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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.: 2015-4119
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 CONNECTICUT:

CAPITOL COUNTY: Andover, Avon, Bloomfield, Bolton, Canton, Columbia, Coventry, East Granby, East Hartford, Ellington, Farmington, Glastonbury, Granby, Hart

LOWER CONNECTICUT RIVER VALLEY COUNTY: Cronwell, East Hampton, Portland

State: Connecticut

Area: Connecticut Counties of Hartford, Middlesex and Tolland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.92
01012 - Accounting Clerk II		24.61
01013 - Accounting Clerk III		27.52
01020 - Administrative Assistant		37.51
01035 - Court Reporter		23.39
01041 - Customer Service Representative I		18.56
01042 - Customer Service Representative II		20.26
01043 - Customer Service Representative III		22.74
01051 - Data Entry Operator I		19.49
01052 - Data Entry Operator II		21.26
01060 - Dispatcher, Motor Vehicle		24.43
01070 - Document Preparation Clerk		23.64
01090 - Duplicating Machine Operator		23.64
01111 - General Clerk I		18.22
01112 - General Clerk II		19.89
01113 - General Clerk III		22.32
01120 - Housing Referral Assistant		26.07
01141 - Messenger Courier		19.78
01191 - Order Clerk I		21.64
01192 - Order Clerk II		23.61
01261 - Personnel Assistant (Employment) I		20.15
01262 - Personnel Assistant (Employment) II		22.55
01263 - Personnel Assistant (Employment) III		25.14
01270 - Production Control Clerk		29.26
01290 - Rental Clerk		17.45
01300 - Scheduler, Maintenance		20.90
01311 - Secretary I		20.90
01312 - Secretary II		23.39
01313 - Secretary III		26.07
01320 - Service Order Dispatcher		21.84
01410 - Supply Technician		37.51
01420 - Survey Worker		22.67
01460 - Switchboard Operator/Receptionist		18.41
01531 - Travel Clerk I		23.16
01532 - Travel Clerk II		25.23
01533 - Travel Clerk III		26.61
01611 - Word Processor I		19.45
01612 - Word Processor II		21.83
01613 - Word Processor III		24.42
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		29.67
05010 - Automotive Electrician		23.39
05040 - Automotive Glass Installer		22.49
05070 - Automotive Worker		22.49
05110 - Mobile Equipment Servicer		20.71
05130 - Motor Equipment Metal Mechanic		24.27
05160 - Motor Equipment Metal Worker		22.49
05190 - Motor Vehicle Mechanic		24.27
05220 - Motor Vehicle Mechanic Helper		19.70
05250 - Motor Vehicle Upholstery Worker		21.67
05280 - Motor Vehicle Wrecker		22.49
05310 - Painter, Automotive		23.39
05340 - Radiator Repair Specialist		22.49
05370 - Tire Repairer		17.01

