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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.: 2005-2253  
Revision No.: 14  
Date Of Revision: 06/19/2013

Applicable in the following cities and towns in Massachusetts and Rhode Island:

Massachusetts:

WORCESTER COUNTY: Blackstone, Millville, and Woonsocket  
BRISTOL COUNTY: Attleboro, North Attleboro, Rehoboth, and Seekonk  
NORFOLK COUNTY: Plainville

Rhode Island:

PROVIDENCE COUNTY: Burrillville, Central Falls, City of Providence, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

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

OCCUPATION CODE - TITLE	FOOTNOTE
RATE	
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.29	
01012 - Accounting Clerk II	
15.90	
01013 - Accounting Clerk III	
17.78	
01020 - Administrative Assistant	
23.60	
01040 - Court Reporter	
17.86	
01051 - Data Entry Operator I	
13.48	
01052 - Data Entry Operator II	
14.73	
01060 - Dispatcher, Motor Vehicle	
18.07	
01070 - Document Preparation Clerk	
14.29	
01090 - Duplicating Machine Operator	
14.29	
01111 - General Clerk I	
12.83	
01112 - General Clerk II	
14.00	

01113 - General Clerk III  
16.35  
01120 - Housing Referral Assistant  
20.41  
01141 - Messenger Courier  
14.41  
01191 - Order Clerk I  
13.44  
01192 - Order Clerk II  
14.67  
01261 - Personnel Assistant (Employment) I  
15.90  
01262 - Personnel Assistant (Employment) II  
17.79  
01263 - Personnel Assistant (Employment) III  
21.91  
01270 - Production Control Clerk  
19.90  
01280 - Receptionist  
14.29  
01290 - Rental Clerk  
15.65  
01300 - Scheduler, Maintenance  
16.36  
01311 - Secretary I  
16.36  
01312 - Secretary II  
18.30  
01313 - Secretary III  
20.41  
01320 - Service Order Dispatcher  
17.26  
01410 - Supply Technician  
23.60  
01420 - Survey Worker  
17.78  
01531 - Travel Clerk I  
12.75  
01532 - Travel Clerk II  
13.54  
01533 - Travel Clerk III  
14.21  
01611 - Word Processor I  
14.59  
01612 - Word Processor II  
16.54  
01613 - Word Processor III  
18.56  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
18.87  
05010 - Automotive Electrician  
18.24  
05040 - Automotive Glass Installer  
16.97  
05070 - Automotive Worker  
16.97

05110 - Mobile Equipment Servicer  
15.73  
05130 - Motor Equipment Metal Mechanic  
18.37  
05160 - Motor Equipment Metal Worker  
17.04  
05190 - Motor Vehicle Mechanic  
18.37  
05220 - Motor Vehicle Mechanic Helper  
15.02  
05250 - Motor Vehicle Upholstery Worker  
17.49  
05280 - Motor Vehicle Wrecker  
17.04  
05310 - Painter, Automotive  
17.71  
05340 - Radiator Repair Specialist  
17.04  
05370 - Tire Repairer  
12.12  
05400 - Transmission Repair Specialist  
18.37  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
13.77  
07041 - Cook I  
14.52  
07042 - Cook II  
16.62  
07070 - Dishwasher  
10.29  
07130 - Food Service Worker  
9.85  
07210 - Meat Cutter  
17.38  
07260 - Waiter/Waitress  
9.64  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
14.11  
09040 - Furniture Handler  
12.42  
09080 - Furniture Refinisher  
14.76  
09090 - Furniture Refinisher Helper  
12.51  
09110 - Furniture Repairer, Minor  
13.66  
09130 - Upholsterer  
15.52  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
11.13  
11060 - Elevator Operator  
13.74  
11090 - Gardener  
15.09

