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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  
Director

Division of  
Wage Determinations

Wage Determination No. : 2015-4011  
Revision No. : 2  
Date Of Last Revision: 12/30/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 2017. 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](http://www.dol.gov/whd/govcontracts).

This wage determination applies to the following towns in York County: Eliot, Kittery

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.19
01012 - Accounting Clerk II		15.94
01013 - Accounting Clerk III		17.82
01020 - Administrative Assistant		21.26
01035 - Court Reporter		18.95
01041 - Customer Service Representative I		13.81
01042 - Customer Service Representative II		15.53
01043 - Customer Service Representative III		16.95
01051 - Data Entry Operator I		12.64
01052 - Data Entry Operator II		13.80
01060 - Dispatcher, Motor Vehicle		18.21
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.43
01111 - General Clerk I		13.33
01112 - General Clerk II		14.54
01113 - General Clerk III		16.32
01120 - Housing Referral Assistant		19.66
01141 - Messenger Courier		12.47
01191 - Order Clerk I		12.86
01192 - Order Clerk II		15.82
01261 - Personnel Assistant (Employment) I		15.13
01262 - Personnel Assistant (Employment) II		16.92
01263 - Personnel Assistant (Employment) III		18.87
01270 - Production Control Clerk		21.88
01290 - Rental Clerk		12.16
01300 - Scheduler, Maintenance		15.75
01311 - Secretary I		15.75
01312 - Secretary II		17.62
01313 - Secretary III		19.66
01320 - Service Order Dispatcher		13.48
01410 - Supply Technician		21.26

01420 - Survey Worker	13.61
01460 - Switchboard Operator/Receptionist	12.77
01531 - Travel Clerk I	13.58
01532 - Travel Clerk II	14.93
01533 - Travel Clerk III	16.40
01611 - Word Processor I	14.30
01612 - Word Processor II	16.20
01613 - Word Processor III	17.97
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.96
05010 - Automotive Electrician	17.78
05040 - Automotive Glass Installer	16.58
05070 - Automotive Worker	16.58
05110 - Mobile Equipment Servicer	15.17
05130 - Motor Equipment Metal Mechanic	17.84
05160 - Motor Equipment Metal Worker	16.59
05190 - Motor Vehicle Mechanic	17.84
05220 - Motor Vehicle Mechanic Helper	15.11
05250 - Motor Vehicle Upholstery Worker	15.88
05280 - Motor Vehicle Wrecker	16.58
05310 - Painter, Automotive	17.78
05340 - Radiator Repair Specialist	16.58
05370 - Tire Repairer	12.84
05400 - Transmission Repair Specialist	17.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.48
07041 - Cook I	13.21
07042 - Cook II	14.63
07070 - Dishwasher	9.41
07130 - Food Service Worker	10.94
07210 - Meat Cutter	16.70
07260 - Waiter/Waitress	10.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.36
09040 - Furniture Handler	14.29
09080 - Furniture Refinisher	17.63
09090 - Furniture Refinisher Helper	15.03
09110 - Furniture Repairer, Minor	16.45
09130 - Upholsterer	19.33
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.07
11060 - Elevator Operator	12.07
11090 - Gardener	15.84
11122 - Housekeeping Aide	13.39
11150 - Janitor	13.39
11210 - Laborer, Grounds Maintenance	13.60
11240 - Maid or Houseman	10.44
11260 - Pruner	14.10
11270 - Tractor Operator	15.29
11330 - Trail Maintenance Worker	13.60
11360 - Window Cleaner	14.29
12000 - Health Occupations	
12010 - Ambulance Driver	15.00
12011 - Breath Alcohol Technician	18.61
12012 - Certified Occupational Therapist Assistant	24.37
12015 - Certified Physical Therapist Assistant	22.15
12020 - Dental Assistant	17.89
12025 - Dental Hygienist	31.94
12030 - EKG Technician	27.91
12035 - Electroneurodiagnostic Technologist	27.91
12040 - Emergency Medical Technician	15.00
12071 - Licensed Practical Nurse I	16.84
12072 - Licensed Practical Nurse II	18.83

