

WD 15-4113 (Rev.-9) was first posted on www.wdol.gov on 07/17/2018

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-
4113		
Daniel W. Simms	Division of	Revision No.: 9
Director	Wage Determinations	Date Of Revision:
07/11/2018		

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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 cities and towns in the following counties in CONNECTICUT:

FAIRFIELD COUNTY: Bridgeport, Darien, Easton, Fairfield, Greenwich, Monroe, New Canaan, Norwalk, Redding, Ridgefield, Shelton, Stamford, Trumbull, Weston, Westport, Wilton

NEW HAVEN COUNTY: Ansonia, Derby, Milford, Oxford, Seymour, Southbury, Woodbridge

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE
RATE	
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
18.63	
01012 - Accounting Clerk II	
20.91	
01013 - Accounting Clerk III	
23.40	
01020 - Administrative Assistant	
36.34	
01035 - Court Reporter	
27.46	
01041 - Customer Service Representative I	
15.97	
01042 - Customer Service Representative II	
17.96	
01043 - Customer Service Representative III	
19.60	
01051 - Data Entry Operator I	
18.35	
01052 - Data Entry Operator II	
20.02	
01060 - Dispatcher, Motor Vehicle	
25.79	
01070 - Document Preparation Clerk	
17.12	
01090 - Duplicating Machine Operator	
17.12	
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	
15.48	
01191 - Order Clerk I	
19.27	
01192 - Order Clerk II	
21.37	
01261 - Personnel Assistant (Employment) I	
18.96	
01262 - Personnel Assistant (Employment) II	
21.22	
01263 - Personnel Assistant (Employment) III	
23.66	
01270 - Production Control Clerk	
27.68	
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
36.34
01420 - Survey Worker
21.64
01460 - Switchboard Operator/Receptionist
16.69
01531 - Travel Clerk I
13.64
01532 - Travel Clerk II
14.85
01533 - Travel Clerk III
15.66
01611 - Word Processor I
18.88
01612 - Word Processor II
21.20
01613 - Word Processor III
23.72
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
15.94
05400 - Transmission Repair Specialist
29.68
07000 - Food Preparation And Service Occupations
07010 - Baker
16.75
07041 - Cook I
17.24
07042 - Cook II
18.77
07070 - Dishwasher
10.87
07130 - Food Service Worker
13.60
07210 - Meat Cutter
22.78
07260 - Waiter/Waitress
10.11
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
20.20
09040 - Furniture Handler
16.46
09080 - Furniture Refinisher
20.20
09090 - Furniture Refinisher Helper
17.67
09110 - Furniture Repairer, Minor
18.97
09130 - Upholsterer
23.33
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
11.59
11060 - Elevator Operator
15.43
11090 - Gardener
19.37
11122 - Housekeeping Aide
15.70
11150 - Janitor
15.70
11210 - Laborer, Grounds Maintenance
16.29
11240 - Maid or Houseman
13.68
11260 - Pruner
14.92
11270 - Tractor Operator
18.46

11330 - Trail Maintenance Worker
16.29
11360 - Window Cleaner
16.57
12000 - Health Occupations
12010 - Ambulance Driver
26.09
12011 - Breath Alcohol Technician
26.09
12012 - Certified Occupational Therapist Assistant
31.22
12015 - Certified Physical Therapist Assistant
29.28
12020 - Dental Assistant
22.26
12025 - Dental Hygienist
43.24
12030 - EKG Technician
32.29
12035 - Electroneurodiagnostic Technologist
32.29
12040 - Emergency Medical Technician
26.09
12071 - Licensed Practical Nurse I
22.70
12072 - Licensed Practical Nurse II
25.40
12073 - Licensed Practical Nurse III
28.31
12100 - Medical Assistant
17.55
12130 - Medical Laboratory Technician
26.18
12160 - Medical Record Clerk
17.15
12190 - Medical Record Technician
20.55
12195 - Medical Transcriptionist
20.67
12210 - Nuclear Medicine Technologist
47.93
12221 - Nursing Assistant I
12.37
12222 - Nursing Assistant II
13.91
12223 - Nursing Assistant III
15.82
12224 - Nursing Assistant IV
16.79
12235 - Optical Dispenser
24.55
12236 - Optical Technician
23.60

