

WD 15-4233 (Rev.-5) was first posted on www.wdol.gov on 08/01/2017

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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

Daniel W. Simms	Division of		Wage Determination No.: 2015-4233
Director	Wage Determinations		Revision No.: 5
			Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 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 \$10.20 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 calendar year 2017. 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).

State: Pennsylvania

Area: Pennsylvania Counties of Delaware, Philadelphia

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.45
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.66
01020 - Administrative Assistant		27.97
01035 - Court Reporter		26.30
01041 - Customer Service Representative I		14.21
01042 - Customer Service Representative II		15.99
01043 - Customer Service Representative III		17.45
01051 - Data Entry Operator I		15.64
01052 - Data Entry Operator II		17.06
01060 - Dispatcher, Motor Vehicle		17.92
01070 - Document Preparation Clerk		14.83
01090 - Duplicating Machine Operator		14.83
01111 - General Clerk I		13.55
01112 - General Clerk II		14.79
01113 - General Clerk III		16.61
01120 - Housing Referral Assistant		24.11
01141 - Messenger Courier		13.87
01191 - Order Clerk I		14.81
01192 - Order Clerk II		16.12
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		18.52
01263 - Personnel Assistant (Employment) III		20.64
01270 - Production Control Clerk		24.74
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		19.12
01311 - Secretary I		19.12
01312 - Secretary II		21.84
01313 - Secretary III		24.11

01320 - Service Order Dispatcher	16.76
01410 - Supply Technician	27.97
01420 - Survey Worker	17.92
01460 - Switchboard Operator/Receptionist	14.72
01531 - Travel Clerk I	13.50
01532 - Travel Clerk II	14.24
01533 - Travel Clerk III	15.18
01611 - Word Processor I	15.91
01612 - Word Processor II	17.86
01613 - Word Processor III	19.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.83
05010 - Automotive Electrician	22.03
05040 - Automotive Glass Installer	20.34
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	18.71
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter, Automotive	22.14
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	14.89
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.24
07041 - Cook I	13.44
07042 - Cook II	14.49
07070 - Dishwasher	9.85
07130 - Food Service Worker	11.55
07210 - Meat Cutter	17.76
07260 - Waiter/Waitress	10.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.40
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	19.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.81
11060 - Elevator Operator	12.81
11090 - Gardener	16.09
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer, Grounds Maintenance	13.67
11240 - Maid or Houseman	13.13
11260 - Pruner	12.83
11270 - Tractor Operator	15.33
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.48
12011 - Breath Alcohol Technician	20.44
12012 - Certified Occupational Therapist Assistant	23.32
12015 - Certified Physical Therapist Assistant	24.55
12020 - Dental Assistant	18.36
12025 - Dental Hygienist	36.28
12030 - EKG Technician	30.31

