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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director — Division of Wage Determinations	Wage Determination No.: 2015-4137 Revision No.: 37 Date Of Last Revision: 5/13/2026

This wage determination is applicable to the following cities and towns in the following counties in VERMONT:

CHITTENDEN COUNTY: Bolton, Burlington, Charlotte, Colchester, Essex, Hinesburg, Huntington, Jericho, Milton, R

FRANKLIN COUNTY: Fairfax, Fletcher, Georgia, St. Albans city, St. Albans town, Swanton

GRAND ISLE COUNTY: Grand Isle, North Hero, South Hero

State: Vermont

Area: Vermont Counties of Chittenden, Franklin and Grand Isle

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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		19.98
01012 - Accounting Clerk II		22.42
01013 - Accounting Clerk III		25.08
01020 - Administrative Assistant		33.14
01035 - Court Reporter		22.00
01041 - Customer Service Representative I		18.08
01042 - Customer Service Representative II		19.73
01043 - Customer Service Representative III		22.15
01051 - Data Entry Operator I		19.16
01052 - Data Entry Operator II		20.91
01060 - Dispatcher, Motor Vehicle		26.05
01070 - Document Preparation Clerk		17.53
01090 - Duplicating Machine Operator		17.53
01111 - General Clerk I		18.66
01112 - General Clerk II		20.37
01113 - General Clerk III		22.86
01120 - Housing Referral Assistant		24.53
01141 - Messenger Courier		15.70
01191 - Order Clerk I		22.45
01192 - Order Clerk II		24.49
01261 - Personnel Assistant (Employment) I		19.97
01262 - Personnel Assistant (Employment) II		22.34
01263 - Personnel Assistant (Employment) III		24.91
01270 - Production Control Clerk		27.57
01290 - Rental Clerk		22.94
01300 - Scheduler, Maintenance		19.66

01311 - Secretary I	19.66
01312 - Secretary II	22.00
01313 - Secretary III	24.53
01320 - Service Order Dispatcher	23.29
01410 - Supply Technician	33.14
01420 - Survey Worker	23.14
01460 - Switchboard Operator/Receptionist	19.04
01531 - Travel Clerk I	16.73
01532 - Travel Clerk II	18.78
01533 - Travel Clerk III	21.01
01611 - Word Processor I	17.53
01612 - Word Processor II	19.66
01613 - Word Processor III	22.00
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.65
05010 - Automotive Electrician	24.05
05040 - Automotive Glass Installer	22.89
05070 - Automotive Worker	22.89
05110 - Mobile Equipment Servicer	20.65
05130 - Motor Equipment Metal Mechanic	25.22
05160 - Motor Equipment Metal Worker	22.89
05190 - Motor Vehicle Mechanic	25.22
05220 - Motor Vehicle Mechanic Helper	19.57
05250 - Motor Vehicle Upholstery Worker	21.71
05280 - Motor Vehicle Wrecker	22.89
05310 - Painter, Automotive	24.05
05340 - Radiator Repair Specialist	22.89
05370 - Tire Repairer	20.64
05400 - Transmission Repair Specialist	25.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.57
07041 - Cook I	20.67
07042 - Cook II	22.91
07070 - Dishwasher	16.98
07130 - Food Service Worker	17.63
07210 - Meat Cutter	21.93
07260 - Waiter/Waitress	20.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.38
09040 - Furniture Handler	19.96
09080 - Furniture Refinisher	27.24
09090 - Furniture Refinisher Helper	22.18
09110 - Furniture Repairer, Minor	24.62
09130 - Upholsterer	27.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.10
11060 - Elevator Operator	18.50
11090 - Gardener	24.64
11122 - Housekeeping Aide	18.50
11150 - Janitor	18.50
11210 - Laborer, Grounds Maintenance	20.82
11240 - Maid or Houseman	17.69
11260 - Pruner	19.53
11270 - Tractor Operator	23.35
11330 - Trail Maintenance Worker	20.82
11360 - Window Cleaner	19.74
12000 - Health Occupations	
12010 - Ambulance Driver	23.62
12011 - Breath Alcohol Technician	28.10
12012 - Certified Occupational Therapist Assistant	38.55
12015 - Certified Physical Therapist Assistant	38.51
12020 - Dental Assistant	28.75
12025 - Dental Hygienist	48.54
12030 - EKG Technician	42.57
12035 - Electroneurodiagnostic Technologist	42.57

