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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.: 2015-4127 Revision No.: 34 Date Of Last Revision: 3/30/2026

This wage determination is applicable to the following cities and towns in
SOUTH CENTRAL CONNECTICUT COUNTY, CONNECTICUT: Bethany, Branford, East Haven, Guilford, Hamden, Madison, Meriden, New Haven, North Branford, North Haven, (

State: Connecticut

Area: Connecticut Counties of New Haven

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.10
01012 - Accounting Clerk II		24.81
01013 - Accounting Clerk III		27.75
01020 - Administrative Assistant		37.98
01035 - Court Reporter		27.01
01041 - Customer Service Representative I		18.48
01042 - Customer Service Representative II		20.17
01043 - Customer Service Representative III		22.64
01051 - Data Entry Operator I		21.04
01052 - Data Entry Operator II		22.96
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		21.51
01090 - Duplicating Machine Operator		21.51
01111 - General Clerk I		17.97
01112 - General Clerk II		19.61
01113 - General Clerk III		22.01
01120 - Housing Referral Assistant		30.10
01141 - Messenger Courier		21.51
01191 - Order Clerk I		19.51
01192 - Order Clerk II		23.38
01261 - Personnel Assistant (Employment) I		22.06
01262 - Personnel Assistant (Employment) II		24.67
01263 - Personnel Assistant (Employment) III		27.49
01270 - Production Control Clerk		28.92
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		24.15
01311 - Secretary I		24.15
01312 - Secretary II		27.01
01313 - Secretary III		30.10
01320 - Service Order Dispatcher		22.82
01410 - Supply Technician		37.98
01420 - Survey Worker		23.05
01460 - Switchboard Operator/Receptionist		19.42
01531 - Travel Clerk I		21.97
01532 - Travel Clerk II		23.93
01533 - Travel Clerk III		25.23
01611 - Word Processor I		21.86
01612 - Word Processor II		24.55
01613 - Word Processor III		27.46
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		29.20
05010 - Automotive Electrician		29.52
05040 - Automotive Glass Installer		28.55
05070 - Automotive Worker		28.55
05110 - Mobile Equipment Servicer		26.80
05130 - Motor Equipment Metal Mechanic		30.34
05160 - Motor Equipment Metal Worker		28.55
05190 - Motor Vehicle Mechanic		29.68
05220 - Motor Vehicle Mechanic Helper		25.82
05250 - Motor Vehicle Upholstery Worker		27.72
05280 - Motor Vehicle Wrecker		28.55
05310 - Painter, Automotive		28.79
05340 - Radiator Repair Specialist		26.95
05370 - Tire Repairer		19.28
05400 - Transmission Repair Specialist		29.68
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.11

07041 - Cook I 22.36
07042 - Cook II 24.34
07070 - Dishwasher 16.51
07130 - Food Service Worker 17.13
07210 - Meat Cutter 22.21
07260 - Waiter/Waitress 17.45

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.15
09040 - Furniture Handler 18.11
09080 - Furniture Refinisher 23.79
09090 - Furniture Refinisher Helper 19.96
09110 - Furniture Repairer, Minor 21.92
09130 - Upholsterer 23.79

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 16.08
11060 - Elevator Operator 17.91
11090 - Gardener 26.38
11122 - Housekeeping Aide 17.91
11150 - Janitor 17.91
11210 - Laborer, Grounds Maintenance 22.19
11240 - Maid or Houseman 16.80
11260 - Pruner 20.02
11270 - Tractor Operator 25.14
11330 - Trail Maintenance Worker 22.19
11360 - Window Cleaner 19.85