12250 - Pharmacy Technician
15.58
12280 - Phlebotomist
19.89
12305 - Radiologic Technologist
31.22
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)
32.27
12320 - Substance Abuse Treatment Counselor
20.05
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
26.56
13012 - Exhibits Specialist II
32.89
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
23.74
13062 - Media Specialist II
26.56
13063 - Media Specialist III
29.60
13071 - Photographer I
18.78
13072 - Photographer II
24.10

13073 - Photographer III
 32.88
 13074 - Photographer IV
 44.26
 13075 - Photographer V
 50.85
 13090 - Technical Order Library Clerk
 17.50
 13110 - Video Teleconference Technician
 25.86
 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
 42.09
 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
 35.73
 15070 - Flight Instructor (Pilot)
 52.46
 15080 - Graphic Artist
 32.92
 15085 - Maintenance Test Pilot, Fixed, Jet/Prop
 48.36
 15086 - Maintenance Test Pilot, Rotary Wing
 48.36

15088 - Non-Maintenance Test/Co-Pilot
48.36
15090 - Technical Instructor
31.28
15095 - Technical Instructor/Course Developer
38.27
15110 - Test Proctor
25.26
15120 - Tutor
25.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
11.29
16030 - Counter Attendant
11.29
16040 - Dry Cleaner
13.07
16070 - Finisher, Flatwork, Machine
11.29
16090 - Presser, Hand
11.29
16110 - Presser, Machine, Drycleaning
11.29
16130 - Presser, Machine, Shirts
11.29
16160 - Presser, Machine, Wearing Apparel, Laundry
11.29
16190 - Sewing Machine Operator
13.90
16220 - Tailor
14.86
16250 - Washer, Machine
11.86
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
25.25
19040 - Tool And Die Maker
29.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
21.75
21030 - Material Coordinator
27.68
21040 - Material Expediter
27.68
21050 - Material Handling Laborer
16.25
21071 - Order Filler
14.53
21080 - Production Line Worker (Food Processing)
21.75
21110 - Shipping Packer
17.92

21130 - Shipping/Receiving Clerk
17.92
21140 - Store Worker I
14.50
21150 - Stock Clerk
19.29
21210 - Tools And Parts Attendant
21.75
21410 - Warehouse Specialist
21.75
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
35.66
23019 - Aircraft Logs and Records Technician
30.50
23021 - Aircraft Mechanic I
34.45
23022 - Aircraft Mechanic II
35.66
23023 - Aircraft Mechanic III
37.09
23040 - Aircraft Mechanic Helper
27.79
23050 - Aircraft, Painter
33.12
23060 - Aircraft Servicer
30.50
23070 - Aircraft Survival Flight Equipment Technician
33.12
23080 - Aircraft Worker
31.74
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
31.74
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
34.45
II
23110 - Appliance Mechanic
28.19
23120 - Bicycle Repairer
23.85
23125 - Cable Splicer
42.74
23130 - Carpenter, Maintenance
30.01
23140 - Carpet Layer
27.01
23160 - Electrician, Maintenance
36.84
23181 - Electronics Technician Maintenance I
26.81
23182 - Electronics Technician Maintenance II
27.72

23183 - Electronics Technician Maintenance III
32.79
23260 - Fabric Worker
25.96
23290 - Fire Alarm System Mechanic
28.60
23310 - Fire Extinguisher Repairer
24.81
23311 - Fuel Distribution System Mechanic
31.68
23312 - Fuel Distribution System Operator
29.79
23370 - General Maintenance Worker
24.67
23380 - Ground Support Equipment Mechanic
34.45
23381 - Ground Support Equipment Servicer
30.50
23382 - Ground Support Equipment Worker
31.74
23391 - Gunsmith I
24.81
23392 - Gunsmith II
27.01
23393 - Gunsmith III
29.32
23410 - Heating, Ventilation And Air-Conditioning
30.77
Mechanic
23411 - Heating, Ventilation And Air Contidioning
31.85
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
26.12
23440 - Heavy Equipment Operator
32.14
23460 - Instrument Mechanic
29.22
23465 - Laboratory/Shelter Mechanic
28.19
23470 - Laborer
13.98
23510 - Locksmith
28.19
23530 - Machinery Maintenance Mechanic
28.19
23550 - Machinist, Maintenance
25.21
23580 - Maintenance Trades Helper
17.62
23591 - Metrology Technician I
29.22
23592 - Metrology Technician II
30.25

