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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.: 2015-4953 Revision No.: 29 Date Of Last Revision: 5/13/2026

State: Minnesota

Area: Minnesota Counties of Benton and Stearns

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.92
01012 - Accounting Clerk II		21.24
01013 - Accounting Clerk III		23.76
01020 - Administrative Assistant		31.66
01035 - Court Reporter		23.41
01041 - Customer Service Representative I		17.85
01042 - Customer Service Representative II		19.48
01043 - Customer Service Representative III		21.86
01051 - Data Entry Operator I		18.14
01052 - Data Entry Operator II		19.79
01060 - Dispatcher, Motor Vehicle		25.59
01070 - Document Preparation Clerk		20.02
01090 - Duplicating Machine Operator		20.02
01111 - General Clerk I		17.94
01112 - General Clerk II		19.58
01113 - General Clerk III		21.98
01120 - Housing Referral Assistant		26.09
01141 - Messenger Courier		18.50
01191 - Order Clerk I		18.35
01192 - Order Clerk II		20.02
01261 - Personnel Assistant (Employment) I		20.23
01262 - Personnel Assistant (Employment) II		22.63
01263 - Personnel Assistant (Employment) III		25.24
01270 - Production Control Clerk		28.23
01290 - Rental Clerk		17.92
01300 - Scheduler, Maintenance		20.93
01311 - Secretary I		20.93
01312 - Secretary II		23.41
01313 - Secretary III		26.09
01320 - Service Order Dispatcher		22.88
01410 - Supply Technician		31.66
01420 - Survey Worker		19.72
01460 - Switchboard Operator/Receptionist		17.73
01531 - Travel Clerk I		18.65
01532 - Travel Clerk II		20.45

01533 - Travel Clerk III	22.47
01611 - Word Processor I	18.65
01612 - Word Processor II	20.93
01613 - Word Processor III	23.41
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.39
05010 - Automotive Electrician	23.02
05040 - Automotive Glass Installer	22.05
05070 - Automotive Worker	22.05
05110 - Mobile Equipment Servicer	19.87
05130 - Motor Equipment Metal Mechanic	23.98
05160 - Motor Equipment Metal Worker	22.05
05190 - Motor Vehicle Mechanic	23.98
05220 - Motor Vehicle Mechanic Helper	18.55
05250 - Motor Vehicle Upholstery Worker	21.16
05280 - Motor Vehicle Wrecker	22.05
05310 - Painter, Automotive	23.02
05340 - Radiator Repair Specialist	22.05
05370 - Tire Repairer	19.50
05400 - Transmission Repair Specialist	23.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.58
07041 - Cook I	18.90
07042 - Cook II	20.98
07070 - Dishwasher	14.12
07130 - Food Service Worker	15.86
07210 - Meat Cutter	20.11
07260 - Waiter/Waitress	11.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.54
09040 - Furniture Handler	17.03
09080 - Furniture Refinisher	24.54
09090 - Furniture Refinisher Helper	19.77
09110 - Furniture Repairer, Minor	22.56
09130 - Upholsterer	24.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.36
11060 - Elevator Operator	17.35
11090 - Gardener	23.42
11122 - Housekeeping Aide	17.35
11150 - Janitor	17.35
11210 - Laborer, Grounds Maintenance	18.82
11240 - Maid or Houseman	15.70
11260 - Pruner	17.31
11270 - Tractor Operator	21.86
11330 - Trail Maintenance Worker	18.82
11360 - Window Cleaner	18.86
12000 - Health Occupations	
12010 - Ambulance Driver	24.87
12011 - Breath Alcohol Technician	24.87
12012 - Certified Occupational Therapist Assistant	34.13
12015 - Certified Physical Therapist Assistant	29.94
12020 - Dental Assistant	28.88
12025 - Dental Hygienist	43.65
12030 - EKG Technician	37.71
12035 - Electroneurodiagnostic Technologist	37.71
12040 - Emergency Medical Technician	24.87
12071 - Licensed Practical Nurse I	22.24
12072 - Licensed Practical Nurse II	24.87
12073 - Licensed Practical Nurse III	27.74
12100 - Medical Assistant	22.47
12130 - Medical Laboratory Technician	30.87
12160 - Medical Record Clerk	22.87
12190 - Medical Record Technician	25.58
12195 - Medical Transcriptionist	25.09
12210 - Nuclear Medicine Technologist	54.67
12221 - Nursing Assistant I	15.30
12222 - Nursing Assistant II	17.22
12223 - Nursing Assistant III	18.79

