

WD 15-4143 (Rev.-2) was first posted on www.wdol.gov on 01/05/2016

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.: 2015-4143
Daniel W. Simms		Revision No.: 2
Director		Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the 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 \$10.15 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 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Albany, Rensselaer, Saratoga, Schenectady, Schoharie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE
RATE	
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
15.15	
01012 - Accounting Clerk II	
17.00	
01013 - Accounting Clerk III	
19.01	
01020 - Administrative Assistant	
21.59	
01035 - Court Reporter	
24.28	
01041 - Customer Service Representative I	
12.24	
01042 - Customer Service Representative II	
13.77	
01043 - Customer Service Representative III	
15.02	
01051 - Data Entry Operator I	
12.77	

01052 - Data Entry Operator II
14.43
01060 - Dispatcher, Motor Vehicle
17.10
01070 - Document Preparation Clerk
13.37
01090 - Duplicating Machine Operator
13.37
01111 - General Clerk I
12.34
01112 - General Clerk II
13.47
01113 - General Clerk III
15.11
01120 - Housing Referral Assistant
18.38
01141 - Messenger Courier
12.94
01191 - Order Clerk I
13.32
01192 - Order Clerk II
14.54
01261 - Personnel Assistant (Employment) I
14.81
01262 - Personnel Assistant (Employment) II
16.59
01263 - Personnel Assistant (Employment) III
18.47
01270 - Production Control Clerk
23.21
01290 - Rental Clerk
13.56
01300 - Scheduler, Maintenance
14.73
01311 - Secretary I
14.73
01312 - Secretary II
16.48
01313 - Secretary III
18.38
01320 - Service Order Dispatcher
15.81
01410 - Supply Technician
21.58
01420 - Survey Worker
15.79
01460 - Switchboard Operator/Receptionist
12.94
01531 - Travel Clerk I
11.42
01532 - Travel Clerk II
12.32
01533 - Travel Clerk III
13.23
01611 - Word Processor I
13.85

01612 - Word Processor II
15.54
01613 - Word Processor III
17.38
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
20.17
05010 - Automotive Electrician
18.03
05040 - Automotive Glass Installer
16.93
05070 - Automotive Worker
16.93
05110 - Mobile Equipment Servicer
15.41
05130 - Motor Equipment Metal Mechanic
19.75
05160 - Motor Equipment Metal Worker
16.93
05190 - Motor Vehicle Mechanic
19.75
05220 - Motor Vehicle Mechanic Helper
14.49
05250 - Motor Vehicle Upholstery Worker
16.14
05280 - Motor Vehicle Wrecker
16.93
05310 - Painter, Automotive
18.03
05340 - Radiator Repair Specialist
16.93
05370 - Tire Repairer
14.61
05400 - Transmission Repair Specialist
19.75
07000 - Food Preparation And Service Occupations
07010 - Baker
13.73
07041 - Cook I
13.17
07042 - Cook II
15.08
07070 - Dishwasher
9.13
07130 - Food Service Worker
9.61
07210 - Meat Cutter
16.71
07260 - Waiter/Waitress
9.89
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
19.76
09040 - Furniture Handler
13.47
09080 - Furniture Refinisher
19.76

09090 - Furniture Refinisher Helper
16.01
09110 - Furniture Repairer, Minor
18.19
09130 - Upholsterer
19.11
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
11.11
11060 - Elevator Operator
12.07
11090 - Gardener
16.86
11122 - Housekeeping Aide
12.07
11150 - Janitor
12.07
11210 - Laborer, Grounds Maintenance
13.00
11240 - Maid or Houseman
9.85
11260 - Pruner
11.92
11270 - Tractor Operator
15.68
11330 - Trail Maintenance Worker
13.00
11360 - Window Cleaner
12.92
12000 - Health Occupations
12010 - Ambulance Driver
16.44
12011 - Breath Alcohol Technician
17.63
12012 - Certified Occupational Therapist Assistant
20.88
12015 - Certified Physical Therapist Assistant
22.24
12020 - Dental Assistant
17.02
12025 - Dental Hygienist
31.11
12030 - EKG Technician
24.02
12035 - Electroneurodiagnostic Technologist
24.02
12040 - Emergency Medical Technician
16.44
12071 - Licensed Practical Nurse I
15.76
12072 - Licensed Practical Nurse II
17.63
12073 - Licensed Practical Nurse III
19.66
12100 - Medical Assistant
14.67

