

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4233
 Daniel W. Simms Division of | Revision No.: 30
 Director Wage Determinations| Date Of Last Revision: 07/22/2024

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: 	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.
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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 applies to the contract. The contractor must pay all covered workers at least \$12.90 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.
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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Delaware, Philadelphia

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<u>01000 - Administrative Support And Clerical Occupations</u>		
01011 - Accounting Clerk I		18.71
01012 - Accounting Clerk II		20.99
01013 - Accounting Clerk III		23.48
01020 - Administrative Assistant		35.46
01035 - Court Reporter		32.96

01041 - Customer Service Representative I	17.16***
01042 - Customer Service Representative II	18.72
01043 - Customer Service Representative III	21.03
01051 - Data Entry Operator I	17.92
01052 - Data Entry Operator II	19.55
01060 - Dispatcher, Motor Vehicle	23.00
01070 - Document Preparation Clerk	19.15
01090 - Duplicating Machine Operator	19.15
01111 - General Clerk I	17.43
01112 - General Clerk II	19.02
01113 - General Clerk III	21.34
01120 - Housing Referral Assistant	24.90
01141 - Messenger Courier	17.15***
01191 - Order Clerk I	17.36
01192 - Order Clerk II	18.94
01261 - Personnel Assistant (Employment) I	19.22
01262 - Personnel Assistant (Employment) II	21.50
01263 - Personnel Assistant (Employment) III	23.98
01270 - Production Control Clerk	25.02
01290 - Rental Clerk	18.91
01300 - Scheduler, Maintenance	19.96
01311 - Secretary I	19.96
01312 - Secretary II	22.33
01313 - Secretary III	24.90
01320 - Service Order Dispatcher	20.56
01410 - Supply Technician	35.46
01420 - Survey Worker	21.96
01460 - Switchboard Operator/Receptionist	17.50
01531 - Travel Clerk I	19.82
01532 - Travel Clerk II	20.94
01533 - Travel Clerk III	22.51
01611 - Word Processor I	17.49
01612 - Word Processor II	19.63
01613 - Word Processor III	21.96

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	24.93
05010 - Automotive Electrician	25.33
05040 - Automotive Glass Installer	24.26
05070 - Automotive Worker	24.26
05110 - Mobile Equipment Servicer	22.03
05130 - Motor Equipment Metal Mechanic	26.31
05160 - Motor Equipment Metal Worker	24.26
05190 - Motor Vehicle Mechanic	26.31
05220 - Motor Vehicle Mechanic Helper	20.74
05250 - Motor Vehicle Upholstery Worker	23.21
05280 - Motor Vehicle Wrecker	24.26
05310 - Painter, Automotive	25.33
05340 - Radiator Repair Specialist	24.26
05370 - Tire Repairer	18.02
05400 - Transmission Repair Specialist	26.31

07000 - Food Preparation And Service Occupations

07010 - Baker	16.79***
07041 - Cook I	18.22
07042 - Cook II	20.07

07070 - Dishwasher	14.53***
07130 - Food Service Worker	14.70***
07210 - Meat Cutter	21.72
07260 - Waiter/Waitress	15.16***

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	23.60
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.88
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	19.43

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	16.30***
11060 - Elevator Operator	16.30***
11090 - Gardener	22.39
11122 - Housekeeping Aide	17.20
11150 - Janitor	17.20
11210 - Laborer, Grounds Maintenance	18.31
11240 - Maid or Houseman	16.32***
11260 - Pruner	16.90***
11270 - Tractor Operator	21.08
11330 - Trail Maintenance Worker	18.31
11360 - Window Cleaner	18.63

