

"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.: 2015-4207 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 Carbon

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.46
01012 - Accounting Clerk II		19.60
01013 - Accounting Clerk III		21.93
01020 - Administrative Assistant		29.53
01035 - Court Reporter		25.23
01041 - Customer Service Representative I		16.09***
01042 - Customer Service Representative II		17.56
01043 - Customer Service Representative III		19.71
01051 - Data Entry Operator I		15.36***
01052 - Data Entry Operator II		16.76
01060 - Dispatcher, Motor Vehicle		21.18
01070 - Document Preparation Clerk		17.74
01090 - Duplicating Machine Operator		17.74
01111 - General Clerk I		15.70***
01112 - General Clerk II		17.12
01113 - General Clerk III		19.22

01120 - Housing Referral Assistant	23.49
01141 - Messenger Courier	15.24***
01191 - Order Clerk I	16.97
01192 - Order Clerk II	18.52
01261 - Personnel Assistant (Employment) I	20.02
01262 - Personnel Assistant (Employment) II	22.40
01263 - Personnel Assistant (Employment) III	24.97
01270 - Production Control Clerk	23.16
01290 - Rental Clerk	15.91***
01300 - Scheduler, Maintenance	18.85
01311 - Secretary I	18.85
01312 - Secretary II	21.08
01313 - Secretary III	23.49
01320 - Service Order Dispatcher	18.93
01410 - Supply Technician	29.53
01420 - Survey Worker	18.00
01460 - Switchboard Operator/Receptionist	15.61***
01531 - Travel Clerk I	17.06
01532 - Travel Clerk II	18.43
01533 - Travel Clerk III	20.08
01611 - Word Processor I	16.54
01612 - Word Processor II	18.58
01613 - Word Processor III	20.78
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.74
05010 - Automotive Electrician	21.87
05040 - Automotive Glass Installer	21.10
05070 - Automotive Worker	21.10
05110 - Mobile Equipment Servicer	19.51
05130 - Motor Equipment Metal Mechanic	22.62
05160 - Motor Equipment Metal Worker	21.10
05190 - Motor Vehicle Mechanic	22.62
05220 - Motor Vehicle Mechanic Helper	18.66
05250 - Motor Vehicle Upholstery Worker	20.27
05280 - Motor Vehicle Wrecker	21.10
05310 - Painter, Automotive	21.87
05340 - Radiator Repair Specialist	21.10
05370 - Tire Repairer	14.40***
05400 - Transmission Repair Specialist	22.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.33***
07041 - Cook I	16.47
07042 - Cook II	17.81
07070 - Dishwasher	11.70***
07130 - Food Service Worker	12.88***
07210 - Meat Cutter	17.97
07260 - Waiter/Waitress	12.17***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.69
09040 - Furniture Handler	13.84***
09080 - Furniture Refinisher	18.09
09090 - Furniture Refinisher Helper	15.43***
09110 - Furniture Repairer, Minor	16.76
09130 - Upholsterer	19.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.95***
11060 - Elevator Operator	14.30***
11090 - Gardener	17.96
11122 - Housekeeping Aide	14.30***
11150 - Janitor	14.30***
11210 - Laborer, Grounds Maintenance	15.31***
11240 - Maid or Houseman	13.54***
11260 - Pruner	14.37***
11270 - Tractor Operator	17.17
11330 - Trail Maintenance Worker	15.31***

