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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.: 2015-4111 Revision No.: 34 Date Of Last Revision: 5/13/2026

This wage determination applies to the following cities and towns in
SOUTHEASTERN CONNECTICUT COUNTY, CONNECTICUT: Bozrah, East Lyme, Franklin, Griswold, Groton, Ledyard, Lisbon, Montville, New London, North Stonington, Norw

State: Connecticut

Area: Connecticut Counties of New London

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.88
01012 - Accounting Clerk II		23.43
01013 - Accounting Clerk III		26.20
01020 - Administrative Assistant		33.20
01035 - Court Reporter		23.23
01041 - Customer Service Representative I		16.86
01042 - Customer Service Representative II		18.40
01043 - Customer Service Representative III		20.65
01051 - Data Entry Operator I		19.56
01052 - Data Entry Operator II		21.34
01060 - Dispatcher, Motor Vehicle		20.76
01070 - Document Preparation Clerk		18.50
01090 - Duplicating Machine Operator		18.50
01111 - General Clerk I		18.48
01112 - General Clerk II		20.16
01113 - General Clerk III		22.63
01120 - Housing Referral Assistant		25.89
01141 - Messenger Courier		18.06
01191 - Order Clerk I		17.64
01192 - Order Clerk II		19.25
01261 - Personnel Assistant (Employment) I		21.13
01262 - Personnel Assistant (Employment) II		23.64
01263 - Personnel Assistant (Employment) III		26.35
01270 - Production Control Clerk		31.97
01290 - Rental Clerk		18.32
01300 - Scheduler, Maintenance		20.77
01311 - Secretary I		20.77
01312 - Secretary II		23.23
01313 - Secretary III		25.89
01320 - Service Order Dispatcher		18.56
01410 - Supply Technician		33.20
01420 - Survey Worker		25.92
01460 - Switchboard Operator/Receptionist		17.95
01531 - Travel Clerk I		16.78
01532 - Travel Clerk II		18.17
01533 - Travel Clerk III		19.06
01611 - Word Processor I		18.50
01612 - Word Processor II		20.77
01613 - Word Processor III		23.23
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.54
05010 - Automotive Electrician		23.37
05040 - Automotive Glass Installer		22.55
05070 - Automotive Worker		22.55
05110 - Mobile Equipment Servicer		20.80
05130 - Motor Equipment Metal Mechanic		24.16
05160 - Motor Equipment Metal Worker		22.55
05190 - Motor Vehicle Mechanic		24.16
05220 - Motor Vehicle Mechanic Helper		19.77
05250 - Motor Vehicle Upholstery Worker		21.77
05280 - Motor Vehicle Wrecker		22.55
05310 - Painter, Automotive		23.37
05340 - Radiator Repair Specialist		22.55
05370 - Tire Repairer		20.80
05400 - Transmission Repair Specialist		24.16
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.18

07041 - Cook I 19.19
07042 - Cook II 20.81
07070 - Dishwasher 16.30
07130 - Food Service Worker 16.71
07210 - Meat Cutter 23.23
07260 - Waiter/Waitress 17.45

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 28.95
09040 - Furniture Handler 21.82
09080 - Furniture Refinisher 28.95
09090 - Furniture Refinisher Helper 24.78
09110 - Furniture Repairer, Minor 26.88
09130 - Upholsterer 29.35

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 16.85
11060 - Elevator Operator 16.74
11090 - Gardener 22.57
11122 - Housekeeping Aide 16.74
11150 - Janitor 16.74
11210 - Laborer, Grounds Maintenance 19.00
11240 - Maid or Houseman 16.93
11260 - Pruner 17.83
11270 - Tractor Operator 21.52
11330 - Trail Maintenance Worker 19.00
11360 - Window Cleaner 18.01