12224 - Nursing Assistant IV		21.09
12235 - Optical Dispenser		20.55
12236 - Optical Technician		18.35
12250 - Pharmacy Technician		22.27
12280 - Phlebotomist		19.56
12305 - Radiologic Technologist		37.15
12311 - Registered Nurse I		28.16
12312 - Registered Nurse II		34.43
12313 - Registered Nurse II, Specialist		34.43
12314 - Registered Nurse III		41.66
12315 - Registered Nurse III, Anesthetist		41.66
12316 - Registered Nurse IV		49.95
12317 - Scheduler (Drug and Alcohol Testing)		30.82
12320 - Substance Abuse Treatment Counselor		25.13
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.54
13012 - Exhibits Specialist II		30.42
13013 - Exhibits Specialist III		37.18
13041 - Illustrator I		24.54
13042 - Illustrator II		30.42
13043 - Illustrator III		37.18
13047 - Librarian		33.67
13050 - Library Aide/Clerk		18.47
13054 - Library Information Technology Systems Administrator		30.42
13058 - Library Technician		23.20
13061 - Media Specialist I		21.95
13062 - Media Specialist II		24.54
13063 - Media Specialist III		27.36
13071 - Photographer I		21.95
13072 - Photographer II		24.54
13073 - Photographer III		30.42
13074 - Photographer IV		37.18
13075 - Photographer V		44.99
13090 - Technical Order Library Clerk		23.20
13110 - Video Teleconference Technician		23.91
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.41
14042 - Computer Operator II		23.94
14043 - Computer Operator III		26.69
14044 - Computer Operator IV		29.66
14045 - Computer Operator V		32.85
14071 - Computer Programmer I	(see 1)	24.19
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		21.41
14160 - Personal Computer Support Technician		29.66
14170 - System Support Specialist		32.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.10
15020 - Aircrew Training Devices Instructor (Rated)		42.46
15030 - Air Crew Training Devices Instructor (Pilot)		50.91
15050 - Computer Based Training Specialist / Instructor		35.10
15060 - Educational Technologist		35.57
15070 - Flight Instructor (Pilot)		50.91
15080 - Graphic Artist		25.87
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.91
15086 - Maintenance Test Pilot, Rotary Wing		50.91
15088 - Non-Maintenance Test/Co-Pilot		50.91
15090 - Technical Instructor		28.01
15095 - Technical Instructor/Course Developer		34.25
15110 - Test Proctor		22.61
15120 - Tutor		22.61

