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

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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-4899
Revision No.: 30
Date Of Last Revision: 5/13/2026

State: Wisconsin

Area: Wisconsin Counties of Milwaukee, Ozaukee, Washington and 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 $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
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))."""