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WAGE DETERMINATIONS

Service Contract Act WD # 2015-6065

Wage Determination

Revision #
4

Service(s)
Standard (Area-Wide) Wage Determination

Last Revised Date
Jun 25, 2026

States and Counties

State

New Hampshire

Counties
Carroll

Document

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"

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPA
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDA
By direction of the Secretary of Labor | WAGE AND HOUR DI
| WASHINGTON D.C. 20210
|
|
|
| Wage Determination No.: 2015-6065
Daniel W. Simms Division of | Revision No.: 4
Director Wage Determinations| Date Of Last Revision: 6/2
_____|_____

This wage determination applies to the following towns in CARR

_____

State: New Hampshire

Area: New Hampshire Counties of Carroll

**Fringe Benefits Required Follow the Occupational Listing*

OCCUPATION CODE - TITLE	FOOTNOTE	RA
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	19.72	
01012 - Accounting Clerk II	22.13	
01013 - Accounting Clerk III	24.76	
01020 - Administrative Assistant	31.75	
01035 - Court Reporter	23.71	
01041 - Customer Service Representative I		17.88
01042 - Customer Service Representative II		19.51
01043 - Customer Service Representative III		21.9(
01051 - Data Entry Operator I	19.89	
01052 - Data Entry Operator II	21.70	
01060 - Dispatcher, Motor Vehicle	24.02	
01070 - Document Preparation Clerk	18.89	
01090 - Duplicating Machine Operator	18.89	
01111 - General Clerk I	18.97	
01112 - General Clerk II	20.70	
01113 - General Clerk III	23.22	
01120 - Housing Referral Assistant	26.45	
01141 - Messenger Courier	15.29	
01191 - Order Clerk I	17.69	
01192 - Order Clerk II	19.29	
01261 - Personnel Assistant (Employment) I		20.7
01262 - Personnel Assistant (Employment) II		23.2
01263 - Personnel Assistant (Employment) III		25.8
01270 - Production Control Clerk	29.59	
01290 - Rental Clerk	21.83	
01300 - Scheduler, Maintenance	21.20	
01311 - Secretary I	21.20	
01312 - Secretary II	23.71	
01313 - Secretary III	26.45	
01320 - Service Order Dispatcher	21.47	
01410 - Supply Technician	31.75	

01420 - Survey Worker 21.85
01460 - Switchboard Operator/Receptionist 18.1
01531 - Travel Clerk I 18.89
01532 - Travel Clerk II 21.10
01533 - Travel Clerk III 23.43
01611 - Word Processor I 18.89
01612 - Word Processor II 21.20
01613 - Word Processor III 23.71

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.5
05010 - Automotive Electrician 26.64
05040 - Automotive Glass Installer 25.48
05070 - Automotive Worker 25.48
05110 - Mobile Equipment Servicer 23.07
05130 - Motor Equipment Metal Mechanic 27.8
05160 - Motor Equipment Metal Worker 25.48
05190 - Motor Vehicle Mechanic 27.81
05220 - Motor Vehicle Mechanic Helper 21.51
05250 - Motor Vehicle Upholstery Worker 24.22
05280 - Motor Vehicle Wrecker 25.48
05310 - Painter, Automotive 26.64
05340 - Radiator Repair Specialist 25.48
05370 - Tire Repairer 21.70
05400 - Transmission Repair Specialist 27.81

07000 - Food Preparation And Service Occupations
07010 - Baker 18.79
07041 - Cook I 22.36
07042 - Cook II 24.86
07070 - Dishwasher 15.19
07130 - Food Service Worker 17.78
07210 - Meat Cutter 22.99
07260 - Waiter/Waitress 14.62

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 27.63
09040 - Furniture Handler 19.14
09080 - Furniture Refinisher 27.63
09090 - Furniture Refinisher Helper 22.09

09110 - Furniture Repairer, Minor 25.14
09130 - Upholsterer 27.63

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.96
11060 - Elevator Operator 19.99
11090 - Gardener 26.38
11122 - Housekeeping Aide 19.99
11150 - Janitor 19.99
11210 - Laborer, Grounds Maintenance 20.86
11240 - Maid or Houseman 17.66
11260 - Pruner 18.95
11270 - Tractor Operator 24.60
11330 - Trail Maintenance Worker 20.86
11360 - Window Cleaner 22.01

