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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                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2005-2453  
Revision No.: 17  
Date Of Revision: 12/29/2015

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. 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).

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State: Pennsylvania

Area: Pennsylvania Counties of Bradford, Carbon, Columbia, Lackawanna, Luzerne,  
Lycoming, Monroe, Pike, Schuylkill, Sullivan, Susquehanna, Tioga, Wayne, Wyoming

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

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

12.80

01012 - Accounting Clerk II

14.37

01013 - Accounting Clerk III

16.08

01020 - Administrative Assistant

17.62

01040 - Court Reporter

16.46

01051 - Data Entry Operator I

11.33

01052 - Data Entry Operator II

12.36

01060 - Dispatcher, Motor Vehicle

15.07

01070 - Document Preparation Clerk  
10.94  
01090 - Duplicating Machine Operator  
10.94  
01111 - General Clerk I  
11.13  
01112 - General Clerk II  
12.14  
01113 - General Clerk III  
14.73  
01120 - Housing Referral Assistant  
16.55  
01141 - Messenger Courier  
11.32  
01191 - Order Clerk I  
12.80  
01192 - Order Clerk II  
14.89  
01261 - Personnel Assistant (Employment) I  
13.54  
01262 - Personnel Assistant (Employment) II  
15.15  
01263 - Personnel Assistant (Employment) III  
16.89  
01270 - Production Control Clerk  
18.68  
01280 - Receptionist  
11.38  
01290 - Rental Clerk  
11.29  
01300 - Scheduler, Maintenance  
13.06  
01311 - Secretary I  
13.06  
01312 - Secretary II  
14.61  
01313 - Secretary III  
16.55  
01320 - Service Order Dispatcher  
13.69  
01410 - Supply Technician  
17.62  
01420 - Survey Worker  
14.03  
01531 - Travel Clerk I  
13.42  
01532 - Travel Clerk II  
14.10  
01533 - Travel Clerk III  
15.03  
01611 - Word Processor I  
12.04  
01612 - Word Processor II  
13.52  
01613 - Word Processor III  
15.13  
05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass  
15.45  
05010 - Automotive Electrician  
15.62  
05040 - Automotive Glass Installer  
15.04  
05070 - Automotive Worker  
15.04  
05110 - Mobile Equipment Servicer  
14.04  
05130 - Motor Equipment Metal Mechanic  
16.10  
05160 - Motor Equipment Metal Worker  
15.04  
05190 - Motor Vehicle Mechanic  
16.10  
05220 - Motor Vehicle Mechanic Helper  
13.52  
05250 - Motor Vehicle Upholstery Worker  
14.53  
05280 - Motor Vehicle Wrecker  
15.04  
05310 - Painter, Automotive  
15.62  
05340 - Radiator Repair Specialist  
15.05  
05370 - Tire Repairer  
12.17  
05400 - Transmission Repair Specialist  
16.10  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
12.19  
07041 - Cook I  
11.14  
07042 - Cook II  
12.01  
07070 - Dishwasher  
8.22  
07130 - Food Service Worker  
9.52  
07210 - Meat Cutter  
15.03  
07260 - Waiter/Waitress  
8.50  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
15.15  
09040 - Furniture Handler  
13.84  
09080 - Furniture Refinisher  
16.71  
09090 - Furniture Refinisher Helper  
14.47  
09110 - Furniture Repairer, Minor  
15.50

09130 - Upholsterer  
15.19  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.09  
11060 - Elevator Operator  
10.09  
11090 - Gardener  
12.98  
11122 - Housekeeping Aide  
11.08  
11150 - Janitor  
11.08  
11210 - Laborer, Grounds Maintenance  
11.75  
11240 - Maid or Houseman  
9.26  
11260 - Pruner  
11.15  
11270 - Tractor Operator  
12.93  
11330 - Trail Maintenance Worker  
11.75  
11360 - Window Cleaner  
11.68  
12000 - Health Occupations  
12010 - Ambulance Driver  
12.54  
12011 - Breath Alcohol Technician  
16.80  
12012 - Certified Occupational Therapist Assistant  
17.13  
12015 - Certified Physical Therapist Assistant  
18.21  
12020 - Dental Assistant  
14.15  
12025 - Dental Hygienist  
24.42  
12030 - EKG Technician  
21.48  
12035 - Electroneurodiagnostic Technologist  
21.48  
12040 - Emergency Medical Technician  
12.54  
12071 - Licensed Practical Nurse I  
15.02  
12072 - Licensed Practical Nurse II  
16.80  
12073 - Licensed Practical Nurse III  
18.73  
12100 - Medical Assistant  
13.43  
12130 - Medical Laboratory Technician  
16.16  
12160 - Medical Record Clerk  
12.61

