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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

Daniel W. Simms	Division of		Wage Determination No.: 2015-4111
Director	Wage Determinations		Revision No.: 10
			Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. 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 CONNECTICUT towns and cities in NEW LONDON County: Bozrah, East Lyme, Franklin, Griswold, Groton, Ledyard, Lisbon, Lyme, Montville, New London, North Stonington, Norwich, Old Lyme, Preston, Salem, Sprague, Stonginton, Voluntown, Waterford

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.16
01012 - Accounting Clerk II		18.14
01013 - Accounting Clerk III		20.30
01020 - Administrative Assistant		29.32
01035 - Court Reporter		20.58
01041 - Customer Service Representative I		15.48
01042 - Customer Service Representative II		17.40
01043 - Customer Service Representative III		18.99
01051 - Data Entry Operator I		17.05
01052 - Data Entry Operator II		18.60
01060 - Dispatcher, Motor Vehicle		17.71
01070 - Document Preparation Clerk		16.06
01090 - Duplicating Machine Operator		16.06
01111 - General Clerk I		14.10
01112 - General Clerk II		15.39
01113 - General Clerk III		17.27
01120 - Housing Referral Assistant		20.85
01141 - Messenger Courier		13.57
01191 - Order Clerk I		14.83
01192 - Order Clerk II		16.36
01261 - Personnel Assistant (Employment) I		16.68
01262 - Personnel Assistant (Employment) II		18.67
01263 - Personnel Assistant (Employment) III		20.81
01270 - Production Control Clerk		26.42
01290 - Rental Clerk		14.11
01300 - Scheduler, Maintenance		16.72
01311 - Secretary I		16.72
01312 - Secretary II		18.71
01313 - Secretary III		20.85

01320 - Service Order Dispatcher	16.21
01410 - Supply Technician	29.32
01420 - Survey Worker	18.28
01460 - Switchboard Operator/Receptionist	14.44
01531 - Travel Clerk I	12.40
01532 - Travel Clerk II	13.50
01533 - Travel Clerk III	14.24
01611 - Word Processor I	14.54
01612 - Word Processor II	17.11
01613 - Word Processor III	19.15
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.41
05010 - Automotive Electrician	22.22
05040 - Automotive Glass Installer	21.49
05070 - Automotive Worker	21.49
05110 - Mobile Equipment Servicer	20.17
05130 - Motor Equipment Metal Mechanic	22.84
05160 - Motor Equipment Metal Worker	21.49
05190 - Motor Vehicle Mechanic	22.41
05220 - Motor Vehicle Mechanic Helper	19.44
05250 - Motor Vehicle Upholstery Worker	20.87
05280 - Motor Vehicle Wrecker	21.49
05310 - Painter, Automotive	21.67
05340 - Radiator Repair Specialist	20.89
05370 - Tire Repairer	18.38
05400 - Transmission Repair Specialist	22.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.26
07041 - Cook I	15.59
07042 - Cook II	16.83
07070 - Dishwasher	11.02
07130 - Food Service Worker	11.97
07210 - Meat Cutter	20.97
07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.44
09040 - Furniture Handler	19.92
09080 - Furniture Refinisher	24.44
09090 - Furniture Refinisher Helper	21.38
09110 - Furniture Repairer, Minor	22.96
09130 - Upholsterer	24.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.32
11060 - Elevator Operator	14.16
11090 - Gardener	17.34
11122 - Housekeeping Aide	14.16
11150 - Janitor	14.16
11210 - Laborer, Grounds Maintenance	14.65
11240 - Maid or Houseman	11.89
11260 - Pruner	13.58
11270 - Tractor Operator	16.62
11330 - Trail Maintenance Worker	14.65
11360 - Window Cleaner	15.22
12000 - Health Occupations	
12010 - Ambulance Driver	19.00
12011 - Breath Alcohol Technician	20.90
12012 - Certified Occupational Therapist Assistant	32.86
12015 - Certified Physical Therapist Assistant	27.91
12020 - Dental Assistant	21.92
12025 - Dental Hygienist	39.28
12030 - EKG Technician	33.76
12035 - Electroneurodiagnostic Technologist	33.76

