"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4899
Revision No.: 29
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State: Wisconsin

Area: Wisconsin Counties of Milwaukee, Ozaukee, Washington, Waukesha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.98
01012 - Accounting Clerk II		21.30
01013 - Accounting Clerk III		23.83
01020 - Administrative Assistant		33.84
01035 - Court Reporter		24.84
01041 - Customer Service Representative I		18.52
01042 - Customer Service Representative II		20.21
01043 - Customer Service Representative III		22.68
01051 - Data Entry Operator I		17.98
01052 - Data Entry Operator II		19.62
01060 - Dispatcher, Motor Vehicle		24.09
01070 - Document Preparation Clerk		22.13
01090 - Duplicating Machine Operator		22.13
01111 - General Clerk I		16.83
01112 - General Clerk II		18.36
01113 - General Clerk III		20.61
01120 - Housing Referral Assistant		24.59
01141 - Messenger Courier		16.79
01191 - Order Clerk I		18.73
01192 - Order Clerk II		20.44
01261 - Personnel Assistant (Employment) I		19.79
01262 - Personnel Assistant (Employment) II		22.14
01263 - Personnel Assistant (Employment) III		24.67
01270 - Production Control Clerk		26.70
01290 - Rental Clerk		19.42
01300 - Scheduler, Maintenance		19.71
01311 - Secretary I		19.71
01312 - Secretary II		22.05
01313 - Secretary III		24.59
01320 - Service Order Dispatcher		21.54
01410 - Supply Technician		33.84
01420 - Survey Worker		19.72
01460 - Switchboard Operator/Receptionist		19.54
01531 - Travel Clerk I		18.32
01532 - Travel Clerk II		20.28
01533 - Travel Clerk III		22.69
01611 - Word Processor I		18.26
01612 - Word Processor II		20.49
01613 - Word Processor III		22.92
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.36
05010 - Automotive Electrician		27.27

05040 - Automotive Glass Installer	25.87
05070 - Automotive Worker	25.87
05110 - Mobile Equipment Servicer	23.10
05130 - Motor Equipment Metal Mechanic	28.69
05160 - Motor Equipment Metal Worker	25.87
05190 - Motor Vehicle Mechanic	28.69
05220 - Motor Vehicle Mechanic Helper	21.68
05250 - Motor Vehicle Upholstery Worker	24.49
05280 - Motor Vehicle Wrecker	25.87
05310 - Painter, Automotive	27.27
05340 - Radiator Repair Specialist	25.87
05370 - Tire Repairer	19.23
05400 - Transmission Repair Specialist	28.69
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.74
07041 - Cook I	18.21
07042 - Cook II	20.39
07070 - Dishwasher	13.85
07130 - Food Service Worker	15.34
07210 - Meat Cutter	21.81
07260 - Waiter/Waitress	14.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.21
09040 - Furniture Handler	15.53
09080 - Furniture Refinisher	22.22
09090 - Furniture Refinisher Helper	17.66
09110 - Furniture Repairer, Minor	19.95
09130 - Upholsterer	22.75
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.08
11060 - Elevator Operator	17.28
11090 - Gardener	23.15
11122 - Housekeeping Aide	17.35
11150 - Janitor	17.35
11210 - Laborer, Grounds Maintenance	18.91
11240 - Maid or Houseman	16.74
11260 - Pruner	17.54
11270 - Tractor Operator	21.73
11330 - Trail Maintenance Worker	18.91
11360 - Window Cleaner	18.71
12000 - Health Occupations	
12010 - Ambulance Driver	22.70
12011 - Breath Alcohol Technician	26.88
12012 - Certified Occupational Therapist Assistant	29.08
12015 - Certified Physical Therapist Assistant	30.19
12020 - Dental Assistant	23.48
12025 - Dental Hygienist	39.68
12030 - EKG Technician	38.14
12035 - Electroneurodiagnostic Technologist	38.14
12040 - Emergency Medical Technician	22.70
12071 - Licensed Practical Nurse I	24.03
12072 - Licensed Practical Nurse II	26.88
12073 - Licensed Practical Nurse III	29.96
12100 - Medical Assistant	23.29
12130 - Medical Laboratory Technician	30.08
12160 - Medical Record Clerk	26.33
12190 - Medical Record Technician	29.45
12195 - Medical Transcriptionist	23.70
12210 - Nuclear Medicine Technologist	46.38
12221 - Nursing Assistant I	15.48
12222 - Nursing Assistant II	17.41
12223 - Nursing Assistant III	19.00
12224 - Nursing Assistant IV	21.33
12235 - Optical Dispenser	21.14
12236 - Optical Technician	23.59

