

"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.: 2015-4092
Revision No.: 14
Date Of Last Revision: 04/13/2020

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.

Applicable in the state of Connecticut as follows:

HARTFORD COUNTY - East Windsor town Enfield town Suffield town Windsor Locks town

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

OCCUPATION CODE - TITLE
RATE

FOOTNOTE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

16.48

01012 - Accounting Clerk II

18.48

01013 - Accounting Clerk III

20.70

01020 - Administrative Assistant

29.92	01035 - Court Reporter	
20.43	01041 - Customer Service Representative I	
15.11	01042 - Customer Service Representative II	
16.98	01043 - Customer Service Representative III	
18.54	01051 - Data Entry Operator I	
17.26	01052 - Data Entry Operator II	
18.88	01060 - Dispatcher Motor Vehicle	21.37
	01070 - Document Preparation Clerk	
17.93	01090 - Duplicating Machine Operator	
17.93	01111 - General Clerk I	
16.86	01112 - General Clerk II	
18.39	01113 - General Clerk III	
20.64	01120 - Housing Referral Assistant	
24.22	01141 - Messenger Courier	
15.60	01191 - Order Clerk I	
17.72	01192 - Order Clerk II	
19.35	01261 - Personnel Assistant (Employment) I	
17.77	01262 - Personnel Assistant (Employment) II	
19.88	01263 - Personnel Assistant (Employment) III	
24.37	01270 - Production Control Clerk	
26.01	01290 - Rental Clerk	
16.43	01300 - Scheduler Maintenance	19.42
	01311 - Secretary I	
19.42	01312 - Secretary II	
21.73	01313 - Secretary III	
24.22	01320 - Service Order Dispatcher	

19.42	01410 - Supply Technician	
29.92	01420 - Survey Worker	
18.76	01460 - Switchboard Operator/Receptionist	
14.61	01531 - Travel Clerk I	
14.05	01532 - Travel Clerk II	
15.32	01533 - Travel Clerk III	
16.66	01611 - Word Processor I	
17.23	01612 - Word Processor II	
19.34	01613 - Word Processor III	
21.63	05000 - Automotive Service Occupations	
	05005 - Automobile Body Repairer Fiberglass	25.70
	05010 - Automotive Electrician	
21.13	05040 - Automotive Glass Installer	
20.86	05070 - Automotive Worker	
20.21	05110 - Mobile Equipment Servicer	
18.56	05130 - Motor Equipment Metal Mechanic	
21.40	05160 - Motor Equipment Metal Worker	
20.21	05190 - Motor Vehicle Mechanic	
21.40	05220 - Motor Vehicle Mechanic Helper	
17.69	05250 - Motor Vehicle Upholstery Worker	
19.40	05280 - Motor Vehicle Wrecker	
20.21	05310 - Painter Automotive	21.15
	05340 - Radiator Repair Specialist	
20.21	05370 - Tire Repairer	
15.68	05400 - Transmission Repair Specialist	
21.40	07000 - Food Preparation And Service Occupations	
	07010 - Baker	

14.94		
	07041 - Cook I	
17.45		
	07042 - Cook II	
19.08		
	07070 - Dishwasher	
12.43		
	07130 - Food Service Worker	
13.43		
	07210 - Meat Cutter	
21.48		
	07260 - Waiter/Waitress	
13.15		
09000 - Furniture Maintenance And Repair Occupations		
	09010 - Electrostatic Spray Painter	
20.27		
	09040 - Furniture Handler	
16.71		
	09080 - Furniture Refinisher	
22.30		
	09090 - Furniture Refinisher Helper	
18.72		
	09110 - Furniture Repairer Minor	20.54
	09130 - Upholsterer	
21.02		
11000 - General Services And Support Occupations		
	11030 - Cleaner Vehicles	13.04
	11060 - Elevator Operator	
15.39		
	11090 - Gardener	
20.02		
	11122 - Housekeeping Aide	
15.39		
	11150 - Janitor	
15.39		
	11210 - Laborer Grounds Maintenance	16.44
	11240 - Maid or Houseman	
12.91		
	11260 - Pruner	
14.98		
	11270 - Tractor Operator	
18.90		
	11330 - Trail Maintenance Worker	
16.44		
	11360 - Window Cleaner	
16.80		
12000 - Health Occupations		
	12010 - Ambulance Driver	
22.36		
	12011 - Breath Alcohol Technician	