12040 - Emergency Medical Technician	19.00
12071 - Licensed Practical Nurse I	22.06
12072 - Licensed Practical Nurse II	24.69
12073 - Licensed Practical Nurse III	27.52
12100 - Medical Assistant	17.01
12130 - Medical Laboratory Technician	24.84
12160 - Medical Record Clerk	20.29
12190 - Medical Record Technician	22.70
12195 - Medical Transcriptionist	22.06
12210 - Nuclear Medicine Technologist	49.76
12221 - Nursing Assistant I	12.31
12222 - Nursing Assistant II	13.84
12223 - Nursing Assistant III	15.11
12224 - Nursing Assistant IV	16.96
12235 - Optical Dispenser	21.43
12236 - Optical Technician	22.06
12250 - Pharmacy Technician	15.15
12280 - Phlebotomist	18.60
12305 - Radiologic Technologist	35.14
12311 - Registered Nurse I	25.81
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II, Specialist	31.58
12314 - Registered Nurse III	38.21
12315 - Registered Nurse III, Anesthetist	38.21
12316 - Registered Nurse IV	45.33
12317 - Scheduler (Drug and Alcohol Testing)	30.58
12320 - Substance Abuse Treatment Counselor	22.49
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.35
13012 - Exhibits Specialist II	27.68
13013 - Exhibits Specialist III	33.86
13041 - Illustrator I	22.35
13042 - Illustrator II	27.68
13043 - Illustrator III	33.86
13047 - Librarian	30.65
13050 - Library Aide/Clerk	14.75
13054 - Library Information Technology Systems Administrator	27.68
13058 - Library Technician	19.24
13061 - Media Specialist I	19.97
13062 - Media Specialist II	22.35
13063 - Media Specialist III	24.91
13071 - Photographer I	17.13
13072 - Photographer II	19.17
13073 - Photographer III	23.74
13074 - Photographer IV	29.04
13075 - Photographer V	35.13
13090 - Technical Order Library Clerk	19.50
13110 - Video Teleconference Technician	19.97
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.67
14042 - Computer Operator II	18.65
14043 - Computer Operator III	20.79
14044 - Computer Operator IV	23.11
14045 - Computer Operator V	25.59
14071 - Computer Programmer I	(see 1) 27.32
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)

14150 - Peripheral Equipment Operator	16.67
14160 - Personal Computer Support Technician	24.12
14170 - System Support Specialist	35.14
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.96
15020 - Aircrew Training Devices Instructor (Rated)	39.87
15030 - Air Crew Training Devices Instructor (Pilot)	47.05
15050 - Computer Based Training Specialist / Instructor	32.96
15060 - Educational Technologist	38.38
15070 - Flight Instructor (Pilot)	47.05
15080 - Graphic Artist	23.29
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	47.05
15086 - Maintenance Test Pilot, Rotary Wing	47.05
15088 - Non-Maintenance Test/Co-Pilot	47.05
15090 - Technical Instructor	27.96
15095 - Technical Instructor/Course Developer	34.86
15110 - Test Proctor	22.57
15120 - Tutor	22.57
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)	24.30
19040 - Tool And Die Maker	27.74
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.27
21030 - Material Coordinator	24.63
21040 - Material Expediter	24.63
21050 - Material Handling Laborer	14.85
21071 - Order Filler	12.31
21080 - Production Line Worker (Food Processing)	20.27
21110 - Shipping Packer	16.90
21130 - Shipping/Receiving Clerk	16.30
21140 - Store Worker I	14.50
21150 - Stock Clerk	18.50
21210 - Tools And Parts Attendant	20.27
21410 - Warehouse Specialist	20.27
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.75
23019 - Aircraft Logs and Records Technician	28.42
23021 - Aircraft Mechanic I	31.64
23022 - Aircraft Mechanic II	32.75
23023 - Aircraft Mechanic III	33.82
23040 - Aircraft Mechanic Helper	26.20
23050 - Aircraft, Painter	30.60
23060 - Aircraft Servicer	28.42
23070 - Aircraft Survival Flight Equipment Technician	30.60
23080 - Aircraft Worker	29.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.64
23110 - Appliance Mechanic	26.53

