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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.: 2015-5777
Daniel W. Simms		Revision No.: 5
Director		Date Of Revision: 01/10/2018
Division of		
Wage Determinations		

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

State: New York

Area: New York County of Dutchess

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

OCCUPATION CODE - TITLE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
16.20	
01012 - Accounting Clerk II	
19.61	
01013 - Accounting Clerk III	
21.89	
01020 - Administrative Assistant	
31.19	
01035 - Court Reporter	
21.64	
01041 - Customer Service Representative I	
13.60	
01042 - Customer Service Representative II	
15.29	
01043 - Customer Service Representative III	
16.68	
01051 - Data Entry Operator I	
14.71	

01052 - Data Entry Operator II
16.05
01060 - Dispatcher, Motor Vehicle
24.39
01070 - Document Preparation Clerk
16.88
01090 - Duplicating Machine Operator
16.88
01111 - General Clerk I
14.80
01112 - General Clerk II
17.49
01113 - General Clerk III
18.82
01120 - Housing Referral Assistant
26.92
01141 - Messenger Courier
14.61
01191 - Order Clerk I
14.82
01192 - Order Clerk II
17.67
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
23.51
01290 - Rental Clerk
18.04
01300 - Scheduler, Maintenance
21.57
01311 - Secretary I
21.57
01312 - Secretary II
24.14
01313 - Secretary III
26.92
01320 - Service Order Dispatcher
21.75
01410 - Supply Technician
31.19
01420 - Survey Worker
21.64
01460 - Switchboard Operator/Receptionist
15.67
01531 - Travel Clerk I
12.91
01532 - Travel Clerk II
13.65
01533 - Travel Clerk III
14.40
01611 - Word Processor I
17.62

01612 - Word Processor II
19.79
01613 - Word Processor III
22.13
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
26.14
05010 - Automotive Electrician
26.09
05040 - Automotive Glass Installer
24.15
05070 - Automotive Worker
24.15
05110 - Mobile Equipment Servicer
20.57
05130 - Motor Equipment Metal Mechanic
26.94
05160 - Motor Equipment Metal Worker
24.15
05190 - Motor Vehicle Mechanic
26.94
05220 - Motor Vehicle Mechanic Helper
19.94
05250 - Motor Vehicle Upholstery Worker
21.07
05280 - Motor Vehicle Wrecker
24.15
05310 - Painter, Automotive
25.66
05340 - Radiator Repair Specialist
24.15
05370 - Tire Repairer
11.96
05400 - Transmission Repair Specialist
26.94
07000 - Food Preparation And Service Occupations
07010 - Baker
15.40
07041 - Cook I
14.51
07042 - Cook II
16.80
07070 - Dishwasher
9.66
07130 - Food Service Worker
11.24
07210 - Meat Cutter
19.20
07260 - Waiter/Waitress
12.62
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
17.85
09040 - Furniture Handler
14.53
09080 - Furniture Refinisher
18.70

09090 - Furniture Refinisher Helper
15.81
09110 - Furniture Repairer, Minor
17.93
09130 - Upholsterer
18.61
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
12.94
11060 - Elevator Operator
14.31
11090 - Gardener
18.09
11122 - Housekeeping Aide
15.70
11150 - Janitor
15.70
11210 - Laborer, Grounds Maintenance
15.89
11240 - Maid or Houseman
13.34
11260 - Pruner
14.29
11270 - Tractor Operator
19.07
11330 - Trail Maintenance Worker
15.89
11360 - Window Cleaner
15.70
12000 - Health Occupations
12010 - Ambulance Driver
20.22
12011 - Breath Alcohol Technician
22.61
12012 - Certified Occupational Therapist Assistant
26.71
12015 - Certified Physical Therapist Assistant
26.19
12020 - Dental Assistant
18.93
12025 - Dental Hygienist
36.69
12030 - EKG Technician
32.37
12035 - Electroneurodiagnostic Technologist
32.37
12040 - Emergency Medical Technician
20.22
12071 - Licensed Practical Nurse I
21.76
12072 - Licensed Practical Nurse II
24.34
12073 - Licensed Practical Nurse III
24.48
12100 - Medical Assistant
16.66

