

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.: 2015-4259 Revision No.: 32 Date Of Last Revision: 5/13/2026

State: Pennsylvania

Area: Pennsylvania Counties of Adams

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.85
01012 - Accounting Clerk II		20.03
01013 - Accounting Clerk III		22.41
01020 - Administrative Assistant		29.24
01035 - Court Reporter		22.08
01041 - Customer Service Representative I		17.25
01042 - Customer Service Representative II		18.83
01043 - Customer Service Representative III		21.14
01051 - Data Entry Operator I		16.12
01052 - Data Entry Operator II		17.59
01060 - Dispatcher, Motor Vehicle		25.43
01070 - Document Preparation Clerk		17.59
01090 - Duplicating Machine Operator		17.59
01111 - General Clerk I		17.21
01112 - General Clerk II		18.78
01113 - General Clerk III		21.08
01120 - Housing Referral Assistant		24.61
01141 - Messenger Courier		14.32
01191 - Order Clerk I		16.12
01192 - Order Clerk II		17.59
01261 - Personnel Assistant (Employment) I		19.74
01262 - Personnel Assistant (Employment) II		22.08
01263 - Personnel Assistant (Employment) III		24.61
01270 - Production Control Clerk		25.31
01290 - Rental Clerk		18.54
01300 - Scheduler, Maintenance		19.74
01311 - Secretary I		19.74
01312 - Secretary II		22.08
01313 - Secretary III		24.61
01320 - Service Order Dispatcher		22.74
01410 - Supply Technician		29.24
01420 - Survey Worker		22.08
01460 - Switchboard Operator/Receptionist		15.95
01531 - Travel Clerk I		17.39
01532 - Travel Clerk II		18.23
01533 - Travel Clerk III		20.54
01611 - Word Processor I		17.59
01612 - Word Processor II		19.74
01613 - Word Processor III		22.08
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.25
05010 - Automotive Electrician		22.76
05040 - Automotive Glass Installer		21.64
05070 - Automotive Worker		21.64
05110 - Mobile Equipment Servicer		19.37
05130 - Motor Equipment Metal Mechanic		23.92
05160 - Motor Equipment Metal Worker		21.64
05190 - Motor Vehicle Mechanic		23.92
05220 - Motor Vehicle Mechanic Helper		18.24
05250 - Motor Vehicle Upholstery Worker		20.54
05280 - Motor Vehicle Wrecker		21.64
05310 - Painter, Automotive		22.76
05340 - Radiator Repair Specialist		21.64
05370 - Tire Repairer		19.37
05400 - Transmission Repair Specialist		23.92
07000 - Food Preparation And Service Occupations		
07010 - Baker		16.37
07041 - Cook I		17.82

