

"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.: 2015-4112
Revision No.: 15
Date Of Last Revision: 04/14/2020

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.

This wage determination applies to the following CONNECTICUT towns and cities in NEW LONDON County: Bozrah East Lyme Franklin Griswold Groton Ledyard Lisbon Lyme Montville New London North Stonington Norwich Old Lyme Preston Salem Sprague Stonginton Voluntown Waterford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE
RATE

FOOTNOTE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

16.16

01012 - Accounting Clerk II

18.14

01013 - Accounting Clerk III

20.30

01020 - Administrative Assistant

30.86

01035 - Court Reporter

20.58	01041 - Customer Service Representative I	
15.48	01042 - Customer Service Representative II	
17.40	01043 - Customer Service Representative III	
18.99	01051 - Data Entry Operator I	
17.78	01052 - Data Entry Operator II	
19.40	01060 - Dispatcher Motor Vehicle	18.31
	01070 - Document Preparation Clerk	
16.06	01090 - Duplicating Machine Operator	
16.06	01111 - General Clerk I	
14.64	01112 - General Clerk II	
15.98	01113 - General Clerk III	
17.94	01120 - Housing Referral Assistant	
22.09	01141 - Messenger Courier	
13.57	01191 - Order Clerk I	
16.31	01192 - Order Clerk II	
18.00	01261 - Personnel Assistant (Employment) I	
18.07	01262 - Personnel Assistant (Employment) II	
20.22	01263 - Personnel Assistant (Employment) III	
22.54	01270 - Production Control Clerk	
29.06	01290 - Rental Clerk	
14.59	01300 - Scheduler Maintenance	17.71
	01311 - Secretary I	
17.71	01312 - Secretary II	
19.81	01313 - Secretary III	
22.09	01320 - Service Order Dispatcher	
16.36	01410 - Supply Technician	

30.86	01420 - Survey Worker	
19.81	01460 - Switchboard Operator/Receptionist	
15.53	01531 - Travel Clerk I	
12.40	01532 - Travel Clerk II	
13.50	01533 - Travel Clerk III	
14.24	01611 - Word Processor I	
15.77	01612 - Word Processor II	
17.71	01613 - Word Processor III	
19.81	05000 - Automotive Service Occupations	
	05005 - Automobile Body Repairer Fiberglass	22.41
	05010 - Automotive Electrician	
22.22	05040 - Automotive Glass Installer	
21.49	05070 - Automotive Worker	
21.49	05110 - Mobile Equipment Servicer	
20.17	05130 - Motor Equipment Metal Mechanic	
22.84	05160 - Motor Equipment Metal Worker	
21.49	05190 - Motor Vehicle Mechanic	
22.41	05220 - Motor Vehicle Mechanic Helper	
19.44	05250 - Motor Vehicle Upholstery Worker	
20.87	05280 - Motor Vehicle Wrecker	
21.49	05310 - Painter Automotive	21.67
	05340 - Radiator Repair Specialist	
20.89	05370 - Tire Repairer	
19.00	05400 - Transmission Repair Specialist	
22.41	07000 - Food Preparation And Service Occupations	
	07010 - Baker	
13.53	07041 - Cook I	

17.26		
07042	- Cook II	
18.63		
07070	- Dishwasher	
11.73		
07130	- Food Service Worker	
12.27		
07210	- Meat Cutter	
23.23		
07260	- Waiter/Waitress	
11.56		
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	
28.95		
09040	- Furniture Handler	
21.82		
09080	- Furniture Refinisher	
28.95		
09090	- Furniture Refinisher Helper	
24.78		
09110	- Furniture Repairer Minor	26.88
09130	- Upholsterer	
28.95		
11000	- General Services And Support Occupations	
11030	- Cleaner Vehicles	12.94
11060	- Elevator Operator	
14.69		
11090	- Gardener	
19.70		
11122	- Housekeeping Aide	
14.69		
11150	- Janitor	
14.69		
11210	- Laborer Grounds Maintenance	16.63
11240	- Maid or Houseman	
12.11		
11260	- Pruner	
15.42		
11270	- Tractor Operator	
18.88		
11330	- Trail Maintenance Worker	
16.63		
11360	- Window Cleaner	
15.84		
12000	- Health Occupations	
12010	- Ambulance Driver	
22.23		
12011	- Breath Alcohol Technician	
24.60		
12012	- Certified Occupational Therapist Assistant	