12190 - Medical Record Technician  
15.64  
12195 - Medical Transcriptionist  
14.10  
12210 - Nuclear Medicine Technologist  
32.26  
12221 - Nursing Assistant I  
10.51  
12222 - Nursing Assistant II  
11.82  
12223 - Nursing Assistant III  
12.89  
12224 - Nursing Assistant IV  
14.47  
12235 - Optical Dispenser  
13.12  
12236 - Optical Technician  
12.80  
12250 - Pharmacy Technician  
12.97  
12280 - Phlebotomist  
14.47  
12305 - Radiologic Technologist  
22.38  
12311 - Registered Nurse I  
22.82  
12312 - Registered Nurse II  
27.91  
12313 - Registered Nurse II, Specialist  
27.91  
12314 - Registered Nurse III  
33.78  
12315 - Registered Nurse III, Anesthetist  
33.78  
12316 - Registered Nurse IV  
40.49  
12317 - Scheduler (Drug and Alcohol Testing)  
20.82  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
18.28  
13012 - Exhibits Specialist II  
22.65  
13013 - Exhibits Specialist III  
27.71  
13041 - Illustrator I  
18.28  
13042 - Illustrator II  
22.65  
13043 - Illustrator III  
27.71  
13047 - Librarian  
25.08  
13050 - Library Aide/Clerk  
11.60  
13054 - Library Information Technology Systems  
22.65

Administrator  
 13058 - Library Technician  
 14.34  
 13061 - Media Specialist I  
 14.39  
 13062 - Media Specialist II  
 16.10  
 13063 - Media Specialist III  
 17.94  
 13071 - Photographer I  
 15.33  
 13072 - Photographer II  
 17.16  
 13073 - Photographer III  
 21.26  
 13074 - Photographer IV  
 25.99  
 13075 - Photographer V  
 31.46  
 13110 - Video Teleconference Technician  
 15.93  
 14000 - Information Technology Occupations  
 14041 - Computer Operator I  
 14.86  
 14042 - Computer Operator II  
 16.63  
 14043 - Computer Operator III  
 18.63  
 14044 - Computer Operator IV  
 20.60  
 14045 - Computer Operator V  
 22.86  
 14071 - Computer Programmer I (see 1)  
 20.95  
 14072 - Computer Programmer II (see 1)  
 25.95  
 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  
 14.86  
 14160 - Personal Computer Support Technician  
 20.60  
 15000 - Instructional Occupations  
 15010 - Aircrew Training Devices Instructor (Non-Rated)  
 29.61  
 15020 - Aircrew Training Devices Instructor (Rated)  
 36.05  
 15030 - Air Crew Training Devices Instructor (Pilot)  
 39.66  
 15050 - Computer Based Training Specialist / Instructor  
 29.61  
 15060 - Educational Technologist  
 26.98

15070 - Flight Instructor (Pilot)  
39.66  
15080 - Graphic Artist  
18.05  
15090 - Technical Instructor  
17.56  
15095 - Technical Instructor/Course Developer  
23.63  
15110 - Test Proctor  
13.88  
15120 - Tutor  
13.88  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.77  
16030 - Counter Attendant  
9.77  
16040 - Dry Cleaner  
12.76  
16070 - Finisher, Flatwork, Machine  
9.77  
16090 - Presser, Hand  
9.77  
16110 - Presser, Machine, Drycleaning  
9.77  
16130 - Presser, Machine, Shirts  
9.77  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.77  
16190 - Sewing Machine Operator  
13.65  
16220 - Tailor  
14.52  
16250 - Washer, Machine  
10.80  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
17.33  
19040 - Tool And Die Maker  
19.48  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
14.79  
21030 - Material Coordinator  
18.68  
21040 - Material Expediter  
18.68  
21050 - Material Handling Laborer  
13.24  
21071 - Order Filler  
10.70  
21080 - Production Line Worker (Food Processing)  
14.79  
21110 - Shipping Packer  
13.38  
21130 - Shipping/Receiving Clerk  
13.38

