

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		Wage Determination No.: 2015-4089
Director		Revision No.: 33
Division of Wage Determinations		Date Of Last Revision: 3/30/2026

This wage determination is applicable to the following cities and towns in RHODE ISLAND:

BRISTOL COUNTY: Barrington, Bristol, Warren

KENT COUNTY: Coventry, East Greenwich, Warwick, West Greenwich, West Warwick

NEWPORT COUNTY: Jamestown, Little Compton, Middletown, Newport, Portsmouth, Tiverton

PROVIDENCE COUNTY: Cranston, East Providence, Foster, Gloucester, Johnston, North Providence, Scituate

WASHINGTON COUNTY: Charlestown, Exeter, Narragansett, North Kingstown, Richmond, South Kingstown

State: Rhode Island

Area: Rhode Island Counties of Bristol, Kent, Newport, Providence and Washington

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.14
01012 - Accounting Clerk II		22.60
01013 - Accounting Clerk III		25.28
01020 - Administrative Assistant		36.49
01035 - Court Reporter		27.46
01041 - Customer Service Representative I		17.94
01042 - Customer Service Representative II		19.57
01043 - Customer Service Representative III		21.97
01051 - Data Entry Operator I		19.60
01052 - Data Entry Operator II		21.39
01060 - Dispatcher, Motor Vehicle		22.94
01070 - Document Preparation Clerk		20.83
01090 - Duplicating Machine Operator		20.83
01111 - General Clerk I		18.30
01112 - General Clerk II		19.97
01113 - General Clerk III		22.42
01120 - Housing Referral Assistant		26.44
01141 - Messenger Courier		18.66
01191 - Order Clerk I		19.46

01192 - Order Clerk II	21.23
01261 - Personnel Assistant (Employment) I	20.04
01262 - Personnel Assistant (Employment) II	22.42
01263 - Personnel Assistant (Employment) III	24.99
01270 - Production Control Clerk	29.28
01290 - Rental Clerk	18.32
01300 - Scheduler, Maintenance	21.20
01311 - Secretary I	21.20
01312 - Secretary II	23.71
01313 - Secretary III	26.44
01320 - Service Order Dispatcher	20.51
01410 - Supply Technician	36.49
01420 - Survey Worker	24.79
01460 - Switchboard Operator/Receptionist	19.05
01531 - Travel Clerk I	18.41
01532 - Travel Clerk II	20.13
01533 - Travel Clerk III	22.52
01611 - Word Processor I	19.67
01612 - Word Processor II	22.07
01613 - Word Processor III	24.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.46
05010 - Automotive Electrician	23.49
05040 - Automotive Glass Installer	22.50
05070 - Automotive Worker	22.50
05110 - Mobile Equipment Servicer	20.49
05130 - Motor Equipment Metal Mechanic	24.47
05160 - Motor Equipment Metal Worker	22.50
05190 - Motor Vehicle Mechanic	24.47
05220 - Motor Vehicle Mechanic Helper	19.30
05250 - Motor Vehicle Upholstery Worker	21.45
05280 - Motor Vehicle Wrecker	22.50
05310 - Painter, Automotive	23.49
05340 - Radiator Repair Specialist	22.50
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	24.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.21
07041 - Cook I	21.63
07042 - Cook II	23.75
07070 - Dishwasher	16.78
07130 - Food Service Worker	16.80
07210 - Meat Cutter	21.97
07260 - Waiter/Waitress	16.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.72
09040 - Furniture Handler	17.49
09080 - Furniture Refinisher	24.46
09090 - Furniture Refinisher Helper	20.49
09110 - Furniture Repairer, Minor	22.46
09130 - Upholsterer	23.33
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.89
11060 - Elevator Operator	17.95
11090 - Gardener	26.78
11122 - Housekeeping Aide	17.95
11150 - Janitor	17.95
11210 - Laborer, Grounds Maintenance	21.45
11240 - Maid or Houseman	17.17
11260 - Pruner	20.01
11270 - Tractor Operator	25.22
11330 - Trail Maintenance Worker	21.45
11360 - Window Cleaner	19.38

