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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.: 2015-4139
Revision No.: 33
Date Of Last Revision: 5/13/2026

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

BENNINGTON COUNTY: Arlington, Bennington, Dorset, Glastenbury, Landgrove, Manchester, Peru, Pownal, Readsboro, Rupert, Sandgate, Searsburg, Shaftsbury, Sta

RUTLAND COUNTY: Benson, Brandon, Castleton, Chittenden, Clarendon, Danby, Fair Haven, Hubbardton, Ira, Mendon, Middletown Springs, Mount Holly, Mount Tabor

WINDHAM COUNTY: Athens, Brattleboro, Brookline, Dover, Dummerston, Grafton, Guilford, Halifax, Jamaica, Londonberry, Marlboro, Newfane, Putney, Rockingham,

WINDSOR COUNTY: Andover, Baltimore, Barnard, Behtel, Bridgewater, Cavendish, Chester, Hartford, Hartland, Ludlow, Norwich, Plymouth, Pomfret, Reading, Roch

State: Vermont

Area: Vermont Counties of Bennington, Rutland, Windham and Windsor

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.10
01013 - Accounting Clerk III		24.72
01020 - Administrative Assistant		31.66
01035 - Court Reporter		22.44
01041 - Customer Service Representative I		17.63
01042 - Customer Service Representative II		19.24
01043 - Customer Service Representative III		21.62
01051 - Data Entry Operator I		18.75
01052 - Data Entry Operator II		20.46
01060 - Dispatcher, Motor Vehicle		25.25
01070 - Document Preparation Clerk		18.45
01090 - Duplicating Machine Operator		18.45
01111 - General Clerk I		18.50
01112 - General Clerk II		20.19
01113 - General Clerk III		22.66
01120 - Housing Referral Assistant		25.01
01141 - Messenger Courier		14.56
01191 - Order Clerk I		19.70
01192 - Order Clerk II		21.49
01261 - Personnel Assistant (Employment) I		21.73
01262 - Personnel Assistant (Employment) II		24.31
01263 - Personnel Assistant (Employment) III		27.09
01270 - Production Control Clerk		25.40
01290 - Rental Clerk		21.89
01300 - Scheduler, Maintenance		20.06
01311 - Secretary I		20.06
01312 - Secretary II		22.44
01313 - Secretary III		25.01
01320 - Service Order Dispatcher		22.57
01410 - Supply Technician		31.66
01420 - Survey Worker		23.10
01460 - Switchboard Operator/Receptionist		17.75
01531 - Travel Clerk I		17.87
01532 - Travel Clerk II		20.06
01533 - Travel Clerk III		22.44
01611 - Word Processor I		17.87
01612 - Word Processor II		20.06
01613 - Word Processor III		22.44
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.21
05010 - Automotive Electrician		23.87
05040 - Automotive Glass Installer		22.94
05070 - Automotive Worker		22.94
05110 - Mobile Equipment Servicer		20.49
05130 - Motor Equipment Metal Mechanic		24.93
05160 - Motor Equipment Metal Worker		22.94
05190 - Motor Vehicle Mechanic		24.93
05220 - Motor Vehicle Mechanic Helper		19.07
05250 - Motor Vehicle Upholstery Worker		21.70
05280 - Motor Vehicle Wrecker		22.94