12000 - Health Occupations
12010 - Ambulance Driver 22.30
12011 - Breath Alcohol Technician 31.97
12012 - Certified Occupational Therapist Assistant 43
12015 - Certified Physical Therapist Assistant 33.52
12020 - Dental Assistant 28.01
12025 - Dental Hygienist 47.35
12030 - EKG Technician 48.43
12035 - Electroneurodiagnostic Technologist 48.4
12040 - Emergency Medical Technician 22.30
12071 - Licensed Practical Nurse I 28.58
12072 - Licensed Practical Nurse II 31.97
12073 - Licensed Practical Nurse III 35.64
12100 - Medical Assistant 23.01
12130 - Medical Laboratory Technician 38.95
12160 - Medical Record Clerk 20.35
12190 - Medical Record Technician 22.77
12195 - Medical Transcriptionist 28.58
12210 - Nuclear Medicine Technologist 70.26
12221 - Nursing Assistant I 16.45
12222 - Nursing Assistant II 18.50
12223 - Nursing Assistant III 20.19
12224 - Nursing Assistant IV 22.65
12235 - Optical Dispenser 23.93

12236 - Optical Technician 28.58
12250 - Pharmacy Technician 22.40
12280 - Phlebotomist 24.05
12305 - Radiologic Technologist 39.46
12311 - Registered Nurse I 28.41
12312 - Registered Nurse II 34.75
12313 - Registered Nurse II, Specialist 34.75
12314 - Registered Nurse III 42.06
12315 - Registered Nurse III, Anesthetist 42.06
12316 - Registered Nurse IV 50.41
12317 - Scheduler (Drug and Alcohol Testing) 39.6
12320 - Substance Abuse Treatment Counselor 28

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 23.14
13012 - Exhibits Specialist II 28.67
13013 - Exhibits Specialist III 35.07
13041 - Illustrator I 23.14
13042 - Illustrator II 28.67
13043 - Illustrator III 35.07
13047 - Librarian 31.75
13050 - Library Aide/Clerk 18.31
13054 - Library Information Technology Systems Administrator 28.67
13058 - Library Technician 23.41
13061 - Media Specialist I 20.69
13062 - Media Specialist II 23.14
13063 - Media Specialist III 25.81
13071 - Photographer I 20.69
13072 - Photographer II 23.14
13073 - Photographer III 28.67
13074 - Photographer IV 35.07
13075 - Photographer V 42.44
13090 - Technical Order Library Clerk 22.99
13110 - Video Teleconference Technician 21.90

14000 - Information Technology Occupations
14041 - Computer Operator I 19.44
14042 - Computer Operator II 21.75
14043 - Computer Operator III 24.25

14044 - Computer Operator IV 26.95
14045 - Computer Operator V 29.84
14071 - Computer Programmer I (see 1) 22.26
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 19.44
14160 - Personal Computer Support Technician 26
14170 - System Support Specialist 29.84

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor
(Non-Rated) 37.56
15020 - Aircrew Training Devices Instructor (Rated) 4
15030 - Air Crew Training Devices Instructor
(Pilot) 54.46
15050 - Computer Based Training Specialist /
Instructor 37.56
15060 - Educational Technologist 41.53
15070 - Flight Instructor (Pilot) 54.46
15080 - Graphic Artist 27.77
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 54.4
15086 - Maintenance Test Pilot, Rotary Wing 54.4
15088 - Non-Maintenance Test/Co-Pilot 54.46
15090 - Technical Instructor 27.23
15095 - Technical Instructor/Course Developer 33.
15110 - Test Proctor 21.98
15120 - Tutor 21.98

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupation
16010 - Assembler 17.87
16030 - Counter Attendant 17.87
16040 - Dry Cleaner 20.41
16070 - Finisher, Flatwork, Machine 17.87
16090 - Presser, Hand 17.87
16110 - Presser, Machine, Drycleaning 17.87
16130 - Presser, Machine, Shirts 17.87

