

"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 Division of
Director Wage Determinations

Wage Determination No.: 2015-4118
Revision No.: 15
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Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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.

This wage determination is applicable to the following CONNECTICUT cities and towns in FAIRFIELD COUNTY: Bethel Brookfield Danbury New Fairfield Newtown Sherman

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE
RATE

FOOTNOTE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

18.21

01012 - Accounting Clerk II

20.44

01013 - Accounting Clerk III

22.87

01020 - Administrative Assistant

33.88

01035 - Court Reporter

21.64

01041 - Customer Service Representative I	
16.46	
01042 - Customer Service Representative II	
18.51	
01043 - Customer Service Representative III	
20.20	
01051 - Data Entry Operator I	
17.14	
01052 - Data Entry Operator II	
18.70	
01060 - Dispatcher Motor Vehicle	25.79
01070 - Document Preparation Clerk	
18.83	
01090 - Duplicating Machine Operator	
18.83	
01111 - General Clerk I	
14.82	
01112 - General Clerk II	
17.49	
01113 - General Clerk III	
19.01	
01120 - Housing Referral Assistant	
26.92	
01141 - Messenger Courier	
12.97	
01191 - Order Clerk I	
21.20	
01192 - Order Clerk II	
23.38	
01261 - Personnel Assistant (Employment) I	
21.05	
01262 - Personnel Assistant (Employment) II	
23.56	
01263 - Personnel Assistant (Employment) III	
26.26	
01270 - Production Control Clerk	
24.53	
01290 - Rental Clerk	
18.04	
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	
21.57	
01312 - Secretary II	
24.82	
01313 - Secretary III	
26.92	
01320 - Service Order Dispatcher	
20.50	
01410 - Supply Technician	
33.88	

01420 - Survey Worker	
21.64	
01460 - Switchboard Operator/Receptionist	
17.57	
01531 - Travel Clerk I	
12.40	
01532 - Travel Clerk II	
13.50	
01533 - Travel Clerk III	
14.24	
01611 - Word Processor I	
17.62	
01612 - Word Processor II	
19.79	
01613 - Word Processor III	
22.13	
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.38
05010 - Automotive Electrician	
29.52	
05040 - Automotive Glass Installer	
28.55	
05070 - Automotive Worker	
28.55	
05110 - Mobile Equipment Servicer	
26.80	
05130 - Motor Equipment Metal Mechanic	
30.34	
05160 - Motor Equipment Metal Worker	
28.55	
05190 - Motor Vehicle Mechanic	
29.68	
05220 - Motor Vehicle Mechanic Helper	
25.82	
05250 - Motor Vehicle Upholstery Worker	
27.72	
05280 - Motor Vehicle Wrecker	
28.55	
05310 - Painter Automotive	28.79
05340 - Radiator Repair Specialist	
26.95	
05370 - Tire Repairer	
16.42	
05400 - Transmission Repair Specialist	
29.68	
07000 - Food Preparation And Service Occupations	
07010 - Baker	
16.75	
07041 - Cook I	
17.41	

07042 - Cook II	
18.96	
07070 - Dishwasher	
11.58	
07130 - Food Service Worker	
13.44	
07210 - Meat Cutter	
22.13	
07260 - Waiter/Waitress	
11.29	
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	
26.88	
09040 - Furniture Handler	
20.23	
09080 - Furniture Refinisher	
26.88	
09090 - Furniture Refinisher Helper	
22.93	
09110 - Furniture Repairer Minor	25.16
09130 - Upholsterer	
27.33	
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.66
11060 - Elevator Operator	
15.82	
11090 - Gardener	
21.58	
11122 - Housekeeping Aide	
15.82	
11150 - Janitor	
15.82	
11210 - Laborer Grounds Maintenance	18.15
11240 - Maid or Houseman	
13.68	
11260 - Pruner	
16.36	
11270 - Tractor Operator	
20.57	
11330 - Trail Maintenance Worker	
18.15	
11360 - Window Cleaner	
17.54	
12000 - Health Occupations	
12010 - Ambulance Driver	
24.75	
12011 - Breath Alcohol Technician	
24.75	
12012 - Certified Occupational Therapist Assistant	
33.95	

