"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4011
Revision No.: 32
Date Of Last Revision: 12/03/2025

This wage determination applies to the following towns in YORK COUNTY, MAINE:
Eliot, Kittery

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.80
01012 - Accounting Clerk II		22.22
01013 - Accounting Clerk III		24.86
01020 - Administrative Assistant		32.55
01035 - Court Reporter		23.96
01041 - Customer Service Representative I		18.12
01042 - Customer Service Representative II		19.77
01043 - Customer Service Representative III		22.19
01051 - Data Entry Operator I		19.36
01052 - Data Entry Operator II		21.12
01060 - Dispatcher, Motor Vehicle		26.08
01070 - Document Preparation Clerk		19.08
01090 - Duplicating Machine Operator		19.08
01111 - General Clerk I		18.18
01112 - General Clerk II		19.84
01113 - General Clerk III		22.26
01120 - Housing Referral Assistant		26.70
01141 - Messenger Courier		15.54
01191 - Order Clerk I		20.41
01192 - Order Clerk II		22.27
01261 - Personnel Assistant (Employment) I		21.11
01262 - Personnel Assistant (Employment) II		23.61
01263 - Personnel Assistant (Employment) III		26.32
01270 - Production Control Clerk		35.35
01290 - Rental Clerk		21.15
01300 - Scheduler, Maintenance		21.42
01311 - Secretary I		21.42

01312 - Secretary II	23.96
01313 - Secretary III	26.70
01320 - Service Order Dispatcher	23.32
01410 - Supply Technician	32.55
01420 - Survey Worker	21.29
01460 - Switchboard Operator/Receptionist	19.46
01531 - Travel Clerk I	18.10
01532 - Travel Clerk II	20.12
01533 - Travel Clerk III	22.25
01611 - Word Processor I	19.08
01612 - Word Processor II	21.42
01613 - Word Processor III	23.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.87
05010 - Automotive Electrician	25.55
05040 - Automotive Glass Installer	24.18
05070 - Automotive Worker	24.18
05110 - Mobile Equipment Servicer	21.60
05130 - Motor Equipment Metal Mechanic	26.87
05160 - Motor Equipment Metal Worker	24.18
05190 - Motor Vehicle Mechanic	26.87
05220 - Motor Vehicle Mechanic Helper	20.31
05250 - Motor Vehicle Upholstery Worker	22.89
05280 - Motor Vehicle Wrecker	24.18
05310 - Painter, Automotive	25.55
05340 - Radiator Repair Specialist	24.18
05370 - Tire Repairer	17.74
05400 - Transmission Repair Specialist	26.87
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.74
07041 - Cook I	21.14
07042 - Cook II	23.67
07070 - Dishwasher	15.96
07130 - Food Service Worker	17.78
07210 - Meat Cutter	23.61
07260 - Waiter/Waitress	17.66
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.68
09040 - Furniture Handler	17.57
09080 - Furniture Refinisher	25.17
09090 - Furniture Refinisher Helper	19.98
09110 - Furniture Repairer, Minor	22.53
09130 - Upholsterer	26.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.99
11060 - Elevator Operator	20.17
11090 - Gardener	27.82
11122 - Housekeeping Aide	20.17
11150 - Janitor	20.17