12250 - Pharmacy Technician		22.16
12280 - Phlebotomist		22.48
12305 - Radiologic Technologist		38.15
12311 - Registered Nurse I		27.29
12312 - Registered Nurse II		33.37
12313 - Registered Nurse II, Specialist		33.37
12314 - Registered Nurse III		40.38
12315 - Registered Nurse III, Anesthetist		40.38
12316 - Registered Nurse IV		48.41
12317 - Scheduler (Drug and Alcohol Testing)		33.30
12320 - Substance Abuse Treatment Counselor		28.06
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.90
13012 - Exhibits Specialist II		28.37
13013 - Exhibits Specialist III		34.70
13041 - Illustrator I		23.94
13042 - Illustrator II		29.65
13043 - Illustrator III		36.26
13047 - Librarian		32.52
13050 - Library Aide/Clerk		20.05
13054 - Library Information Technology Systems Administrator		29.36
13058 - Library Technician		17.80
13061 - Media Specialist I		21.19
13062 - Media Specialist II		23.70
13063 - Media Specialist III		26.42
13071 - Photographer I		19.11
13072 - Photographer II		21.38
13073 - Photographer III		26.48
13074 - Photographer IV		32.38
13075 - Photographer V		39.18
13090 - Technical Order Library Clerk		25.17
13110 - Video Teleconference Technician		24.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.31
14042 - Computer Operator II		24.96
14043 - Computer Operator III		27.82
14044 - Computer Operator IV		30.91
14045 - Computer Operator V		34.24
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		22.31
14160 - Personal Computer Support Technician		30.91
14170 - System Support Specialist		34.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.53
15020 - Aircrew Training Devices Instructor (Rated)		40.57
15030 - Air Crew Training Devices Instructor (Pilot)		48.64
15050 - Computer Based Training Specialist / Instructor		33.53
15060 - Educational Technologist		37.03
15070 - Flight Instructor (Pilot)		48.64
15080 - Graphic Artist		28.84
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.64
15086 - Maintenance Test Pilot, Rotary Wing		48.64
15088 - Non-Maintenance Test/Co-Pilot		48.64
15090 - Technical Instructor		26.39
15095 - Technical Instructor/Course Developer		32.28
15110 - Test Proctor		21.31
15120 - Tutor		21.31
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	18.49
16030 - Counter Attendant	18.49
16040 - Dry Cleaner	21.12
16070 - Finisher, Flatwork, Machine	18.49
16090 - Presser, Hand	18.49
16110 - Presser, Machine, Drycleaning	18.49
16130 - Presser, Machine, Shirts	18.49
16160 - Presser, Machine, Wearing Apparel, Laundry	18.49
16190 - Sewing Machine Operator	22.00
16220 - Tailor	22.87
16250 - Washer, Machine	19.37
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.84
19040 - Tool And Die Maker	32.45
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.13
21030 - Material Coordinator	26.70
21040 - Material Expediter	26.70
21050 - Material Handling Laborer	20.21
21071 - Order Filler	16.40
21080 - Production Line Worker (Food Processing)	22.13
21110 - Shipping Packer	21.80
21130 - Shipping/Receiving Clerk	21.80
21140 - Store Worker I	18.78
21150 - Stock Clerk	23.68
21210 - Tools And Parts Attendant	22.13
21410 - Warehouse Specialist	22.13
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.46
23019 - Aircraft Logs and Records Technician	29.61
23021 - Aircraft Mechanic I	34.69
23022 - Aircraft Mechanic II	36.46
23023 - Aircraft Mechanic III	38.18
23040 - Aircraft Mechanic Helper	26.22
23050 - Aircraft, Painter	32.98
23060 - Aircraft Servicer	29.61
23070 - Aircraft Survival Flight Equipment Technician	32.98
23080 - Aircraft Worker	31.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.69
23110 - Appliance Mechanic	25.03
23120 - Bicycle Repairer	28.31
23125 - Cable Splicer	52.33
23130 - Carpenter, Maintenance	29.94
23140 - Carpet Layer	30.73
23160 - Electrician, Maintenance	39.01
23181 - Electronics Technician Maintenance I	28.27
23182 - Electronics Technician Maintenance II	29.80
23183 - Electronics Technician Maintenance III	31.35
23260 - Fabric Worker	30.01
23290 - Fire Alarm System Mechanic	30.51
23310 - Fire Extinguisher Repairer	28.31
23311 - Fuel Distribution System Mechanic	38.67
23312 - Fuel Distribution System Operator	31.97
23370 - General Maintenance Worker	25.06
23380 - Ground Support Equipment Mechanic	34.69
23381 - Ground Support Equipment Servicer	29.61
23382 - Ground Support Equipment Worker	31.28
23391 - Gunsmith I	28.31
23392 - Gunsmith II	31.70
23393 - Gunsmith III	35.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.52