12073 - Licensed Practical Nurse III	21.01
12100 - Medical Assistant	15.33
12130 - Medical Laboratory Technician	18.03
12160 - Medical Record Clerk	14.89
12190 - Medical Record Technician	16.65
12195 - Medical Transcriptionist	16.69
12210 - Nuclear Medicine Technologist	35.68
12221 - Nursing Assistant I	11.03
12222 - Nursing Assistant II	12.41
12223 - Nursing Assistant III	13.54
12224 - Nursing Assistant IV	15.19
12235 - Optical Dispenser	17.08
12236 - Optical Technician	13.57
12250 - Pharmacy Technician	14.29
12280 - Phlebotomist	15.19
12305 - Radiologic Technologist	29.63
12311 - Registered Nurse I	23.39
12312 - Registered Nurse II	28.61
12313 - Registered Nurse II, Specialist	28.61
12314 - Registered Nurse III	34.61
12315 - Registered Nurse III, Anesthetist	34.61
12316 - Registered Nurse IV	41.48
12317 - Scheduler (Drug and Alcohol Testing)	22.28
12320 - Substance Abuse Treatment Counselor	40.00
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.88
13012 - Exhibits Specialist II	22.12
13013 - Exhibits Specialist III	27.46
13041 - Illustrator I	17.88
13042 - Illustrator II	22.12
13043 - Illustrator III	27.08
13047 - Librarian	23.03
13050 - Library Aide/Clerk	11.86
13054 - Library Information Technology Systems Administrator	20.80
13058 - Library Technician	15.18
13061 - Media Specialist I	15.00
13062 - Media Specialist II	16.79
13063 - Media Specialist III	18.72
13071 - Photographer I	14.36
13072 - Photographer II	19.74
13073 - Photographer III	24.42
13074 - Photographer IV	29.89
13075 - Photographer V	36.16
13090 - Technical Order Library Clerk	16.95
13110 - Video Teleconference Technician	19.11
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.31
14042 - Computer Operator II	17.13
14043 - Computer Operator III	19.11
14044 - Computer Operator IV	21.64
14045 - Computer Operator V	23.50
14071 - Computer Programmer I	(see 1)
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	15.31
14160 - Personal Computer Support Technician	25.11
14170 - System Support Specialist	26.13
15000 - Instructional Occupations	

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15010	- Aircrew Training Devices Instructor (Non-Rated)	25.51
15020	- Aircrew Training Devices Instructor (Rated)	33.68
15030	- Air Crew Training Devices Instructor (Pilot)	37.03
15050	- Computer Based Training Specialist / Instructor	26.00
15060	- Educational Technologist	25.60
15070	- Flight Instructor (Pilot)	37.03
15080	- Graphic Artist	23.42
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	37.03
15086	- Maintenance Test Pilot, Rotary Wing	37.03
15088	- Non-Maintenance Test/Co-Pilot	37.03
15090	- Technical Instructor	19.92
15095	- Technical Instructor/Course Developer	24.37
15110	- Test Proctor	16.07
15120	- Tutor	16.07
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	11.13
16030	- Counter Attendant	11.13
16040	- Dry Cleaner	13.35
16070	- Finisher, Flatwork, Machine	11.13
16090	- Presser, Hand	11.13
16110	- Presser, Machine, Drycleaning	11.13
16130	- Presser, Machine, Shirts	11.13
16160	- Presser, Machine, Wearing Apparel, Laundry	11.13
16190	- Sewing Machine Operator	14.04
16220	- Tailor	14.77
16250	- Washer, Machine	11.92
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	22.35
19040	- Tool And Die Maker	26.02
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	15.84
21030	- Material Coordinator	21.88
21040	- Material Expediter	21.88
21050	- Material Handling Laborer	12.40
21071	- Order Filler	11.61
21080	- Production Line Worker (Food Processing)	15.84
21110	- Shipping Packer	14.85
21130	- Shipping/Receiving Clerk	14.85
21140	- Store Worker I	13.97
21150	- Stock Clerk	17.03
21210	- Tools And Parts Attendant	15.84
21410	- Warehouse Specialist	15.84
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.41
23019	- Aircraft Logs and Records Technician	20.78
23021	- Aircraft Mechanic I	23.53
23022	- Aircraft Mechanic II	24.41
23023	- Aircraft Mechanic III	25.30
23040	- Aircraft Mechanic Helper	19.03
23050	- Aircraft, Painter	22.61
23060	- Aircraft Servicer	20.78
23070	- Aircraft Survival Flight Equipment Technician	22.61
23080	- Aircraft Worker	21.69
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I	21.69
23092	- Aircrew Life Support Equipment (ALSE) Mechanic II	23.53
23110	- Appliance Mechanic	19.03
23120	- Bicycle Repairer	13.76
23125	- Cable Splicer	25.02
23130	- Carpenter, Maintenance	18.65
23140	- Carpet Layer	17.42
23160	- Electrician, Maintenance	23.90

