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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.: 2015-4897 Revision No.: 31 Date Of Last Revision: 5/13/2026

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 \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. 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)).""