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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
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| Wage Determination No.: 2015-4249
Daniel W. Simms Division of | Revision No.: 34
Director Wage Determinations| Date Of Last Revision: 5/14/2026
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State: Pennsylvania

Area: Pennsylvania Counties of Cameron, Clearfield, Elk, Jefferson,
McKean and Potter

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.78
01012 - Accounting Clerk II		18.84
01013 - Accounting Clerk III		21.07
01020 - Administrative Assistant		26.77
01035 - Court Reporter		21.16
01041 - Customer Service Representative I		14.97
01042 - Customer Service Representative II		16.33
01043 - Customer Service Representative III		18.33
01051 - Data Entry Operator I		17.14
01052 - Data Entry Operator II		18.70
01060 - Dispatcher, Motor Vehicle		23.00
01070 - Document Preparation Clerk		16.86
01090 - Duplicating Machine Operator		16.86
01111 - General Clerk I		14.96
01112 - General Clerk II		16.32

01113 - General Clerk III 18.32
01120 - Housing Referral Assistant 23.59
01141 - Messenger Courier 15.02
01191 - Order Clerk I 19.28
01192 - Order Clerk II 21.77
01261 - Personnel Assistant (Employment) I 17.79
01262 - Personnel Assistant (Employment) II 19.90
01263 - Personnel Assistant (Employment) III 22.19
01270 - Production Control Clerk 25.15
01290 - Rental Clerk 18.27
01300 - Scheduler, Maintenance 18.92
01311 - Secretary I 18.92
01312 - Secretary II 21.16
01313 - Secretary III 23.59
01320 - Service Order Dispatcher 20.56
01410 - Supply Technician 26.77
01420 - Survey Worker 19.26
01460 - Switchboard Operator/Receptionist 15.83
01531 - Travel Clerk I 16.86
01532 - Travel Clerk II 18.62
01533 - Travel Clerk III 19.61
01611 - Word Processor I 16.87
01612 - Word Processor II 18.93
01613 - Word Processor III 21.17

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 22.15
05010 - Automotive Electrician 21.19
05040 - Automotive Glass Installer 20.20
05070 - Automotive Worker 20.20
05110 - Mobile Equipment Servicer 17.88
05130 - Motor Equipment Metal Mechanic 22.14
05160 - Motor Equipment Metal Worker 20.20
05190 - Motor Vehicle Mechanic 22.14
05220 - Motor Vehicle Mechanic Helper 16.84
05250 - Motor Vehicle Upholstery Worker 19.14
05280 - Motor Vehicle Wrecker 20.20
05310 - Painter, Automotive 21.19
05340 - Radiator Repair Specialist 20.20
05370 - Tire Repairer 17.72
05400 - Transmission Repair Specialist 22.14

07000 - Food Preparation And Service Occupations
07010 - Baker 13.31
07041 - Cook I 16.64
07042 - Cook II 18.80
07070 - Dishwasher 11.75
07130 - Food Service Worker 13.31
07210 - Meat Cutter 18.08
07260 - Waiter/Waitress 12.68

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.40
09040 - Furniture Handler 15.02

09080 - Furniture Refinisher 21.40
09090 - Furniture Refinisher Helper 17.00
09110 - Furniture Repairer, Minor 19.33
09130 - Upholsterer 21.40

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 15.63
11060 - Elevator Operator 15.55
11090 - Gardener 21.43
11122 - Housekeeping Aide 15.55
11150 - Janitor 15.55
11210 - Laborer, Grounds Maintenance 17.57
11240 - Maid or Houseman 13.95
11260 - Pruner 16.26
11270 - Tractor Operator 20.18
11330 - Trail Maintenance Worker 17.57
11360 - Window Cleaner 16.81