07042 - Cook II	19.90
07070 - Dishwasher	13.26
07130 - Food Service Worker	14.84
07210 - Meat Cutter	21.08
07260 - Waiter/Waitress	13.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.90
09040 - Furniture Handler	14.80
09080 - Furniture Refinisher	20.90
09090 - Furniture Refinisher Helper	16.84
09110 - Furniture Repairer, Minor	18.97
09130 - Upholsterer	20.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.65
11060 - Elevator Operator	17.19
11090 - Gardener	19.96
11122 - Housekeeping Aide	17.19
11150 - Janitor	17.19
11210 - Laborer, Grounds Maintenance	16.46
11240 - Maid or Houseman	14.20
11260 - Pruner	15.30
11270 - Tractor Operator	18.80
11330 - Trail Maintenance Worker	16.46
11360 - Window Cleaner	18.49
12000 - Health Occupations	
12010 - Ambulance Driver	23.08
12011 - Breath Alcohol Technician	26.82
12012 - Certified Occupational Therapist Assistant	36.79
12015 - Certified Physical Therapist Assistant	36.79
12020 - Dental Assistant	21.84
12025 - Dental Hygienist	38.66
12030 - EKG Technician	40.63
12035 - Electroneurodiagnostic Technologist	40.63
12040 - Emergency Medical Technician	23.08
12071 - Licensed Practical Nurse I	23.98
12072 - Licensed Practical Nurse II	26.82
12073 - Licensed Practical Nurse III	29.89
12100 - Medical Assistant	19.80
12130 - Medical Laboratory Technician	23.98
12160 - Medical Record Clerk	20.15
12190 - Medical Record Technician	26.20
12195 - Medical Transcriptionist	23.98
12210 - Nuclear Medicine Technologist	58.94
12221 - Nursing Assistant I	15.43
12222 - Nursing Assistant II	17.36
12223 - Nursing Assistant III	18.94
12224 - Nursing Assistant IV	21.26
12235 - Optical Dispenser	26.82
12236 - Optical Technician	23.98
12250 - Pharmacy Technician	17.04
12280 - Phlebotomist	23.98
12305 - Radiologic Technologist	40.63
12311 - Registered Nurse I	31.65
12312 - Registered Nurse II	38.71
12313 - Registered Nurse II, Specialist	38.71
12314 - Registered Nurse III	46.84
12315 - Registered Nurse III, Anesthetist	46.84
12316 - Registered Nurse IV	56.15
12317 - Scheduler (Drug and Alcohol Testing)	33.22
12320 - Substance Abuse Treatment Counselor	25.62
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.10
13012 - Exhibits Specialist II	28.61
13013 - Exhibits Specialist III	35.00
13041 - Illustrator I	23.10
13042 - Illustrator II	28.61
13043 - Illustrator III	35.00
13047 - Librarian	31.69
13050 - Library Aide/Clerk	16.53
13054 - Library Information Technology Systems Administrator	28.61
13058 - Library Technician	23.10
13061 - Media Specialist I	20.66
13062 - Media Specialist II	23.10
13063 - Media Specialist III	25.75
13071 - Photographer I	20.66
13072 - Photographer II	23.10
13073 - Photographer III	28.14
13074 - Photographer IV	35.00
13075 - Photographer V	42.36
13090 - Technical Order Library Clerk	21.24
13110 - Video Teleconference Technician	20.66
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.31
14042 - Computer Operator II	17.13
14043 - Computer Operator III	19.14
14044 - Computer Operator IV	21.23
14045 - Computer Operator V	23.67
14071 - Computer Programmer I	(see 1) 21.49
14072 - Computer Programmer II	(see 1) 26.32
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		15.31
14160 - Personal Computer Support Technician		21.23
14170 - System Support Specialist		23.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		38.49
15020 - Aircrew Training Devices Instructor (Rated)		46.57
15030 - Air Crew Training Devices Instructor (Pilot)		55.80
15050 - Computer Based Training Specialist / Instructor		38.49
15060 - Educational Technologist		33.20
15070 - Flight Instructor (Pilot)		55.80
15080 - Graphic Artist		28.67
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		55.80
15086 - Maintenance Test Pilot, Rotary Wing		55.80
15088 - Non-Maintenance Test/Co-Pilot		55.80
15090 - Technical Instructor		23.44
15095 - Technical Instructor/Course Developer		28.67
15110 - Test Proctor		19.56
15120 - Tutor		19.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.08
16030 - Counter Attendant		12.08
16040 - Dry Cleaner		15.14
16070 - Finisher, Flatwork, Machine		12.08
16090 - Presser, Hand		12.08
16110 - Presser, Machine, Drycleaning		12.08
16130 - Presser, Machine, Shirts		12.08
16160 - Presser, Machine, Wearing Apparel, Laundry		12.08
16190 - Sewing Machine Operator		16.19
16220 - Tailor		17.22
16250 - Washer, Machine		13.07
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		28.20
19040 - Tool And Die Maker		33.85
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.43
21030 - Material Coordinator		25.31
21040 - Material Expediter		25.31
21050 - Material Handling Laborer		18.45
21071 - Order Filler		15.85
21080 - Production Line Worker (Food Processing)		23.43
21110 - Shipping Packer		20.69
21130 - Shipping/Receiving Clerk		20.69
21140 - Store Worker I		17.88
21150 - Stock Clerk		22.36
21210 - Tools And Parts Attendant		23.43
21410 - Warehouse Specialist		23.43
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.00
23019 - Aircraft Logs and Records Technician		25.45
23021 - Aircraft Mechanic I		29.63
23022 - Aircraft Mechanic II		31.00
23023 - Aircraft Mechanic III		32.44
23040 - Aircraft Mechanic Helper		22.59
23050 - Aircraft, Painter		28.20
23060 - Aircraft Servicer		25.45
23070 - Aircraft Survival Flight Equipment Technician		28.20
23080 - Aircraft Worker		26.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		26.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		29.63
23110 - Appliance Mechanic		28.20
23120 - Bicycle Repairer		23.99
23125 - Cable Splicer		38.42
23130 - Carpenter, Maintenance		23.84
23140 - Carpet Layer		26.80
23160 - Electrician, Maintenance		28.90
23181 - Electronics Technician Maintenance I		26.80
23182 - Electronics Technician Maintenance II		28.20
23183 - Electronics Technician Maintenance III		29.63
23260 - Fabric Worker		25.45
23290 - Fire Alarm System Mechanic		29.63
23310 - Fire Extinguisher Repairer		23.99
23311 - Fuel Distribution System Mechanic		29.63
23312 - Fuel Distribution System Operator		23.99
23370 - General Maintenance Worker		23.57
23380 - Ground Support Equipment Mechanic		29.63
23381 - Ground Support Equipment Servicer		25.45
23382 - Ground Support Equipment Worker		26.80
23391 - Gunsmith I		23.99
23392 - Gunsmith II		26.80
23393 - Gunsmith III		29.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic		27.31
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		28.58
23430 - Heavy Equipment Mechanic		29.62