12000 - Health Occupations
12010 - Ambulance Driver 22.57
12011 - Breath Alcohol Technician 29.62
12012 - Certified Occupational Therapist Assistant 33.99
12015 - Certified Physical Therapist Assistant 35.04
12020 - Dental Assistant 23.65
12025 - Dental Hygienist 45.65
12030 - EKG Technician 41.53
12035 - Electroneurodiagnostic Technologist 41.53
12040 - Emergency Medical Technician 22.57
12071 - Licensed Practical Nurse I 26.48
12072 - Licensed Practical Nurse II 29.62
12073 - Licensed Practical Nurse III 33.01
12100 - Medical Assistant 21.94
12130 - Medical Laboratory Technician 40.53
12160 - Medical Record Clerk 25.15
12190 - Medical Record Technician 28.69
12195 - Medical Transcriptionist 26.48
12210 - Nuclear Medicine Technologist 65.09
12221 - Nursing Assistant I 16.37
12222 - Nursing Assistant II 18.43
12223 - Nursing Assistant III 20.11
12224 - Nursing Assistant IV 22.56
12235 - Optical Dispenser 33.41
12236 - Optical Technician 26.48
12250 - Pharmacy Technician 21.51
12280 - Phlebotomist 22.42
12305 - Radiologic Technologist 41.40
12311 - Registered Nurse I 27.59
12312 - Registered Nurse II 33.75
12313 - Registered Nurse II, Specialist 33.75
12314 - Registered Nurse III 40.83
12315 - Registered Nurse III, Anesthetist 40.83
12316 - Registered Nurse IV 48.94
12317 - Scheduler (Drug and Alcohol Testing) 36.69
12320 - Substance Abuse Treatment Counselor 30.03

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 24.60
13012 - Exhibits Specialist II 30.47
13013 - Exhibits Specialist III 37.28
13041 - Illustrator I 24.60
13042 - Illustrator II 30.47
13043 - Illustrator III 37.28
13047 - Librarian 33.75
13050 - Library Aide/Clerk 17.84
13054 - Library Information Technology Systems
Administrator 30.47
13058 - Library Technician 23.20
13061 - Media Specialist I 21.99
13062 - Media Specialist II 24.60
13063 - Media Specialist III 27.43
13071 - Photographer I 20.53
13072 - Photographer II 22.96
13073 - Photographer III 28.44
13074 - Photographer IV 34.79
13075 - Photographer V 42.09
13090 - Technical Order Library Clerk 22.41
13110 - Video Teleconference Technician 25.14

14000 - Information Technology Occupations
14041 - Computer Operator I 24.41
14042 - Computer Operator II 27.31
14043 - Computer Operator III 30.45
14044 - Computer Operator IV 33.84
14045 - Computer Operator V 37.47
14071 - Computer Programmer I (see 1)
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		24.41
14160 - Personal Computer Support Technician		35.31
14170 - System Support Specialist		45.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.09
15020 - Aircrew Training Devices Instructor (Rated)		47.29
15030 - Air Crew Training Devices Instructor (Pilot)		56.70
15050 - Computer Based Training Specialist / Instructor		39.09
15060 - Educational Technologist		43.35
15070 - Flight Instructor (Pilot)		56.70
15080 - Graphic Artist		29.10
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		33.91
15095 - Technical Instructor/Course Developer		41.46
15110 - Test Proctor		27.36
15120 - Tutor		27.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.09
16030 - Counter Attendant		18.09
16040 - Dry Cleaner		20.67
16070 - Finisher, Flatwork, Machine		18.09
16090 - Presser, Hand		18.09
16110 - Presser, Machine, Drycleaning		18.09
16130 - Presser, Machine, Shirts		18.09
16160 - Presser, Machine, Wearing Apparel, Laundry		18.09
16190 - Sewing Machine Operator		21.53
16220 - Tailor		22.39
16250 - Washer, Machine		18.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		32.44
19040 - Tool And Die Maker		36.83
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.30
21030 - Material Coordinator		29.80
21040 - Material Expediter		29.80
21050 - Material Handling Laborer		18.97
21071 - Order Filler		17.75
21080 - Production Line Worker (Food Processing)		22.30
21110 - Shipping Packer		21.48
21130 - Shipping/Receiving Clerk		21.48
21140 - Store Worker I		18.25
21150 - Stock Clerk		22.52
21210 - Tools And Parts Attendant		22.30
21410 - Warehouse Specialist		22.30
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		40.33
23019 - Aircraft Logs and Records Technician		35.13
23021 - Aircraft Mechanic I		38.98
23022 - Aircraft Mechanic II		40.33
23023 - Aircraft Mechanic III		41.55
23040 - Aircraft Mechanic Helper		31.90
23050 - Aircraft, Painter		37.71
23060 - Aircraft Servicer		35.13
23070 - Aircraft Survival Flight Equipment Technician		37.71
23080 - Aircraft Worker		36.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		36.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		38.98
23110 - Appliance Mechanic		36.78
23120 - Bicycle Repairer		32.73
23125 - Cable Splicer		51.62
23130 - Carpenter, Maintenance		33.78
23140 - Carpet Layer		35.48
23160 - Electrician, Maintenance		33.59
23181 - Electronics Technician Maintenance I		38.03
23182 - Electronics Technician Maintenance II		39.41
23183 - Electronics Technician Maintenance III		40.74
23260 - Fabric Worker		34.26
23290 - Fire Alarm System Mechanic		38.01
23310 - Fire Extinguisher Repairer		32.73
23311 - Fuel Distribution System Mechanic		51.91
23312 - Fuel Distribution System Operator		44.69
23370 - General Maintenance Worker		25.03
23380 - Ground Support Equipment Mechanic		38.98
23381 - Ground Support Equipment Servicer		35.13
23382 - Ground Support Equipment Worker		36.38
23391 - Gunsmith I		32.73
23392 - Gunsmith II		35.48
23393 - Gunsmith III		38.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic		34.90
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		36.15

