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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

Diane C. Koplewski                    Division of  
Director                                    Wage Determinations

Wage Determination No.: 2005-2241  
Revision No.: 14  
Date Of Revision: 06/19/2013

State: Maine  
Area: Maine Statewide

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

| OCCUPATION CODE - TITLE                                 | FOOTNOTE |
|---|----------|
| RATE  |          |
| 01000 - Administrative Support And Clerical Occupations |          |
| 01011 - Accounting Clerk I                              |          |
| 12.90   |          |
| 01012 - Accounting Clerk II                             |          |
| 14.49   |          |
| 01013 - Accounting Clerk III                            |          |
| 16.20   |          |
| 01020 - Administrative Assistant                        |          |
| 19.33   |          |
| 01040 - Court Reporter                                  |          |
| 18.63   |          |
| 01051 - Data Entry Operator I                           |          |
| 12.24   |          |
| 01052 - Data Entry Operator II                          |          |
| 13.64   |          |
| 01060 - Dispatcher, Motor Vehicle                       |          |
| 16.55   |          |
| 01070 - Document Preparation Clerk                      |          |
| 13.51   |          |
| 01090 - Duplicating Machine Operator                    |          |
| 13.24   |          |
| 01111 - General Clerk I                                 |          |
| 12.23   |          |
| 01112 - General Clerk II                                |          |
| 13.35   |          |
| 01113 - General Clerk III                               |          |
| 14.98   |          |
| 01120 - Housing Referral Assistant                      |          |
| 17.87   |          |
| 01141 - Messenger Courier                               |          |
| 12.47   |          |
| 01191 - Order Clerk I                                   |          |
| 11.69   |          |
| 01192 - Order Clerk II                                  |          |
| 14.38   |          |

01261 - Personnel Assistant (Employment) I  
13.75  
01262 - Personnel Assistant (Employment) II  
15.38  
01263 - Personnel Assistant (Employment) III  
17.15  
01270 - Production Control Clerk  
19.89  
01280 - Receptionist  
11.61  
01290 - Rental Clerk  
11.05  
01300 - Scheduler, Maintenance  
14.32  
01311 - Secretary I  
14.32  
01312 - Secretary II  
16.02  
01313 - Secretary III  
17.87  
01320 - Service Order Dispatcher  
12.25  
01410 - Supply Technician  
19.85  
01420 - Survey Worker  
12.37  
01531 - Travel Clerk I  
12.99  
01532 - Travel Clerk II  
14.07  
01533 - Travel Clerk III  
15.16  
01611 - Word Processor I  
13.00  
01612 - Word Processor II  
14.73  
01613 - Word Processor III  
16.34  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
16.40  
05010 - Automotive Electrician  
16.16  
05040 - Automotive Glass Installer  
15.07  
05070 - Automotive Worker  
15.07  
05110 - Mobile Equipment Servicer  
13.79  
05130 - Motor Equipment Metal Mechanic  
16.22  
05160 - Motor Equipment Metal Worker  
15.08  
05190 - Motor Vehicle Mechanic  
16.22  
05220 - Motor Vehicle Mechanic Helper  
13.74

05250 - Motor Vehicle Upholstery Worker  
14.44  
05280 - Motor Vehicle Wrecker  
15.07  
05310 - Painter, Automotive  
16.16  
05340 - Radiator Repair Specialist  
15.07  
05370 - Tire Repairer  
11.67  
05400 - Transmission Repair Specialist  
16.22  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
12.43  
07041 - Cook I  
12.01  
07042 - Cook II  
13.30  
07070 - Dishwasher  
8.72  
07130 - Food Service Worker  
10.11  
07210 - Meat Cutter  
15.18  
07260 - Waiter/Waitress  
10.00  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
20.33  
09040 - Furniture Handler  
12.99  
09080 - Furniture Refinisher  
16.03  
09090 - Furniture Refinisher Helper  
13.66  
09110 - Furniture Repairer, Minor  
14.95  
09130 - Upholsterer  
17.57  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.97  
11060 - Elevator Operator  
10.97  
11090 - Gardener  
14.40  
11122 - Housekeeping Aide  
12.17  
11150 - Janitor  
12.17  
11210 - Laborer, Grounds Maintenance  
12.41  
11240 - Maid or Houseman  
10.01  
11260 - Pruner  
14.10

