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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.: 2015-6141
Revision No.: 4
Date Of Last Revision: 6/25/2026

This wage determination applies to the following towns in the following counties in VERMONT:

ADDISON COUNTY: Addison, Bridport, Bristol, Cornwall, Goshen, Granville, Hancock, Leicester, Middlebury, New Haven, Orwell, Panton, Ripton, Salisbury, Shor

ORANGE COUNTY: Bradford, Braintree, Brookfield, Chelsea, Corinth, Fairlee, Randolph, Strafford, Thetford, Tunbridge, Vershire, West Fairlee

WASHINGTON COUNTY: Roxbury

State: Vermont

Area: Vermont Counties of Addison, Orange and Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.90
01012 - Accounting Clerk II		23.45
01013 - Accounting Clerk III		26.24
01020 - Administrative Assistant		33.64
01035 - Court Reporter		23.46
01041 - Customer Service Representative I		18.97
01042 - Customer Service Representative II		20.70
01043 - Customer Service Representative III		23.23
01051 - Data Entry Operator I		19.59
01052 - Data Entry Operator II		21.38
01060 - Dispatcher, Motor Vehicle		25.50
01070 - Document Preparation Clerk		20.03
01090 - Duplicating Machine Operator		20.03
01111 - General Clerk I		18.89
01112 - General Clerk II		20.62
01113 - General Clerk III		23.13
01120 - Housing Referral Assistant		26.16
01141 - Messenger Courier		15.23
01191 - Order Clerk I		21.60
01192 - Order Clerk II		23.57
01261 - Personnel Assistant (Employment) I		21.66
01262 - Personnel Assistant (Employment) II		24.23
01263 - Personnel Assistant (Employment) III		27.00
01270 - Production Control Clerk		27.50
01290 - Rental Clerk		23.02
01300 - Scheduler, Maintenance		20.97
01311 - Secretary I		20.97
01312 - Secretary II		23.46
01313 - Secretary III		26.16
01320 - Service Order Dispatcher		22.79
01410 - Supply Technician		33.64
01420 - Survey Worker		23.20
01460 - Switchboard Operator/Receptionist		18.85
01531 - Travel Clerk I		18.69
01532 - Travel Clerk II		20.97
01533 - Travel Clerk III		23.46
01611 - Word Processor I		18.69
01612 - Word Processor II		20.97
01613 - Word Processor III		23.46
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.03
05010 - Automotive Electrician		22.41
05040 - Automotive Glass Installer		21.36
05070 - Automotive Worker		21.36
05110 - Mobile Equipment Servicer		19.33
05130 - Motor Equipment Metal Mechanic		23.46
05160 - Motor Equipment Metal Worker		21.36
05190 - Motor Vehicle Mechanic		23.46
05220 - Motor Vehicle Mechanic Helper		18.20
05250 - Motor Vehicle Upholstery Worker		20.31
05280 - Motor Vehicle Wrecker		21.36
05310 - Painter, Automotive		22.41
05340 - Radiator Repair Specialist		21.36