12000 - Health Occupations

12010 - Ambulance Driver	20.39
12011 - Breath Alcohol Technician	27.04
12012 - Certified Occupational Therapist Assistant	30.58
12015 - Certified Physical Therapist Assistant	30.58
12020 - Dental Assistant	23.24
12025 - Dental Hygienist	44.64
12030 - EKG Technician	31.06
12035 - Electroneurodiagnostic Technologist	31.06
12040 - Emergency Medical Technician	20.39
12071 - Licensed Practical Nurse I	24.17
12072 - Licensed Practical Nurse II	27.04
12073 - Licensed Practical Nurse III	30.15
12100 - Medical Assistant	20.91
12130 - Medical Laboratory Technician	30.90
12160 - Medical Record Clerk	21.22
12190 - Medical Record Technician	23.74
12195 - Medical Transcriptionist	21.18
12210 - Nuclear Medicine Technologist	47.74
12221 - Nursing Assistant I	14.28***
12222 - Nursing Assistant II	16.07***
12223 - Nursing Assistant III	17.54
12224 - Nursing Assistant IV	19.68
12235 - Optical Dispenser	21.62
12236 - Optical Technician	19.88
12250 - Pharmacy Technician	18.46
12280 - Phlebotomist	22.54
12305 - Radiologic Technologist	37.69
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	33.65
12313 - Registered Nurse II, Specialist	33.65

12314 - Registered Nurse III	40.71
12315 - Registered Nurse III, Anesthetist	40.71
12316 - Registered Nurse IV	48.80
12317 - Scheduler (Drug and Alcohol Testing)	33.50
12320 - Substance Abuse Treatment Counselor	26.13

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	23.56
13012 - Exhibits Specialist II	29.19
13013 - Exhibits Specialist III	35.71
13041 - Illustrator I	22.94
13042 - Illustrator II	30.61
13043 - Illustrator III	37.43
13047 - Librarian	33.04
13050 - Library Aide/Clerk	16.83****
13054 - Library Information Technology Systems Administrator	29.84
13058 - Library Technician	20.96
13061 - Media Specialist I	21.53
13062 - Media Specialist II	24.08
13063 - Media Specialist III	26.85
13071 - Photographer I	20.00
13072 - Photographer II	22.37
13073 - Photographer III	27.72
13074 - Photographer IV	33.91
13075 - Photographer V	41.02
13090 - Technical Order Library Clerk	19.49
13110 - Video Teleconference Technician	24.94

14000 - Information Technology Occupations

14041 - Computer Operator I	23.42
14042 - Computer Operator II	26.19
14043 - Computer Operator III	29.21
14044 - Computer Operator IV	32.45
14045 - Computer Operator V	35.94
14071 - Computer Programmer I	(see 1)
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	23.42
14160 - Personal Computer Support Technician	32.45
14170 - System Support Specialist	35.94

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)	33.89
15020 - Aircrew Training Devices Instructor (Rated)	41.01
15030 - Air Crew Training Devices Instructor (Pilot)	49.16
15050 - Computer Based Training Specialist / Instructor	33.89
15060 - Educational Technologist	36.59
15070 - Flight Instructor (Pilot)	49.16
15080 - Graphic Artist	29.40
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	49.16
15086 - Maintenance Test Pilot, Rotary Wing	49.16
15088 - Non-Maintenance Test/Co-Pilot	49.16

15090 - Technical Instructor	27.58	
15095 - Technical Instructor/Course Developer		33.72
15110 - Test Proctor	22.25	
15120 - Tutor	22.25	

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler	16.55***	
16030 - Counter Attendant	16.55***	
16040 - Dry Cleaner	18.92	
16070 - Finisher, Flatwork, Machine	16.55***	
16090 - Presser, Hand	16.55***	
16110 - Presser, Machine, Drycleaning	16.55***	
16130 - Presser, Machine, Shirts	16.55***	
16160 - Presser, Machine, Wearing Apparel, Laundry		16.55***
16190 - Sewing Machine Operator	19.71	
16220 - Tailor	20.50	
16250 - Washer, Machine	17.34	

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)		26.94
19040 - Tool And Die Maker	30.94	

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	23.73	
21030 - Material Coordinator	25.02	
21040 - Material Expediter	25.02	
21050 - Material Handling Laborer	19.30	
21071 - Order Filler	17.46	
21080 - Production Line Worker (Food Processing)		23.73
21110 - Shipping Packer	20.40	
21130 - Shipping/Receiving Clerk	20.40	
21140 - Store Worker I	19.07	
21150 - Stock Clerk	24.21	
21210 - Tools And Parts Attendant	23.73	
21410 - Warehouse Specialist	23.73	