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.08
23430 - Heavy Equipment Mechanic	34.72
23440 - Heavy Equipment Operator	37.26
23460 - Instrument Mechanic	35.15
23465 - Laboratory/Shelter Mechanic	33.41
23470 - Laborer	20.21
23510 - Locksmith	26.91
23530 - Machinery Maintenance Mechanic	32.96
23550 - Machinist, Maintenance	25.49
23580 - Maintenance Trades Helper	18.25
23591 - Metrology Technician I	35.15
23592 - Metrology Technician II	36.95
23593 - Metrology Technician III	38.69
23640 - Millwright	35.64
23710 - Office Appliance Repairer	22.55
23760 - Painter, Maintenance	25.05
23790 - Pipefitter, Maintenance	39.80
23810 - Plumber, Maintenance	37.83
23820 - Pneudraulic Systems Mechanic	35.15
23850 - Rigger	38.37
23870 - Scale Mechanic	31.70
23890 - Sheet-Metal Worker, Maintenance	38.22
23910 - Small Engine Mechanic	22.62
23931 - Telecommunications Mechanic I	29.67
23932 - Telecommunications Mechanic II	31.11
23950 - Telephone Lineman	29.89
23960 - Welder, Combination, Maintenance	27.45
23965 - Well Driller	33.83
23970 - Woodcraft Worker	35.15
23980 - Woodworker	28.31
24000 - Personal Needs Occupations	
24550 - Case Manager	21.18
24570 - Child Care Attendant	13.97
24580 - Child Care Center Clerk	17.42
24610 - Chore Aide	15.83
24620 - Family Readiness And Support Services Coordinator	21.18
24630 - Homemaker	21.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.38
25040 - Sewage Plant Operator	31.23
25070 - Stationary Engineer	31.38
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	31.23
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.41
27007 - Baggage Inspector	19.40
27008 - Corrections Officer	28.20
27010 - Court Security Officer	26.96
27030 - Detection Dog Handler	21.70
27040 - Detention Officer	28.20
27070 - Firefighter	25.98
27101 - Guard I	19.40
27102 - Guard II	21.70
27131 - Police Officer I	39.65
27132 - Police Officer II	44.07
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.60
28042 - Carnival Equipment Repairer	16.62
28043 - Carnival Worker	12.59
28210 - Gate Attendant/Gate Tender	20.09
28310 - Lifeguard	14.16
28350 - Park Attendant (Aide)	22.47
28510 - Recreation Aide/Health Facility Attendant	16.40

