

"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  
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| Wage Determination No.: 2015-4900  
Daniel W. Simms Division of | Revision No.: 10  
Director Wage Determinations | Date Of Last Revision: 09/16/2019

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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: Wisconsin

Area: Wisconsin Counties of Milwaukee Ozaukee Washington Waukesha

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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		14.84
01012 - Accounting Clerk II		16.66
01013 - Accounting Clerk III		18.64
01020 - Administrative Assistant		29.01
01035 - Court Reporter		24.84
01041 - Customer Service Representative I		14.91
01042 - Customer Service Representative II		16.75
01043 - Customer Service Representative III		18.28
01051 - Data Entry Operator I		14.42
01052 - Data Entry Operator II		15.74
01060 - Dispatcher Motor Vehicle		22.10
01070 - Document Preparation Clerk		15.74
01090 - Duplicating Machine Operator		15.74
01111 - General Clerk I		14.11
01112 - General Clerk II		15.40
01113 - General Clerk III		17.29
01120 - Housing Referral Assistant		20.25
01141 - Messenger Courier		12.30
01191 - Order Clerk I		16.65
01192 - Order Clerk II		18.61
01261 - Personnel Assistant (Employment) I		16.49
01262 - Personnel Assistant (Employment) II		18.45
01263 - Personnel Assistant (Employment) III		20.56
01270 - Production Control Clerk		23.55
01290 - Rental Clerk		16.16
01300 - Scheduler Maintenance		16.24
01311 - Secretary I		16.24
01312 - Secretary II		18.17
01313 - Secretary III		20.25
01320 - Service Order Dispatcher		19.75
01410 - Supply Technician		29.01
01420 - Survey Worker		18.54

01460 - Switchboard Operator/Receptionist	14.26
01531 - Travel Clerk I	13.90
01532 - Travel Clerk II	15.03
01533 - Travel Clerk III	16.26
01611 - Word Processor I	17.11
01612 - Word Processor II	19.21
01613 - Word Processor III	21.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.08
05010 - Automotive Electrician	21.18
05040 - Automotive Glass Installer	20.38
05070 - Automotive Worker	20.38
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal Mechanic	21.91
05160 - Motor Equipment Metal Worker	20.71
05190 - Motor Vehicle Mechanic	21.91
05220 - Motor Vehicle Mechanic Helper	17.85
05250 - Motor Vehicle Upholstery Worker	19.66
05280 - Motor Vehicle Wrecker	20.38
05310 - Painter Automotive	21.18
05340 - Radiator Repair Specialist	20.38
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	21.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.06
07041 - Cook I	13.48
07042 - Cook II	15.09
07070 - Dishwasher	9.55
07130 - Food Service Worker	10.48
07210 - Meat Cutter	19.83
07260 - Waiter/Waitress	9.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.47
09040 - Furniture Handler	15.53
09080 - Furniture Refinisher	20.68
09090 - Furniture Refinisher Helper	17.44
09110 - Furniture Repairer Minor	19.20

09130 - Upholsterer	20.68
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.31
11060 - Elevator Operator	13.68
11090 - Gardener	19.23
11122 - Housekeeping Aide	13.68
11150 - Janitor	13.68
11210 - Laborer Grounds Maintenance	15.92
11240 - Maid or Houseman	11.25
11260 - Pruner	14.76
11270 - Tractor Operator	17.81
11330 - Trail Maintenance Worker	15.92
11360 - Window Cleaner	14.76
12000 - Health Occupations	
12010 - Ambulance Driver	19.09
12011 - Breath Alcohol Technician	20.77
12012 - Certified Occupational Therapist Assistant	21.87
12015 - Certified Physical Therapist Assistant	26.67
12020 - Dental Assistant	18.61
12025 - Dental Hygienist	32.33
12030 - EKG Technician	27.18
12035 - Electroneurodiagnostic Technologist	27.18
12040 - Emergency Medical Technician	19.09
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.77
12073 - Licensed Practical Nurse III	23.15
12100 - Medical Assistant	17.58
12130 - Medical Laboratory Technician	22.82
12160 - Medical Record Clerk	20.12
12190 - Medical Record Technician	22.51
12195 - Medical Transcriptionist	19.92
12210 - Nuclear Medicine Technologist	39.02
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.84
12223 - Nursing Assistant III	14.01
12224 - Nursing Assistant IV	15.72
12235 - Optical Dispenser	17.78