05400 - Transmission Repair Specialist	24.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.88
07041 - Cook I	21.96
07042 - Cook II	23.85
07070 - Dishwasher	16.53
07130 - Food Service Worker	16.60
07210 - Meat Cutter	21.04
07260 - Waiter/Waitress	17.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.91
09040 - Furniture Handler	16.51
09080 - Furniture Refinisher	21.94
09090 - Furniture Refinisher Helper	18.50
09110 - Furniture Repairer, Minor	20.20
09130 - Upholsterer	21.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.11
11060 - Elevator Operator	17.77
11090 - Gardener	25.14
11122 - Housekeeping Aide	17.77
11150 - Janitor	17.77
11210 - Laborer, Grounds Maintenance	21.10
11240 - Maid or Houseman	16.77
11260 - Pruner	19.32
11270 - Tractor Operator	23.91
11330 - Trail Maintenance Worker	21.10
11360 - Window Cleaner	19.46
12000 - Health Occupations	
12010 - Ambulance Driver	24.58
12011 - Breath Alcohol Technician	29.17
12012 - Certified Occupational Therapist Assistant	34.26
12015 - Certified Physical Therapist Assistant	36.98
12020 - Dental Assistant	25.40
12025 - Dental Hygienist	46.01
12030 - EKG Technician	42.00
12035 - Electroneurodiagnostic Technologist	42.00
12040 - Emergency Medical Technician	24.58
12071 - Licensed Practical Nurse I	26.08
12072 - Licensed Practical Nurse II	29.17
12073 - Licensed Practical Nurse III	32.51
12100 - Medical Assistant	22.59
12130 - Medical Laboratory Technician	38.27
12160 - Medical Record Clerk	27.60
12190 - Medical Record Technician	30.87
12195 - Medical Transcriptionist	26.10
12210 - Nuclear Medicine Technologist	51.32
12221 - Nursing Assistant I	15.53
12222 - Nursing Assistant II	17.47
12223 - Nursing Assistant III	19.07
12224 - Nursing Assistant IV	21.40
12235 - Optical Dispenser	32.14
12236 - Optical Technician	26.08
12250 - Pharmacy Technician	20.15
12280 - Phlebotomist	21.82
12305 - Radiologic Technologist	39.09
12311 - Registered Nurse I	30.12
12312 - Registered Nurse II	36.83
12313 - Registered Nurse II, Specialist	36.83
12314 - Registered Nurse III	44.56
12315 - Registered Nurse III, Anesthetist	44.56
12316 - Registered Nurse IV	53.42
12317 - Scheduler (Drug and Alcohol Testing)	36.13
12320 - Substance Abuse Treatment Counselor	29.39
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.94
13012 - Exhibits Specialist II	33.38
13013 - Exhibits Specialist III	40.83
13041 - Illustrator I	27.70
13042 - Illustrator II	34.32
13043 - Illustrator III	41.99
13047 - Librarian	38.01
13050 - Library Aide/Clerk	19.80
13054 - Library Information Technology Systems Administrator	34.32
13058 - Library Technician	27.60
13061 - Media Specialist I	24.77
13062 - Media Specialist II	27.70
13063 - Media Specialist III	30.89
13071 - Photographer I	22.59
13072 - Photographer II	25.27
13073 - Photographer III	31.31
13074 - Photographer IV	38.30
13075 - Photographer V	46.34
13090 - Technical Order Library Clerk	24.86
13110 - Video Teleconference Technician	31.92
14000 - Information Technology Occupations	
14041 - Computer Operator I	26.81
14042 - Computer Operator II	30.00
14043 - Computer Operator III	33.86
14044 - Computer Operator IV	37.16
14045 - Computer Operator V	41.15

14071 - Computer Programmer I	(see 1)	26.35
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		26.81
14160 - Personal Computer Support Technician		37.16
14170 - System Support Specialist		46.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.00
15020 - Aircrew Training Devices Instructor (Rated)		42.35
15030 - Air Crew Training Devices Instructor (Pilot)		50.77
15050 - Computer Based Training Specialist / Instructor		35.00
15060 - Educational Technologist		47.87
15070 - Flight Instructor (Pilot)		50.77
15080 - Graphic Artist		31.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.77
15086 - Maintenance Test Pilot, Rotary Wing		50.77
15088 - Non-Maintenance Test/Co-Pilot		50.77
15090 - Technical Instructor		31.14
15095 - Technical Instructor/Course Developer		38.08
15110 - Test Proctor		25.14
15120 - Tutor		25.14
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)		31.65
19040 - Tool And Die Maker		36.36
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.80
21030 - Material Coordinator		29.26
21040 - Material Expediter		29.26
21050 - Material Handling Laborer		19.16
21071 - Order Filler		19.23
21080 - Production Line Worker (Food Processing)		22.80
21110 - Shipping Packer		21.38
21130 - Shipping/Receiving Clerk		21.38
21140 - Store Worker I		17.95
21150 - Stock Clerk		23.10
21210 - Tools And Parts Attendant		22.80
21410 - Warehouse Specialist		22.80
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		41.86
23019 - Aircraft Logs and Records Technician		36.10
23021 - Aircraft Mechanic I		40.44
23022 - Aircraft Mechanic II		41.86
23023 - Aircraft Mechanic III		43.34
23040 - Aircraft Mechanic Helper		32.82
23050 - Aircraft, Painter		38.98
23060 - Aircraft Servicer		36.10
23070 - Aircraft Survival Flight Equipment Technician		38.98
23080 - Aircraft Worker		37.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		37.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		40.44
23110 - Appliance Mechanic		26.60
23120 - Bicycle Repairer		22.97
23125 - Cable Splicer		53.80
23130 - Carpenter, Maintenance		31.65
23140 - Carpet Layer		34.05
23160 - Electrician, Maintenance		36.92
23181 - Electronics Technician Maintenance I		33.00
23182 - Electronics Technician Maintenance II		34.33
23183 - Electronics Technician Maintenance III		35.59
23260 - Fabric Worker		32.82
23290 - Fire Alarm System Mechanic		30.54
23310 - Fire Extinguisher Repairer		31.37
23311 - Fuel Distribution System Mechanic		47.85
23312 - Fuel Distribution System Operator		40.83
23370 - General Maintenance Worker		25.58
23380 - Ground Support Equipment Mechanic		40.44
23381 - Ground Support Equipment Servicer		36.10
23382 - Ground Support Equipment Worker		37.48
23391 - Gunsmith I		31.37
23392 - Gunsmith II		34.05
23393 - Gunsmith III		36.71

