

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.: 33 Date Of Last Revision: 8/12/2026

State: Pennsylvania

Area: Pennsylvania Counties of York

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.23
01012 - Accounting Clerk II		20.45
01013 - Accounting Clerk III		22.88
01020 - Administrative Assistant		31.83
01035 - Court Reporter		24.13
01041 - Customer Service Representative I		17.41
01042 - Customer Service Representative II		19.00
01043 - Customer Service Representative III		21.33
01051 - Data Entry Operator I		18.39
01052 - Data Entry Operator II		20.07
01060 - Dispatcher, Motor Vehicle		24.70
01070 - Document Preparation Clerk		18.34
01090 - Duplicating Machine Operator		18.34
01111 - General Clerk I		17.52
01112 - General Clerk II		19.12
01113 - General Clerk III		21.45
01120 - Housing Referral Assistant		26.91
01141 - Messenger Courier		18.74
01191 - Order Clerk I		20.87
01192 - Order Clerk II		22.77
01261 - Personnel Assistant (Employment) I		21.33
01262 - Personnel Assistant (Employment) II		23.86
01263 - Personnel Assistant (Employment) III		26.61
01270 - Production Control Clerk		29.51
01290 - Rental Clerk		20.13
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.13
01313 - Secretary III		26.91
01320 - Service Order Dispatcher		22.08
01410 - Supply Technician		31.83
01420 - Survey Worker		21.22
01460 - Switchboard Operator/Receptionist		17.50
01531 - Travel Clerk I		19.22
01532 - Travel Clerk II		21.57
01533 - Travel Clerk III		24.13
01611 - Word Processor I		19.22
01612 - Word Processor II		21.57
01613 - Word Processor III		24.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.43
05010 - Automotive Electrician		24.45
05040 - Automotive Glass Installer		23.24
05070 - Automotive Worker		23.24
05110 - Mobile Equipment Servicer		20.81
05130 - Motor Equipment Metal Mechanic		25.70
05160 - Motor Equipment Metal Worker		23.24
05190 - Motor Vehicle Mechanic		25.70
05220 - Motor Vehicle Mechanic Helper		19.59
05250 - Motor Vehicle Upholstery Worker		22.07
05280 - Motor Vehicle Wrecker		23.24
05310 - Painter, Automotive		24.45
05340 - Radiator Repair Specialist		23.24
05370 - Tire Repairer		17.96
05400 - Transmission Repair Specialist		25.70
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.21
07041 - Cook I		17.32

