

"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 Director	Division of Wage Determinations	Wage Determination No.: 2015-4223 Revision No.: 22 Date Of Last Revision: 12/27/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania County of Erie

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66***
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		23.54
01035 - Court Reporter		19.30
01041 - Customer Service Representative I		13.46***
01042 - Customer Service Representative II		15.14***
01043 - Customer Service Representative III		16.52
01051 - Data Entry Operator I		17.35
01052 - Data Entry Operator II		18.93
01060 - Dispatcher, Motor Vehicle		21.10
01070 - Document Preparation Clerk		15.37***
01090 - Duplicating Machine Operator		15.37***
01111 - General Clerk I		14.00***
01112 - General Clerk II		15.27***
01113 - General Clerk III		17.14

01120 - Housing Referral Assistant	21.51
01141 - Messenger Courier	12.93***
01191 - Order Clerk I	14.71***
01192 - Order Clerk II	16.05***
01261 - Personnel Assistant (Employment) I	16.51
01262 - Personnel Assistant (Employment) II	18.46
01263 - Personnel Assistant (Employment) III	20.58
01270 - Production Control Clerk	23.87
01290 - Rental Clerk	15.53***
01300 - Scheduler, Maintenance	17.25
01311 - Secretary I	17.25
01312 - Secretary II	19.30
01313 - Secretary III	21.51
01320 - Service Order Dispatcher	19.76
01410 - Supply Technician	23.54
01420 - Survey Worker	18.12
01460 - Switchboard Operator/Receptionist	13.10***
01531 - Travel Clerk I	14.48***
01532 - Travel Clerk II	15.00***
01533 - Travel Clerk III	16.13***
01611 - Word Processor I	14.55***
01612 - Word Processor II	16.35
01613 - Word Processor III	18.28
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.67
05010 - Automotive Electrician	17.78
05040 - Automotive Glass Installer	17.10
05070 - Automotive Worker	17.10
05110 - Mobile Equipment Servicer	15.85***
05130 - Motor Equipment Metal Mechanic	18.70
05160 - Motor Equipment Metal Worker	17.10
05190 - Motor Vehicle Mechanic	18.70
05220 - Motor Vehicle Mechanic Helper	15.23***
05250 - Motor Vehicle Upholstery Worker	16.47
05280 - Motor Vehicle Wrecker	17.10
05310 - Painter, Automotive	19.03
05340 - Radiator Repair Specialist	17.10
05370 - Tire Repairer	16.34
05400 - Transmission Repair Specialist	18.70
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.84***
07041 - Cook I	14.35***
07042 - Cook II	16.33
07070 - Dishwasher	10.26***
07130 - Food Service Worker	11.57***
07210 - Meat Cutter	16.86
07260 - Waiter/Waitress	10.92***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	13.88***
09080 - Furniture Refinisher	19.75
09090 - Furniture Refinisher Helper	15.34***
09110 - Furniture Repairer, Minor	17.62
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.87***
11060 - Elevator Operator	14.97***
11090 - Gardener	17.68
11122 - Housekeeping Aide	13.61***
11150 - Janitor	13.61***
11210 - Laborer, Grounds Maintenance	14.22***
11240 - Maid or Houseman	11.50***
11260 - Pruner	13.14***
11270 - Tractor Operator	16.41
11330 - Trail Maintenance Worker	14.22***

11360 - Window Cleaner	14.31***
12000 - Health Occupations	
12010 - Ambulance Driver	18.19
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	26.01
12015 - Certified Physical Therapist Assistant	27.31
12020 - Dental Assistant	17.91
12025 - Dental Hygienist	31.48
12030 - EKG Technician	29.14
12035 - Electroneurodiagnostic Technologist	29.14
12040 - Emergency Medical Technician	18.19
12071 - Licensed Practical Nurse I	17.63
12072 - Licensed Practical Nurse II	19.72
12073 - Licensed Practical Nurse III	21.98
12100 - Medical Assistant	14.70***
12130 - Medical Laboratory Technician	24.51
12160 - Medical Record Clerk	15.96***
12190 - Medical Record Technician	18.06
12195 - Medical Transcriptionist	17.63
12210 - Nuclear Medicine Technologist	43.33
12221 - Nursing Assistant I	11.96***
12222 - Nursing Assistant II	13.44***
12223 - Nursing Assistant III	14.67***
12224 - Nursing Assistant IV	16.48
12235 - Optical Dispenser	16.55
12236 - Optical Technician	17.63
12250 - Pharmacy Technician	13.94***
12280 - Phlebotomist	17.35
12305 - Radiologic Technologist	23.61
12311 - Registered Nurse I	24.52
12312 - Registered Nurse II	30.00
12313 - Registered Nurse II, Specialist	30.00
12314 - Registered Nurse III	36.29
12315 - Registered Nurse III, Anesthetist	36.29
12316 - Registered Nurse IV	43.50
12317 - Scheduler (Drug and Alcohol Testing)	24.78
12320 - Substance Abuse Treatment Counselor	20.32
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.25
13012 - Exhibits Specialist II	27.77
13013 - Exhibits Specialist III	31.96
13041 - Illustrator I	21.09
13042 - Illustrator II	26.13
13043 - Illustrator III	31.96
13047 - Librarian	28.93
13050 - Library Aide/Clerk	14.16***
13054 - Library Information Technology Systems Administrator	26.13
13058 - Library Technician	19.44
13061 - Media Specialist I	18.85
13062 - Media Specialist II	21.09
13063 - Media Specialist III	23.51
13071 - Photographer I	17.38
13072 - Photographer II	21.07
13073 - Photographer III	26.03
13074 - Photographer IV	30.40
13075 - Photographer V	36.76
13090 - Technical Order Library Clerk	18.83
13110 - Video Teleconference Technician	18.85
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.49
14042 - Computer Operator II	19.57
14043 - Computer Operator III	21.82
14044 - Computer Operator IV	24.26
14045 - Computer Operator V	26.85