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	38.46	
23019 - Aircraft Logs and Records Technician		32.63
23021 - Aircraft Mechanic I	36.98	
23022 - Aircraft Mechanic II	38.46	
23023 - Aircraft Mechanic III	39.83	
23040 - Aircraft Mechanic Helper	29.16	
23050 - Aircraft, Painter	35.61	
23060 - Aircraft Servicer	32.63	
23070 - Aircraft Survival Flight Equipment Technician		35.61
23080 - Aircraft Worker	34.11	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		34.11
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		36.98
23110 - Appliance Mechanic	25.05	
23120 - Bicycle Repairer	18.27	
23125 - Cable Splicer	51.87	
23130 - Carpenter, Maintenance	28.93	
23140 - Carpet Layer	27.91	
23160 - Electrician, Maintenance	34.93	
23181 - Electronics Technician Maintenance I	31.86	

23182 - Electronics Technician Maintenance II	33.26
23183 - Electronics Technician Maintenance III	34.55
23260 - Fabric Worker	29.13
23290 - Fire Alarm System Mechanic	29.60
23310 - Fire Extinguisher Repairer	27.65
23311 - Fuel Distribution System Mechanic	39.36
23312 - Fuel Distribution System Operator	32.96
23370 - General Maintenance Worker	23.14
23380 - Ground Support Equipment Mechanic	36.98
23381 - Ground Support Equipment Servicer	32.63
23382 - Ground Support Equipment Worker	34.11
23391 - Gunsmith I	27.65
23392 - Gunsmith II	30.45
23393 - Gunsmith III	33.02
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.45
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.63
23430 - Heavy Equipment Mechanic	29.89
23440 - Heavy Equipment Operator	30.61
23460 - Instrument Mechanic	33.77
23465 - Laboratory/Shelter Mechanic	31.79
23470 - Laborer	19.30
23510 - Locksmith	32.33
23530 - Machinery Maintenance Mechanic	31.11
23550 - Machinist, Maintenance	27.78
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	33.77
23592 - Metrology Technician II	35.09
23593 - Metrology Technician III	36.20
23640 - Millwright	33.86
23710 - Office Appliance Repairer	23.64
23760 - Painter, Maintenance	25.00
23790 - Pipefitter, Maintenance	33.01
23810 - Plumber, Maintenance	31.78
23820 - Pneudraulic Systems Mechanic	33.02
23850 - Rigger	28.78
23870 - Scale Mechanic	30.45
23890 - Sheet-Metal Worker, Maintenance	35.57
23910 - Small Engine Mechanic	22.41
23931 - Telecommunications Mechanic I	30.60
23932 - Telecommunications Mechanic II	31.82
23950 - Telephone Lineman	44.76
23960 - Welder, Combination, Maintenance	26.00
23965 - Well Driller	29.52
23970 - Woodcraft Worker	33.02
23980 - Woodworker	27.65

24000 - Personal Needs Occupations

24550 - Case Manager	20.75
24570 - Child Care Attendant	14.78***
24580 - Child Care Center Clerk	18.44
24610 - Chore Aide	14.13***
24620 - Family Readiness And Support Services Coordinator	20.75

24630 - Homemaker 20.75

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 35.75
25040 - Sewage Plant Operator 31.39
25070 - Stationary Engineer 35.75
25190 - Ventilation Equipment Tender 28.19
25210 - Water Treatment Plant Operator 31.39

27000 - Protective Service Occupations

27004 - Alarm Monitor 24.62
27007 - Baggage Inspector 16.85***
27008 - Corrections Officer 26.79
27010 - Court Security Officer 33.16
27030 - Detection Dog Handler 19.62
27040 - Detention Officer 26.79
27070 - Firefighter 39.52
27101 - Guard I 16.85***
27102 - Guard II 19.62
27131 - Police Officer I 36.95
27132 - Police Officer II 41.05