07042 - Cook II	19.34
07070 - Dishwasher	14.23
07130 - Food Service Worker	14.95
07210 - Meat Cutter	18.70
07260 - Waiter/Waitress	15.29
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.38
09040 - Furniture Handler	16.73
09080 - Furniture Refinisher	23.84
09090 - Furniture Refinisher Helper	19.10
09110 - Furniture Repairer, Minor	21.51
09130 - Upholsterer	24.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.62
11060 - Elevator Operator	17.50
11090 - Gardener	22.36
11122 - Housekeeping Aide	17.50
11150 - Janitor	17.50
11210 - Laborer, Grounds Maintenance	18.44
11240 - Maid or Houseman	15.02
11260 - Pruner	17.14
11270 - Tractor Operator	21.05
11330 - Trail Maintenance Worker	18.44
11360 - Window Cleaner	18.83
12000 - Health Occupations	
12010 - Ambulance Driver	19.03
12011 - Breath Alcohol Technician	27.36
12012 - Certified Occupational Therapist Assistant	30.86
12015 - Certified Physical Therapist Assistant	30.98
12020 - Dental Assistant	22.38
12025 - Dental Hygienist	39.25
12030 - EKG Technician	29.43
12035 - Electroneurodiagnostic Technologist	29.43
12040 - Emergency Medical Technician	19.03
12071 - Licensed Practical Nurse I	24.45
12072 - Licensed Practical Nurse II	27.36
12073 - Licensed Practical Nurse III	30.51
12100 - Medical Assistant	20.97
12130 - Medical Laboratory Technician	29.70
12160 - Medical Record Clerk	19.27
12190 - Medical Record Technician	21.56
12195 - Medical Transcriptionist	24.45
12210 - Nuclear Medicine Technologist	60.13
12221 - Nursing Assistant I	15.55
12222 - Nursing Assistant II	17.49
12223 - Nursing Assistant III	19.08
12224 - Nursing Assistant IV	21.41
12235 - Optical Dispenser	20.67
12236 - Optical Technician	21.19
12250 - Pharmacy Technician	17.89
12280 - Phlebotomist	20.75
12305 - Radiologic Technologist	32.76
12311 - Registered Nurse I	32.09
12312 - Registered Nurse II	39.27
12313 - Registered Nurse II, Specialist	39.27
12314 - Registered Nurse III	47.50
12315 - Registered Nurse III, Anesthetist	47.50
12316 - Registered Nurse IV	56.94
12317 - Scheduler (Drug and Alcohol Testing)	33.89
12320 - Substance Abuse Treatment Counselor	26.64
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.20
13012 - Exhibits Specialist II	29.98
13013 - Exhibits Specialist III	36.66
13041 - Illustrator I	24.20
13042 - Illustrator II	29.98
13043 - Illustrator III	36.66
13047 - Librarian	33.19
13050 - Library Aide/Clerk	13.41
13054 - Library Information Technology Systems Administrator	
13058 - Library Technician	29.96
13061 - Media Specialist I	19.61
13062 - Media Specialist II	21.64
13063 - Media Specialist III	24.20
13071 - Photographer I	26.96
13072 - Photographer II	19.35
13073 - Photographer III	21.65
13074 - Photographer IV	26.82
13075 - Photographer V	32.80
13090 - Technical Order Library Clerk	39.70
13110 - Video Teleconference Technician	19.65
	24.35
14000 - Information Technology Occupations	
14041 - Computer Operator I	25.53
14042 - Computer Operator II	28.56
14043 - Computer Operator III	31.83
14044 - Computer Operator IV	35.38
14045 - Computer Operator V	39.18
14071 - Computer Programmer I	24.60
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		25.53
14160 - Personal Computer Support Technician		35.38
14170 - System Support Specialist		39.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		38.37
15020 - Aircrew Training Devices Instructor (Rated)		46.44
15030 - Air Crew Training Devices Instructor (Pilot)		55.66
15050 - Computer Based Training Specialist / Instructor		38.37
15060 - Educational Technologist		37.73
15070 - Flight Instructor (Pilot)		55.66
15080 - Graphic Artist		26.43
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		55.66
15086 - Maintenance Test Pilot, Rotary Wing		55.66
15088 - Non-Maintenance Test/Co-Pilot		55.66
15090 - Technical Instructor		23.70
15095 - Technical Instructor/Course Developer		28.99
15110 - Test Proctor		19.14
15120 - Tutor		19.14
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.09
16030 - Counter Attendant		13.09
16040 - Dry Cleaner		16.82
16070 - Finisher, Flatwork, Machine		13.09
16090 - Presser, Hand		13.09
16110 - Presser, Machine, Drycleaning		13.09
16130 - Presser, Machine, Shirts		13.09
16160 - Presser, Machine, Wearing Apparel, Laundry		13.09
16190 - Sewing Machine Operator		17.91
16220 - Tailor		18.89
16250 - Washer, Machine		14.33
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.57
19040 - Tool And Die Maker		31.89
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.89
21030 - Material Coordinator		29.51
21040 - Material Expediter		29.51
21050 - Material Handling Laborer		20.85
21071 - Order Filler		17.80
21080 - Production Line Worker (Food Processing)		22.89
21110 - Shipping Packer		22.83
21130 - Shipping/Receiving Clerk		22.83
21140 - Store Worker I		18.47
21150 - Stock Clerk		23.09
21210 - Tools And Parts Attendant		22.89
21410 - Warehouse Specialist		22.89
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.76
23019 - Aircraft Logs and Records Technician		26.89
23021 - Aircraft Mechanic I		31.30
23022 - Aircraft Mechanic II		32.76
23023 - Aircraft Mechanic III		34.27
23040 - Aircraft Mechanic Helper		23.87
23050 - Aircraft, Painter		29.80
23060 - Aircraft Servicer		26.89
23070 - Aircraft Survival Flight Equipment Technician		29.80
23080 - Aircraft Worker		28.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		28.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		31.30
23110 - Appliance Mechanic		29.80
23120 - Bicycle Repairer		25.35
23125 - Cable Splicer		51.60
23130 - Carpenter, Maintenance		29.40
23140 - Carpet Layer		28.31
23160 - Electrician, Maintenance		31.66
23181 - Electronics Technician Maintenance I		30.63
23182 - Electronics Technician Maintenance II		32.23
23183 - Electronics Technician Maintenance III		33.86
23260 - Fabric Worker		26.89
23290 - Fire Alarm System Mechanic		27.93
23310 - Fire Extinguisher Repairer		25.35
23311 - Fuel Distribution System Mechanic		35.82
23312 - Fuel Distribution System Operator		29.01
23370 - General Maintenance Worker		25.77
23380 - Ground Support Equipment Mechanic		31.30
23381 - Ground Support Equipment Servicer		26.89
23382 - Ground Support Equipment Worker		28.31
23391 - Gunsmith I		25.35
23392 - Gunsmith II		28.31
23393 - Gunsmith III		31.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic		29.79
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		31.18
23430 - Heavy Equipment Mechanic		31.71