16160 - Presser, Machine, Wearing Apparel, Laundry 1
16190 - Sewing Machine Operator 21.27
16220 - Tailor 22.11
16250 - Washer, Machine 18.72

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 32.3
19040 - Tool And Die Maker 37.64

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.42
21030 - Material Coordinator 29.59
21040 - Material Expediter 29.59
21050 - Material Handling Laborer 18.42
21071 - Order Filler 17.51
21080 - Production Line Worker (Food Processing) 2
21110 - Shipping Packer 22.39
21130 - Shipping/Receiving Clerk 22.39
21140 - Store Worker I 17.45
21150 - Stock Clerk 23.18
21210 - Tools And Parts Attendant 23.42
21410 - Warehouse Specialist 23.42

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.11
23019 - Aircraft Logs and Records Technician 27.8
23021 - Aircraft Mechanic I 31.93
23022 - Aircraft Mechanic II 33.11
23023 - Aircraft Mechanic III 34.47
23040 - Aircraft Mechanic Helper 24.69
23050 - Aircraft, Painter 30.59
23060 - Aircraft Servicer 27.81
23070 - Aircraft Survival Flight Equipment
Technician 30.59
23080 - Aircraft Worker 29.26
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 29.26
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 31.93
23110 - Appliance Mechanic 29.43

23120 - Bicycle Repairer 26.49
23125 - Cable Splicer 49.72
23130 - Carpenter, Maintenance 29.48
23140 - Carpet Layer 29.26
23160 - Electrician, Maintenance 29.70
23181 - Electronics Technician Maintenance I 29.2
23182 - Electronics Technician Maintenance II 30.5
23183 - Electronics Technician Maintenance III 31.9
23260 - Fabric Worker 27.81
23290 - Fire Alarm System Mechanic 30.31
23310 - Fire Extinguisher Repairer 26.49
23311 - Fuel Distribution System Mechanic 31.99
23312 - Fuel Distribution System Operator 26.49
23370 - General Maintenance Worker 23.37
23380 - Ground Support Equipment Mechanic 31
23381 - Ground Support Equipment Servicer 27.8
23382 - Ground Support Equipment Worker 29.
23391 - Gunsmith I 26.49
23392 - Gunsmith II 29.26
23393 - Gunsmith III 31.93
23410 - Heating, Ventilation And Air-Conditioning Mechanic 33.42
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 34.88
23430 - Heavy Equipment Mechanic 28.90
23440 - Heavy Equipment Operator 28.41
23460 - Instrument Mechanic 31.93
23465 - Laboratory/Shelter Mechanic 30.59
23470 - Laborer 18.42
23510 - Locksmith 30.59
23530 - Machinery Maintenance Mechanic 30.8
23550 - Machinist, Maintenance 25.19
23580 - Maintenance Trades Helper 19.57
23591 - Metrology Technician I 31.93
23592 - Metrology Technician II 33.11
23593 - Metrology Technician III 34.47
23640 - Millwright 31.93
23710 - Office Appliance Repairer 30.59
23760 - Painter, Maintenance 23.62
23790 - Pipefitter, Maintenance 30.99

23810 - Plumber, Maintenance 29.56
23820 - Pneudraulic Systems Mechanic 31.93
23850 - Rigger 31.93
23870 - Scale Mechanic 29.26
23890 - Sheet-Metal Worker, Maintenance 28.44
23910 - Small Engine Mechanic 27.70
23931 - Telecommunications Mechanic I 34.74
23932 - Telecommunications Mechanic II 36.26
23950 - Telephone Lineman 37.30
23960 - Welder, Combination, Maintenance 26.88
23965 - Well Driller 31.93
23970 - Woodcraft Worker 31.93
23980 - Woodworker 26.49

24000 - Personal Needs Occupations
24550 - Case Manager 22.59
24570 - Child Care Attendant 16.42
24580 - Child Care Center Clerk 20.47
24610 - Chore Aide 17.82
24620 - Family Readiness And Support Services Coordinator 22.59
24630 - Homemaker 22.59