12015 - Certified Physical Therapist Assistant
32.76
12020 - Dental Assistant
21.77
12025 - Dental Hygienist
48.18
12030 - EKG Technician
37.50
12035 - Electroneurodiagnostic Technologist
37.50
12040 - Emergency Medical Technician
24.75
12071 - Licensed Practical Nurse I
22.12
12072 - Licensed Practical Nurse II
24.75
12073 - Licensed Practical Nurse III
27.59
12100 - Medical Assistant
17.62
12130 - Medical Laboratory Technician
22.12
12160 - Medical Record Clerk
24.61
12190 - Medical Record Technician
30.76
12195 - Medical Transcriptionist
22.37
12210 - Nuclear Medicine Technologist
54.39
12221 - Nursing Assistant I
12.55
12222 - Nursing Assistant II
14.11
12223 - Nursing Assistant III
15.82
12224 - Nursing Assistant IV
17.28
12235 - Optical Dispenser
30.70
12236 - Optical Technician
22.12
12250 - Pharmacy Technician
15.61
12280 - Phlebotomist
20.04
12305 - Radiologic Technologist
33.48
12311 - Registered Nurse I
32.76

12312 - Registered Nurse II	
38.41	
12313 - Registered Nurse II Specialist	38.41
12314 - Registered Nurse III	
49.39	
12315 - Registered Nurse III Anesthetist	49.39
12316 - Registered Nurse IV	
59.20	
12317 - Scheduler (Drug and Alcohol Testing)	
30.66	
12320 - Substance Abuse Treatment Counselor	
25.72	
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	
26.35	
13012 - Exhibits Specialist II	
32.65	
13013 - Exhibits Specialist III	
40.66	
13041 - Illustrator I	
28.07	
13042 - Illustrator II	
35.08	
13043 - Illustrator III	
44.73	
13047 - Librarian	
37.25	
13050 - Library Aide/Clerk	
15.79	
13054 - Library Information Technology Systems	
32.65	
Administrator	
13058 - Library Technician	
25.62	
13061 - Media Specialist I	
23.06	
13062 - Media Specialist II	
25.79	
13063 - Media Specialist III	
28.75	
13071 - Photographer I	
23.06	
13072 - Photographer II	
25.79	
13073 - Photographer III	
32.88	
13074 - Photographer IV	
44.26	
13075 - Photographer V	
50.85	

13090 - Technical Order Library Clerk
 18.75
 13110 - Video Teleconference Technician
 23.06
 14000 - Information Technology Occupations
 14041 - Computer Operator I
 20.81
 14042 - Computer Operator II
 23.29
 14043 - Computer Operator III
 25.97
 14044 - Computer Operator IV
 28.86
 14045 - Computer Operator V
 31.94
 14071 - Computer Programmer I (see 1)
 27.56
 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
 20.81
 14160 - Personal Computer Support Technician
 28.86
 14170 - System Support Specialist
 39.49
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 39.54
 15020 - Aircrew Training Devices Instructor (Rated)
 43.75
 15030 - Air Crew Training Devices Instructor (Pilot)
 52.46
 15050 - Computer Based Training Specialist / Instructor
 39.54
 15060 - Educational Technologist
 40.35
 15070 - Flight Instructor (Pilot)
 52.46
 15080 - Graphic Artist
 32.92

15085 - Maintenance Test Pilot Fixed Jet/Prop	51.73
15086 - Maintenance Test Pilot Rotary Wing	51.73
15088 - Non-Maintenance Test/Co-Pilot	
51.73	
15090 - Technical Instructor	
27.17	
15095 - Technical Instructor/Course Developer	
32.81	
15110 - Test Proctor	
21.66	
15120 - Tutor	
21.66	
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	
12.03	
16030 - Counter Attendant	
12.03	
16040 - Dry Cleaner	
13.74	
16070 - Finisher Flatwork Machine	12.03
16090 - Presser Hand	12.03
16110 - Presser Machine Drycleaning	12.03
16130 - Presser Machine Shirts	12.03
16160 - Presser Machine Wearing Apparel Laundry	12.03
16190 - Sewing Machine Operator	
14.48	
16220 - Tailor	
15.48	
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	
26.49	
19040 - Tool And Die Maker	
30.79	
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	
24.04	
21030 - Material Coordinator	
24.53	
21040 - Material Expediter	
24.53	
21050 - Material Handling Laborer	
16.25	
21071 - Order Filler	
15.98	
21080 - Production Line Worker (Food Processing)	
24.04	
21110 - Shipping Packer	
17.81	
21130 - Shipping/Receiving Clerk	