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	17.94
16030 - Counter Attendant	17.94
16040 - Dry Cleaner	20.50
16070 - Finisher, Flatwork, Machine	17.94
16090 - Presser, Hand	17.94
16110 - Presser, Machine, Drycleaning	17.94
16130 - Presser, Machine, Shirts	17.94
16160 - Presser, Machine, Wearing Apparel, Laundry	17.94
16190 - Sewing Machine Operator	21.36
16220 - Tailor	22.21
16250 - Washer, Machine	18.80
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	30.73
19040 - Tool And Die Maker	35.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.41
21030 - Material Coordinator	28.23
21040 - Material Expediter	28.23
21050 - Material Handling Laborer	20.63
21071 - Order Filler	17.46
21080 - Production Line Worker (Food Processing)	22.41
21110 - Shipping Packer	22.18
21130 - Shipping/Receiving Clerk	22.18
21140 - Store Worker I	19.30
21150 - Stock Clerk	24.92
21210 - Tools And Parts Attendant	22.41
21410 - Warehouse Specialist	22.41
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.70
23019 - Aircraft Logs and Records Technician	31.05
23021 - Aircraft Mechanic I	35.21
23022 - Aircraft Mechanic II	36.70
23023 - Aircraft Mechanic III	38.10
23040 - Aircraft Mechanic Helper	27.24
23050 - Aircraft, Painter	33.80
23060 - Aircraft Servicer	31.05
23070 - Aircraft Survival Flight Equipment Technician	33.80
23080 - Aircraft Worker	32.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.21
23110 - Appliance Mechanic	30.73
23120 - Bicycle Repairer	29.01
23125 - Cable Splicer	39.08
23130 - Carpenter, Maintenance	29.61
23140 - Carpet Layer	32.20
23160 - Electrician, Maintenance	36.82
23181 - Electronics Technician Maintenance I	32.20
23182 - Electronics Technician Maintenance II	33.62
23183 - Electronics Technician Maintenance III	35.01
23260 - Fabric Worker	30.90
23290 - Fire Alarm System Mechanic	35.62
23310 - Fire Extinguisher Repairer	29.01
23311 - Fuel Distribution System Mechanic	35.01
23312 - Fuel Distribution System Operator	29.01
23370 - General Maintenance Worker	26.95
23380 - Ground Support Equipment Mechanic	35.21
23381 - Ground Support Equipment Servicer	31.05
23382 - Ground Support Equipment Worker	32.38
23391 - Gunsmith I	29.01
23392 - Gunsmith II	32.20
23393 - Gunsmith III	35.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic	32.97
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	34.37
23430 - Heavy Equipment Mechanic	36.75
23440 - Heavy Equipment Operator	35.20

23460 - Instrument Mechanic	35.01
23465 - Laboratory/Shelter Mechanic	33.62
23470 - Laborer	20.63
23510 - Locksmith	33.62
23530 - Machinery Maintenance Mechanic	30.49
23550 - Machinist, Maintenance	29.09
23580 - Maintenance Trades Helper	19.15
23591 - Metrology Technician I	35.01
23592 - Metrology Technician II	36.50
23593 - Metrology Technician III	37.88
23640 - Millwright	35.01
23710 - Office Appliance Repairer	24.00
23760 - Painter, Maintenance	27.98
23790 - Pipefitter, Maintenance	40.09
23810 - Plumber, Maintenance	38.49
23820 - Pneudraulic Systems Mechanic	35.01
23850 - Rigger	35.01
23870 - Scale Mechanic	32.20
23890 - Sheet-Metal Worker, Maintenance	31.88
23910 - Small Engine Mechanic	24.47
23931 - Telecommunications Mechanic I	35.95
23932 - Telecommunications Mechanic II	37.48
23950 - Telephone Lineman	27.37
23960 - Welder, Combination, Maintenance	29.06
23965 - Well Driller	30.17
23970 - Woodcraft Worker	35.01
23980 - Woodworker	29.01
24000 - Personal Needs Occupations	
24550 - Case Manager	22.01
24570 - Child Care Attendant	14.84
24580 - Child Care Center Clerk	18.50
24610 - Chore Aide	17.72
24620 - Family Readiness And Support Services Coordinator	22.01
24630 - Homemaker	22.01
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.43
25040 - Sewage Plant Operator	33.67
25070 - Stationary Engineer	34.43
25190 - Ventilation Equipment Tender	26.63
25210 - Water Treatment Plant Operator	33.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.12
27007 - Baggage Inspector	19.16
27008 - Corrections Officer	31.47
27010 - Court Security Officer	25.11
27030 - Detection Dog Handler	21.43
27040 - Detention Officer	31.47
27070 - Firefighter	24.59
27101 - Guard I	19.16
27102 - Guard II	21.43
27131 - Police Officer I	33.11
27132 - Police Officer II	36.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.47
28042 - Carnival Equipment Repairer	18.71
28043 - Carnival Worker	13.83
28210 - Gate Attendant/Gate Tender	21.23
28310 - Lifeguard	16.94
28350 - Park Attendant (Aide)	23.75
28510 - Recreation Aide/Health Facility Attendant	17.34
28515 - Recreation Specialist	29.43
28630 - Sports Official	18.92
28690 - Swimming Pool Operator	20.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.20
29020 - Hatch Tender	32.20
29030 - Line Handler	32.20
29041 - Stevedore I	30.90

