

"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.: 2015-4833
Daniel W. Simms	Division of	Revision No.: 10
Director	Wage Determinations	Date Of Last Revision: 07/16/2019

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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](http://www.dol.gov/whd/govcontracts).

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State: Michigan

Area: Michigan County of Washtenaw

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.64
01012 - Accounting Clerk II		17.55
01013 - Accounting Clerk III		19.64
01020 - Administrative Assistant		29.96
01035 - Court Reporter		21.09
01041 - Customer Service Representative I		15.94
01042 - Customer Service Representative II		17.91
01043 - Customer Service Representative III		19.55
01051 - Data Entry Operator I		14.51
01052 - Data Entry Operator II		15.83
01060 - Dispatcher Motor Vehicle		21.98
01070 - Document Preparation Clerk		16.95
01090 - Duplicating Machine Operator		16.95
01111 - General Clerk I		13.78
01112 - General Clerk II		15.04
01113 - General Clerk III		16.87
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		12.61
01191 - Order Clerk I		15.58
01192 - Order Clerk II		17.41
01261 - Personnel Assistant (Employment) I		17.69
01262 - Personnel Assistant (Employment) II		19.80
01263 - Personnel Assistant (Employment) III		22.07
01270 - Production Control Clerk		23.85
01290 - Rental Clerk		15.38
01300 - Scheduler Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		22.04
01320 - Service Order Dispatcher		19.04
01410 - Supply Technician		29.96
01420 - Survey Worker		19.12
01460 - Switchboard Operator/Receptionist		14.30
01531 - Travel Clerk I		15.11

01532 - Travel Clerk II	16.42
01533 - Travel Clerk III	17.76
01611 - Word Processor I	15.47
01612 - Word Processor II	17.37
01613 - Word Processor III	19.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	27.60
05010 - Automotive Electrician	26.29
05040 - Automotive Glass Installer	25.45
05070 - Automotive Worker	25.45
05110 - Mobile Equipment Servicer	23.62
05130 - Motor Equipment Metal Mechanic	27.32
05160 - Motor Equipment Metal Worker	25.45
05190 - Motor Vehicle Mechanic	27.32
05220 - Motor Vehicle Mechanic Helper	22.16
05250 - Motor Vehicle Upholstery Worker	24.51
05280 - Motor Vehicle Wrecker	25.45
05310 - Painter Automotive	26.29
05340 - Radiator Repair Specialist	25.45
05370 - Tire Repairer	22.14
05400 - Transmission Repair Specialist	27.32
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.07
07041 - Cook I	15.66
07042 - Cook II	16.88
07070 - Dishwasher	11.35
07130 - Food Service Worker	12.96
07210 - Meat Cutter	17.36
07260 - Waiter/Waitress	12.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.50
09040 - Furniture Handler	19.18
09080 - Furniture Refinisher	25.50
09090 - Furniture Refinisher Helper	22.13
09110 - Furniture Repairer Minor	23.77
09130 - Upholsterer	25.50
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	14.91
11060 - Elevator Operator	16.39
11090 - Gardener	17.80
11122 - Housekeeping Aide	16.39
11150 - Janitor	16.39
11210 - Laborer Grounds Maintenance	14.78
11240 - Maid or Houseman	12.07
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	17.76
12000 - Health Occupations	
12010 - Ambulance Driver	17.90
12011 - Breath Alcohol Technician	22.84
12012 - Certified Occupational Therapist Assistant	31.33
12015 - Certified Physical Therapist Assistant	25.60
12020 - Dental Assistant	19.56
12025 - Dental Hygienist	35.19
12030 - EKG Technician	31.99
12035 - Electroneurodiagnostic Technologist	31.99
12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	20.41
12072 - Licensed Practical Nurse II	22.84
12073 - Licensed Practical Nurse III	25.45
12100 - Medical Assistant	16.97
12130 - Medical Laboratory Technician	22.29
12160 - Medical Record Clerk	20.45
12190 - Medical Record Technician	23.56
12195 - Medical Transcriptionist	20.31
12210 - Nuclear Medicine Technologist	40.81
12221 - Nursing Assistant I	12.09
12222 - Nursing Assistant II	13.61
12223 - Nursing Assistant III	14.84
12224 - Nursing Assistant IV	16.66
12235 - Optical Dispenser	19.36
12236 - Optical Technician	20.41
12250 - Pharmacy Technician	17.43

