

"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.: 2015-4157
Daniel W. Simms	Division of	Revision No.: 9
Director	Wage Determinations	Date Of Last Revision: 07/16/2019

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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).

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State: New York

Area: New York Counties of Nassau Suffolk

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.13
01012 - Accounting Clerk II		20.36
01013 - Accounting Clerk III		22.77
01020 - Administrative Assistant		34.80
01035 - Court Reporter		31.68
01041 - Customer Service Representative I		15.60
01042 - Customer Service Representative II		17.54
01043 - Customer Service Representative III		19.14
01051 - Data Entry Operator I		16.51
01052 - Data Entry Operator II		18.02
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.08
01090 - Duplicating Machine Operator		17.08
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		17.19
01191 - Order Clerk I		19.59
01192 - Order Clerk II		20.45
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		25.16
01290 - Rental Clerk		18.04
01300 - Scheduler Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		20.50
01410 - Supply Technician		34.80
01420 - Survey Worker		21.64
01460 - Switchboard Operator/Receptionist		16.55
01531 - Travel Clerk I		16.85

01532 - Travel Clerk II	18.25
01533 - Travel Clerk III	19.81
01611 - Word Processor I	17.87
01612 - Word Processor II	20.16
01613 - Word Processor III	22.44
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	28.50
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	20.80
05130 - Motor Equipment Metal Mechanic	29.80
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	16.92
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	16.76
07042 - Cook II	18.71
07070 - Dishwasher	13.67
07130 - Food Service Worker	13.67
07210 - Meat Cutter	22.64
07260 - Waiter/Waitress	14.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.16
09040 - Furniture Handler	16.83
09080 - Furniture Refinisher	22.16
09090 - Furniture Refinisher Helper	18.01
09110 - Furniture Repairer Minor	20.37
09130 - Upholsterer	24.38
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	13.67
11060 - Elevator Operator	15.70
11090 - Gardener	19.05
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer Grounds Maintenance	15.89
11240 - Maid or Houseman	14.52
11260 - Pruner	14.75
11270 - Tractor Operator	18.02
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	18.07
12000 - Health Occupations	
12010 - Ambulance Driver	25.29
12011 - Breath Alcohol Technician	25.29
12012 - Certified Occupational Therapist Assistant	31.45
12015 - Certified Physical Therapist Assistant	29.66
12020 - Dental Assistant	20.39
12025 - Dental Hygienist	43.04
12030 - EKG Technician	33.26
12035 - Electroneurodiagnostic Technologist	33.26
12040 - Emergency Medical Technician	25.29
12071 - Licensed Practical Nurse I	23.69
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	27.00
12100 - Medical Assistant	18.01
12130 - Medical Laboratory Technician	29.79
12160 - Medical Record Clerk	21.47
12190 - Medical Record Technician	24.03
12195 - Medical Transcriptionist	21.37
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	13.78
12222 - Nursing Assistant II	15.50
12223 - Nursing Assistant III	16.91
12224 - Nursing Assistant IV	18.99
12235 - Optical Dispenser	27.85
12236 - Optical Technician	17.81
12250 - Pharmacy Technician	15.87

12280 - Phlebotomist	23.02
12305 - Radiologic Technologist	35.78
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)	30.00
12320 - Substance Abuse Treatment Counselor	26.21
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49
13013 - Exhibits Specialist III	40.95
13041 - Illustrator I	28.35
13042 - Illustrator II	33.23
13043 - Illustrator III	40.66
13047 - Librarian	37.25
13050 - Library Aide/Clerk	17.64
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	25.62
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29
13072 - Photographer II	24.62
13073 - Photographer III	32.88
13074 - Photographer IV	44.26
13075 - Photographer V	50.85
13090 - Technical Order Library Clerk	22.16
13110 - Video Teleconference Technician	25.35
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		35.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		37.52
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		33.31
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.78
15086 - Maintenance Test Pilot Rotary Wing		45.78
15088 - Non-Maintenance Test/Co-Pilot		45.78
15090 - Technical Instructor		32.16
15095 - Technical Instructor/Course Developer		39.22
15110 - Test Proctor		25.56
15120 - Tutor		25.56
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		14.53
16030 - Counter Attendant		14.53
16040 - Dry Cleaner		16.61
16070 - Finisher Flatwork Machine		14.53
16090 - Presser Hand		14.53
16110 - Presser Machine Drycleaning		14.53
16130 - Presser Machine Shirts		14.53
16160 - Presser Machine Wearing Apparel Laundry		14.53
16190 - Sewing Machine Operator		17.30
16220 - Tailor		18.15