17.81		
	21140 - Store Worker I	
15.03		
	21150 - Stock Clerk	
20.12		
	21210 - Tools And Parts Attendant	
24.04		
	21410 - Warehouse Specialist	
24.04		
	23000 - Mechanics And Maintenance And Repair Occupations	
	23010 - Aerospace Structural Welder	
33.30		
	23019 - Aircraft Logs and Records Technician	
28.48		
	23021 - Aircraft Mechanic I	
32.16		
	23022 - Aircraft Mechanic II	
33.30		
	23023 - Aircraft Mechanic III	
34.63		
	23040 - Aircraft Mechanic Helper	
26.40		
	23050 - Aircraft Painter	30.88
	23060 - Aircraft Servicer	
28.48		
	23070 - Aircraft Survival Flight Equipment Technician	
30.88		
	23080 - Aircraft Worker	
29.63		
	23091 - Aircrew Life Support Equipment (ALSE) Mechanic	
29.63		
	I	
	23092 - Aircrew Life Support Equipment (ALSE) Mechanic	
32.16		
	II	
	23110 - Appliance Mechanic	
27.33		
	23120 - Bicycle Repairer	
24.05		
	23125 - Cable Splicer	
35.32		
	23130 - Carpenter Maintenance	29.55
	23140 - Carpet Layer	
26.18		
	23160 - Electrician Maintenance	36.84
	23181 - Electronics Technician Maintenance I	
27.24		
	23182 - Electronics Technician Maintenance II	
28.42		
	23183 - Electronics Technician Maintenance III	

29.57	23260 - Fabric Worker	
25.16	23290 - Fire Alarm System Mechanic	
27.28	23310 - Fire Extinguisher Repairer	
24.05	23311 - Fuel Distribution System Mechanic	
28.80	23312 - Fuel Distribution System Operator	
27.08	23370 - General Maintenance Worker	
24.67	23380 - Ground Support Equipment Mechanic	
32.16	23381 - Ground Support Equipment Servicer	
28.48	23382 - Ground Support Equipment Worker	
29.63	23391 - Gunsmith I	
24.05	23392 - Gunsmith II	
26.18	23393 - Gunsmith III	
28.43	23410 - Heating Ventilation And Air-Conditioning Mechanic	28.15
	23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.13
	23430 - Heavy Equipment Mechanic	
27.56	23440 - Heavy Equipment Operator	
35.01	23460 - Instrument Mechanic	
28.43	23465 - Laboratory/Shelter Mechanic	
27.33	23470 - Laborer	
15.87	23510 - Locksmith	
27.33	23530 - Machinery Maintenance Mechanic	
28.17	23550 - Machinist Maintenance	22.54
	23580 - Maintenance Trades Helper	
17.62	23591 - Metrology Technician I	
28.43	23592 - Metrology Technician II	
29.42		

23593 - Metrology Technician III	
30.61	
23640 - Millwright	
28.43	
23710 - Office Appliance Repairer	
26.71	
23760 - Painter Maintenance	25.03
23790 - Pipefitter Maintenance	32.52
23810 - Plumber Maintenance	31.26
23820 - Pneudraulic Systems Mechanic	
28.43	
23850 - Rigger	
28.43	
23870 - Scale Mechanic	
26.18	
23890 - Sheet-Metal Worker Maintenance	26.51
23910 - Small Engine Mechanic	
25.39	
23931 - Telecommunications Mechanic I	
28.43	
23932 - Telecommunications Mechanic II	
29.42	
23950 - Telephone Lineman	
34.49	
23960 - Welder Combination Maintenance	23.29
23965 - Well Driller	
28.43	
23970 - Woodcraft Worker	
28.43	
23980 - Woodworker	
24.05	
24000 - Personal Needs Occupations	
24550 - Case Manager	
18.50	
24570 - Child Care Attendant	
13.75	
24580 - Child Care Center Clerk	
18.20	
24610 - Chore Aide	
13.41	
24620 - Family Readiness And Support Services	
18.50	
Coordinator	
24630 - Homemaker	
24.30	
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	
29.03	
25040 - Sewage Plant Operator	
27.33	

25070 - Stationary Engineer
29.03
25190 - Ventilation Equipment Tender
25.92
25210 - Water Treatment Plant Operator
27.79
27000 - Protective Service Occupations
27004 - Alarm Monitor
25.61
27007 - Baggage Inspector
17.98
27008 - Corrections Officer
35.31
27010 - Court Security Officer
35.31
27030 - Detection Dog Handler
20.36
27040 - Detention Officer
35.31
27070 - Firefighter
35.31
27101 - Guard I
17.98
27102 - Guard II
20.36
27131 - Police Officer I
32.37
27132 - Police Officer II
35.94
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
15.29
28042 - Carnival Equipment Repairer
16.05
28043 - Carnival Worker
13.52
28210 - Gate Attendant/Gate Tender
21.88
28310 - Lifeguard
15.32
28350 - Park Attendant (Aide)
24.49
28510 - Recreation Aide/Health Facility Attendant
18.98
28515 - Recreation Specialist
30.33
28630 - Sports Official
19.49
28690 - Swimming Pool Operator
18.30

