

"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.: 2015-4245 Revision No.: 19 Date Of Last Revision: 06/27/2022

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:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
If the contract is entered into on or after January 30 2022 or the 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: Pennsylvania

Area: Pennsylvania County of York

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.64
01012 - Accounting Clerk II		18.67
01013 - Accounting Clerk III		20.89
01020 - Administrative Assistant		27.79
01035 - Court Reporter		19.76
01041 - Customer Service Representative I		15.76
01042 - Customer Service Representative II		17.19
01043 - Customer Service Representative III		19.29
01051 - Data Entry Operator I		16.18
01052 - Data Entry Operator II		17.66
01060 - Dispatcher Motor Vehicle		23.06
01070 - Document Preparation Clerk		16.72
01090 - Duplicating Machine Operator		16.72
01111 - General Clerk I		14.99***
01112 - General Clerk II		16.35
01113 - General Clerk III		18.36

01120 - Housing Referral Assistant	22.03
01141 - Messenger Courier	14.11***
01191 - Order Clerk I	16.30
01192 - Order Clerk II	17.78
01261 - Personnel Assistant (Employment) I	18.64
01262 - Personnel Assistant (Employment) II	20.84
01263 - Personnel Assistant (Employment) III	23.23
01270 - Production Control Clerk	23.87
01290 - Rental Clerk	15.62
01300 - Scheduler Maintenance	17.66
01311 - Secretary I	17.66
01312 - Secretary II	19.76
01313 - Secretary III	22.03
01320 - Service Order Dispatcher	20.62
01410 - Supply Technician	27.79
01420 - Survey Worker	18.31
01460 - Switchboard Operator/Receptionist	13.98***
01531 - Travel Clerk I	17.70
01532 - Travel Clerk II	18.99
01533 - Travel Clerk III	20.34
01611 - Word Processor I	17.05
01612 - Word Processor II	19.13
01613 - Word Processor III	21.41
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.71
05010 - Automotive Electrician	20.76
05040 - Automotive Glass Installer	19.72
05070 - Automotive Worker	19.72
05110 - Mobile Equipment Servicer	17.66
05130 - Motor Equipment Metal Mechanic	21.80
05160 - Motor Equipment Metal Worker	19.72
05190 - Motor Vehicle Mechanic	21.80
05220 - Motor Vehicle Mechanic Helper	17.12
05250 - Motor Vehicle Upholstery Worker	18.71
05280 - Motor Vehicle Wrecker	19.72
05310 - Painter Automotive	20.76
05340 - Radiator Repair Specialist	19.72
05370 - Tire Repairer	16.21
05400 - Transmission Repair Specialist	21.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.53***
07041 - Cook I	13.99***
07042 - Cook II	15.63
07070 - Dishwasher	11.18***
07130 - Food Service Worker	11.56***
07210 - Meat Cutter	18.70
07260 - Waiter/Waitress	11.30***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.80
09040 - Furniture Handler	13.45***
09080 - Furniture Refinisher	18.91
09090 - Furniture Refinisher Helper	15.14
09110 - Furniture Repairer Minor	17.05
09130 - Upholsterer	20.40
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.74***
11060 - Elevator Operator	14.00***
11090 - Gardener	19.69
11122 - Housekeeping Aide	14.00***
11150 - Janitor	14.00***
11210 - Laborer Grounds Maintenance	16.23
11240 - Maid or Houseman	12.47***
11260 - Pruner	15.09
11270 - Tractor Operator	18.54
11330 - Trail Maintenance Worker	16.23

