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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.: 33 Date Of Last Revision: 8/22/2026

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		22.13
01012 - Accounting Clerk II		24.83
01013 - Accounting Clerk III		27.78
01020 - Administrative Assistant		38.48
01035 - Court Reporter		37.37
01041 - Customer Service Representative I		19.43
01042 - Customer Service Representative II		21.20
01043 - Customer Service Representative III		23.79
01051 - Data Entry Operator I		20.41
01052 - Data Entry Operator II		22.27
01060 - Dispatcher, Motor Vehicle		28.64
01070 - Document Preparation Clerk		22.72
01090 - Duplicating Machine Operator		22.72
01111 - General Clerk I		19.16
01112 - General Clerk II		20.91
01113 - General Clerk III		23.46
01120 - Housing Referral Assistant		26.51
01141 - Messenger Courier		22.67
01191 - Order Clerk I		21.82
01192 - Order Clerk II		23.81
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		20.90
01300 - Scheduler, Maintenance		21.23
01311 - Secretary I		21.23
01312 - Secretary II		23.78
01313 - Secretary III		26.51
01320 - Service Order Dispatcher		25.60
01410 - Supply Technician		38.48
01420 - Survey Worker		24.46
01460 - Switchboard Operator/Receptionist		18.27
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		29.91
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		21.29

05400 - Transmission Repair Specialist	29.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	20.32
07041 - Cook I	21.55
07042 - Cook II	23.92
07070 - Dishwasher	16.80
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	17.03
09080 - Furniture Refinisher	24.55
09090 - Furniture Refinisher Helper	19.78
09110 - Furniture Repairer, Minor	22.57
09130 - Upholsterer	25.61
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.33
11060 - Elevator Operator	19.62
11090 - Gardener	28.21
11122 - Housekeeping Aide	19.62
11150 - Janitor	19.62
11210 - Laborer, Grounds Maintenance	22.67
11240 - Maid or Houseman	18.56
11260 - Pruner	20.86
11270 - Tractor Operator	26.33
11330 - Trail Maintenance Worker	22.67
11360 - Window Cleaner	21.32
12000 - Health Occupations	
12010 - Ambulance Driver	24.03
12011 - Breath Alcohol Technician	28.31
12012 - Certified Occupational Therapist Assistant	31.83
12015 - Certified Physical Therapist Assistant	33.41
12020 - Dental Assistant	34.56
12025 - Dental Hygienist	53.19
12030 - EKG Technician	41.13
12035 - Electroneurodiagnostic Technologist	41.13
12040 - Emergency Medical Technician	24.03
12071 - Licensed Practical Nurse I	25.30
12072 - Licensed Practical Nurse II	28.31
12073 - Licensed Practical Nurse III	31.57
12100 - Medical Assistant	25.28
12130 - Medical Laboratory Technician	31.81
12160 - Medical Record Clerk	26.57
12190 - Medical Record Technician	29.73
12195 - Medical Transcriptionist	25.81
12210 - Nuclear Medicine Technologist	51.63
12221 - Nursing Assistant I	16.77
12222 - Nursing Assistant II	18.86
12223 - Nursing Assistant III	20.58
12224 - Nursing Assistant IV	23.09
12235 - Optical Dispenser	23.75
12236 - Optical Technician	20.09
12250 - Pharmacy Technician	23.64
12280 - Phlebotomist	22.34
12305 - Radiologic Technologist	41.59
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)	35.07
12320 - Substance Abuse Treatment Counselor	29.22
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.42
13012 - Exhibits Specialist II	29.03
13013 - Exhibits Specialist III	35.50
13041 - Illustrator I	25.12
13042 - Illustrator II	31.12
13043 - Illustrator III	38.07
13047 - Librarian	38.85
13050 - Library Aide/Clerk	23.13
13054 - Library Information Technology Systems Administrator	35.08
13058 - Library Technician	24.77
13061 - Media Specialist I	25.31
13062 - Media Specialist II	28.32
13063 - Media Specialist III	31.58
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	29.03
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)		37.15
15020 - Aircrew Training Devices Instructor (Rated)		44.96
15030 - Air Crew Training Devices Instructor (Pilot)		53.89
15050 - Computer Based Training Specialist / Instructor		37.15
15060 - Educational Technologist		39.05
15070 - Flight Instructor (Pilot)		53.89
15080 - Graphic Artist		31.54
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		53.89
15086 - Maintenance Test Pilot, Rotary Wing		53.89
15088 - Non-Maintenance Test/Co-Pilot		53.89
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)		30.83
19040 - Tool And Die Maker		35.98
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.91
21030 - Material Coordinator		30.06
21040 - Material Expediter		30.06
21050 - Material Handling Laborer		22.75
21071 - Order Filler		18.25
21080 - Production Line Worker (Food Processing)		23.91
21110 - Shipping Packer		23.27
21130 - Shipping/Receiving Clerk		23.27
21140 - Store Worker I		19.91
21150 - Stock Clerk		25.70
21210 - Tools And Parts Attendant		23.91
21410 - Warehouse Specialist		23.91
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		45.13
23019 - Aircraft Logs and Records Technician		38.21
23021 - Aircraft Mechanic I		43.29
23022 - Aircraft Mechanic II		45.13
23023 - Aircraft Mechanic III		46.84
23040 - Aircraft Mechanic Helper		33.49
23050 - Aircraft, Painter		41.57
23060 - Aircraft Servicer		38.21
23070 - Aircraft Survival Flight Equipment Technician		41.57
23080 - Aircraft Worker		39.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		39.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		43.29
23110 - Appliance Mechanic		29.52
23120 - Bicycle Repairer		25.06
23125 - Cable Splicer		52.69
23130 - Carpenter, Maintenance		35.73
23140 - Carpet Layer		34.60
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		33.19
23290 - Fire Alarm System Mechanic		38.76
23310 - Fire Extinguisher Repairer		31.17
23311 - Fuel Distribution System Mechanic		39.87
23312 - Fuel Distribution System Operator		33.04
23370 - General Maintenance Worker		29.07
23380 - Ground Support Equipment Mechanic		43.29
23381 - Ground Support Equipment Servicer		38.21
23382 - Ground Support Equipment Worker		39.82
23391 - Gunsmith I		31.17
23392 - Gunsmith II		34.60
23393 - Gunsmith III		37.61