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 17.04***
28042 - Carnival Equipment Repairer 18.10
28043 - Carnival Worker 13.66***
28210 - Gate Attendant/Gate Tender 19.65
28310 - Lifeguard 14.06***
28350 - Park Attendant (Aide) 21.98
28510 - Recreation Aide/Health Facility Attendant 16.05***
28515 - Recreation Specialist 27.24
28630 - Sports Official 17.51
28690 - Swimming Pool Operator 19.94

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 31.37
29020 - Hatch Tender 31.37
29030 - Line Handler 31.37
29041 - Stevedore I 30.01
29042 - Stevedore II 32.75

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 49.75
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 34.30
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 37.78
30021 - Archeological Technician I 20.33
30022 - Archeological Technician II 22.75
30023 - Archeological Technician III 28.18
30030 - Cartographic Technician 28.27
30040 - Civil Engineering Technician 29.92
30051 - Cryogenic Technician I 30.68
30052 - Cryogenic Technician II 33.89
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.75
30063 - Drafter/CAD Operator III 25.36
30064 - Drafter/CAD Operator IV 31.21
30081 - Engineering Technician I 19.11
30082 - Engineering Technician II 21.46
30083 - Engineering Technician III 24.00

30084 - Engineering Technician IV	29.75
30085 - Engineering Technician V	36.38
30086 - Engineering Technician VI	44.01
30090 - Environmental Technician	28.88
30095 - Evidence Control Specialist	27.70
30210 - Laboratory Technician	29.85
30221 - Latent Fingerprint Technician I	27.28
30222 - Latent Fingerprint Technician II	30.14
30240 - Mathematical Technician	31.00
30361 - Paralegal/Legal Assistant I	21.69
30362 - Paralegal/Legal Assistant II	26.86
30363 - Paralegal/Legal Assistant III	32.86
30364 - Paralegal/Legal Assistant IV	39.75
30375 - Petroleum Supply Specialist	33.89
30390 - Photo-Optics Technician	28.18
30395 - Radiation Control Technician	33.89
30461 - Technical Writer I	27.52
30462 - Technical Writer II	33.68
30463 - Technical Writer III	40.74
30491 - Unexploded Ordnance (UXO) Technician I	31.62
30492 - Unexploded Ordnance (UXO) Technician II	38.26
30493 - Unexploded Ordnance (UXO) Technician III	45.85
30494 - Unexploded (UXO) Safety Escort	31.62
30495 - Unexploded (UXO) Sweep Personnel	31.62
30501 - Weather Forecaster I	30.68
30502 - Weather Forecaster II	37.32
30620 - Weather Observer, Combined Upper Air Or (see 2)	25.36

Surface Programs

30621 - Weather Observer, Senior	(see 2) 28.18
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31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot	38.26
31020 - Bus Aide	22.94
31030 - Bus Driver	29.56
31043 - Driver Courier	19.94
31260 - Parking and Lot Attendant	14.46***
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	15.48***
31361 - Truckdriver, Light	21.14
31362 - Truckdriver, Medium	22.28
31363 - Truckdriver, Heavy	27.88
31364 - Truckdriver, Tractor-Trailer	27.88

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist	18.65
99030 - Cashier	14.27***
99050 - Desk Clerk	15.79***
99095 - Embalmer	34.20
99130 - Flight Follower	31.62
99251 - Laboratory Animal Caretaker I	17.53
99252 - Laboratory Animal Caretaker II	18.62
99260 - Marketing Analyst	36.28
99310 - Mortician	34.20
99410 - Pest Controller	21.24
99510 - Photofinishing Worker	18.64
99710 - Recycling Laborer	24.67

99711 - Recycling Specialist	28.42
99730 - Refuse Collector	22.78
99810 - Sales Clerk	15.30***
99820 - School Crossing Guard	17.65
99830 - Survey Party Chief	30.58
99831 - Surveying Aide	18.14
99832 - Surveying Technician	26.81
99840 - Vending Machine Attendant	18.04
99841 - Vending Machine Repairer	21.10
99842 - Vending Machine Repairer Helper	18.04

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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, 3 weeks after 8 years, and 4 weeks after 15 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. (See 29 CFR 4.173)

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

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

notifies the contracting officer that additional time will be required to process the request.

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

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

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

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