11360 - Window Cleaner	15.24***
12000 - Health Occupations	
12010 - Ambulance Driver	19.46
12011 - Breath Alcohol Technician	21.94
12012 - Certified Occupational Therapist Assistant	27.58
12015 - Certified Physical Therapist Assistant	27.06
12020 - Dental Assistant	22.05
12025 - Dental Hygienist	35.96
12030 - EKG Technician	32.13
12035 - Electroneurodiagnostic Technologist	32.13
12040 - Emergency Medical Technician	19.46
12071 - Licensed Practical Nurse I	19.62
12072 - Licensed Practical Nurse II	21.94
12073 - Licensed Practical Nurse III	24.45
12100 - Medical Assistant	17.48
12130 - Medical Laboratory Technician	28.34
12160 - Medical Record Clerk	18.38
12190 - Medical Record Technician	20.98
12195 - Medical Transcriptionist	19.62
12210 - Nuclear Medicine Technologist	38.40
12221 - Nursing Assistant I	14.27***
12222 - Nursing Assistant II	16.04***
12223 - Nursing Assistant III	17.50
12224 - Nursing Assistant IV	19.64
12235 - Optical Dispenser	19.76
12236 - Optical Technician	17.25
12250 - Pharmacy Technician	14.02***
12280 - Phlebotomist	18.34
12305 - Radiologic Technologist	29.69
12311 - Registered Nurse I	28.42
12312 - Registered Nurse II	34.77
12313 - Registered Nurse II, Specialist	34.77
12314 - Registered Nurse III	42.08
12315 - Registered Nurse III, Anesthetist	42.08
12316 - Registered Nurse IV	50.42
12317 - Scheduler (Drug and Alcohol Testing)	27.18
12320 - Substance Abuse Treatment Counselor	24.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.32
13012 - Exhibits Specialist II	28.89
13013 - Exhibits Specialist III	35.34
13041 - Illustrator I	23.32
13042 - Illustrator II	28.89
13043 - Illustrator III	35.34
13047 - Librarian	31.99
13050 - Library Aide/Clerk	14.07***
13054 - Library Information Technology Systems Administrator	28.89
13058 - Library Technician	16.67
13061 - Media Specialist I	20.04
13062 - Media Specialist II	22.41
13063 - Media Specialist III	24.98
13071 - Photographer I	17.57
13072 - Photographer II	19.66
13073 - Photographer III	24.36
13074 - Photographer IV	29.79
13075 - Photographer V	36.04
13090 - Technical Order Library Clerk	17.77
13110 - Video Teleconference Technician	23.32
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.53
14042 - Computer Operator II	24.07
14043 - Computer Operator III	26.83
14044 - Computer Operator IV	29.82
14045 - Computer Operator V	33.02

14071 - Computer Programmer I	(see 1)	22.62
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		21.53
14160 - Personal Computer Support Technician		29.82
14170 - System Support Specialist		33.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.73
15020 - Aircrew Training Devices Instructor (Rated)		40.82
15030 - Air Crew Training Devices Instructor (Pilot)		48.92
15050 - Computer Based Training Specialist / Instructor		33.73
15060 - Educational Technologist		32.74
15070 - Flight Instructor (Pilot)		48.92
15080 - Graphic Artist		25.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.92
15086 - Maintenance Test Pilot, Rotary Wing		48.92
15088 - Non-Maintenance Test/Co-Pilot		48.92
15090 - Technical Instructor		24.20
15095 - Technical Instructor/Course Developer		29.60
15110 - Test Proctor		19.53
15120 - Tutor		19.53
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.22***
16030 - Counter Attendant		14.22***
16040 - Dry Cleaner		16.26
16070 - Finisher, Flatwork, Machine		14.22***
16090 - Presser, Hand		14.22***
16110 - Presser, Machine, Drycleaning		14.22***
16130 - Presser, Machine, Shirts		14.22***
16160 - Presser, Machine, Wearing Apparel, Laundry		14.22***
16190 - Sewing Machine Operator		17.37
16220 - Tailor		18.42
16250 - Washer, Machine		14.90***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.00
19040 - Tool And Die Maker		27.35
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.62
21030 - Material Coordinator		23.16
21040 - Material Expediter		23.16
21050 - Material Handling Laborer		16.81
21071 - Order Filler		14.17***
21080 - Production Line Worker (Food Processing)		18.62
21110 - Shipping Packer		18.01
21130 - Shipping/Receiving Clerk		18.01
21140 - Store Worker I		19.38
21150 - Stock Clerk		23.36
21210 - Tools And Parts Attendant		18.62
21410 - Warehouse Specialist		18.62
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.21
23019 - Aircraft Logs and Records Technician		26.99
23021 - Aircraft Mechanic I		30.13
23022 - Aircraft Mechanic II		31.21
23023 - Aircraft Mechanic III		32.17
23040 - Aircraft Mechanic Helper		24.85
23050 - Aircraft, Painter		29.14
23060 - Aircraft Servicer		26.99
23070 - Aircraft Survival Flight Equipment Technician		29.14
23080 - Aircraft Worker		28.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		28.10