05310 - Painter, Automotive	23.87
05340 - Radiator Repair Specialist	22.94
05370 - Tire Repairer	20.49
05400 - Transmission Repair Specialist	24.93
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.59
07041 - Cook I	18.32
07042 - Cook II	20.31
07070 - Dishwasher	16.50
07130 - Food Service Worker	17.53
07210 - Meat Cutter	20.02
07260 - Waiter/Waitress	18.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.57
09040 - Furniture Handler	15.11
09080 - Furniture Refinisher	21.57
09090 - Furniture Refinisher Helper	17.46
09110 - Furniture Repairer, Minor	19.78
09130 - Upholsterer	21.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.17
11060 - Elevator Operator	18.53
11090 - Gardener	25.88
11122 - Housekeeping Aide	18.53
11150 - Janitor	18.53
11210 - Laborer, Grounds Maintenance	20.88
11240 - Maid or Houseman	17.88
11260 - Pruner	19.59
11270 - Tractor Operator	24.08
11330 - Trail Maintenance Worker	20.88
11360 - Window Cleaner	19.93
12000 - Health Occupations	
12010 - Ambulance Driver	23.62
12011 - Breath Alcohol Technician	27.72
12012 - Certified Occupational Therapist Assistant	38.02
12015 - Certified Physical Therapist Assistant	32.67
12020 - Dental Assistant	24.48
12025 - Dental Hygienist	46.49
12030 - EKG Technician	41.99
12035 - Electroneurodiagnostic Technologist	41.99
12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	24.78
12072 - Licensed Practical Nurse II	27.72
12073 - Licensed Practical Nurse III	30.89
12100 - Medical Assistant	22.08
12130 - Medical Laboratory Technician	38.47
12160 - Medical Record Clerk	21.62
12190 - Medical Record Technician	24.18
12195 - Medical Transcriptionist	24.78
12210 - Nuclear Medicine Technologist	60.91
12221 - Nursing Assistant I	15.37
12222 - Nursing Assistant II	17.28
12223 - Nursing Assistant III	18.85
12224 - Nursing Assistant IV	21.15
12235 - Optical Dispenser	27.72
12236 - Optical Technician	24.78
12250 - Pharmacy Technician	19.86
12280 - Phlebotomist	20.39
12305 - Radiologic Technologist	37.44
12311 - Registered Nurse I	28.26
12312 - Registered Nurse II	34.56
12313 - Registered Nurse II, Specialist	34.56
12314 - Registered Nurse III	41.81
12315 - Registered Nurse III, Anesthetist	41.81
12316 - Registered Nurse IV	50.13
12317 - Scheduler (Drug and Alcohol Testing)	34.33
12320 - Substance Abuse Treatment Counselor	27.70
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.18
13012 - Exhibits Specialist II	25.00
13013 - Exhibits Specialist III	30.58
13041 - Illustrator I	20.19
13042 - Illustrator II	25.00
13043 - Illustrator III	30.58
13047 - Librarian	27.69
13050 - Library Aide/Clerk	17.15
13054 - Library Information Technology Systems Administrator	25.00
13058 - Library Technician	19.41
13061 - Media Specialist I	18.04
13062 - Media Specialist II	20.18
13063 - Media Specialist III	22.49
13071 - Photographer I	18.04
13072 - Photographer II	20.18
13073 - Photographer III	25.14
13074 - Photographer IV	30.58
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	20.52
14042 - Computer Operator II	22.95