12000 - Health Occupations
12010 - Ambulance Driver 24.54
12011 - Breath Alcohol Technician 29.34
12012 - Certified Occupational Therapist Assistant 34.75
12015 - Certified Physical Therapist Assistant 34.73
12020 - Dental Assistant 24.12
12025 - Dental Hygienist 47.19
12030 - EKG Technician 43.09
12035 - Electroneurodiagnostic Technologist 43.09
12040 - Emergency Medical Technician 24.54
12071 - Licensed Practical Nurse I 26.23
12072 - Licensed Practical Nurse II 29.34
12073 - Licensed Practical Nurse III 32.70
12100 - Medical Assistant 22.16
12130 - Medical Laboratory Technician 37.37
12160 - Medical Record Clerk 26.86
12190 - Medical Record Technician 30.04
12195 - Medical Transcriptionist 24.00
12210 - Nuclear Medicine Technologist 64.37
12221 - Nursing Assistant I 16.06
12222 - Nursing Assistant II 18.07
12223 - Nursing Assistant III 19.72
12224 - Nursing Assistant IV 22.13
12235 - Optical Dispenser 31.24
12236 - Optical Technician 26.23
12250 - Pharmacy Technician 20.10
12280 - Phlebotomist 22.38
12305 - Radiologic Technologist 43.16
12311 - Registered Nurse I 33.11
12312 - Registered Nurse II 40.50
12313 - Registered Nurse II, Specialist 40.50
12314 - Registered Nurse III 49.39
12315 - Registered Nurse III, Anesthetist 49.39
12316 - Registered Nurse IV 59.20
12317 - Scheduler (Drug and Alcohol Testing) 36.34
12320 - Substance Abuse Treatment Counselor 30.78

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 28.82
13012 - Exhibits Specialist II 35.71
13013 - Exhibits Specialist III 43.69
13041 - Illustrator I 28.82
13042 - Illustrator II 35.71
13043 - Illustrator III 44.73
13047 - Librarian 39.55
13050 - Library Aide/Clerk 18.22
13054 - Library Information Technology Systems
Administrator 35.71
13058 - Library Technician 31.86
13061 - Media Specialist I 25.77
13062 - Media Specialist II 28.82
13063 - Media Specialist III 32.14
13071 - Photographer I 22.73
13072 - Photographer II 25.88
13073 - Photographer III 32.88
13074 - Photographer IV 44.26
13075 - Photographer V 50.85
13090 - Technical Order Library Clerk 22.88
13110 - Video Teleconference Technician 31.35

14000 - Information Technology Occupations
14041 - Computer Operator I 29.09
14042 - Computer Operator II 32.54
14043 - Computer Operator III 36.29
14044 - Computer Operator IV 40.32
14045 - Computer Operator V 44.65
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		29.09
14160 - Personal Computer Support Technician		40.32
14170 - System Support Specialist		46.39
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		52.02
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		32.92
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		53.36
15086 - Maintenance Test Pilot, Rotary Wing		53.36
15088 - Non-Maintenance Test/Co-Pilot		53.36
15090 - Technical Instructor		31.22
15095 - Technical Instructor/Course Developer		38.18
15110 - Test Proctor		25.20
15120 - Tutor		25.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.19
16030 - Counter Attendant		18.19
16040 - Dry Cleaner		20.77
16070 - Finisher, Flatwork, Machine		18.19
16090 - Presser, Hand		18.19
16110 - Presser, Machine, Drycleaning		18.19
16130 - Presser, Machine, Shirts		18.19
16160 - Presser, Machine, Wearing Apparel, Laundry		18.19
16190 - Sewing Machine Operator		21.64
16220 - Tailor		22.50
16250 - Washer, Machine		19.05
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		32.34
19040 - Tool And Die Maker		37.56
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.65
21030 - Material Coordinator		28.92
21040 - Material Expediter		28.92
21050 - Material Handling Laborer		20.20
21071 - Order Filler		19.42
21080 - Production Line Worker (Food Processing)		22.65
21110 - Shipping Packer		21.75
21130 - Shipping/Receiving Clerk		21.75
21140 - Store Worker I		17.92
21150 - Stock Clerk		23.98
21210 - Tools And Parts Attendant		22.65
21410 - Warehouse Specialist		22.65
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.12
23019 - Aircraft Logs and Records Technician		28.33
23021 - Aircraft Mechanic I		32.01
23022 - Aircraft Mechanic II		33.12
23023 - Aircraft Mechanic III		34.44
23040 - Aircraft Mechanic Helper		25.80
23050 - Aircraft, Painter		30.75
23060 - Aircraft Servicer		28.33
23070 - Aircraft Survival Flight Equipment Technician		30.75
23080 - Aircraft Worker		29.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		29.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		32.01
23110 - Appliance Mechanic		30.67
23120 - Bicycle Repairer		29.21
23125 - Cable Splicer		55.95
23130 - Carpenter, Maintenance		32.99
23140 - Carpet Layer		31.81
23160 - Electrician, Maintenance		36.84
23181 - Electronics Technician Maintenance I		33.93
23182 - Electronics Technician Maintenance II		35.40
23183 - Electronics Technician Maintenance III		36.84
23260 - Fabric Worker		30.57
23290 - Fire Alarm System Mechanic		32.10
23310 - Fire Extinguisher Repairer		29.21
23311 - Fuel Distribution System Mechanic		42.17
23312 - Fuel Distribution System Operator		35.95
23370 - General Maintenance Worker		27.14
23380 - Ground Support Equipment Mechanic		32.01
23381 - Ground Support Equipment Servicer		28.33
23382 - Ground Support Equipment Worker		29.48
23391 - Gunsmith I		29.21
23392 - Gunsmith II		31.81
23393 - Gunsmith III		34.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic		35.22
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		36.45