21140 - Store Worker I  
14.98  
21150 - Stock Clerk  
17.37  
21210 - Tools And Parts Attendant  
14.79  
21410 - Warehouse Specialist  
14.79  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
20.90  
23021 - Aircraft Mechanic I  
20.31  
23022 - Aircraft Mechanic II  
20.90  
23023 - Aircraft Mechanic III  
21.59  
23040 - Aircraft Mechanic Helper  
16.76  
23050 - Aircraft, Painter  
19.61  
23060 - Aircraft Servicer  
18.16  
23080 - Aircraft Worker  
18.83  
23110 - Appliance Mechanic  
18.38  
23120 - Bicycle Repairer  
12.38  
23125 - Cable Splicer  
29.00  
23130 - Carpenter, Maintenance  
18.27  
23140 - Carpet Layer  
17.62  
23160 - Electrician, Maintenance  
24.78  
23181 - Electronics Technician Maintenance I  
21.73  
23182 - Electronics Technician Maintenance II  
22.55  
23183 - Electronics Technician Maintenance III  
23.72  
23260 - Fabric Worker  
16.73  
23290 - Fire Alarm System Mechanic  
19.11  
23310 - Fire Extinguisher Repairer  
17.46  
23311 - Fuel Distribution System Mechanic  
20.53  
23312 - Fuel Distribution System Operator  
17.46  
23370 - General Maintenance Worker  
16.11  
23380 - Ground Support Equipment Mechanic  
20.31



23381 - Ground Support Equipment Servicer  
18.16  
23382 - Ground Support Equipment Worker  
18.83  
23391 - Gunsmith I  
17.46  
23392 - Gunsmith II  
18.90  
23393 - Gunsmith III  
20.53  
23410 - Heating, Ventilation And Air-Conditioning  
19.34  
Mechanic  
23411 - Heating, Ventilation And Air Contditioning  
19.92  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
20.59  
23440 - Heavy Equipment Operator  
22.44  
23460 - Instrument Mechanic  
21.80  
23465 - Laboratory/Shelter Mechanic  
19.72  
23470 - Laborer  
13.24  
23510 - Locksmith  
19.72  
23530 - Machinery Maintenance Mechanic  
21.24  
23550 - Machinist, Maintenance  
17.86  
23580 - Maintenance Trades Helper  
15.48  
23591 - Metrology Technician I  
21.80  
23592 - Metrology Technician II  
22.89  
23593 - Metrology Technician III  
24.04  
23640 - Millwright  
21.21  
23710 - Office Appliance Repairer  
21.08  
23760 - Painter, Maintenance  
19.75  
23790 - Pipefitter, Maintenance  
23.55  
23810 - Plumber, Maintenance  
23.02  
23820 - Pneudraulic Systems Mechanic  
20.53  
23850 - Rigger  
20.53  
23870 - Scale Mechanic  
18.90

23890 - Sheet-Metal Worker, Maintenance  
23.02  
23910 - Small Engine Mechanic  
15.75  
23931 - Telecommunications Mechanic I  
22.40  
23932 - Telecommunications Mechanic II  
23.05  
23950 - Telephone Lineman  
23.48  
23960 - Welder, Combination, Maintenance  
15.46  
23965 - Well Driller  
18.94  
23970 - Woodcraft Worker  
20.53  
23980 - Woodworker  
14.00  
24000 - Personal Needs Occupations  
24570 - Child Care Attendant  
8.81  
24580 - Child Care Center Clerk  
12.08  
24610 - Chore Aide  
9.93  
24620 - Family Readiness And Support Services  
12.07  
Coordinator  
24630 - Homemaker  
12.89  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
23.10  
25040 - Sewage Plant Operator  
19.43  
25070 - Stationary Engineer  
23.10  
25190 - Ventilation Equipment Tender  
19.31  
25210 - Water Treatment Plant Operator  
19.43  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.07  
27007 - Baggage Inspector  
11.94  
27008 - Corrections Officer  
21.00  
27010 - Court Security Officer  
20.72  
27030 - Detection Dog Handler  
15.71  
27040 - Detention Officer  
21.00  
27070 - Firefighter  
21.25