14043 - Computer Operator III		25.59
14044 - Computer Operator IV		28.44
14045 - Computer Operator V		31.54
14071 - Computer Programmer I	(see 1)	22.88
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		20.52
14160 - Personal Computer Support Technician		28.53
14170 - System Support Specialist		31.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.28
15020 - Aircrew Training Devices Instructor (Rated)		42.68
15030 - Air Crew Training Devices Instructor (Pilot)		51.16
15050 - Computer Based Training Specialist / Instructor		35.28
15060 - Educational Technologist		36.84
15070 - Flight Instructor (Pilot)		51.74
15080 - Graphic Artist		28.24
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.16
15086 - Maintenance Test Pilot, Rotary Wing		51.16
15088 - Non-Maintenance Test/Co-Pilot		51.16
15090 - Technical Instructor		26.79
15095 - Technical Instructor/Course Developer		32.76
15110 - Test Proctor		21.63
15120 - Tutor		21.63
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)		32.23
19040 - Tool And Die Maker		37.31
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.20
21030 - Material Coordinator		25.40
21040 - Material Expediter		25.40
21050 - Material Handling Laborer		18.43
21071 - Order Filler		17.48
21080 - Production Line Worker (Food Processing)		21.20
21110 - Shipping Packer		22.58
21130 - Shipping/Receiving Clerk		22.58
21140 - Store Worker I		17.24
21150 - Stock Clerk		21.25
21210 - Tools And Parts Attendant		21.20
21410 - Warehouse Specialist		21.20
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.05
23019 - Aircraft Logs and Records Technician		25.25
23021 - Aircraft Mechanic I		28.99
23022 - Aircraft Mechanic II		30.05
23023 - Aircraft Mechanic III		31.10
23040 - Aircraft Mechanic Helper		22.18
23050 - Aircraft, Painter		27.77
23060 - Aircraft Servicer		25.25
23070 - Aircraft Survival Flight Equipment Technician		27.77
23080 - Aircraft Worker		26.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		26.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		28.99
23110 - Appliance Mechanic		27.05
23120 - Bicycle Repairer		23.84
23125 - Cable Splicer		50.22
23130 - Carpenter, Maintenance		28.45
23140 - Carpet Layer		26.67
23160 - Electrician, Maintenance		28.47
23181 - Electronics Technician Maintenance I		26.67
23182 - Electronics Technician Maintenance II		27.85
23183 - Electronics Technician Maintenance III		28.99
23260 - Fabric Worker		25.25
23290 - Fire Alarm System Mechanic		28.99
23310 - Fire Extinguisher Repairer		23.84
23311 - Fuel Distribution System Mechanic		28.99
23312 - Fuel Distribution System Operator		23.84
23370 - General Maintenance Worker		25.12
23380 - Ground Support Equipment Mechanic		28.99
23381 - Ground Support Equipment Servicer		25.25
23382 - Ground Support Equipment Worker		26.67

23391 - Gunsmith I		23.84
23392 - Gunsmith II		26.67
23393 - Gunsmith III		28.99
23410 - Heating, Ventilation And Air-Conditioning Mechanic		28.37
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		29.40
23430 - Heavy Equipment Mechanic		28.00
23440 - Heavy Equipment Operator		26.49
23460 - Instrument Mechanic		28.99
23465 - Laboratory/Shelter Mechanic		27.77
23470 - Laborer		18.43
23510 - Locksmith		27.77
23530 - Machinery Maintenance Mechanic		30.22
23550 - Machinist, Maintenance		26.43
23580 - Maintenance Trades Helper		19.95
23591 - Metrology Technician I		28.99
23592 - Metrology Technician II		30.05
23593 - Metrology Technician III		31.10
23640 - Millwright		28.99
23710 - Office Appliance Repairer		27.19
23760 - Painter, Maintenance		24.03
23790 - Pipefitter, Maintenance		28.13
23810 - Plumber, Maintenance		26.94
23820 - Pneudraulic Systems Mechanic		28.99
23850 - Rigger		28.99
23870 - Scale Mechanic		26.67
23890 - Sheet-Metal Worker, Maintenance		24.66
23910 - Small Engine Mechanic		19.66
23931 - Telecommunications Mechanic I		37.72
23932 - Telecommunications Mechanic II		39.09
23950 - Telephone Lineman		38.23
23960 - Welder, Combination, Maintenance		25.67
23965 - Well Driller		29.40
23970 - Woodcraft Worker		28.99
23980 - Woodworker		23.84
24000 - Personal Needs Occupations		
24550 - Case Manager		20.67
24570 - Child Care Attendant		18.19
24580 - Child Care Center Clerk		22.68
24610 - Chore Aide		18.49
24620 - Family Readiness And Support Services Coordinator		20.67
24630 - Homemaker		20.67
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		27.97
25040 - Sewage Plant Operator		26.84
25070 - Stationary Engineer		27.97
25190 - Ventilation Equipment Tender		21.72
25210 - Water Treatment Plant Operator		26.84
27000 - Protective Service Occupations		
27004 - Alarm Monitor		27.36
27007 - Baggage Inspector		18.95
27008 - Corrections Officer		24.70
27010 - Court Security Officer		24.52
27030 - Detection Dog Handler		21.19
27040 - Detention Officer		24.70
27070 - Firefighter		24.37
27101 - Guard I		18.95
27102 - Guard II		21.19
27131 - Police Officer I		27.70
27132 - Police Officer II		30.78
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		21.43
28310 - Lifeguard		17.51
28350 - Park Attendant (Aide)		23.97
28510 - Recreation Aide/Health Facility Attendant		17.49
28515 - Recreation Specialist		29.69
28630 - Sports Official		19.09
28690 - Swimming Pool Operator		24.75
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.34
29020 - Hatch Tender		29.34
29030 - Line Handler		29.34
29041 - Stevedore I		27.78
29042 - Stevedore II		30.55
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	52.11
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	35.93
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	39.57
30021 - Archeological Technician I		22.66
30022 - Archeological Technician II		26.08
30023 - Archeological Technician III		30.42
30030 - Cartographic Technician		32.07
30040 - Civil Engineering Technician		30.25
30051 - Cryogenic Technician I		33.68

