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

Daniel W. Simms
Director

Division of
Wage Determinations

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

Wage Determination No.: 2015-4165
Revision No.: 32
Date Of Last Revision: 5/13/2026

State: New York

Area: New York Counties of Herkimer and Oneida

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.15
01012 - Accounting Clerk II		20.37
01013 - Accounting Clerk III		22.79
01020 - Administrative Assistant		31.85
01035 - Court Reporter		21.35
01041 - Customer Service Representative I		17.23
01042 - Customer Service Representative II		18.80
01043 - Customer Service Representative III		21.10
01051 - Data Entry Operator I		17.19
01052 - Data Entry Operator II		18.76
01060 - Dispatcher, Motor Vehicle		23.33
01070 - Document Preparation Clerk		17.00
01090 - Duplicating Machine Operator		17.00
01111 - General Clerk I		16.33
01112 - General Clerk II		17.82
01113 - General Clerk III		20.00
01120 - Housing Referral Assistant		23.79
01141 - Messenger Courier		16.53

01191 - Order Clerk I	18.01
01192 - Order Clerk II	19.64
01261 - Personnel Assistant (Employment) I	18.71
01262 - Personnel Assistant (Employment) II	20.93
01263 - Personnel Assistant (Employment) III	23.33
01270 - Production Control Clerk	24.07
01290 - Rental Clerk	18.51
01300 - Scheduler, Maintenance	19.09
01311 - Secretary I	19.09
01312 - Secretary II	21.35
01313 - Secretary III	23.79
01320 - Service Order Dispatcher	20.86
01410 - Supply Technician	31.85
01420 - Survey Worker	20.42
01460 - Switchboard Operator/Receptionist	17.41
01531 - Travel Clerk I	17.00
01532 - Travel Clerk II	18.36
01533 - Travel Clerk III	19.70
01611 - Word Processor I	15.73
01612 - Word Processor II	17.66
01613 - Word Processor III	19.75
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.28
05010 - Automotive Electrician	21.49
05040 - Automotive Glass Installer	20.42
05070 - Automotive Worker	20.42
05110 - Mobile Equipment Servicer	18.19
05130 - Motor Equipment Metal Mechanic	22.48
05160 - Motor Equipment Metal Worker	20.42
05190 - Motor Vehicle Mechanic	22.48
05220 - Motor Vehicle Mechanic Helper	16.92
05250 - Motor Vehicle Upholstery Worker	19.22
05280 - Motor Vehicle Wrecker	20.42
05310 - Painter, Automotive	21.49
05340 - Radiator Repair Specialist	20.42
05370 - Tire Repairer	18.19
05400 - Transmission Repair Specialist	22.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.74
07041 - Cook I	18.10
07042 - Cook II	20.32
07070 - Dishwasher	15.71
07130 - Food Service Worker	16.09
07210 - Meat Cutter	23.35
07260 - Waiter/Waitress	19.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.96
09040 - Furniture Handler	14.95
09080 - Furniture Refinisher	21.96
09090 - Furniture Refinisher Helper	17.35
09110 - Furniture Repairer, Minor	19.62
09130 - Upholsterer	22.10