23410 - Heating, Ventilation And Air-Conditioning Mechanic		35.07
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		36.30
23430 - Heavy Equipment Mechanic		38.89
23440 - Heavy Equipment Operator		37.05
23460 - Instrument Mechanic		32.56
23465 - Laboratory/Shelter Mechanic		35.41
23470 - Laborer		19.16
23510 - Locksmith		32.39
23530 - Machinery Maintenance Mechanic		33.02
23550 - Machinist, Maintenance		30.27
23580 - Maintenance Trades Helper		20.04
23591 - Metrology Technician I		32.56
23592 - Metrology Technician II		33.70
23593 - Metrology Technician III		34.89
23640 - Millwright		36.30
23710 - Office Appliance Repairer		24.11
23760 - Painter, Maintenance		26.11
23790 - Pipefitter, Maintenance		36.52
23810 - Plumber, Maintenance		35.23
23820 - Pneudraulic Systems Mechanic		36.71
23850 - Rigger		30.89
23870 - Scale Mechanic		34.05
23890 - Sheet-Metal Worker, Maintenance		38.57
23910 - Small Engine Mechanic		26.00
23931 - Telecommunications Mechanic I		36.62
23932 - Telecommunications Mechanic II		37.88
23950 - Telephone Lineman		33.26
23960 - Welder, Combination, Maintenance		30.84
23965 - Well Driller		36.70
23970 - Woodcraft Worker		36.71
23980 - Woodworker		31.37
24000 - Personal Needs Occupations		
24550 - Case Manager		21.81
24570 - Child Care Attendant		16.48
24580 - Child Care Center Clerk		20.54
24610 - Chore Aide		18.44
24620 - Family Readiness And Support Services Coordinator		21.81
24630 - Homemaker		23.11
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		41.69
25040 - Sewage Plant Operator		37.28
25070 - Stationary Engineer		41.69
25190 - Ventilation Equipment Tender		34.16
25210 - Water Treatment Plant Operator		37.28
27000 - Protective Service Occupations		
27004 - Alarm Monitor		31.04
27007 - Baggage Inspector		18.16
27008 - Corrections Officer		33.61
27010 - Court Security Officer		33.61
27030 - Detection Dog Handler		20.31
27040 - Detention Officer		33.61
27070 - Firefighter		37.66
27101 - Guard I		18.16
27102 - Guard II		20.31
27131 - Police Officer I		37.26
27132 - Police Officer II		41.40
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.43
28042 - Carnival Equipment Repairer		20.42
28043 - Carnival Worker		15.69
28210 - Gate Attendant/Gate Tender		20.66
28310 - Lifeguard		16.61
28350 - Park Attendant (Aide)		23.11
28510 - Recreation Aide/Health Facility Attendant		16.87
28515 - Recreation Specialist		28.63
28630 - Sports Official		18.41
28690 - Swimming Pool Operator		22.18
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		39.71
29020 - Hatch Tender		39.71
29030 - Line Handler		39.71
29041 - Stevedore I		38.28
29042 - Stevedore II		41.31
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	51.99
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	35.85
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	39.48
30021 - Archeological Technician I		22.10
30022 - Archeological Technician II		24.73
30023 - Archeological Technician III		30.63
30030 - Cartographic Technician		30.63
30040 - Civil Engineering Technician		36.17
30051 - Cryogenic Technician I		33.93
30052 - Cryogenic Technician II		37.47
30061 - Drafter/CAD Operator I		22.10
30062 - Drafter/CAD Operator II		24.73