05370 - Tire Repairer	19.33
05400 - Transmission Repair Specialist	23.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.86
07041 - Cook I	21.53
07042 - Cook II	24.05
07070 - Dishwasher	17.20
07130 - Food Service Worker	17.57
07210 - Meat Cutter	22.02
07260 - Waiter/Waitress	20.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.45
09040 - Furniture Handler	15.30
09080 - Furniture Refinisher	22.09
09090 - Furniture Refinisher Helper	17.64
09110 - Furniture Repairer, Minor	20.09
09130 - Upholsterer	21.81
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.11
11060 - Elevator Operator	20.62
11090 - Gardener	27.96
11122 - Housekeeping Aide	20.62
11150 - Janitor	20.62
11210 - Laborer, Grounds Maintenance	22.97
11240 - Maid or Houseman	18.25
11260 - Pruner	21.39
11270 - Tractor Operator	26.34
11330 - Trail Maintenance Worker	22.97
11360 - Window Cleaner	22.24
12000 - Health Occupations	
12010 - Ambulance Driver	23.62
12011 - Breath Alcohol Technician	30.44
12012 - Certified Occupational Therapist Assistant	41.77
12015 - Certified Physical Therapist Assistant	34.51
12020 - Dental Assistant	23.70
12025 - Dental Hygienist	46.86
12030 - EKG Technician	46.13
12035 - Electroneurodiagnostic Technologist	46.13
12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	27.21
12072 - Licensed Practical Nurse II	30.44
12073 - Licensed Practical Nurse III	33.95
12100 - Medical Assistant	22.71
12130 - Medical Laboratory Technician	38.47
12160 - Medical Record Clerk	21.37
12190 - Medical Record Technician	23.90
12195 - Medical Transcriptionist	27.21
12210 - Nuclear Medicine Technologist	66.91
12221 - Nursing Assistant I	15.84
12222 - Nursing Assistant II	17.82
12223 - Nursing Assistant III	19.45
12224 - Nursing Assistant IV	21.82
12235 - Optical Dispenser	30.44
12236 - Optical Technician	27.21
12250 - Pharmacy Technician	21.85
12280 - Phlebotomist	22.43
12305 - Radiologic Technologist	41.61
12311 - Registered Nurse I	29.90
12312 - Registered Nurse II	36.58
12313 - Registered Nurse II, Specialist	36.58
12314 - Registered Nurse III	44.25
12315 - Registered Nurse III, Anesthetist	44.25
12316 - Registered Nurse IV	53.04
12317 - Scheduler (Drug and Alcohol Testing)	37.71
12320 - Substance Abuse Treatment Counselor	29.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.19
13012 - Exhibits Specialist II	27.49
13013 - Exhibits Specialist III	33.62
13041 - Illustrator I	22.19
13042 - Illustrator II	27.49
13043 - Illustrator III	33.62
13047 - Librarian	30.44
13050 - Library Aide/Clerk	17.15
13054 - Library Information Technology Systems Administrator	27.49
13058 - Library Technician	21.51
13061 - Media Specialist I	19.83
13062 - Media Specialist II	22.19
13063 - Media Specialist III	24.74
13071 - Photographer I	19.83
13072 - Photographer II	22.19
13073 - Photographer III	27.49
13074 - Photographer IV	33.62
13075 - Photographer V	41.21
13090 - Technical Order Library Clerk	21.53
13110 - Video Teleconference Technician	20.12
14000 - Information Technology Occupations	
14041 - Computer Operator I	22.01
14042 - Computer Operator II	24.63
14043 - Computer Operator III	27.47
14044 - Computer Operator IV	30.51

