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Wage  
Determination

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WAGE DETERMINATIONS

# Service Contract Act WD # 2015-4249

Wage Determination

Revision #  
22

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

Last Revised Date  
Dec 27, 2022

## States and Counties

State  
Pennsylvania

Counties  
Cameron, Clearfield, Clinton, Elk, Jefferson, McKean, Potter

# Document

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"REGISTER OF WAGE DETERMINATIONS UNDER | U.S.  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 | WASHINGTON D.C. 20210  
 |  
 |  
 |  
 | Wage Determination No.: 2015-4249  
 Daniel W. Simms Division of | Revision No.: 22  
 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 Executive Order 14026 or Executive Order 13658.

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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 requires that the contractor must pay a wage rate listed on this wage determination (or if it is higher) for all hours spent performing on the contract in 2023. |  
 | at least \$16.20 per hour (or |  
 |

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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 requires that the contractor must pay a wage rate listed on this wage determination (or if it is higher) for all hours spent performing on the contract in 2023. |  
 | at least \$12.15 per hour (or |  
 |

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The applicable Executive Order minimum wage rate will be adjusted

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 Cameron, Clearfield, Clinton, Elk, McKean, Potter

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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	25.46
01035 - Court Reporter	18.68
01041 - Customer Service Representative I	13
01042 - Customer Service Representative II	14
01043 - Customer Service Representative III	
01051 - Data Entry Operator I	13.55***
01052 - Data Entry Operator II	15.19***
01060 - Dispatcher, Motor Vehicle	22.06
01070 - Document Preparation Clerk	14.8
01090 - Duplicating Machine Operator	14.8
01111 - General Clerk I	13.64***
01112 - General Clerk II	14.88***
01113 - General Clerk III	16.70
01120 - Housing Referral Assistant	20.83
01141 - Messenger Courier	13.53***
01191 - Order Clerk I	14.49***
01192 - Order Clerk II	16.97
01261 - Personnel Assistant (Employment) I	
01262 - Personnel Assistant (Employment) II	
01263 - Personnel Assistant (Employment) III	
01270 - Production Control Clerk	22.72
01290 - Rental Clerk	15.53***
01300 - Scheduler, Maintenance	16.70

01311 - Secretary I	16.70
01312 - Secretary II	18.68
01313 - Secretary III	20.83
01320 - Service Order Dispatcher	19.72
01410 - Supply Technician	25.46
01420 - Survey Worker	18.26
01460 - Switchboard Operator/Receptionist	1
01531 - Travel Clerk I	13.23***
01532 - Travel Clerk II	13.99***
01533 - Travel Clerk III	14.74***
01611 - Word Processor I	14.19***
01612 - Word Processor II	15.94***
01613 - Word Processor III	17.82
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	
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	
05160 - Motor Equipment Metal Worker	
05190 - Motor Vehicle Mechanic	18.70
05220 - Motor Vehicle Mechanic Helper	15.00
05250 - Motor Vehicle Upholstery Worker	
05280 - Motor Vehicle Wrecker	17.10
05310 - Painter, Automotive	19.03
05340 - Radiator Repair Specialist	17.10
05370 - Tire Repairer	15.36***
05400 - Transmission Repair Specialist	18.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08***
07041 - Cook I	13.84***
07042 - Cook II	15.49***
07070 - Dishwasher	9.96***
07130 - Food Service Worker	10.99***
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	10.48***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.68
09040 - Furniture Handler	13.88***

09080 - Furniture Refinisher	19.00
09090 - Furniture Refinisher Helper	15.28 <sup>d</sup>
09110 - Furniture Repairer, Minor	17.02
09130 - Upholsterer	18.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.15***
11060 - Elevator Operator	13.15***
11090 - Gardener	18.62
11122 - Housekeeping Aide	13.61***
11150 - Janitor	13.61***
11210 - Laborer, Grounds Maintenance	15.3
11240 - Maid or Houseman	11.50***
11260 - Pruner	14.33***
11270 - Tractor Operator	17.57
11330 - Trail Maintenance Worker	15.39 <sup>e</sup>
11360 - Window Cleaner	14.47***
12000 - Health Occupations	
12010 - Ambulance Driver	15.92***
12011 - Breath Alcohol Technician	20.11
12012 - Certified Occupational Therapist Assistant	
12015 - Certified Physical Therapist Assistant	2
12020 - Dental Assistant	17.50
12025 - Dental Hygienist	30.88
12030 - EKG Technician	28.04
12035 - Electroneurodiagnostic Technologist	
12040 - Emergency Medical Technician	15.9
12071 - Licensed Practical Nurse I	17.98
12072 - Licensed Practical Nurse II	20.11
12073 - Licensed Practical Nurse III	22.41
12100 - Medical Assistant	16.78
12130 - Medical Laboratory Technician	25
12160 - Medical Record Clerk	16.28
12190 - Medical Record Technician	19.9
12195 - Medical Transcriptionist	18.34
12210 - Nuclear Medicine Technologist	44
12221 - Nursing Assistant I	11.69***
12222 - Nursing Assistant II	13.13***
12223 - Nursing Assistant III	14.33***
12224 - Nursing Assistant IV	16.10***
12235 - Optical Dispenser	16.85