11210 - Laborer, Grounds Maintenance	22.98
11240 - Maid or Houseman	18.01
11260 - Pruner	21.44
11270 - Tractor Operator	26.15
11330 - Trail Maintenance Worker	22.98
11360 - Window Cleaner	21.62
12000 - Health Occupations	
12010 - Ambulance Driver	22.10
12011 - Breath Alcohol Technician	32.47
12012 - Certified Occupational Therapist Assistant	41.62
12015 - Certified Physical Therapist Assistant	35.13
12020 - Dental Assistant	28.58
12025 - Dental Hygienist	44.57
12030 - EKG Technician	42.17
12035 - Electroneurodiagnostic Technologist	42.17
12040 - Emergency Medical Technician	22.10
12071 - Licensed Practical Nurse I	29.03
12072 - Licensed Practical Nurse II	32.47
12073 - Licensed Practical Nurse III	36.19
12100 - Medical Assistant	22.85
12130 - Medical Laboratory Technician	37.00
12160 - Medical Record Clerk	22.59
12190 - Medical Record Technician	25.48
12195 - Medical Transcriptionist	27.13
12210 - Nuclear Medicine Technologist	71.36
12221 - Nursing Assistant I	16.54
12222 - Nursing Assistant II	18.61
12223 - Nursing Assistant III	20.31
12224 - Nursing Assistant IV	22.80
12235 - Optical Dispenser	23.48
12236 - Optical Technician	27.39
12250 - Pharmacy Technician	19.75
12280 - Phlebotomist	22.19
12305 - Radiologic Technologist	39.83
12311 - Registered Nurse I	31.00
12312 - Registered Nurse II	37.92
12313 - Registered Nurse II, Specialist	37.92
12314 - Registered Nurse III	45.87
12315 - Registered Nurse III, Anesthetist	45.87
12316 - Registered Nurse IV	54.98
12317 - Scheduler (Drug and Alcohol Testing)	40.22
12320 - Substance Abuse Treatment Counselor	30.41
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.66
13012 - Exhibits Specialist II	28.07
13013 - Exhibits Specialist III	34.34
13041 - Illustrator I	22.66
13042 - Illustrator II	28.07
13043 - Illustrator III	34.34

13047 - Librarian		31.09
13050 - Library Aide/Clerk		17.91
13054 - Library Information Technology Systems Administrator		28.07
13058 - Library Technician		22.66
13061 - Media Specialist I		20.26
13062 - Media Specialist II		22.66
13063 - Media Specialist III		25.27
13071 - Photographer I		21.45
13072 - Photographer II		23.99
13073 - Photographer III		29.72
13074 - Photographer IV		36.35
13075 - Photographer V		43.98
13090 - Technical Order Library Clerk		22.50
13110 - Video Teleconference Technician		22.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.91
14042 - Computer Operator II		24.51
14043 - Computer Operator III		27.32
14044 - Computer Operator IV		30.37
14045 - Computer Operator V		33.63
14071 - Computer Programmer I	(see 1)	25.03
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		21.91
14160 - Personal Computer Support Technician		30.37
14170 - System Support Specialist		35.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.83
15020 - Aircrew Training Devices Instructor (Rated)		45.77
15030 - Air Crew Training Devices Instructor (Pilot)		54.88
15050 - Computer Based Training Specialist / Instructor		37.83
15060 - Educational Technologist		35.00
15070 - Flight Instructor (Pilot)		54.88
15080 - Graphic Artist		31.75
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		54.88
15086 - Maintenance Test Pilot, Rotary Wing		54.88
15088 - Non-Maintenance Test/Co-Pilot		54.88
15090 - Technical Instructor		27.47
15095 - Technical Instructor/Course Developer		33.60
15110 - Test Proctor		22.17
15120 - Tutor		22.17
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		16.96
16030 - Counter Attendant		16.96

16040 - Dry Cleaner	19.39
16070 - Finisher, Flatwork, Machine	16.96
16090 - Presser, Hand	16.96
16110 - Presser, Machine, Drycleaning	16.96
16130 - Presser, Machine, Shirts	16.96
16160 - Presser, Machine, Wearing Apparel, Laundry	16.96
16190 - Sewing Machine Operator	20.20
16220 - Tailor	21.01
16250 - Washer, Machine	17.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	30.77
19040 - Tool And Die Maker	36.78
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.57
21030 - Material Coordinator	35.35
21040 - Material Expediter	35.35
21050 - Material Handling Laborer	20.45
21071 - Order Filler	18.50
21080 - Production Line Worker (Food Processing)	23.57
21110 - Shipping Packer	22.31
21130 - Shipping/Receiving Clerk	22.31
21140 - Store Worker I	18.46
21150 - Stock Clerk	22.48
21210 - Tools And Parts Attendant	23.57
21410 - Warehouse Specialist	23.57
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	40.41
23019 - Aircraft Logs and Records Technician	32.82
23021 - Aircraft Mechanic I	38.53
23022 - Aircraft Mechanic II	40.41
23023 - Aircraft Mechanic III	42.23
23040 - Aircraft Mechanic Helper	29.13
23050 - Aircraft, Painter	36.65
23060 - Aircraft Servicer	32.82
23070 - Aircraft Survival Flight Equipment Technician	36.65
23080 - Aircraft Worker	34.68
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.68
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.53
23110 - Appliance Mechanic	31.06
23120 - Bicycle Repairer	26.26
23125 - Cable Splicer	47.42
23130 - Carpenter, Maintenance	29.42
23140 - Carpet Layer	29.69
23160 - Electrician, Maintenance	31.56
23181 - Electronics Technician Maintenance I	31.75
23182 - Electronics Technician Maintenance II	33.54
23183 - Electronics Technician Maintenance III	35.27