11270 - Tractor Operator  
13.90  
11330 - Trail Maintenance Worker  
12.41  
11360 - Window Cleaner  
12.99  
12000 - Health Occupations  
12010 - Ambulance Driver  
13.64  
12011 - Breath Alcohol Technician  
16.92  
12012 - Certified Occupational Therapist Assistant  
22.15  
12015 - Certified Physical Therapist Assistant  
20.14  
12020 - Dental Assistant  
16.26  
12025 - Dental Hygienist  
29.04  
12030 - EKG Technician  
25.37  
12035 - Electroneurodiagnostic Technologist  
25.37  
12040 - Emergency Medical Technician  
13.64  
12071 - Licensed Practical Nurse I  
15.31  
12072 - Licensed Practical Nurse II  
17.12  
12073 - Licensed Practical Nurse III  
19.10  
12100 - Medical Assistant  
13.94  
12130 - Medical Laboratory Technician  
17.56  
12160 - Medical Record Clerk  
13.54  
12190 - Medical Record Technician  
15.14  
12195 - Medical Transcriptionist  
15.17  
12210 - Nuclear Medicine Technologist  
32.44  
12221 - Nursing Assistant I  
10.03  
12222 - Nursing Assistant II  
11.28  
12223 - Nursing Assistant III  
12.31  
12224 - Nursing Assistant IV  
13.81  
12235 - Optical Dispenser  
15.53  
12236 - Optical Technician  
13.16  
12250 - Pharmacy Technician  
12.99

12280 - Phlebotomist  
13.81  
12305 - Radiologic Technologist  
26.94  
12311 - Registered Nurse I  
23.39  
12312 - Registered Nurse II  
28.61  
12313 - Registered Nurse II, Specialist  
28.61  
12314 - Registered Nurse III  
34.61  
12315 - Registered Nurse III, Anesthetist  
34.61  
12316 - Registered Nurse IV  
41.48  
12317 - Scheduler (Drug and Alcohol Testing)  
20.25  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
16.25  
13012 - Exhibits Specialist II  
20.11  
13013 - Exhibits Specialist III  
24.96  
13041 - Illustrator I  
16.25  
13042 - Illustrator II  
20.11  
13043 - Illustrator III  
24.62  
13047 - Librarian  
20.94  
13050 - Library Aide/Clerk  
10.82  
13054 - Library Information Technology Systems  
18.92  
Administrator  
13058 - Library Technician  
13.80  
13061 - Media Specialist I  
13.64  
13062 - Media Specialist II  
15.26  
13063 - Media Specialist III  
17.02  
13071 - Photographer I  
14.36  
13072 - Photographer II  
19.74  
13073 - Photographer III  
24.42  
13074 - Photographer IV  
29.89  
13075 - Photographer V  
36.16

13110 - Video Teleconference Technician  
 17.37  
 14000 - Information Technology Occupations  
   14041 - Computer Operator I  
 15.31  
   14042 - Computer Operator II  
 17.13  
   14043 - Computer Operator III  
 19.11  
   14044 - Computer Operator IV  
 21.64  
   14045 - Computer Operator V  
 23.50  
   14071 - Computer Programmer I (see 1)  
 18.41  
   14072 - Computer Programmer II (see 1)  
 22.82  
   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  
 15.31  
   14160 - Personal Computer Support Technician  
 25.11  
 15000 - Instructional Occupations  
   15010 - Aircrew Training Devices Instructor (Non-Rated)  
 25.51  
   15020 - Aircrew Training Devices Instructor (Rated)  
 33.68  
   15030 - Air Crew Training Devices Instructor (Pilot)  
 37.03  
   15050 - Computer Based Training Specialist / Instructor  
 26.00  
   15060 - Educational Technologist  
 23.27  
   15070 - Flight Instructor (Pilot)  
 37.03  
   15080 - Graphic Artist  
 21.34  
   15090 - Technical Instructor  
 18.11  
   15095 - Technical Instructor/Course Developer  
 22.15  
   15110 - Test Proctor  
 14.61  
   15120 - Tutor  
 14.61  
 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
   16010 - Assembler  
 10.12  
   16030 - Counter Attendant  
 10.12  
   16040 - Dry Cleaner  
 12.26