23430 - Heavy Equipment Mechanic		35.45
23440 - Heavy Equipment Operator		37.11
23460 - Instrument Mechanic		34.54
23465 - Laboratory/Shelter Mechanic		33.18
23470 - Laborer		19.84
23510 - Locksmith		35.22
23530 - Machinery Maintenance Mechanic		32.75
23550 - Machinist, Maintenance		28.36
23580 - Maintenance Trades Helper		21.32
23591 - Metrology Technician I		34.54
23592 - Metrology Technician II		35.74
23593 - Metrology Technician III		37.17
23640 - Millwright		34.54
23710 - Office Appliance Repairer		25.98
23760 - Painter, Maintenance		25.03
23790 - Pipefitter, Maintenance		39.87
23810 - Plumber, Maintenance		38.32
23820 - Pneudraulic Systems Mechanic		34.54
23850 - Rigger		34.54
23870 - Scale Mechanic		31.81
23890 - Sheet-Metal Worker, Maintenance		35.29
23910 - Small Engine Mechanic		26.23
23931 - Telecommunications Mechanic I		38.08
23932 - Telecommunications Mechanic II		39.41
23950 - Telephone Lineman		34.54
23960 - Welder, Combination, Maintenance		26.02
23965 - Well Driller		34.54
23970 - Woodcraft Worker		34.54
23980 - Woodworker		29.21
24000 - Personal Needs Occupations		
24550 - Case Manager		21.58
24570 - Child Care Attendant		16.60
24580 - Child Care Center Clerk		20.69
24610 - Chore Aide		18.15
24620 - Family Readiness And Support Services Coordinator		21.58
24630 - Homemaker		24.30
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		42.49
25040 - Sewage Plant Operator		36.27
25070 - Stationary Engineer		42.49
25190 - Ventilation Equipment Tender		36.73
25210 - Water Treatment Plant Operator		36.27
27000 - Protective Service Occupations		
27004 - Alarm Monitor		30.08
27007 - Baggage Inspector		19.61
27008 - Corrections Officer		38.53
27010 - Court Security Officer		38.53
27030 - Detection Dog Handler		21.94
27040 - Detention Officer		38.53
27070 - Firefighter		38.53
27101 - Guard I		19.61
27102 - Guard II		21.94
27131 - Police Officer I		38.21
27132 - Police Officer II		42.45
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.70
28042 - Carnival Equipment Repairer		20.67
28043 - Carnival Worker		15.69
28210 - Gate Attendant/Gate Tender		20.19
28310 - Lifeguard		16.28
28350 - Park Attendant (Aide)		22.58
28510 - Recreation Aide/Health Facility Attendant		18.98
28515 - Recreation Specialist		27.97
28630 - Sports Official		17.98
28690 - Swimming Pool Operator		22.51
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		39.12
29020 - Hatch Tender		39.12
29030 - Line Handler		39.12
29041 - Stevedore I		37.61
29042 - Stevedore II		40.82
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	54.30
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	37.44
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	41.23
30021 - Archeological Technician I		24.55
30022 - Archeological Technician II		27.13
30023 - Archeological Technician III		33.00
