

"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
Wage Determination No.: 2015-4897
Daniel W. Simms Division of | Revision No.: 10
Director Wage Determinations | Date Of Last Revision: 07/16/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. 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 Columbia Dane Green Iowa

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

OCCUPATION CODE - TITLE	FOOTNOTE
RATE	
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
15.27	
01012 - Accounting Clerk II	
17.14	
01013 - Accounting Clerk III	
19.18	
01020 - Administrative Assistant	
27.26	
01035 - Court Reporter	
17.14	
01041 - Customer Service Representative I	
14.40	
01042 - Customer Service Representative II	
16.19	
01043 - Customer Service Representative III	
17.66	
01051 - Data Entry Operator I	
15.02	
01052 - Data Entry Operator II	
16.85	
01060 - Dispatcher Motor Vehicle	20.15
01070 - Document Preparation Clerk	
15.14	
01090 - Duplicating Machine Operator	
15.14	
01111 - General Clerk I	
14.00	
01112 - General Clerk II	
15.27	
01113 - General Clerk III	
17.15	
01120 - Housing Referral Assistant	
19.54	
01141 - Messenger Courier	
13.95	

01191 - Order Clerk I  
16.21  
01192 - Order Clerk II  
17.70  
01261 - Personnel Assistant (Employment) I  
17.09  
01262 - Personnel Assistant (Employment) II  
19.12  
01263 - Personnel Assistant (Employment) III  
21.31  
01270 - Production Control Clerk  
24.28  
01290 - Rental Clerk  
12.76  
01300 - Scheduler Maintenance 15.32  
01311 - Secretary I  
15.32  
01312 - Secretary II  
17.14  
01313 - Secretary III  
19.54  
01320 - Service Order Dispatcher  
18.01  
01410 - Supply Technician  
27.26  
01420 - Survey Worker  
18.48  
01460 - Switchboard Operator/Receptionist  
15.36  
01531 - Travel Clerk I  
15.60  
01532 - Travel Clerk II  
16.86  
01533 - Travel Clerk III  
18.25  
01611 - Word Processor I  
17.67  
01612 - Word Processor II  
19.83

01613 - Word Processor III  
22.19  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer Fiberglass 21.56  
05010 - Automotive Electrician  
18.47  
05040 - Automotive Glass Installer  
18.07  
05070 - Automotive Worker  
18.07  
05110 - Mobile Equipment Servicer  
16.03  
05130 - Motor Equipment Metal Mechanic  
19.01  
05160 - Motor Equipment Metal Worker  
18.07  
05190 - Motor Vehicle Mechanic  
19.01  
05220 - Motor Vehicle Mechanic Helper  
15.05  
05250 - Motor Vehicle Upholstery Worker  
17.50  
05280 - Motor Vehicle Wrecker  
18.07  
05310 - Painter Automotive 18.32  
05340 - Radiator Repair Specialist  
18.07  
05370 - Tire Repairer  
15.11  
05400 - Transmission Repair Specialist  
19.01  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
14.55  
07041 - Cook I  
15.17  
07042 - Cook II  
16.67  
07070 - Dishwasher

10.98		
	07130 - Food Service Worker	
11.61		
	07210 - Meat Cutter	
18.32		
	07260 - Waiter/Waitress	
12.56		
09000 - Furniture Maintenance And Repair Occupations		
	09010 - Electrostatic Spray Painter	
16.94		
	09040 - Furniture Handler	
14.87		
	09080 - Furniture Refinisher	
16.43		
	09090 - Furniture Refinisher Helper	
15.31		
	09110 - Furniture Repairer Minor	16.18
	09130 - Upholsterer	
17.29		
11000 - General Services And Support Occupations		
	11030 - Cleaner Vehicles	13.34
	11060 - Elevator Operator	
13.49		
	11090 - Gardener	
18.89		
	11122 - Housekeeping Aide	
13.49		
	11150 - Janitor	
13.49		
	11210 - Laborer Grounds Maintenance	15.24
	11240 - Maid or Houseman	
11.22		
	11260 - Pruner	
14.05		
	11270 - Tractor Operator	
17.68		
	11330 - Trail Maintenance Worker	
15.24		
	11360 - Window Cleaner	

