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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.: 2015-4945
Revision No.: 31
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State: Minnesota, Wisconsin

Area: Minnesota Counties of Anoka, Carver, Chisago, Dakota,
Hennepin, Isanti, Ramsey, Scott,
Washington and Wright

Wisconsin Counties of Pierce and St Croix

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.41
01012 - Accounting Clerk II		24.03
01013 - Accounting Clerk III		26.88
01020 - Administrative Assistant		37.96
01035 - Court Reporter		33.97
01041 - Customer Service Representative I		18.85
01042 - Customer Service Representative II		20.57
01043 - Customer Service Representative III		23.09
01051 - Data Entry Operator I		18.57
01052 - Data Entry Operator II		20.26
01060 - Dispatcher, Motor Vehicle		27.54
01070 - Document Preparation Clerk		21.72
01090 - Duplicating Machine Operator		21.72
01111 - General Clerk I		18.79
01112 - General Clerk II		20.50
01113 - General Clerk III		23.01
01120 - Housing Referral Assistant		26.51
01141 - Messenger Courier		21.67
01191 - Order Clerk I		21.11
01192 - Order Clerk II		23.04
01261 - Personnel Assistant (Employment) I		21.90
01262 - Personnel Assistant (Employment) II		24.50
01263 - Personnel Assistant (Employment) III		27.31
01270 - Production Control Clerk		30.06
01290 - Rental Clerk		19.00
01300 - Scheduler, Maintenance		21.23
01311 - Secretary I		21.23
01312 - Secretary II		23.78
01313 - Secretary III		26.51
01320 - Service Order Dispatcher		24.62
01410 - Supply Technician		37.96
01420 - Survey Worker		24.04
01460 - Switchboard Operator/Receptionist		18.06
01531 - Travel Clerk I		20.18
01532 - Travel Clerk II		21.69
01533 - Travel Clerk III		23.56
01611 - Word Processor I		20.44
01612 - Word Processor II		22.94
01613 - Word Processor III		25.66
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		29.87
05010 - Automotive Electrician		28.18
05040 - Automotive Glass Installer		26.99
05070 - Automotive Worker		26.99
05110 - Mobile Equipment Servicer		24.32
05130 - Motor Equipment Metal Mechanic		29.36
05160 - Motor Equipment Metal Worker		26.99
05190 - Motor Vehicle Mechanic		29.36
05220 - Motor Vehicle Mechanic Helper		22.72
05250 - Motor Vehicle Upholstery Worker		25.91
05280 - Motor Vehicle Wrecker		26.99
05310 - Painter, Automotive		28.18
05340 - Radiator Repair Specialist		26.99
05370 - Tire Repairer		19.51

05400 - Transmission Repair Specialist 29.36

07000 - Food Preparation And Service Occupations
07010 - Baker 18.94
07041 - Cook I 20.77
07042 - Cook II 23.05
07070 - Dishwasher 16.77
07130 - Food Service Worker 17.14
07210 - Meat Cutter 22.43
07260 - Waiter/Waitress 12.71

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.83
09040 - Furniture Handler 16.83
09080 - Furniture Refinisher 23.91
09090 - Furniture Refinisher Helper 19.55
09110 - Furniture Repairer, Minor 21.98
09130 - Upholsterer 25.61

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.72
11060 - Elevator Operator 18.91
11090 - Gardener 27.94
11122 - Housekeeping Aide 18.91
11150 - Janitor 18.91
11210 - Laborer, Grounds Maintenance 22.46
11240 - Maid or Houseman 18.10
11260 - Pruner 20.66
11270 - Tractor Operator 26.08
11330 - Trail Maintenance Worker 22.46
11360 - Window Cleaner 20.56

12000 - Health Occupations
12010 - Ambulance Driver 23.27
12011 - Breath Alcohol Technician 26.88
12012 - Certified Occupational Therapist Assistant 29.82
12015 - Certified Physical Therapist Assistant 30.37
12020 - Dental Assistant 31.42
12025 - Dental Hygienist 48.35
12030 - EKG Technician 41.13
12035 - Electroneurodiagnostic Technologist 41.13
12040 - Emergency Medical Technician 23.27
12071 - Licensed Practical Nurse I 24.03
12072 - Licensed Practical Nurse II 26.88
12073 - Licensed Practical Nurse III 29.96
12100 - Medical Assistant 24.33
12130 - Medical Laboratory Technician 31.81
12160 - Medical Record Clerk 26.51
12190 - Medical Record Technician 29.65
12195 - Medical Transcriptionist 25.81
12210 - Nuclear Medicine Technologist 50.30
12221 - Nursing Assistant I 16.36
12222 - Nursing Assistant II 18.41
12223 - Nursing Assistant III 20.09
12224 - Nursing Assistant IV 22.55
12235 - Optical Dispenser 23.75
12236 - Optical Technician 19.84
12250 - Pharmacy Technician 23.64
12280 - Phlebotomist 21.85
12305 - Radiologic Technologist 40.09
12311 - Registered Nurse I 29.71
12312 - Registered Nurse II 36.35
12313 - Registered Nurse II, Specialist 36.35
12314 - Registered Nurse III 43.98
12315 - Registered Nurse III, Anesthetist 43.98
12316 - Registered Nurse IV 52.71
12317 - Scheduler (Drug and Alcohol Testing) 33.30
12320 - Substance Abuse Treatment Counselor 27.82