11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.63
11060 - Elevator Operator	16.97
11090 - Gardener	22.96
11122 - Housekeeping Aide	16.97
11150 - Janitor	16.97
11210 - Laborer, Grounds Maintenance	18.15
11240 - Maid or Houseman	16.61
11260 - Pruner	17.78
11270 - Tractor Operator	21.35
11330 - Trail Maintenance Worker	18.15
11360 - Window Cleaner	18.67
12000 - Health Occupations	
12010 - Ambulance Driver	18.83
12011 - Breath Alcohol Technician	24.84
12012 - Certified Occupational Therapist Assistant	28.40
12015 - Certified Physical Therapist Assistant	27.10
12020 - Dental Assistant	22.14
12025 - Dental Hygienist	43.22
12030 - EKG Technician	37.62
12035 - Electroneurodiagnostic Technologist	37.62
12040 - Emergency Medical Technician	18.83
12071 - Licensed Practical Nurse I	22.20
12072 - Licensed Practical Nurse II	24.84
12073 - Licensed Practical Nurse III	27.68
12100 - Medical Assistant	19.99
12130 - Medical Laboratory Technician	33.14
12160 - Medical Record Clerk	20.60
12190 - Medical Record Technician	23.04
12195 - Medical Transcriptionist	21.19
12210 - Nuclear Medicine Technologist	54.58
12221 - Nursing Assistant I	13.54
12222 - Nursing Assistant II	15.23
12223 - Nursing Assistant III	16.62
12224 - Nursing Assistant IV	18.66
12235 - Optical Dispenser	30.05
12236 - Optical Technician	22.20
12250 - Pharmacy Technician	17.50
12280 - Phlebotomist	22.12
12305 - Radiologic Technologist	37.65
12311 - Registered Nurse I	27.95
12312 - Registered Nurse II	34.18
12313 - Registered Nurse II, Specialist	34.18
12314 - Registered Nurse III	41.36
12315 - Registered Nurse III, Anesthetist	41.36
12316 - Registered Nurse IV	49.59
12317 - Scheduler (Drug and Alcohol Testing)	30.76
12320 - Substance Abuse Treatment Counselor	27.40
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.97
13012 - Exhibits Specialist II	27.23
13013 - Exhibits Specialist III	33.30
13041 - Illustrator I	21.97
13042 - Illustrator II	27.23

13043 - Illustrator III		33.30
13047 - Librarian		30.15
13050 - Library Aide/Clerk		15.77
13054 - Library Information Technology Systems Administrator		27.23
13058 - Library Technician		17.76
13061 - Media Specialist I		19.64
13062 - Media Specialist II		21.97
13063 - Media Specialist III		24.50
13071 - Photographer I		19.64
13072 - Photographer II		21.97
13073 - Photographer III		27.23
13074 - Photographer IV		33.30
13075 - Photographer V		40.29
13090 - Technical Order Library Clerk		19.80
13110 - Video Teleconference Technician		22.83
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.37
14042 - Computer Operator II		20.54
14043 - Computer Operator III		22.90
14044 - Computer Operator IV		25.46
14045 - Computer Operator V		28.19
14071 - Computer Programmer I	(see 1)	21.46
14072 - Computer Programmer II	(see 1)	26.60
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		18.37
14160 - Personal Computer Support Technician		25.46
14170 - System Support Specialist		28.19
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.65
15020 - Aircrew Training Devices Instructor (Rated)		40.70
15030 - Air Crew Training Devices Instructor (Pilot)		48.79
15050 - Computer Based Training Specialist / Instructor		33.65
15060 - Educational Technologist		36.26
15070 - Flight Instructor (Pilot)		48.79
15080 - Graphic Artist		24.99
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.79
15086 - Maintenance Test Pilot, Rotary Wing		48.79
15088 - Non-Maintenance Test/Co-Pilot		48.79
15090 - Technical Instructor		24.66
15095 - Technical Instructor/Course Developer		30.16
15110 - Test Proctor		19.90
15120 - Tutor		19.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.23
16030 - Counter Attendant		17.23

16040 - Dry Cleaner 19.69
16070 - Finisher, Flatwork, Machine 17.23
16090 - Presser, Hand 17.23
16110 - Presser, Machine, Drycleaning 17.23
16130 - Presser, Machine, Shirts 17.23
16160 - Presser, Machine, Wearing Apparel, Laundry 17.23
16190 - Sewing Machine Operator 20.51
16220 - Tailor 21.33
16250 - Washer, Machine 18.05

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.65
19040 - Tool And Die Maker 28.68

