840 - Vending Machine Attendant	19.47
99841 - Vending Machine Repairer	21.41
99842 - Vending Machine Repairer Helper	19.47

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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](http://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, 4 weeks after 15 years, and 5 weeks after 25 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 thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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)).