28515 - Recreation Specialist 27.83
28630 - Sports Official 17.90
28690 - Swimming Pool Operator 19.75
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.60
29020 - Hatch Tender 29.60
29030 - Line Handler 29.60
29041 - Stevedore I 28.93
29042 - Stevedore II 31.19
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 48.18
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 33.22
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 36.59
30021 - Archeological Technician I 19.95
30022 - Archeological Technician II 22.32
30023 - Archeological Technician III 27.65
30030 - Cartographic Technician 27.65
30040 - Civil Engineering Technician 32.74
30051 - Cryogenic Technician I 30.62
30052 - Cryogenic Technician II 33.82
30061 - Drafter/CAD Operator I 19.95
30062 - Drafter/CAD Operator II 22.32
30063 - Drafter/CAD Operator III 24.89
30064 - Drafter/CAD Operator IV 30.62
30081 - Engineering Technician I 18.33
30082 - Engineering Technician II 20.58
30083 - Engineering Technician III 23.06
30084 - Engineering Technician IV 28.52
30085 - Engineering Technician V 34.90
30086 - Engineering Technician VI 42.20
30090 - Environmental Technician 27.93
30095 - Evidence Control Specialist 27.65
30210 - Laboratory Technician 26.13
30221 - Latent Fingerprint Technician I 28.58
30222 - Latent Fingerprint Technician II 31.56
30240 - Mathematical Technician 31.37
30361 - Paralegal/Legal Assistant I 23.29
30362 - Paralegal/Legal Assistant II 28.85
30363 - Paralegal/Legal Assistant III 35.28
30364 - Paralegal/Legal Assistant IV 42.69
30375 - Petroleum Supply Specialist 33.82
30390 - Photo-Optics Technician 27.65
30395 - Radiation Control Technician 33.82
30461 - Technical Writer I 27.42
30462 - Technical Writer II 33.53
30463 - Technical Writer III 40.57
30491 - Unexploded Ordnance (UXO) Technician I 30.62
30492 - Unexploded Ordnance (UXO) Technician II 37.05
30493 - Unexploded Ordnance (UXO) Technician III 44.41
30494 - Unexploded (UXO) Safety Escort 30.62
30495 - Unexploded (UXO) Sweep Personnel 30.62
30501 - Weather Forecaster I 30.62
30502 - Weather Forecaster II 37.25
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.89
30621 - Weather Observer, Senior (see 2) 27.65
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.05
31020 - Bus Aide 19.28
31030 - Bus Driver 25.02
31043 - Driver Courier 21.11
31260 - Parking and Lot Attendant 16.18
31290 - Shuttle Bus Driver 15.39
31310 - Taxi Driver 14.41
31361 - Truckdriver, Light 22.50

31362 - Truckdriver, Medium	23.85
31363 - Truckdriver, Heavy	28.26
31364 - Truckdriver, Tractor-Trailer	28.26
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.06
99030 - Cashier	14.15
99050 - Desk Clerk	16.88
99095 - Embalmer	29.44
99130 - Flight Follower	30.62
99251 - Laboratory Animal Caretaker I	17.09
99252 - Laboratory Animal Caretaker II	18.21
99260 - Marketing Analyst	33.69
99310 - Mortician	29.44
99410 - Pest Controller	23.26
99510 - Photofinishing Worker	18.29
99710 - Recycling Laborer	32.58
99711 - Recycling Specialist	37.43
99730 - Refuse Collector	30.21
99810 - Sales Clerk	16.18
99820 - School Crossing Guard	17.69
99830 - Survey Party Chief	28.57
99831 - Surveying Aide	18.94
99832 - Surveying Technician	26.01
99840 - Vending Machine Attendant	20.67
99841 - Vending Machine Repairer	24.67
99842 - Vending Machine Repairer Helper	20.67

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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))."