12000	- Health Occupations	
12010	- Ambulance Driver	22.57
12011	- Breath Alcohol Technician	32.46
12012	- Certified Occupational Therapist Assistant	30.94
12015	- Certified Physical Therapist Assistant	32.31
12020	- Dental Assistant	23.26
12025	- Dental Hygienist	40.88
12030	- EKG Technician	46.27
12035	- Electroneurodiagnostic Technologist	46.27
12040	- Emergency Medical Technician	22.57
12071	- Licensed Practical Nurse I	29.03
12072	- Licensed Practical Nurse II	32.46
12073	- Licensed Practical Nurse III	36.19
12100	- Medical Assistant	22.04
12130	- Medical Laboratory Technician	36.85
12160	- Medical Record Clerk	25.19
12190	- Medical Record Technician	28.18
12195	- Medical Transcriptionist	21.63
12210	- Nuclear Medicine Technologist	52.90
12221	- Nursing Assistant I	15.15
12222	- Nursing Assistant II	17.05
12223	- Nursing Assistant III	18.60
12224	- Nursing Assistant IV	20.88
12235	- Optical Dispenser	27.44
12236	- Optical Technician	22.00
12250	- Pharmacy Technician	18.72
12280	- Phlebotomist	22.91
12305	- Radiologic Technologist	40.69
12311	- Registered Nurse I	31.59
12312	- Registered Nurse II	38.63
12313	- Registered Nurse II, Specialist	38.63
12314	- Registered Nurse III	46.74
12315	- Registered Nurse III, Anesthetist	46.74
12316	- Registered Nurse IV	56.04
12317	- Scheduler (Drug and Alcohol Testing)	40.24
12320	- Substance Abuse Treatment Counselor	25.72
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	25.53
13012	- Exhibits Specialist II	31.63
13013	- Exhibits Specialist III	38.70
13041	- Illustrator I	25.53
13042	- Illustrator II	31.63
13043	- Illustrator III	38.70
13047	- Librarian	35.03
13050	- Library Aide/Clerk	17.12
13054	- Library Information Technology Systems Administrator	31.63
13058	- Library Technician	24.64
13061	- Media Specialist I	22.82
13062	- Media Specialist II	25.53
13063	- Media Specialist III	28.47
13071	- Photographer I	22.23
13072	- Photographer II	24.87
13073	- Photographer III	30.81
13074	- Photographer IV	37.69
13075	- Photographer V	45.58
13090	- Technical Order Library Clerk	21.49
13110	- Video Teleconference Technician	27.52
14000	- Information Technology Occupations	
14041	- Computer Operator I	24.07
14042	- Computer Operator II	26.91
14043	- Computer Operator III	30.00
14044	- Computer Operator IV	33.35
14045	- Computer Operator V	36.92

14071 - Computer Programmer I	(see 1)	25.46
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		24.07
14160 - Personal Computer Support Technician		33.35
14170 - System Support Specialist		36.92
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor		
(Non-Rated)		36.44
15020 - Aircrew Training Devices Instructor (Rated)		44.09
15030 - Air Crew Training Devices Instructor		
(Pilot)		52.86
15050 - Computer Based Training Specialist /		
Instructor		36.44
15060 - Educational Technologist		31.03
15070 - Flight Instructor (Pilot)		52.86
15080 - Graphic Artist		33.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		52.86
15086 - Maintenance Test Pilot, Rotary Wing		52.86
15088 - Non-Maintenance Test/Co-Pilot		52.86
15090 - Technical Instructor		29.89
15095 - Technical Instructor/Course Developer		36.56
15110 - Test Proctor		24.12
15120 - Tutor		24.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.15
16030 - Counter Attendant		18.15
16040 - Dry Cleaner		20.75
16070 - Finisher, Flatwork, Machine		18.15
16090 - Presser, Hand		18.15
16110 - Presser, Machine, Drycleaning		18.15
16130 - Presser, Machine, Shirts		18.15
16160 - Presser, Machine, Wearing Apparel, Laundry		18.15
16190 - Sewing Machine Operator		21.61
16220 - Tailor		22.46
16250 - Washer, Machine		19.02
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.76
19040 - Tool And Die Maker		31.13
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.58
21030 - Material Coordinator		29.28
21040 - Material Expediter		29.28
21050 - Material Handling Laborer		19.33
21071 - Order Filler		17.68
21080 - Production Line Worker (Food Processing)		21.58
21110 - Shipping Packer		21.13
21130 - Shipping/Receiving Clerk		21.13
21140 - Store Worker I		17.30
21150 - Stock Clerk		21.90
21210 - Tools And Parts Attendant		21.58
21410 - Warehouse Specialist		21.58
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		37.65
23019 - Aircraft Logs and Records Technician		31.54
23021 - Aircraft Mechanic I		36.29
23022 - Aircraft Mechanic II		37.65
23023 - Aircraft Mechanic III		39.10