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23181 - Electronics Technician Maintenance I	21.60
23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.30
23260 - Fabric Worker	19.48
23290 - Fire Alarm System Mechanic	21.67
23310 - Fire Extinguisher Repairer	18.46
23311 - Fuel Distribution System Mechanic	23.73
23312 - Fuel Distribution System Operator	19.85
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	23.53
23381 - Ground Support Equipment Servicer	20.78
23382 - Ground Support Equipment Worker	21.69
23391 - Gunsmith I	18.46
23392 - Gunsmith II	20.45
23393 - Gunsmith III	22.31
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.79
23411 - Heating, Ventilation And Air Contdi tioning Mechanic (Research Facility)	22.61
23430 - Heavy Equipment Mechanic	20.61
23440 - Heavy Equipment Operator	18.01
23460 - Instrument Mechanic	25.05
23465 - Laboratory/Shelter Mechanic	21.41
23470 - Laborer	12.40
23510 - Locksmith	19.13
23530 - Machinery Maintenance Mechanic	21.78
23550 - Machinist, Maintenance	22.10
23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	25.05
23592 - Metrology Technician II	25.97
23593 - Metrology Technician III	26.97
23640 - Millwright	23.72
23710 - Office Appliance Repairer	20.16
23760 - Painter, Maintenance	18.14
23790 - Pipefitter, Maintenance	21.82
23810 - Plumber, Maintenance	19.26
23820 - Pneudraulic Systems Mechanic	22.31
23850 - Rigger	22.03
23870 - Scale Mechanic	20.45
23890 - Sheet-Metal Worker, Maintenance	19.36
23910 - Small Engine Mechanic	17.14
23931 - Telecommunications Mechanic I	25.09
23932 - Telecommunications Mechanic II	28.01
23950 - Telephone Lineman	25.17
23960 - Welder, Combination, Maintenance	20.24
23965 - Well Driller	20.70
23970 - Woodcraft Worker	22.31
23980 - Woodworker	16.17
24000 - Personal Needs Occupati ons	
24550 - Case Manager	13.88
24570 - Child Care Attendant	11.23
24580 - Child Care Center Clerk	14.01
24610 - Chore Aide	10.47
24620 - Family Readiness And Support Servi ces Coordinator	13.88
24630 - Homemaker	14.35
25000 - Plant And System Operati ons Occupati ons	
25010 - Boiler Tender	22.28
25040 - Sewage Plant Operator	19.90
25070 - Stationary Engi neer	22.28
25190 - Ventilati on Equipm ent Tender	17.48
25210 - Water Treatment Plant Operator	19.90
27000 - Protective Servi ce Occupati ons	

