

"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.: 2015-4945
Daniel W. Simms	Division of	Revision No.: 11
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.

States: Minnesota Wisconsin

Area: Minnesota Counties of Anoka Carver Chisago Dakota Hennepin Isanti
Ramsey Scott Washington Wright

Wisconsin Counties of Pierce St Croix

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.49
01012 - Accounting Clerk II		19.65
01013 - Accounting Clerk III		21.98
01020 - Administrative Assistant		27.19
01035 - Court Reporter		28.07
01041 - Customer Service Representative I		15.33
01042 - Customer Service Representative II		17.23
01043 - Customer Service Representative III		18.80
01051 - Data Entry Operator I		16.06
01052 - Data Entry Operator II		17.52
01060 - Dispatcher Motor Vehicle		21.93
01070 - Document Preparation Clerk		17.59
01090 - Duplicating Machine Operator		17.59
01111 - General Clerk I		14.69
01112 - General Clerk II		16.03
01113 - General Clerk III		18.25
01120 - Housing Referral Assistant		22.38
01141 - Messenger Courier		14.98
01191 - Order Clerk I		16.23
01192 - Order Clerk II		17.72
01261 - Personnel Assistant (Employment) I		17.75
01262 - Personnel Assistant (Employment) II		19.86
01263 - Personnel Assistant (Employment) III		22.13
01270 - Production Control Clerk		24.11
01290 - Rental Clerk		16.80
01300 - Scheduler Maintenance		17.95
01311 - Secretary I		17.95
01312 - Secretary II		20.09
01313 - Secretary III		22.38
01320 - Service Order Dispatcher		20.00
01410 - Supply Technician		27.19

01420 - Survey Worker	19.83
01460 - Switchboard Operator/Receptionist	15.24
01531 - Travel Clerk I	16.95
01532 - Travel Clerk II	18.29
01533 - Travel Clerk III	19.62
01611 - Word Processor I	16.35
01612 - Word Processor II	18.36
01613 - Word Processor III	20.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.68
05010 - Automotive Electrician	20.79
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	19.93
05110 - Mobile Equipment Servicer	17.51
05130 - Motor Equipment Metal Mechanic	21.60
05160 - Motor Equipment Metal Worker	19.93
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.51
05280 - Motor Vehicle Wrecker	19.93
05310 - Painter Automotive	19.94
05340 - Radiator Repair Specialist	19.73
05370 - Tire Repairer	16.12
05400 - Transmission Repair Specialist	21.60
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.31
07041 - Cook I	16.50
07042 - Cook II	18.31
07070 - Dishwasher	12.25
07130 - Food Service Worker	12.81
07210 - Meat Cutter	20.01
07260 - Waiter/Waitress	11.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.90
09040 - Furniture Handler	16.13
09080 - Furniture Refinisher	19.90
09090 - Furniture Refinisher Helper	18.07

09110 - Furniture Repairer Minor	19.60
09130 - Upholsterer	19.90
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.78
11060 - Elevator Operator	15.31
11090 - Gardener	21.62
11122 - Housekeeping Aide	15.31
11150 - Janitor	15.31
11210 - Laborer Grounds Maintenance	17.36
11240 - Maid or Houseman	13.31
11260 - Pruner	16.00
11270 - Tractor Operator	20.17
11330 - Trail Maintenance Worker	17.36
11360 - Window Cleaner	16.67
12000 - Health Occupations	
12010 - Ambulance Driver	21.40
12011 - Breath Alcohol Technician	20.94
12012 - Certified Occupational Therapist Assistant	24.98
12015 - Certified Physical Therapist Assistant	26.89
12020 - Dental Assistant	24.83
12025 - Dental Hygienist	36.00
12030 - EKG Technician	33.00
12035 - Electroneurodiagnostic Technologist	33.00
12040 - Emergency Medical Technician	21.40
12071 - Licensed Practical Nurse I	18.72
12072 - Licensed Practical Nurse II	20.94
12073 - Licensed Practical Nurse III	23.34
12100 - Medical Assistant	19.43
12130 - Medical Laboratory Technician	26.15
12160 - Medical Record Clerk	21.13
12190 - Medical Record Technician	23.64
12195 - Medical Transcriptionist	21.33
12210 - Nuclear Medicine Technologist	41.85
12221 - Nursing Assistant I	12.26
12222 - Nursing Assistant II	13.78
12223 - Nursing Assistant III	15.04
12224 - Nursing Assistant IV	16.89

