

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-4129
 Daniel W. Simms | Division of | Revision No.: 17
 Director | Wage Determinations | Date Of Last Revision: 07/21/2021

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Connecticut

This wage determination is applicable to the following towns in LITCHFIELD COUNTY: Bethlehem, Watertown, Woodbury

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.75
01012 - Accounting Clerk II		19.93
01013 - Accounting Clerk III		22.29
01020 - Administrative Assistant		33.74
01035 - Court Reporter		20.47
01041 - Customer Service Representative I		14.98
01042 - Customer Service Representative II		16.84
01043 - Customer Service Representative III		18.38
01051 - Data Entry Operator I		15.17
01052 - Data Entry Operator II		16.56
01060 - Dispatcher, Motor Vehicle		23.80
01070 - Document Preparation Clerk		16.31
01090 - Duplicating Machine Operator		16.31
01111 - General Clerk I		15.33
01112 - General Clerk II		16.72
01113 - General Clerk III		18.77
01120 - Housing Referral Assistant		22.83

01141 - Messenger Courier	14.44
01191 - Order Clerk I	15.64
01192 - Order Clerk II	18.40
01261 - Personnel Assistant (Employment) I	18.32
01262 - Personnel Assistant (Employment) II	20.49
01263 - Personnel Assistant (Employment) III	22.85
01270 - Production Control Clerk	22.72
01290 - Rental Clerk	15.52
01300 - Scheduler, Maintenance	18.30
01311 - Secretary I	18.30
01312 - Secretary II	20.47
01313 - Secretary III	22.83
01320 - Service Order Dispatcher	21.88
01410 - Supply Technician	33.74
01420 - Survey Worker	20.47
01460 - Switchboard Operator/Receptionist	17.33
01531 - Travel Clerk I	14.08
01532 - Travel Clerk II	15.32
01533 - Travel Clerk III	16.71
01611 - Word Processor I	16.31
01612 - Word Processor II	18.30
01613 - Word Processor III	20.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.89
05010 - Automotive Electrician	24.73
05040 - Automotive Glass Installer	23.70
05070 - Automotive Worker	23.70
05110 - Mobile Equipment Servicer	21.79
05130 - Motor Equipment Metal Mechanic	25.76
05160 - Motor Equipment Metal Worker	23.70
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	20.71
05250 - Motor Vehicle Upholstery Worker	22.79
05280 - Motor Vehicle Wrecker	23.70
05310 - Painter, Automotive	24.73
05340 - Radiator Repair Specialist	23.70
05370 - Tire Repairer	19.28
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.73
07041 - Cook I	18.92
07042 - Cook II	20.58
07070 - Dishwasher	12.26
07130 - Food Service Worker	12.78
07210 - Meat Cutter	20.41
07260 - Waiter/Waitress	11.88
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.44
09040 - Furniture Handler	18.64
09080 - Furniture Refinisher	25.32
09090 - Furniture Refinisher Helper	21.21
09110 - Furniture Repairer, Minor	23.34
09130 - Upholsterer	24.44
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	13.84
11060 - Elevator Operator	16.74
11090 - Gardener	21.05
11122 - Housekeeping Aide	17.18
11150 - Janitor	17.18
11210 - Laborer, Grounds Maintenance	17.59
11240 - Maid or Houseman	13.29
11260 - Pruner	15.85
11270 - Tractor Operator	20.02
11330 - Trail Maintenance Worker	17.59
11360 - Window Cleaner	19.06
12000 - Health Occupations	
12010 - Ambulance Driver	24.95
12011 - Breath Alcohol Technician	24.95
12012 - Certified Occupational Therapist Assistant	34.23
12015 - Certified Physical Therapist Assistant	34.27
12020 - Dental Assistant	22.51
12025 - Dental Hygienist	46.48
12030 - EKG Technician	35.06
12035 - Electroneurodiagnostic Technologist	35.06
12040 - Emergency Medical Technician	24.95
12071 - Licensed Practical Nurse I	22.31
12072 - Licensed Practical Nurse II	24.95
12073 - Licensed Practical Nurse III	27.81
12100 - Medical Assistant	19.26
12130 - Medical Laboratory Technician	25.18
12160 - Medical Record Clerk	22.07
12190 - Medical Record Technician	26.34
12195 - Medical Transcriptionist	19.83
12210 - Nuclear Medicine Technologist	54.83
12221 - Nursing Assistant I	13.01
12222 - Nursing Assistant II	14.62
12223 - Nursing Assistant III	15.95
12224 - Nursing Assistant IV	17.92
12235 - Optical Dispenser	24.95
12236 - Optical Technician	22.31
12250 - Pharmacy Technician	16.42
12280 - Phlebotomist	22.31
12305 - Radiologic Technologist	32.10
12311 - Registered Nurse I	27.91
12312 - Registered Nurse II	34.14
12313 - Registered Nurse II, Specialist	34.14
12314 - Registered Nurse III	41.30
12315 - Registered Nurse III, Anesthetist	41.30
12316 - Registered Nurse IV	49.50
12317 - Scheduler (Drug and Alcohol Testing)	30.91
12320 - Substance Abuse Treatment Counselor	28.42
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.57
13012 - Exhibits Specialist II	30.45
13013 - Exhibits Specialist III	37.23
13041 - Illustrator I	24.57
13042 - Illustrator II	30.45
13043 - Illustrator III	37.23

