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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.: 2015-4929  
Revision No.: 3  
Date Of Revision: 07/25/2017

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: Wisconsin

Area: Wisconsin Counties of Barron, Buffalo, Clark, Crawford, Dunn, Jackson, Juneau, Monroe, Pepin, Trempealeau, Vernon

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.38
01012 - Accounting Clerk II		15.01
01013 - Accounting Clerk III		17.19
01020 - Administrative Assistant		21.77
01035 - Court Reporter		17.28
01041 - Customer Service Representative I		12.59
01042 - Customer Service Representative II		14.16
01043 - Customer Service Representative III		15.45
01051 - Data Entry Operator I		13.39
01052 - Data Entry Operator II		14.92
01060 - Dispatcher, Motor Vehicle		15.86
01070 - Document Preparation Clerk		13.55
01090 - Duplicating Machine Operator		13.55
01111 - General Clerk I		12.01
01112 - General Clerk II		13.11
01113 - General Clerk III		14.72
01120 - Housing Referral Assistant		19.26
01141 - Messenger Courier		11.79
01191 - Order Clerk I		13.93
01192 - Order Clerk II		15.20
01261 - Personnel Assistant (Employment) I		15.07
01262 - Personnel Assistant (Employment) II		16.85
01263 - Personnel Assistant (Employment) III		18.80
01270 - Production Control Clerk		20.33
01290 - Rental Clerk		11.92
01300 - Scheduler, Maintenance		15.45
01311 - Secretary I		15.45
01312 - Secretary II		17.28
01313 - Secretary III		19.26
01320 - Service Order Dispatcher		14.01
01410 - Supply Technician		21.77
01420 - Survey Worker		15.99
01460 - Switchboard Operator/Receptionist		12.08
01531 - Travel Clerk I		13.94
01532 - Travel Clerk II		15.05
01533 - Travel Clerk III		16.18
01611 - Word Processor I		13.76
01612 - Word Processor II		15.45
01613 - Word Processor III		17.28
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.21
05010 - Automotive Electrician		18.28
05040 - Automotive Glass Installer		17.51
05070 - Automotive Worker		15.36
05110 - Mobile Equipment Servicer		15.77
05130 - Motor Equipment Metal Mechanic		19.26
05160 - Motor Equipment Metal Worker		17.51
05190 - Motor Vehicle Mechanic		16.98