11122 - Housekeeping Aide  
14.04  
11150 - Janitor  
14.04  
11210 - Laborer, Grounds Maintenance  
12.94  
11240 - Maid or Houseman  
11.74  
11260 - Pruner  
11.84  
11270 - Tractor Operator  
15.12  
11330 - Trail Maintenance Worker  
12.94  
11360 - Window Cleaner  
14.04  
12000 - Health Occupations  
12010 - Ambulance Driver  
17.01  
12011 - Breath Alcohol Technician  
20.65  
12012 - Certified Occupational Therapist Assistant  
22.10  
12015 - Certified Physical Therapist Assistant  
23.71  
12020 - Dental Assistant  
16.70  
12025 - Dental Hygienist  
32.76  
12030 - EKG Technician  
24.98  
12035 - Electroneurodiagnostic Technologist  
24.98  
12040 - Emergency Medical Technician  
17.01  
12071 - Licensed Practical Nurse I  
20.04  
12072 - Licensed Practical Nurse II  
22.41  
12073 - Licensed Practical Nurse III  
25.00  
12100 - Medical Assistant  
14.57  
12130 - Medical Laboratory Technician  
22.41  
12160 - Medical Record Clerk  
15.71  
12190 - Medical Record Technician  
17.48  
12195 - Medical Transcriptionist  
17.27  
12210 - Nuclear Medicine Technologist  
36.48  
12221 - Nursing Assistant I  
11.24  
12222 - Nursing Assistant II  
12.64

12223 - Nursing Assistant III  
13.79  
12224 - Nursing Assistant IV  
15.47  
12235 - Optical Dispenser  
20.48  
12236 - Optical Technician  
13.33  
12250 - Pharmacy Technician  
14.53  
12280 - Phlebotomist  
15.47  
12305 - Radiologic Technologist  
29.51  
12311 - Registered Nurse I  
29.78  
12312 - Registered Nurse II  
34.81  
12313 - Registered Nurse II, Specialist  
34.81  
12314 - Registered Nurse III  
40.02  
12315 - Registered Nurse III, Anesthetist  
40.02  
12316 - Registered Nurse IV  
47.94  
12317 - Scheduler (Drug and Alcohol Testing)  
24.64  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
19.97  
13012 - Exhibits Specialist II  
24.75  
13013 - Exhibits Specialist III  
30.28  
13041 - Illustrator I  
19.97  
13042 - Illustrator II  
24.74  
13043 - Illustrator III  
30.28  
13047 - Librarian  
27.56  
13050 - Library Aide/Clerk  
11.84  
13054 - Library Information Technology Systems  
24.88  
Administrator  
13058 - Library Technician  
15.84  
13061 - Media Specialist I  
17.85  
13062 - Media Specialist II  
19.97  
13063 - Media Specialist III  
22.27

13071 - Photographer I  
 16.99  
 13072 - Photographer II  
 19.00  
 13073 - Photographer III  
 23.78  
 13074 - Photographer IV  
 28.78  
 13075 - Photographer V  
 33.72  
 13110 - Video Teleconference Technician  
 17.78  
 14000 - Information Technology Occupations  
 14041 - Computer Operator I  
 15.88  
 14042 - Computer Operator II  
 17.76  
 14043 - Computer Operator III  
 19.81  
 14044 - Computer Operator IV  
 23.18  
 14045 - Computer Operator V  
 25.70  
 14071 - Computer Programmer I (see 1)  
 21.65  
 14072 - Computer Programmer II (see 1)  
 24.90  
 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  
 15.88  
 14160 - Personal Computer Support Technician  
 25.50  
 15000 - Instructional Occupations  
 15010 - Aircrew Training Devices Instructor (Non-Rated)  
 29.37  
 15020 - Aircrew Training Devices Instructor (Rated)  
 35.01  
 15030 - Air Crew Training Devices Instructor (Pilot)  
 41.96  
 15050 - Computer Based Training Specialist / Instructor  
 29.37  
 15060 - Educational Technologist  
 28.32  
 15070 - Flight Instructor (Pilot)  
 41.96  
 15080 - Graphic Artist  
 23.45  
 15090 - Technical Instructor  
 22.50  
 15095 - Technical Instructor/Course Developer  
 27.52  
 15110 - Test Proctor  
 18.15