12130 - Medical Laboratory Technician
19.24
12160 - Medical Record Clerk
13.73
12190 - Medical Record Technician
16.38
12195 - Medical Transcriptionist
16.35
12210 - Nuclear Medicine Technologist
37.00
12221 - Nursing Assistant I
10.61
12222 - Nursing Assistant II
11.93
12223 - Nursing Assistant III
13.02
12224 - Nursing Assistant IV
14.61
12235 - Optical Dispenser
20.67
12236 - Optical Technician
17.61
12250 - Pharmacy Technician
14.71
12280 - Phlebotomist
14.61
12305 - Radiologic Technologist
28.03
12311 - Registered Nurse I
22.63
12312 - Registered Nurse II
27.69
12313 - Registered Nurse II, Specialist
27.69
12314 - Registered Nurse III
33.50
12315 - Registered Nurse III, Anesthetist
33.50
12316 - Registered Nurse IV
40.15
12317 - Scheduler (Drug and Alcohol Testing)
21.85
12320 - Substance Abuse Treatment Counselor
19.45
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
20.63
13012 - Exhibits Specialist II
25.56
13013 - Exhibits Specialist III
31.27
13041 - Illustrator I
21.59
13042 - Illustrator II
26.76
13043 - Illustrator III
33.49

13047 - Librarian
 29.12
 13050 - Library Aide/Clerk
 13.64
 13054 - Library Information Technology Systems
 25.56
 Administrator
 13058 - Library Technician
 15.27
 13061 - Media Specialist I
 18.45
 13062 - Media Specialist II
 20.63
 13063 - Media Specialist III
 23.01
 13071 - Photographer I
 16.02
 13072 - Photographer II
 20.38
 13073 - Photographer III
 25.24
 13074 - Photographer IV
 31.60
 13075 - Photographer V
 36.65
 13090 - Technical Order Library Clerk
 17.13
 13110 - Video Teleconference Technician
 20.64
 14000 - Information Technology Occupations
 14041 - Computer Operator I
 15.64
 14042 - Computer Operator II
 17.49
 14043 - Computer Operator III
 20.68
 14044 - Computer Operator IV
 22.89
 14045 - Computer Operator V
 25.40
 14071 - Computer Programmer I (see 1)
 19.79
 14072 - Computer Programmer II (see 1)
 24.30
 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
 15.64
 14160 - Personal Computer Support Technician
 22.89
 14170 - System Support Specialist
 25.34
 15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)
30.50
15020 - Aircrew Training Devices Instructor (Rated)
33.57
15030 - Air Crew Training Devices Instructor (Pilot)
39.22
15050 - Computer Based Training Specialist / Instructor
30.50
15060 - Educational Technologist
29.36
15070 - Flight Instructor (Pilot)
39.22
15080 - Graphic Artist
23.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop
36.37
15086 - Maintenance Test Pilot, Rotary Wing
36.37
15088 - Non-Maintenance Test/Co-Pilot
36.37
15090 - Technical Instructor
21.92
15095 - Technical Instructor/Course Developer
26.82
15110 - Test Proctor
17.69
15120 - Tutor
17.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
9.57
16030 - Counter Attendant
9.57
16040 - Dry Cleaner
11.06
16070 - Finisher, Flatwork, Machine
9.57
16090 - Presser, Hand
9.57
16110 - Presser, Machine, Drycleaning
9.57
16130 - Presser, Machine, Shirts
9.57
16160 - Presser, Machine, Wearing Apparel, Laundry
9.57
16190 - Sewing Machine Operator
11.53
16220 - Tailor
11.99
16250 - Washer, Machine
10.03
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
18.98
19040 - Tool And Die Maker
22.69
21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator
18.30
21030 - Material Coordinator
22.79
21040 - Material Expediter
22.79
21050 - Material Handling Laborer
14.63
21071 - Order Filler
13.63
21080 - Production Line Worker (Food Processing)
18.52
21110 - Shipping Packer
15.70
21130 - Shipping/Receiving Clerk
15.70
21140 - Store Worker I
12.12
21150 - Stock Clerk
16.86
21210 - Tools And Parts Attendant
18.30
21410 - Warehouse Specialist
18.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
27.40
23019 - Aircraft Logs and Records Technician
23.28
23021 - Aircraft Mechanic I
26.47
23022 - Aircraft Mechanic II
27.40
23023 - Aircraft Mechanic III
28.46
23040 - Aircraft Mechanic Helper
20.47
23050 - Aircraft, Painter
25.15
23060 - Aircraft Servicer
23.28
23070 - Aircraft Survival Flight Equipment Technician
25.15
23080 - Aircraft Worker
24.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
24.27
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
26.47
II
23110 - Appliance Mechanic
19.76
23120 - Bicycle Repairer
16.73
23125 - Cable Splicer
33.36