14071 - Computer Programmer I	(see 1)	22.35
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.49
14160 - Personal Computer Support Technician		24.26
14170 - System Support Specialist		30.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.58
15020 - Aircrew Training Devices Instructor (Rated)		35.80
15030 - Air Crew Training Devices Instructor (Pilot)		42.90
15050 - Computer Based Training Specialist / Instructor		29.58
15060 - Educational Technologist		29.84
15070 - Flight Instructor (Pilot)		42.90
15080 - Graphic Artist		24.88
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.69
15086 - Maintenance Test Pilot, Rotary Wing		42.69
15088 - Non-Maintenance Test/Co-Pilot		42.69
15090 - Technical Instructor		22.36
15095 - Technical Instructor/Course Developer		27.35
15110 - Test Proctor		18.04
15120 - Tutor		19.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.44***
16030 - Counter Attendant		14.44***
16040 - Dry Cleaner		16.51
16070 - Finisher, Flatwork, Machine		14.44***
16090 - Presser, Hand		14.44***
16110 - Presser, Machine, Drycleaning		14.44***
16130 - Presser, Machine, Shirts		14.44***
16160 - Presser, Machine, Wearing Apparel, Laundry		14.44***
16190 - Sewing Machine Operator		17.20
16220 - Tailor		17.89
16250 - Washer, Machine		15.13***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.97
19040 - Tool And Die Maker		23.75
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.93
21030 - Material Coordinator		23.87
21040 - Material Expediter		23.87
21050 - Material Handling Laborer		18.10
21071 - Order Filler		15.28***
21080 - Production Line Worker (Food Processing)		17.93
21110 - Shipping Packer		17.32
21130 - Shipping/Receiving Clerk		17.32
21140 - Store Worker I		15.68***
21150 - Stock Clerk		19.86
21210 - Tools And Parts Attendant		17.93
21410 - Warehouse Specialist		17.93
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.65
23019 - Aircraft Logs and Records Technician		21.84
23021 - Aircraft Mechanic I		25.61
23022 - Aircraft Mechanic II		26.65
23023 - Aircraft Mechanic III		27.93
23040 - Aircraft Mechanic Helper		18.93
23050 - Aircraft, Painter		24.47
23060 - Aircraft Servicer		21.84
23070 - Aircraft Survival Flight Equipment Technician		24.47
23080 - Aircraft Worker		23.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		23.20

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	25.61
II		
23110	- Appliance Mechanic	24.47
23120	- Bicycle Repairer	20.39
23125	- Cable Splicer	26.97
23130	- Carpenter, Maintenance	22.23
23140	- Carpet Layer	23.20
23160	- Electrician, Maintenance	31.38
23181	- Electronics Technician Maintenance I	24.33
23182	- Electronics Technician Maintenance II	25.66
23183	- Electronics Technician Maintenance III	27.06
23260	- Fabric Worker	21.84
23290	- Fire Alarm System Mechanic	25.61
23310	- Fire Extinguisher Repairer	20.39
23311	- Fuel Distribution System Mechanic	29.87
23312	- Fuel Distribution System Operator	22.66
23370	- General Maintenance Worker	17.85
23380	- Ground Support Equipment Mechanic	25.61
23381	- Ground Support Equipment Servicer	21.84
23382	- Ground Support Equipment Worker	23.20
23391	- Gunsmith I	20.39
23392	- Gunsmith II	23.20
23393	- Gunsmith III	25.61
23410	- Heating, Ventilation And Air-Conditioning Mechanic	27.07
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.20
23430	- Heavy Equipment Mechanic	24.67
23440	- Heavy Equipment Operator	23.41
23460	- Instrument Mechanic	25.61
23465	- Laboratory/Shelter Mechanic	24.47
23470	- Laborer	15.10***
23510	- Locksmith	24.47
23530	- Machinery Maintenance Mechanic	25.01
23550	- Machinist, Maintenance	21.56
23580	- Maintenance Trades Helper	18.07
23591	- Metrology Technician I	25.61
23592	- Metrology Technician II	26.65
23593	- Metrology Technician III	27.93
23640	- Millwright	27.78
23710	- Office Appliance Repairer	22.10
23760	- Painter, Maintenance	19.35
23790	- Pipefitter, Maintenance	36.09
23810	- Plumber, Maintenance	32.59
23820	- Pneudraulic Systems Mechanic	25.61
23850	- Rigger	25.61
23870	- Scale Mechanic	23.20
23890	- Sheet-Metal Worker, Maintenance	28.36
23910	- Small Engine Mechanic	17.11
23931	- Telecommunications Mechanic I	26.90
23932	- Telecommunications Mechanic II	27.85
23950	- Telephone Lineman	27.54
23960	- Welder, Combination, Maintenance	21.42
23965	- Well Driller	25.61
23970	- Woodcraft Worker	25.61
23980	- Woodworker	20.39
24000	- Personal Needs Occupations	
24550	- Case Manager	17.54
24570	- Child Care Attendant	10.71***
24580	- Child Care Center Clerk	13.25***
24610	- Chore Aide	12.62***
24620	- Family Readiness And Support Services Coordinator	17.54
24630	- Homemaker	17.54