23440 - Heavy Equipment Operator	29.74
23460 - Instrument Mechanic	31.30
23465 - Laboratory/Shelter Mechanic	29.80
23470 - Laborer	20.85
23510 - Locksmith	29.80
23530 - Machinery Maintenance Mechanic	31.99
23550 - Machinist, Maintenance	25.62
23580 - Maintenance Trades Helper	19.86
23591 - Metrology Technician I	31.30
23592 - Metrology Technician II	32.76
23593 - Metrology Technician III	34.27
23640 - Millwright	31.03
23710 - Office Appliance Repairer	22.62
23760 - Painter, Maintenance	25.97
23790 - Pipefitter, Maintenance	33.70
23810 - Plumber, Maintenance	32.08
23820 - Pneudraulic Systems Mechanic	31.30
23850 - Rigger	31.30
23870 - Scale Mechanic	28.31
23890 - Sheet-Metal Worker, Maintenance	31.78
23910 - Small Engine Mechanic	21.49
23931 - Telecommunications Mechanic I	30.25
23932 - Telecommunications Mechanic II	31.67
23950 - Telephone Lineman	31.37
23960 - Welder, Combination, Maintenance	27.63
23965 - Well Driller	31.30
23970 - Woodcraft Worker	31.30
23980 - Woodworker	25.35
24000 - Personal Needs Occupations	
24550 - Case Manager	19.99
24570 - Child Care Attendant	14.57
24580 - Child Care Center Clerk	18.18
24610 - Chore Aide	15.72
24620 - Family Readiness And Support Services Coordinator	19.99
24630 - Homemaker	19.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.67
25040 - Sewage Plant Operator	28.55
25070 - Stationary Engineer	32.67
25190 - Ventilation Equipment Tender	24.91
25210 - Water Treatment Plant Operator	28.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.41
27007 - Baggage Inspector	17.15
27008 - Corrections Officer	32.82
27010 - Court Security Officer	32.82
27030 - Detection Dog Handler	19.19
27040 - Detention Officer	32.82
27070 - Firefighter	32.82
27101 - Guard I	17.15
27102 - Guard II	19.19
27131 - Police Officer I	35.96
27132 - Police Officer II	39.96
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.41
28042 - Carnival Equipment Repairer	14.25
28043 - Carnival Worker	10.92
28210 - Gate Attendant/Gate Tender	19.77
28310 - Lifeguard	14.30
28350 - Park Attendant (Aide)	22.11
28510 - Recreation Aide/Health Facility Attendant	16.14
28515 - Recreation Specialist	27.39
28630 - Sports Official	17.61
28690 - Swimming Pool Operator	19.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.24
29020 - Hatch Tender	32.24
29030 - Line Handler	32.24
29041 - Stevedore I	30.62
29042 - Stevedore II	33.94
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 53.25
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 36.72
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 40.44
30021 - Archeological Technician I	23.69
30022 - Archeological Technician II	26.50
30023 - Archeological Technician III	32.82
30030 - Cartographic Technician	32.82
30040 - Civil Engineering Technician	33.14
30051 - Cryogenic Technician I	36.35
30052 - Cryogenic Technician II	40.14
30061 - Drafter/CAD Operator I	23.69
30062 - Drafter/CAD Operator II	26.50
30063 - Drafter/CAD Operator III	29.53
30064 - Drafter/CAD Operator IV	36.35
30081 - Engineering Technician I	20.74
30082 - Engineering Technician II	23.28
30083 - Engineering Technician III	26.04

