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Wage  
Determination

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WAGE DETERMINATIONS

# Service Contract Act WD # 2015-4247

Wage Determination

Revision #  
20

Service(s)  
Standard (Area-Wide) Wage Determination

Last Revised Date  
Dec 27, 2022

## States and Counties

State  
Pennsylvania

Counties  
Clarion, Crawford, Forest, Greene, Indiana, Lawrence, Venango, Warren

# Document

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"REGISTER OF WAGE DETERMINATIONS UNDER | U.S.  
THE SERVICE CONTRACT ACT | EMPLOYMENT STAND/

By direction of the Secretary of Labor | WAGE AND HOUR D

| WASHINGTON D.C. 20210

|

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| Wage Determination No.: 2015-4247

Daniel W. Simms Division of | Revision No.: 20

Director Wage Determinations| Date Of Last Revision: 12/

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

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|If the contract is entered into on or |Executive Order 14026 gen  
|after January 30, 2022, or the |the contract.

|contract is renewed or extended (e.g., |The contractor must pay a  
|an option is exercised) on or after |at least \$16.20 per hour (or  
|January 30, 2022: |wage rate listed on this wage deter  
| |if it is higher) for all hours spent |  
| |performing on the contract in 2023. |

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|If the contract was awarded on or |Executive Order 13658 ger  
|between January 1, 2015 and January 29,|the contract.

|2022, and the contract is not renewed |The contractor must pay  
|or extended on or after January 30, |at least \$12.15 per hour (o  
|2022: |wage rate listed on this wage determin  
| |if it is higher) for all hours spent |  
| |performing on the contract in 2023. |

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The applicable Executive Order minimum wage rate will be adjus

information on contractor requirements and worker protections is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Pennsylvania

Area: Pennsylvania Counties of Clarion, Crawford, Forest, Greene, Lawrence, Venango, Warren

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

OCCUPATION CODE - TITLE	FOOTNOTE
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	27.91
01035 - Court Reporter	18.88
01041 - Customer Service Representative I	14
01042 - Customer Service Representative II	15
01043 - Customer Service Representative III	
01051 - Data Entry Operator I	13.27***
01052 - Data Entry Operator II	14.48***
01060 - Dispatcher, Motor Vehicle	22.34
01070 - Document Preparation Clerk	14.7
01090 - Duplicating Machine Operator	14.7
01111 - General Clerk I	13.84***
01112 - General Clerk II	15.10***
01113 - General Clerk III	16.95
01120 - Housing Referral Assistant	21.05
01141 - Messenger Courier	13.86***
01191 - Order Clerk I	16.68
01192 - Order Clerk II	18.21
01261 - Personnel Assistant (Employment) I	
01262 - Personnel Assistant (Employment) II	
01263 - Personnel Assistant (Employment) III	
01270 - Production Control Clerk	21.87
01290 - Rental Clerk	15.53***
01300 - Scheduler, Maintenance	16.88

01311 - Secretary I	16.88
01312 - Secretary II	18.88
01313 - Secretary III	21.05
01320 - Service Order Dispatcher	19.98
01410 - Supply Technician	27.91
01420 - Survey Worker	17.87
01460 - Switchboard Operator/Receptionist	1
01531 - Travel Clerk I	14.20***
01532 - Travel Clerk II	15.10***
01533 - Travel Clerk III	16.33
01611 - Word Processor I	14.67***
01612 - Word Processor II	16.47
01613 - Word Processor III	18.42
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	
05010 - Automotive Electrician	20.05
05040 - Automotive Glass Installer	19.10
05070 - Automotive Worker	19.10
05110 - Mobile Equipment Servicer	16.9
05130 - Motor Equipment Metal Mechanic	
05160 - Motor Equipment Metal Worker	
05190 - Motor Vehicle Mechanic	20.90
05220 - Motor Vehicle Mechanic Helper	15.9
05250 - Motor Vehicle Upholstery Worker	
05280 - Motor Vehicle Wrecker	19.10
05310 - Painter, Automotive	20.05
05340 - Radiator Repair Specialist	19.10
05370 - Tire Repairer	13.96***
05400 - Transmission Repair Specialist	20.
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08***
07041 - Cook I	14.15***
07042 - Cook II	15.84***
07070 - Dishwasher	10.18***
07130 - Food Service Worker	10.99***
07210 - Meat Cutter	16.91
07260 - Waiter/Waitress	10.93***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.48
09040 - Furniture Handler	12.62***