30052 - Cryogenic Technician II		37.21
30061 - Drafter/CAD Operator I		22.66
30062 - Drafter/CAD Operator II		26.08
30063 - Drafter/CAD Operator III		29.06
30064 - Drafter/CAD Operator IV		33.68
30081 - Engineering Technician I		19.45
30082 - Engineering Technician II		21.83
30083 - Engineering Technician III		24.42
30084 - Engineering Technician IV		30.25
30085 - Engineering Technician V		36.99
30086 - Engineering Technician VI		44.75
30090 - Environmental Technician		30.42
30095 - Evidence Control Specialist		30.42
30210 - Laboratory Technician		27.37
30221 - Latent Fingerprint Technician I		33.68
30222 - Latent Fingerprint Technician II		37.21
30240 - Mathematical Technician		30.53
30361 - Paralegal/Legal Assistant I		23.61
30362 - Paralegal/Legal Assistant II		29.24
30363 - Paralegal/Legal Assistant III		35.77
30364 - Paralegal/Legal Assistant IV		43.27
30375 - Petroleum Supply Specialist		37.21
30390 - Photo-Optics Technician		32.30
30395 - Radiation Control Technician		37.21
30461 - Technical Writer I		30.42
30462 - Technical Writer II		37.21
30463 - Technical Writer III		45.01
30491 - Unexploded Ordnance (UXO) Technician I		33.12
30492 - Unexploded Ordnance (UXO) Technician II		40.06
30493 - Unexploded Ordnance (UXO) Technician III		48.03
30494 - Unexploded (UXO) Safety Escort		33.12
30495 - Unexploded (UXO) Sweep Personnel		33.12
30501 - Weather Forecaster I		33.68
30502 - Weather Forecaster II		40.98
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.06
30621 - Weather Observer, Senior	(see 2)	32.10
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.06
31020 - Bus Aide		17.53
31030 - Bus Driver		22.95
31043 - Driver Courier		19.05
31260 - Parking and Lot Attendant		15.64
31290 - Shuttle Bus Driver		17.61
31310 - Taxi Driver		14.77
31361 - Truckdriver, Light		20.47
31362 - Truckdriver, Medium		21.68
31363 - Truckdriver, Heavy		25.83
31364 - Truckdriver, Tractor-Trailer		25.83
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.53
99030 - Cashier		15.97
99050 - Desk Clerk		17.47
99095 - Embalmer		33.16
99130 - Flight Follower		33.12
99251 - Laboratory Animal Caretaker I		17.47
99252 - Laboratory Animal Caretaker II		18.72
99260 - Marketing Analyst		33.99
99310 - Mortician		33.16
99410 - Pest Controller		25.81
99510 - Photofinishing Worker		17.40
99710 - Recycling Laborer		25.09
99711 - Recycling Specialist		28.99
99730 - Refuse Collector		23.33
99810 - Sales Clerk		17.69
99820 - School Crossing Guard		21.78
99830 - Survey Party Chief		24.09
99831 - Surveying Aide		15.95
99832 - Surveying Technician		21.89
99840 - Vending Machine Attendant		22.78
99841 - Vending Machine Repairer		27.06
99842 - Vending Machine Repairer Helper		22.78

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))."""