23410 - Heating, Ventilation And Air-Conditioning Mechanic	37.25
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	38.84
23430 - Heavy Equipment Mechanic	39.08
23440 - Heavy Equipment Operator	40.09
23460 - Instrument Mechanic	34.51
23465 - Laboratory/Shelter Mechanic	36.11
23470 - Laborer	22.75
23510 - Locksmith	29.53
23530 - Machinery Maintenance Mechanic	35.96
23550 - Machinist, Maintenance	29.84
23580 - Maintenance Trades Helper	21.92
23591 - Metrology Technician I	34.51
23592 - Metrology Technician II	35.97
23593 - Metrology Technician III	37.35
23640 - Millwright	38.14
23710 - Office Appliance Repairer	25.30
23760 - Painter, Maintenance	29.44
23790 - Pipefitter, Maintenance	48.86
23810 - Plumber, Maintenance	46.92
23820 - Pneudraulic Systems Mechanic	37.61
23850 - Rigger	42.57
23870 - Scale Mechanic	34.60
23890 - Sheet-Metal Worker, Maintenance	38.64
23910 - Small Engine Mechanic	27.02
23931 - Telecommunications Mechanic I	37.02
23932 - Telecommunications Mechanic II	38.60
23950 - Telephone Lineman	34.82
23960 - Welder, Combination, Maintenance	29.75
23965 - Well Driller	35.72
23970 - Woodcraft Worker	37.61
23980 - Woodworker	31.17
24000 - Personal Needs Occupations	
24550 - Case Manager	23.92
24570 - Child Care Attendant	17.46
24580 - Child Care Center Clerk	21.78
24610 - Chore Aide	18.68
24620 - Family Readiness And Support Services Coordinator	23.92
24630 - Homemaker	23.92
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	36.81
25040 - Sewage Plant Operator	37.10
25070 - Stationary Engineer	36.81
25190 - Ventilation Equipment Tender	28.48
25210 - Water Treatment Plant Operator	37.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	34.79
27007 - Baggage Inspector	20.88
27008 - Corrections Officer	33.48
27010 - Court Security Officer	26.61
27030 - Detection Dog Handler	23.36
27040 - Detention Officer	33.48
27070 - Firefighter	20.90
27101 - Guard I	20.88
27102 - Guard II	23.36
27131 - Police Officer I	42.07
27132 - Police Officer II	46.73
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	37.91
29020 - Hatch Tender	37.91
29030 - Line Handler	37.91
29041 - Stevedore I	36.38
29042 - Stevedore II	39.58
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 50.74
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 34.99
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 38.52
30021 - Archeological Technician I	22.56
30022 - Archeological Technician II	25.24
30023 - Archeological Technician III	31.27
30030 - Cartographic Technician	31.27
30040 - Civil Engineering Technician	38.41
30051 - Cryogenic Technician I	34.63
30052 - Cryogenic Technician II	38.25
30061 - Drafter/CAD Operator I	22.56
30062 - Drafter/CAD Operator II	25.24