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.24
25040 - Sewage Plant Operator	27.08
25070 - Stationary Engineer	30.24
25190 - Ventilation Equipment Tender	21.53
25210 - Water Treatment Plant Operator	27.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.92
27007 - Baggage Inspector	13.50***
27008 - Corrections Officer	25.40
27010 - Court Security Officer	30.93
27030 - Detection Dog Handler	15.10***
27040 - Detention Officer	25.40
27070 - Firefighter	37.77
27101 - Guard I	13.50***
27102 - Guard II	15.10***
27131 - Police Officer I	34.32
27132 - Police Officer II	38.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.54***
28042 - Carnival Equipment Repairer	12.40***
28043 - Carnival Worker	9.24***
28210 - Gate Attendant/Gate Tender	14.84***
28310 - Lifeguard	12.03***
28350 - Park Attendant (Aide)	16.60
28510 - Recreation Aide/Health Facility Attendant	12.11***
28515 - Recreation Specialist	20.46
28630 - Sports Official	13.22***
28690 - Swimming Pool Operator	18.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.20
29020 - Hatch Tender	23.20
29030 - Line Handler	23.20
29041 - Stevedore I	21.84
29042 - Stevedore II	24.47
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	18.25
30022 - Archeological Technician II	20.41
30023 - Archeological Technician III	24.87
30030 - Cartographic Technician	25.30
30040 - Civil Engineering Technician	27.77
30051 - Cryogenic Technician I	28.00
30052 - Cryogenic Technician II	30.93
30061 - Drafter/CAD Operator I	18.25
30062 - Drafter/CAD Operator II	20.41
30063 - Drafter/CAD Operator III	22.77
30064 - Drafter/CAD Operator IV	28.00
30081 - Engineering Technician I	16.06***
30082 - Engineering Technician II	18.06
30083 - Engineering Technician III	20.98
30084 - Engineering Technician IV	24.78
30085 - Engineering Technician V	30.31
30086 - Engineering Technician VI	36.67
30090 - Environmental Technician	24.37
30095 - Evidence Control Specialist	24.37
30210 - Laboratory Technician	23.32
30221 - Latent Fingerprint Technician I	28.00
30222 - Latent Fingerprint Technician II	30.93
30240 - Mathematical Technician	25.30
30361 - Paralegal/Legal Assistant I	19.93
30362 - Paralegal/Legal Assistant II	24.70
30363 - Paralegal/Legal Assistant III	30.21

30364 - Paralegal/Legal Assistant IV	34.71
30375 - Petroleum Supply Specialist	29.82
30390 - Photo-Optics Technician	26.70
30395 - Radiation Control Technician	29.82
30461 - Technical Writer I	24.75
30462 - Technical Writer II	30.28
30463 - Technical Writer III	36.63
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	28.00
30502 - Weather Forecaster II	34.06
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.77
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.30
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	14.71***
31030 - Bus Driver	19.12
31043 - Driver Courier	15.11***
31260 - Parking and Lot Attendant	12.14***
31290 - Shuttle Bus Driver	14.69***
31310 - Taxi Driver	14.14***
31361 - Truckdriver, Light	16.16***
31362 - Truckdriver, Medium	17.70
31363 - Truckdriver, Heavy	22.40
31364 - Truckdriver, Tractor-Trailer	22.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	10.47***
99050 - Desk Clerk	10.79***
99095 - Embalmer	27.76
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	16.26
99252 - Laboratory Animal Caretaker II	17.33
99260 - Marketing Analyst	25.83
99310 - Mortician	27.76
99410 - Pest Controller	24.57
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	19.86
99711 - Recycling Specialist	22.88
99730 - Refuse Collector	18.35
99810 - Sales Clerk	12.12***
99820 - School Crossing Guard	18.17
99830 - Survey Party Chief	22.81
99831 - Surveying Aide	13.58***
99832 - Surveying Technician	20.72
99840 - Vending Machine Attendant	21.29
99841 - Vending Machine Repairer	26.10
99842 - Vending Machine Repairer Helper	21.29

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 8 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 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))."