12130 - Medical Laboratory Technician
22.69
12160 - Medical Record Clerk
18.65
12190 - Medical Record Technician
20.55
12195 - Medical Transcriptionist
18.65
12210 - Nuclear Medicine Technologist
42.27
12221 - Nursing Assistant I
12.65
12222 - Nursing Assistant II
14.22
12223 - Nursing Assistant III
16.13
12224 - Nursing Assistant IV
17.41
12235 - Optical Dispenser
24.64
12236 - Optical Technician
17.40
12250 - Pharmacy Technician
14.58
12280 - Phlebotomist
16.79
12305 - Radiologic Technologist
33.98
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
59.22
12317 - Scheduler (Drug and Alcohol Testing)
26.17
12320 - Substance Abuse Treatment Counselor
21.15
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
27.03
13012 - Exhibits Specialist II
30.45
13013 - Exhibits Specialist III
34.25
13041 - Illustrator I
25.89
13042 - Illustrator II
30.45
13043 - Illustrator III
34.25

13047 - Librarian
 34.02
 13050 - Library Aide/Clerk
 15.79
 13054 - Library Information Technology Systems
 25.15
 Administrator
 13058 - Library Technician
 21.67
 13061 - Media Specialist I
 21.21
 13062 - Media Specialist II
 23.84
 13063 - Media Specialist III
 26.70
 13071 - Photographer I
 20.03
 13072 - Photographer II
 23.82
 13073 - Photographer III
 29.53
 13074 - Photographer IV
 33.78
 13075 - Photographer V
 40.89
 13090 - Technical Order Library Clerk
 17.95
 13110 - Video Teleconference Technician
 24.33
 14000 - Information Technology Occupations
 14041 - Computer Operator I
 19.00
 14042 - Computer Operator II
 21.26
 14043 - Computer Operator III
 23.71
 14044 - Computer Operator IV
 26.35
 14045 - Computer Operator V
 29.17
 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
 19.00
 14160 - Personal Computer Support Technician
 26.35
 14170 - System Support Specialist
 29.38
 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)
51.69
15050 - Computer Based Training Specialist / Instructor
39.54
15060 - Educational Technologist
32.92
15070 - Flight Instructor (Pilot)
51.69
15080 - Graphic Artist
27.68
15085 - Maintenance Test Pilot, Fixed, Jet/Prop
51.69
15086 - Maintenance Test Pilot, Rotary Wing
51.69
15088 - Non-Maintenance Test/Co-Pilot
51.69
15090 - Technical Instructor
27.17
15095 - Technical Instructor/Course Developer
31.57
15110 - Test Proctor
20.84
15120 - Tutor
20.84
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
10.94
16030 - Counter Attendant
10.94
16040 - Dry Cleaner
13.67
16070 - Finisher, Flatwork, Machine
10.94
16090 - Presser, Hand
10.94
16110 - Presser, Machine, Drycleaning
10.94
16130 - Presser, Machine, Shirts
10.94
16160 - Presser, Machine, Wearing Apparel, Laundry
10.94
16190 - Sewing Machine Operator
14.77
16220 - Tailor
15.85
16250 - Washer, Machine
11.47
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
20.89
19040 - Tool And Die Maker
25.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
17.52

21030 - Material Coordinator
23.51
21040 - Material Expediter
23.51
21050 - Material Handling Laborer
14.24
21071 - Order Filler
12.98
21080 - Production Line Worker (Food Processing)
17.52
21110 - Shipping Packer
16.51
21130 - Shipping/Receiving Clerk
16.51
21140 - Store Worker I
13.93
21150 - Stock Clerk
19.09
21210 - Tools And Parts Attendant
17.52
21410 - Warehouse Specialist
17.52
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
29.81
23019 - Aircraft Logs and Records Technician
23.97
23021 - Aircraft Mechanic I
27.37
23022 - Aircraft Mechanic II
29.81
23023 - Aircraft Mechanic III
30.66
23040 - Aircraft Mechanic Helper
21.29
23050 - Aircraft, Painter
26.34
23060 - Aircraft Servicer
23.97
23070 - Aircraft Survival Flight Equipment Technician
26.34
23080 - Aircraft Worker
25.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
25.25
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
27.37
II
23110 - Appliance Mechanic
24.32
23120 - Bicycle Repairer
12.90
23125 - Cable Splicer
34.99
23130 - Carpenter, Maintenance
29.55