12236 - Optical Technician	14.79
12250 - Pharmacy Technician	15.87
12280 - Phlebotomist	16.92
12305 - Radiologic Technologist	29.18
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	30.83
12313 - Registered Nurse II Specialist	30.83
12314 - Registered Nurse III	37.30
12315 - Registered Nurse III Anesthetist	37.30
12316 - Registered Nurse IV	44.70
12317 - Scheduler (Drug and Alcohol Testing)	25.73
12320 - Substance Abuse Treatment Counselor	22.11
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.99
13012 - Exhibits Specialist II	24.46
13013 - Exhibits Specialist III	29.91
13041 - Illustrator I	20.82
13042 - Illustrator II	25.79
13043 - Illustrator III	31.53
13047 - Librarian	28.55
13050 - Library Aide/Clerk	14.65
13054 - Library Information Technology Systems Administrator	25.79
13058 - Library Technician	15.51
13061 - Media Specialist I	18.61
13062 - Media Specialist II	20.82
13063 - Media Specialist III	23.20
13071 - Photographer I	17.25
13072 - Photographer II	19.30
13073 - Photographer III	23.90
13074 - Photographer IV	29.24
13075 - Photographer V	35.38
13090 - Technical Order Library Clerk	18.40
13110 - Video Teleconference Technician	17.10
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.24
14042 - Computer Operator II	20.43

14043 - Computer Operator III	22.80
14044 - Computer Operator IV	25.35
14045 - Computer Operator V	27.91
14071 - Computer Programmer I	(see 1) 26.21
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	18.24
14160 - Personal Computer Support Technician	25.35
14170 - System Support Specialist	30.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.39
15020 - Aircrew Training Devices Instructor (Rated)	39.07
15030 - Air Crew Training Devices Instructor (Pilot)	44.48
15050 - Computer Based Training Specialist / Instructor	33.39
15060 - Educational Technologist	31.88
15070 - Flight Instructor (Pilot)	44.48
15080 - Graphic Artist	23.23
15085 - Maintenance Test Pilot Fixed Jet/Prop	38.21
15086 - Maintenance Test Pilot Rotary Wing	38.21
15088 - Non-Maintenance Test/Co-Pilot	38.21
15090 - Technical Instructor	23.51
15095 - Technical Instructor/Course Developer	28.76
15110 - Test Proctor	18.98
15120 - Tutor	18.98
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.95
16030 - Counter Attendant	13.95
16040 - Dry Cleaner	16.26
16070 - Finisher Flatwork Machine	13.95
16090 - Presser Hand	13.95
16110 - Presser Machine Drycleaning	13.95
16130 - Presser Machine Shirts	13.95
16160 - Presser Machine Wearing Apparel Laundry	13.95

16190 - Sewing Machine Operator	16.94
16220 - Tailor	17.62
16250 - Washer Machine	14.90
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.94
19040 - Tool And Die Maker	28.83
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.25
21030 - Material Coordinator	23.55
21040 - Material Expediter	23.55
21050 - Material Handling Laborer	15.33
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	18.25
21110 - Shipping Packer	17.73
21130 - Shipping/Receiving Clerk	17.73
21140 - Store Worker I	15.76
21150 - Stock Clerk	19.87
21210 - Tools And Parts Attendant	18.25
21410 - Warehouse Specialist	18.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.18
23019 - Aircraft Logs and Records Technician	24.55
23021 - Aircraft Mechanic I	28.78
23022 - Aircraft Mechanic II	30.18
23023 - Aircraft Mechanic III	31.50
23040 - Aircraft Mechanic Helper	21.74
23050 - Aircraft Painter	27.36
23060 - Aircraft Servicer	24.55
23070 - Aircraft Survival Flight Equipment Technician	27.36
23080 - Aircraft Worker	25.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.78
23110 - Appliance Mechanic	22.75
23120 - Bicycle Repairer	23.21
23125 - Cable Splicer	41.74