11360 - Window Cleaner	15.06
12000 - Health Occupations	
12010 - Ambulance Driver	16.64
12011 - Breath Alcohol Technician	20.65
12012 - Certified Occupational Therapist Assistant	27.05
12015 - Certified Physical Therapist Assistant	30.98
12020 - Dental Assistant	18.31
12025 - Dental Hygienist	36.08
12030 - EKG Technician	28.63
12035 - Electroneurodiagnostic Technologist	28.63
12040 - Emergency Medical Technician	16.64
12071 - Licensed Practical Nurse I	18.46
12072 - Licensed Practical Nurse II	20.65
12073 - Licensed Practical Nurse III	23.02
12100 - Medical Assistant	17.35
12130 - Medical Laboratory Technician	24.35
12160 - Medical Record Clerk	16.88
12190 - Medical Record Technician	18.88
12195 - Medical Transcriptionist	20.73
12210 - Nuclear Medicine Technologist	45.39
12221 - Nursing Assistant I	14.09***
12222 - Nursing Assistant II	15.84
12223 - Nursing Assistant III	17.28
12224 - Nursing Assistant IV	19.39
12235 - Optical Dispenser	17.28
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	14.07***
12280 - Phlebotomist	18.88
12305 - Radiologic Technologist	29.11
12311 - Registered Nurse I	26.52
12312 - Registered Nurse II	32.45
12313 - Registered Nurse II Specialist	32.45
12314 - Registered Nurse III	39.25
12315 - Registered Nurse III Anesthetist	39.25
12316 - Registered Nurse IV	47.05
12317 - Scheduler (Drug and Alcohol Testing)	25.59
12320 - Substance Abuse Treatment Counselor	24.22
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.00
13012 - Exhibits Specialist II	27.25
13013 - Exhibits Specialist III	33.33
13041 - Illustrator I	22.00
13042 - Illustrator II	27.25
13043 - Illustrator III	33.33
13047 - Librarian	30.17
13050 - Library Aide/Clerk	10.93***
13054 - Library Information Technology Systems Administrator	27.24
13058 - Library Technician	17.83
13061 - Media Specialist I	19.67
13062 - Media Specialist II	22.00
13063 - Media Specialist III	24.51
13071 - Photographer I	15.96
13072 - Photographer II	17.86
13073 - Photographer III	22.13
13074 - Photographer IV	27.06
13075 - Photographer V	32.75
13090 - Technical Order Library Clerk	19.65
13110 - Video Teleconference Technician	19.67
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.75
14042 - Computer Operator II	22.10
14043 - Computer Operator III	24.64
14044 - Computer Operator IV	27.38
14045 - Computer Operator V	30.32

14071 - Computer Programmer I	(see 1)	24.38
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		19.75
14160 - Personal Computer Support Technician		27.38
14170 - System Support Specialist		31.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.98
15020 - Aircrew Training Devices Instructor (Rated)		41.10
15030 - Air Crew Training Devices Instructor (Pilot)		49.27
15050 - Computer Based Training Specialist / Instructor		33.98
15060 - Educational Technologist		32.84
15070 - Flight Instructor (Pilot)		49.27
15080 - Graphic Artist		22.14
15085 - Maintenance Test Pilot Fixed Jet/Prop		49.27
15086 - Maintenance Test Pilot Rotary Wing		49.27
15088 - Non-Maintenance Test/Co-Pilot		49.27
15090 - Technical Instructor		23.63
15095 - Technical Instructor/Course Developer		28.91
15110 - Test Proctor		19.07
15120 - Tutor		19.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		11.24***
16030 - Counter Attendant		11.24***
16040 - Dry Cleaner		14.45***
16070 - Finisher Flatwork Machine		11.24***
16090 - Presser Hand		11.24***
16110 - Presser Machine Drycleaning		11.24***
16130 - Presser Machine Shirts		11.24***
16160 - Presser Machine Wearing Apparel Laundry		11.24***
16190 - Sewing Machine Operator		15.38
16220 - Tailor		16.22
16250 - Washer Machine		12.30***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.72
19040 - Tool And Die Maker		26.06
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.51
21030 - Material Coordinator		23.87
21040 - Material Expediter		23.87
21050 - Material Handling Laborer		18.03
21071 - Order Filler		14.39***
21080 - Production Line Worker (Food Processing)		18.51
21110 - Shipping Packer		19.60
21130 - Shipping/Receiving Clerk		19.60
21140 - Store Worker I		16.18
21150 - Stock Clerk		20.24
21210 - Tools And Parts Attendant		18.51
21410 - Warehouse Specialist		18.51
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.68
23019 - Aircraft Logs and Records Technician		26.79
23021 - Aircraft Mechanic I		31.22
23022 - Aircraft Mechanic II		32.68
23023 - Aircraft Mechanic III		34.20
23040 - Aircraft Mechanic Helper		23.80
23050 - Aircraft Painter		29.73
23060 - Aircraft Servicer		26.79
23070 - Aircraft Survival Flight Equipment Technician		29.73
23080 - Aircraft Worker		28.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		28.24