12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	17.48
12071 - Licensed Practical Nurse I	20.15
12072 - Licensed Practical Nurse II	22.41
12073 - Licensed Practical Nurse III	24.98
12100 - Medical Assistant	15.97
12130 - Medical Laboratory Technician	21.17
12160 - Medical Record Clerk	16.58
12190 - Medical Record Technician	18.55
12195 - Medical Transcriptionist	19.68
12210 - Nuclear Medicine Technologist	42.00
12221 - Nursing Assistant I	11.44
12222 - Nursing Assistant II	12.86
12223 - Nursing Assistant III	14.04
12224 - Nursing Assistant IV	15.76
12235 - Optical Dispenser	21.62
12236 - Optical Technician	16.60
12250 - Pharmacy Technician	16.15
12280 - Phlebotomist	17.17
12305 - Radiologic Technologist	32.80
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.76
12313 - Registered Nurse II, Specialist	32.76
12314 - Registered Nurse III	39.32
12315 - Registered Nurse III, Anesthetist	39.32
12316 - Registered Nurse IV	47.11
12317 - Scheduler (Drug and Alcohol Testing)	23.50
12320 - Substance Abuse Treatment Counselor	22.07
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.74
13012 - Exhibits Specialist II	28.77
13013 - Exhibits Specialist III	35.16
13041 - Illustrator I	22.94
13042 - Illustrator II	30.61
13043 - Illustrator III	37.43
13047 - Librarian	31.00
13050 - Library Aide/Clerk	16.83
13054 - Library Information Technology Systems Administrator	27.98
13058 - Library Technician	18.48
13061 - Media Specialist I	18.83
13062 - Media Specialist II	21.07
13063 - Media Specialist III	23.49
13071 - Photographer I	17.96
13072 - Photographer II	19.97
13073 - Photographer III	25.04
13074 - Photographer IV	30.62
13075 - Photographer V	37.06
13090 - Technical Order Library Clerk	15.97
13110 - Video Teleconference Technician	22.29
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.50
14042 - Computer Operator II	20.70
14043 - Computer Operator III	23.06
14044 - Computer Operator IV	25.64
14045 - Computer Operator V	28.39
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		18.50
14160	- Personal Computer Support Technician		25.64
14170	- System Support Specialist		29.79
15000	- Instructional Occupations		
15010	- Aircrew Training Devices Instructor (Non-Rated)		33.14
15020	- Aircrew Training Devices Instructor (Rated)		40.11
15030	- Air Crew Training Devices Instructor (Pilot)		48.06
15050	- Computer Based Training Specialist / Instructor		33.14
15060	- Educational Technologist		30.33
15070	- Flight Instructor (Pilot)		48.06
15080	- Graphic Artist		29.40
15085	- Maintenance Test Pilot, Fixed, Jet/Prop		42.40
15086	- Maintenance Test Pilot, Rotary Wing		42.40
15088	- Non-Maintenance Test/Co-Pilot		42.40
15090	- Technical Instructor		24.65
15095	- Technical Instructor/Course Developer		30.17
15110	- Test Proctor		19.91
15120	- Tutor		19.91
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	- Assembler		10.53
16030	- Counter Attendant		10.53
16040	- Dry Cleaner		13.29
16070	- Finisher, Flatwork, Machine		10.53
16090	- Presser, Hand		10.53
16110	- Presser, Machine, Drycleaning		10.53
16130	- Presser, Machine, Shirts		10.53
16160	- Presser, Machine, Wearing Apparel, Laundry		10.53
16190	- Sewing Machine Operator		14.24
16220	- Tailor		15.18
16250	- Washer, Machine		11.46
19000	- Machine Tool Operation And Repair Occupations		
19010	- Machine-Tool Operator (Tool Room)		24.49
19040	- Tool And Die Maker		28.13
21000	- Materials Handling And Packing Occupations		
21020	- Forklift Operator		20.41
21030	- Material Coordinator		24.43
21040	- Material Expediter		24.43
21050	- Material Handling Laborer		13.92
21071	- Order Filler		13.88
21080	- Production Line Worker (Food Processing)		20.41
21110	- Shipping Packer		16.58
21130	- Shipping/Receiving Clerk		16.58
21140	- Store Worker I		16.93
21150	- Stock Clerk		20.25
21210	- Tools And Parts Attendant		20.41
21410	- Warehouse Specialist		20.41
23000	- Mechanics And Maintenance And Repair Occupations		
23010	- Aerospace Structural Welder		30.93
23019	- Aircraft Logs and Records Technician		26.68
23021	- Aircraft Mechanic I		29.77
23022	- Aircraft Mechanic II		30.93
23023	- Aircraft Mechanic III		31.93
23040	- Aircraft Mechanic Helper		24.54
23050	- Aircraft, Painter		26.21
23060	- Aircraft Servicer		26.68
23070	- Aircraft Survival Flight Equipment Technician		26.21
23080	- Aircraft Worker		27.74
23091	- Aircrew Life Support Equipment (ALSE) Mechanic		27.74

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.77
23110 - Appliance Mechanic	21.01
23120 - Bicycle Repairer	15.78
23125 - Cable Splicer	37.49
23130 - Carpenter, Maintenance	27.39
23140 - Carpet Layer	25.37
23160 - Electrician, Maintenance	30.53
23181 - Electronics Technician Maintenance I	25.72
23182 - Electronics Technician Maintenance II	27.03
23183 - Electronics Technician Maintenance III	27.92
23260 - Fabric Worker	24.41
23290 - Fire Alarm System Mechanic	23.71
23310 - Fire Extinguisher Repairer	23.52
23311 - Fuel Distribution System Mechanic	26.86
23312 - Fuel Distribution System Operator	23.17
23370 - General Maintenance Worker	21.37
23380 - Ground Support Equipment Mechanic	29.77
23381 - Ground Support Equipment Servicer	26.68
23382 - Ground Support Equipment Worker	27.74
23391 - Gunsmith I	23.52
23392 - Gunsmith II	25.37
23393 - Gunsmith III	27.22
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.24
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.26
23430 - Heavy Equipment Mechanic	27.34
23440 - Heavy Equipment Operator	27.08
23460 - Instrument Mechanic	27.22
23465 - Laboratory/Shelter Mechanic	26.29
23470 - Laborer	15.83
23510 - Locksmith	24.74
23530 - Machinery Maintenance Mechanic	25.46
23550 - Machinist, Maintenance	21.39
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	27.22
23592 - Metrology Technician II	28.28
23593 - Metrology Technician III	29.18
23640 - Millwright	26.09
23710 - Office Appliance Repairer	23.06
23760 - Painter, Maintenance	23.58
23790 - Pipefitter, Maintenance	31.52
23810 - Plumber, Maintenance	30.44
23820 - Pneudraulic Systems Mechanic	27.22
23850 - Rigger	27.22
23870 - Scale Mechanic	25.37
23890 - Sheet-Metal Worker, Maintenance	29.64
23910 - Small Engine Mechanic	21.81
23931 - Telecommunications Mechanic I	26.93
23932 - Telecommunications Mechanic II	27.98
23950 - Telephone Lineman	32.34
23960 - Welder, Combination, Maintenance	22.27
23965 - Well Driller	27.22
23970 - Woodcraft Worker	27.22
23980 - Woodworker	23.16
24000 - Personal Needs Occupations	
24550 - Case Manager	15.26
24570 - Child Care Attendant	12.00
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	11.62