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.44
25040 - Sewage Plant Operator 29.36
25070 - Stationary Engineer 31.44
25190 - Ventilation Equipment Tender 23.95
25210 - Water Treatment Plant Operator 29.36

27000 - Protective Service Occupations
27004 - Alarm Monitor 24.85
27007 - Baggage Inspector 21.50
27008 - Corrections Officer 31.86
27010 - Court Security Officer 27.22
27030 - Detection Dog Handler 24.05
27040 - Detention Officer 31.86
27070 - Firefighter 22.80
27101 - Guard I 21.50
27102 - Guard II 24.05

27131 - Police Officer I 27.86
27132 - Police Officer II 30.95

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.15
28042 - Carnival Equipment Repairer 19.51
28043 - Carnival Worker 14.77
28210 - Gate Attendant/Gate Tender 21.67
28310 - Lifeguard 20.26
28350 - Park Attendant (Aide) 24.24
28510 - Recreation Aide/Health Facility Attendant 17
28515 - Recreation Specialist 30.03
28630 - Sports Official 19.31
28690 - Swimming Pool Operator 23.11

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.26
29020 - Hatch Tender 29.26
29030 - Line Handler 29.26
29041 - Stevedore I 27.81
29042 - Stevedore II 30.59

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center
(HFO) (see 2) 52.70
30011 - Air Traffic Control Specialist, Station
(HFO) (see 2) 36.34
30012 - Air Traffic Control Specialist, Terminal
(HFO) (see 2) 40.03
30021 - Archeological Technician I 23.24
30022 - Archeological Technician II 26.00
30023 - Archeological Technician III 32.20
30030 - Cartographic Technician 32.20
30040 - Civil Engineering Technician 32.20
30051 - Cryogenic Technician I 35.66
30052 - Cryogenic Technician II 39.38
30061 - Drafter/CAD Operator I 23.24
30062 - Drafter/CAD Operator II 26.00
30063 - Drafter/CAD Operator III 28.97
30064 - Drafter/CAD Operator IV 35.66

30081 - Engineering Technician I 20.76
30082 - Engineering Technician II 23.29
30083 - Engineering Technician III 26.06
30084 - Engineering Technician IV 32.28
30085 - Engineering Technician V 39.49
30086 - Engineering Technician VI 47.79
30090 - Environmental Technician 30.59
30095 - Evidence Control Specialist 32.20
30210 - Laboratory Technician 28.97
30221 - Latent Fingerprint Technician I 35.66
30222 - Latent Fingerprint Technician II 39.38
30240 - Mathematical Technician 32.20
30361 - Paralegal/Legal Assistant I 23.96
30362 - Paralegal/Legal Assistant II 29.68
30363 - Paralegal/Legal Assistant III 36.30
30364 - Paralegal/Legal Assistant IV 43.91
30375 - Petroleum Supply Specialist 39.38
30390 - Photo-Optics Technician 32.20
30395 - Radiation Control Technician 39.38
30461 - Technical Writer I 32.20
30462 - Technical Writer II 39.38
30463 - Technical Writer III 47.65
30491 - Unexploded Ordnance (UXO) Technician I 3
30492 - Unexploded Ordnance (UXO) Technician II 4
30493 - Unexploded Ordnance (UXO) Technician III 4
30494 - Unexploded (UXO) Safety Escort 33.50
30495 - Unexploded (UXO) Sweep Personnel 33.5
30501 - Weather Forecaster I 35.66
30502 - Weather Forecaster II 43.38
30620 - Weather Observer, Combined Upper Air Or
Surface Programs (see 2) 28.97
30621 - Weather Observer, Senior (see 2) 32.20

31000 - Transportation/Mobile Equipment Operation Occupatior
31010 - Airplane Pilot 40.53
31020 - Bus Aide 17.98
31030 - Bus Driver 23.60
31043 - Driver Courier 20.52
31260 - Parking and Lot Attendant 15.96
31290 - Shuttle Bus Driver 16.04