23140 - Carpet Layer
27.98
23160 - Electrician, Maintenance
36.84
23181 - Electronics Technician Maintenance I
24.87
23182 - Electronics Technician Maintenance II
25.94
23183 - Electronics Technician Maintenance III
26.96
23260 - Fabric Worker
26.22
23290 - Fire Alarm System Mechanic
23.05
23310 - Fire Extinguisher Repairer
22.28
23311 - Fuel Distribution System Mechanic
29.94
23312 - Fuel Distribution System Operator
24.09
23370 - General Maintenance Worker
20.77
23380 - Ground Support Equipment Mechanic
27.37
23381 - Ground Support Equipment Servicer
23.97
23382 - Ground Support Equipment Worker
25.25
23391 - Gunsmith I
22.28
23392 - Gunsmith II
24.87
23393 - Gunsmith III
27.25
23410 - Heating, Ventilation And Air-Conditioning
26.97
Mechanic
23411 - Heating, Ventilation And Air Contidioning
29.04
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
28.12
23440 - Heavy Equipment Operator
32.03
23460 - Instrument Mechanic
30.86
23465 - Laboratory/Shelter Mechanic
25.94
23470 - Laborer
12.82
23510 - Locksmith
24.64
23530 - Machinery Maintenance Mechanic
27.64
23550 - Machinist, Maintenance
19.74

23580 - Maintenance Trades Helper
15.82
23591 - Metrology Technician I
30.86
23592 - Metrology Technician II
33.24
23593 - Metrology Technician III
34.64
23640 - Millwright
29.72
23710 - Office Appliance Repairer
23.98
23760 - Painter, Maintenance
24.85
23790 - Pipefitter, Maintenance
36.12
23810 - Plumber, Maintenance
33.13
23820 - Pneudraulic Systems Mechanic
27.25
23850 - Rigger
26.80
23870 - Scale Mechanic
24.87
23890 - Sheet-Metal Worker, Maintenance
32.41
23910 - Small Engine Mechanic
21.10
23931 - Telecommunications Mechanic I
33.28
23932 - Telecommunications Mechanic II
34.57
23950 - Telephone Lineman
31.86
23960 - Welder, Combination, Maintenance
22.17
23965 - Well Driller
25.61
23970 - Woodcraft Worker
29.26
23980 - Woodworker
18.85
24000 - Personal Needs Occupations
24550 - Case Manager
16.38
24570 - Child Care Attendant
13.05
24580 - Child Care Center Clerk
16.26
24610 - Chore Aide
12.85
24620 - Family Readiness And Support Services
16.38
Coordinator
24630 - Homemaker
19.80
25000 - Plant And System Operations Occupations

25010 - Boiler Tender
29.03
25040 - Sewage Plant Operator
26.98
25070 - Stationary Engineer
29.03
25190 - Ventilation Equipment Tender
21.97
25210 - Water Treatment Plant Operator
26.98
27000 - Protective Service Occupations
27004 - Alarm Monitor
22.60
27007 - Baggage Inspector
17.28
27008 - Corrections Officer
30.97
27010 - Court Security Officer
31.48
27030 - Detection Dog Handler
20.36
27040 - Detention Officer
30.97
27070 - Firefighter
34.17
27101 - Guard I
17.28
27102 - Guard II
20.36
27131 - Police Officer I
32.37
27132 - Police Officer II
35.94
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
13.45
28042 - Carnival Equipment Repairer
14.22
28043 - Carnival Worker
10.96
28210 - Gate Attendant/Gate Tender
17.45
28310 - Lifeguard
13.45
28350 - Park Attendant (Aide)
19.53
28510 - Recreation Aide/Health Facility Attendant
15.76
28515 - Recreation Specialist
24.18
28630 - Sports Official
15.54
28690 - Swimming Pool Operator
16.95
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
26.00