23130 - Carpenter Maintenance	24.47
23140 - Carpet Layer	22.53
23160 - Electrician Maintenance	33.57
23181 - Electronics Technician Maintenance I	25.55
23182 - Electronics Technician Maintenance II	26.94
23183 - Electronics Technician Maintenance III	28.34
23260 - Fabric Worker	24.60
23290 - Fire Alarm System Mechanic	22.95
23310 - Fire Extinguisher Repairer	23.21
23311 - Fuel Distribution System Mechanic	31.36
23312 - Fuel Distribution System Operator	27.23
23370 - General Maintenance Worker	19.17
23380 - Ground Support Equipment Mechanic	28.78
23381 - Ground Support Equipment Servicer	24.55
23382 - Ground Support Equipment Worker	25.94
23391 - Gunsmith I	23.21
23392 - Gunsmith II	25.99
23393 - Gunsmith III	28.83
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.93
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.29
23430 - Heavy Equipment Mechanic	26.55
23440 - Heavy Equipment Operator	35.43
23460 - Instrument Mechanic	28.83
23465 - Laboratory/Shelter Mechanic	27.41
23470 - Laborer	15.33
23510 - Locksmith	22.08
23530 - Machinery Maintenance Mechanic	26.84
23550 - Machinist Maintenance	21.40
23580 - Maintenance Trades Helper	17.44
23591 - Metrology Technician I	28.83
23592 - Metrology Technician II	30.24
23593 - Metrology Technician III	31.56
23640 - Millwright	32.14
23710 - Office Appliance Repairer	20.21
23760 - Painter Maintenance	20.81

23790 - Pipefitter Maintenance	39.80
23810 - Plumber Maintenance	37.83
23820 - Pneudraulic Systems Mechanic	28.83
23850 - Rigger	28.83
23870 - Scale Mechanic	25.99
23890 - Sheet-Metal Worker Maintenance	27.29
23910 - Small Engine Mechanic	19.90
23931 - Telecommunications Mechanic I	26.97
23932 - Telecommunications Mechanic II	28.28
23950 - Telephone Lineman	29.51
23960 - Welder Combination Maintenance	22.81
23965 - Well Driller	27.89
23970 - Woodcraft Worker	28.83
23980 - Woodworker	23.21
24000 - Personal Needs Occupations	
24550 - Case Manager	16.07
24570 - Child Care Attendant	12.68
24580 - Child Care Center Clerk	17.09
24610 - Chore Aide	11.41
24620 - Family Readiness And Support Services Coordinator	16.07
24630 - Homemaker	18.65
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.56
25040 - Sewage Plant Operator	29.57
25070 - Stationary Engineer	28.56
25190 - Ventilation Equipment Tender	21.57
25210 - Water Treatment Plant Operator	29.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.63
27007 - Baggage Inspector	14.41
27008 - Corrections Officer	20.63
27010 - Court Security Officer	23.27
27030 - Detection Dog Handler	18.64
27040 - Detention Officer	20.63
27070 - Firefighter	25.98
27101 - Guard I	14.41