05220	- Motor Vehicle Mechanic Helper	15.20
05250	- Motor Vehicle Upholstery Worker	16.73
05280	- Motor Vehicle Wrecker	17.51
05310	- Painter, Automotive	18.28
05340	- Radiator Repair Specialist	17.51
05370	- Tire Repairer	13.74
05400	- Transmission Repair Specialist	19.26
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.77
07041	- Cook I	13.49
07042	- Cook II	15.11
07070	- Dishwasher	9.06
07130	- Food Service Worker	10.31
07210	- Meat Cutter	17.57
07260	- Waiter/Waitress	8.68
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.10
09040	- Furniture Handler	13.12
09080	- Furniture Refinisher	19.10
09090	- Furniture Refinisher Helper	15.15
09110	- Furniture Repairer, Minor	17.19
09130	- Upholsterer	19.10
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.30
11060	- Elevator Operator	11.30
11090	- Gardener	15.03
11122	- Housekeeping Aide	13.31
11150	- Janitor	13.31
11210	- Laborer, Grounds Maintenance	12.54
11240	- Maid or Houseman	10.21
11260	- Pruner	11.55
11270	- Tractor Operator	14.49
11330	- Trail Maintenance Worker	12.54
11360	- Window Cleaner	14.41
12000	- Health Occupations	
12010	- Ambulance Driver	12.85
12011	- Breath Alcohol Technician	17.02
12012	- Certified Occupational Therapist Assistant	21.68
12015	- Certified Physical Therapist Assistant	23.76
12020	- Dental Assistant	16.74
12025	- Dental Hygienist	30.12
12030	- EKG Technician	23.49
12035	- Electroneurodiagnostic Technologist	23.49
12040	- Emergency Medical Technician	12.85
12071	- Licensed Practical Nurse I	15.22
12072	- Licensed Practical Nurse II	17.02
12073	- Licensed Practical Nurse III	18.97
12100	- Medical Assistant	16.28
12130	- Medical Laboratory Technician	21.31
12160	- Medical Record Clerk	15.48
12190	- Medical Record Technician	17.32
12195	- Medical Transcriptionist	19.15
12210	- Nuclear Medicine Technologist	36.67
12221	- Nursing Assistant I	11.06
12222	- Nursing Assistant II	12.43
12223	- Nursing Assistant III	13.57
12224	- Nursing Assistant IV	15.24
12235	- Optical Dispenser	14.76
12236	- Optical Technician	15.18
12250	- Pharmacy Technician	15.88
12280	- Phlebotomist	14.85
12305	- Radiologic Technologist	26.70
12311	- Registered Nurse I	24.49
12312	- Registered Nurse II	29.96
12313	- Registered Nurse II, Specialist	29.96
12314	- Registered Nurse III	36.24
12315	- Registered Nurse III, Anesthetist	36.24
12316	- Registered Nurse IV	41.98
12317	- Scheduler (Drug and Alcohol Testing)	21.08
12320	- Substance Abuse Treatment Counselor	22.23
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	16.66
13012	- Exhibits Specialist II	20.65
13013	- Exhibits Specialist III	25.26
13041	- Illustrator I	16.66
13042	- Illustrator II	20.65
13043	- Illustrator III	25.26
13047	- Librarian	23.03
13050	- Library Aide/Clerk	11.68
13054	- Library Information Technology Systems Administrator	20.65

13058	- Library Technician	15.04
13061	- Media Specialist I	14.90
13062	- Media Specialist II	16.66
13063	- Media Specialist III	18.58
13071	- Photographer I	14.42
13072	- Photographer II	16.54
13073	- Photographer III	20.49
13074	- Photographer IV	25.07
13075	- Photographer V	30.33
13090	- Technical Order Library Clerk	15.74
13110	- Video Teleconference Technician	19.98
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.64
14042	- Computer Operator II	16.37
14043	- Computer Operator III	18.35
14044	- Computer Operator IV	20.43
14045	- Computer Operator V	23.66
14071	- Computer Programmer I	(see 1) 17.71
14072	- Computer Programmer II	(see 1) 22.12
14073	- Computer Programmer III	(see 1) 26.85
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	14.64
14160	- Personal Computer Support Technician	20.43
14170	- System Support Specialist	24.27
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	26.90
15020	- Aircrew Training Devices Instructor (Rated)	32.54
15030	- Air Crew Training Devices Instructor (Pilot)	39.00
15050	- Computer Based Training Specialist / Instructor	27.52
15060	- Educational Technologist	28.75
15070	- Flight Instructor (Pilot)	40.44
15080	- Graphic Artist	22.32
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	38.78
15086	- Maintenance Test Pilot, Rotary Wing	38.78
15088	- Non-Maintenance Test/Co-Pilot	38.78
15090	- Technical Instructor	19.23
15095	- Technical Instructor/Course Developer	23.52
15110	- Test Proctor	15.55
15120	- Tutor	15.55
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	11.51
16030	- Counter Attendant	11.51
16040	- Dry Cleaner	14.42
16070	- Finisher, Flatwork, Machine	11.51
16090	- Presser, Hand	11.51
16110	- Presser, Machine, Drycleaning	11.51
16130	- Presser, Machine, Shirts	11.51
16160	- Presser, Machine, Wearing Apparel, Laundry	11.51
16190	- Sewing Machine Operator	15.28
16220	- Tailor	16.13
16250	- Washer, Machine	12.73
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	19.72
19040	- Tool And Die Maker	23.45
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	15.80
21030	- Material Coordinator	20.33
21040	- Material Expediter	20.33
21050	- Material Handling Laborer	14.22
21071	- Order Filler	12.50
21080	- Production Line Worker (Food Processing)	15.80
21110	- Shipping Packer	16.48
21130	- Shipping/Receiving Clerk	16.48
21140	- Store Worker I	14.16
21150	- Stock Clerk	18.03
21210	- Tools And Parts Attendant	15.80
21410	- Warehouse Specialist	15.80
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.21
23019	- Aircraft Logs and Records Technician	19.93
23021	- Aircraft Mechanic I	23.18
23022	- Aircraft Mechanic II	24.21
23023	- Aircraft Mechanic III	25.27
23040	- Aircraft Mechanic Helper	17.57
23050	- Aircraft, Painter	22.14
23060	- Aircraft Servicer	19.93
23070	- Aircraft Survival Flight Equipment Technician	22.14
23080	- Aircraft Worker	21.01