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	31.22
II	
23110 - Appliance Mechanic	26.60
23120 - Bicycle Repairer	22.62
23125 - Cable Splicer	45.36
23130 - Carpenter Maintenance	23.29
23140 - Carpet Layer	25.27
23160 - Electrician Maintenance	29.82
23181 - Electronics Technician Maintenance I	27.23
23182 - Electronics Technician Maintenance II	28.65
23183 - Electronics Technician Maintenance III	30.10
23260 - Fabric Worker	23.98
23290 - Fire Alarm System Mechanic	27.93
23310 - Fire Extinguisher Repairer	22.62
23311 - Fuel Distribution System Mechanic	30.07
23312 - Fuel Distribution System Operator	24.35
23370 - General Maintenance Worker	21.85
23380 - Ground Support Equipment Mechanic	31.22
23381 - Ground Support Equipment Servicer	26.79
23382 - Ground Support Equipment Worker	28.24
23391 - Gunsmith I	22.62
23392 - Gunsmith II	25.27
23393 - Gunsmith III	27.93
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.56
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.80
23430 - Heavy Equipment Mechanic	26.57
23440 - Heavy Equipment Operator	24.56
23460 - Instrument Mechanic	27.93
23465 - Laboratory/Shelter Mechanic	26.59
23470 - Laborer	18.03
23510 - Locksmith	26.59
23530 - Machinery Maintenance Mechanic	29.07
23550 - Machinist Maintenance	25.61
23580 - Maintenance Trades Helper	16.15
23591 - Metrology Technician I	27.93
23592 - Metrology Technician II	29.24
23593 - Metrology Technician III	30.59
23640 - Millwright	25.90
23710 - Office Appliance Repairer	21.79
23760 - Painter Maintenance	20.90
23790 - Pipefitter Maintenance	28.67
23810 - Plumber Maintenance	27.29
23820 - Pneudraulic Systems Mechanic	27.93
23850 - Rigger	27.93
23870 - Scale Mechanic	25.27
23890 - Sheet-Metal Worker Maintenance	25.60
23910 - Small Engine Mechanic	21.49
23931 - Telecommunications Mechanic I	25.00
23932 - Telecommunications Mechanic II	26.17
23950 - Telephone Lineman	29.07
23960 - Welder Combination Maintenance	25.12
23965 - Well Driller	26.93
23970 - Woodcraft Worker	27.93
23980 - Woodworker	22.62
24000 - Personal Needs Occupations	
24550 - Case Manager	16.67
24570 - Child Care Attendant	11.21***
24580 - Child Care Center Clerk	13.98***
24610 - Chore Aide	13.63***
24620 - Family Readiness And Support Services Coordinator	16.67
24630 - Homemaker	16.90