29042 - Stevedore II		33.62
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	50.23
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	34.64
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	38.15
30021 - Archeological Technician I		21.47
30022 - Archeological Technician II		24.01
30023 - Archeological Technician III		29.74
30030 - Cartographic Technician		29.74
30040 - Civil Engineering Technician		37.50
30051 - Cryogenic Technician I		32.95
30052 - Cryogenic Technician II		36.39
30061 - Drafter/CAD Operator I		21.47
30062 - Drafter/CAD Operator II		24.01
30063 - Drafter/CAD Operator III		26.76
30064 - Drafter/CAD Operator IV		32.95
30081 - Engineering Technician I		19.31
30082 - Engineering Technician II		21.67
30083 - Engineering Technician III		24.24
30084 - Engineering Technician IV		30.03
30085 - Engineering Technician V		36.73
30086 - Engineering Technician VI		44.44
30090 - Environmental Technician		29.74
30095 - Evidence Control Specialist		29.74
30210 - Laboratory Technician		26.76
30221 - Latent Fingerprint Technician I		32.95
30222 - Latent Fingerprint Technician II		36.39
30240 - Mathematical Technician		29.74
30361 - Paralegal/Legal Assistant I		23.44
30362 - Paralegal/Legal Assistant II		29.03
30363 - Paralegal/Legal Assistant III		35.50
30364 - Paralegal/Legal Assistant IV		42.96
30375 - Petroleum Supply Specialist		36.39
30390 - Photo-Optics Technician		29.74
30395 - Radiation Control Technician		36.39
30461 - Technical Writer I		29.74
30462 - Technical Writer II		36.39
30463 - Technical Writer III		44.03
30491 - Unexploded Ordnance (UXO) Technician I		31.92
30492 - Unexploded Ordnance (UXO) Technician II		38.62
30493 - Unexploded Ordnance (UXO) Technician III		46.29
30494 - Unexploded (UXO) Safety Escort		31.92
30495 - Unexploded (UXO) Sweep Personnel		31.92
30501 - Weather Forecaster I		32.95
30502 - Weather Forecaster II		40.08
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.76
30621 - Weather Observer, Senior	(see 2)	29.74
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		38.62
31020 - Bus Aide		17.38
31030 - Bus Driver		23.02
31043 - Driver Courier		20.18
31260 - Parking and Lot Attendant		16.50
31290 - Shuttle Bus Driver		18.92
31310 - Taxi Driver		14.10
31361 - Truckdriver, Light		21.62
31362 - Truckdriver, Medium		23.02
31363 - Truckdriver, Heavy		29.19
31364 - Truckdriver, Tractor-Trailer		29.19
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.83
99030 - Cashier		14.54
99050 - Desk Clerk		16.73
99095 - Embalmer		31.92
99130 - Flight Follower		31.92
99251 - Laboratory Animal Caretaker I		24.20
99252 - Laboratory Animal Caretaker II		25.93

99260 - Marketing Analyst	32.79
99310 - Mortician	31.92
99410 - Pest Controller	30.54
99510 - Photofinishing Worker	16.78
99710 - Recycling Laborer	24.07
99711 - Recycling Specialist	27.95
99730 - Refuse Collector	22.13
99810 - Sales Clerk	16.60
99820 - School Crossing Guard	21.20
99830 - Survey Party Chief	27.59
99831 - Surveying Aide	16.15
99832 - Surveying Technician	21.07
99840 - Vending Machine Attendant	26.77
99841 - Vending Machine Repairer	31.83
99842 - Vending Machine Repairer Helper	26.77

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 contract from May 11, 2026, through December 31, 2026 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))."""