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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 Division of
Director Wage Determinations

Wage Determination No.: 2015-4037
Revision No.: 34
Date Of Last Revision: 3/30/2026

This wage determination is applicable to Pelham town in HILLSBOROUGH COUNTY, NEW HAMPSHIRE

State: New Hampshire

Area: New Hampshire Counties of Hillsborough

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.80
01012 - Accounting Clerk II		24.46
01013 - Accounting Clerk III		27.36
01020 - Administrative Assistant		37.16
01035 - Court Reporter		26.25
01041 - Customer Service Representative I		19.08
01042 - Customer Service Representative II		20.82
01043 - Customer Service Representative III		23.37
01051 - Data Entry Operator I		21.02
01052 - Data Entry Operator II		22.94
01060 - Dispatcher, Motor Vehicle		25.30
01070 - Document Preparation Clerk		22.60
01090 - Duplicating Machine Operator		22.60
01111 - General Clerk I		19.28
01112 - General Clerk II		21.04
01113 - General Clerk III		23.61
01120 - Housing Referral Assistant		28.21
01141 - Messenger Courier		20.01
01191 - Order Clerk I		22.88
01192 - Order Clerk II		24.97
01261 - Personnel Assistant (Employment) I		22.63
01262 - Personnel Assistant (Employment) II		25.31
01263 - Personnel Assistant (Employment) III		28.22
01270 - Production Control Clerk		30.07
01290 - Rental Clerk		20.57
01300 - Scheduler, Maintenance		22.62
01311 - Secretary I		22.62

01312 - Secretary II	25.30
01313 - Secretary III	28.21
01320 - Service Order Dispatcher	22.62
01410 - Supply Technician	37.16
01420 - Survey Worker	24.15
01460 - Switchboard Operator/Receptionist	19.00
01531 - Travel Clerk I	21.53
01532 - Travel Clerk II	23.20
01533 - Travel Clerk III	24.99
01611 - Word Processor I	20.65
01612 - Word Processor II	23.17
01613 - Word Processor III	25.92
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.81
05010 - Automotive Electrician	25.36
05040 - Automotive Glass Installer	24.23
05070 - Automotive Worker	24.23
05110 - Mobile Equipment Servicer	21.96
05130 - Motor Equipment Metal Mechanic	26.47
05160 - Motor Equipment Metal Worker	24.23
05190 - Motor Vehicle Mechanic	26.47
05220 - Motor Vehicle Mechanic Helper	20.65
05250 - Motor Vehicle Upholstery Worker	23.11
05280 - Motor Vehicle Wrecker	24.23
05310 - Painter, Automotive	25.36
05340 - Radiator Repair Specialist	24.23
05370 - Tire Repairer	17.29
05400 - Transmission Repair Specialist	26.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.37
07041 - Cook I	22.81
07042 - Cook II	25.17
07070 - Dishwasher	17.56
07130 - Food Service Worker	17.65
07210 - Meat Cutter	23.47
07260 - Waiter/Waitress	18.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.31
09040 - Furniture Handler	18.25
09080 - Furniture Refinisher	26.04
09090 - Furniture Refinisher Helper	21.20
09110 - Furniture Repairer, Minor	23.73
09130 - Upholsterer	23.12
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.23
11060 - Elevator Operator	18.59
11090 - Gardener	27.82
11122 - Housekeeping Aide	19.20
11150 - Janitor	19.20
11210 - Laborer, Grounds Maintenance	22.51
11240 - Maid or Houseman	18.60
11260 - Pruner	20.87
11270 - Tractor Operator	26.15
11330 - Trail Maintenance Worker	22.51
11360 - Window Cleaner	20.71
12000 - Health Occupations	
12010 - Ambulance Driver	22.46
12011 - Breath Alcohol Technician	31.11
12012 - Certified Occupational Therapist Assistant	36.24
12015 - Certified Physical Therapist Assistant	37.07