30063 - Drafter/CAD Operator III		27.56
30064 - Drafter/CAD Operator IV		33.93
30081 - Engineering Technician I		20.01
30082 - Engineering Technician II		22.46
30083 - Engineering Technician III		25.12
30084 - Engineering Technician IV		31.12
30085 - Engineering Technician V		38.06
30086 - Engineering Technician VI		46.05
30090 - Environmental Technician		28.53
30095 - Evidence Control Specialist		30.63
30210 - Laboratory Technician		25.49
30221 - Latent Fingerprint Technician I		35.67
30222 - Latent Fingerprint Technician II		39.40
30240 - Mathematical Technician		33.69
30361 - Paralegal/Legal Assistant I		24.84
30362 - Paralegal/Legal Assistant II		30.77
30363 - Paralegal/Legal Assistant III		37.63
30364 - Paralegal/Legal Assistant IV		45.53
30375 - Petroleum Supply Specialist		37.47
30390 - Photo-Optics Technician		30.63
30395 - Radiation Control Technician		37.47
30461 - Technical Writer I		34.79
30462 - Technical Writer II		42.54
30463 - Technical Writer III		51.47
30491 - Unexploded Ordnance (UXO) Technician I		33.04
30492 - Unexploded Ordnance (UXO) Technician II		39.97
30493 - Unexploded Ordnance (UXO) Technician III		47.91
30494 - Unexploded (UXO) Safety Escort		33.04
30495 - Unexploded (UXO) Sweep Personnel		33.04
30501 - Weather Forecaster I		33.93
30502 - Weather Forecaster II		41.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.56
30621 - Weather Observer, Senior	(see 2)	30.63
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.97
31020 - Bus Aide		22.76
31030 - Bus Driver		28.37
31043 - Driver Courier		20.04
31260 - Parking and Lot Attendant		16.29
31290 - Shuttle Bus Driver		18.53
31310 - Taxi Driver		18.72
31361 - Truckdriver, Light		20.97
31362 - Truckdriver, Medium		22.29
31363 - Truckdriver, Heavy		28.04
31364 - Truckdriver, Tractor-Trailer		28.04
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.49
99030 - Cashier		16.30
99050 - Desk Clerk		17.24
99095 - Embalmer		37.63
99130 - Flight Follower		33.04
99251 - Laboratory Animal Caretaker I		18.44
99252 - Laboratory Animal Caretaker II		19.28
99260 - Marketing Analyst		36.56
99310 - Mortician		37.63
99410 - Pest Controller		22.63
99510 - Photofinishing Worker		19.57
99710 - Recycling Laborer		28.31
99711 - Recycling Specialist		31.80
99730 - Refuse Collector		25.84
99810 - Sales Clerk		16.72
99820 - School Crossing Guard		20.61
99830 - Survey Party Chief		38.12
99831 - Surveying Aide		21.05
99832 - Surveying Technician		34.65
99840 - Vending Machine Attendant		24.42
99841 - Vending Machine Repairer		27.88
99842 - Vending Machine Repairer Helper		24.42

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))."""