23120 - Bicycle Repairer	22.58
23125 - Cable Splicer	35.98
23130 - Carpenter, Maintenance	24.83
23140 - Carpet Layer	27.06
23160 - Electrician, Maintenance	28.03
23181 - Electronics Technician Maintenance I	29.69
23182 - Electronics Technician Maintenance II	30.68
23183 - Electronics Technician Maintenance III	31.55
23260 - Fabric Worker	26.28
23290 - Fire Alarm System Mechanic	29.26
23310 - Fire Extinguisher Repairer	25.26
23311 - Fuel Distribution System Mechanic	30.22
23312 - Fuel Distribution System Operator	28.05
23370 - General Maintenance Worker	21.49
23380 - Ground Support Equipment Mechanic	31.64
23381 - Ground Support Equipment Servicer	28.42
23382 - Ground Support Equipment Worker	29.49
23391 - Gunsmith I	25.26
23392 - Gunsmith II	27.27
23393 - Gunsmith III	29.26
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.61
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.51
23430 - Heavy Equipment Mechanic	26.13
23440 - Heavy Equipment Operator	29.78
23460 - Instrument Mechanic	29.26
23465 - Laboratory/Shelter Mechanic	28.29
23470 - Laborer	14.85
23510 - Locksmith	26.56
23530 - Machinery Maintenance Mechanic	32.63
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.38
23591 - Metrology Technician I	29.26
23592 - Metrology Technician II	30.28
23593 - Metrology Technician III	31.27
23640 - Millwright	29.26
23710 - Office Appliance Repairer	27.95
23760 - Painter, Maintenance	21.56
23790 - Pipefitter, Maintenance	27.88
23810 - Plumber, Maintenance	26.33
23820 - Pneudraulic Systems Mechanic	29.26
23850 - Rigger	26.13
23870 - Scale Mechanic	27.27
23890 - Sheet-Metal Worker, Maintenance	26.87
23910 - Small Engine Mechanic	26.94
23931 - Telecommunications Mechanic I	26.90
23932 - Telecommunications Mechanic II	27.84
23950 - Telephone Lineman	29.26
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	29.26
23970 - Woodcraft Worker	29.26
23980 - Woodworker	25.26
24000 - Personal Needs Occupations	
24550 - Case Manager	19.31
24570 - Child Care Attendant	13.29
24580 - Child Care Center Clerk	16.58
24610 - Chore Aide	13.79
24620 - Family Readiness And Support Services Coordinator	19.31
24630 - Homemaker	22.77
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	27.91
25040 - Sewage Plant Operator	29.32
25070 - Stationary Engineer	27.91
25190 - Ventilation Equipment Tender	23.38
25210 - Water Treatment Plant Operator	29.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.24
27007 - Baggage Inspector	13.95
27008 - Corrections Officer	26.22
27010 - Court Security Officer	26.22
27030 - Detection Dog Handler	20.07
27040 - Detention Officer	26.22
27070 - Firefighter	26.01
27101 - Guard I	13.95
27102 - Guard II	20.07
27131 - Police Officer I	28.78
27132 - Police Officer II	31.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.50
28042 - Carnival Equipment Repairer	14.08
28043 - Carnival Worker	11.03
28210 - Gate Attendant/Gate Tender	18.70
28310 - Lifeguard	11.67
28350 - Park Attendant (Aide)	20.93
28510 - Recreation Aide/Health Facility Attendant	15.27
28515 - Recreation Specialist	25.92
28630 - Sports Official	16.67
28690 - Swimming Pool Operator	16.57
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.47
29020 - Hatch Tender	27.47
29030 - Line Handler	27.47
29041 - Stevedore I	26.47
29042 - Stevedore II	28.50
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.06
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.00
30021 - Archeological Technician I	18.72
30022 - Archeological Technician II	20.95
30023 - Archeological Technician III	25.94
30030 - Cartographic Technician	25.96
30040 - Civil Engineering Technician	31.65
30051 - Cryogenic Technician I	28.22
30052 - Cryogenic Technician II	31.18
30061 - Drafter/CAD Operator I	18.72
30062 - Drafter/CAD Operator II	20.95
30063 - Drafter/CAD Operator III	23.34
30064 - Drafter/CAD Operator IV	28.74
30081 - Engineering Technician I	16.70
30082 - Engineering Technician II	18.76
30083 - Engineering Technician III	21.33
30084 - Engineering Technician IV	26.00
30085 - Engineering Technician V	31.78
30086 - Engineering Technician VI	38.47
30090 - Environmental Technician	26.25
30095 - Evidence Control Specialist	25.49
30210 - Laboratory Technician	22.92
30221 - Latent Fingerprint Technician I	28.22
30222 - Latent Fingerprint Technician II	31.18
30240 - Mathematical Technician	25.96
30361 - Paralegal/Legal Assistant I	18.90