13047 - Librarian		33.70
13050 - Library Aide/Clerk		14.23
13054 - Library Information Technology Systems Administrator		30.43
13058 - Library Technician		20.54
13061 - Media Specialist I		21.96
13062 - Media Specialist II		24.56
13063 - Media Specialist III		27.38
13071 - Photographer I		21.96
13072 - Photographer II		24.56
13073 - Photographer III		30.43
13074 - Photographer IV		37.22
13075 - Photographer V		45.03
13090 - Technical Order Library Clerk		17.87
13110 - Video Teleconference Technician		21.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.71
14042 - Computer Operator II		18.69
14043 - Computer Operator III		20.85
14044 - Computer Operator IV		24.21
14045 - Computer Operator V		26.82
14071 - Computer Programmer I	(see 1)	24.15
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		16.71
14160 - Personal Computer Support Technician		26.63
14170 - System Support Specialist		36.95
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.89
15020 - Aircrew Training Devices Instructor (Rated)		37.37
15030 - Air Crew Training Devices Instructor (Pilot)		44.79
15050 - Computer Based Training Specialist / Instructor		30.89
15060 - Educational Technologist		36.20
15070 - Flight Instructor (Pilot)		44.79
15080 - Graphic Artist		29.73
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.79
15086 - Maintenance Test Pilot, Rotary Wing		44.79
15088 - Non-Maintenance Test/Co-Pilot		44.79
15090 - Technical Instructor		24.06
15095 - Technical Instructor/Course Developer		29.43
15110 - Test Proctor		19.42
15120 - Tutor		19.42
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.76
16030 - Counter Attendant		14.76
16040 - Dry Cleaner		16.86
16070 - Finisher, Flatwork, Machine		14.76
16090 - Presser, Hand		14.76
16110 - Presser, Machine, Drycleaning		14.76
16130 - Presser, Machine, Shirts		14.76