32.86
12015 - Certified Physical Therapist Assistant
31.66
12020 - Dental Assistant
23.15
12025 - Dental Hygienist
43.21
12030 - EKG Technician
37.28
12035 - Electroneurodiagnostic Technologist
37.28
12040 - Emergency Medical Technician
22.23
12071 - Licensed Practical Nurse I
22.06
12072 - Licensed Practical Nurse II
24.69
12073 - Licensed Practical Nurse III
27.52
12100 - Medical Assistant
18.18
12130 - Medical Laboratory Technician
30.05
12160 - Medical Record Clerk
20.29
12190 - Medical Record Technician
24.97
12195 - Medical Transcriptionist
22.06
12210 - Nuclear Medicine Technologist
54.07
12221 - Nursing Assistant I
12.53
12222 - Nursing Assistant II
14.08
12223 - Nursing Assistant III
15.36
12224 - Nursing Assistant IV
17.24
12235 - Optical Dispenser
24.73
12236 - Optical Technician
22.06
12250 - Pharmacy Technician
16.50
12280 - Phlebotomist
19.05
12305 - Radiologic Technologist
37.28
12311 - Registered Nurse I

26.74	12312 - Registered Nurse II	
32.71	12313 - Registered Nurse II Specialist	32.71
	12314 - Registered Nurse III	
39.57	12315 - Registered Nurse III Anesthetist	39.57
	12316 - Registered Nurse IV	
47.43	12317 - Scheduler (Drug and Alcohol Testing)	
30.58	12320 - Substance Abuse Treatment Counselor	
25.77	13000 - Information And Arts Occupations	
	13011 - Exhibits Specialist I	
22.35	13012 - Exhibits Specialist II	
27.68	13013 - Exhibits Specialist III	
33.86	13041 - Illustrator I	
22.35	13042 - Illustrator II	
27.68	13043 - Illustrator III	
33.86	13047 - Librarian	
30.65	13050 - Library Aide/Clerk	
14.82	13054 - Library Information Technology Systems	
27.68	Administrator	
	13058 - Library Technician	
19.24	13061 - Media Specialist I	
19.97	13062 - Media Specialist II	
22.35	13063 - Media Specialist III	
24.91	13071 - Photographer I	
17.13	13072 - Photographer II	
19.17	13073 - Photographer III	
23.74	13074 - Photographer IV	
29.04	13075 - Photographer V	

35.13
 13090 - Technical Order Library Clerk
 19.50
 13110 - Video Teleconference Technician
 21.43
 14000 - Information Technology Occupations
 14041 - Computer Operator I
 16.67
 14042 - Computer Operator II
 18.65
 14043 - Computer Operator III
 20.79
 14044 - Computer Operator IV
 23.11
 14045 - Computer Operator V
 25.59
 14071 - Computer Programmer I (see 1)
 27.32
 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
 16.67
 14160 - Personal Computer Support Technician
 24.12
 14170 - System Support Specialist
 35.14
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 32.96
 15020 - Aircrew Training Devices Instructor (Rated)
 39.87
 15030 - Air Crew Training Devices Instructor (Pilot)
 47.05
 15050 - Computer Based Training Specialist / Instructor
 32.96
 15060 - Educational Technologist
 38.38
 15070 - Flight Instructor (Pilot)
 47.05
 15080 - Graphic Artist

26.10		
15085	- Maintenance Test Pilot Fixed Jet/Prop	47.05
15086	- Maintenance Test Pilot Rotary Wing	47.05
15088	- Non-Maintenance Test/Co-Pilot	
47.05		
15090	- Technical Instructor	
32.80		
15095	- Technical Instructor/Course Developer	
40.12		
15110	- Test Proctor	
26.48		
15120	- Tutor	
26.48		
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)	
28.95		
19040	- Tool And Die Maker	
33.05		
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	
20.27		
21030	- Material Coordinator	
27.09		
21040	- Material Expediter	
27.09		
21050	- Material Handling Laborer	
14.85		
21071	- Order Filler	
14.89		
21080	- Production Line Worker (Food Processing)	
20.27		
21110	- Shipping Packer	
17.26		