24.59
12012 - Certified Occupational Therapist Assistant
28.78
12015 - Certified Physical Therapist Assistant
29.35
12020 - Dental Assistant
21.00
12025 - Dental Hygienist
40.98
12030 - EKG Technician
28.43
12035 - Electroneurodiagnostic Technologist
28.43
12040 - Emergency Medical Technician
22.36
12071 - Licensed Practical Nurse I
21.98
12072 - Licensed Practical Nurse II
24.59
12073 - Licensed Practical Nurse III
27.42
12100 - Medical Assistant
18.41
12130 - Medical Laboratory Technician
27.87
12160 - Medical Record Clerk
17.44
12190 - Medical Record Technician
21.44
12195 - Medical Transcriptionist
20.15
12210 - Nuclear Medicine Technologist
39.64
12221 - Nursing Assistant I
12.77
12222 - Nursing Assistant II
14.35
12223 - Nursing Assistant III
15.66
12224 - Nursing Assistant IV
17.58
12235 - Optical Dispenser
23.64
12236 - Optical Technician
21.98
12250 - Pharmacy Technician
17.00
12280 - Phlebotomist
19.44
12305 - Radiologic Technologist

30.60	12311 - Registered Nurse I	
27.82	12312 - Registered Nurse II	
34.04	12313 - Registered Nurse II Specialist	34.04
	12314 - Registered Nurse III	
41.18	12315 - Registered Nurse III Anesthetist	41.18
	12316 - Registered Nurse IV	
49.36	12317 - Scheduler (Drug and Alcohol Testing)	
30.46	12320 - Substance Abuse Treatment Counselor	
24.25	13000 - Information And Arts Occupations	
	13011 - Exhibits Specialist I	
23.79	13012 - Exhibits Specialist II	
29.48	13013 - Exhibits Specialist III	
36.05	13041 - Illustrator I	
23.79	13042 - Illustrator II	
29.48	13043 - Illustrator III	
36.05	13047 - Librarian	
32.64	13050 - Library Aide/Clerk	
16.10	13054 - Library Information Technology Systems	
29.48	Administrator	
	13058 - Library Technician	
19.32	13061 - Media Specialist I	
21.27	13062 - Media Specialist II	
23.79	13063 - Media Specialist III	
26.52	13071 - Photographer I	
19.17	13072 - Photographer II	
22.01	13073 - Photographer III	
26.63	13074 - Photographer IV	

32.48
 13075 - Photographer V
 39.41
 13090 - Technical Order Library Clerk
 21.72
 13110 - Video Teleconference Technician
 22.69
 14000 - Information Technology Occupations
 14041 - Computer Operator I
 18.16
 14042 - Computer Operator II
 20.44
 14043 - Computer Operator III
 23.13
 14044 - Computer Operator IV
 25.31
 14045 - Computer Operator V
 28.04
 14071 - Computer Programmer I (see 1)
 23.65
 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
 18.16
 14160 - Personal Computer Support Technician
 25.31
 14170 - System Support Specialist
 37.41
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 33.19
 15020 - Aircrew Training Devices Instructor (Rated)
 40.16
 15030 - Air Crew Training Devices Instructor (Pilot)
 48.13
 15050 - Computer Based Training Specialist / Instructor
 33.19
 15060 - Educational Technologist
 32.49
 15070 - Flight Instructor (Pilot)

48.13		
15080	- Graphic Artist	
25.99		
15085	- Maintenance Test Pilot Fixed Jet/Prop	42.71
15086	- Maintenance Test Pilot Rotary Wing	42.71
15088	- Non-Maintenance Test/Co-Pilot	
42.71		
15090	- Technical Instructor	
25.55		
15095	- Technical Instructor/Course Developer	
31.27		
15110	- Test Proctor	
21.66		
15120	- Tutor	
21.66		
16000	- Laundry Dry-Cleaning Pressing And Related Occupations	
16010	- Assembler	
13.75		
16030	- Counter Attendant	
13.75		
16040	- Dry Cleaner	
15.92		
16070	- Finisher Flatwork Machine	13.75
16090	- Presser Hand	13.75
16110	- Presser Machine Drycleaning	13.75
16130	- Presser Machine Shirts	13.75
16160	- Presser Machine Wearing Apparel Laundry	13.75
16190	- Sewing Machine Operator	
16.58		
16220	- Tailor	
17.53		
16250	- Washer Machine	14.41
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	
23.16		
19040	- Tool And Die Maker	
26.82		
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	
17.51		
21030	- Material Coordinator	
26.01		
21040	- Material Expediter	
26.01		
21050	- Material Handling Laborer	
14.34		
21071	- Order Filler	
15.64		
21080	- Production Line Worker (Food Processing)	
17.51		