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.23
25040 - Sewage Plant Operator	25.95
25070 - Stationary Engineer	29.23
25190 - Ventilation Equipment Tender	22.28
25210 - Water Treatment Plant Operator	25.95
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.42
27007 - Baggage Inspector	13.86***
27008 - Corrections Officer	29.93
27010 - Court Security Officer	29.93
27030 - Detection Dog Handler	15.51
27040 - Detention Officer	29.93
27070 - Firefighter	29.93
27101 - Guard I	13.86***
27102 - Guard II	15.51
27131 - Police Officer I	29.72
27132 - Police Officer II	33.03
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.57***
28042 - Carnival Equipment Repairer	12.13***
28043 - Carnival Worker	9.41***
28210 - Gate Attendant/Gate Tender	15.94
28310 - Lifeguard	14.21***
28350 - Park Attendant (Aide)	17.84
28510 - Recreation Aide/Health Facility Attendant	13.02***
28515 - Recreation Specialist	22.10
28630 - Sports Official	14.21***
28690 - Swimming Pool Operator	19.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.72
29020 - Hatch Tender	27.72
29030 - Line Handler	27.72
29041 - Stevedore I	26.31
29042 - Stevedore II	29.17
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO)	46.70
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	32.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.47
30021 - Archeological Technician I (see 2)	19.61
30022 - Archeological Technician II	21.93
30023 - Archeological Technician III	27.03
30030 - Cartographic Technician	27.18
30040 - Civil Engineering Technician	30.13
30051 - Cryogenic Technician I	30.09
30052 - Cryogenic Technician II	33.23
30061 - Drafter/CAD Operator I	19.61
30062 - Drafter/CAD Operator II	21.93
30063 - Drafter/CAD Operator III	24.46
30064 - Drafter/CAD Operator IV	30.09
30081 - Engineering Technician I	18.85
30082 - Engineering Technician II	21.16
30083 - Engineering Technician III	23.67
30084 - Engineering Technician IV	29.33
30085 - Engineering Technician V	35.88
30086 - Engineering Technician VI	43.40
30090 - Environmental Technician	27.03
30095 - Evidence Control Specialist	27.03
30210 - Laboratory Technician	23.01
30221 - Latent Fingerprint Technician I	30.09
30222 - Latent Fingerprint Technician II	33.23
30240 - Mathematical Technician	27.18
30361 - Paralegal/Legal Assistant I	22.77
30362 - Paralegal/Legal Assistant II	28.21
30363 - Paralegal/Legal Assistant III	34.51

30364 - Paralegal/Legal Assistant IV	41.75
30375 - Petroleum Supply Specialist	33.07
30390 - Photo-Optics Technician	27.18
30395 - Radiation Control Technician	33.07
30461 - Technical Writer I	24.51
30462 - Technical Writer II	29.99
30463 - Technical Writer III	36.28
30491 - Unexploded Ordnance (UXO) Technician I	29.68
30492 - Unexploded Ordnance (UXO) Technician II	35.91
30493 - Unexploded Ordnance (UXO) Technician III	43.04
30494 - Unexploded (UXO) Safety Escort	29.68
30495 - Unexploded (UXO) Sweep Personnel	29.68
30501 - Weather Forecaster I	30.09
30502 - Weather Forecaster II	36.60
30620 - Weather Observer Combined Upper Air Or	(see 2) 24.46
Surface Programs	
30621 - Weather Observer Senior	(see 2) 27.18
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.91
31020 - Bus Aide	16.53
31030 - Bus Driver	21.62
31043 - Driver Courier	17.23
31260 - Parking and Lot Attendant	14.44***
31290 - Shuttle Bus Driver	16.58
31310 - Taxi Driver	13.42***
31361 - Truckdriver Light	18.30
31362 - Truckdriver Medium	19.40
31363 - Truckdriver Heavy	23.17
31364 - Truckdriver Tractor-Trailer	23.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.51
99030 - Cashier	11.04***
99050 - Desk Clerk	11.27***
99095 - Embalmer	29.78
99130 - Flight Follower	29.68
99251 - Laboratory Animal Caretaker I	14.23***
99252 - Laboratory Animal Caretaker II	15.11
99260 - Marketing Analyst	26.31
99310 - Mortician	29.78
99410 - Pest Controller	20.65
99510 - Photofinishing Worker	15.60
99710 - Recycling Laborer	19.85
99711 - Recycling Specialist	22.67
99730 - Refuse Collector	18.45
99810 - Sales Clerk	12.77***
99820 - School Crossing Guard	17.55
99830 - Survey Party Chief	27.43
99831 - Surveying Aide	17.86
99832 - Surveying Technician	24.47
99840 - Vending Machine Attendant	21.56
99841 - Vending Machine Repairer	25.58
99842 - Vending Machine Repairer Helper	21.56

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

related to user or system design specifications;

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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