12040 - Emergency Medical Technician		23.62
12071 - Licensed Practical Nurse I		25.12
12072 - Licensed Practical Nurse II		28.10
12073 - Licensed Practical Nurse III		31.32
12100 - Medical Assistant		21.22
12130 - Medical Laboratory Technician		28.61
12160 - Medical Record Clerk		21.10
12190 - Medical Record Technician		23.60
12195 - Medical Transcriptionist		25.12
12210 - Nuclear Medicine Technologist		61.75
12221 - Nursing Assistant I		15.61
12222 - Nursing Assistant II		17.56
12223 - Nursing Assistant III		19.16
12224 - Nursing Assistant IV		21.51
12235 - Optical Dispenser		29.24
12236 - Optical Technician		25.12
12250 - Pharmacy Technician		20.01
12280 - Phlebotomist		20.36
12305 - Radiologic Technologist		42.57
12311 - Registered Nurse I		27.51
12312 - Registered Nurse II		33.64
12313 - Registered Nurse II, Specialist		33.64
12314 - Registered Nurse III		40.70
12315 - Registered Nurse III, Anesthetist		40.70
12316 - Registered Nurse IV		48.80
12317 - Scheduler (Drug and Alcohol Testing)		34.81
12320 - Substance Abuse Treatment Counselor		30.21
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.71
13012 - Exhibits Specialist II		28.14
13013 - Exhibits Specialist III		34.42
13041 - Illustrator I		22.71
13042 - Illustrator II		28.14
13043 - Illustrator III		34.42
13047 - Librarian		31.16
13050 - Library Aide/Clerk		18.60
13054 - Library Information Technology Systems Administrator		28.14
13058 - Library Technician		22.43
13061 - Media Specialist I		20.30
13062 - Media Specialist II		22.71
13063 - Media Specialist III		25.33
13071 - Photographer I		20.30
13072 - Photographer II		22.71
13073 - Photographer III		28.14
13074 - Photographer IV		34.42
13075 - Photographer V		41.64
13090 - Technical Order Library Clerk		23.36
13110 - Video Teleconference Technician		22.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.07
14042 - Computer Operator II		24.70
14043 - Computer Operator III		27.54
14044 - Computer Operator IV		31.25
14045 - Computer Operator V		34.69
14071 - Computer Programmer I	(see 1)	26.63
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		22.07
14160 - Personal Computer Support Technician		31.54
14170 - System Support Specialist		34.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor		

(Non-Rated)	34.89
15020 - Aircrew Training Devices Instructor (Rated)	42.21
15030 - Air Crew Training Devices Instructor (Pilot)	50.60
15050 - Computer Based Training Specialist / Instructor	34.89
15060 - Educational Technologist	37.91
15070 - Flight Instructor (Pilot)	50.60
15080 - Graphic Artist	30.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	50.60
15086 - Maintenance Test Pilot, Rotary Wing	50.60
15088 - Non-Maintenance Test/Co-Pilot	50.60
15090 - Technical Instructor	26.77
15095 - Technical Instructor/Course Developer	32.75
15110 - Test Proctor	21.60
15120 - Tutor	21.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	17.23
16030 - Counter Attendant	17.23
16040 - Dry Cleaner	19.69
16070 - Finisher, Flatwork, Machine	17.23
16090 - Presser, Hand	17.23
16110 - Presser, Machine, Drycleaning	17.23
16130 - Presser, Machine, Shirts	17.23
16160 - Presser, Machine, Wearing Apparel, Laundry	17.23
16190 - Sewing Machine Operator	20.51
16220 - Tailor	21.33
16250 - Washer, Machine	18.05
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	30.14
19040 - Tool And Die Maker	35.84
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.92
21030 - Material Coordinator	27.57
21040 - Material Expediter	27.57
21050 - Material Handling Laborer	20.83
21071 - Order Filler	18.86
21080 - Production Line Worker (Food Processing)	22.92
21110 - Shipping Packer	23.08
21130 - Shipping/Receiving Clerk	23.08
21140 - Store Worker I	17.06
21150 - Stock Clerk	20.67
21210 - Tools And Parts Attendant	22.92
21410 - Warehouse Specialist	22.92
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.38
23019 - Aircraft Logs and Records Technician	31.68
23021 - Aircraft Mechanic I	36.64
23022 - Aircraft Mechanic II	38.38
23023 - Aircraft Mechanic III	39.94
23040 - Aircraft Mechanic Helper	28.54
23050 - Aircraft, Painter	34.93
23060 - Aircraft Servicer	31.68
23070 - Aircraft Survival Flight Equipment Technician	34.93
23080 - Aircraft Worker	33.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.64
23110 - Appliance Mechanic	30.14
23120 - Bicycle Repairer	22.83
23125 - Cable Splicer	50.37
23130 - Carpenter, Maintenance	30.04
23140 - Carpet Layer	28.69
23160 - Electrician, Maintenance	29.49