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	30.13
II		
23110	- Appliance Mechanic	28.11
23120	- Bicycle Repairer	24.12
23125	- Cable Splicer	47.22
23130	- Carpenter, Maintenance	23.84
23140	- Carpet Layer	25.25
23160	- Electrician, Maintenance	29.93
23181	- Electronics Technician Maintenance I	28.07
23182	- Electronics Technician Maintenance II	29.11
23183	- Electronics Technician Maintenance III	30.10
23260	- Fabric Worker	26.05
23290	- Fire Alarm System Mechanic	25.68
23310	- Fire Extinguisher Repairer	25.08
23311	- Fuel Distribution System Mechanic	30.23
23312	- Fuel Distribution System Operator	26.07
23370	- General Maintenance Worker	22.42
23380	- Ground Support Equipment Mechanic	30.13
23381	- Ground Support Equipment Servicer	26.99
23382	- Ground Support Equipment Worker	28.10
23391	- Gunsmith I	25.08
23392	- Gunsmith II	27.11
23393	- Gunsmith III	29.07
23410	- Heating, Ventilation And Air-Conditioning Mechanic	24.64
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.52
23430	- Heavy Equipment Mechanic	24.81
23440	- Heavy Equipment Operator	24.92
23460	- Instrument Mechanic	29.07
23465	- Laboratory/Shelter Mechanic	28.11
23470	- Laborer	16.81
23510	- Locksmith	28.11
23530	- Machinery Maintenance Mechanic	29.07
23550	- Machinist, Maintenance	23.72
23580	- Maintenance Trades Helper	15.48***
23591	- Metrology Technician I	29.07
23592	- Metrology Technician II	30.11
23593	- Metrology Technician III	31.04
23640	- Millwright	28.90
23710	- Office Appliance Repairer	22.42
23760	- Painter, Maintenance	22.42
23790	- Pipefitter, Maintenance	30.58
23810	- Plumber, Maintenance	29.57
23820	- Pneudraulic Systems Mechanic	29.07
23850	- Rigger	29.07
23870	- Scale Mechanic	27.11
23890	- Sheet-Metal Worker, Maintenance	37.14
23910	- Small Engine Mechanic	17.33
23931	- Telecommunications Mechanic I	33.88
23932	- Telecommunications Mechanic II	35.09
23950	- Telephone Lineman	40.06
23960	- Welder, Combination, Maintenance	22.75
23965	- Well Driller	27.72
23970	- Woodcraft Worker	29.07
23980	- Woodworker	25.08
24000	- Personal Needs Occupations	
24550	- Case Manager	17.66
24570	- Child Care Attendant	12.00***
24580	- Child Care Center Clerk	14.97***
24610	- Chore Aide	13.46***
24620	- Family Readiness And Support Services Coordinator	17.66
24630	- Homemaker	17.66

