"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

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| Wage Determination No.: 2015-4188

Daniel W. Simms Division of | Revision No.: 13

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.

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State: New York

Area: New York Counties of Bronx Kings New York Queens Richmond Rockland

Westchester

OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Putnam Rockland and

Westchester Counties only. See Wage Determination 1977-0225 for wage rates and

fringe benefits for Bronx Kings New York Queens and Richmond Counties.

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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 34.85

01041 - Customer Service Representative I 15.33

01042 - Customer Service Representative II 17.24

01043 - Customer Service Representative III 18.82

01051 - Data Entry Operator I 16.51

01052 - Data Entry Operator II 18.02

01060 - Dispatcher Motor Vehicle 25.79

01070 - Document Preparation Clerk 15.86

01090 - Duplicating Machine Operator 15.86

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 15.60

01191 - Order Clerk I 18.05

01192 - Order Clerk II 21.67

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 25.27

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 16.30

01531 - Travel Clerk I 17.56

01532 - Travel Clerk II 19.02

01533 - Travel Clerk III 20.65

01611 - Word Processor I 17.87

01612 - Word Processor II 20.07

01613 - Word Processor III 22.44

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer Fiberglass 28.29

05010 - Automotive Electrician 28.50

05040 - Automotive Glass Installer 27.31

05070 - Automotive Worker 27.31

05110 - Mobile Equipment Servicer 24.42

05130 - Motor Equipment Metal Mechanic 30.31

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 18.22

05400 - Transmission Repair Specialist 29.68

07000 - Food Preparation And Service Occupations

07010 - Baker 19.55

07041 - Cook I 17.97

07042 - Cook II 19.55

07070 - Dishwasher 14.67

07130 - Food Service Worker 14.67

07210 - Meat Cutter 19.55

07260 - Waiter/Waitress 15.50

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 21.14

09040 - Furniture Handler 16.07

09080 - Furniture Refinisher 21.14

09090 - Furniture Refinisher Helper 17.75

09110 - Furniture Repairer Minor 19.44

09130 - Upholsterer 21.14

11000 - General Services And Support Occupations

11030 - Cleaner Vehicles 14.92

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 15.43

11260 - Pruner 14.75

11270 - Tractor Operator 18.02

11330 - Trail Maintenance Worker 15.89

11360 - Window Cleaner 16.95

12000 - Health Occupations

12010 - Ambulance Driver 24.99

12011 - Breath Alcohol Technician 24.87

12012 - Certified Occupational Therapist Assistant 31.45

12015 - Certified Physical Therapist Assistant 29.66

12020 - Dental Assistant 19.00

12025 - Dental Hygienist 43.12

12030 - EKG Technician 33.26

12035 - Electroneurodiagnostic Technologist 33.26

12040 - Emergency Medical Technician 24.99

12071 - Licensed Practical Nurse I 21.76

12072 - Licensed Practical Nurse II 24.34

12073 - Licensed Practical Nurse III 27.00

12100 - Medical Assistant 17.79

12130 - Medical Laboratory Technician 30.00

12160 - Medical Record Clerk 20.40

12190 - Medical Record Technician 22.81

12195 - Medical Transcriptionist 21.99

12210 - Nuclear Medicine Technologist 44.71

12221 - Nursing Assistant I 12.68

12222 - Nursing Assistant II 19.01

12223 - Nursing Assistant III 20.01

12224 - Nursing Assistant IV 17.48

12235 - Optical Dispenser 28.70

12236 - Optical Technician 18.46

12250 - Pharmacy Technician 16.04

12280 - Phlebotomist 19.84

12305 - Radiologic Technologist 34.97

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 25.67

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 26.51

13042 - Illustrator II 32.31

13043 - Illustrator III 39.22

13047 - Librarian 37.25

13050 - Library Aide/Clerk 15.79

13054 - Library Information Technology Systems 32.65

Administrator

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 24.10

13073 - Photographer III 32.88