09080 - Furniture Refinisher	17.48
09090 - Furniture Refinisher Helper	13.89 <sup>d</sup>
09110 - Furniture Repairer, Minor	15.74 <sup>*d</sup>
09130 - Upholsterer	17.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.20 <sup>***</sup>
11060 - Elevator Operator	13.61 <sup>***</sup>
11090 - Gardener	16.96
11122 - Housekeeping Aide	13.61 <sup>***</sup>
11150 - Janitor	13.61 <sup>***</sup>
11210 - Laborer, Grounds Maintenance	13.8
11240 - Maid or Houseman	11.50 <sup>***</sup>
11260 - Pruner	12.96 <sup>***</sup>
11270 - Tractor Operator	15.93 <sup>***</sup>
11330 - Trail Maintenance Worker	13.86 <sup>o</sup>
11360 - Window Cleaner	14.63 <sup>***</sup>
12000 - Health Occupations	
12010 - Ambulance Driver	14.04 <sup>***</sup>
12011 - Breath Alcohol Technician	20.11
12012 - Certified Occupational Therapist Assistant	
12015 - Certified Physical Therapist Assistant	2
12020 - Dental Assistant	17.95
12025 - Dental Hygienist	29.70
12030 - EKG Technician	25.19
12035 - Electroneurodiagnostic Technologist	
12040 - Emergency Medical Technician	14.1
12071 - Licensed Practical Nurse I	17.98
12072 - Licensed Practical Nurse II	20.12
12073 - Licensed Practical Nurse III	22.43
12100 - Medical Assistant	14.59 <sup>***</sup>
12130 - Medical Laboratory Technician	26
12160 - Medical Record Clerk	17.87
12190 - Medical Record Technician	20.0
12195 - Medical Transcriptionist	17.49
12210 - Nuclear Medicine Technologist	44
12221 - Nursing Assistant I	12.13 <sup>***</sup>
12222 - Nursing Assistant II	13.64 <sup>***</sup>
12223 - Nursing Assistant III	14.88 <sup>***</sup>
12224 - Nursing Assistant IV	16.71
12235 - Optical Dispenser	17.53

12236 - Optical Technician	17.98
12250 - Pharmacy Technician	13.94***
12280 - Phlebotomist	15.96***
12305 - Radiologic Technologist	27.48
12311 - Registered Nurse I	25.37
12312 - Registered Nurse II	31.04
12313 - Registered Nurse II, Specialist	31.0
12314 - Registered Nurse III	37.55
12315 - Registered Nurse III, Anesthetist	37.
12316 - Registered Nurse IV	45.01
12317 - Scheduler (Drug and Alcohol Testing)	
12320 - Substance Abuse Treatment Counselor	
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.25
13012 - Exhibits Specialist II	27.77
13013 - Exhibits Specialist III	29.81
13041 - Illustrator I	19.11
13042 - Illustrator II	24.36
13043 - Illustrator III	27.88
13047 - Librarian	25.24
13050 - Library Aide/Clerk	11.92***
13054 - Library Information Technology Systems Administrator	
13058 - Library Technician	16.88
13061 - Media Specialist I	16.46
13062 - Media Specialist II	18.40
13063 - Media Specialist III	20.51
13071 - Photographer I	16.09***
13072 - Photographer II	18.39
13073 - Photographer III	22.79
13074 - Photographer IV	27.64
13075 - Photographer V	33.42
13090 - Technical Order Library Clerk	18.
13110 - Video Teleconference Technician	10
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.45
14042 - Computer Operator II	22.87
14043 - Computer Operator III	25.49
14044 - Computer Operator IV	28.33
14045 - Computer Operator V	29.54