21110 - Shipping Packer	
19.13	
21130 - Shipping/Receiving Clerk	
19.13	
21140 - Store Worker I	
14.51	
21150 - Stock Clerk	
19.03	
21210 - Tools And Parts Attendant	
17.51	
21410 - Warehouse Specialist	
17.51	
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	
36.54	
23019 - Aircraft Logs and Records Technician	
31.25	
23021 - Aircraft Mechanic I	
35.27	
23022 - Aircraft Mechanic II	
36.54	
23023 - Aircraft Mechanic III	
37.74	
23040 - Aircraft Mechanic Helper	
28.05	
23050 - Aircraft Painter	33.89
23060 - Aircraft Servicer	
31.25	
23070 - Aircraft Survival Flight Equipment Technician	
33.89	
23080 - Aircraft Worker	
32.49	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	
32.49	
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	
35.27	
II	
23110 - Appliance Mechanic	
22.98	
23120 - Bicycle Repairer	
25.02	
23125 - Cable Splicer	
41.73	
23130 - Carpenter Maintenance	24.66
23140 - Carpet Layer	
24.22	
23160 - Electrician Maintenance	30.93
23181 - Electronics Technician Maintenance I	
36.70	

23182 - Electronics Technician Maintenance II	
38.28	
23183 - Electronics Technician Maintenance III	
39.84	
23260 - Fabric Worker	
26.31	
23290 - Fire Alarm System Mechanic	
27.51	
23310 - Fire Extinguisher Repairer	
25.02	
23311 - Fuel Distribution System Mechanic	
35.84	
23312 - Fuel Distribution System Operator	
30.20	
23370 - General Maintenance Worker	
20.60	
23380 - Ground Support Equipment Mechanic	
35.27	
23381 - Ground Support Equipment Servicer	
31.25	
23382 - Ground Support Equipment Worker	
32.49	
23391 - Gunsmith I	
25.02	
23392 - Gunsmith II	
27.35	
23393 - Gunsmith III	
29.69	
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.77
23430 - Heavy Equipment Mechanic	
27.87	
23440 - Heavy Equipment Operator	
32.33	
23460 - Instrument Mechanic	
28.03	
23465 - Laboratory/Shelter Mechanic	
28.53	
23470 - Laborer	
14.34	
23510 - Locksmith	
25.77	
23530 - Machinery Maintenance Mechanic	
26.28	
23550 - Machinist Maintenance	23.28
23580 - Maintenance Trades Helper	
18.72	
23591 - Metrology Technician I	

28.03		
	23592 - Metrology Technician II	
29.04		
	23593 - Metrology Technician III	
29.99		
	23640 - Millwright	
27.90		
	23710 - Office Appliance Repairer	
24.48		
	23760 - Painter Maintenance	22.95
	23790 - Pipefitter Maintenance	30.07
	23810 - Plumber Maintenance	28.89
	23820 - Pneudraulic Systems Mechanic	
29.69		
	23850 - Rigger	
29.69		
	23870 - Scale Mechanic	
27.35		
	23890 - Sheet-Metal Worker Maintenance	27.37
	23910 - Small Engine Mechanic	
21.40		
	23931 - Telecommunications Mechanic I	
35.38		
	23932 - Telecommunications Mechanic II	
36.65		
	23950 - Telephone Lineman	
34.33		
	23960 - Welder Combination Maintenance	24.24
	23965 - Well Driller	
29.69		
	23970 - Woodcraft Worker	
29.69		
	23980 - Woodworker	
25.02		
24000 - Personal Needs Occupations		
	24550 - Case Manager	
20.65		
	24570 - Child Care Attendant	
14.25		
	24580 - Child Care Center Clerk	
19.47		
	24610 - Chore Aide	
13.82		
	24620 - Family Readiness And Support Services	
20.65		
	Coordinator	
	24630 - Homemaker	
23.11		
25000 - Plant And System Operations Occupations		
	25010 - Boiler Tender	

28.26
25040 - Sewage Plant Operator
25.68
25070 - Stationary Engineer
28.26
25190 - Ventilation Equipment Tender
22.49
25210 - Water Treatment Plant Operator
25.68
27000 - Protective Service Occupations
27004 - Alarm Monitor
22.03
27007 - Baggage Inspector
14.61
27008 - Corrections Officer
27.33
27010 - Court Security Officer
27.33
27030 - Detection Dog Handler
19.25
27040 - Detention Officer
27.33
27070 - Firefighter
27.14
27101 - Guard I
14.61
27102 - Guard II
19.25
27131 - Police Officer I
27.89
27132 - Police Officer II
30.98
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
14.72
28042 - Carnival Equipment Repairer
15.59
28043 - Carnival Worker
11.69
28210 - Gate Attendant/Gate Tender
16.95
28310 - Lifeguard
15.10
28350 - Park Attendant (Aide)
18.97
28510 - Recreation Aide/Health Facility Attendant
13.84
28515 - Recreation Specialist
22.90
28630 - Sports Official