14.63

12000 - Health Occupations

12010 - Ambulance Driver

16.56

12011 - Breath Alcohol Technician

20.47

12012 - Certified Occupational Therapist Assistant

23.44

12015 - Certified Physical Therapist Assistant

23.76

12020 - Dental Assistant

19.48

12025 - Dental Hygienist

32.52

12030 - EKG Technician

34.16

12035 - Electroneurodiagnostic Technologist

34.16

12040 - Emergency Medical Technician

16.56

12071 - Licensed Practical Nurse I

18.29

12072 - Licensed Practical Nurse II

20.47

12073 - Licensed Practical Nurse III

22.81

12100 - Medical Assistant

18.33

12130 - Medical Laboratory Technician

26.36

12160 - Medical Record Clerk

19.68

12190 - Medical Record Technician

22.02

12195 - Medical Transcriptionist

19.45

12210 - Nuclear Medicine Technologist

44.10

12221 - Nursing Assistant I

11.36		
	12222 - Nursing Assistant II	
12.77		
	12223 - Nursing Assistant III	
13.93		
	12224 - Nursing Assistant IV	
15.64		
	12235 - Optical Dispenser	
17.62		
	12236 - Optical Technician	
18.36		
	12250 - Pharmacy Technician	
16.97		
	12280 - Phlebotomist	
17.30		
	12305 - Radiologic Technologist	
28.83		
	12311 - Registered Nurse I	
24.18		
	12312 - Registered Nurse II	
29.59		
	12313 - Registered Nurse II Specialist	29.59
	12314 - Registered Nurse III	
35.80		
	12315 - Registered Nurse III Anesthetist	35.80
	12316 - Registered Nurse IV	
42.91		
	12317 - Scheduler (Drug and Alcohol Testing)	
25.35		
	12320 - Substance Abuse Treatment Counselor	
26.62		
13000 - Information And Arts Occupations		
	13011 - Exhibits Specialist I	
21.68		
	13012 - Exhibits Specialist II	
26.85		
	13013 - Exhibits Specialist III	
32.84		
	13041 - Illustrator I	

21.68  
13042 - Illustrator II

26.85  
13043 - Illustrator III

32.84  
13047 - Librarian

29.74  
13050 - Library Aide/Clerk

15.03  
13054 - Library Information Technology Systems

26.85  
Administrator  
13058 - Library Technician

14.64  
13061 - Media Specialist I

19.37  
13062 - Media Specialist II

21.68  
13063 - Media Specialist III

24.16  
13071 - Photographer I

15.74  
13072 - Photographer II

17.61  
13073 - Photographer III

21.82  
13074 - Photographer IV

26.69  
13075 - Photographer V

32.29  
13090 - Technical Order Library Clerk

18.61  
13110 - Video Teleconference Technician

22.46  
14000 - Information Technology Occupations  
14041 - Computer Operator I

17.58  
14042 - Computer Operator II

19.66



14043 - Computer Operator III  
21.93

14044 - Computer Operator IV  
24.37

14045 - Computer Operator V  
26.97

14071 - Computer Programmer I (see 1)  
22.65

14072 - Computer Programmer II (see 1)  
26.02

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  
17.58

14160 - Personal Computer Support Technician  
24.37

14170 - System Support Specialist  
36.05

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)  
28.53

15020 - Aircrew Training Devices Instructor (Rated)  
34.51

15030 - Air Crew Training Devices Instructor (Pilot)  
41.11

15050 - Computer Based Training Specialist / Instructor  
28.53

15060 - Educational Technologist  
33.55

15070 - Flight Instructor (Pilot)  
41.11

15080 - Graphic Artist	
24.16	
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.36
15086 - Maintenance Test Pilot Rotary Wing	41.36
15088 - Non-Maintenance Test/Co-Pilot	
41.36	
15090 - Technical Instructor	
22.13	
15095 - Technical Instructor/Course Developer	
27.07	
15110 - Test Proctor	
17.87	
15120 - Tutor	
17.87	
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	
13.43	
16030 - Counter Attendant	
13.43	
16040 - Dry Cleaner	
16.26	
16070 - Finisher Flatwork Machine	13.43
16090 - Presser Hand	13.43
16110 - Presser Machine Drycleaning	13.43
16130 - Presser Machine Shirts	13.43
16160 - Presser Machine Wearing Apparel Laundry	13.43
16190 - Sewing Machine Operator	
16.94	
16220 - Tailor	
17.62	
16250 - Washer Machine	14.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	
21.46	
19040 - Tool And Die Maker	
24.20	
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	
16.66	