12280 - Phlebotomist	16.02
12305 - Radiologic Technologist	28.48
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II Specialist	32.20
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III Anesthetist	44.14
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol Testing)	28.29
12320 - Substance Abuse Treatment Counselor	32.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.43
13012 - Exhibits Specialist II	30.26
13013 - Exhibits Specialist III	37.02
13041 - Illustrator I	23.37
13042 - Illustrator II	28.95
13043 - Illustrator III	35.42
13047 - Librarian	33.51
13050 - Library Aide/Clerk	14.84
13054 - Library Information Technology Systems Administrator	30.26
13058 - Library Technician	19.52
13061 - Media Specialist I	21.83
13062 - Media Specialist II	24.43
13063 - Media Specialist III	27.23
13071 - Photographer I	20.04
13072 - Photographer II	22.61
13073 - Photographer III	29.56
13074 - Photographer IV	34.28
13075 - Photographer V	41.10
13090 - Technical Order Library Clerk	18.91
13110 - Video Teleconference Technician	21.04
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.74
14042 - Computer Operator II	19.20
14043 - Computer Operator III	21.16
14044 - Computer Operator IV	23.46

14045 - Computer Operator V		25.58
14071 - Computer Programmer I	(see 1)	22.60
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		16.74
14160 - Personal Computer Support Technician		23.46
14170 - System Support Specialist		31.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		45.62
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		31.53
15070 - Flight Instructor (Pilot)		45.62
15080 - Graphic Artist		25.87
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.74
15086 - Maintenance Test Pilot Rotary Wing		44.74
15088 - Non-Maintenance Test/Co-Pilot		44.74
15090 - Technical Instructor		24.59
15095 - Technical Instructor/Course Developer		32.69
15110 - Test Proctor		21.80
15120 - Tutor		21.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		10.86
16030 - Counter Attendant		10.86
16040 - Dry Cleaner		14.62
16070 - Finisher Flatwork Machine		10.86
16090 - Presser Hand		10.86
16110 - Presser Machine Drycleaning		10.86
16130 - Presser Machine Shirts		10.86
16160 - Presser Machine Wearing Apparel Laundry		10.86
16190 - Sewing Machine Operator		15.92
16220 - Tailor		17.16

16250 - Washer Machine	12.11
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.95
19040 - Tool And Die Maker	30.60
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.65
21030 - Material Coordinator	24.54
21040 - Material Expediter	24.54
21050 - Material Handling Laborer	15.24
21071 - Order Filler	15.25
21080 - Production Line Worker (Food Processing)	20.65
21110 - Shipping Packer	17.34
21130 - Shipping/Receiving Clerk	17.34
21140 - Store Worker I	18.83
21150 - Stock Clerk	23.93
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist	20.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.23
23019 - Aircraft Logs and Records Technician	24.50
23021 - Aircraft Mechanic I	28.27
23022 - Aircraft Mechanic II	29.23
23023 - Aircraft Mechanic III	30.16
23040 - Aircraft Mechanic Helper	21.67
23050 - Aircraft Painter	27.15
23060 - Aircraft Servicer	24.50
23070 - Aircraft Survival Flight Equipment Technician	27.15
23080 - Aircraft Worker	25.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.27
23110 - Appliance Mechanic	25.50
23120 - Bicycle Repairer	22.91
23125 - Cable Splicer	30.70
23130 - Carpenter Maintenance	32.26
23140 - Carpet Layer	25.42

23160 - Electrician Maintenance	35.51
23181 - Electronics Technician Maintenance I	29.80
23182 - Electronics Technician Maintenance II	30.78
23183 - Electronics Technician Maintenance III	32.06
23260 - Fabric Worker	24.48
23290 - Fire Alarm System Mechanic	29.91
23310 - Fire Extinguisher Repairer	23.59
23311 - Fuel Distribution System Mechanic	32.71
23312 - Fuel Distribution System Operator	28.22
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	28.27
23381 - Ground Support Equipment Servicer	24.50
23382 - Ground Support Equipment Worker	25.72
23391 - Gunsmith I	23.59
23392 - Gunsmith II	25.42
23393 - Gunsmith III	27.19
23410 - Heating Ventilation And Air-Conditioning Mechanic	30.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.42
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.07
23460 - Instrument Mechanic	28.93
23465 - Laboratory/Shelter Mechanic	26.25
23470 - Laborer	16.69
23510 - Locksmith	25.78
23530 - Machinery Maintenance Mechanic	28.66
23550 - Machinist Maintenance	27.99
23580 - Maintenance Trades Helper	19.99
23591 - Metrology Technician I	28.93
23592 - Metrology Technician II	29.91
23593 - Metrology Technician III	30.87
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter Maintenance	26.60
23790 - Pipefitter Maintenance	36.31
23810 - Plumber Maintenance	34.87