30362 - Paralegal/Legal Assistant II	25.78
30363 - Paralegal/Legal Assistant III	31.55
30364 - Paralegal/Legal Assistant IV	38.16
30375 - Petroleum Supply Specialist	31.18
30390 - Photo-Optics Technician	25.49
30395 - Radiation Control Technician	31.18
30461 - Technical Writer I	29.26
30462 - Technical Writer II	35.78
30463 - Technical Writer III	43.31
30491 - Unexploded Ordnance (UXO) Technician I	26.79
30492 - Unexploded Ordnance (UXO) Technician II	32.41
30493 - Unexploded Ordnance (UXO) Technician III	38.85
30494 - Unexploded (UXO) Safety Escort	26.79
30495 - Unexploded (UXO) Sweep Personnel	26.79
30501 - Weather Forecaster I	28.22
30502 - Weather Forecaster II	34.33
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.34
30621 - Weather Observer, Senior	(see 2) 25.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.41
31020 - Bus Aide	15.75
31030 - Bus Driver	19.92
31043 - Driver Courier	15.91
31260 - Parking and Lot Attendant	15.08
31290 - Shuttle Bus Driver	16.50
31310 - Taxi Driver	14.54
31361 - Truckdriver, Light	16.50
31362 - Truckdriver, Medium	17.73
31363 - Truckdriver, Heavy	21.52
31364 - Truckdriver, Tractor-Trailer	21.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.80
99030 - Cashier	11.07
99050 - Desk Clerk	12.08
99095 - Embalmer	30.13
99130 - Flight Follower	26.79
99251 - Laboratory Animal Caretaker I	14.85
99252 - Laboratory Animal Caretaker II	15.40
99260 - Marketing Analyst	30.71
99310 - Mortician	30.13
99410 - Pest Controller	20.81
99510 - Photofinishing Worker	14.49
99710 - Recycling Laborer	20.05
99711 - Recycling Specialist	22.73
99730 - Refuse Collector	18.60
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	12.89
99830 - Survey Party Chief	25.21
99831 - Surveying Aide	15.82
99832 - Surveying Technician	23.52
99840 - Vending Machine Attendant	19.11
99841 - Vending Machine Repairer	21.51
99842 - Vending Machine Repairer Helper	19.11

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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 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).

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, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b) (2) (iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c) (1)).