30030 - Cartographic Technician		33.58
30040 - Civil Engineering Technician		32.92
30051 - Cryogenic Technician I		35.28
30052 - Cryogenic Technician II		38.95
30061 - Drafter/CAD Operator I		23.83
30062 - Drafter/CAD Operator II		27.13
30063 - Drafter/CAD Operator III		30.12
30064 - Drafter/CAD Operator IV		36.94
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		46.34
30090 - Environmental Technician		34.45
30095 - Evidence Control Specialist		31.86
30210 - Laboratory Technician		26.66
30221 - Latent Fingerprint Technician I		38.45
30222 - Latent Fingerprint Technician II		42.46
30240 - Mathematical Technician		33.00
30361 - Paralegal/Legal Assistant I		24.56
30362 - Paralegal/Legal Assistant II		30.43
30363 - Paralegal/Legal Assistant III		37.22
30364 - Paralegal/Legal Assistant IV		45.03
30375 - Petroleum Supply Specialist		38.95
30390 - Photo-Optics Technician		33.00
30395 - Radiation Control Technician		38.95
30461 - Technical Writer I		32.14
30462 - Technical Writer II		39.31
30463 - Technical Writer III		47.55
30491 - Unexploded Ordnance (UXO) Technician I		34.51
30492 - Unexploded Ordnance (UXO) Technician II		41.75
30493 - Unexploded Ordnance (UXO) Technician III		50.04
30494 - Unexploded (UXO) Safety Escort		34.51
30495 - Unexploded (UXO) Sweep Personnel		34.51
30501 - Weather Forecaster I		35.28
30502 - Weather Forecaster II		42.90
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.12
30621 - Weather Observer, Senior	(see 2)	33.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		41.75
31020 - Bus Aide		23.98
31030 - Bus Driver		29.84
31043 - Driver Courier		19.44
31260 - Parking and Lot Attendant		16.93
31290 - Shuttle Bus Driver		18.26
31310 - Taxi Driver		17.07
31361 - Truckdriver, Light		20.41
31362 - Truckdriver, Medium		21.36
31363 - Truckdriver, Heavy		28.45
31364 - Truckdriver, Tractor-Trailer		28.45
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		20.36
99030 - Cashier		16.36
99050 - Desk Clerk		17.56
99095 - Embalmer		39.60
99130 - Flight Follower		34.51
99251 - Laboratory Animal Caretaker I		26.26
99252 - Laboratory Animal Caretaker II		27.56
99260 - Marketing Analyst		35.22
99310 - Mortician		39.60
99410 - Pest Controller		26.87
99510 - Photofinishing Worker		18.13
99710 - Recycling Laborer		25.05
99711 - Recycling Specialist		28.37
99730 - Refuse Collector		22.59
99810 - Sales Clerk		16.82
99820 - School Crossing Guard		21.39
99830 - Survey Party Chief		31.67
99831 - Surveying Aide		21.76
99832 - Surveying Technician		28.75
99840 - Vending Machine Attendant		25.34
99841 - Vending Machine Repairer		28.95
99842 - Vending Machine Repairer Helper		25.34

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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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))."""