23593 - Metrology Technician III
31.46
23640 - Millwright
27.93
23710 - Office Appliance Repairer
23.53
23760 - Painter, Maintenance
25.03
23790 - Pipefitter, Maintenance
29.16
23810 - Plumber, Maintenance
29.85
23820 - Pneudraulic Systems Mechanic
29.32
23850 - Rigger
29.32
23870 - Scale Mechanic
27.01
23890 - Sheet-Metal Worker, Maintenance
25.82
23910 - Small Engine Mechanic
26.00
23931 - Telecommunications Mechanic I
27.95
23932 - Telecommunications Mechanic II
28.88
23950 - Telephone Lineman
34.19
23960 - Welder, Combination, Maintenance
23.50
23965 - Well Driller
29.32
23970 - Woodcraft Worker
29.32
23980 - Woodworker
24.81
24000 - Personal Needs Occupations
24550 - Case Manager
21.86
24570 - Child Care Attendant
13.75
24580 - Child Care Center Clerk
18.20
24610 - Chore Aide
13.35
24620 - Family Readiness And Support Services
21.86
Coordinator
24630 - Homemaker
24.30
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
33.29

25040 - Sewage Plant Operator
29.62
25070 - Stationary Engineer
33.29
25190 - Ventilation Equipment Tender
27.49
25210 - Water Treatment Plant Operator
31.15
27000 - Protective Service Occupations
27004 - Alarm Monitor
25.93
27007 - Baggage Inspector
17.98
27008 - Corrections Officer
32.81
27010 - Court Security Officer
32.81
27030 - Detection Dog Handler
20.36
27040 - Detention Officer
32.81
27070 - Firefighter
33.91
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
14.15
28042 - Carnival Equipment Repairer
14.85
28043 - Carnival Worker
12.29
28210 - Gate Attendant/Gate Tender
17.19
28310 - Lifeguard
13.93
28350 - Park Attendant (Aide)
19.24
28510 - Recreation Aide/Health Facility Attendant
18.98
28515 - Recreation Specialist
23.99
28630 - Sports Official
15.32
28690 - Swimming Pool Operator
16.64
29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer
26.92
29020 - Hatch Tender
26.92
29030 - Line Handler
26.92
29041 - Stevedore I
25.86
29042 - Stevedore II
29.85
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
43.69
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
30.12
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
33.18
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
30.38
30051 - Cryogenic Technician I
30.53
30052 - Cryogenic Technician II
33.72
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
25.74

30095 - Evidence Control Specialist
25.74
30210 - Laboratory Technician
26.78
30221 - Latent Fingerprint Technician I
30.53
30222 - Latent Fingerprint Technician II
33.72
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
31.49
30390 - Photo-Optics Technician
27.27
30395 - Radiation Control Technician
31.49
30461 - Technical Writer I
25.57
30462 - Technical Writer II
31.26
30463 - Technical Writer III
37.86
30491 - Unexploded Ordnance (UXO) Technician I
27.77
30492 - Unexploded Ordnance (UXO) Technician II
33.59
30493 - Unexploded Ordnance (UXO) Technician III
40.27
30494 - Unexploded (UXO) Safety Escort
27.77
30495 - Unexploded (UXO) Sweep Personnel
27.77
30501 - Weather Forecaster I
30.53
30502 - Weather Forecaster II
37.14
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
33.59
31020 - Bus Aide
18.86

31030 - Bus Driver
23.47
31043 - Driver Courier
17.18
31260 - Parking and Lot Attendant
12.93
31290 - Shuttle Bus Driver
17.80
31310 - Taxi Driver
15.32
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
16.38
99030 - Cashier
11.28
99050 - Desk Clerk
12.50
99095 - Embalmer
37.16
99130 - Flight Follower
27.77
99251 - Laboratory Animal Caretaker I
15.04
99252 - Laboratory Animal Caretaker II
15.78
99260 - Marketing Analyst
32.42
99310 - Mortician
37.16
99410 - Pest Controller
17.86
99510 - Photofinishing Worker
14.75
99710 - Recycling Laborer
23.54
99711 - Recycling Specialist
26.68
99730 - Refuse Collector
21.22
99810 - Sales Clerk
14.73
99820 - School Crossing Guard
16.22
99830 - Survey Party Chief
27.37

99831 - Surveying Aide
18.81
99832 - Surveying Technician
24.85
99840 - Vending Machine Attendant
16.54
99841 - Vending Machine Repairer
18.62
99842 - Vending Machine Repairer Helper
16.54

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: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal

Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, 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)).