23130 - Carpenter, Maintenance
20.31
23140 - Carpet Layer
23.49
23160 - Electrician, Maintenance
25.47
23181 - Electronics Technician Maintenance I
23.32
23182 - Electronics Technician Maintenance II
24.83
23183 - Electronics Technician Maintenance III
26.15
23260 - Fabric Worker
22.13
23290 - Fire Alarm System Mechanic
21.14
23310 - Fire Extinguisher Repairer
20.53
23311 - Fuel Distribution System Mechanic
27.70
23312 - Fuel Distribution System Operator
23.63
23370 - General Maintenance Worker
18.96
23380 - Ground Support Equipment Mechanic
26.47
23381 - Ground Support Equipment Servicer
23.28
23382 - Ground Support Equipment Worker
24.27
23391 - Gunsmith I
20.16
23392 - Gunsmith II
23.49
23393 - Gunsmith III
26.33
23410 - Heating, Ventilation And Air-Conditioning
20.78
Mechanic
23411 - Heating, Ventilation And Air Contditioning
21.51
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
22.58
23440 - Heavy Equipment Operator
23.63
23460 - Instrument Mechanic
28.61
23465 - Laboratory/Shelter Mechanic
25.00
23470 - Laborer
13.40
23510 - Locksmith
19.98
23530 - Machinery Maintenance Mechanic
25.91

23550 - Machinist, Maintenance
22.48
23580 - Maintenance Trades Helper
15.64
23591 - Metrology Technician I
28.61
23592 - Metrology Technician II
29.61
23593 - Metrology Technician III
30.76
23640 - Millwright
27.92
23710 - Office Appliance Repairer
20.69
23760 - Painter, Maintenance
19.76
23790 - Pipefitter, Maintenance
27.69
23810 - Plumber, Maintenance
23.31
23820 - Pneudraulic Systems Mechanic
26.33
23850 - Rigger
26.33
23870 - Scale Mechanic
23.49
23890 - Sheet-Metal Worker, Maintenance
25.35
23910 - Small Engine Mechanic
18.28
23931 - Telecommunications Mechanic I
29.59
23932 - Telecommunications Mechanic II
30.64
23950 - Telephone Lineman
29.59
23960 - Welder, Combination, Maintenance
21.76
23965 - Well Driller
23.28
23970 - Woodcraft Worker
26.33
23980 - Woodworker
19.04
24000 - Personal Needs Occupations
24550 - Case Manager
15.72
24570 - Child Care Attendant
10.09
24580 - Child Care Center Clerk
12.58
24610 - Chore Aide
11.31
24620 - Family Readiness And Support Services
15.72
Coordinator

24630 - Homemaker
15.72
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
25.96
25040 - Sewage Plant Operator
21.60
25070 - Stationary Engineer
25.96
25190 - Ventilation Equipment Tender
18.40
25210 - Water Treatment Plant Operator
21.60
27000 - Protective Service Occupations
27004 - Alarm Monitor
19.64
27007 - Baggage Inspector
13.89
27008 - Corrections Officer
24.12
27010 - Court Security Officer
24.22
27030 - Detection Dog Handler
18.45
27040 - Detention Officer
24.12
27070 - Firefighter
23.86
27101 - Guard I
13.89
27102 - Guard II
16.99
27131 - Police Officer I
25.74
27132 - Police Officer II
28.60
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
12.17
28042 - Carnival Equipment Repairer
13.20
28043 - Carnival Worker
9.04
28210 - Gate Attendant/Gate Tender
13.69
28310 - Lifeguard
11.01
28350 - Park Attendant (Aide)
15.66
28510 - Recreation Aide/Health Facility Attendant
11.35
28515 - Recreation Specialist
15.72
28630 - Sports Official
12.47
28690 - Swimming Pool Operator
16.24