14071 - Computer Programmer I	(see 1)	2
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		20
14160 - Personal Computer Support Technician		
14170 - System Support Specialist		31.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		
15020 - Aircrew Training Devices Instructor (Rated)		
15030 - Air Crew Training Devices Instructor (Pilot)		
15050 - Computer Based Training Specialist / Instructor		
15060 - Educational Technologist		41.02
15070 - Flight Instructor (Pilot)		44.72
15080 - Graphic Artist		20.56
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		
15086 - Maintenance Test Pilot, Rotary Wing		
15088 - Non-Maintenance Test/Co-Pilot		4
15090 - Technical Instructor		21.77
15095 - Technical Instructor/Course Developer		
15110 - Test Proctor		17.58
15120 - Tutor		17.58
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupation		
16010 - Assembler		10.79***
16030 - Counter Attendant		10.79***
16040 - Dry Cleaner		13.47***
16070 - Finisher, Flatwork, Machine		10.79*
16090 - Presser, Hand		10.79***
16110 - Presser, Machine, Drycleaning		10.79
16130 - Presser, Machine, Shirts		10.79***
16160 - Presser, Machine, Wearing Apparel, Laundry		
16190 - Sewing Machine Operator		14.34*
16220 - Tailor		15.23***
16250 - Washer, Machine		11.68***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		
19040 - Tool And Die Maker		24.52

21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.48
21030 - Material Coordinator	21.87
21040 - Material Expediter	21.87
21050 - Material Handling Laborer	18.10
21071 - Order Filler	13.89***
21080 - Production Line Worker (Food Processing)	
21110 - Shipping Packer	17.48
21130 - Shipping/Receiving Clerk	17.48
21140 - Store Worker I	16.54
21150 - Stock Clerk	20.88
21210 - Tools And Parts Attendant	17.48
21410 - Warehouse Specialist	17.48
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.10
23019 - Aircraft Logs and Records Technician	
23021 - Aircraft Mechanic I	27.67
23022 - Aircraft Mechanic II	28.70
23023 - Aircraft Mechanic III	29.84
23040 - Aircraft Mechanic Helper	20.99
23050 - Aircraft, Painter	26.53
23060 - Aircraft Servicer	23.90
23070 - Aircraft Survival Flight Equipment Technician	
23080 - Aircraft Worker	25.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	
23110 - Appliance Mechanic	26.53
23120 - Bicycle Repairer	22.34
23125 - Cable Splicer	40.32
23130 - Carpenter, Maintenance	22.23
23140 - Carpet Layer	20.56
23160 - Electrician, Maintenance	32.93
23181 - Electronics Technician Maintenance I	
23182 - Electronics Technician Maintenance II	
23183 - Electronics Technician Maintenance III	
23260 - Fabric Worker	23.90
23290 - Fire Alarm System Mechanic	27.10
23310 - Fire Extinguisher Repairer	22.34



23311 - Fuel Distribution System Mechanic	1
23312 - Fuel Distribution System Operator	2
23370 - General Maintenance Worker	17
23380 - Ground Support Equipment Mechanic	
23381 - Ground Support Equipment Servicer	
23382 - Ground Support Equipment Worker	
23391 - Gunsmith I	22.34
23392 - Gunsmith II	25.24
23393 - Gunsmith III	27.67
23410 - Heating, Ventilation And Air-Conditioning Mechanic	
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29
23440 - Heavy Equipment Operator	22.
23460 - Instrument Mechanic	27.67
23465 - Laboratory/Shelter Mechanic	26
23470 - Laborer	14.78***
23510 - Locksmith	26.53
23530 - Machinery Maintenance Mechanic	
23550 - Machinist, Maintenance	22.10
23580 - Maintenance Trades Helper	16.4
23591 - Metrology Technician I	27.67
23592 - Metrology Technician II	28.70
23593 - Metrology Technician III	29.84
23640 - Millwright	30.10
23710 - Office Appliance Repairer	23.85
23760 - Painter, Maintenance	19.35
23790 - Pipefitter, Maintenance	27.98
23810 - Plumber, Maintenance	23.22
23820 - Pneudraulic Systems Mechanic	21
23850 - Rigger	27.67
23870 - Scale Mechanic	25.24
23890 - Sheet-Metal Worker, Maintenance	2
23910 - Small Engine Mechanic	18.82
23931 - Telecommunications Mechanic I	2
23932 - Telecommunications Mechanic II	2
23950 - Telephone Lineman	38.98
23960 - Welder, Combination, Maintenance	
23965 - Well Driller	27.67