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.18
23110 - Appliance Mechanic	18.54
23120 - Bicycle Repairer	15.46
23125 - Cable Splicer	35.35
23130 - Carpenter, Maintenance	18.91
23140 - Carpet Layer	21.01
23160 - Electrician, Maintenance	26.77
23181 - Electronics Technician Maintenance I	21.03
23182 - Electronics Technician Maintenance II	22.62
23183 - Electronics Technician Maintenance III	25.43
23260 - Fabric Worker	19.93
23290 - Fire Alarm System Mechanic	23.18
23310 - Fire Extinguisher Repairer	18.75
23311 - Fuel Distribution System Mechanic	23.18
23312 - Fuel Distribution System Operator	18.75
23370 - General Maintenance Worker	17.88
23380 - Ground Support Equipment Mechanic	23.18
23381 - Ground Support Equipment Servicer	19.93
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	18.75
23392 - Gunsmith II	21.01
23393 - Gunsmith III	23.18
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.31
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.34
23430 - Heavy Equipment Mechanic	22.20
23440 - Heavy Equipment Operator	23.49
23460 - Instrument Mechanic	23.18
23465 - Laboratory/Shelter Mechanic	22.14
23470 - Laborer	14.22
23510 - Locksmith	22.14
23530 - Machinery Maintenance Mechanic	21.92
23550 - Machinist, Maintenance	19.23
23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	23.18
23592 - Metrology Technician II	24.21
23593 - Metrology Technician III	25.27
23640 - Millwright	23.18
23710 - Office Appliance Repairer	21.13
23760 - Painter, Maintenance	18.20
23790 - Pipefitter, Maintenance	26.69
23810 - Plumber, Maintenance	24.70
23820 - Pneudraulic Systems Mechanic	23.18
23850 - Rigger	23.18
23870 - Scale Mechanic	21.01
23890 - Sheet-Metal Worker, Maintenance	22.53
23910 - Small Engine Mechanic	16.78
23931 - Telecommunications Mechanic I	25.64
23932 - Telecommunications Mechanic II	26.78
23950 - Telephone Lineman	23.18
23960 - Welder, Combination, Maintenance	18.62
23965 - Well Driller	23.18
23970 - Woodcraft Worker	23.18
23980 - Woodworker	18.75
24000 - Personal Needs Occupations	
24550 - Case Manager	15.71
24570 - Child Care Attendant	10.92
24580 - Child Care Center Clerk	13.61
24610 - Chore Aide	10.67
24620 - Family Readiness And Support Services Coordinator	15.71
24630 - Homemaker	15.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.18
25040 - Sewage Plant Operator	24.13
25070 - Stationary Engineer	23.18
25190 - Ventilation Equipment Tender	17.57
25210 - Water Treatment Plant Operator	24.13
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.76
27007 - Baggage Inspector	13.77
27008 - Corrections Officer	19.52
27010 - Court Security Officer	19.62
27030 - Detection Dog Handler	15.58
27040 - Detention Officer	19.52
27070 - Firefighter	17.50
27101 - Guard I	13.77