16070 - Finisher, Flatwork, Machine  
10.12  
16090 - Presser, Hand  
10.12  
16110 - Presser, Machine, Drycleaning  
10.12  
16130 - Presser, Machine, Shirts  
10.12  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.12  
16190 - Sewing Machine Operator  
12.92  
16220 - Tailor  
13.62  
16250 - Washer, Machine  
10.84  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
20.32  
19040 - Tool And Die Maker  
23.65  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
14.40  
21030 - Material Coordinator  
19.89  
21040 - Material Expediter  
19.89  
21050 - Material Handling Laborer  
11.87  
21071 - Order Filler  
10.55  
21080 - Production Line Worker (Food Processing)  
14.40  
21110 - Shipping Packer  
13.50  
21130 - Shipping/Receiving Clerk  
13.50  
21140 - Store Worker I  
12.70  
21150 - Stock Clerk  
15.48  
21210 - Tools And Parts Attendant  
14.40  
21410 - Warehouse Specialist  
14.40  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
22.19  
23021 - Aircraft Mechanic I  
21.39  
23022 - Aircraft Mechanic II  
22.19  
23023 - Aircraft Mechanic III  
23.00  
23040 - Aircraft Mechanic Helper  
17.30

23050 - Aircraft, Painter  
20.55  
23060 - Aircraft Servicer  
18.89  
23080 - Aircraft Worker  
19.72  
23110 - Appliance Mechanic  
17.30  
23120 - Bicycle Repairer  
12.57  
23125 - Cable Splicer  
24.06  
23130 - Carpenter, Maintenance  
16.95  
23140 - Carpet Layer  
15.84  
23160 - Electrician, Maintenance  
21.73  
23181 - Electronics Technician Maintenance I  
19.64  
23182 - Electronics Technician Maintenance II  
23.73  
23183 - Electronics Technician Maintenance III  
25.06  
23260 - Fabric Worker  
17.71  
23290 - Fire Alarm System Mechanic  
19.70  
23310 - Fire Extinguisher Repairer  
16.78  
23311 - Fuel Distribution System Mechanic  
23.73  
23312 - Fuel Distribution System Operator  
19.85  
23370 - General Maintenance Worker  
16.44  
23380 - Ground Support Equipment Mechanic  
21.39  
23381 - Ground Support Equipment Servicer  
18.89  
23382 - Ground Support Equipment Worker  
19.72  
23391 - Gunsmith I  
16.78  
23392 - Gunsmith II  
18.59  
23393 - Gunsmith III  
20.28  
23410 - Heating, Ventilation And Air-Conditioning  
19.81  
Mechanic  
23411 - Heating, Ventilation And Air Contditioning  
20.55  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
18.74

23440 - Heavy Equipment Operator  
16.37  
23460 - Instrument Mechanic  
22.77  
23465 - Laboratory/Shelter Mechanic  
19.46  
23470 - Laborer  
11.87  
23510 - Locksmith  
17.39  
23530 - Machinery Maintenance Mechanic  
19.80  
23550 - Machinist, Maintenance  
20.09  
23580 - Maintenance Trades Helper  
14.01  
23591 - Metrology Technician I  
22.77  
23592 - Metrology Technician II  
23.61  
23593 - Metrology Technician III  
24.52  
23640 - Millwright  
21.56  
23710 - Office Appliance Repairer  
18.91  
23760 - Painter, Maintenance  
16.49  
23790 - Pipefitter, Maintenance  
19.84  
23810 - Plumber, Maintenance  
17.51  
23820 - Pneudraulic Systems Mechanic  
20.28  
23850 - Rigger  
20.03  
23870 - Scale Mechanic  
18.59  
23890 - Sheet-Metal Worker, Maintenance  
17.60  
23910 - Small Engine Mechanic  
15.58  
23931 - Telecommunications Mechanic I  
22.81  
23932 - Telecommunications Mechanic II  
25.46  
23950 - Telephone Lineman  
25.17  
23960 - Welder, Combination, Maintenance  
18.40  
23965 - Well Driller  
18.82  
23970 - Woodcraft Worker  
20.28  
23980 - Woodworker  
14.70  
24000 - Personal Needs Occupations

24570 - Child Care Attendant  
10.46  
24580 - Child Care Center Clerk  
13.98  
24610 - Chore Aide  
9.76  
24620 - Family Readiness And Support Services  
12.62  
Coordinator  
24630 - Homemaker  
14.35  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
20.25  
25040 - Sewage Plant Operator  
18.09  
25070 - Stationary Engineer  
20.25  
25190 - Ventilation Equipment Tender  
15.89  
25210 - Water Treatment Plant Operator  
18.09  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
16.12  
27007 - Baggage Inspector  
11.98  
27008 - Corrections Officer  
19.46  
27010 - Court Security Officer  
20.42  
27030 - Detection Dog Handler  
18.98  
27040 - Detention Officer  
19.46  
27070 - Firefighter  
19.24  
27101 - Guard I  
11.98  
27102 - Guard II  
18.98  
27131 - Police Officer I  
20.49  
27132 - Police Officer II  
22.78  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
10.98  
28042 - Carnival Equipment Repairer  
12.53  
28043 - Carnival Equipment Worker  
9.65  
28210 - Gate Attendant/Gate Tender  
14.87  
28310 - Lifeguard  
11.01

