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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

Wage Determination No.: 2015-4897
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Daniel W. Simms
Director

Division of
Wage Determinations

State: Wisconsin

Area: Wisconsin Counties of Columbia, Dane, Green and Iowa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.73
01012 - Accounting Clerk II		22.14
01013 - Accounting Clerk III		24.77
01020 - Administrative Assistant		32.89
01035 - Court Reporter		23.05
01041 - Customer Service Representative I		18.19
01042 - Customer Service Representative II		19.85
01043 - Customer Service Representative III		22.28
01051 - Data Entry Operator I		17.35

01052 - Data Entry Operator II	18.93
01060 - Dispatcher, Motor Vehicle	23.29
01070 - Document Preparation Clerk	21.41
01090 - Duplicating Machine Operator	21.41
01111 - General Clerk I	17.75
01112 - General Clerk II	19.37
01113 - General Clerk III	21.74
01120 - Housing Referral Assistant	25.70
01141 - Messenger Courier	18.14
01191 - Order Clerk I	19.13
01192 - Order Clerk II	20.87
01261 - Personnel Assistant (Employment) I	19.85
01262 - Personnel Assistant (Employment) II	22.21
01263 - Personnel Assistant (Employment) III	24.75
01270 - Production Control Clerk	26.42
01290 - Rental Clerk	19.55
01300 - Scheduler, Maintenance	20.61
01311 - Secretary I	20.61
01312 - Secretary II	23.05
01313 - Secretary III	25.70
01320 - Service Order Dispatcher	20.82
01410 - Supply Technician	32.89
01420 - Survey Worker	22.36
01460 - Switchboard Operator/Receptionist	20.30
01531 - Travel Clerk I	18.55
01532 - Travel Clerk II	20.52
01533 - Travel Clerk III	22.95
01611 - Word Processor I	22.10
01612 - Word Processor II	24.82
01613 - Word Processor III	27.74
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.98
05010 - Automotive Electrician	27.37
05040 - Automotive Glass Installer	26.29
05070 - Automotive Worker	26.29
05110 - Mobile Equipment Servicer	23.94
05130 - Motor Equipment Metal Mechanic	28.21
05160 - Motor Equipment Metal Worker	26.29
05190 - Motor Vehicle Mechanic	28.21
05220 - Motor Vehicle Mechanic Helper	22.41
05250 - Motor Vehicle Upholstery Worker	25.14
05280 - Motor Vehicle Wrecker	26.29
05310 - Painter, Automotive	27.37
05340 - Radiator Repair Specialist	26.29
05370 - Tire Repairer	20.32
05400 - Transmission Repair Specialist	28.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.82

07041 - Cook I	19.39
07042 - Cook II	21.30
07070 - Dishwasher	14.49
07130 - Food Service Worker	16.51
07210 - Meat Cutter	21.55
07260 - Waiter/Waitress	14.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.80
09040 - Furniture Handler	16.08
09080 - Furniture Refinisher	22.80
09090 - Furniture Refinisher Helper	18.66
09110 - Furniture Repairer, Minor	20.93
09130 - Upholsterer	22.80
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.37
11060 - Elevator Operator	17.66
11090 - Gardener	25.75
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer, Grounds Maintenance	20.77
11240 - Maid or Houseman	16.74
11260 - Pruner	19.15
11270 - Tractor Operator	24.11
11330 - Trail Maintenance Worker	20.77
11360 - Window Cleaner	19.21
12000 - Health Occupations	
12010 - Ambulance Driver	20.95
12011 - Breath Alcohol Technician	27.22
12012 - Certified Occupational Therapist Assistant	28.91
12015 - Certified Physical Therapist Assistant	30.44
12020 - Dental Assistant	23.30
12025 - Dental Hygienist	42.72
12030 - EKG Technician	37.37
12035 - Electroneurodiagnostic Technologist	37.37
12040 - Emergency Medical Technician	20.95
12071 - Licensed Practical Nurse I	24.34
12072 - Licensed Practical Nurse II	27.22
12073 - Licensed Practical Nurse III	30.34
12100 - Medical Assistant	23.15
12130 - Medical Laboratory Technician	30.79
12160 - Medical Record Clerk	24.41
12190 - Medical Record Technician	27.30
12195 - Medical Transcriptionist	24.34
12210 - Nuclear Medicine Technologist	44.10
12221 - Nursing Assistant I	15.22
12222 - Nursing Assistant II	17.12
12223 - Nursing Assistant III	18.68