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.29
13012 - Exhibits Specialist II 26.39
13013 - Exhibits Specialist III 32.27
13041 - Illustrator I 25.12
13042 - Illustrator II 31.12
13043 - Illustrator III 38.07
13047 - Librarian 38.08
13050 - Library Aide/Clerk 22.41
13054 - Library Information Technology Systems
Administrator 34.39
13058 - Library Technician 24.67
13061 - Media Specialist I 24.81
13062 - Media Specialist II 27.75
13063 - Media Specialist III 30.95
13071 - Photographer I 20.92
13072 - Photographer II 23.40
13073 - Photographer III 28.98
13074 - Photographer IV 35.44
13075 - Photographer V 42.88
13090 - Technical Order Library Clerk 28.13
13110 - Video Teleconference Technician 29.62

14000 - Information Technology Occupations
14041 - Computer Operator I 24.89
14042 - Computer Operator II 27.84
14043 - Computer Operator III 31.03
14044 - Computer Operator IV 34.49
14045 - Computer Operator V 38.20

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		24.89
14160 - Personal Computer Support Technician		34.49
14170 - System Support Specialist		38.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.17
15020 - Aircrew Training Devices Instructor (Rated)		43.76
15030 - Air Crew Training Devices Instructor (Pilot)		52.45
15050 - Computer Based Training Specialist / Instructor		36.17
15060 - Educational Technologist		38.26
15070 - Flight Instructor (Pilot)		52.45
15080 - Graphic Artist		30.47
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		52.45
15086 - Maintenance Test Pilot, Rotary Wing		52.45
15088 - Non-Maintenance Test/Co-Pilot		52.45
15090 - Technical Instructor		30.97
15095 - Technical Instructor/Course Developer		37.87
15110 - Test Proctor		25.00
15120 - Tutor		25.00
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)		28.15
19040 - Tool And Die Maker		32.86
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.49
21030 - Material Coordinator		30.06
21040 - Material Expediter		30.06
21050 - Material Handling Laborer		22.26
21071 - Order Filler		18.25
21080 - Production Line Worker (Food Processing)		23.49
21110 - Shipping Packer		22.62
21130 - Shipping/Receiving Clerk		22.62
21140 - Store Worker I		19.30
21150 - Stock Clerk		24.92
21210 - Tools And Parts Attendant		23.49
21410 - Warehouse Specialist		23.49
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		43.43
23019 - Aircraft Logs and Records Technician		36.76
23021 - Aircraft Mechanic I		41.66
23022 - Aircraft Mechanic II		43.43
23023 - Aircraft Mechanic III		45.08
23040 - Aircraft Mechanic Helper		32.22
23050 - Aircraft, Painter		40.00
23060 - Aircraft Servicer		36.76
23070 - Aircraft Survival Flight Equipment Technician		40.00
23080 - Aircraft Worker		38.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		38.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		41.66
23110 - Appliance Mechanic		29.43
23120 - Bicycle Repairer		25.06
23125 - Cable Splicer		52.69
23130 - Carpenter, Maintenance		35.73
23140 - Carpet Layer		34.25
23160 - Electrician, Maintenance		43.46
23181 - Electronics Technician Maintenance I		35.21
23182 - Electronics Technician Maintenance II		36.76
23183 - Electronics Technician Maintenance III		38.29
23260 - Fabric Worker		32.87
23290 - Fire Alarm System Mechanic		38.76
23310 - Fire Extinguisher Repairer		30.86
23311 - Fuel Distribution System Mechanic		39.87
23312 - Fuel Distribution System Operator		33.04
23370 - General Maintenance Worker		28.83
23380 - Ground Support Equipment Mechanic		41.66
23381 - Ground Support Equipment Servicer		36.76
23382 - Ground Support Equipment Worker		38.31
23391 - Gunsmith I		30.86
23392 - Gunsmith II		34.25
23393 - Gunsmith III		37.25