14045 - Computer Operator V		33.79
14071 - Computer Programmer I	(see 1)	25.77
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		22.01
14160 - Personal Computer Support Technician		30.51
14170 - System Support Specialist		33.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.09
15020 - Aircrew Training Devices Instructor (Rated)		47.31
15030 - Air Crew Training Devices Instructor (Pilot)		56.70
15050 - Computer Based Training Specialist / Instructor		39.09
15060 - Educational Technologist		37.08
15070 - Flight Instructor (Pilot)		56.70
15080 - Graphic Artist		28.48
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		56.70
15086 - Maintenance Test Pilot, Rotary Wing		56.70
15088 - Non-Maintenance Test/Co-Pilot		56.70
15090 - Technical Instructor		28.73
15095 - Technical Instructor/Course Developer		35.15
15110 - Test Proctor		23.20
15120 - Tutor		23.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.32
16030 - Counter Attendant		18.32
16040 - Dry Cleaner		20.93
16070 - Finisher, Flatwork, Machine		18.32
16090 - Presser, Hand		18.32
16110 - Presser, Machine, Drycleaning		18.32
16130 - Presser, Machine, Shirts		18.32
16160 - Presser, Machine, Wearing Apparel, Laundry		18.32
16190 - Sewing Machine Operator		21.80
16220 - Tailor		22.67
16250 - Washer, Machine		19.19
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		32.23
19040 - Tool And Die Maker		37.31
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.75
21030 - Material Coordinator		27.50
21040 - Material Expediter		27.50
21050 - Material Handling Laborer		18.83
21071 - Order Filler		17.61
21080 - Production Line Worker (Food Processing)		22.75
21110 - Shipping Packer		23.30
21130 - Shipping/Receiving Clerk		23.30
21140 - Store Worker I		17.47
21150 - Stock Clerk		21.84
21210 - Tools And Parts Attendant		22.75
21410 - Warehouse Specialist		22.75
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.47
23019 - Aircraft Logs and Records Technician		25.78
23021 - Aircraft Mechanic I		29.40
23022 - Aircraft Mechanic II		30.47
23023 - Aircraft Mechanic III		31.53
23040 - Aircraft Mechanic Helper		22.72
23050 - Aircraft, Painter		28.19
23060 - Aircraft Servicer		25.78
23070 - Aircraft Survival Flight Equipment Technician		28.19
23080 - Aircraft Worker		27.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		29.40
23110 - Appliance Mechanic		27.08
23120 - Bicycle Repairer		24.36
23125 - Cable Splicer		51.72
23130 - Carpenter, Maintenance		29.78
23140 - Carpet Layer		27.10
23160 - Electrician, Maintenance		29.46
23181 - Electronics Technician Maintenance I		27.10
23182 - Electronics Technician Maintenance II		28.19
23183 - Electronics Technician Maintenance III		29.40
23260 - Fabric Worker		25.78
23290 - Fire Alarm System Mechanic		29.40
23310 - Fire Extinguisher Repairer		24.36
23311 - Fuel Distribution System Mechanic		29.40
23312 - Fuel Distribution System Operator		24.36
23370 - General Maintenance Worker		26.12
23380 - Ground Support Equipment Mechanic		29.40
23381 - Ground Support Equipment Servicer		25.78
23382 - Ground Support Equipment Worker		27.10
23391 - Gunsmith I		24.36
23392 - Gunsmith II		27.10

23393 - Gunsmith III		29.40
23410 - Heating, Ventilation And Air-Conditioning Mechanic		29.18
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.45
23430 - Heavy Equipment Mechanic		29.88
23440 - Heavy Equipment Operator		28.37
23460 - Instrument Mechanic		29.40
23465 - Laboratory/Shelter Mechanic		28.19
23470 - Laborer		18.83
23510 - Locksmith		28.19
23530 - Machinery Maintenance Mechanic		29.92
23550 - Machinist, Maintenance		27.64
23580 - Maintenance Trades Helper		21.95
23591 - Metrology Technician I		29.40
23592 - Metrology Technician II		30.47
23593 - Metrology Technician III		31.53
23640 - Millwright		29.40
23710 - Office Appliance Repairer		28.19
23760 - Painter, Maintenance		24.25
23790 - Pipefitter, Maintenance		30.68
23810 - Plumber, Maintenance		29.31
23820 - Pneudraulic Systems Mechanic		29.40
23850 - Rigger		29.40
23870 - Scale Mechanic		27.10
23890 - Sheet-Metal Worker, Maintenance		25.31
23910 - Small Engine Mechanic		22.00
23931 - Telecommunications Mechanic I		40.15
23932 - Telecommunications Mechanic II		41.90
23950 - Telephone Lineman		38.23
23960 - Welder, Combination, Maintenance		25.67
23965 - Well Driller		29.40
23970 - Woodcraft Worker		29.40
23980 - Woodworker		24.36
24000 - Personal Needs Occupations		
24550 - Case Manager		22.14
24570 - Child Care Attendant		18.54
24580 - Child Care Center Clerk		23.13
24610 - Chore Aide		20.34
24620 - Family Readiness And Support Services Coordinator		22.14
24630 - Homemaker		22.14
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		29.54
25040 - Sewage Plant Operator		29.84
25070 - Stationary Engineer		29.54
25190 - Ventilation Equipment Tender		22.46
25210 - Water Treatment Plant Operator		29.84
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.94
27007 - Baggage Inspector		20.67
27008 - Corrections Officer		27.17
27010 - Court Security Officer		24.52
27030 - Detection Dog Handler		23.13
27040 - Detention Officer		27.17
27070 - Firefighter		24.37
27101 - Guard I		20.67
27102 - Guard II		23.13
27131 - Police Officer I		29.83
27132 - Police Officer II		33.13
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		20.58
28042 - Carnival Equipment Repairer		22.12
28043 - Carnival Worker		16.74
28210 - Gate Attendant/Gate Tender		23.03
28310 - Lifeguard		17.40
28350 - Park Attendant (Aide)		25.77
28510 - Recreation Aide/Health Facility Attendant		18.81
28515 - Recreation Specialist		31.92
28630 - Sports Official		20.53
28690 - Swimming Pool Operator		24.75
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.10
29020 - Hatch Tender		30.10
29030 - Line Handler		30.10
29041 - Stevedore I		28.61
29042 - Stevedore II		31.57
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		23.72
30022 - Archeological Technician II		26.53
30023 - Archeological Technician III		32.87
30030 - Cartographic Technician		32.87
30040 - Civil Engineering Technician		33.28
30051 - Cryogenic Technician I		36.40
30052 - Cryogenic Technician II		40.21
30061 - Drafter/CAD Operator I		23.72