23970 - Woodcraft Worker	27.67
23980 - Woodworker	22.34
24000 - Personal Needs Occupations	
24550 - Case Manager	17.09
24570 - Child Care Attendant	10.82***
24580 - Child Care Center Clerk	13.49***
24610 - Chore Aide	12.42***
24620 - Family Readiness And Support Services Coordinator	
24630 - Homemaker	17.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.70
25040 - Sewage Plant Operator	23.25
25070 - Stationary Engineer	28.70
25190 - Ventilation Equipment Tender	21
25210 - Water Treatment Plant Operator	2
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.58
27007 - Baggage Inspector	15.13***
27008 - Corrections Officer	29.15
27010 - Court Security Officer	26.48
27030 - Detection Dog Handler	16.93
27040 - Detention Officer	29.15
27070 - Firefighter	23.82
27101 - Guard I	15.13***
27102 - Guard II	16.93
27131 - Police Officer I	25.07
27132 - Police Officer II	27.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.8
28042 - Carnival Equipment Repairer	12.5
28043 - Carnival Worker	9.50***
28210 - Gate Attendant/Gate Tender	15.24
28310 - Lifeguard	10.94***
28350 - Park Attendant (Aide)	17.05
28510 - Recreation Aide/Health Facility Attendant	
28515 - Recreation Specialist	20.32
28630 - Sports Official	13.57***
28690 - Swimming Pool Operator	18.2
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer	26.03
29020 - Hatch Tender	26.03
29030 - Line Handler	26.03
29041 - Stevedore I	24.60
29042 - Stevedore II	27.24
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.38
30022 - Archeological Technician II	20.50
30023 - Archeological Technician III	25.4
30030 - Cartographic Technician	25.47
30040 - Civil Engineering Technician	24.3
30051 - Cryogenic Technician I	28.21
30052 - Cryogenic Technician II	31.16
30061 - Drafter/CAD Operator I	18.38
30062 - Drafter/CAD Operator II	20.56
30063 - Drafter/CAD Operator III	22.92
30064 - Drafter/CAD Operator IV	28.21
30081 - Engineering Technician I	17.17
30082 - Engineering Technician II	19.27
30083 - Engineering Technician III	21.56
30084 - Engineering Technician IV	26.71
30085 - Engineering Technician V	32.68
30086 - Engineering Technician VI	39.53
30090 - Environmental Technician	23.8
30095 - Evidence Control Specialist	25.4
30210 - Laboratory Technician	20.26
30221 - Latent Fingerprint Technician I	28.1
30222 - Latent Fingerprint Technician II	31.1
30240 - Mathematical Technician	25.4
30361 - Paralegal/Legal Assistant I	21.03
30362 - Paralegal/Legal Assistant II	26.05
30363 - Paralegal/Legal Assistant III	31.86
30364 - Paralegal/Legal Assistant IV	36.9
30375 - Petroleum Supply Specialist	31.1
30390 - Photo-Optics Technician	26.70
30395 - Radiation Control Technician	31.1
30461 - Technical Writer I	25.47

30462 - Technical Writer II	31.16
30463 - Technical Writer III	37.69
30491 - Unexploded Ordnance (UXO) Technician I	
30492 - Unexploded Ordnance (UXO) Technician II	
30493 - Unexploded Ordnance (UXO) Technician III	
30494 - Unexploded (UXO) Safety Escort	2'
30495 - Unexploded (UXO) Sweep Personnel	
30501 - Weather Forecaster I	28.21
30502 - Weather Forecaster II	34.31
30620 - Weather Observer, Combined Upper Air Or	(see 2)
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25
31000 - Transportation/Mobile Equipment Operation Occupatio	
31010 - Airplane Pilot	32.74
31020 - Bus Aide	14.71***
31030 - Bus Driver	18.40
31043 - Driver Courier	13.74***
31260 - Parking and Lot Attendant	11.54*
31290 - Shuttle Bus Driver	14.65***
31310 - Taxi Driver	13.21***
31361 - Truckdriver, Light	14.65***
31362 - Truckdriver, Medium	17.07
31363 - Truckdriver, Heavy	22.56
31364 - Truckdriver, Tractor-Trailer	22.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.96***
99030 - Cashier	10.72***
99050 - Desk Clerk	10.69***
99095 - Embalmer	27.76
99130 - Flight Follower	27.06
99251 - Laboratory Animal Caretaker I	13.4
99252 - Laboratory Animal Caretaker II	14.3
99260 - Marketing Analyst	23.94
99310 - Mortician	27.76
99410 - Pest Controller	25.42
99510 - Photofinishing Worker	14.22***
99710 - Recycling Laborer	19.03
99711 - Recycling Specialist	21.87
99730 - Refuse Collector	17.60
99810 - Sales Clerk	12.12***