29020 - Hatch Tender
26.00
29030 - Line Handler
26.00
29041 - Stevedore I
23.61
29042 - Stevedore II
25.09
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
42.79
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
29.51
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
32.50
30021 - Archeological Technician I
19.69
30022 - Archeological Technician II
22.02
30023 - Archeological Technician III
27.27
30030 - Cartographic Technician
27.27
30040 - Civil Engineering Technician
26.71
30051 - Cryogenic Technician I
29.58
30052 - Cryogenic Technician II
32.67
30061 - Drafter/CAD Operator I
19.69
30062 - Drafter/CAD Operator II
22.02
30063 - Drafter/CAD Operator III
24.55
30064 - Drafter/CAD Operator IV
29.58
30081 - Engineering Technician I
19.62
30082 - Engineering Technician II
22.47
30083 - Engineering Technician III
25.28
30084 - Engineering Technician IV
31.22
30085 - Engineering Technician V
39.40
30086 - Engineering Technician VI
43.34
30090 - Environmental Technician
22.56
30095 - Evidence Control Specialist
26.71
30210 - Laboratory Technician
23.51
30221 - Latent Fingerprint Technician I
29.58

30222 - Latent Fingerprint Technician II
 32.67
 30240 - Mathematical Technician
 26.71
 30361 - Paralegal/Legal Assistant I
 21.87
 30362 - Paralegal/Legal Assistant II
 25.09
 30363 - Paralegal/Legal Assistant III
 35.39
 30364 - Paralegal/Legal Assistant IV
 39.13
 30375 - Petroleum Supply Specialist
 32.67
 30390 - Photo-Optics Technician
 27.27
 30395 - Radiation Control Technician
 32.67
 30461 - Technical Writer I
 27.81
 30462 - Technical Writer II
 32.99
 30463 - Technical Writer III
 39.53
 30491 - Unexploded Ordnance (UXO) Technician I
 27.19
 30492 - Unexploded Ordnance (UXO) Technician II
 32.90
 30493 - Unexploded Ordnance (UXO) Technician III
 39.44
 30494 - Unexploded (UXO) Safety Escort
 27.19
 30495 - Unexploded (UXO) Sweep Personnel
 27.19
 30501 - Weather Forecaster I
 29.58
 30502 - Weather Forecaster II
 35.99
 30620 - Weather Observer, Combined Upper Air Or (see 2)
 24.55
 Surface Programs
 30621 - Weather Observer, Senior (see 2)
 27.27
 31000 - Transportation/Mobile Equipment Operation Occupations
 31010 - Airplane Pilot
 32.90
 31020 - Bus Aide
 16.42
 31030 - Bus Driver
 21.16
 31043 - Driver Courier
 16.45
 31260 - Parking and Lot Attendant
 12.24
 31290 - Shuttle Bus Driver
 17.80

31310 - Taxi Driver
13.98
31361 - Truckdriver, Light
17.80
31362 - Truckdriver, Medium
19.15
31363 - Truckdriver, Heavy
24.52
31364 - Truckdriver, Tractor-Trailer
24.52
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
16.04
99030 - Cashier
10.53
99050 - Desk Clerk
13.34
99095 - Embalmer
36.53
99130 - Flight Follower
27.19
99251 - Laboratory Animal Caretaker I
13.22
99252 - Laboratory Animal Caretaker II
14.05
99260 - Marketing Analyst
29.00
99310 - Mortician
41.23
99410 - Pest Controller
19.95
99510 - Photofinishing Worker
16.23
99710 - Recycling Laborer
19.57
99711 - Recycling Specialist
22.40
99730 - Refuse Collector
18.36
99810 - Sales Clerk
14.70
99820 - School Crossing Guard
13.82
99830 - Survey Party Chief
24.82
99831 - Surveying Aide
16.21
99832 - Surveying Technician
22.46
99840 - Vending Machine Attendant
17.67
99841 - Vending Machine Repairer
23.10
99842 - Vending Machine Repairer Helper
19.09

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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)).