23430 - Heavy Equipment Mechanic		34.77
23440 - Heavy Equipment Operator		33.29
23460 - Instrument Mechanic		38.01
23465 - Laboratory/Shelter Mechanic		36.78
23470 - Laborer		18.97
23510 - Locksmith		36.78
23530 - Machinery Maintenance Mechanic		42.42
23550 - Machinist, Maintenance		32.80
23580 - Maintenance Trades Helper		27.49
23591 - Metrology Technician I		38.01
23592 - Metrology Technician II		39.33
23593 - Metrology Technician III		40.52
23640 - Millwright		38.01
23710 - Office Appliance Repairer		36.78
23760 - Painter, Maintenance		30.96
23790 - Pipefitter, Maintenance		32.90
23810 - Plumber, Maintenance		31.82
23820 - Pneudraulic Systems Mechanic		38.01
23850 - Rigger		38.01
23870 - Scale Mechanic		35.48
23890 - Sheet-Metal Worker, Maintenance		37.36
23910 - Small Engine Mechanic		30.96
23931 - Telecommunications Mechanic I		36.13
23932 - Telecommunications Mechanic II		37.42
23950 - Telephone Lineman		39.88
23960 - Welder, Combination, Maintenance		38.01
23965 - Well Driller		38.01
23970 - Woodcraft Worker		38.01
23980 - Woodworker		32.73
24000 - Personal Needs Occupations		
24550 - Case Manager		21.26
24570 - Child Care Attendant		16.61
24580 - Child Care Center Clerk		20.71
24610 - Chore Aide		18.41
24620 - Family Readiness And Support Services Coordinator		21.26
24630 - Homemaker		22.77
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		32.96
25040 - Sewage Plant Operator		37.41
25070 - Stationary Engineer		32.96
25190 - Ventilation Equipment Tender		27.28
25210 - Water Treatment Plant Operator		37.41
27000 - Protective Service Occupations		
27004 - Alarm Monitor		29.99
27007 - Baggage Inspector		18.01
27008 - Corrections Officer		29.51
27010 - Court Security Officer		29.97
27030 - Detection Dog Handler		20.15
27040 - Detention Officer		29.51
27070 - Firefighter		30.43
27101 - Guard I		18.01
27102 - Guard II		20.15
27131 - Police Officer I		35.89
27132 - Police Officer II		39.89
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.06
28042 - Carnival Equipment Repairer		20.03
28043 - Carnival Worker		15.69
28210 - Gate Attendant/Gate Tender		21.75
28310 - Lifeguard		16.37
28350 - Park Attendant (Aide)		24.33
28510 - Recreation Aide/Health Facility Attendant		17.76
28515 - Recreation Specialist		30.14
28630 - Sports Official		19.38
28690 - Swimming Pool Operator		21.63
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		37.22
29020 - Hatch Tender		37.22
29030 - Line Handler		37.22
29041 - Stevedore I		35.94
29042 - Stevedore II		38.58
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	52.19
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	35.98
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	39.63
30021 - Archeological Technician I		22.65
30022 - Archeological Technician II		25.34
30023 - Archeological Technician III		31.38
30030 - Cartographic Technician		31.38
30040 - Civil Engineering Technician		31.65
30051 - Cryogenic Technician I		34.76
30052 - Cryogenic Technician II		38.38
30061 - Drafter/CAD Operator I		22.65
30062 - Drafter/CAD Operator II		25.34
30063 - Drafter/CAD Operator III		28.24
30064 - Drafter/CAD Operator IV		34.76
30081 - Engineering Technician I		20.18
30082 - Engineering Technician II		22.65