13074 - Photographer IV 38.49

13075 - Photographer V 46.55

13090 - Technical Order Library Clerk 19.00

13110 - Video Teleconference Technician 26.80

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 26.94

14045 - Computer Operator V 29.17

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 19.00

14160 - Personal Computer Support Technician 26.94

14170 - System Support Specialist 39.46

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 33.02

15070 - Flight Instructor (Pilot) 52.46

15080 - Graphic Artist 35.27

15085 - Maintenance Test Pilot Fixed Jet/Prop 51.99

15086 - Maintenance Test Pilot Rotary Wing 51.99

15088 - Non-Maintenance Test/Co-Pilot 51.99

15090 - Technical Instructor 31.44

15095 - Technical Instructor/Course Developer 38.34

15110 - Test Proctor 25.30

15120 - Tutor 25.30

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) 24.01

19040 - Tool And Die Maker 27.83

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 17.56

21030 - Material Coordinator 25.27

21040 - Material Expediter 25.27

21050 - Material Handling Laborer 16.41

21071 - Order Filler 15.58

21080 - Production Line Worker (Food Processing) 17.56

21110 - Shipping Packer 16.43

21130 - Shipping/Receiving Clerk 16.43

21140 - Store Worker I 17.05

21150 - Stock Clerk 21.37

21210 - Tools And Parts Attendant 17.56

21410 - Warehouse Specialist 17.56

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 35.35

23019 - Aircraft Logs and Records Technician 29.79

23021 - Aircraft Mechanic I 34.02

23022 - Aircraft Mechanic II 35.35

23023 - Aircraft Mechanic III 36.67

23040 - Aircraft Mechanic Helper 26.47

23050 - Aircraft Painter 32.74

23060 - Aircraft Servicer 29.79

23070 - Aircraft Survival Flight Equipment Technician 32.74

23080 - Aircraft Worker 31.39

23091 - Aircrew Life Support Equipment (ALSE) Mechanic 31.39

I

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 34.02

II

23110 - Appliance Mechanic 21.38

23120 - Bicycle Repairer 17.13

23125 - Cable Splicer 41.11

23130 - Carpenter Maintenance 29.89

23140 - Carpet Layer 27.98

23160 - Electrician Maintenance 40.90

23181 - Electronics Technician Maintenance I 28.12

23182 - Electronics Technician Maintenance II 29.32

23183 - Electronics Technician Maintenance III 31.14

23260 - Fabric Worker 30.87

23290 - Fire Alarm System Mechanic 25.85

23310 - Fire Extinguisher Repairer 26.58

23311 - Fuel Distribution System Mechanic 39.84

23312 - Fuel Distribution System Operator 33.08

23370 - General Maintenance Worker 24.67

23380 - Ground Support Equipment Mechanic 34.02

23381 - Ground Support Equipment Servicer 29.79

23382 - Ground Support Equipment Worker 31.39

23391 - Gunsmith I 26.58

23392 - Gunsmith II 29.68

23393 - Gunsmith III 32.17

23410 - Heating Ventilation And Air-Conditioning 29.77

Mechanic

23411 - Heating Ventilation And Air Contidioning 30.93

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic 30.12

23440 - Heavy Equipment Operator 41.98

23460 - Instrument Mechanic 31.98

23465 - Laboratory/Shelter Mechanic 30.96

23470 - Laborer 15.95

23510 - Locksmith 23.96

23530 - Machinery Maintenance Mechanic 28.35

23550 - Machinist Maintenance 23.16

23580 - Maintenance Trades Helper 16.90

23591 - Metrology Technician I 31.98

23592 - Metrology Technician II 33.34

23593 - Metrology Technician III 34.56

23640 - Millwright 37.71

23710 - Office Appliance Repairer 22.95

23760 - Painter Maintenance 25.47

23790 - Pipefitter Maintenance 33.83

23810 - Plumber Maintenance 32.93

23820 - Pneudraulic Systems Mechanic 32.17

23850 - Rigger 32.43

23870 - Scale Mechanic 29.68

23890 - Sheet-Metal Worker Maintenance 33.61

23910 - Small Engine Mechanic 22.05

23931 - Telecommunications Mechanic I 34.00

23932 - Telecommunications Mechanic II 35.42

23950 - Telephone Lineman 42.24

23960 - Welder Combination Maintenance 23.02

23965 - Well Driller 30.12

23970 - Woodcraft Worker 32.17

23980 - Woodworker 26.58

24000 - Personal Needs Occupations

24550 - Case Manager 17.28

24570 - Child Care Attendant 13.87

24580 - Child Care Center Clerk 17.30

24610 - Chore Aide 12.67

24620 - Family Readiness And Support Services 17.28