30084 - Engineering Technician IV	32.26
30085 - Engineering Technician V	39.47
30086 - Engineering Technician VI	47.74
30090 - Environmental Technician	32.82
30095 - Evidence Control Specialist	32.82
30210 - Laboratory Technician	25.47
30221 - Latent Fingerprint Technician I	36.35
30222 - Latent Fingerprint Technician II	40.14
30240 - Mathematical Technician	32.82
30361 - Paralegal/Legal Assistant I	24.75
30362 - Paralegal/Legal Assistant II	30.67
30363 - Paralegal/Legal Assistant III	37.51
30364 - Paralegal/Legal Assistant IV	45.38
30375 - Petroleum Supply Specialist	40.14
30390 - Photo-Optics Technician	32.82
30395 - Radiation Control Technician	40.14
30461 - Technical Writer I	30.56
30462 - Technical Writer II	37.37
30463 - Technical Writer III	45.22
30491 - Unexploded Ordnance (UXO) Technician I	33.84
30492 - Unexploded Ordnance (UXO) Technician II	40.94
30493 - Unexploded Ordnance (UXO) Technician III	49.07
30494 - Unexploded (UXO) Safety Escort	33.84
30495 - Unexploded (UXO) Sweep Personnel	33.84
30501 - Weather Forecaster I	36.35
30502 - Weather Forecaster II	44.21
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs (see 2)	29.53
30621 - Weather Observer, Senior (see 2)	32.82
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	40.94
31020 - Bus Aide	17.48
31030 - Bus Driver	22.48
31043 - Driver Courier	20.82
31260 - Parking and Lot Attendant	15.89
31290 - Shuttle Bus Driver	17.27
31310 - Taxi Driver	13.42
31361 - Truckdriver, Light	22.11
31362 - Truckdriver, Medium	23.45
31363 - Truckdriver, Heavy	28.17
31364 - Truckdriver, Tractor-Trailer	28.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.96
99030 - Cashier	14.12
99050 - Desk Clerk	14.62
99095 - Embalmer	32.76
99130 - Flight Follower	33.84
99251 - Laboratory Animal Caretaker I	17.62
99252 - Laboratory Animal Caretaker II	18.72
99260 - Marketing Analyst	31.26
99310 - Mortician	32.76
99410 - Pest Controller	21.54
99510 - Photofinishing Worker	17.78
99710 - Recycling Laborer	24.34
99711 - Recycling Specialist	27.78
99730 - Refuse Collector	22.62
99810 - Sales Clerk	14.65
99820 - School Crossing Guard	19.19
99830 - Survey Party Chief	32.07
99831 - Surveying Aide	20.89
99832 - Surveying Technician	28.61
99840 - Vending Machine Attendant	23.72
99841 - Vending Machine Repairer	28.14
99842 - Vending Machine Repairer Helper	23.72

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per week, or \$939.46 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 employee (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))."