12236 - Optical Technician	17.98
12250 - Pharmacy Technician	15.14**
12280 - Phlebotomist	18.40
12305 - Radiologic Technologist	27.20
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.83
12313 - Registered Nurse II, Specialist	29.8
12314 - Registered Nurse III	36.09
12315 - Registered Nurse III, Anesthetist	36.
12316 - Registered Nurse IV	43.26
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	26.32
13047 - Librarian	24.59
13050 - Library Aide/Clerk	10.88***
13054 - Library Information Technology Systems Administrator	
13058 - Library Technician	16.06***
13061 - Media Specialist I	16.02***
13062 - Media Specialist II	17.92
13063 - Media Specialist III	19.99
13071 - Photographer I	14.95***
13072 - Photographer II	18.25
13073 - Photographer III	21.51
13074 - Photographer IV	25.35
13075 - Photographer V	30.67
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	10.
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)	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		1'
14160 - Personal Computer Support Technician		
14170 - System Support Specialist		27.64
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		29.84
15070 - Flight Instructor (Pilot)		44.74
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		20.54
15095 - Technical Instructor/Course Developer		
15110 - Test Proctor		16.96
15120 - Tutor		16.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupation		
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		
16190 - Sewing Machine Operator		17.2
16220 - Tailor		17.89
16250 - Washer, Machine		15.13***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		
19040 - Tool And Die Maker		22.89

21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.88
21030 - Material Coordinator	22.72
21040 - Material Expediter	22.72
21050 - Material Handling Laborer	18.10
21071 - Order Filler	15.28***
21080 - Production Line Worker (Food Processing)	
21110 - Shipping Packer	17.74
21130 - Shipping/Receiving Clerk	17.74
21140 - Store Worker I	16.11***
21150 - Stock Clerk	19.92
21210 - Tools And Parts Attendant	22.88
21410 - Warehouse Specialist	22.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.00
23019 - Aircraft Logs and Records Technician	
23021 - Aircraft Mechanic I	27.56
23022 - Aircraft Mechanic II	28.68
23023 - Aircraft Mechanic III	29.80
23040 - Aircraft Mechanic Helper	21.20
23050 - Aircraft, Painter	26.42
23060 - Aircraft Servicer	23.93
23070 - Aircraft Survival Flight Equipment Technician	
23080 - Aircraft Worker	25.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	
23110 - Appliance Mechanic	26.42
23120 - Bicycle Repairer	22.50
23125 - Cable Splicer	45.96
23130 - Carpenter, Maintenance	21.89
23140 - Carpet Layer	21.70
23160 - Electrician, Maintenance	28.55
23181 - Electronics Technician Maintenance I	
23182 - Electronics Technician Maintenance II	
23183 - Electronics Technician Maintenance III	
23260 - Fabric Worker	23.93
23290 - Fire Alarm System Mechanic	27.00
23310 - Fire Extinguisher Repairer	22.50



23311 - Fuel Distribution System Mechanic	1
23312 - Fuel Distribution System Operator	2
23370 - General Maintenance Worker	18
23380 - Ground Support Equipment Mechanic	
23381 - Ground Support Equipment Servicer	
23382 - Ground Support Equipment Worker	
23391 - Gunsmith I	22.50
23392 - Gunsmith II	25.18
23393 - Gunsmith III	27.56
23410 - Heating, Ventilation And Air-Conditioning Mechanic	
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23
23440 - Heavy Equipment Operator	22.
23460 - Instrument Mechanic	27.56
23465 - Laboratory/Shelter Mechanic	26
23470 - Laborer	14.78***
23510 - Locksmith	26.42
23530 - Machinery Maintenance Mechanic	
23550 - Machinist, Maintenance	21.82
23580 - Maintenance Trades Helper	16.4
23591 - Metrology Technician I	27.56
23592 - Metrology Technician II	28.68
23593 - Metrology Technician III	29.80
23640 - Millwright	28.83
23710 - Office Appliance Repairer	26.42
23760 - Painter, Maintenance	19.35
23790 - Pipefitter, Maintenance	28.11
23810 - Plumber, Maintenance	26.94
23820 - Pneudraulic Systems Mechanic	21
23850 - Rigger	27.56
23870 - Scale Mechanic	25.18
23890 - Sheet-Metal Worker, Maintenance	2
23910 - Small Engine Mechanic	18.37
23931 - Telecommunications Mechanic I	3
23932 - Telecommunications Mechanic II	3
23950 - Telephone Lineman	34.49
23960 - Welder, Combination, Maintenance	
23965 - Well Driller	24.48