12020 - Dental Assistant	29.22
12025 - Dental Hygienist	48.88
12030 - EKG Technician	44.61
12035 - Electroneurodiagnostic Technologist	44.61
12040 - Emergency Medical Technician	22.46
12071 - Licensed Practical Nurse I	27.82
12072 - Licensed Practical Nurse II	31.11
12073 - Licensed Practical Nurse III	34.68
12100 - Medical Assistant	23.31
12130 - Medical Laboratory Technician	34.80
12160 - Medical Record Clerk	22.59
12190 - Medical Record Technician	31.90
12195 - Medical Transcriptionist	23.55
12210 - Nuclear Medicine Technologist	54.92
12221 - Nursing Assistant I	15.95
12222 - Nursing Assistant II	17.94
12223 - Nursing Assistant III	19.58
12224 - Nursing Assistant IV	21.98
12235 - Optical Dispenser	30.51
12236 - Optical Technician	23.75
12250 - Pharmacy Technician	22.16
12280 - Phlebotomist	23.28
12305 - Radiologic Technologist	43.96
12311 - Registered Nurse I	28.34
12312 - Registered Nurse II	34.66
12313 - Registered Nurse II, Specialist	34.66
12314 - Registered Nurse III	41.93
12315 - Registered Nurse III, Anesthetist	41.93
12316 - Registered Nurse IV	50.27
12317 - Scheduler (Drug and Alcohol Testing)	38.56
12320 - Substance Abuse Treatment Counselor	27.67
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.82
13012 - Exhibits Specialist II	27.02
13013 - Exhibits Specialist III	33.05
13041 - Illustrator I	23.81
13042 - Illustrator II	29.50
13043 - Illustrator III	36.09
13047 - Librarian	37.64
13050 - Library Aide/Clerk	21.19
13054 - Library Information Technology Systems Administrator	33.99
13058 - Library Technician	24.30
13061 - Media Specialist I	24.53
13062 - Media Specialist II	27.43
13063 - Media Specialist III	30.58
13071 - Photographer I	21.97
13072 - Photographer II	24.57
13073 - Photographer III	30.44
13074 - Photographer IV	37.24
13075 - Photographer V	45.05
13090 - Technical Order Library Clerk	26.60
13110 - Video Teleconference Technician	29.82
14000 - Information Technology Occupations	
14041 - Computer Operator I	24.49
14042 - Computer Operator II	27.40
14043 - Computer Operator III	30.57
14044 - Computer Operator IV	33.96
14045 - Computer Operator V	37.30
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		24.49
14160 - Personal Computer Support Technician		33.96
14170 - System Support Specialist		45.66
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.31
15020 - Aircrew Training Devices Instructor (Rated)		45.14
15030 - Air Crew Training Devices Instructor (Pilot)		54.10
15050 - Computer Based Training Specialist / Instructor		37.31
15060 - Educational Technologist		41.87
15070 - Flight Instructor (Pilot)		54.10
15080 - Graphic Artist		35.24
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		54.10
15086 - Maintenance Test Pilot, Rotary Wing		54.10
15088 - Non-Maintenance Test/Co-Pilot		54.10
15090 - Technical Instructor		30.07
15095 - Technical Instructor/Course Developer		36.78
15110 - Test Proctor		24.28
15120 - Tutor		24.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.69
16030 - Counter Attendant		17.69
16040 - Dry Cleaner		20.20
16070 - Finisher, Flatwork, Machine		17.69
16090 - Presser, Hand		17.69
16110 - Presser, Machine, Drycleaning		17.69
16130 - Presser, Machine, Shirts		17.69
16160 - Presser, Machine, Wearing Apparel, Laundry		17.69
16190 - Sewing Machine Operator		21.05
16220 - Tailor		21.89
16250 - Washer, Machine		18.53
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		30.69
19040 - Tool And Die Maker		35.87
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.16
21030 - Material Coordinator		30.07
21040 - Material Expediter		30.07
21050 - Material Handling Laborer		21.14
21071 - Order Filler		17.89
21080 - Production Line Worker (Food Processing)		23.16
21110 - Shipping Packer		22.44
21130 - Shipping/Receiving Clerk		22.44
21140 - Store Worker I		17.30
21150 - Stock Clerk		21.70
21210 - Tools And Parts Attendant		23.16
21410 - Warehouse Specialist		23.16
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		42.05
23019 - Aircraft Logs and Records Technician		35.30
23021 - Aircraft Mechanic I		40.42
23022 - Aircraft Mechanic II		42.05
23023 - Aircraft Mechanic III		43.73
23040 - Aircraft Mechanic Helper		31.53
23050 - Aircraft, Painter		38.72