23410 - Heating, Ventilation And Air-Conditioning Mechanic		36.73
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		38.27
23430 - Heavy Equipment Mechanic		37.30
23440 - Heavy Equipment Operator		40.09
23460 - Instrument Mechanic		34.51
23465 - Laboratory/Shelter Mechanic		35.76
23470 - Laborer		22.26
23510 - Locksmith		29.53
23530 - Machinery Maintenance Mechanic		35.00
23550 - Machinist, Maintenance		29.30
23580 - Maintenance Trades Helper		20.09
23591 - Metrology Technician I		34.51
23592 - Metrology Technician II		35.97
23593 - Metrology Technician III		37.35
23640 - Millwright		35.64
23710 - Office Appliance Repairer		23.00
23760 - Painter, Maintenance		29.44
23790 - Pipefitter, Maintenance		46.65
23810 - Plumber, Maintenance		44.79
23820 - Pneudraulic Systems Mechanic		37.25
23850 - Rigger		42.57
23870 - Scale Mechanic		34.25
23890 - Sheet-Metal Worker, Maintenance		38.64
23910 - Small Engine Mechanic		24.56
23931 - Telecommunications Mechanic I		34.84
23932 - Telecommunications Mechanic II		36.32
23950 - Telephone Lineman		31.65
23960 - Welder, Combination, Maintenance		29.01
23965 - Well Driller		35.18
23970 - Woodcraft Worker		37.25
23980 - Woodworker		30.86
24000 - Personal Needs Occupations		
24550 - Case Manager		23.50
24570 - Child Care Attendant		16.95
24580 - Child Care Center Clerk		21.13
24610 - Chore Aide		17.38
24620 - Family Readiness And Support Services Coordinator		23.50
24630 - Homemaker		23.50
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		35.65
25040 - Sewage Plant Operator		35.90
25070 - Stationary Engineer		35.65
25190 - Ventilation Equipment Tender		27.57
25210 - Water Treatment Plant Operator		35.90
27000 - Protective Service Occupations		
27004 - Alarm Monitor		34.79
27007 - Baggage Inspector		19.80
27008 - Corrections Officer		32.65
27010 - Court Security Officer		26.61
27030 - Detection Dog Handler		22.15
27040 - Detention Officer		32.65
27070 - Firefighter		20.90
27101 - Guard I		19.80
27102 - Guard II		22.15
27131 - Police Officer I		41.50
27132 - Police Officer II		46.12
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.46
28042 - Carnival Equipment Repairer		20.85
28043 - Carnival Worker		15.41
28210 - Gate Attendant/Gate Tender		22.49
28310 - Lifeguard		16.58
28350 - Park Attendant (Aide)		25.16
28510 - Recreation Aide/Health Facility Attendant		18.36
28515 - Recreation Specialist		31.16
28630 - Sports Official		20.04
28690 - Swimming Pool Operator		23.14
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		34.46
29020 - Hatch Tender		34.46
29030 - Line Handler		34.46
29041 - Stevedore I		33.07
29042 - Stevedore II		35.98
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		21.86
30022 - Archeological Technician II		24.46
30023 - Archeological Technician III		30.29
30030 - Cartographic Technician		30.29
30040 - Civil Engineering Technician		37.88
30051 - Cryogenic Technician I		33.55
30052 - Cryogenic Technician II		37.05
30061 - Drafter/CAD Operator I		21.86
30062 - Drafter/CAD Operator II		24.46

30063 - Drafter/CAD Operator III		27.25
30064 - Drafter/CAD Operator IV		33.55
30081 - Engineering Technician I		19.71
30082 - Engineering Technician II		22.13
30083 - Engineering Technician III		24.75
30084 - Engineering Technician IV		30.65
30085 - Engineering Technician V		37.49
30086 - Engineering Technician VI		45.36
30090 - Environmental Technician		30.40
30095 - Evidence Control Specialist		30.29
30210 - Laboratory Technician		27.70
30221 - Latent Fingerprint Technician I		33.80
30222 - Latent Fingerprint Technician II		37.34
30240 - Mathematical Technician		31.10
30361 - Paralegal/Legal Assistant I		24.27
30362 - Paralegal/Legal Assistant II		30.04
30363 - Paralegal/Legal Assistant III		36.76
30364 - Paralegal/Legal Assistant IV		44.48
30375 - Petroleum Supply Specialist		37.05
30390 - Photo-Optics Technician		30.29
30395 - Radiation Control Technician		37.05
30461 - Technical Writer I		30.56
30462 - Technical Writer II		37.38
30463 - Technical Writer III		45.23
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		33.55
30502 - Weather Forecaster II		40.81
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.25
30621 - Weather Observer, Senior	(see 2)	30.29
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		38.62
31020 - Bus Aide		20.64
31030 - Bus Driver		27.35
31043 - Driver Courier		21.50
31260 - Parking and Lot Attendant		17.66
31290 - Shuttle Bus Driver		20.08
31310 - Taxi Driver		17.09
31361 - Truckdriver, Light		23.03
31362 - Truckdriver, Medium		24.52
31363 - Truckdriver, Heavy		30.37
31364 - Truckdriver, Tractor-Trailer		30.37
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.83
99030 - Cashier		16.60
99050 - Desk Clerk		18.14
99095 - Embalmer		40.34
99130 - Flight Follower		31.92
99251 - Laboratory Animal Caretaker I		20.06
99252 - Laboratory Animal Caretaker II		21.49
99260 - Marketing Analyst		41.28
99310 - Mortician		40.34
99410 - Pest Controller		24.36
99510 - Photofinishing Worker		17.97
99710 - Recycling Laborer		30.97
99711 - Recycling Specialist		35.96
99730 - Refuse Collector		28.47
99810 - Sales Clerk		17.11
99820 - School Crossing Guard		22.46
99830 - Survey Party Chief		40.90
99831 - Surveying Aide		27.16
99832 - Surveying Technician		31.23
99840 - Vending Machine Attendant		21.80
99841 - Vending Machine Repairer		25.92
99842 - Vending Machine Repairer Helper		21.80

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))."""