23820 - Pneudraulic Systems Mechanic	27.19
23850 - Rigger	27.19
23870 - Scale Mechanic	25.42
23890 - Sheet-Metal Worker Maintenance	29.24
23910 - Small Engine Mechanic	25.42
23931 - Telecommunications Mechanic I	26.78
23932 - Telecommunications Mechanic II	27.49
23950 - Telephone Lineman	27.19
23960 - Welder Combination Maintenance	26.46
23965 - Well Driller	27.19
23970 - Woodcraft Worker	27.19
23980 - Woodworker	23.59
24000 - Personal Needs Occupations	
24550 - Case Manager	19.15
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.51
24620 - Family Readiness And Support Services Coordinator	19.15
24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.80
25040 - Sewage Plant Operator	27.56
25070 - Stationary Engineer	30.80
25190 - Ventilation Equipment Tender	24.34
25210 - Water Treatment Plant Operator	27.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.61
27007 - Baggage Inspector	14.07
27008 - Corrections Officer	27.08
27010 - Court Security Officer	26.62
27030 - Detection Dog Handler	18.96
27040 - Detention Officer	27.08
27070 - Firefighter	23.40
27101 - Guard I	14.07
27102 - Guard II	18.96
27131 - Police Officer I	28.10

27132 - Police Officer II	31.23
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Worker	12.22
28210 - Gate Attendant/Gate Tender	15.65
28310 - Lifeguard	13.94
28350 - Park Attendant (Aide)	17.51
28510 - Recreation Aide/Health Facility Attendant	12.28
28515 - Recreation Specialist	19.21
28630 - Sports Official	13.94
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.42
29020 - Hatch Tender	25.42
29030 - Line Handler	25.42
29041 - Stevedore I	24.48
29042 - Stevedore II	26.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.75
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.70
30021 - Archeological Technician I	20.08
30022 - Archeological Technician II	22.47
30023 - Archeological Technician III	27.83
30030 - Cartographic Technician	27.83
30040 - Civil Engineering Technician	28.51
30051 - Cryogenic Technician I	28.56
30052 - Cryogenic Technician II	31.52
30061 - Drafter/CAD Operator I	20.08
30062 - Drafter/CAD Operator II	22.47
30063 - Drafter/CAD Operator III	25.05
30064 - Drafter/CAD Operator IV	30.82
30081 - Engineering Technician I	18.36
30082 - Engineering Technician II	21.64
30083 - Engineering Technician III	24.21
30084 - Engineering Technician IV	30.00

30085 - Engineering Technician V	36.70
30086 - Engineering Technician VI	44.38
30090 - Environmental Technician	28.63
30095 - Evidence Control Specialist	23.43
30210 - Laboratory Technician	22.21
30221 - Latent Fingerprint Technician I	28.56
30222 - Latent Fingerprint Technician II	31.52
30240 - Mathematical Technician	27.83
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86
30363 - Paralegal/Legal Assistant III	31.63
30364 - Paralegal/Legal Assistant IV	38.28
30375 - Petroleum Supply Specialist	28.67
30390 - Photo-Optics Technician	28.08
30395 - Radiation Control Technician	28.67
30461 - Technical Writer I	25.64
30462 - Technical Writer II	31.37
30463 - Technical Writer III	37.95
30491 - Unexploded Ordnance (UXO) Technician I	26.53
30492 - Unexploded Ordnance (UXO) Technician II	32.10
30493 - Unexploded Ordnance (UXO) Technician III	38.47
30494 - Unexploded (UXO) Safety Escort	26.53
30495 - Unexploded (UXO) Sweep Personnel	26.53
30501 - Weather Forecaster I	30.82
30502 - Weather Forecaster II	37.49
30620 - Weather Observer Combined Upper Air Or	(see 2) 25.05
Surface Programs	
30621 - Weather Observer Senior	(see 2) 27.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.10
31020 - Bus Aide	16.40
31030 - Bus Driver	20.93
31043 - Driver Courier	17.03
31260 - Parking and Lot Attendant	13.41
31290 - Shuttle Bus Driver	18.55
31310 - Taxi Driver	13.70
31361 - Truckdriver Light	18.08

31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	21.82
31364 - Truckdriver Tractor-Trailer	21.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.65
99030 - Cashier	10.62
99050 - Desk Clerk	11.18
99095 - Embalmer	28.35
99130 - Flight Follower	26.53
99251 - Laboratory Animal Caretaker I	15.15
99252 - Laboratory Animal Caretaker II	16.50
99260 - Marketing Analyst	31.74
99310 - Mortician	28.35
99410 - Pest Controller	28.35
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	21.23
99711 - Recycling Specialist	24.28
99730 - Refuse Collector	19.60
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.11
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	25.63
99841 - Vending Machine Repairer	29.44
99842 - Vending Machine Repairer Helper	25.63

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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 4 weeks after 15 years and 5 weeks after 20 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))."