12235 - Optical Dispenser	20.15
12236 - Optical Technician	16.04
12250 - Pharmacy Technician	18.34
12280 - Phlebotomist	18.55
12305 - Radiologic Technologist	32.63
12311 - Registered Nurse I	29.71
12312 - Registered Nurse II	36.35
12313 - Registered Nurse II Specialist	36.35
12314 - Registered Nurse III	43.98
12315 - Registered Nurse III Anesthetist	43.98
12316 - Registered Nurse IV	52.71
12317 - Scheduler (Drug and Alcohol Testing)	25.93
12320 - Substance Abuse Treatment Counselor	22.82
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.47
13012 - Exhibits Specialist II	26.14
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	21.81
13042 - Illustrator II	27.01
13043 - Illustrator III	33.05
13047 - Librarian	33.12
13050 - Library Aide/Clerk	17.38
13054 - Library Information Technology Systems Administrator	25.74
13058 - Library Technician	21.34
13061 - Media Specialist I	20.43
13062 - Media Specialist II	22.86
13063 - Media Specialist III	25.48
13071 - Photographer I	18.66
13072 - Photographer II	20.87
13073 - Photographer III	25.85
13074 - Photographer IV	31.63
13075 - Photographer V	36.15
13090 - Technical Order Library Clerk	21.84
13110 - Video Teleconference Technician	21.91
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.63

14042 - Computer Operator II	20.85
14043 - Computer Operator III	23.23
14044 - Computer Operator IV	25.81
14045 - Computer Operator V	28.59
14071 - Computer Programmer I (see 1)	26.47
14072 - Computer Programmer II (see 1)	
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	18.63
14160 - Personal Computer Support Technician	25.81
14170 - System Support Specialist	30.53
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.82
15020 - Aircrew Training Devices Instructor (Rated)	39.04
15030 - Air Crew Training Devices Instructor (Pilot)	44.17
15050 - Computer Based Training Specialist / Instructor	34.82
15060 - Educational Technologist	34.33
15070 - Flight Instructor (Pilot)	44.17
15080 - Graphic Artist	25.59
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.17
15086 - Maintenance Test Pilot Rotary Wing	44.17
15088 - Non-Maintenance Test/Co-Pilot	44.17
15090 - Technical Instructor	26.17
15095 - Technical Instructor/Course Developer	32.01
15110 - Test Proctor	21.13
15120 - Tutor	21.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.31
16030 - Counter Attendant	12.31
16040 - Dry Cleaner	15.51
16070 - Finisher Flatwork Machine	12.31
16090 - Presser Hand	12.31
16110 - Presser Machine Drycleaning	12.31
16130 - Presser Machine Shirts	12.31

16160 - Presser Machine Wearing Apparel Laundry	12.31
16190 - Sewing Machine Operator	16.41
16220 - Tailor	17.36
16250 - Washer Machine	13.64
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.33
19040 - Tool And Die Maker	29.32
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.22
21030 - Material Coordinator	24.11
21040 - Material Expediter	24.11
21050 - Material Handling Laborer	16.36
21071 - Order Filler	15.92
21080 - Production Line Worker (Food Processing)	19.22
21110 - Shipping Packer	18.04
21130 - Shipping/Receiving Clerk	18.04
21140 - Store Worker I	15.98
21150 - Stock Clerk	20.62
21210 - Tools And Parts Attendant	19.22
21410 - Warehouse Specialist	19.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.55
23019 - Aircraft Logs and Records Technician	25.89
23021 - Aircraft Mechanic I	29.32
23022 - Aircraft Mechanic II	30.55
23023 - Aircraft Mechanic III	31.72
23040 - Aircraft Mechanic Helper	22.69
23050 - Aircraft Painter	28.18
23060 - Aircraft Servicer	25.89
23070 - Aircraft Survival Flight Equipment Technician	28.18
23080 - Aircraft Worker	27.00
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.00
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.32
23110 - Appliance Mechanic	24.70
23120 - Bicycle Repairer	22.78