12224 - Nursing Assistant IV		20.97
12235 - Optical Dispenser		22.12
12236 - Optical Technician		23.87
12250 - Pharmacy Technician		20.95
12280 - Phlebotomist		22.31
12305 - Radiologic Technologist		36.74
12311 - Registered Nurse I		28.10
12312 - Registered Nurse II		34.38
12313 - Registered Nurse II, Specialist		34.38
12314 - Registered Nurse III		41.59
12315 - Registered Nurse III, Anesthetist		41.59
12316 - Registered Nurse IV		49.85
12317 - Scheduler (Drug and Alcohol Testing)		33.72
12320 - Substance Abuse Treatment Counselor		30.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.98
13012 - Exhibits Specialist II		33.42
13013 - Exhibits Specialist III		40.88
13041 - Illustrator I		22.39
13042 - Illustrator II		27.74
13043 - Illustrator III		33.94
13047 - Librarian		37.02
13050 - Library Aide/Clerk		19.32
13054 - Library Information Technology Systems Administrator		33.42
13058 - Library Technician		16.64
13061 - Media Specialist I		24.12
13062 - Media Specialist II		26.98
13063 - Media Specialist III		30.07
13071 - Photographer I		19.09
13072 - Photographer II		21.35
13073 - Photographer III		26.46
13074 - Photographer IV		32.35
13075 - Photographer V		39.14
13090 - Technical Order Library Clerk		24.26
13110 - Video Teleconference Technician		23.12
14000 - Information Technology Occupations		
14041 - Computer Operator I		26.85
14042 - Computer Operator II		30.04
14043 - Computer Operator III		33.48
14044 - Computer Operator IV		37.21
14045 - Computer Operator V		41.21
14071 - Computer Programmer I	(see 1)	
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 26.85
14160 - Personal Computer Support Technician 37.21
14170 - System Support Specialist 41.21

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 31.91
15020 - Aircrew Training Devices Instructor (Rated) 38.62
15030 - Air Crew Training Devices Instructor (Pilot) 46.28
15050 - Computer Based Training Specialist / Instructor 31.91
15060 - Educational Technologist 39.88
15070 - Flight Instructor (Pilot) 46.28
15080 - Graphic Artist 30.06
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 46.28
15086 - Maintenance Test Pilot, Rotary Wing 46.28
15088 - Non-Maintenance Test/Co-Pilot 46.28
15090 - Technical Instructor 30.44
15095 - Technical Instructor/Course Developer 37.23
15110 - Test Proctor 24.58
15120 - Tutor 24.58

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 18.46
16030 - Counter Attendant 18.46
16040 - Dry Cleaner 21.10
16070 - Finisher, Flatwork, Machine 18.46
16090 - Presser, Hand 18.46
16110 - Presser, Machine, Drycleaning 18.46
16130 - Presser, Machine, Shirts 18.46
16160 - Presser, Machine, Wearing Apparel, Laundry 18.46
16190 - Sewing Machine Operator 21.97
16220 - Tailor 22.85
16250 - Washer, Machine 19.34

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.88
19040 - Tool And Die Maker 30.30

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.53
21030 - Material Coordinator 26.42
21040 - Material Expediter 26.42
21050 - Material Handling Laborer 20.07
21071 - Order Filler 17.55
21080 - Production Line Worker (Food Processing) 22.53
21110 - Shipping Packer 22.29
21130 - Shipping/Receiving Clerk 22.29

21140 - Store Worker I	17.40
21150 - Stock Clerk	22.26
21210 - Tools And Parts Attendant	22.53
21410 - Warehouse Specialist	22.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.86
23019 - Aircraft Logs and Records Technician	29.29
23021 - Aircraft Mechanic I	32.89
23022 - Aircraft Mechanic II	33.86
23023 - Aircraft Mechanic III	34.91
23040 - Aircraft Mechanic Helper	26.11
23050 - Aircraft, Painter	31.90
23060 - Aircraft Servicer	29.29
23070 - Aircraft Survival Flight Equipment Technician	31.90
23080 - Aircraft Worker	30.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.89
23110 - Appliance Mechanic	28.21
23120 - Bicycle Repairer	25.82
23125 - Cable Splicer	50.01
23130 - Carpenter, Maintenance	30.04
23140 - Carpet Layer	32.02
23160 - Electrician, Maintenance	37.29
23181 - Electronics Technician Maintenance I	28.96
23182 - Electronics Technician Maintenance II	30.15
23183 - Electronics Technician Maintenance III	31.08
23260 - Fabric Worker	32.19
23290 - Fire Alarm System Mechanic	29.35
23310 - Fire Extinguisher Repairer	30.66
23311 - Fuel Distribution System Mechanic	50.66
23312 - Fuel Distribution System Operator	41.45
23370 - General Maintenance Worker	26.10
23380 - Ground Support Equipment Mechanic	32.89
23381 - Ground Support Equipment Servicer	29.29
23382 - Ground Support Equipment Worker	30.65
23391 - Gunsmith I	30.66
23392 - Gunsmith II	33.68
23393 - Gunsmith III	36.14
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.40
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.30
23430 - Heavy Equipment Mechanic	31.97
23440 - Heavy Equipment Operator	36.35
23460 - Instrument Mechanic	36.14
23465 - Laboratory/Shelter Mechanic	35.06