30062 - Drafter/CAD Operator II		26.53
30063 - Drafter/CAD Operator III		29.59
30064 - Drafter/CAD Operator IV		36.40
30081 - Engineering Technician I		19.83
30082 - Engineering Technician II		22.28
30083 - Engineering Technician III		24.92
30084 - Engineering Technician IV		30.88
30085 - Engineering Technician V		37.75
30086 - Engineering Technician VI		45.68
30090 - Environmental Technician		32.87
30095 - Evidence Control Specialist		32.87
30210 - Laboratory Technician		29.59
30221 - Latent Fingerprint Technician I		36.40
30222 - Latent Fingerprint Technician II		40.21
30240 - Mathematical Technician		32.87
30361 - Paralegal/Legal Assistant I		25.50
30362 - Paralegal/Legal Assistant II		31.59
30363 - Paralegal/Legal Assistant III		38.64
30364 - Paralegal/Legal Assistant IV		46.77
30375 - Petroleum Supply Specialist		40.21
30390 - Photo-Optics Technician		32.87
30395 - Radiation Control Technician		40.21
30461 - Technical Writer I		32.87
30462 - Technical Writer II		40.21
30463 - Technical Writer III		48.66
30491 - Unexploded Ordnance (UXO) Technician I		33.50
30492 - Unexploded Ordnance (UXO) Technician II		40.53
30493 - Unexploded Ordnance (UXO) Technician III		48.57
30494 - Unexploded (UXO) Safety Escort		33.50
30495 - Unexploded (UXO) Sweep Personnel		33.50
30501 - Weather Forecaster I		36.40
30502 - Weather Forecaster II		44.28
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.59
30621 - Weather Observer, Senior	(see 2)	32.87
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.53
31020 - Bus Aide		17.16
31030 - Bus Driver		22.01
31043 - Driver Courier		19.58
31260 - Parking and Lot Attendant		15.91
31290 - Shuttle Bus Driver		19.65
31310 - Taxi Driver		14.77
31361 - Truckdriver, Light		20.79
31362 - Truckdriver, Medium		21.85
31363 - Truckdriver, Heavy		28.41
31364 - Truckdriver, Tractor-Trailer		28.41
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.76
99030 - Cashier		17.09
99050 - Desk Clerk		19.22
99095 - Embalmer		33.50
99130 - Flight Follower		33.50
99251 - Laboratory Animal Caretaker I		17.64
99252 - Laboratory Animal Caretaker II		18.73
99260 - Marketing Analyst		36.98
99310 - Mortician		33.50
99410 - Pest Controller		25.97
99510 - Photofinishing Worker		17.60
99710 - Recycling Laborer		26.21
99711 - Recycling Specialist		29.92
99730 - Refuse Collector		24.30
99810 - Sales Clerk		18.02
99820 - School Crossing Guard		21.78
99830 - Survey Party Chief		24.33
99831 - Surveying Aide		16.11
99832 - Surveying Technician		22.11
99840 - Vending Machine Attendant		23.28
99841 - Vending Machine Repairer		27.32
99842 - Vending Machine Repairer Helper		23.28

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 higher) for all hours spent performing on the cor
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))."""