23125 - Cable Splicer	40.95
23130 - Carpenter Maintenance	25.98
23140 - Carpet Layer	29.66
23160 - Electrician Maintenance	39.45
23181 - Electronics Technician Maintenance I	28.36
23182 - Electronics Technician Maintenance II	29.61
23183 - Electronics Technician Maintenance III	30.80
23260 - Fabric Worker	26.57
23290 - Fire Alarm System Mechanic	24.43
23310 - Fire Extinguisher Repairer	24.96
23311 - Fuel Distribution System Mechanic	35.58
23312 - Fuel Distribution System Operator	29.52
23370 - General Maintenance Worker	21.94
23380 - Ground Support Equipment Mechanic	29.32
23381 - Ground Support Equipment Servicer	25.89
23382 - Ground Support Equipment Worker	27.00
23391 - Gunsmith I	24.96
23392 - Gunsmith II	27.71
23393 - Gunsmith III	30.09
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.59
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.75
23430 - Heavy Equipment Mechanic	28.77
23440 - Heavy Equipment Operator	33.20
23460 - Instrument Mechanic	28.26
23465 - Laboratory/Shelter Mechanic	28.93
23470 - Laborer	16.36
23510 - Locksmith	22.19
23530 - Machinery Maintenance Mechanic	27.82
23550 - Machinist Maintenance	24.97
23580 - Maintenance Trades Helper	16.19
23591 - Metrology Technician I	28.26
23592 - Metrology Technician II	29.44
23593 - Metrology Technician III	30.57
23640 - Millwright	27.33
23710 - Office Appliance Repairer	21.42

23760 - Painter Maintenance	24.40
23790 - Pipefitter Maintenance	40.95
23810 - Plumber Maintenance	39.37
23820 - Pneudraulic Systems Mechanic	30.09
23850 - Rigger	34.33
23870 - Scale Mechanic	27.71
23890 - Sheet-Metal Worker Maintenance	38.64
23910 - Small Engine Mechanic	23.36
23931 - Telecommunications Mechanic I	30.61
23932 - Telecommunications Mechanic II	31.89
23950 - Telephone Lineman	24.43
23960 - Welder Combination Maintenance	22.63
23965 - Well Driller	26.94
23970 - Woodcraft Worker	30.09
23980 - Woodworker	24.96
24000 - Personal Needs Occupations	
24550 - Case Manager	16.80
24570 - Child Care Attendant	13.15
24580 - Child Care Center Clerk	18.03
24610 - Chore Aide	12.48
24620 - Family Readiness And Support Services Coordinator	16.80
24630 - Homemaker	20.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.47
25040 - Sewage Plant Operator	28.92
25070 - Stationary Engineer	29.47
25190 - Ventilation Equipment Tender	22.81
25210 - Water Treatment Plant Operator	28.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.68
27007 - Baggage Inspector	15.59
27008 - Corrections Officer	25.20
27010 - Court Security Officer	21.99
27030 - Detection Dog Handler	18.37
27040 - Detention Officer	25.20
27070 - Firefighter	20.84