21030 - Material Coordinator  
24.28

21040 - Material Expediter  
24.28

21050 - Material Handling Laborer  
15.82

21071 - Order Filler  
12.15

21080 - Production Line Worker (Food Processing)  
16.66

21110 - Shipping Packer  
17.27

21130 - Shipping/Receiving Clerk  
17.27

21140 - Store Worker I  
14.48

21150 - Stock Clerk  
18.52

21210 - Tools And Parts Attendant  
16.66

21410 - Warehouse Specialist  
16.66

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder  
27.78

23019 - Aircraft Logs and Records Technician  
24.56

23021 - Aircraft Mechanic I  
26.46

23022 - Aircraft Mechanic II  
27.78

23023 - Aircraft Mechanic III  
29.16

23040 - Aircraft Mechanic Helper  
22.20

23050 - Aircraft Painter 24.98

23060 - Aircraft Servicer

24.56

23070 - Aircraft Survival Flight Equipment Technician

24.98		
	23080 - Aircraft Worker	
25.75		
	23091 - Aircrew Life Support Equipment (ALSE) Mechanic	
25.75		
	I	
	23092 - Aircrew Life Support Equipment (ALSE) Mechanic	
26.46		
	II	
	23110 - Appliance Mechanic	
21.20		
	23120 - Bicycle Repairer	
16.04		
	23125 - Cable Splicer	
32.71		
	23130 - Carpenter Maintenance	26.81
	23140 - Carpet Layer	
24.57		
	23160 - Electrician Maintenance	29.06
	23181 - Electronics Technician Maintenance I	
25.52		
	23182 - Electronics Technician Maintenance II	
26.54		
	23183 - Electronics Technician Maintenance III	
27.59		
	23260 - Fabric Worker	
24.44		
	23290 - Fire Alarm System Mechanic	
23.19		
	23310 - Fire Extinguisher Repairer	
23.29		
	23311 - Fuel Distribution System Mechanic	
31.96		
	23312 - Fuel Distribution System Operator	
25.74		
	23370 - General Maintenance Worker	
19.97		
	23380 - Ground Support Equipment Mechanic	
26.46		

23381 - Ground Support Equipment Servicer	
24.56	
23382 - Ground Support Equipment Worker	
25.75	
23391 - Gunsmith I	
23.29	
23392 - Gunsmith II	
25.59	
23393 - Gunsmith III	
27.45	
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.75
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.51
23430 - Heavy Equipment Mechanic	
25.68	
23440 - Heavy Equipment Operator	
33.52	
23460 - Instrument Mechanic	
28.79	
23465 - Laboratory/Shelter Mechanic	
26.62	
23470 - Laborer	
15.82	
23510 - Locksmith	
20.14	
23530 - Machinery Maintenance Mechanic	
25.77	
23550 - Machinist Maintenance	21.28
23580 - Maintenance Trades Helper	
15.96	
23591 - Metrology Technician I	
28.79	
23592 - Metrology Technician II	
29.64	
23593 - Metrology Technician III	
30.56	
23640 - Millwright	
27.45	

23710 - Office Appliance Repairer	
21.78	
23760 - Painter Maintenance	25.60
23790 - Pipefitter Maintenance	37.94
23810 - Plumber Maintenance	36.79
23820 - Pneudraulic Systems Mechanic	
27.45	
23850 - Rigger	
27.45	
23870 - Scale Mechanic	
25.59	
23890 - Sheet-Metal Worker Maintenance	23.74
23910 - Small Engine Mechanic	
16.72	
23931 - Telecommunications Mechanic I	
25.63	
23932 - Telecommunications Mechanic II	
27.27	
23950 - Telephone Lineman	
31.70	
23960 - Welder Combination Maintenance	21.13
23965 - Well Driller	
27.45	
23970 - Woodcraft Worker	
27.45	
23980 - Woodworker	
23.29	
24000 - Personal Needs Occupations	
24550 - Case Manager	
15.08	
24570 - Child Care Attendant	
11.77	
24580 - Child Care Center Clerk	
14.90	
24610 - Chore Aide	
12.43	
24620 - Family Readiness And Support Services	
15.08	
Coordinator	

24630 - Homemaker  
16.41  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
27.45  
25040 - Sewage Plant Operator  
26.79  
25070 - Stationary Engineer  
27.45  
25190 - Ventilation Equipment Tender  
21.80  
25210 - Water Treatment Plant Operator  
26.79  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
24.37  
27007 - Baggage Inspector  
14.50  
27008 - Corrections Officer  
20.21  
27010 - Court Security Officer  
21.46  
27030 - Detection Dog Handler  
16.81  
27040 - Detention Officer  
20.21  
27070 - Firefighter  
20.80  
27101 - Guard I  
14.50  
27102 - Guard II  
16.81  
27131 - Police Officer I  
27.86  
27132 - Police Officer II  
30.97  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
14.40