23181 - Electronics Technician Maintenance I	32.47
23182 - Electronics Technician Maintenance II	34.12
23183 - Electronics Technician Maintenance III	35.79
23260 - Fabric Worker	27.33
23290 - Fire Alarm System Mechanic	32.58
23310 - Fire Extinguisher Repairer	25.99
23311 - Fuel Distribution System Mechanic	39.33
23312 - Fuel Distribution System Operator	32.33
23370 - General Maintenance Worker	26.33
23380 - Ground Support Equipment Mechanic	36.64
23381 - Ground Support Equipment Servicer	31.68
23382 - Ground Support Equipment Worker	33.24
23391 - Gunsmith I	25.99
23392 - Gunsmith II	28.69
23393 - Gunsmith III	31.62
23410 - Heating, Ventilation And Air-Conditioning Mechanic	31.57
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.07
23430 - Heavy Equipment Mechanic	31.31
23440 - Heavy Equipment Operator	27.52
23460 - Instrument Mechanic	31.62
23465 - Laboratory/Shelter Mechanic	30.14
23470 - Laborer	20.83
23510 - Locksmith	30.14
23530 - Machinery Maintenance Mechanic	30.16
23550 - Machinist, Maintenance	26.76
23580 - Maintenance Trades Helper	20.47
23591 - Metrology Technician I	31.62
23592 - Metrology Technician II	33.12
23593 - Metrology Technician III	34.47
23640 - Millwright	31.62
23710 - Office Appliance Repairer	27.47
23760 - Painter, Maintenance	24.21
23790 - Pipefitter, Maintenance	30.36
23810 - Plumber, Maintenance	28.94
23820 - Pneudraulic Systems Mechanic	31.62
23850 - Rigger	31.62
23870 - Scale Mechanic	28.69
23890 - Sheet-Metal Worker, Maintenance	26.47
23910 - Small Engine Mechanic	23.36
23931 - Telecommunications Mechanic I	36.58
23932 - Telecommunications Mechanic II	38.31
23950 - Telephone Lineman	38.77
23960 - Welder, Combination, Maintenance	29.00
23965 - Well Driller	31.62
23970 - Woodcraft Worker	31.62
23980 - Woodworker	25.99
24000 - Personal Needs Occupations	
24550 - Case Manager	23.14
24570 - Child Care Attendant	18.48
24580 - Child Care Center Clerk	23.04
24610 - Chore Aide	19.15
24620 - Family Readiness And Support Services Coordinator	23.14
24630 - Homemaker	23.14
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.16
25040 - Sewage Plant Operator	29.70
25070 - Stationary Engineer	31.16
25190 - Ventilation Equipment Tender	24.27
25210 - Water Treatment Plant Operator	29.70
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.83
27007 - Baggage Inspector	18.40
27008 - Corrections Officer	23.61
27010 - Court Security Officer	23.04