27004	- Alarm Monitor	17.73
27007	- Baggage Inspector	12.12
27008	- Corrections Officer	20.27
27010	- Court Security Officer	20.42
27030	- Detection Dog Handler	18.98
27040	- Detention Officer	20.27
27070	- Firefighter	20.27
27101	- Guard I	12.12
27102	- Guard II	18.98
27131	- Police Officer I	21.12
27132	- Police Officer II	23.47
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.38
28042	- Carnival Equipment Repairer	12.53
28043	- Carnival Worker	9.65
28210	- Gate Attendant/Gate Tender	16.36
28310	- Lifeguard	11.51
28350	- Park Attendant (Aide)	18.29
28510	- Recreation Aide/Health Facility Attendant	13.35
28515	- Recreation Specialist	19.56
28630	- Sports Official	14.58
28690	- Swimming Pool Operator	18.70
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	22.00
29020	- Hatch Tender	22.00
29030	- Line Handler	21.78
29041	- Stevedore I	19.36
29042	- Stevedore II	23.07
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	39.35
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	27.13
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.88
30021	- Archeological Technician I	17.67
30022	- Archeological Technician II	18.40
30023	- Archeological Technician III	22.49
30030	- Cartographic Technician	22.49
30040	- Civil Engineering Technician	24.34
30051	- Cryogenic Technician I	24.84
30052	- Cryogenic Technician II	27.44
30061	- Drafter/CAD Operator I	16.22
30062	- Drafter/CAD Operator II	18.15
30063	- Drafter/CAD Operator III	20.24
30064	- Drafter/CAD Operator IV	24.90
30081	- Engineering Technician I	15.49
30082	- Engineering Technician II	17.38
30083	- Engineering Technician III	19.45
30084	- Engineering Technician IV	24.10
30085	- Engineering Technician V	29.48
30086	- Engineering Technician VI	35.66
30090	- Environmental Technician	17.86
30095	- Evidence Control Specialist	22.43
30210	- Laboratory Technician	19.51
30221	- Latent Fingerprint Technician I	24.84
30222	- Latent Fingerprint Technician II	27.44
30240	- Mathematical Technician	23.34
30361	- Paralegal/Legal Assistant I	20.12
30362	- Paralegal/Legal Assistant II	24.94
30363	- Paralegal/Legal Assistant III	30.50
30364	- Paralegal/Legal Assistant IV	36.90
30375	- Petroleum Supply Specialist	27.44
30390	- Photo-Optics Technician	22.49
30395	- Radiation Control Technician	27.44
30461	- Technical Writer I	23.52

30462 - Technical Writer II	28.77
30463 - Technical Writer III	34.81
30491 - Unexploded Ordnance (UXO) Technician I	25.01
30492 - Unexploded Ordnance (UXO) Technician II	30.26
30493 - Unexploded Ordnance (UXO) Technician III	36.27
30494 - Unexploded (UXO) Safety Escort	25.01
30495 - Unexploded (UXO) Sweep Personnel	25.01
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.24
30621 - Weather Observer, Senior	(see 2) 22.49
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.08
31020 - Bus Aide	13.43
31030 - Bus Driver	16.86
31043 - Driver Courier	14.03
31260 - Parking and Lot Attendant	11.24
31290 - Shuttle Bus Driver	14.80
31310 - Taxi Driver	11.28
31361 - Truckdriver, Light	14.80
31362 - Truckdriver, Medium	15.62
31363 - Truckdriver, Heavy	17.77
31364 - Truckdriver, Tractor-Trailer	17.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.15
99030 - Cashier	9.76
99050 - Desk Clerk	11.56
99095 - Embalmer	25.69
99130 - Flight Follower	25.69
99251 - Laboratory Animal Caretaker I	13.71
99252 - Laboratory Animal Caretaker II	14.45
99260 - Marketing Analyst	27.75
99310 - Mortician	25.69
99410 - Pest Controller	17.79
99510 - Photofinishing Worker	14.91
99710 - Recycling Laborer	14.48
99711 - Recycling Specialist	16.34
99730 - Refuse Collector	13.56
99810 - Sales Clerk	12.44
99820 - School Crossing Guard	10.32
99830 - Survey Party Chief	21.20
99831 - Surveying Aide	14.45
99832 - Surveying Technician	19.27
99840 - Vending Machine Attendant	12.45
99841 - Vending Machine Repairer	17.07
99842 - Vending Machine Repairer Helper	12.46

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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

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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](http://www.dol.gov/whd/govcontracts).

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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 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 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

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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.

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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)).