15.10	28690 - Swimming Pool Operator	
21.12		
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	
31.15		
29020	- Hatch Tender	
31.15		
29030	- Line Handler	
31.15		
29041	- Stevedore I	
29.93		
29042	- Stevedore II	
32.49		
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist Center (HFO) (see 2)	44.54
30011	- Air Traffic Control Specialist Station (HFO) (see 2)	30.71
30012	- Air Traffic Control Specialist Terminal (HFO) (see 2)	33.83
30021	- Archeological Technician I	
18.73		
30022	- Archeological Technician II	
20.95		
30023	- Archeological Technician III	
25.95		
30030	- Cartographic Technician	
25.95		
30040	- Civil Engineering Technician	
31.76		
30051	- Cryogenic Technician I	
28.74		
30052	- Cryogenic Technician II	
31.75		
30061	- Drafter/CAD Operator I	
18.73		
30062	- Drafter/CAD Operator II	
20.95		
30063	- Drafter/CAD Operator III	
23.36		
30064	- Drafter/CAD Operator IV	
28.74		
30081	- Engineering Technician I	
17.82		
30082	- Engineering Technician II	
20.00		
30083	- Engineering Technician III	
22.37		
30084	- Engineering Technician IV	
27.71		
30085	- Engineering Technician V	
33.90		

30086 - Engineering Technician VI
 41.01
 30090 - Environmental Technician
 25.66
 30095 - Evidence Control Specialist
 25.95
 30210 - Laboratory Technician
 27.56
 30221 - Latent Fingerprint Technician I
 28.74
 30222 - Latent Fingerprint Technician II
 31.75
 30240 - Mathematical Technician
 25.95
 30361 - Paralegal/Legal Assistant I
 20.67
 30362 - Paralegal/Legal Assistant II
 25.60
 30363 - Paralegal/Legal Assistant III
 31.32
 30364 - Paralegal/Legal Assistant IV
 37.90
 30375 - Petroleum Supply Specialist
 31.75
 30390 - Photo-Optics Technician
 25.95
 30395 - Radiation Control Technician
 31.75
 30461 - Technical Writer I
 27.27
 30462 - Technical Writer II
 33.36
 30463 - Technical Writer III
 40.36
 30491 - Unexploded Ordnance (UXO) Technician I
 28.31
 30492 - Unexploded Ordnance (UXO) Technician II
 34.25
 30493 - Unexploded Ordnance (UXO) Technician III
 41.05
 30494 - Unexploded (UXO) Safety Escort
 28.31
 30495 - Unexploded (UXO) Sweep Personnel
 28.31
 30501 - Weather Forecaster I
 28.74
 30502 - Weather Forecaster II
 34.96
 30620 - Weather Observer Combined Upper Air Or Surface Programs (see 2) 23.36

30621 - Weather Observer Senior	(see 2)	25.95
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		
34.25		
31020 - Bus Aide		
17.08		
31030 - Bus Driver		
24.85		
31043 - Driver Courier		
16.88		
31260 - Parking and Lot Attendant		
14.05		
31290 - Shuttle Bus Driver		
17.88		
31310 - Taxi Driver		
17.02		
31361 - Truckdriver Light		17.88
31362 - Truckdriver Medium		20.26
31363 - Truckdriver Heavy		22.74
31364 - Truckdriver Tractor-Trailer		22.74
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		
16.70		
99030 - Cashier		
12.34		
99050 - Desk Clerk		
13.00		
99095 - Embalmer		
37.16		
99130 - Flight Follower		
28.31		
99251 - Laboratory Animal Caretaker I		
17.09		
99252 - Laboratory Animal Caretaker II		
18.11		
99260 - Marketing Analyst		
29.18		
99310 - Mortician		
37.63		
99410 - Pest Controller		
20.57		
99510 - Photofinishing Worker		
15.10		
99710 - Recycling Laborer		
22.90		
99711 - Recycling Specialist		
25.60		
99730 - Refuse Collector		
20.87		
99810 - Sales Clerk		

16.37
99820 - School Crossing Guard
14.13
99830 - Survey Party Chief
24.95
99831 - Surveying Aide
13.76
99832 - Surveying Technician
22.68
99840 - Vending Machine Attendant
20.31
99841 - Vending Machine Repairer
23.53
99842 - Vending Machine Repairer Helper
20.31

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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 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))."