23040 - Aircraft Mechanic Helper	29.11
23050 - Aircraft, Painter	34.35
23060 - Aircraft Servicer	31.54
23070 - Aircraft Survival Flight Equipment Technician	34.35
23080 - Aircraft Worker	32.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.97
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.29
23110 - Appliance Mechanic	28.59
23120 - Bicycle Repairer	25.80
23125 - Cable Splicer	49.75
23130 - Carpenter, Maintenance	29.63
23140 - Carpet Layer	31.11
23160 - Electrician, Maintenance	34.29
23181 - Electronics Technician Maintenance I	32.69
23182 - Electronics Technician Maintenance II	34.12
23183 - Electronics Technician Maintenance III	35.55
23260 - Fabric Worker	30.77
23290 - Fire Alarm System Mechanic	26.05
23310 - Fire Extinguisher Repairer	29.39
23311 - Fuel Distribution System Mechanic	42.61
23312 - Fuel Distribution System Operator	36.06
23370 - General Maintenance Worker	23.98
23380 - Ground Support Equipment Mechanic	36.29
23381 - Ground Support Equipment Servicer	31.54
23382 - Ground Support Equipment Worker	32.97
23391 - Gunsmith I	29.39
23392 - Gunsmith II	32.27
23393 - Gunsmith III	35.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.89
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.05
23430 - Heavy Equipment Mechanic	34.43
23440 - Heavy Equipment Operator	35.34
23460 - Instrument Mechanic	35.09
23465 - Laboratory/Shelter Mechanic	33.68
23470 - Laborer	19.33
23510 - Locksmith	33.20
23530 - Machinery Maintenance Mechanic	30.71
23550 - Machinist, Maintenance	28.29
23580 - Maintenance Trades Helper	21.49
23591 - Metrology Technician I	35.09
23592 - Metrology Technician II	36.41
23593 - Metrology Technician III	37.87
23640 - Millwright	33.71
23710 - Office Appliance Repairer	25.62
23760 - Painter, Maintenance	24.73
23790 - Pipefitter, Maintenance	36.19
23810 - Plumber, Maintenance	34.79
23820 - Pneudraulic Systems Mechanic	35.09
23850 - Rigger	31.48
23870 - Scale Mechanic	32.27
23890 - Sheet-Metal Worker, Maintenance	30.15
23910 - Small Engine Mechanic	24.61
23931 - Telecommunications Mechanic I	42.27
23932 - Telecommunications Mechanic II	43.89
23950 - Telephone Lineman	49.54
23960 - Welder, Combination, Maintenance	28.35
23965 - Well Driller	35.09
23970 - Woodcraft Worker	35.09
23980 - Woodworker	29.39
24000 - Personal Needs Occupations	
24550 - Case Manager	22.21