31310 - Taxi Driver 13.82
31361 - Truckdriver, Light 21.42
31362 - Truckdriver, Medium 22.77
31363 - Truckdriver, Heavy 27.32
31364 - Truckdriver, Tractor-Trailer 27.32

99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.76
99030 - Cashier 16.00
99050 - Desk Clerk 17.90
99095 - Embalmer 33.50
99130 - Flight Follower 33.50
99251 - Laboratory Animal Caretaker I 17.52
99252 - Laboratory Animal Caretaker II 18.79
99260 - Marketing Analyst 35.20
99310 - Mortician 33.50
99410 - Pest Controller 28.23
99510 - Photofinishing Worker 17.60
99710 - Recycling Laborer 23.10
99711 - Recycling Specialist 26.59
99730 - Refuse Collector 21.44
99810 - Sales Clerk 17.30
99820 - School Crossing Guard 19.87
99830 - Survey Party Chief 29.88
99831 - Surveying Aide 18.19
99832 - Surveying Technician 27.18
99840 - Vending Machine Attendant 25.07
99841 - Vending Machine Repairer 29.70
99842 - Vending Machine Repairer Helper 25.07

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave f
Contractors, applies to all contracts subject to the Service Contra
the contract is awarded (and any solicitation was issued) on or af
2017. If this contract is covered by the EO, the contractor must p
with 1 hour of paid sick leave for every 30 hours they work, up tc
sick leave each year. Employees must be permitted to use paid sic
own illness, injury or other health-related needs, including preve
assist a family member (or person who is like family to the emplc
injured, or has other health-related needs, including preventive c
reasons resulting from, or to assist a family member (or person w

to the employee) who is the victim of, domestic violence, sexual a
stalking. Additional information on contractor requirements and
under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subje
Contract Act that were awarded on or between January 1, 2015 a
and that have not been renewed or extended on or after January 3
contract is subject to Executive Order 13658, the contractor mus
workers at least $13.65 per hour (or the applicable wage rate list
Additional information on contractor requirements and worker p
Executive Order 13658 is available at www.dol.gov/whd/govcont

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING I

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, o
$962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours p
week, or $882.27 per month*

*This rate is to be used only when compensating employees for p
covered contract also covered by EO 13706, Establishing Paid Sic
Contractors. A contractor may not receive credit toward its SCA
paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a co
successor; 2 weeks after 2 years; and 3 weeks after 10 years. Len
includes the whole span of continuous service with the present c
successor, wherever employed, and with the predecessor contrac
performance of similar work at the same Federal facility. (Reg. 29

HOLIDAYS: A minimum of eleven paid holidays per year: New Ye
Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, J
National Independence Day, Independence Day, Labor Day, Colum
Day, Thanksgiving Day, and Christmas Day. (A contractor may sub
the named holidays another day off with pay in accordance with a
to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN

1) COMPUTER EMPLOYEES: This wage determination does not
employed in a bona fide executive, administrative, or professional
defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because mo
Systems Analysts and Computer Programmers who are paid at le
at least $684 per week if paid on a salary or fee basis) likely quali
computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 21
determination may not include wage rates for all occupations wit
families. In such instances, a conformance will be necessary if th
employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industr
determinative of whether an employee is an exempt computer pr
exempt, computer employees who satisfy the compensation requ
a primary duty that consists of:

(1) The application of systems analysis techniques and procedu
consulting with users, to determine hardware, software or system
specifications;

(2) The design, development, documentation, analysis, creation
modification of computer systems or programs, including prototy
related to user or system design specifications;