16250 - Washer Machine	15.22
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.28
19040 - Tool And Die Maker	29.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.48
21030 - Material Coordinator	25.16
21040 - Material Expediter	25.16
21050 - Material Handling Laborer	14.62
21071 - Order Filler	16.34
21080 - Production Line Worker (Food Processing)	19.48
21110 - Shipping Packer	17.01
21130 - Shipping/Receiving Clerk	17.01
21140 - Store Worker I	17.05
21150 - Stock Clerk	21.37
21210 - Tools And Parts Attendant	19.48
21410 - Warehouse Specialist	19.48
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.74
23019 - Aircraft Logs and Records Technician	29.28
23021 - Aircraft Mechanic I	33.44
23022 - Aircraft Mechanic II	34.74
23023 - Aircraft Mechanic III	36.04
23040 - Aircraft Mechanic Helper	26.00
23050 - Aircraft Painter	32.18
23060 - Aircraft Servicer	29.28
23070 - Aircraft Survival Flight Equipment Technician	32.18
23080 - Aircraft Worker	30.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.44
23110 - Appliance Mechanic	22.16
23120 - Bicycle Repairer	23.87
23125 - Cable Splicer	41.11
23130 - Carpenter Maintenance	30.97
23140 - Carpet Layer	32.96

23160 - Electrician Maintenance	37.18
23181 - Electronics Technician Maintenance I	27.41
23182 - Electronics Technician Maintenance II	28.59
23183 - Electronics Technician Maintenance III	29.71
23260 - Fabric Worker	28.71
23290 - Fire Alarm System Mechanic	27.16
23310 - Fire Extinguisher Repairer	26.58
23311 - Fuel Distribution System Mechanic	39.84
23312 - Fuel Distribution System Operator	33.48
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	33.44
23381 - Ground Support Equipment Servicer	29.28
23382 - Ground Support Equipment Worker	30.86
23391 - Gunsmith I	26.58
23392 - Gunsmith II	29.68
23393 - Gunsmith III	32.17
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.93
23430 - Heavy Equipment Mechanic	31.50
23440 - Heavy Equipment Operator	37.73
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	30.96
23470 - Laborer	15.95
23510 - Locksmith	24.34
23530 - Machinery Maintenance Mechanic	28.35
23550 - Machinist Maintenance	24.11
23580 - Maintenance Trades Helper	17.71
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.34
23593 - Metrology Technician III	33.26
23640 - Millwright	34.21
23710 - Office Appliance Repairer	21.80
23760 - Painter Maintenance	26.78
23790 - Pipefitter Maintenance	43.18
23810 - Plumber Maintenance	41.57