28350 - Park Attendant (Aide)  
16.63  
28510 - Recreation Aide/Health Facility Attendant  
12.14  
28515 - Recreation Specialist  
17.78  
28630 - Sports Official  
13.25  
28690 - Swimming Pool Operator  
18.70  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
20.00  
29020 - Hatch Tender  
20.00  
29030 - Line Handler  
19.80  
29041 - Stevedore I  
17.60  
29042 - Stevedore II  
20.97  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
35.77  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
24.66  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
27.16  
30021 - Archeological Technician I  
17.67  
30022 - Archeological Technician II  
18.40  
30023 - Archeological Technician III  
22.49  
30030 - Cartographic Technician  
22.49  
30040 - Civil Engineering Technician  
22.13  
30061 - Drafter/CAD Operator I  
16.22  
30062 - Drafter/CAD Operator II  
18.15  
30063 - Drafter/CAD Operator III  
20.24  
30064 - Drafter/CAD Operator IV  
24.90  
30081 - Engineering Technician I  
15.49  
30082 - Engineering Technician II  
17.38  
30083 - Engineering Technician III  
19.45  
30084 - Engineering Technician IV  
24.10  
30085 - Engineering Technician V  
29.48

30086 - Engineering Technician VI  
 35.66  
 30090 - Environmental Technician  
 17.86  
 30210 - Laboratory Technician  
 17.74  
 30240 - Mathematical Technician  
 23.34  
 30361 - Paralegal/Legal Assistant I  
 20.12  
 30362 - Paralegal/Legal Assistant II  
 24.94  
 30363 - Paralegal/Legal Assistant III  
 30.50  
 30364 - Paralegal/Legal Assistant IV  
 36.90  
 30390 - Photo-Optics Technician  
 22.49  
 30461 - Technical Writer I  
 22.53  
 30462 - Technical Writer II  
 27.56  
 30463 - Technical Writer III  
 33.34  
 30491 - Unexploded Ordnance (UXO) Technician I  
 22.74  
 30492 - Unexploded Ordnance (UXO) Technician II  
 27.51  
 30493 - Unexploded Ordnance (UXO) Technician III  
 32.97  
 30494 - Unexploded (UXO) Safety Escort  
 22.74  
 30495 - Unexploded (UXO) Sweep Personnel  
 22.74  
 30620 - Weather Observer, Combined Upper Air Or (see 3)  
 20.24  
 Surface Programs  
 30621 - Weather Observer, Senior (see 3)  
 22.49  
 31000 - Transportation/Mobile Equipment Operation Occupations  
 31020 - Bus Aide  
 12.21  
 31030 - Bus Driver  
 15.33  
 31043 - Driver Courier  
 14.03  
 31260 - Parking and Lot Attendant  
 10.22  
 31290 - Shuttle Bus Driver  
 14.80  
 31310 - Taxi Driver  
 10.25  
 31361 - Truckdriver, Light  
 14.80  
 31362 - Truckdriver, Medium  
 15.62

31363 - Truckdriver, Heavy  
16.15  
31364 - Truckdriver, Tractor-Trailer  
16.15  
99000 - Miscellaneous Occupations  
99030 - Cashier  
8.92  
99050 - Desk Clerk  
10.51  
99095 - Embalmer  
24.30  
99251 - Laboratory Animal Caretaker I  
12.46  
99252 - Laboratory Animal Caretaker II  
13.14  
99310 - Mortician  
24.30  
99410 - Pest Controller  
16.17  
99510 - Photofinishing Worker  
14.91  
99710 - Recycling Laborer  
13.16  
99711 - Recycling Specialist  
14.85  
99730 - Refuse Collector  
12.33  
99810 - Sales Clerk  
12.44  
99820 - School Crossing Guard  
9.38  
99830 - Survey Party Chief  
19.27  
99831 - Surveying Aide  
13.14  
99832 - Surveying Technician  
17.52  
99840 - Vending Machine Attendant  
11.32  
99841 - Vending Machine Repairer  
15.52  
99842 - Vending Machine Repairer Helper  
11.33

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.81 per hour or \$152.40 per week or \$660.40 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial 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 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty 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).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.