15120 - Tutor  
18.15  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
10.26  
16030 - Counter Attendant  
10.26  
16040 - Dry Cleaner  
12.43  
16070 - Finisher, Flatwork, Machine  
10.26  
16090 - Presser, Hand  
10.26  
16110 - Presser, Machine, Drycleaning  
10.26  
16130 - Presser, Machine, Shirts  
10.26  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.26  
16190 - Sewing Machine Operator  
13.16  
16220 - Tailor  
13.93  
16250 - Washer, Machine  
10.83  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
19.05  
19040 - Tool And Die Maker  
22.18  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
17.57  
21030 - Material Coordinator  
19.90  
21040 - Material Expediter  
19.90  
21050 - Material Handling Laborer  
13.55  
21071 - Order Filler  
12.87  
21080 - Production Line Worker (Food Processing)  
17.57  
21110 - Shipping Packer  
13.91  
21130 - Shipping/Receiving Clerk  
13.91  
21140 - Store Worker I  
12.17  
21150 - Stock Clerk  
15.88  
21210 - Tools And Parts Attendant  
17.57  
21410 - Warehouse Specialist  
17.57  
23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder  
24.13  
23021 - Aircraft Mechanic I  
22.98  
23022 - Aircraft Mechanic II  
24.13  
23023 - Aircraft Mechanic III  
25.33  
23040 - Aircraft Mechanic Helper  
18.50  
23050 - Aircraft, Painter  
21.66  
23060 - Aircraft Servicer  
20.28  
23080 - Aircraft Worker  
21.19  
23110 - Appliance Mechanic  
20.86  
23120 - Bicycle Repairer  
12.12  
23125 - Cable Splicer  
27.32  
23130 - Carpenter, Maintenance  
22.85  
23140 - Carpet Layer  
20.82  
23160 - Electrician, Maintenance  
25.28  
23181 - Electronics Technician Maintenance I  
24.89  
23182 - Electronics Technician Maintenance II  
25.93  
23183 - Electronics Technician Maintenance III  
27.00  
23260 - Fabric Worker  
17.45  
23290 - Fire Alarm System Mechanic  
20.53  
23310 - Fire Extinguisher Repairer  
19.51  
23311 - Fuel Distribution System Mechanic  
23.18  
23312 - Fuel Distribution System Operator  
19.61  
23370 - General Maintenance Worker  
18.76  
23380 - Ground Support Equipment Mechanic  
22.98  
23381 - Ground Support Equipment Servicer  
20.28  
23382 - Ground Support Equipment Worker  
21.19  
23391 - Gunsmith I  
19.51  
23392 - Gunsmith II  
21.27



23393 - Gunsmith III  
23.07  
23410 - Heating, Ventilation And Air-Conditioning  
23.13  
Mechanic  
23411 - Heating, Ventilation And Air Contditioning  
24.00  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
21.73  
23440 - Heavy Equipment Operator  
28.39  
23460 - Instrument Mechanic  
23.07  
23465 - Laboratory/Shelter Mechanic  
22.16  
23470 - Laborer  
13.76  
23510 - Locksmith  
19.69  
23530 - Machinery Maintenance Mechanic  
20.23  
23550 - Machinist, Maintenance  
19.39  
23580 - Maintenance Trades Helper  
12.23  
23591 - Metrology Technician I  
23.07  
23592 - Metrology Technician II  
23.94  
23593 - Metrology Technician III  
24.86  
23640 - Millwright  
24.19  
23710 - Office Appliance Repairer  
19.04  
23760 - Painter, Maintenance  
18.12  
23790 - Pipefitter, Maintenance  
26.04  
23810 - Plumber, Maintenance  
25.33  
23820 - Pneudraulic Systems Mechanic  
23.07  
23850 - Rigger  
20.55  
23870 - Scale Mechanic  
21.27  
23890 - Sheet-Metal Worker, Maintenance  
21.63  
23910 - Small Engine Mechanic  
18.65  
23931 - Telecommunications Mechanic I  
26.11  
23932 - Telecommunications Mechanic II  
27.09

23950 - Telephone Lineman  
27.18  
23960 - Welder, Combination, Maintenance  
18.25  
23965 - Well Driller  
22.85  
23970 - Woodcraft Worker  
23.07  
23980 - Woodworker  
17.59  
24000 - Personal Needs Occupations  
24570 - Child Care Attendant  
11.34  
24580 - Child Care Center Clerk  
12.74  
24610 - Chore Aide  
10.80  
24620 - Family Readiness And Support Services  
13.52  
Coordinator  
24630 - Homemaker  
16.61  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
25.13  
25040 - Sewage Plant Operator  
20.36  
25070 - Stationary Engineer  
25.13  
25190 - Ventilation Equipment Tender  
18.54  
25210 - Water Treatment Plant Operator  
20.36  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
17.79  
27007 - Baggage Inspector  
12.39  
27008 - Corrections Officer  
22.87  
27010 - Court Security Officer  
23.06  
27030 - Detection Dog Handler  
15.92  
27040 - Detention Officer  
22.87  
27070 - Firefighter  
23.24  
27101 - Guard I  
12.39  
27102 - Guard II  
15.92  
27131 - Police Officer I  
23.30  
27132 - Police Officer II  
25.90  
28000 - Recreation Occupations