99820 - School Crossing Guard	11.56***
99830 - Survey Party Chief	24.66
99831 - Surveying Aide	14.68***
99832 - Surveying Technician	22.40
99840 - Vending Machine Attendant	22.5
99841 - Vending Machine Repairer	26.8
99842 - Vending Machine Repairer Helper	2

\*\*\*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). Note at the top of the wage determination for more information. Note that the minimum wage requirements of Executive Order 14026 are currently being enforced as to contracts or contract-like instruments with the federal government in connection with seasonal recreational equipment rental for the general public on the part of the federal government.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act that 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 with 1 hour of paid sick leave for every 30 hours they work, up to 30 hours of 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 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 harassment, or stalking. Additional information on contractor requirements and under the EO is available at [www.dol.gov/whd/govcontracts](http://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 \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$705.60 per month

week, or \$764.40 per month\*

\*This rate is to be used only when compensating employees for p covered contract also covered by EO 13706, Establishing Paid Sick Contractors. A contractor may not receive credit toward its SCA paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length includes the whole span of continuous service with the present contractor, wherever employed, and with the predecessor contractor performance of similar work at the same Federal facility. (See 29

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, Thanksgiving Day, and Christmas Day. (A contractor may substitute the named holidays another day off with pay in accordance with the contract to the employees involved.) (See 29 CFR 4.174)

## THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN

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

Job titles vary widely and change quickly in the computer industry. The primary determinative of whether an employee is an exempt computer professional is the primary duty of the employee. Computer employees who satisfy the compensation requirements must have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures

consulting with users, to determine hardware, software or system specifications;

(2) The design, development, documentation, analysis, creation modification of computer systems or programs, including prototy related to user or system design specifications;

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

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

Any computer employee who meets the applicable compensation above duties test qualifies as an exempt computer professional under 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (F Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination apply to any exempt computer employee regardless of which of the utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - If you work at night as part of a regular tour of duty, you will earn a night and receive an additional 10% of basic pay for any hours worked. If you are a full-time employed (40 hours a week) and Sunday is your regularly scheduled workweek, you are paid at your rate of basic premium of 25% of your basic rate for each hour of Sunday work (i.e. occasional work on Sunday outside the normal tour of duty is overtime work).

#### **\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a represents a low degree of hazard when working with, or in close ordnance, (or employees possibly adjacent to) explosives and inc which involves potential injury such as laceration of hands, face, employee engaged in the operation, irritation of the skin, minor b minimal damage to immediate or adjacent work area or equipme operations involving, unloading, storage, and hauling of ordnance, incendiary ordnance material other than small arms ammunition are only applicable to work that has been specifically designated ordnance, explosives, and incendiary material differential pay.

#### **\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance o (either by the terms of the Government contract, by the employee local law, etc.), the cost of furnishing such uniforms and maintain laundering or dry cleaning) such uniforms is an expense that may employee where such cost reduces the hourly rate below that rec determination. The Department of Labor will accept payment in a following standards as compliance:

The contractor or subcontractor is required to furnish all employ adequate number of uniforms without cost or to reimburse empl cost of the uniforms. In addition, where uniform cleaning and ma the responsibility of the employee, all contractors and subcontra this wage determination shall (in the absence of a bona fide colle agreement providing for a different amount, or the furnishing of c affirmative proof as to the actual cost), reimburse all employees f and maintenance at a rate of \$3.35 per week (or \$.67 cents per da those instances where the uniforms furnished are made of ""wash materials, may be routinely washed and dried with other persona not require any special treatment such as dry cleaning, daily wasl laundering in order to meet the cleanliness or appearance standa of the Government contract, by the contractor, by law, or by the n there is no requirement that employees be reimbursed for unifor