23820 - Pneudraulic Systems Mechanic	32.17
23850 - Rigger	32.43
23870 - Scale Mechanic	29.68
23890 - Sheet-Metal Worker Maintenance	33.93
23910 - Small Engine Mechanic	22.05
23931 - Telecommunications Mechanic I	33.91
23932 - Telecommunications Mechanic II	35.23
23950 - Telephone Lineman	42.24
23960 - Welder Combination Maintenance	24.31
23965 - Well Driller	29.77
23970 - Woodcraft Worker	32.17
23980 - Woodworker	26.58
24000 - Personal Needs Occupations	
24550 - Case Manager	17.80
24570 - Child Care Attendant	13.30
24580 - Child Care Center Clerk	16.58
24610 - Chore Aide	12.86
24620 - Family Readiness And Support Services Coordinator	17.80
24630 - Homemaker	17.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.80
25040 - Sewage Plant Operator	32.36
25070 - Stationary Engineer	34.80
25190 - Ventilation Equipment Tender	27.07
25210 - Water Treatment Plant Operator	32.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.43
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	41.23
27010 - Court Security Officer	38.01
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	41.23
27070 - Firefighter	38.02
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	43.09

27132 - Police Officer II	47.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.96
28042 - Carnival Equipment Repairer	16.75
28043 - Carnival Worker	13.67
28210 - Gate Attendant/Gate Tender	17.62
28310 - Lifeguard	14.63
28350 - Park Attendant (Aide)	19.71
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	24.42
28630 - Sports Official	15.70
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.68
29020 - Hatch Tender	29.68
29030 - Line Handler	29.68
29041 - Stevedore I	28.17
29042 - Stevedore II	32.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.61
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.77
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.87
30021 - Archeological Technician I	22.43
30022 - Archeological Technician II	26.50
30023 - Archeological Technician III	31.09
30030 - Cartographic Technician	29.15
30040 - Civil Engineering Technician	29.61
30051 - Cryogenic Technician I	28.96
30052 - Cryogenic Technician II	31.99
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	26.50
30063 - Drafter/CAD Operator III	29.42
30064 - Drafter/CAD Operator IV	31.09
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22

30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	25.29
30095 - Evidence Control Specialist	25.89
30210 - Laboratory Technician	23.86
30221 - Latent Fingerprint Technician I	28.96
30222 - Latent Fingerprint Technician II	31.99
30240 - Mathematical Technician	34.20
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	31.66
30390 - Photo-Optics Technician	28.11
30395 - Radiation Control Technician	31.66
30461 - Technical Writer I	26.41
30462 - Technical Writer II	32.29
30463 - Technical Writer III	39.84
30491 - Unexploded Ordnance (UXO) Technician I	28.35
30492 - Unexploded Ordnance (UXO) Technician II	34.30
30493 - Unexploded Ordnance (UXO) Technician III	41.12
30494 - Unexploded (UXO) Safety Escort	28.35
30495 - Unexploded (UXO) Sweep Personnel	28.35
30501 - Weather Forecaster I	31.09
30502 - Weather Forecaster II	37.82
30620 - Weather Observer Combined Upper Air Or	(see 2) 29.42
Surface Programs	
30621 - Weather Observer Senior	(see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.30
31020 - Bus Aide	21.18
31030 - Bus Driver	26.68
31043 - Driver Courier	16.75
31260 - Parking and Lot Attendant	11.83
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	14.31
31361 - Truckdriver Light	17.80

31362 - Truckdriver Medium	18.87
31363 - Truckdriver Heavy	26.97
31364 - Truckdriver Tractor-Trailer	26.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.73
99030 - Cashier	18.74
99050 - Desk Clerk	13.53
99095 - Embalmer	38.57
99130 - Flight Follower	28.35
99251 - Laboratory Animal Caretaker I	15.21
99252 - Laboratory Animal Caretaker II	15.97
99260 - Marketing Analyst	35.44
99310 - Mortician	38.57
99410 - Pest Controller	21.18
99510 - Photofinishing Worker	17.12
99710 - Recycling Laborer	28.96
99711 - Recycling Specialist	32.75
99730 - Refuse Collector	28.50
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	16.54
99830 - Survey Party Chief	32.68
99831 - Surveying Aide	19.19
99832 - Surveying Technician	25.32
99840 - Vending Machine Attendant	23.41
99841 - Vending Machine Repairer	25.44
99842 - Vending Machine Repairer Helper	21.46

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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 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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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))."