28041 - Carnival Equipment Operator  
12.06  
28042 - Carnival Equipment Repairer  
12.66  
28043 - Carnival Equipment Worker  
10.31  
28210 - Gate Attendant/Gate Tender  
13.93  
28310 - Lifeguard  
12.11  
28350 - Park Attendant (Aide)  
15.58  
28510 - Recreation Aide/Health Facility Attendant  
11.10  
28515 - Recreation Specialist  
12.20  
28630 - Sports Official  
12.41  
28690 - Swimming Pool Operator  
15.97  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
25.19  
29020 - Hatch Tender  
25.19  
29030 - Line Handler  
25.19  
29041 - Stevedore I  
24.11  
29042 - Stevedore II  
26.25  
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  
18.09  
30022 - Archeological Technician II  
20.24  
30023 - Archeological Technician III  
25.08  
30030 - Cartographic Technician  
25.08  
30040 - Civil Engineering Technician  
23.95  
30061 - Drafter/CAD Operator I  
18.09  
30062 - Drafter/CAD Operator II  
20.24  
30063 - Drafter/CAD Operator III  
23.42  
30064 - Drafter/CAD Operator IV  
27.76

30081 - Engineering Technician I  
16.82  
30082 - Engineering Technician II  
18.87  
30083 - Engineering Technician III  
21.12  
30084 - Engineering Technician IV  
25.39  
30085 - Engineering Technician V  
31.06  
30086 - Engineering Technician VI  
38.73  
30090 - Environmental Technician  
21.75  
30210 - Laboratory Technician  
18.27  
30240 - Mathematical Technician  
25.14  
30361 - Paralegal/Legal Assistant I  
18.09  
30362 - Paralegal/Legal Assistant II  
22.43  
30363 - Paralegal/Legal Assistant III  
27.44  
30364 - Paralegal/Legal Assistant IV  
33.19  
30390 - Photo-Optics Technician  
25.14  
30461 - Technical Writer I  
23.77  
30462 - Technical Writer II  
29.08  
30463 - Technical Writer III  
37.68  
30491 - Unexploded Ordnance (UXO) Technician I  
22.72  
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 2)  
24.04  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
25.14  
31000 - Transportation/Mobile Equipment Operation Occupations  
31020 - Bus Aide  
14.15  
31030 - Bus Driver  
18.12  
31043 - Driver Courier  
15.20

31260 - Parking and Lot Attendant  
10.92  
31290 - Shuttle Bus Driver  
16.12  
31310 - Taxi Driver  
12.72  
31361 - Truckdriver, Light  
16.12  
31362 - Truckdriver, Medium  
18.40  
31363 - Truckdriver, Heavy  
20.47  
31364 - Truckdriver, Tractor-Trailer  
23.16  
99000 - Miscellaneous Occupations  
99030 - Cashier  
9.26  
99050 - Desk Clerk  
10.58  
99095 - Embalmer  
25.48  
99251 - Laboratory Animal Caretaker I  
11.99  
99252 - Laboratory Animal Caretaker II  
12.60  
99310 - Mortician  
38.43  
99410 - Pest Controller  
14.73  
99510 - Photofinishing Worker  
12.16  
99710 - Recycling Laborer  
18.17  
99711 - Recycling Specialist  
18.90  
99730 - Refuse Collector  
16.87  
99810 - Sales Clerk  
11.63  
99820 - School Crossing Guard  
14.35  
99830 - Survey Party Chief  
18.06  
99831 - Surveying Aide  
12.94  
99832 - Surveying Technician  
17.23  
99840 - Vending Machine Attendant  
15.86  
99841 - Vending Machine Repairer  
18.00  
99842 - Vending Machine Repairer Helper  
15.86

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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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 4.174)

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) 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.