

"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.: 2015-5778
Daniel W. Simms	Division of	Revision No.: 10
Director	Wage Determinations	Date Of Last Revision: 07/16/2019

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.

State: New York

Area: New York County of Dutchess

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.90
01012 - Accounting Clerk II		20.36
01013 - Accounting Clerk III		22.77
01020 - Administrative Assistant		34.31
01035 - Court Reporter		23.80
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		16.36
01052 - Data Entry Operator II		17.85
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		16.07
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		24.70
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		34.31
01420 - Survey Worker		21.64
01460 - Switchboard Operator/Receptionist		16.30
01531 - Travel Clerk I		14.20

01532 - Travel Clerk II	15.02
01533 - Travel Clerk III	15.84
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	26.39
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	13.00
05400 - Transmission Repair Specialist	26.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	16.64
07042 - Cook II	18.58
07070 - Dishwasher	11.51
07130 - Food Service Worker	12.49
07210 - Meat Cutter	20.90
07260 - Waiter/Waitress	13.69
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.64
09040 - Furniture Handler	15.98
09080 - Furniture Refinisher	20.57
09090 - Furniture Refinisher Helper	17.39
09110 - Furniture Repairer Minor	19.72
09130 - Upholsterer	20.47
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	12.94
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	14.55
11270 - Tractor Operator	19.07
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.68
12000 - Health Occupations	
12010 - Ambulance Driver	20.22
12011 - Breath Alcohol Technician	24.22
12012 - Certified Occupational Therapist Assistant	29.99
12015 - Certified Physical Therapist Assistant	28.81
12020 - Dental Assistant	20.82
12025 - Dental Hygienist	43.04
12030 - EKG Technician	33.26
12035 - Electroneurodiagnostic Technologist	33.26
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	26.93
12100 - Medical Assistant	17.79
12130 - Medical Laboratory Technician	27.46
12160 - Medical Record Clerk	20.40
12190 - Medical Record Technician	22.61
12195 - Medical Transcriptionist	20.52
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	12.68
12222 - Nursing Assistant II	14.26
12223 - Nursing Assistant III	16.71
12224 - Nursing Assistant IV	17.48
12235 - Optical Dispenser	27.10
12236 - Optical Technician	17.76
12250 - Pharmacy Technician	15.83

12280 - Phlebotomist	18.47
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)	28.79
12320 - Substance Abuse Treatment Counselor	23.27
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	35.50
13047 - Librarian	34.02
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	25.15
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	19.75
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		32.32
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		29.49
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		29.70
15095 - Technical Instructor/Course Developer		34.73
15110 - Test Proctor		22.92
15120 - Tutor		22.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.23
16030 - Counter Attendant		13.23
16040 - Dry Cleaner		15.43
16070 - Finisher Flatwork Machine		13.23
16090 - Presser Hand		13.23
16110 - Presser Machine Drycleaning		13.23
16130 - Presser Machine Shirts		13.23
16160 - Presser Machine Wearing Apparel Laundry		13.23
16190 - Sewing Machine Operator		16.68
16220 - Tailor		17.89

16250 - Washer Machine	13.86
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	18.33
21030 - Material Coordinator	24.70
21040 - Material Expediter	24.70
21050 - Material Handling Laborer	14.24
21071 - Order Filler	12.98
21080 - Production Line Worker (Food Processing)	18.33
21110 - Shipping Packer	16.51
21130 - Shipping/Receiving Clerk	16.51
21140 - Store Worker I	16.85
21150 - Stock Clerk	21.37
21210 - Tools And Parts Attendant	18.33
21410 - Warehouse Specialist	18.33
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.79
23019 - Aircraft Logs and Records Technician	26.37
23021 - Aircraft Mechanic I	30.11
23022 - Aircraft Mechanic II	32.79
23023 - Aircraft Mechanic III	33.73
23040 - Aircraft Mechanic Helper	23.42
23050 - Aircraft Painter	28.97
23060 - Aircraft Servicer	26.37
23070 - Aircraft Survival Flight Equipment Technician	28.97
23080 - Aircraft Worker	27.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.78
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.11
23110 - Appliance Mechanic	25.71
23120 - Bicycle Repairer	14.67
23125 - Cable Splicer	38.49
23130 - Carpenter Maintenance	29.55
23140 - Carpet Layer	27.98