23060 - Aircraft Servicer	35.30
23070 - Aircraft Survival Flight Equipment Technician	38.72
23080 - Aircraft Worker	37.02
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	37.02
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	40.42
23110 - Appliance Mechanic	29.62
23120 - Bicycle Repairer	21.77
23125 - Cable Splicer	54.92
23130 - Carpenter, Maintenance	33.94
23140 - Carpet Layer	32.56
23160 - Electrician, Maintenance	39.17
23181 - Electronics Technician Maintenance I	33.13
23182 - Electronics Technician Maintenance II	34.44
23183 - Electronics Technician Maintenance III	35.95
23260 - Fabric Worker	32.27
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	30.66
23311 - Fuel Distribution System Mechanic	37.22
23312 - Fuel Distribution System Operator	33.10
23370 - General Maintenance Worker	27.15
23380 - Ground Support Equipment Mechanic	40.42
23381 - Ground Support Equipment Servicer	35.30
23382 - Ground Support Equipment Worker	37.02
23391 - Gunsmith I	30.66
23392 - Gunsmith II	33.84
23393 - Gunsmith III	36.95
23410 - Heating, Ventilation And Air-Conditioning Mechanic	36.42
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	37.89
23430 - Heavy Equipment Mechanic	37.32
23440 - Heavy Equipment Operator	33.20
23460 - Instrument Mechanic	32.46
23465 - Laboratory/Shelter Mechanic	35.40
23470 - Laborer	21.14
23510 - Locksmith	30.49
23530 - Machinery Maintenance Mechanic	34.80
23550 - Machinist, Maintenance	29.64
23580 - Maintenance Trades Helper	20.08
23591 - Metrology Technician I	32.46
23592 - Metrology Technician II	33.77
23593 - Metrology Technician III	35.12
23640 - Millwright	34.24
23710 - Office Appliance Repairer	28.93
23760 - Painter, Maintenance	27.67
23790 - Pipefitter, Maintenance	43.19
23810 - Plumber, Maintenance	41.37
23820 - Pneudraulic Systems Mechanic	36.95
23850 - Rigger	38.43
23870 - Scale Mechanic	33.84
23890 - Sheet-Metal Worker, Maintenance	35.54
23910 - Small Engine Mechanic	26.31
23931 - Telecommunications Mechanic I	39.13
23932 - Telecommunications Mechanic II	40.55
23950 - Telephone Lineman	47.72
23960 - Welder, Combination, Maintenance	28.57
23965 - Well Driller	37.72
23970 - Woodcraft Worker	36.95
23980 - Woodworker	30.66
24000 - Personal Needs Occupations	
24550 - Case Manager	22.23