Coordinator

24630 - Homemaker 19.21

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 39.34

25040 - Sewage Plant Operator 32.78

25070 - Stationary Engineer 39.34

25190 - Ventilation Equipment Tender 30.60

25210 - Water Treatment Plant Operator 32.78

27000 - Protective Service Occupations

27004 - Alarm Monitor 22.30

27007 - Baggage Inspector 17.98

27008 - Corrections Officer 34.54

27010 - Court Security Officer 37.35

27030 - Detection Dog Handler 20.36

27040 - Detention Officer 34.54

27070 - Firefighter 40.21

27101 - Guard I 17.98

27102 - Guard II 20.36

27131 - Police Officer I 36.76

27132 - Police Officer II 40.85

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 17.13

28042 - Carnival Equipment Repairer 17.97

28043 - Carnival Worker 14.67

28210 - Gate Attendant/Gate Tender 17.91

28310 - Lifeguard 13.13

28350 - Park Attendant (Aide) 20.04

28510 - Recreation Aide/Health Facility Attendant 18.95

28515 - Recreation Specialist 24.82

28630 - Sports Official 15.95

28690 - Swimming Pool Operator 20.98

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 43.78

29020 - Hatch Tender 43.78

29030 - Line Handler 43.78

29041 - Stevedore I 38.38

29042 - Stevedore II 48.10

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 19.69

30022 - Archeological Technician II 22.02

30023 - Archeological Technician III 27.27

30030 - Cartographic Technician 27.27

30040 - Civil Engineering Technician 29.82

30051 - Cryogenic Technician I 28.67

30052 - Cryogenic Technician II 31.66

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 30.20

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 46.07

30090 - Environmental Technician 25.76

30095 - Evidence Control Specialist 25.89

30210 - Laboratory Technician 23.86

30221 - Latent Fingerprint Technician I 29.77

30222 - Latent Fingerprint Technician II 32.88

30240 - Mathematical Technician 32.41

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 27.27

30395 - Radiation Control Technician 31.66

30461 - Technical Writer I 28.45

30462 - Technical Writer II 34.80

30463 - Technical Writer III 42.11

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 30.20

30502 - Weather Forecaster II 36.74

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 34.30

31020 - Bus Aide 23.09

31030 - Bus Driver 29.13

31043 - Driver Courier 16.75

31260 - Parking and Lot Attendant 11.83

31290 - Shuttle Bus Driver 17.80

31310 - Taxi Driver 15.21

31361 - Truckdriver Light 17.80

31362 - Truckdriver Medium 18.87

31363 - Truckdriver Heavy 24.52

31364 - Truckdriver Tractor-Trailer 24.52

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist 16.73

99030 - Cashier 11.32

99050 - Desk Clerk 16.69

99095 - Embalmer 35.95

99130 - Flight Follower 28.35

99251 - Laboratory Animal Caretaker I 16.32

99252 - Laboratory Animal Caretaker II 17.14

99260 - Marketing Analyst 36.06

99310 - Mortician 35.95

99410 - Pest Controller 18.80

99510 - Photofinishing Worker 17.65

99710 - Recycling Laborer 31.11

99711 - Recycling Specialist 35.60

99730 - Refuse Collector 28.89

99810 - Sales Clerk 14.70

99820 - School Crossing Guard 17.67

99830 - Survey Party Chief 29.36

99831 - Surveying Aide 19.19

99832 - Surveying Technician 25.32

99840 - Vending Machine Attendant 21.73

99841 - Vending Machine Repairer 25.78

99842 - Vending Machine Repairer Helper 21.73

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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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension

plans civic and personal leave severance pay and savings and thrift plans.

Minimum employer contributions costing an average of $4.54 per hour computed on the

basis of all hours worked up to 40 hours per week by service employees employed on

the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of $4.

22 per hour computed on the basis of all hours worked up to 40 hours per week by

service employees employed on the covered contracts. \*

\*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 10 years and 5 weeks after 20 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))."