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 24.87
21030 - Material Coordinator 24.07
21040 - Material Expediter 24.07
21050 - Material Handling Laborer 18.45
21071 - Order Filler 18.57
21080 - Production Line Worker (Food Processing) 24.87
21110 - Shipping Packer 20.34
21130 - Shipping/Receiving Clerk 20.34
21140 - Store Worker I 16.88
21150 - Stock Clerk 22.42
21210 - Tools And Parts Attendant 24.87
21410 - Warehouse Specialist 24.87

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.35
23019 - Aircraft Logs and Records Technician 27.42
23021 - Aircraft Mechanic I 32.10
23022 - Aircraft Mechanic II 33.35
23023 - Aircraft Mechanic III 34.51
23040 - Aircraft Mechanic Helper 24.14
23050 - Aircraft, Painter 30.66
23060 - Aircraft Servicer 27.42
23070 - Aircraft Survival Flight Equipment
Technician 30.66
23080 - Aircraft Worker 29.14
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 29.14
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 32.10
23110 - Appliance Mechanic 30.66
23120 - Bicycle Repairer 25.96
23125 - Cable Splicer 52.49
23130 - Carpenter, Maintenance 28.67
23140 - Carpet Layer 29.14
23160 - Electrician, Maintenance 29.64
23181 - Electronics Technician Maintenance I 29.14
23182 - Electronics Technician Maintenance II 30.66
23183 - Electronics Technician Maintenance III 32.10
23260 - Fabric Worker 27.42
23290 - Fire Alarm System Mechanic 27.89
23310 - Fire Extinguisher Repairer 25.96

23311 - Fuel Distribution System Mechanic	42.71
23312 - Fuel Distribution System Operator	34.57
23370 - General Maintenance Worker	23.16
23380 - Ground Support Equipment Mechanic	32.10
23381 - Ground Support Equipment Servicer	27.42
23382 - Ground Support Equipment Worker	29.14
23391 - Gunsmith I	25.96
23392 - Gunsmith II	29.14
23393 - Gunsmith III	32.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.12
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.22
23430 - Heavy Equipment Mechanic	28.44
23440 - Heavy Equipment Operator	29.33
23460 - Instrument Mechanic	32.10
23465 - Laboratory/Shelter Mechanic	30.66
23470 - Laborer	18.45
23510 - Locksmith	30.66
23530 - Machinery Maintenance Mechanic	30.01
23550 - Machinist, Maintenance	23.54
23580 - Maintenance Trades Helper	17.83
23591 - Metrology Technician I	32.10
23592 - Metrology Technician II	33.35
23593 - Metrology Technician III	34.51
23640 - Millwright	32.10
23710 - Office Appliance Repairer	25.80
23760 - Painter, Maintenance	23.31
23790 - Pipefitter, Maintenance	31.39
23810 - Plumber, Maintenance	30.01
23820 - Pneudraulic Systems Mechanic	32.10
23850 - Rigger	32.10
23870 - Scale Mechanic	29.14
23890 - Sheet-Metal Worker, Maintenance	28.29
23910 - Small Engine Mechanic	22.79
23931 - Telecommunications Mechanic I	32.95
23932 - Telecommunications Mechanic II	34.20
23950 - Telephone Lineman	39.91
23960 - Welder, Combination, Maintenance	24.11
23965 - Well Driller	32.10
23970 - Woodcraft Worker	32.10
23980 - Woodworker	25.96
24000 - Personal Needs Occupations	
24550 - Case Manager	20.03
24570 - Child Care Attendant	16.45
24580 - Child Care Center Clerk	20.51
24610 - Chore Aide	17.47
24620 - Family Readiness And Support Services Coordinator	20.03
24630 - Homemaker	20.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.10
25040 - Sewage Plant Operator	24.66
25070 - Stationary Engineer	31.10