23470 - Laborer	20.07
23510 - Locksmith	24.37
23530 - Machinery Maintenance Mechanic	31.39
23550 - Machinist, Maintenance	25.96
23580 - Maintenance Trades Helper	21.56
23591 - Metrology Technician I	36.14
23592 - Metrology Technician II	37.20
23593 - Metrology Technician III	38.37
23640 - Millwright	36.14
23710 - Office Appliance Repairer	21.78
23760 - Painter, Maintenance	25.60
23790 - Pipefitter, Maintenance	42.82
23810 - Plumber, Maintenance	41.55
23820 - Pneudraulic Systems Mechanic	36.14
23850 - Rigger	36.14
23870 - Scale Mechanic	33.68
23890 - Sheet-Metal Worker, Maintenance	38.23
23910 - Small Engine Mechanic	24.36
23931 - Telecommunications Mechanic I	31.01
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	34.87
23960 - Welder, Combination, Maintenance	27.19
23965 - Well Driller	36.14
23970 - Woodcraft Worker	36.14
23980 - Woodworker	30.66
24000 - Personal Needs Occupations	
24550 - Case Manager	22.45
24570 - Child Care Attendant	14.55
24580 - Child Care Center Clerk	18.16
24610 - Chore Aide	17.29
24620 - Family Readiness And Support Services Coordinator	22.45
24630 - Homemaker	22.45
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.94
25040 - Sewage Plant Operator	31.96
25070 - Stationary Engineer	32.94
25190 - Ventilation Equipment Tender	26.15
25210 - Water Treatment Plant Operator	31.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.96
27007 - Baggage Inspector	18.69
27008 - Corrections Officer	28.86
27010 - Court Security Officer	30.88
27030 - Detection Dog Handler	20.91
27040 - Detention Officer	28.86
27070 - Firefighter	29.23

27101 - Guard I		18.69
27102 - Guard II		20.91
27131 - Police Officer I		35.95
27132 - Police Officer II		39.96
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.74
28042 - Carnival Equipment Repairer		18.96
28043 - Carnival Worker		14.10
28210 - Gate Attendant/Gate Tender		19.73
28310 - Lifeguard		14.23
28350 - Park Attendant (Aide)		22.07
28510 - Recreation Aide/Health Facility Attendant		16.11
28515 - Recreation Specialist		27.34
28630 - Sports Official		17.58
28690 - Swimming Pool Operator		20.83
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		31.86
29020 - Hatch Tender		31.86
29030 - Line Handler		31.86
29041 - Stevedore I		30.45
29042 - Stevedore II		33.17
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		20.53
30022 - Archeological Technician II		22.96
30023 - Archeological Technician III		28.44
30030 - Cartographic Technician		28.44
30040 - Civil Engineering Technician		32.56
30051 - Cryogenic Technician I		31.50
30052 - Cryogenic Technician II		34.78
30061 - Drafter/CAD Operator I		20.53
30062 - Drafter/CAD Operator II		22.96
30063 - Drafter/CAD Operator III		25.59
30064 - Drafter/CAD Operator IV		31.50
30081 - Engineering Technician I		15.88
30082 - Engineering Technician II		17.83
30083 - Engineering Technician III		19.94
30084 - Engineering Technician IV		24.70
30085 - Engineering Technician V		30.21
30086 - Engineering Technician VI		36.55
30090 - Environmental Technician		27.14
30095 - Evidence Control Specialist		28.44

30210 - Laboratory Technician		25.84
30221 - Latent Fingerprint Technician I		28.78
30222 - Latent Fingerprint Technician II		31.79
30240 - Mathematical Technician		28.67
30361 - Paralegal/Legal Assistant I		23.16
30362 - Paralegal/Legal Assistant II		28.69
30363 - Paralegal/Legal Assistant III		35.09
30364 - Paralegal/Legal Assistant IV		42.45
30375 - Petroleum Supply Specialist		34.78
30390 - Photo-Optics Technician		28.44
30395 - Radiation Control Technician		34.78
30461 - Technical Writer I		27.09
30462 - Technical Writer II		33.13
30463 - Technical Writer III		40.09
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		31.50
30502 - Weather Forecaster II		38.31
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.59
30621 - Weather Observer, Senior	(see 2)	28.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		26.35
31030 - Bus Driver		34.31
31043 - Driver Courier		20.97
31260 - Parking and Lot Attendant		16.83
31290 - Shuttle Bus Driver		17.11
31310 - Taxi Driver		15.58
31361 - Truckdriver, Light		22.41
31362 - Truckdriver, Medium		23.52
31363 - Truckdriver, Heavy		27.82
31364 - Truckdriver, Tractor-Trailer		27.82
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		14.87
99050 - Desk Clerk		16.90
99095 - Embalmer		37.77
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.23
99252 - Laboratory Animal Caretaker II		18.40
99260 - Marketing Analyst		33.34
99310 - Mortician		37.77
99410 - Pest Controller		26.83
99510 - Photofinishing Worker		15.39

99710 - Recycling Laborer	29.60
99711 - Recycling Specialist	34.36
99730 - Refuse Collector	27.30
99810 - Sales Clerk	16.59
99820 - School Crossing Guard	21.78
99830 - Survey Party Chief	36.80
99831 - Surveying Aide	27.19
99832 - Surveying Technician	28.48
99840 - Vending Machine Attendant	20.27
99841 - Vending Machine Repairer	23.79
99842 - Vending Machine Repairer Helper	20.27

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))."""