27030 - Detection Dog Handler		20.58
27040 - Detention Officer		23.61
27070 - Firefighter		23.04
27101 - Guard I		18.40
27102 - Guard II		20.58
27131 - Police Officer I		32.47
27132 - Police Officer II		36.09
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.30
28042 - Carnival Equipment Repairer		20.37
28043 - Carnival Worker		16.12
28210 - Gate Attendant/Gate Tender		21.28
28310 - Lifeguard		16.12
28350 - Park Attendant (Aide)		23.80
28510 - Recreation Aide/Health Facility Attendant		17.37
28515 - Recreation Specialist		29.48
28630 - Sports Official		18.96
28690 - Swimming Pool Operator		22.48
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.69
29020 - Hatch Tender		28.69
29030 - Line Handler		28.69
29041 - Stevedore I		27.33
29042 - Stevedore II		30.14
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	47.02
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.42
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.70
30021 - Archeological Technician I		23.18
30022 - Archeological Technician II		25.93
30023 - Archeological Technician III		32.12
30030 - Cartographic Technician		32.12
30040 - Civil Engineering Technician		32.01
30051 - Cryogenic Technician I		35.57
30052 - Cryogenic Technician II		39.28
30061 - Drafter/CAD Operator I		23.18
30062 - Drafter/CAD Operator II		25.93
30063 - Drafter/CAD Operator III		28.90
30064 - Drafter/CAD Operator IV		35.57
30081 - Engineering Technician I		20.23
30082 - Engineering Technician II		22.71
30083 - Engineering Technician III		25.40
30084 - Engineering Technician IV		31.47
30085 - Engineering Technician V		38.50
30086 - Engineering Technician VI		46.57
30090 - Environmental Technician		30.16
30095 - Evidence Control Specialist		32.12
30210 - Laboratory Technician		29.82
30221 - Latent Fingerprint Technician I		35.57
30222 - Latent Fingerprint Technician II		39.28
30240 - Mathematical Technician		32.12
30361 - Paralegal/Legal Assistant I		20.44
30362 - Paralegal/Legal Assistant II		25.32
30363 - Paralegal/Legal Assistant III		30.97
30364 - Paralegal/Legal Assistant IV		37.47
30375 - Petroleum Supply Specialist		39.28
30390 - Photo-Optics Technician		32.12
30395 - Radiation Control Technician		39.28
30461 - Technical Writer I		27.28
30462 - Technical Writer II		33.36
30463 - Technical Writer III		40.36
30491 - Unexploded Ordnance (UXO) Technician I		29.88
30492 - Unexploded Ordnance (UXO) Technician II		36.15
30493 - Unexploded Ordnance (UXO) Technician III		43.33

30494 - Unexploded (UXO) Safety Escort		29.88
30495 - Unexploded (UXO) Sweep Personnel		29.88
30501 - Weather Forecaster I		35.57
30502 - Weather Forecaster II		43.27
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	28.90
30621 - Weather Observer, Senior	(see 2)	32.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.15
31020 - Bus Aide		21.36
31030 - Bus Driver		26.59
31043 - Driver Courier		21.26
31260 - Parking and Lot Attendant		17.78
31290 - Shuttle Bus Driver		19.84
31310 - Taxi Driver		16.37
31361 - Truckdriver, Light		22.45
31362 - Truckdriver, Medium		23.61
31363 - Truckdriver, Heavy		27.02
31364 - Truckdriver, Tractor-Trailer		27.02
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.63
99030 - Cashier		16.21
99050 - Desk Clerk		18.47
99095 - Embalmer		29.88
99130 - Flight Follower		29.88
99251 - Laboratory Animal Caretaker I		17.07
99252 - Laboratory Animal Caretaker II		18.01
99260 - Marketing Analyst		33.17
99310 - Mortician		29.88
99410 - Pest Controller		24.25
99510 - Photofinishing Worker		15.70
99710 - Recycling Laborer		25.44
99711 - Recycling Specialist		28.55
99730 - Refuse Collector		23.86
99810 - Sales Clerk		17.59
99820 - School Crossing Guard		21.03
99830 - Survey Party Chief		23.74
99831 - Surveying Aide		15.72
99832 - Surveying Technician		21.57
99840 - Vending Machine Attendant		21.85
99841 - Vending Machine Repairer		25.45
99842 - Vending Machine Repairer Helper		21.85

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is high Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or

$962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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 10 years, 4 after 15 years, and 5 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, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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))."""