25190 - Ventilation Equipment Tender		23.39
25210 - Water Treatment Plant Operator		24.66
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.82
27007 - Baggage Inspector		19.25
27008 - Corrections Officer		33.03
27010 - Court Security Officer		34.11
27030 - Detection Dog Handler		21.53
27040 - Detention Officer		33.03
27070 - Firefighter		35.18
27101 - Guard I		19.25
27102 - Guard II		21.53
27131 - Police Officer I		31.53
27132 - Police Officer II		35.05
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.41
28042 - Carnival Equipment Repairer		20.87
28043 - Carnival Worker		15.00
28210 - Gate Attendant/Gate Tender		20.03
28310 - Lifeguard		17.02
28350 - Park Attendant (Aide)		22.40
28510 - Recreation Aide/Health Facility Attendant		16.35
28515 - Recreation Specialist		27.75
28630 - Sports Official		17.84
28690 - Swimming Pool Operator		23.43
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.72
29020 - Hatch Tender		28.72
29030 - Line Handler		28.72
29041 - Stevedore I		27.03
29042 - Stevedore II		30.23
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		20.64
30022 - Archeological Technician II		23.08
30023 - Archeological Technician III		28.59
30030 - Cartographic Technician		28.59
30040 - Civil Engineering Technician		28.48
30051 - Cryogenic Technician I		31.67
30052 - Cryogenic Technician II		34.97
30061 - Drafter/CAD Operator I		20.64
30062 - Drafter/CAD Operator II		23.08
30063 - Drafter/CAD Operator III		25.72
30064 - Drafter/CAD Operator IV		31.67
30081 - Engineering Technician I		18.29
30082 - Engineering Technician II		20.55
30083 - Engineering Technician III		22.98

30084 - Engineering Technician IV		28.48
30085 - Engineering Technician V		34.83
30086 - Engineering Technician VI		42.13
30090 - Environmental Technician		28.59
30095 - Evidence Control Specialist		28.59
30210 - Laboratory Technician		25.72
30221 - Latent Fingerprint Technician I		31.67
30222 - Latent Fingerprint Technician II		34.97
30240 - Mathematical Technician		28.59
30361 - Paralegal/Legal Assistant I		22.26
30362 - Paralegal/Legal Assistant II		27.59
30363 - Paralegal/Legal Assistant III		33.74
30364 - Paralegal/Legal Assistant IV		40.81
30375 - Petroleum Supply Specialist		34.97
30390 - Photo-Optics Technician		28.59
30395 - Radiation Control Technician		34.97
30461 - Technical Writer I		28.59
30462 - Technical Writer II		34.97
30463 - Technical Writer III		42.30
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		31.67
30502 - Weather Forecaster II		38.52
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.72
30621 - Weather Observer, Senior	(see 2)	28.59
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		14.96
31030 - Bus Driver		19.98
31043 - Driver Courier		17.59
31260 - Parking and Lot Attendant		14.78
31290 - Shuttle Bus Driver		17.28
31310 - Taxi Driver		13.84
31361 - Truckdriver, Light		18.92
31362 - Truckdriver, Medium		19.98
31363 - Truckdriver, Heavy		25.04
31364 - Truckdriver, Tractor-Trailer		25.04
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		15.00
99050 - Desk Clerk		17.27
99095 - Embalmer		30.02
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.43
99252 - Laboratory Animal Caretaker II		18.74
99260 - Marketing Analyst		30.87
99310 - Mortician		30.02
99410 - Pest Controller		27.59
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		20.82

99711 - Recycling Specialist	24.48
99730 - Refuse Collector	18.92
99810 - Sales Clerk	16.33
99820 - School Crossing Guard	16.47
99830 - Survey Party Chief	23.09
99831 - Surveying Aide	14.52
99832 - Surveying Technician	19.87
99840 - Vending Machine Attendant	24.29
99841 - Vending Machine Repairer	29.32
99842 - Vending Machine Repairer Helper	24.29

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 determ 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 8 years, 4 weeks after 15 years, and 5 weeks 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 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))."""