30063 - Drafter/CAD Operator III	28.15
30064 - Drafter/CAD Operator IV	34.63
30081 - Engineering Technician I	19.79
30082 - Engineering Technician II	22.20
30083 - Engineering Technician III	24.84
30084 - Engineering Technician IV	30.77
30085 - Engineering Technician V	37.64
30086 - Engineering Technician VI	45.55
30090 - Environmental Technician	32.52
30095 - Evidence Control Specialist	31.27
30210 - Laboratory Technician	30.20
30221 - Latent Fingerprint Technician I	33.80
30222 - Latent Fingerprint Technician II	37.34
30240 - Mathematical Technician	31.27
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	38.25
30390 - Photo-Optics Technician	31.27
30395 - Radiation Control Technician	38.25
30461 - Technical Writer I	30.56
30462 - Technical Writer II	37.38
30463 - Technical Writer III	45.23
30491 - Unexploded Ordnance (UXO) Technician I	32.24
30492 - Unexploded Ordnance (UXO) Technician II	39.01
30493 - Unexploded Ordnance (UXO) Technician III	46.76
30494 - Unexploded (UXO) Safety Escort	32.24
30495 - Unexploded (UXO) Sweep Personnel	32.24
30501 - Weather Forecaster I	34.63
30502 - Weather Forecaster II	42.13
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 28.15
30621 - Weather Observer, Senior	(see 2) 31.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	39.01
31020 - Bus Aide	20.70
31030 - Bus Driver	27.43
31043 - Driver Courier	22.29
31260 - Parking and Lot Attendant	17.66
31290 - Shuttle Bus Driver	20.33
31310 - Taxi Driver	17.09
31361 - Truckdriver, Light	23.88
31362 - Truckdriver, Medium	25.43
31363 - Truckdriver, Heavy	30.87
31364 - Truckdriver, Tractor-Trailer	30.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.02
99030 - Cashier	17.19
99050 - Desk Clerk	18.34
99095 - Embalmer	40.34
99130 - Flight Follower	32.24
99251 - Laboratory Animal Caretaker I	22.07
99252 - Laboratory Animal Caretaker II	23.64
99260 - Marketing Analyst	45.41
99310 - Mortician	40.34
99410 - Pest Controller	24.36
99510 - Photofinishing Worker	17.97
99710 - Recycling Laborer	33.66
99711 - Recycling Specialist	39.10
99730 - Refuse Collector	30.97
99810 - Sales Clerk	17.63
99820 - School Crossing Guard	24.71
99830 - Survey Party Chief	44.99
99831 - Surveying Aide	29.87
99832 - Surveying Technician	34.35
99840 - Vending Machine Attendant	23.98
99841 - Vending Machine Repairer	28.51
99842 - Vending Machine Repairer Helper	23.98

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: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or

\$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per week, or \$939.46 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)).""