23260 - Fabric Worker	28.10
23290 - Fire Alarm System Mechanic	32.65
23310 - Fire Extinguisher Repairer	26.52
23311 - Fuel Distribution System Mechanic	33.59
23312 - Fuel Distribution System Operator	27.00
23370 - General Maintenance Worker	24.90
23380 - Ground Support Equipment Mechanic	38.53
23381 - Ground Support Equipment Servicer	32.82
23382 - Ground Support Equipment Worker	34.68
23391 - Gunsmith I	26.52
23392 - Gunsmith II	29.69
23393 - Gunsmith III	32.99
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.42
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.91
23430 - Heavy Equipment Mechanic	31.74
23440 - Heavy Equipment Operator	27.81
23460 - Instrument Mechanic	34.48
23465 - Laboratory/Shelter Mechanic	31.37
23470 - Laborer	20.45
23510 - Locksmith	31.37
23530 - Machinery Maintenance Mechanic	34.10
23550 - Machinist, Maintenance	30.36
23580 - Maintenance Trades Helper	20.19
23591 - Metrology Technician I	34.48
23592 - Metrology Technician II	36.16
23593 - Metrology Technician III	37.79
23640 - Millwright	32.99
23710 - Office Appliance Repairer	25.33
23760 - Painter, Maintenance	28.07
23790 - Pipefitter, Maintenance	32.10
23810 - Plumber, Maintenance	30.53
23820 - Pneudraulic Systems Mechanic	32.99
23850 - Rigger	32.65
23870 - Scale Mechanic	29.69
23890 - Sheet-Metal Worker, Maintenance	30.71
23910 - Small Engine Mechanic	27.47
23931 - Telecommunications Mechanic I	36.12
23932 - Telecommunications Mechanic II	39.68
23950 - Telephone Lineman	41.45
23960 - Welder, Combination, Maintenance	30.93
23965 - Well Driller	32.99
23970 - Woodcraft Worker	32.99
23980 - Woodworker	26.52
24000 - Personal Needs Occupations	
24550 - Case Manager	21.97
24570 - Child Care Attendant	16.89
24580 - Child Care Center Clerk	21.06

24610 - Chore Aide	18.26
24620 - Family Readiness And Support Services Coordinator	21.97
24630 - Homemaker	21.97
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.23
25040 - Sewage Plant Operator	30.66
25070 - Stationary Engineer	32.23
25190 - Ventilation Equipment Tender	24.36
25210 - Water Treatment Plant Operator	30.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.67
27007 - Baggage Inspector	21.19
27008 - Corrections Officer	26.19
27010 - Court Security Officer	24.64
27030 - Detection Dog Handler	23.69
27040 - Detention Officer	26.19
27070 - Firefighter	23.81
27101 - Guard I	21.19
27102 - Guard II	23.69
27131 - Police Officer I	29.12
27132 - Police Officer II	32.35
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.42
28042 - Carnival Equipment Repairer	18.54
28043 - Carnival Worker	14.28
28210 - Gate Attendant/Gate Tender	21.64
28310 - Lifeguard	15.95
28350 - Park Attendant (Aide)	24.21
28510 - Recreation Aide/Health Facility Attendant	17.67
28515 - Recreation Specialist	29.99
28630 - Sports Official	19.28
28690 - Swimming Pool Operator	22.69
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	33.24
29020 - Hatch Tender	33.24
29030 - Line Handler	33.24
29041 - Stevedore I	31.46
29042 - Stevedore II	35.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	52.19
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	35.98
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	39.63
30021 - Archeological Technician I	23.16
30022 - Archeological Technician II	25.92
30023 - Archeological Technician III	32.11
30030 - Cartographic Technician	32.11
30040 - Civil Engineering Technician	33.45
30051 - Cryogenic Technician I	35.56