27101 - Guard I	15.59
27102 - Guard II	18.37
27131 - Police Officer I	32.86
27132 - Police Officer II	36.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.19
28042 - Carnival Equipment Repairer	15.21
28043 - Carnival Worker	11.23
28210 - Gate Attendant/Gate Tender	16.52
28310 - Lifeguard	11.56
28350 - Park Attendant (Aide)	18.48
28510 - Recreation Aide/Health Facility Attendant	13.48
28515 - Recreation Specialist	22.89
28630 - Sports Official	14.71
28690 - Swimming Pool Operator	19.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.08
29020 - Hatch Tender	31.08
29030 - Line Handler	31.08
29041 - Stevedore I	29.95
29042 - Stevedore II	32.45
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.57
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.67
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.57
30021 - Archeological Technician I	20.60
30022 - Archeological Technician II	23.05
30023 - Archeological Technician III	28.54
30030 - Cartographic Technician	29.12
30040 - Civil Engineering Technician	30.12
30051 - Cryogenic Technician I	26.34
30052 - Cryogenic Technician II	29.09
30061 - Drafter/CAD Operator I	20.60
30062 - Drafter/CAD Operator II	23.05
30063 - Drafter/CAD Operator III	25.69
30064 - Drafter/CAD Operator IV	31.62
30081 - Engineering Technician I	18.51

30082 - Engineering Technician II	21.39
30083 - Engineering Technician III	23.93
30084 - Engineering Technician IV	29.64
30085 - Engineering Technician V	31.93
30086 - Engineering Technician VI	39.73
30090 - Environmental Technician	25.13
30095 - Evidence Control Specialist	23.79
30210 - Laboratory Technician	23.92
30221 - Latent Fingerprint Technician I	26.31
30222 - Latent Fingerprint Technician II	29.06
30240 - Mathematical Technician	28.27
30361 - Paralegal/Legal Assistant I	20.05
30362 - Paralegal/Legal Assistant II	24.83
30363 - Paralegal/Legal Assistant III	30.38
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	29.09
30390 - Photo-Optics Technician	29.64
30395 - Radiation Control Technician	29.09
30461 - Technical Writer I	25.47
30462 - Technical Writer II	31.17
30463 - Technical Writer III	37.71
30491 - Unexploded Ordnance (UXO) Technician I	26.42
30492 - Unexploded Ordnance (UXO) Technician II	31.97
30493 - Unexploded Ordnance (UXO) Technician III	38.32
30494 - Unexploded (UXO) Safety Escort	26.42
30495 - Unexploded (UXO) Sweep Personnel	26.42
30501 - Weather Forecaster I	31.62
30502 - Weather Forecaster II	38.47
30620 - Weather Observer Combined Upper Air Or	(see 2) 25.69
Surface Programs	
30621 - Weather Observer Senior	(see 2) 28.54
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.97
31020 - Bus Aide	14.61
31030 - Bus Driver	19.36
31043 - Driver Courier	18.11
31260 - Parking and Lot Attendant	12.07

31290 - Shuttle Bus Driver	19.41
31310 - Taxi Driver	13.84
31361 - Truckdriver Light	19.41
31362 - Truckdriver Medium	22.10
31363 - Truckdriver Heavy	24.06
31364 - Truckdriver Tractor-Trailer	24.06
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.59
99030 - Cashier	11.47
99050 - Desk Clerk	12.19
99095 - Embalmer	35.44
99130 - Flight Follower	26.42
99251 - Laboratory Animal Caretaker I	13.81
99252 - Laboratory Animal Caretaker II	14.78
99260 - Marketing Analyst	33.91
99310 - Mortician	35.44
99410 - Pest Controller	21.70
99510 - Photofinishing Worker	17.97
99710 - Recycling Laborer	23.94
99711 - Recycling Specialist	27.82
99730 - Refuse Collector	22.02
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	14.28
99830 - Survey Party Chief	33.16
99831 - Surveying Aide	22.03
99832 - Surveying Technician	25.33
99840 - Vending Machine Attendant	16.99
99841 - Vending Machine Repairer	19.47
99842 - Vending Machine Repairer Helper	16.99

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: \$4.54 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) 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))."