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
24.30
29020 - Hatch Tender
24.30
29030 - Line Handler
24.30
29041 - Stevedore I
22.89
29042 - Stevedore II
25.86
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
36.49
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
25.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
27.71
30021 - Archeological Technician I
15.74
30022 - Archeological Technician II
17.61
30023 - Archeological Technician III
21.81
30030 - Cartographic Technician
21.81
30040 - Civil Engineering Technician
25.40
30051 - Cryogenic Technician I
23.05
30052 - Cryogenic Technician II
25.47
30061 - Drafter/CAD Operator I
15.74
30062 - Drafter/CAD Operator II
17.61
30063 - Drafter/CAD Operator III
19.65
30064 - Drafter/CAD Operator IV
24.17
30081 - Engineering Technician I
15.61
30082 - Engineering Technician II
17.52
30083 - Engineering Technician III
19.60
30084 - Engineering Technician IV
24.29
30085 - Engineering Technician V
29.71
30086 - Engineering Technician VI
35.94
30090 - Environmental Technician
23.01
30095 - Evidence Control Specialist
20.82

30210 - Laboratory Technician
22.85
30221 - Latent Fingerprint Technician I
28.62
30222 - Latent Fingerprint Technician II
31.59
30240 - Mathematical Technician
21.81
30361 - Paralegal/Legal Assistant I
16.72
30362 - Paralegal/Legal Assistant II
19.83
30363 - Paralegal/Legal Assistant III
23.70
30364 - Paralegal/Legal Assistant IV
29.35
30375 - Petroleum Supply Specialist
25.47
30390 - Photo-Optics Technician
21.81
30395 - Radiation Control Technician
25.47
30461 - Technical Writer I
22.44
30462 - Technical Writer II
27.46
30463 - Technical Writer III
33.20
30491 - Unexploded Ordnance (UXO) Technician I
23.19
30492 - Unexploded Ordnance (UXO) Technician II
28.06
30493 - Unexploded Ordnance (UXO) Technician III
33.63
30494 - Unexploded (UXO) Safety Escort
23.19
30495 - Unexploded (UXO) Sweep Personnel
23.19
30501 - Weather Forecaster I
23.05
30502 - Weather Forecaster II
28.05
30620 - Weather Observer, Combined Upper Air Or (see 2)
19.65
Surface Programs
30621 - Weather Observer, Senior (see 2)
21.81
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot
28.06
31020 - Bus Aide
13.56
31030 - Bus Driver
18.39
31043 - Driver Courier
14.20

31260 - Parking and Lot Attendant
10.86
31290 - Shuttle Bus Driver
15.02
31310 - Taxi Driver
11.72
31361 - Truckdriver, Light
15.02
31362 - Truckdriver, Medium
16.62
31363 - Truckdriver, Heavy
19.60
31364 - Truckdriver, Tractor-Trailer
19.60
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
13.68
99030 - Cashier
9.26
99050 - Desk Clerk
10.88
99095 - Embalmer
26.04
99130 - Flight Follower
23.19
99251 - Laboratory Animal Caretaker I
12.00
99252 - Laboratory Animal Caretaker II
13.04
99260 - Marketing Analyst
29.38
99310 - Mortician
31.14
99410 - Pest Controller
16.25
99510 - Photofinishing Worker
14.75
99710 - Recycling Laborer
18.15
99711 - Recycling Specialist
21.42
99730 - Refuse Collector
16.27
99810 - Sales Clerk
12.24
99820 - School Crossing Guard
11.47
99830 - Survey Party Chief
23.79
99831 - Surveying Aide
14.18
99832 - Surveying Technician
21.64
99840 - Vending Machine Attendant
14.74
99841 - Vending Machine Repairer
17.56

99842 - Vending Machine Repairer Helper
14.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, 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)).