16160 - Presser, Machine, Wearing Apparel, Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer, Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.75
19040 - Tool And Die Maker	32.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.46
21030 - Material Coordinator	22.72
21040 - Material Expediter	22.72
21050 - Material Handling Laborer	15.84
21071 - Order Filler	14.33
21080 - Production Line Worker (Food Processing)	18.46
21110 - Shipping Packer	17.99
21130 - Shipping/Receiving Clerk	17.99
21140 - Store Worker I	15.19
21150 - Stock Clerk	20.41
21210 - Tools And Parts Attendant	18.46
21410 - Warehouse Specialist	18.46
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.72
23019 - Aircraft Logs and Records Technician	24.52
23021 - Aircraft Mechanic I	27.73
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	29.88
23040 - Aircraft Mechanic Helper	22.29
23050 - Aircraft, Painter	26.63
23060 - Aircraft Servicer	24.52
23070 - Aircraft Survival Flight Equipment Technician	26.63
23080 - Aircraft Worker	25.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.73
23110 - Appliance Mechanic	25.32
23120 - Bicycle Repairer	22.32
23125 - Cable Splicer	33.67
23130 - Carpenter, Maintenance	28.15
23140 - Carpet Layer	24.27
23160 - Electrician, Maintenance	31.60
23181 - Electronics Technician Maintenance I	24.69
23182 - Electronics Technician Maintenance II	25.76
23183 - Electronics Technician Maintenance III	26.83
23260 - Fabric Worker	23.34
23290 - Fire Alarm System Mechanic	26.38
23310 - Fire Extinguisher Repairer	22.32
23311 - Fuel Distribution System Mechanic	34.53
23312 - Fuel Distribution System Operator	30.77
23370 - General Maintenance Worker	20.46
23380 - Ground Support Equipment Mechanic	27.73
23381 - Ground Support Equipment Servicer	24.52
23382 - Ground Support Equipment Worker	25.42
23391 - Gunsmith I	22.32

23392 - Gunsmith II	24.27	
23393 - Gunsmith III	26.38	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		29.36
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.42
23430 - Heavy Equipment Mechanic	26.38	
23440 - Heavy Equipment Operator	29.21	
23460 - Instrument Mechanic	26.38	
23465 - Laboratory/Shelter Mechanic	25.32	
23470 - Laborer	14.73	
23510 - Locksmith	25.32	
23530 - Machinery Maintenance Mechanic		33.35
23550 - Machinist, Maintenance	22.84	
23580 - Maintenance Trades Helper	21.21	
23591 - Metrology Technician I	26.38	
23592 - Metrology Technician II	27.33	
23593 - Metrology Technician III	28.42	
23640 - Millwright	26.38	
23710 - Office Appliance Repairer	25.32	
23760 - Painter, Maintenance	21.76	
23790 - Pipefitter, Maintenance	29.36	
23810 - Plumber, Maintenance	28.19	
23820 - Pneudraulic Systems Mechanic		26.38
23850 - Rigger	26.38	
23870 - Scale Mechanic	24.27	
23890 - Sheet-Metal Worker, Maintenance		22.72
23910 - Small Engine Mechanic	24.27	
23931 - Telecommunications Mechanic I	29.83	
23932 - Telecommunications Mechanic II	30.91	
23950 - Telephone Lineman	26.38	
23960 - Welder, Combination, Maintenance		25.64
23965 - Well Driller	26.38	
23970 - Woodcraft Worker	26.38	
23980 - Woodworker	22.32	
24000 - Personal Needs Occupations		
24550 - Case Manager	19.38	
24570 - Child Care Attendant	13.75	
24580 - Child Care Center Clerk	17.44	
24610 - Chore Aide	14.06	
24620 - Family Readiness And Support Services Coordinator		19.38
24630 - Homemaker	22.09	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	26.38	
25040 - Sewage Plant Operator	32.89	
25070 - Stationary Engineer	26.38	
25190 - Ventilation Equipment Tender	23.33	
25210 - Water Treatment Plant Operator	32.89	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	25.67	
27007 - Baggage Inspector	17.42	
27008 - Corrections Officer	36.18	
27010 - Court Security Officer	36.18	