23440 - Heavy Equipment Operator	26.34
23460 - Instrument Mechanic	29.63
23465 - Laboratory/Shelter Mechanic	28.20
23470 - Laborer	18.45
23510 - Locksmith	28.20
23530 - Machinery Maintenance Mechanic	29.89
23550 - Machinist, Maintenance	20.08
23580 - Maintenance Trades Helper	22.59
23591 - Metrology Technician I	29.63
23592 - Metrology Technician II	31.00
23593 - Metrology Technician III	32.44
23640 - Millwright	29.63
23710 - Office Appliance Repairer	28.20
23760 - Painter, Maintenance	28.20
23790 - Pipefitter, Maintenance	29.74
23810 - Plumber, Maintenance	28.30
23820 - Pneudraulic Systems Mechanic	29.63
23850 - Rigger	29.63
23870 - Scale Mechanic	26.80
23890 - Sheet-Metal Worker, Maintenance	29.63
23910 - Small Engine Mechanic	26.80
23931 - Telecommunications Mechanic I	29.63
23932 - Telecommunications Mechanic II	31.00
23950 - Telephone Lineman	29.63
23960 - Welder, Combination, Maintenance	24.38
23965 - Well Driller	29.63
23970 - Woodcraft Worker	29.63
23980 - Woodworker	23.99
24000 - Personal Needs Occupations	
24550 - Case Manager	20.57
24570 - Child Care Attendant	15.14
24580 - Child Care Center Clerk	18.88
24610 - Chore Aide	14.87
24620 - Family Readiness And Support Services Coordinator	20.57
24630 - Homemaker	20.57
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.63
25040 - Sewage Plant Operator	28.20
25070 - Stationary Engineer	29.63
25190 - Ventilation Equipment Tender	22.59
25210 - Water Treatment Plant Operator	28.20
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.87
27007 - Baggage Inspector	17.76
27008 - Corrections Officer	23.51
27010 - Court Security Officer	23.51
27030 - Detection Dog Handler	19.87
27040 - Detention Officer	23.51
27070 - Firefighter	20.82
27101 - Guard I	17.76
27102 - Guard II	19.87
27131 - Police Officer I	39.43
27132 - Police Officer II	43.82
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	15.02
28043 - Carnival Worker	11.51
28210 - Gate Attendant/Gate Tender	18.83
28310 - Lifeguard	16.77
28350 - Park Attendant (Aide)	21.06
28510 - Recreation Aide/Health Facility Attendant	15.37
28515 - Recreation Specialist	26.08
28630 - Sports Official	16.77
28690 - Swimming Pool Operator	19.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.80
29020 - Hatch Tender	26.80
29030 - Line Handler	26.80
29041 - Stevedore I	25.45
29042 - Stevedore II	28.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 52.72
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 36.35
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 40.04
30021 - Archeological Technician I	19.61
30022 - Archeological Technician II	21.93
30023 - Archeological Technician III	27.15
30030 - Cartographic Technician	27.18
30040 - Civil Engineering Technician	27.15
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	16.63
30082 - Engineering Technician II	18.68
30083 - Engineering Technician III	20.76