(3) The design, documentation, testing, creation or modificatio
programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performan
requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation
above duties test qualifies as an exempt computer professional u
13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (F
Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage dete
apply to any exempt computer employee regardless of which of t
utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS -
work at night as part of a regular tour of duty, you will earn a nig

and receive an additional 10% of basic pay for any hours worked
If you are a full-time employed (40 hours a week) and Sunday is
regularly scheduled workweek, you are paid at your rate of basic
premium of 25% of your basic rate for each hour of Sunday work
(i.e. occasional work on Sunday outside the normal tour of duty i
overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in
represents a high degree of hazard when working with or in close
ordnance, explosives, and incendiary materials. This includes wo
screening, blending, dying, mixing, and pressing of sensitive ordna
and pyrotechnic compositions such as lead azide, black powder a
All dry-house activities involving propellants or explosives. Den
modification, renovation, demolition, and maintenance operation
ordnance, explosives and incendiary materials. All operations inv
and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a
represents a low degree of hazard when working with, or in close
ordnance, (or employees possibly adjacent to) explosives and inc
which involves potential injury such as laceration of hands, face,
employee engaged in the operation, irritation of the skin, minor b
minimal damage to immediate or adjacent work area or equipme
operations involving, unloading, storage, and hauling of ordnance,
incendiary ordnance material other than small arms ammunition
are only applicable to work that has been specifically designated
ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance o
(either by the terms of the Government contract, by the employe
local law, etc.), the cost of furnishing such uniforms and maintain
laundering or dry cleaning) such uniforms is an expense that may
employee where such cost reduces the hourly rate below that re
determination. The Department of Labor will accept payment in
following standards as compliance:

The contractor or subcontractor is required to furnish all employ
adequate number of uniforms without cost or to reimburse empl
cost of the uniforms. In addition, where uniform cleaning and ma
the responsibility of the employee, all contractors and subcontra
this wage determination shall (in the absence of a bona fide colle
agreement providing for a different amount, or the furnishing of c
affirmative proof as to the actual cost), reimburse all employees f
and maintenance at a rate of $3.35 per week (or $.67 cents per da
those instances where the uniforms furnished are made of """"wa
materials, may be routinely washed and dried with other persona
not require any special treatment such as dry cleaning, daily wash
laundering in order to meet the cleanliness or appearance standa
of the Government contract, by the contractor, by law, or by the n
there is no requirement that employees be reimbursed for unifor

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those describe
""""Service Contract Act Directory of Occupations""""", Fifth Edit
dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFIC
Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service emp
not listed herein and which is to be employed under the contract
be performed is not performed by any classification listed in the
determination), be classified by the contractor so as to provide a
relationship (i.e., appropriate level of skill comparison) between s
classifications and the classifications listed in the wage determin
4.6(b)(2)(i)). Such conforming procedures shall be initiated by th
prior to the performance of contract work by such unlisted class(
(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall mak
determination of conformed classification, wage rate, and/or frin
shall be paid to all employees performing in the classification fro
of work on which contract work is performed by them in the clas
to pay such unlisted employees the compensation agreed upon by

parties and/or fully determined by the Wage and Hour Division r
date such class of employees commenced contract work shall be
and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage
included in a contract, a separate SF-1444 should be prepared for
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
occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report
the proposed classification title(s), a Federal grade equivalency (I
proposed classification(s), job description(s), and rationale for pr
rate(s), including information regarding the agreement or disagre
authorized representative of the employees involved, or where th
representative, the employees themselves. This report should be
contracting officer no later than 30 days after such unlisted class
performs any contract work.

3) The contracting officer reviews the proposed action and prom
of the action, together with the agency's recommendations and p
information including the position of the contractor and the emp
Department of Labor, Wage and Hour Division, for review (See 29

4) Within 30 days of receipt, the Wage and Hour Division approve
disapproves the action via transmittal to the agency contracting
notifies the contracting officer that additional time will be requir
the request.

5) The contracting officer transmits the Wage and Hour Division'
contractor.

6) Each affected employee shall be furnished by the contractor w
of such determination or it shall be posted as a part of the wage d
29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SI

When preparing a conformance request, the """"Service Contract

Occupations"""" should be used to compare job definitions to ens
requested are not performed by a classification already listed in t
determination. Remember, it is not the job title, but the required
determine whether a class is included in an established wage dete
Conformances may not be used to artificially split, combine, or su
classifications listed in the wage determination (See 29 CFR 4.15

History

Jun 25, 2026
2015-6065 - Revision 4

May 13, 2026
2015-6065 - Revision 3

Dec 03, 2025
2015-6065 - Revision 2

Aug 05, 2025
2015-6065 - Revision 1

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