24620 - Family Readiness And Support Services Coordinator	15.26
24630 - Homemaker	15.26
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.50
25040 - Sewage Plant Operator	22.70
25070 - Stationary Engineer	27.50
25190 - Ventilation Equipment Tender	22.45
25210 - Water Treatment Plant Operator	22.70
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.30
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	24.29
27010 - Court Security Officer	27.70
27030 - Detection Dog Handler	18.81
27040 - Detention Officer	24.29
27070 - Firefighter	32.98
27101 - Guard I	13.48
27102 - Guard II	18.81
27131 - Police Officer I	31.00
27132 - Police Officer II	34.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.46
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Worker	9.59
28210 - Gate Attendant/Gate Tender	16.72
28310 - Lifeguard	12.78
28350 - Park Attendant (Aide)	18.71
28510 - Recreation Aide/Health Facility Attendant	13.65
28515 - Recreation Specialist	23.17
28630 - Sports Official	14.89
28690 - Swimming Pool Operator	17.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.73
29020 - Hatch Tender	26.73
29030 - Line Handler	26.73
29041 - Stevedore I	25.72
29042 - Stevedore II	27.72
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.39
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.85
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.68
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	26.93
30051 - Cryogenic Technician I	27.36
30052 - Cryogenic Technician II	30.22
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	18.23
30082 - Engineering Technician II	20.47
30083 - Engineering Technician III	23.23
30084 - Engineering Technician IV	28.83
30085 - Engineering Technician V	35.18
30086 - Engineering Technician VI	42.58
30090 - Environmental Technician	26.00
30095 - Evidence Control Specialist	24.71

30210 - Laboratory Technician	25.35
30221 - Latent Fingerprint Technician I	23.82
30222 - Latent Fingerprint Technician II	26.31
30240 - Mathematical Technician	28.18
30361 - Paralegal/Legal Assistant I	19.08
30362 - Paralegal/Legal Assistant II	23.64
30363 - Paralegal/Legal Assistant III	28.92
30364 - Paralegal/Legal Assistant IV	34.64
30375 - Petroleum Supply Specialist	30.22
30390 - Photo-Optics Technician	28.18
30395 - Radiation Control Technician	30.22
30461 - Technical Writer I	25.02
30462 - Technical Writer II	30.62
30463 - Technical Writer III	37.04
30491 - Unexploded Ordnance (UXO) Technician I	25.08
30492 - Unexploded Ordnance (UXO) Technician II	30.34
30493 - Unexploded Ordnance (UXO) Technician III	36.37
30494 - Unexploded (UXO) Safety Escort	25.08
30495 - Unexploded (UXO) Sweep Personnel	25.08
30501 - Weather Forecaster I	30.11
30502 - Weather Forecaster II	33.29
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.36
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 28.18
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.34
31020 - Bus Aide	15.22
31030 - Bus Driver	19.16
31043 - Driver Courier	18.13
31260 - Parking and Lot Attendant	10.54
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	12.47
31361 - Truckdriver, Light	19.00
31362 - Truckdriver, Medium	19.28
31363 - Truckdriver, Heavy	19.99
31364 - Truckdriver, Tractor-Trailer	19.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.79
99030 - Cashier	11.80
99050 - Desk Clerk	13.24
99095 - Embalmer	34.20
99130 - Flight Follower	25.08
99251 - Laboratory Animal Caretaker I	11.68
99252 - Laboratory Animal Caretaker II	12.25
99260 - Marketing Analyst	30.51
99310 - Mortician	34.20
99410 - Pest Controller	18.31
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	18.72
99711 - Recycling Specialist	21.14
99730 - Refuse Collector	17.57
99810 - Sales Clerk	12.43
99820 - School Crossing Guard	11.48
99830 - Survey Party Chief	21.84
99831 - Surveying Aide	12.96
99832 - Surveying Technician	19.15
99840 - Vending Machine Attendant	15.90
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.90

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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).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, 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 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)).