21130 - Shipping/Receiving Clerk	
17.26	
21140 - Store Worker I	
15.14	
21150 - Stock Clerk	
19.04	
21210 - Tools And Parts Attendant	
20.27	
21410 - Warehouse Specialist	
20.27	
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	
34.14	
23019 - Aircraft Logs and Records Technician	
29.61	
23021 - Aircraft Mechanic I	
32.97	
23022 - Aircraft Mechanic II	
34.14	
23023 - Aircraft Mechanic III	
35.23	
23040 - Aircraft Mechanic Helper	
27.29	
23050 - Aircraft Painter	31.89
23060 - Aircraft Servicer	
29.61	
23070 - Aircraft Survival Flight Equipment Technician	
31.89	
23080 - Aircraft Worker	
30.73	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	
30.73	
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	
32.97	
II	
23110 - Appliance Mechanic	
28.95	
23120 - Bicycle Repairer	
25.85	
23125 - Cable Splicer	
38.86	
23130 - Carpenter Maintenance	26.33
23140 - Carpet Layer	
27.91	
23160 - Electrician Maintenance	28.03
23181 - Electronics Technician Maintenance I	
30.40	
23182 - Electronics Technician Maintenance II	
31.55	

23183 - Electronics Technician Maintenance III	
32.62	
23260 - Fabric Worker	
26.88	
23290 - Fire Alarm System Mechanic	
29.72	
23310 - Fire Extinguisher Repairer	
25.85	
23311 - Fuel Distribution System Mechanic	
36.56	
23312 - Fuel Distribution System Operator	
33.95	
23370 - General Maintenance Worker	
22.91	
23380 - Ground Support Equipment Mechanic	
32.97	
23381 - Ground Support Equipment Servicer	
29.61	
23382 - Ground Support Equipment Worker	
30.73	
23391 - Gunsmith I	
25.85	
23392 - Gunsmith II	
27.91	
23393 - Gunsmith III	
29.94	
23410 - Heating Ventilation And Air-Conditioning Mechanic	27.61
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.59
23430 - Heavy Equipment Mechanic	
26.13	
23440 - Heavy Equipment Operator	
29.78	
23460 - Instrument Mechanic	
29.94	
23465 - Laboratory/Shelter Mechanic	
28.95	
23470 - Laborer	
14.85	
23510 - Locksmith	
28.95	
23530 - Machinery Maintenance Mechanic	
39.48	
23550 - Machinist Maintenance	25.30
23580 - Maintenance Trades Helper	
23.45	
23591 - Metrology Technician I	
29.94	
23592 - Metrology Technician II	

31.00		
23593	- Metrology Technician III	
31.99		
23640	- Millwright	
29.94		
23710	- Office Appliance Repairer	
28.95		
23760	- Painter Maintenance	23.26
23790	- Pipefitter Maintenance	27.88
23810	- Plumber Maintenance	26.61
23820	- Pneudraulic Systems Mechanic	
29.94		
23850	- Rigger	
28.74		
23870	- Scale Mechanic	
27.91		
23890	- Sheet-Metal Worker Maintenance	26.87
23910	- Small Engine Mechanic	
27.70		
23931	- Telecommunications Mechanic I	
29.94		
23932	- Telecommunications Mechanic II	
31.00		
23950	- Telephone Lineman	
29.94		
23960	- Welder Combination Maintenance	27.83
23965	- Well Driller	
29.94		
23970	- Woodcraft Worker	
29.94		
23980	- Woodworker	
25.85		
24000	- Personal Needs Occupations	
24550	- Case Manager	
20.60		
24570	- Child Care Attendant	
13.29		
24580	- Child Care Center Clerk	
16.58		
24610	- Chore Aide	
14.07		
24620	- Family Readiness And Support Services	
20.60		
	Coordinator	
24630	- Homemaker	
22.77		
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	
28.44		
25040	- Sewage Plant Operator	

33.32
25070 - Stationary Engineer
28.44
25190 - Ventilation Equipment Tender
23.54
25210 - Water Treatment Plant Operator
33.32
27000 - Protective Service Occupations
27004 - Alarm Monitor
26.72
27007 - Baggage Inspector
15.90
27008 - Corrections Officer
26.44
27010 - Court Security Officer
26.44
27030 - Detection Dog Handler
20.07
27040 - Detention Officer
26.44
27070 - Firefighter
26.44
27101 - Guard I
15.90
27102 - Guard II
20.07
27131 - Police Officer I
31.14
27132 - Police Officer II
34.60
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
15.29
28042 - Carnival Equipment Repairer
15.95
28043 - Carnival Worker
12.49
28210 - Gate Attendant/Gate Tender
19.10
28310 - Lifeguard
12.84
28350 - Park Attendant (Aide)
21.37
28510 - Recreation Aide/Health Facility Attendant
15.59
28515 - Recreation Specialist
26.47
28630 - Sports Official
17.01
28690 - Swimming Pool Operator