27102	- Guard II	15.58
27131	- Police Officer I	22.51
27132	- Police Officer II	25.01
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.61
28042	- Carnival Equipment Repairer	13.30
28043	- Carnival Worker	10.22
28210	- Gate Attendant/Gate Tender	13.87
28310	- Lifeguard	11.34
28350	- Park Attendant (Aide)	15.52
28510	- Recreation Aide/Health Facility Attendant	11.32
28515	- Recreation Specialist	19.22
28630	- Sports Official	12.36
28690	- Swimming Pool Operator	15.92
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	21.01
29020	- Hatch Tender	21.01
29030	- Line Handler	21.01
29041	- Stevedore I	19.93
29042	- Stevedore II	22.14
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	15.62
30022	- Archeological Technician II	18.39
30023	- Archeological Technician III	23.15
30030	- Cartographic Technician	23.15
30040	- Civil Engineering Technician	21.88
30051	- Cryogenic Technician I	23.49
30052	- Cryogenic Technician II	25.94
30061	- Drafter/CAD Operator I	15.62
30062	- Drafter/CAD Operator II	18.39
30063	- Drafter/CAD Operator III	20.84
30064	- Drafter/CAD Operator IV	25.64
30081	- Engineering Technician I	14.10
30082	- Engineering Technician II	15.83
30083	- Engineering Technician III	17.71
30084	- Engineering Technician IV	21.93
30085	- Engineering Technician V	26.84
30086	- Engineering Technician VI	32.47
30090	- Environmental Technician	23.12
30095	- Evidence Control Specialist	21.20
30210	- Laboratory Technician	19.55
30221	- Latent Fingerprint Technician I	23.49
30222	- Latent Fingerprint Technician II	25.94
30240	- Mathematical Technician	23.15
30361	- Paralegal/Legal Assistant I	18.51
30362	- Paralegal/Legal Assistant II	22.92
30363	- Paralegal/Legal Assistant III	28.05
30364	- Paralegal/Legal Assistant IV	33.93
30375	- Petroleum Supply Specialist	25.94
30390	- Photo-Optics Technician	23.15
30395	- Radiation Control Technician	25.94
30461	- Technical Writer I	23.15
30462	- Technical Writer II	28.32
30463	- Technical Writer III	34.26
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	25.64
30502	- Weather Forecaster II	31.19
30620	- Weather Observer, Combined Upper Air Or (see 2)	20.84
Surface Programs		
30621	- Weather Observer, Senior (see 2)	23.15
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	11.35
31030	- Bus Driver	15.83
31043	- Driver Courier	13.31
31260	- Parking and Lot Attendant	12.92
31290	- Shuttle Bus Driver	14.63
31310	- Taxi Driver	10.81
31361	- Truckdriver, Light	14.63
31362	- Truckdriver, Medium	15.91
31363	- Truckdriver, Heavy	19.33
31364	- Truckdriver, Tractor-Trailer	19.33
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07

99030 - Cashier	9.22
99050 - Desk Clerk	9.63
99095 - Embalmer	28.88
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	11.03
99252 - Laboratory Animal Caretaker II	11.77
99260 - Marketing Analyst	23.60
99310 - Mortician	28.88
99410 - Pest Controller	21.92
99510 - Photofinishing Worker	13.88
99710 - Recycling Laborer	16.02
99711 - Recycling Specialist	18.51
99730 - Refuse Collector	14.80
99810 - Sales Clerk	11.75
99820 - School Crossing Guard	15.44
99830 - Survey Party Chief	26.89
99831 - Surveying Aide	15.72
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	18.19
99841 - Vending Machine Repairer	21.19
99842 - Vending Machine Repairer Helper	18.19

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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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 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. (See 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)).