24570 - Child Care Attendant	17.25
24580 - Child Care Center Clerk	21.51
24610 - Chore Aide	19.00
24620 - Family Readiness And Support Services Coordinator	22.21
24630 - Homemaker	22.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.25
25040 - Sewage Plant Operator	28.74
25070 - Stationary Engineer	31.25
25190 - Ventilation Equipment Tender	24.64
25210 - Water Treatment Plant Operator	28.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.68
27007 - Baggage Inspector	19.14
27008 - Corrections Officer	35.68
27010 - Court Security Officer	32.37
27030 - Detection Dog Handler	21.41
27040 - Detention Officer	35.68
27070 - Firefighter	32.81
27101 - Guard I	19.14
27102 - Guard II	21.41
27131 - Police Officer I	33.43
27132 - Police Officer II	37.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.04
28042 - Carnival Equipment Repairer	20.22
28043 - Carnival Worker	15.00
28210 - Gate Attendant/Gate Tender	21.14
28310 - Lifeguard	16.50
28350 - Park Attendant (Aide)	23.65
28510 - Recreation Aide/Health Facility Attendant	17.26
28515 - Recreation Specialist	29.29
28630 - Sports Official	18.84
28690 - Swimming Pool Operator	22.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.16
29020 - Hatch Tender	32.16
29030 - Line Handler	32.16
29041 - Stevedore I	30.67
29042 - Stevedore II	33.57
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	22.31
30022 - Archeological Technician II	23.96
30023 - Archeological Technician III	29.68
30030 - Cartographic Technician	29.68
30040 - Civil Engineering Technician	31.07
30051 - Cryogenic Technician I	32.87
30052 - Cryogenic Technician II	36.29
30061 - Drafter/CAD Operator I	22.31
30062 - Drafter/CAD Operator II	23.96
30063 - Drafter/CAD Operator III	26.70
30064 - Drafter/CAD Operator IV	32.87
30081 - Engineering Technician I	20.74
30082 - Engineering Technician II	23.27
30083 - Engineering Technician III	26.03

30084 - Engineering Technician IV	32.25
30085 - Engineering Technician V	39.46
30086 - Engineering Technician VI	47.72
30090 - Environmental Technician	31.49
30095 - Evidence Control Specialist	29.68
30210 - Laboratory Technician	26.07
30221 - Latent Fingerprint Technician I	32.87
30222 - Latent Fingerprint Technician II	36.29
30240 - Mathematical Technician	30.42
30361 - Paralegal/Legal Assistant I	26.22
30362 - Paralegal/Legal Assistant II	32.48
30363 - Paralegal/Legal Assistant III	39.72
30364 - Paralegal/Legal Assistant IV	48.06
30375 - Petroleum Supply Specialist	36.29
30390 - Photo-Optics Technician	29.68
30395 - Radiation Control Technician	36.29
30461 - Technical Writer I	32.68
30462 - Technical Writer II	39.97
30463 - Technical Writer III	48.36
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	32.87
30502 - Weather Forecaster II	39.98
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 26.70
30621 - Weather Observer, Senior	(see 2) 29.68
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	40.13
31020 - Bus Aide	18.98
31030 - Bus Driver	24.37
31043 - Driver Courier	20.48
31260 - Parking and Lot Attendant	16.75
31290 - Shuttle Bus Driver	17.70
31310 - Taxi Driver	15.90
31361 - Truckdriver, Light	21.75
31362 - Truckdriver, Medium	22.77
31363 - Truckdriver, Heavy	28.66
31364 - Truckdriver, Tractor-Trailer	28.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.56
99030 - Cashier	16.05
99050 - Desk Clerk	17.71
99095 - Embalmer	30.74
99130 - Flight Follower	33.16
99251 - Laboratory Animal Caretaker I	22.73
99252 - Laboratory Animal Caretaker II	23.86
99260 - Marketing Analyst	37.32
99310 - Mortician	30.74
99410 - Pest Controller	22.17
99510 - Photofinishing Worker	17.43
99710 - Recycling Laborer	26.71
99711 - Recycling Specialist	31.40
99730 - Refuse Collector	24.74
99810 - Sales Clerk	16.78
99820 - School Crossing Guard	19.32
99830 - Survey Party Chief	32.19
99831 - Surveying Aide	25.20
99832 - Surveying Technician	31.07
99840 - Vending Machine Attendant	24.06
99841 - Vending Machine Repairer	28.05
99842 - Vending Machine Repairer Helper	24.06

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 \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. 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, and 4 weeks after 15 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. (See 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)).