27102 - Guard II	18.64
27131 - Police Officer I	31.87
27132 - Police Officer II	35.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.49
28042 - Carnival Equipment Repairer	12.25
28043 - Carnival Worker	9.28
28210 - Gate Attendant/Gate Tender	13.44
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	15.04
28510 - Recreation Aide/Health Facility Attendant	14.52
28515 - Recreation Specialist	18.63
28630 - Sports Official	11.97
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.24
29020 - Hatch Tender	22.24
29030 - Line Handler	22.24
29041 - Stevedore I	21.74
29042 - Stevedore II	23.43
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.43
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.88
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.70
30021 - Archeological Technician I	17.93
30022 - Archeological Technician II	20.06
30023 - Archeological Technician III	24.85
30030 - Cartographic Technician	24.85
30040 - Civil Engineering Technician	27.10
30051 - Cryogenic Technician I	26.12
30052 - Cryogenic Technician II	28.85
30061 - Drafter/CAD Operator I	17.93
30062 - Drafter/CAD Operator II	20.06
30063 - Drafter/CAD Operator III	22.37
30064 - Drafter/CAD Operator IV	27.52
30081 - Engineering Technician I	16.66
30082 - Engineering Technician II	18.71

30083 - Engineering Technician III	20.96
30084 - Engineering Technician IV	25.93
30085 - Engineering Technician V	31.73
30086 - Engineering Technician VI	38.36
30090 - Environmental Technician	27.55
30095 - Evidence Control Specialist	23.59
30210 - Laboratory Technician	23.92
30221 - Latent Fingerprint Technician I	28.51
30222 - Latent Fingerprint Technician II	31.49
30240 - Mathematical Technician	25.93
30361 - Paralegal/Legal Assistant I	19.24
30362 - Paralegal/Legal Assistant II	24.79
30363 - Paralegal/Legal Assistant III	30.34
30364 - Paralegal/Legal Assistant IV	36.70
30375 - Petroleum Supply Specialist	28.85
30390 - Photo-Optics Technician	25.93
30395 - Radiation Control Technician	28.85
30461 - Technical Writer I	24.84
30462 - Technical Writer II	30.39
30463 - Technical Writer III	36.77
30491 - Unexploded Ordnance (UXO) Technician I	25.69
30492 - Unexploded Ordnance (UXO) Technician II	31.09
30493 - Unexploded Ordnance (UXO) Technician III	37.26
30494 - Unexploded (UXO) Safety Escort	25.69
30495 - Unexploded (UXO) Sweep Personnel	25.69
30501 - Weather Forecaster I	27.52
30502 - Weather Forecaster II	33.48
30620 - Weather Observer Combined Upper Air Or	(see 2) 22.98
Surface Programs	
30621 - Weather Observer Senior	(see 2) 25.53
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.09
31020 - Bus Aide	18.24
31030 - Bus Driver	23.90
31043 - Driver Courier	15.44
31260 - Parking and Lot Attendant	10.77
31290 - Shuttle Bus Driver	15.39

31310 - Taxi Driver	12.08
31361 - Truckdriver Light	15.32
31362 - Truckdriver Medium	19.55
31363 - Truckdriver Heavy	22.78
31364 - Truckdriver Tractor-Trailer	22.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.16
99030 - Cashier	10.27
99050 - Desk Clerk	11.53
99095 - Embalmer	28.81
99130 - Flight Follower	25.69
99251 - Laboratory Animal Caretaker I	15.41
99252 - Laboratory Animal Caretaker II	16.95
99260 - Marketing Analyst	27.79
99310 - Mortician	28.81
99410 - Pest Controller	18.16
99510 - Photofinishing Worker	13.47
99710 - Recycling Laborer	25.30
99711 - Recycling Specialist	28.29
99730 - Refuse Collector	21.43
99810 - Sales Clerk	13.11
99820 - School Crossing Guard	14.88
99830 - Survey Party Chief	25.87
99831 - Surveying Aide	17.15
99832 - Surveying Technician	23.55
99840 - Vending Machine Attendant	15.38
99841 - Vending Machine Repairer	18.36
99842 - Vending Machine Repairer Helper	15.38

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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. \*

\*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))."