29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	
26.18	
29020 - Hatch Tender	
26.18	
29030 - Line Handler	
26.18	
29041 - Stevedore I	
25.16	
29042 - Stevedore II	
29.85	
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.00
30021 - Archeological Technician I	
20.29	
30022 - Archeological Technician II	
22.42	
30023 - Archeological Technician III	
27.27	
30030 - Cartographic Technician	
27.75	
30040 - Civil Engineering Technician	
27.24	
30051 - Cryogenic Technician I	
30.16	
30052 - Cryogenic Technician II	
33.31	
30061 - Drafter/CAD Operator I	
19.69	
30062 - Drafter/CAD Operator II	
22.42	
30063 - Drafter/CAD Operator III	
24.89	
30064 - Drafter/CAD Operator IV	
30.53	
30081 - Engineering Technician I	
19.98	
30082 - Engineering Technician II	
22.47	
30083 - Engineering Technician III	
25.28	
30084 - Engineering Technician IV	
31.22	
30085 - Engineering Technician V	
38.08	
30086 - Engineering Technician VI	
46.34	
30090 - Environmental Technician	

27.24
 30095 - Evidence Control Specialist
 27.24
 30210 - Laboratory Technician
 28.19
 30221 - Latent Fingerprint Technician I
 30.16
 30222 - Latent Fingerprint Technician II
 33.31
 30240 - Mathematical Technician
 27.27
 30361 - Paralegal/Legal Assistant I
 23.36
 30362 - Paralegal/Legal Assistant II
 28.94
 30363 - Paralegal/Legal Assistant III
 35.39
 30364 - Paralegal/Legal Assistant IV
 42.84
 30375 - Petroleum Supply Specialist
 33.31
 30390 - Photo-Optics Technician
 27.27
 30395 - Radiation Control Technician
 33.31
 30461 - Technical Writer I
 27.24
 30462 - Technical Writer II
 33.31
 30463 - Technical Writer III
 40.30
 30491 - Unexploded Ordnance (UXO) Technician I
 29.29
 30492 - Unexploded Ordnance (UXO) Technician II
 35.44
 30493 - Unexploded Ordnance (UXO) Technician III
 42.48
 30494 - Unexploded (UXO) Safety Escort
 29.29
 30495 - Unexploded (UXO) Sweep Personnel
 29.29
 30501 - Weather Forecaster I
 30.16
 30502 - Weather Forecaster II
 36.69
 30620 - Weather Observer Combined Upper Air Or (see 2) 24.89
 Surface Programs
 30621 - Weather Observer Senior (see 2) 27.27
 31000 - Transportation/Mobile Equipment Operation Occupations
 31010 - Airplane Pilot

35.44		
	31020 - Bus Aide	
18.28		
	31030 - Bus Driver	
22.74		
	31043 - Driver Courier	
17.18		
	31260 - Parking and Lot Attendant	
15.47		
	31290 - Shuttle Bus Driver	
17.80		
	31310 - Taxi Driver	
17.23		
	31361 - Truckdriver Light	17.80
	31362 - Truckdriver Medium	19.73
	31363 - Truckdriver Heavy	24.52
	31364 - Truckdriver Tractor-Trailer	24.52
99000 - Miscellaneous Occupations		
	99020 - Cabin Safety Specialist	
17.28		
	99030 - Cashier	
11.64		
	99050 - Desk Clerk	
13.73		
	99095 - Embalmer	
37.16		
	99130 - Flight Follower	
29.29		
	99251 - Laboratory Animal Caretaker I	
16.25		
	99252 - Laboratory Animal Caretaker II	
16.85		
	99260 - Marketing Analyst	
32.40		
	99310 - Mortician	
37.16		
	99410 - Pest Controller	
23.34		
	99510 - Photofinishing Worker	
15.39		
	99710 - Recycling Laborer	
24.52		
	99711 - Recycling Specialist	
27.79		
	99730 - Refuse Collector	
22.12		
	99810 - Sales Clerk	
14.86		
	99820 - School Crossing Guard	
16.92		

99830 - Survey Party Chief
24.88
99831 - Surveying Aide
17.10
99832 - Surveying Technician
22.59
99840 - Vending Machine Attendant
21.26
99841 - Vending Machine Repairer
24.29
99842 - Vending Machine Repairer Helper
21.26

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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.22 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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 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))."