30084 - Engineering Technician IV	25.91
30085 - Engineering Technician V	33.77
30086 - Engineering Technician VI	39.86
30090 - Environmental Technician	27.15
30095 - Evidence Control Specialist	27.15
30210 - Laboratory Technician	22.40
30221 - Latent Fingerprint Technician I	30.09
30222 - Latent Fingerprint Technician II	33.23
30240 - Mathematical Technician	27.18
30361 - Paralegal/Legal Assistant I	21.92
30362 - Paralegal/Legal Assistant II	27.15
30363 - Paralegal/Legal Assistant III	33.22
30364 - Paralegal/Legal Assistant IV	40.20
30375 - Petroleum Supply Specialist	33.77
30390 - Photo-Optics Technician	27.18
30395 - Radiation Control Technician	33.77
30461 - Technical Writer I	27.15
30462 - Technical Writer II	33.22
30463 - Technical Writer III	40.20
30491 - Unexploded Ordnance (UXO) Technician I	33.50
30492 - Unexploded Ordnance (UXO) Technician II	40.54
30493 - Unexploded Ordnance (UXO) Technician III	48.59
30494 - Unexploded (UXO) Safety Escort	33.50
30495 - Unexploded (UXO) Sweep Personnel	33.50
30501 - Weather Forecaster I	30.09
30502 - Weather Forecaster II	36.60
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 24.46
30621 - Weather Observer, Senior	(see 2) 27.18
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	40.54
31020 - Bus Aide	16.04
31030 - Bus Driver	20.64
31043 - Driver Courier	18.32
31260 - Parking and Lot Attendant	14.91
31290 - Shuttle Bus Driver	17.58
31310 - Taxi Driver	17.67
31361 - Truckdriver, Light	19.46
31362 - Truckdriver, Medium	20.64
31363 - Truckdriver, Heavy	24.39
31364 - Truckdriver, Tractor-Trailer	24.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.76
99030 - Cashier	13.33
99050 - Desk Clerk	14.07
99095 - Embalmer	33.50
99130 - Flight Follower	33.50
99251 - Laboratory Animal Caretaker I	21.56
99252 - Laboratory Animal Caretaker II	22.90
99260 - Marketing Analyst	25.02
99310 - Mortician	33.50
99410 - Pest Controller	26.83
99510 - Photofinishing Worker	17.61
99710 - Recycling Laborer	20.86
99711 - Recycling Specialist	23.82
99730 - Refuse Collector	19.39
99810 - Sales Clerk	13.23
99820 - School Crossing Guard	19.39
99830 - Survey Party Chief	24.78
99831 - Surveying Aide	16.14
99832 - Surveying Technician	22.11
99840 - Vending Machine Attendant	23.82
99841 - Vending Machine Repairer	28.26
99842 - Vending Machine Repairer Helper	23.82

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](http://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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 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))."

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