27030 - Detection Dog Handler	19.88
27040 - Detention Officer	36.18
27070 - Firefighter	36.01
27101 - Guard I	17.42
27102 - Guard II	19.88
27131 - Police Officer I	32.21
27132 - Police Officer II	35.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.01
28042 - Carnival Equipment Repairer	14.74
28043 - Carnival Worker	11.44
28210 - Gate Attendant/Gate Tender	15.48
28310 - Lifeguard	13.78
28350 - Park Attendant (Aide)	17.31
28510 - Recreation Aide/Health Facility Attendant	12.63
28515 - Recreation Specialist	21.45
28630 - Sports Official	13.78
28690 - Swimming Pool Operator	19.48
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.35
29020 - Hatch Tender	26.35
29030 - Line Handler	26.35
29041 - Stevedore I	25.32
29042 - Stevedore II	28.29
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	44.99
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.17
30021 - Archeological Technician I	18.49
30022 - Archeological Technician II	21.95
30023 - Archeological Technician III	26.41
30030 - Cartographic Technician	26.66
30040 - Civil Engineering Technician	27.35
30051 - Cryogenic Technician I	23.44
30052 - Cryogenic Technician II	25.90
30061 - Drafter/CAD Operator I	18.49
30062 - Drafter/CAD Operator II	21.95
30063 - Drafter/CAD Operator III	23.43
30064 - Drafter/CAD Operator IV	28.84
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.91
30083 - Engineering Technician III	21.96
30084 - Engineering Technician IV	25.74
30085 - Engineering Technician V	30.54
30086 - Engineering Technician VI	36.92
30090 - Environmental Technician	24.81
30095 - Evidence Control Specialist	21.17
30210 - Laboratory Technician	24.84
30221 - Latent Fingerprint Technician I	23.44
30222 - Latent Fingerprint Technician II	25.90
30240 - Mathematical Technician	26.66
30361 - Paralegal/Legal Assistant I	21.30
30362 - Paralegal/Legal Assistant II	26.39
30363 - Paralegal/Legal Assistant III	32.29

30364 - Paralegal/Legal Assistant IV	39.05	
30375 - Petroleum Supply Specialist	25.90	
30390 - Photo-Optics Technician	26.66	
30395 - Radiation Control Technician	25.90	
30461 - Technical Writer I	22.99	
30462 - Technical Writer II	28.13	
30463 - Technical Writer III	34.04	
30491 - Unexploded Ordnance (UXO) Technician I		28.59
30492 - Unexploded Ordnance (UXO) Technician II		34.59
30493 - Unexploded Ordnance (UXO) Technician III		41.46
30494 - Unexploded (UXO) Safety Escort		28.59
30495 - Unexploded (UXO) Sweep Personnel		28.59
30501 - Weather Forecaster I	28.84	
30502 - Weather Forecaster II	35.09	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	23.43
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.62
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	34.59	
31020 - Bus Aide	18.58	
31030 - Bus Driver	23.78	
31043 - Driver Courier	18.76	
31260 - Parking and Lot Attendant	16.75	
31290 - Shuttle Bus Driver	17.94	
31310 - Taxi Driver	17.58	
31361 - Truckdriver, Light	19.73	
31362 - Truckdriver, Medium	21.82	
31363 - Truckdriver, Heavy	24.73	
31364 - Truckdriver, Tractor-Trailer	24.73	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	16.87	
99030 - Cashier	12.06	
99050 - Desk Clerk	14.75	
99095 - Embalmer	32.85	
99130 - Flight Follower	28.59	
99251 - Laboratory Animal Caretaker I		15.96
99252 - Laboratory Animal Caretaker II		16.79
99260 - Marketing Analyst	27.93	
99310 - Mortician	32.85	
99410 - Pest Controller	23.78	
99510 - Photofinishing Worker	15.02	
99710 - Recycling Laborer	24.29	
99711 - Recycling Specialist	27.65	
99730 - Refuse Collector	21.89	
99810 - Sales Clerk	13.39	
99820 - School Crossing Guard	15.06	
99830 - Survey Party Chief	26.30	
99831 - Surveying Aide	16.46	
99832 - Surveying Technician	19.91	
99840 - Vending Machine Attendant	21.62	
99841 - Vending Machine Repairer	24.73	
99842 - Vending Machine Repairer Helper	21.62	

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour, up to 40 hours per week, or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour, up to 40 hours per week, or \$169.20 per week, or \$733.20 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, 4 weeks after 15 years, and 5 weeks after 25 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, Good Friday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).