30083 - Engineering Technician III		25.34
30084 - Engineering Technician IV		31.38
30085 - Engineering Technician V		38.38
30086 - Engineering Technician VI		46.44
30090 - Environmental Technician		31.38
30095 - Evidence Control Specialist		31.38
30210 - Laboratory Technician		28.24
30221 - Latent Fingerprint Technician I		34.76
30222 - Latent Fingerprint Technician II		38.38
30240 - Mathematical Technician		31.38
30361 - Paralegal/Legal Assistant I		24.86
30362 - Paralegal/Legal Assistant II		30.81
30363 - Paralegal/Legal Assistant III		37.67
30364 - Paralegal/Legal Assistant IV		45.58
30375 - Petroleum Supply Specialist		38.38
30390 - Photo-Optics Technician		31.38
30395 - Radiation Control Technician		38.38
30461 - Technical Writer I		31.18
30462 - Technical Writer II		38.13
30463 - Technical Writer III		46.13
30491 - Unexploded Ordnance (UXO) Technician I		33.16
30492 - Unexploded Ordnance (UXO) Technician II		40.13
30493 - Unexploded Ordnance (UXO) Technician III		48.09
30494 - Unexploded (UXO) Safety Escort		33.16
30495 - Unexploded (UXO) Sweep Personnel		33.16
30501 - Weather Forecaster I		34.76
30502 - Weather Forecaster II		42.28
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	28.24
30621 - Weather Observer, Senior	(see 2)	31.38
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.13
31020 - Bus Aide		20.56
31030 - Bus Driver		26.35
31043 - Driver Courier		21.18
31260 - Parking and Lot Attendant		16.59
31290 - Shuttle Bus Driver		19.79
31310 - Taxi Driver		15.99
31361 - Truckdriver, Light		21.96
31362 - Truckdriver, Medium		23.47
31363 - Truckdriver, Heavy		27.85
31364 - Truckdriver, Tractor-Trailer		27.85
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.56
99030 - Cashier		16.19
99050 - Desk Clerk		16.92
99095 - Embalmer		33.16
99130 - Flight Follower		33.16
99251 - Laboratory Animal Caretaker I		17.97
99252 - Laboratory Animal Caretaker II		18.89
99260 - Marketing Analyst		30.91
99310 - Mortician		33.16
99410 - Pest Controller		23.80
99510 - Photofinishing Worker		17.43
99710 - Recycling Laborer		22.28
99711 - Recycling Specialist		25.30
99730 - Refuse Collector		20.89
99810 - Sales Clerk		16.78
99820 - School Crossing Guard		18.01
99830 - Survey Party Chief		30.16
99831 - Surveying Aide		18.92
99832 - Surveying Technician		28.13
99840 - Vending Machine Attendant		23.77
99841 - Vending Machine Repairer		27.12
99842 - Vending Machine Repairer Helper		23.77

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 5 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))."""