24570 - Child Care Attendant		18.19
24580 - Child Care Center Clerk		22.62
24610 - Chore Aide		18.00
24620 - Family Readiness And Support Services Coordinator		22.23
24630 - Homemaker		22.23
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		37.68
25040 - Sewage Plant Operator		31.91
25070 - Stationary Engineer		37.68
25190 - Ventilation Equipment Tender		29.39
25210 - Water Treatment Plant Operator		31.91
27000 - Protective Service Occupations		
27004 - Alarm Monitor		27.73
27007 - Baggage Inspector		20.59
27008 - Corrections Officer		39.37
27010 - Court Security Officer		37.27
27030 - Detection Dog Handler		23.03
27040 - Detention Officer		39.37
27070 - Firefighter		34.11
27101 - Guard I		20.59
27102 - Guard II		23.03
27131 - Police Officer I		33.25
27132 - Police Officer II		36.96
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		20.21
28042 - Carnival Equipment Repairer		21.50
28043 - Carnival Worker		16.13
28210 - Gate Attendant/Gate Tender		21.92
28310 - Lifeguard		17.00
28350 - Park Attendant (Aide)		24.52
28510 - Recreation Aide/Health Facility Attendant		17.90
28515 - Recreation Specialist		30.38
28630 - Sports Official		19.53
28690 - Swimming Pool Operator		23.73
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		36.09
29020 - Hatch Tender		36.09
29030 - Line Handler		36.09
29041 - Stevedore I		34.41
29042 - Stevedore II		37.75
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		23.93
30022 - Archeological Technician II		26.77
30023 - Archeological Technician III		33.15
30030 - Cartographic Technician		33.15
30040 - Civil Engineering Technician		31.25
30051 - Cryogenic Technician I		36.72
30052 - Cryogenic Technician II		40.55
30061 - Drafter/CAD Operator I		23.93
30062 - Drafter/CAD Operator II		26.77
30063 - Drafter/CAD Operator III		29.83
30064 - Drafter/CAD Operator IV		36.72
30081 - Engineering Technician I		20.27

30082 - Engineering Technician II	22.74
30083 - Engineering Technician III	25.44
30084 - Engineering Technician IV	31.52
30085 - Engineering Technician V	38.56
30086 - Engineering Technician VI	46.65
30090 - Environmental Technician	29.28
30095 - Evidence Control Specialist	33.15
30210 - Laboratory Technician	29.60
30221 - Latent Fingerprint Technician I	37.06
30222 - Latent Fingerprint Technician II	40.94
30240 - Mathematical Technician	40.14
30361 - Paralegal/Legal Assistant I	23.39
30362 - Paralegal/Legal Assistant II	28.97
30363 - Paralegal/Legal Assistant III	35.43
30364 - Paralegal/Legal Assistant IV	42.87
30375 - Petroleum Supply Specialist	40.55
30390 - Photo-Optics Technician	33.15
30395 - Radiation Control Technician	40.55
30461 - Technical Writer I	33.39
30462 - Technical Writer II	40.83
30463 - Technical Writer III	49.40
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	36.72
30502 - Weather Forecaster II	44.66
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 29.83
30621 - Weather Observer, Senior	(see 2) 33.15
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	40.13
31020 - Bus Aide	22.33
31030 - Bus Driver	29.03
31043 - Driver Courier	21.04
31260 - Parking and Lot Attendant	17.10
31290 - Shuttle Bus Driver	19.46
31310 - Taxi Driver	16.53
31361 - Truckdriver, Light	22.38
31362 - Truckdriver, Medium	23.55
31363 - Truckdriver, Heavy	28.81
31364 - Truckdriver, Tractor-Trailer	28.81
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.56
99030 - Cashier	16.42
99050 - Desk Clerk	18.01
99095 - Embalmer	36.37
99130 - Flight Follower	33.16
99251 - Laboratory Animal Caretaker I	21.50
99252 - Laboratory Animal Caretaker II	22.87
99260 - Marketing Analyst	39.73
99310 - Mortician	36.37
99410 - Pest Controller	26.03
99510 - Photofinishing Worker	20.42
99710 - Recycling Laborer	28.69
99711 - Recycling Specialist	33.32
99730 - Refuse Collector	26.46
99810 - Sales Clerk	17.39
99820 - School Crossing Guard	18.05
99830 - Survey Party Chief	31.83
99831 - Surveying Aide	19.36
99832 - Surveying Technician	28.97

99840 - Vending Machine Attendant	22.46
99841 - Vending Machine Repairer	26.60
99842 - Vending Machine Repairer Helper	22.46

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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job

families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).""