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.40
25040 - Sewage Plant Operator	29.30
25070 - Stationary Engineer	29.40
25190 - Ventilation Equipment Tender	24.25
25210 - Water Treatment Plant Operator	29.30
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.19
27007 - Baggage Inspector	13.90***
27008 - Corrections Officer	25.74
27010 - Court Security Officer	29.20
27030 - Detection Dog Handler	15.71***
27040 - Detention Officer	25.74
27070 - Firefighter	32.87
27101 - Guard I	13.90***
27102 - Guard II	15.71***
27131 - Police Officer I	33.25
27132 - Police Officer II	36.96
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.87***
28042 - Carnival Equipment Repairer	12.41***
28043 - Carnival Worker	9.93***
28210 - Gate Attendant/Gate Tender	17.44
28310 - Lifeguard	12.18***
28350 - Park Attendant (Aide)	19.51
28510 - Recreation Aide/Health Facility Attendant	14.24***
28515 - Recreation Specialist	24.17
28630 - Sports Official	15.54***
28690 - Swimming Pool Operator	16.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.02
29020 - Hatch Tender	26.02
29030 - Line Handler	26.02
29041 - Stevedore I	25.00
29042 - Stevedore II	26.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	47.95
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	33.06
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	36.41
30021 - Archeological Technician I	19.53
30022 - Archeological Technician II	21.84
30023 - Archeological Technician III	27.05
30030 - Cartographic Technician	27.05
30040 - Civil Engineering Technician	30.87
30051 - Cryogenic Technician I	29.95
30052 - Cryogenic Technician II	33.08
30061 - Drafter/CAD Operator I	19.53
30062 - Drafter/CAD Operator II	21.84
30063 - Drafter/CAD Operator III	24.34
30064 - Drafter/CAD Operator IV	29.95
30081 - Engineering Technician I	18.58
30082 - Engineering Technician II	20.85
30083 - Engineering Technician III	23.32
30084 - Engineering Technician IV	28.90
30085 - Engineering Technician V	35.35
30086 - Engineering Technician VI	42.76
30090 - Environmental Technician	25.15
30095 - Evidence Control Specialist	27.05
30210 - Laboratory Technician	24.31
30221 - Latent Fingerprint Technician I	29.95
30222 - Latent Fingerprint Technician II	33.08
30240 - Mathematical Technician	27.05
30361 - Paralegal/Legal Assistant I	23.58
30362 - Paralegal/Legal Assistant II	29.22
30363 - Paralegal/Legal Assistant III	35.74

30364 - Paralegal/Legal Assistant IV	43.23
30375 - Petroleum Supply Specialist	33.08
30390 - Photo-Optics Technician	27.05
30395 - Radiation Control Technician	33.08
30461 - Technical Writer I	27.26
30462 - Technical Writer II	33.35
30463 - Technical Writer III	40.34
30491 - Unexploded Ordnance (UXO) Technician I	30.48
30492 - Unexploded Ordnance (UXO) Technician II	36.88
30493 - Unexploded Ordnance (UXO) Technician III	44.20
30494 - Unexploded (UXO) Safety Escort	30.48
30495 - Unexploded (UXO) Sweep Personnel	30.48
30501 - Weather Forecaster I	32.32
30502 - Weather Forecaster II	39.33
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.34
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.05
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.88
31020 - Bus Aide	15.60***
31030 - Bus Driver	19.01
31043 - Driver Courier	16.96
31260 - Parking and Lot Attendant	13.75***
31290 - Shuttle Bus Driver	16.13***
31310 - Taxi Driver	14.05***
31361 - Truckdriver, Light	17.74
31362 - Truckdriver, Medium	18.42
31363 - Truckdriver, Heavy	23.63
31364 - Truckdriver, Tractor-Trailer	23.63
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.98
99030 - Cashier	11.29***
99050 - Desk Clerk	12.00***
99095 - Embalmer	28.19
99130 - Flight Follower	30.48
99251 - Laboratory Animal Caretaker I	14.07***
99252 - Laboratory Animal Caretaker II	14.71***
99260 - Marketing Analyst	29.60
99310 - Mortician	28.19
99410 - Pest Controller	20.71
99510 - Photofinishing Worker	16.02***
99710 - Recycling Laborer	19.62
99711 - Recycling Specialist	22.01
99730 - Refuse Collector	18.41
99810 - Sales Clerk	12.82***
99820 - School Crossing Guard	14.08***
99830 - Survey Party Chief	30.41
99831 - Surveying Aide	20.31
99832 - Surveying Technician	27.65
99840 - Vending Machine Attendant	19.18
99841 - Vending Machine Repairer	21.69
99842 - Vending Machine Repairer Helper	19.18

***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 5 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. (Reg. 29 CFR 4.173)

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

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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