30052 - Cryogenic Technician II		39.28
30061 - Drafter/CAD Operator I		23.16
30062 - Drafter/CAD Operator II		25.92
30063 - Drafter/CAD Operator III		28.90
30064 - Drafter/CAD Operator IV		35.56
30081 - Engineering Technician I		19.95
30082 - Engineering Technician II		22.39
30083 - Engineering Technician III		25.04
30084 - Engineering Technician IV		31.03
30085 - Engineering Technician V		37.96
30086 - Engineering Technician VI		45.92
30090 - Environmental Technician		28.92
30095 - Evidence Control Specialist		32.11
30210 - Laboratory Technician		29.83
30221 - Latent Fingerprint Technician I		35.56
30222 - Latent Fingerprint Technician II		39.28
30240 - Mathematical Technician		33.15
30361 - Paralegal/Legal Assistant I		24.22
30362 - Paralegal/Legal Assistant II		30.00
30363 - Paralegal/Legal Assistant III		36.69
30364 - Paralegal/Legal Assistant IV		44.39
30375 - Petroleum Supply Specialist		39.28
30390 - Photo-Optics Technician		31.81
30395 - Radiation Control Technician		39.28
30461 - Technical Writer I		29.33
30462 - Technical Writer II		35.86
30463 - Technical Writer III		43.38
30491 - Unexploded Ordnance (UXO) Technician I		33.16
30492 - Unexploded Ordnance (UXO) Technician II		40.13
30493 - Unexploded Ordnance (UXO) Technician III		48.09
30494 - Unexploded (UXO) Safety Escort		33.16
30495 - Unexploded (UXO) Sweep Personnel		33.16
30501 - Weather Forecaster I		36.72
30502 - Weather Forecaster II		44.66
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	28.90
30621 - Weather Observer, Senior	(see 2)	32.11
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.13
31020 - Bus Aide		18.66
31030 - Bus Driver		23.94
31043 - Driver Courier		20.18
31260 - Parking and Lot Attendant		15.08
31290 - Shuttle Bus Driver		17.76
31310 - Taxi Driver		15.09
31361 - Truckdriver, Light		21.46
31362 - Truckdriver, Medium		22.74
31363 - Truckdriver, Heavy		27.76
31364 - Truckdriver, Tractor-Trailer		27.76

99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.56
99030 - Cashier	16.73
99050 - Desk Clerk	18.85
99095 - Embalmer	33.16
99130 - Flight Follower	33.16
99251 - Laboratory Animal Caretaker I	18.02
99252 - Laboratory Animal Caretaker II	19.15
99260 - Marketing Analyst	35.72
99310 - Mortician	33.16
99410 - Pest Controller	24.99
99510 - Photofinishing Worker	17.43
99710 - Recycling Laborer	23.98
99711 - Recycling Specialist	27.29
99730 - Refuse Collector	22.37
99810 - Sales Clerk	17.74
99820 - School Crossing Guard	20.49
99830 - Survey Party Chief	31.65
99831 - Surveying Aide	19.25
99832 - Surveying Technician	28.78
99840 - Vending Machine Attendant	23.89
99841 - Vending Machine Repairer	28.45
99842 - Vending Machine Repairer Helper	23.89

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 $13.30 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

2025. The applicable Executive Order minimum wage rate will be adjusted annually. 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 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, 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))."