28042 - Carnival Equipment Repairer  
 15.39  
 28043 - Carnival Worker  
 11.63  
 28210 - Gate Attendant/Gate Tender  
 15.40  
 28310 - Lifeguard  
 12.11  
 28350 - Park Attendant (Aide)  
 17.23  
 28510 - Recreation Aide/Health Facility Attendant  
 12.66  
 28515 - Recreation Specialist  
 20.10  
 28630 - Sports Official  
 13.72  
 28690 - Swimming Pool Operator  
 17.18  
 29000 - Stevedoring/Longshoremen Occupational Services  
 29010 - Blocker And Bracer  
 25.59  
 29020 - Hatch Tender  
 25.59  
 29030 - Line Handler  
 25.59  
 29041 - Stevedore I  
 24.44  
 29042 - Stevedore II  
 26.62  
 30000 - Technical Occupations  
 30010 - Air Traffic Control Specialist Center (HFO) (see 2) 38.78  
 30011 - Air Traffic Control Specialist Station (HFO) (see 2) 26.74  
 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.45  
 30021 - Archeological Technician I  
 17.10  
 30022 - Archeological Technician II  
 19.13  
 30023 - Archeological Technician III  
 23.69



30030 - Cartographic Technician  
23.69

30040 - Civil Engineering Technician  
26.14

30051 - Cryogenic Technician I  
25.58

30052 - Cryogenic Technician II  
28.25

30061 - Drafter/CAD Operator I  
17.10

30062 - Drafter/CAD Operator II  
19.13

30063 - Drafter/CAD Operator III  
21.32

30064 - Drafter/CAD Operator IV  
26.24

30081 - Engineering Technician I  
15.26

30082 - Engineering Technician II  
16.56

30083 - Engineering Technician III  
18.53

30084 - Engineering Technician IV  
22.94

30085 - Engineering Technician V  
28.07

30086 - Engineering Technician VI  
33.95

30090 - Environmental Technician  
24.39

30095 - Evidence Control Specialist  
23.09

30210 - Laboratory Technician  
20.72

30221 - Latent Fingerprint Technician I  
23.35

30222 - Latent Fingerprint Technician II  
25.79

30240 - Mathematical Technician

23.69  
30361 - Paralegal/Legal Assistant I

17.72  
30362 - Paralegal/Legal Assistant II

22.47  
30363 - Paralegal/Legal Assistant III

26.77  
30364 - Paralegal/Legal Assistant IV

32.38  
30375 - Petroleum Supply Specialist

28.25  
30390 - Photo-Optics Technician

23.09  
30395 - Radiation Control Technician

28.25  
30461 - Technical Writer I

23.09  
30462 - Technical Writer II

28.25  
30463 - Technical Writer III

34.17  
30491 - Unexploded Ordnance (UXO) Technician I

24.65  
30492 - Unexploded Ordnance (UXO) Technician II

29.82  
30493 - Unexploded Ordnance (UXO) Technician III

35.74  
30494 - Unexploded (UXO) Safety Escort

24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
30501 - Weather Forecaster I

26.24  
30502 - Weather Forecaster II

31.92  
30620 - Weather Observer Combined Upper Air Or (see 2) 21.32  
Surface Programs

30621 - Weather Observer Senior (see 2) 23.69

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot	
29.82	
31020 - Bus Aide	
18.55	
31030 - Bus Driver	
24.12	
31043 - Driver Courier	
14.57	
31260 - Parking and Lot Attendant	
13.27	
31290 - Shuttle Bus Driver	
15.57	
31310 - Taxi Driver	
13.36	
31361 - Truckdriver Light	15.57
31362 - Truckdriver Medium	16.48
31363 - Truckdriver Heavy	22.34
31364 - Truckdriver Tractor-Trailer	22.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	
14.54	
99030 - Cashier	
10.47	
99050 - Desk Clerk	
10.59	
99095 - Embalmer	
31.22	
99130 - Flight Follower	
24.65	
99251 - Laboratory Animal Caretaker I	
11.41	
99252 - Laboratory Animal Caretaker II	
12.14	
99260 - Marketing Analyst	
27.78	
99310 - Mortician	
31.22	
99410 - Pest Controller	
22.34	

99510 - Photofinishing Worker  
14.93  
99710 - Recycling Laborer  
18.50  
99711 - Recycling Specialist  
21.63  
99730 - Refuse Collector  
17.83  
99810 - Sales Clerk  
12.91  
99820 - School Crossing Guard  
16.08  
99830 - Survey Party Chief  
24.43  
99831 - Surveying Aide  
18.06  
99832 - Surveying Technician  
18.91  
99840 - Vending Machine Attendant  
17.30  
99841 - Vending Machine Repairer  
20.30  
99842 - Vending Machine Repairer Helper  
17.30

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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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or

successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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) Does not apply to employees employed in a bona fide executive administrative or professional capacity as defined and delineated in 29 CFR Part 541. (See 29 CFR 4.156)

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))."