#### **\*\* 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 (dated September 2015, unless otherwise indicated).

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION Form 1444 (SF-1444) \*\***

#### Conformance Process:

The contracting officer shall require that any class of service employees not listed herein and which is to be employed under the contract to be performed is not performed by any classification listed in the wage determination, be classified by the contractor so as to provide a relationship (i.e., appropriate level of skill comparison) between the unlisted classification 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 classification (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make the determination of conformed classification, wage rate, and/or fringe benefit shall be paid to all employees performing in the classification from the date of work on which contract work is performed by them in the classification to pay such unlisted employees the compensation agreed upon by the parties and/or fully determined by the Wage and Hour Division from the date such class of employees commenced contract work shall be included in 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 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 each unlisted occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report detailing the proposed classification title(s), a Federal grade equivalency (if applicable), the proposed classification(s), job description(s), and rationale for proposed 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

performs any contract work.

3) The contracting officer reviews the proposed action and prom of the action, together with the agency's recommendations and p information including the position of the contractor and the emp Department of Labor, Wage and Hour Division, for review (See 29

4) Within 30 days of receipt, the Wage and Hour Division approve disapproves the action via transmittal to the agency contracting o notifies the contracting officer that additional time will be requir the request.

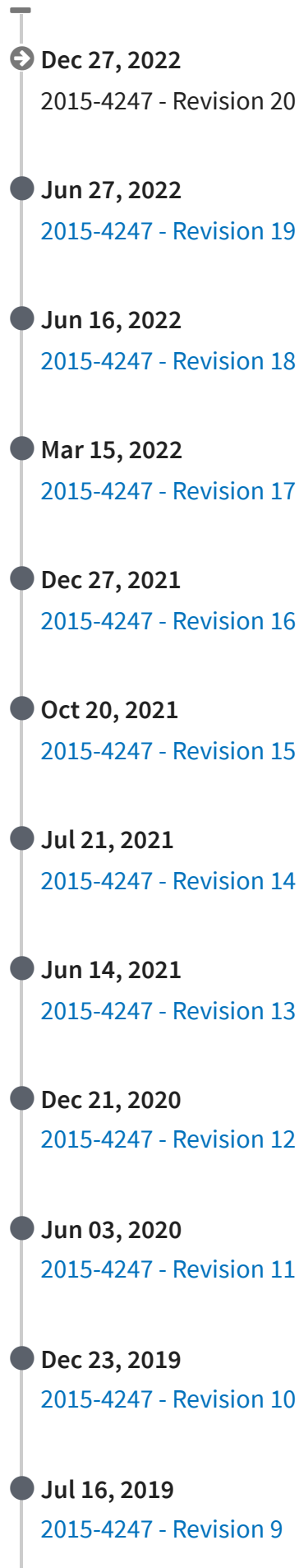
5) The contracting officer transmits the Wage and Hour Division' contractor.

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

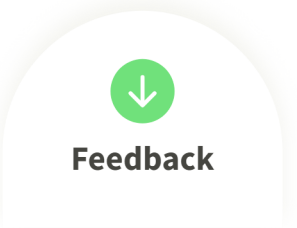
Information required by the Regulations must be submitted on SI

When preparing a conformance request, the ""Service Contract A Occupations"" should be used to compare job definitions to ensu requested are not performed by a classification already listed in t determination. Remember, it is not the job title, but the required determine whether a class is included in an established wage deto Conformances may not be used to artificially split, combine, or su classifications listed in the wage determination (See 29 CFR 4.15:

## History



- **May 30, 2019**  
[2015-4247 - Revision 8](#)
- **Dec 26, 2018**  
[2015-4247 - Revision 7](#)
- **Jul 27, 2018**  
[2015-4247 - Revision 6](#)
- **Jan 10, 2018**  
[2015-4247 - Revision 5](#)
- **Dec 26, 2017**  
[2015-4247 - Revision 4](#)
- **Jul 25, 2017**  
[2015-4247 - Revision 3](#)
- **Jul 13, 2017**  
[2015-4247 - Revision 2](#)
- **Feb 13, 2017**  
[2015-4247 - Revision 1](#)



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