23970 - Woodcraft Worker	27.56
23980 - Woodworker	22.50
24000 - Personal Needs Occupations	
24550 - Case Manager	17.40
24570 - Child Care Attendant	10.86***
24580 - Child Care Center Clerk	13.54***
24610 - Chore Aide	11.75***
24620 - Family Readiness And Support Services Coordinator	
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.49
25040 - Sewage Plant Operator	22.40
25070 - Stationary Engineer	27.49
25190 - Ventilation Equipment Tender	19
25210 - Water Treatment Plant Operator	2
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.15
27007 - Baggage Inspector	13.43***
27008 - Corrections Officer	28.49
27010 - Court Security Officer	28.49
27030 - Detection Dog Handler	15.28***
27040 - Detention Officer	28.49
27070 - Firefighter	28.49
27101 - Guard I	13.43***
27102 - Guard II	15.28***
27131 - Police Officer I	27.46
27132 - Police Officer II	30.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.9
28042 - Carnival Equipment Repairer	12.6
28043 - Carnival Worker	9.79***
28210 - Gate Attendant/Gate Tender	16.13
28310 - Lifeguard	12.03***
28350 - Park Attendant (Aide)	18.04
28510 - Recreation Aide/Health Facility Attendant	
28515 - Recreation Specialist	22.35
28630 - Sports Official	14.37***
28690 - Swimming Pool Operator	18.2
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer	28.63
29020 - Hatch Tender	28.63
29030 - Line Handler	28.63
29041 - Stevedore I	27.20
29042 - Stevedore II	30.03
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	18.25
30022 - Archeological Technician II	20.41
30023 - Archeological Technician III	24.8
30030 - Cartographic Technician	25.30
30040 - Civil Engineering Technician	24.0
30051 - Cryogenic Technician I	26.62
30052 - Cryogenic Technician II	29.40
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	16.66
30082 - Engineering Technician II	18.70
30083 - Engineering Technician III	20.98
30084 - Engineering Technician IV	25.92
30085 - Engineering Technician V	31.71
30086 - Engineering Technician VI	38.35
30090 - Environmental Technician	24.0
30095 - Evidence Control Specialist	24.04
30210 - Laboratory Technician	23.01
30221 - Latent Fingerprint Technician I	26.1
30222 - Latent Fingerprint Technician II	29.1
30240 - Mathematical Technician	25.30
30361 - Paralegal/Legal Assistant I	20.04
30362 - Paralegal/Legal Assistant II	24.82
30363 - Paralegal/Legal Assistant III	30.37
30364 - Paralegal/Legal Assistant IV	36.74
30375 - Petroleum Supply Specialist	29.4
30390 - Photo-Optics Technician	26.70
30395 - Radiation Control Technician	29.4
30461 - Technical Writer I	24.04

30462 - Technical Writer II	29.40
30463 - Technical Writer III	35.59
30491 - Unexploded Ordnance (UXO) Technician I	
30492 - Unexploded Ordnance (UXO) Technician II	
30493 - Unexploded Ordnance (UXO) Technician III	
30494 - Unexploded (UXO) Safety Escort	20
30495 - Unexploded (UXO) Sweep Personnel	
30501 - Weather Forecaster I	28.00
30502 - Weather Forecaster II	34.06
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	31.73
31020 - Bus Aide	15.81***
31030 - Bus Driver	21.41
31043 - Driver Courier	13.79***
31260 - Parking and Lot Attendant	14.71*
31290 - Shuttle Bus Driver	15.67***
31310 - Taxi Driver	13.74***
31361 - Truckdriver, Light	14.65***
31362 - Truckdriver, Medium	17.07
31363 - Truckdriver, Heavy	22.54
31364 - Truckdriver, Tractor-Trailer	22.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	10.72***
99050 - Desk Clerk	11.06***
99095 - Embalmer	27.76
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	14.7
99252 - Laboratory Animal Caretaker II	15.7
99260 - Marketing Analyst	27.58
99310 - Mortician	27.76
99410 - Pest Controller	24.01
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	18.95
99711 - Recycling Specialist	21.63
99730 - Refuse Collector	17.64
99810 - Sales Clerk	12.34***

99820 - School Crossing Guard	14.72***
99830 - Survey Party Chief	24.77
99831 - Surveying Aide	14.74***
99832 - Surveying Technician	22.50
99840 - Vending Machine Attendant	18.00
99841 - Vending Machine Repairer	21.40
99842 - Vending Machine Repairer Helper	14.74***