27101 - Guard I  
 11.94  
 27102 - Guard II  
 15.71  
 27131 - Police Officer I  
 20.72  
 27132 - Police Officer II  
 22.77  
 28000 - Recreation Occupations  
 28041 - Carnival Equipment Operator  
 9.41  
 28042 - Carnival Equipment Repairer  
 9.82  
 28043 - Carnival Equipment Worker  
 8.39  
 28210 - Gate Attendant/Gate Tender  
 14.21  
 28310 - Lifeguard  
 12.18  
 28350 - Park Attendant (Aide)  
 15.90  
 28510 - Recreation Aide/Health Facility Attendant  
 11.52  
 28515 - Recreation Specialist  
 15.13  
 28630 - Sports Official  
 12.66  
 28690 - Swimming Pool Operator  
 16.29  
 29000 - Stevedoring/Longshoremen Occupational Services  
 29010 - Blocker And Bracer  
 19.81  
 29020 - Hatch Tender  
 19.81  
 29030 - Line Handler  
 19.81  
 29041 - Stevedore I  
 18.79  
 29042 - Stevedore II  
 20.21  
 30000 - Technical Occupations  
 30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
 40.33  
 30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
 27.81  
 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
 30.63  
 30021 - Archeological Technician I  
 15.89  
 30022 - Archeological Technician II  
 17.78  
 30023 - Archeological Technician III  
 21.06  
 30030 - Cartographic Technician  
 21.06  
 30040 - Civil Engineering Technician  
 21.29

30061 - Drafter/CAD Operator I  
 15.89  
 30062 - Drafter/CAD Operator II  
 17.78  
 30063 - Drafter/CAD Operator III  
 19.83  
 30064 - Drafter/CAD Operator IV  
 24.40  
 30081 - Engineering Technician I  
 13.60  
 30082 - Engineering Technician II  
 15.27  
 30083 - Engineering Technician III  
 18.06  
 30084 - Engineering Technician IV  
 22.37  
 30085 - Engineering Technician V  
 26.44  
 30086 - Engineering Technician VI  
 33.34  
 30090 - Environmental Technician  
 25.15  
 30210 - Laboratory Technician  
 18.21  
 30240 - Mathematical Technician  
 23.41  
 30361 - Paralegal/Legal Assistant I  
 16.93  
 30362 - Paralegal/Legal Assistant II  
 20.97  
 30363 - Paralegal/Legal Assistant III  
 25.65  
 30364 - Paralegal/Legal Assistant IV  
 31.04  
 30390 - Photo-Optics Technician  
 22.37  
 30461 - Technical Writer I  
 20.92  
 30462 - Technical Writer II  
 25.58  
 30463 - Technical Writer III  
 30.97  
 30491 - Unexploded Ordnance (UXO) Technician I  
 25.63  
 30492 - Unexploded Ordnance (UXO) Technician II  
 31.02  
 30493 - Unexploded Ordnance (UXO) Technician III  
 37.18  
 30494 - Unexploded (UXO) Safety Escort  
 25.63  
 30495 - Unexploded (UXO) Sweep Personnel  
 25.63  
 30620 - Weather Observer, Combined Upper Air Or (see 2)  
 19.83  
 Surface Programs  
 30621 - Weather Observer, Senior (see 2)  
 22.04

31000 - Transportation/Mobile Equipment Operation Occupations  
31020 - Bus Aide  
13.41  
31030 - Bus Driver  
15.95  
31043 - Driver Courier  
14.10  
31260 - Parking and Lot Attendant  
10.55  
31290 - Shuttle Bus Driver  
14.10  
31310 - Taxi Driver  
10.55  
31361 - Truckdriver, Light  
14.10  
31362 - Truckdriver, Medium  
15.19  
31363 - Truckdriver, Heavy  
18.20  
31364 - Truckdriver, Tractor-Trailer  
18.20  
99000 - Miscellaneous Occupations  
99030 - Cashier  
8.54  
99050 - Desk Clerk  
9.93  
99095 - Embalmer  
25.63  
99251 - Laboratory Animal Caretaker I  
10.85  
99252 - Laboratory Animal Caretaker II  
11.39  
99310 - Mortician  
25.63  
99410 - Pest Controller  
15.56  
99510 - Photofinishing Worker  
13.40  
99710 - Recycling Laborer  
13.57  
99711 - Recycling Specialist  
14.84  
99730 - Refuse Collector  
12.89  
99810 - Sales Clerk  
11.65  
99820 - School Crossing Guard  
9.12  
99830 - Survey Party Chief  
17.16  
99831 - Surveying Aide  
11.46  
99832 - Surveying Technician  
15.60  
99840 - Vending Machine Attendant  
13.78

99841 - Vending Machine Repairer  
15.04  
99842 - Vending Machine Repairer Helper  
13.78

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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, Good Friday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty 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).

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 ordinance, 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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.