23160 - Electrician Maintenance	36.84
23181 - Electronics Technician Maintenance I	27.36
23182 - Electronics Technician Maintenance II	28.53
23183 - Electronics Technician Maintenance III	29.66
23260 - Fabric Worker	28.71
23290 - Fire Alarm System Mechanic	27.16
23310 - Fire Extinguisher Repairer	24.51
23311 - Fuel Distribution System Mechanic	32.93
23312 - Fuel Distribution System Operator	26.50
23370 - General Maintenance Worker	21.80
23380 - Ground Support Equipment Mechanic	30.11
23381 - Ground Support Equipment Servicer	26.37
23382 - Ground Support Equipment Worker	27.78
23391 - Gunsmith I	24.51
23392 - Gunsmith II	27.36
23393 - Gunsmith III	29.98
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.77
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.93
23430 - Heavy Equipment Mechanic	30.12
23440 - Heavy Equipment Operator	35.23
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	28.53
23470 - Laborer	13.43
23510 - Locksmith	25.71
23530 - Machinery Maintenance Mechanic	29.74
23550 - Machinist Maintenance	21.71
23580 - Maintenance Trades Helper	16.13
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.24
23593 - Metrology Technician III	34.64
23640 - Millwright	32.69
23710 - Office Appliance Repairer	23.98
23760 - Painter Maintenance	27.34
23790 - Pipefitter Maintenance	36.12
23810 - Plumber Maintenance	33.59

23820 - Pneudraulic Systems Mechanic	29.98
23850 - Rigger	29.48
23870 - Scale Mechanic	27.36
23890 - Sheet-Metal Worker Maintenance	32.41
23910 - Small Engine Mechanic	22.05
23931 - Telecommunications Mechanic I	33.56
23932 - Telecommunications Mechanic II	34.87
23950 - Telephone Lineman	38.56
23960 - Welder Combination Maintenance	22.53
23965 - Well Driller	29.07
23970 - Woodcraft Worker	32.17
23980 - Woodworker	22.81
24000 - Personal Needs Occupations	
24550 - Case Manager	17.28
24570 - Child Care Attendant	13.30
24580 - Child Care Center Clerk	16.58
24610 - Chore Aide	13.68
24620 - Family Readiness And Support Services Coordinator	17.28
24630 - Homemaker	19.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.98
25040 - Sewage Plant Operator	29.68
25070 - Stationary Engineer	31.98
25190 - Ventilation Equipment Tender	24.87
25210 - Water Treatment Plant Operator	29.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.11
27007 - Baggage Inspector	17.31
27008 - Corrections Officer	33.42
27010 - Court Security Officer	34.63
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	33.42
27070 - Firefighter	37.59
27101 - Guard I	17.31
27102 - Guard II	20.36
27131 - Police Officer I	36.76

27132 - Police Officer II	40.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.01
28042 - Carnival Equipment Repairer	14.88
28043 - Carnival Worker	11.37
28210 - Gate Attendant/Gate Tender	17.62
28310 - Lifeguard	13.45
28350 - Park Attendant (Aide)	19.71
28510 - Recreation Aide/Health Facility Attendant	15.76
28515 - Recreation Specialist	24.42
28630 - Sports Official	15.70
28690 - Swimming Pool Operator	16.95
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.60
29020 - Hatch Tender	28.60
29030 - Line Handler	28.60
29041 - Stevedore I	25.97
29042 - Stevedore II	28.28
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO)	44.61
30011 - Air Traffic Control Specialist Station (HFO)	30.77
30012 - Air Traffic Control Specialist Terminal (HFO)	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	29.38
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	24.80
30095 - Evidence Control Specialist	26.71
30210 - Laboratory Technician	23.86
30221 - Latent Fingerprint Technician I	29.58
30222 - Latent Fingerprint Technician II	32.67
30240 - Mathematical Technician	29.38
30361 - Paralegal/Legal Assistant I	21.93
30362 - Paralegal/Legal Assistant II	27.17
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	40.20
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	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	29.58
30502 - Weather Forecaster II	35.99
30620 - Weather Observer Combined Upper Air Or Surface Programs	24.55
30621 - Weather Observer Senior	27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.30
31020 - Bus Aide	18.06
31030 - Bus Driver	23.28
31043 - Driver Courier	16.45
31260 - Parking and Lot Attendant	12.24
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	14.31
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	16.73
99030 - Cashier	11.32
99050 - Desk Clerk	13.53
99095 - Embalmer	41.23
99130 - Flight Follower	28.35
99251 - Laboratory Animal Caretaker I	14.60
99252 - Laboratory Animal Caretaker II	15.51
99260 - Marketing Analyst	31.90
99310 - Mortician	41.23
99410 - Pest Controller	19.95
99510 - Photofinishing Worker	17.12
99710 - Recycling Laborer	22.57
99711 - Recycling Specialist	25.84
99730 - Refuse Collector	20.97
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	16.72
99830 - Survey Party Chief	27.30
99831 - Surveying Aide	17.83
99832 - Surveying Technician	24.71
99840 - Vending Machine Attendant	19.44
99841 - Vending Machine Repairer	25.41
99842 - Vending Machine Repairer Helper	21.00

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 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).

** 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))."