\*\*\*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 \$832.00 per month

week, or \$764.40 per month\*

\*This rate is to be used only when compensating employees for performance covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal 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 contractor, 3 weeks after 8 years, and 4 weeks after 15 years. Length includes the whole span of continuous service with the present contractor, successor, wherever employed, and with the predecessor contractor. (See 29 CFR 4.174)

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 position 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 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 section 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 applies to any exempt computer employee regardless of which of the following is 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 shift premium and receive an additional 10% of basic pay for any hours worked at night. If you are a full-time employee (40 hours a week) and Sunday is your regularly scheduled workweek, you are paid at your rate of basic pay plus a 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 not overtime work).

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

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

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 rate to 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 to the contracting officer 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.

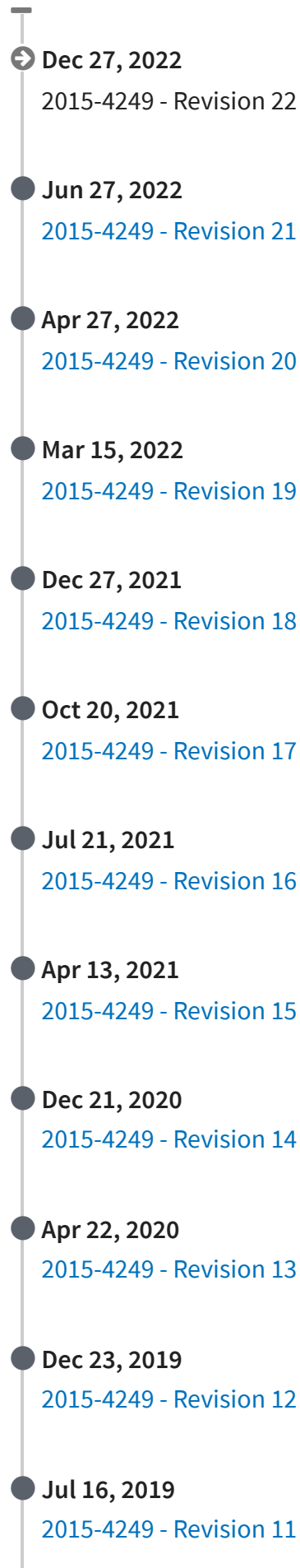
5) The contracting officer transmits the Wage and Hour Division' contractor.

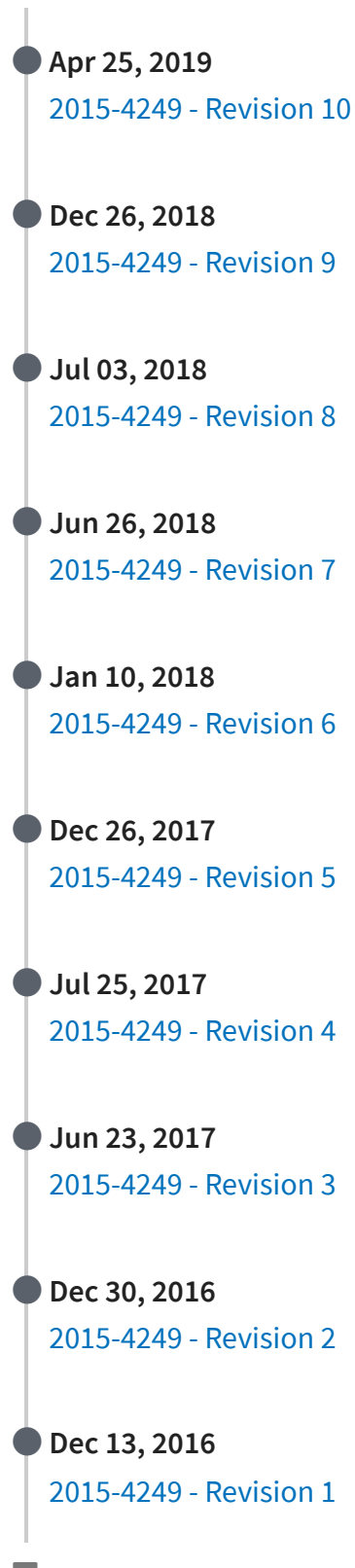
6) Each affected employee shall be furnished by the contractor w of such determination or it shall be posted as a part of the wage d 29 CFR 4.6(b)(2)(iii)).

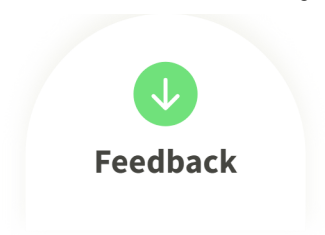
Information required by the Regulations must be submitted on SI

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







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