17.22		
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	
32.22		
29020	- Hatch Tender	
32.22		
29030	- Line Handler	
32.22		
29041	- Stevedore I	
31.04		
29042	- Stevedore II	
33.44		
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist Center (HFO) (see 2)	44.42
30011	- Air Traffic Control Specialist Station (HFO) (see 2)	30.63
30012	- Air Traffic Control Specialist Terminal (HFO) (see 2)	33.73
30021	- Archeological Technician I	
18.88		
30022	- Archeological Technician II	
21.12		
30023	- Archeological Technician III	
26.17		
30030	- Cartographic Technician	
26.17		
30040	- Civil Engineering Technician	
31.65		
30051	- Cryogenic Technician I	
28.98		
30052	- Cryogenic Technician II	
32.01		
30061	- Drafter/CAD Operator I	
18.88		
30062	- Drafter/CAD Operator II	
21.12		
30063	- Drafter/CAD Operator III	
23.55		
30064	- Drafter/CAD Operator IV	
28.98		
30081	- Engineering Technician I	
17.54		
30082	- Engineering Technician II	
19.69		
30083	- Engineering Technician III	
22.04		
30084	- Engineering Technician IV	
27.30		
30085	- Engineering Technician V	
33.39		
30086	- Engineering Technician VI	
40.39		

30090 - Environmental Technician		
26.25		
30095 - Evidence Control Specialist		
26.17		
30210 - Laboratory Technician		
26.96		
30221 - Latent Fingerprint Technician I		
28.98		
30222 - Latent Fingerprint Technician II		
32.01		
30240 - Mathematical Technician		
26.17		
30361 - Paralegal/Legal Assistant I		
18.90		
30362 - Paralegal/Legal Assistant II		
25.78		
30363 - Paralegal/Legal Assistant III		
31.55		
30364 - Paralegal/Legal Assistant IV		
38.16		
30375 - Petroleum Supply Specialist		
32.01		
30390 - Photo-Optics Technician		
26.17		
30395 - Radiation Control Technician		
32.01		
30461 - Technical Writer I		
29.26		
30462 - Technical Writer II		
35.78		
30463 - Technical Writer III		
43.31		
30491 - Unexploded Ordnance (UXO) Technician I		
28.23		
30492 - Unexploded Ordnance (UXO) Technician II		
34.15		
30493 - Unexploded Ordnance (UXO) Technician III		
40.93		
30494 - Unexploded (UXO) Safety Escort		
28.23		
30495 - Unexploded (UXO) Sweep Personnel		
28.23		
30501 - Weather Forecaster I		
28.98		
30502 - Weather Forecaster II		
35.24		
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.55
30621 - Weather Observer Senior	(see 2)	26.17
31000 - Transportation/Mobile Equipment Operation Occupations		

31010 - Airplane Pilot	
34.15	
31020 - Bus Aide	
16.46	
31030 - Bus Driver	
20.26	
31043 - Driver Courier	
15.91	
31260 - Parking and Lot Attendant	
15.08	
31290 - Shuttle Bus Driver	
16.50	
31310 - Taxi Driver	
15.99	
31361 - Truckdriver Light	16.50
31362 - Truckdriver Medium	17.73
31363 - Truckdriver Heavy	21.52
31364 - Truckdriver Tractor-Trailer	21.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	
16.65	
99030 - Cashier	
11.90	
99050 - Desk Clerk	
13.10	
99095 - Embalmer	
30.13	
99130 - Flight Follower	
28.23	
99251 - Laboratory Animal Caretaker I	
14.85	
99252 - Laboratory Animal Caretaker II	
15.40	
99260 - Marketing Analyst	
30.71	
99310 - Mortician	
30.13	
99410 - Pest Controller	
21.15	
99510 - Photofinishing Worker	
14.83	
99710 - Recycling Laborer	
20.05	
99711 - Recycling Specialist	
22.73	
99730 - Refuse Collector	
18.60	
99810 - Sales Clerk	
13.20	
99820 - School Crossing Guard	

14.30
99830 - Survey Party Chief
27.73
99831 - Surveying Aide
17.40
99832 - Surveying Technician
25.87
99840 - Vending Machine Attendant
20.13
99841 - Vending Machine Repairer
22.67
99842 - Vending Machine Repairer Helper
20.13

–

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))."