12000 - Health Occupations
12010 - Ambulance Driver 17.33
12011 - Breath Alcohol Technician 24.32
12012 - Certified Occupational Therapist Assistant 28.90
12015 - Certified Physical Therapist Assistant 27.88
12020 - Dental Assistant 18.47
12025 - Dental Hygienist 30.88
12030 - EKG Technician 29.15
12035 - Electroneurodiagnostic Technologist 29.15
12040 - Emergency Medical Technician 17.33
12071 - Licensed Practical Nurse I 21.74
12072 - Licensed Practical Nurse II 24.32
12073 - Licensed Practical Nurse III 27.10
12100 - Medical Assistant 18.19
12130 - Medical Laboratory Technician 30.12
12160 - Medical Record Clerk 19.11
12190 - Medical Record Technician 21.38
12195 - Medical Transcriptionist 20.39
12210 - Nuclear Medicine Technologist 53.43
12221 - Nursing Assistant I 13.01
12222 - Nursing Assistant II 14.64
12223 - Nursing Assistant III 15.97
12224 - Nursing Assistant IV 17.93
12235 - Optical Dispenser 19.50
12236 - Optical Technician 21.74
12250 - Pharmacy Technician 16.98
12280 - Phlebotomist 18.40
12305 - Radiologic Technologist 30.71
12311 - Registered Nurse I 25.89
12312 - Registered Nurse II 31.67
12313 - Registered Nurse II, Specialist 31.67
12314 - Registered Nurse III 38.31
12315 - Registered Nurse III, Anesthetist 38.31
12316 - Registered Nurse IV 45.92
12317 - Scheduler (Drug and Alcohol Testing) 30.12
12320 - Substance Abuse Treatment Counselor 26.88

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.25
13012 - Exhibits Specialist II 27.77
13013 - Exhibits Specialist III 29.81
13041 - Illustrator I 19.11
13042 - Illustrator II 24.36
13043 - Illustrator III 26.32
13047 - Librarian 24.59
13050 - Library Aide/Clerk 11.17
13054 - Library Information Technology Systems Administrator 20.34
13058 - Library Technician 16.06
13061 - Media Specialist I 16.02
13062 - Media Specialist II 17.92
13063 - Media Specialist III 19.99
13071 - Photographer I 14.95
13072 - Photographer II 18.25
13073 - Photographer III 21.51
13074 - Photographer IV 25.35
13075 - Photographer V 30.67
13090 - Technical Order Library Clerk 15.49
13110 - Video Teleconference Technician 16.58

14000 - Information Technology Occupations
14041 - Computer Operator I 21.16
14042 - Computer Operator II 23.68
14043 - Computer Operator III 26.40
14044 - Computer Operator IV 29.36
14045 - Computer Operator V 32.49
14071 - Computer Programmer I (see 1) 22.99
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 21.16
14160 - Personal Computer Support Technician 29.36
14170 - System Support Specialist 32.79

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 32.99
15020 - Aircrew Training Devices Instructor (Rated) 39.91
15030 - Air Crew Training Devices Instructor (Pilot) 47.85
15050 - Computer Based Training Specialist / Instructor 32.99
15060 - Educational Technologist 32.82
15070 - Flight Instructor (Pilot) 47.85
15080 - Graphic Artist 24.54
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 47.85
15086 - Maintenance Test Pilot, Rotary Wing 47.85

15088 - Non-Maintenance Test/Co-Pilot 47.85
15090 - Technical Instructor 23.86
15095 - Technical Instructor/Course Developer 29.19
15110 - Test Proctor 19.26
15120 - Tutor 19.26

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 16.41
16030 - Counter Attendant 16.41
16040 - Dry Cleaner 18.75
16070 - Finisher, Flatwork, Machine 16.41
16090 - Presser, Hand 16.41
16110 - Presser, Machine, Drycleaning 16.41
16130 - Presser, Machine, Shirts 16.41
16160 - Presser, Machine, Wearing Apparel, Laundry 16.41
16190 - Sewing Machine Operator 19.53
16220 - Tailor 20.31
16250 - Washer, Machine 17.19

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.19
19040 - Tool And Die Maker 28.28

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 24.57
21030 - Material Coordinator 25.15
21040 - Material Expediter 25.15
21050 - Material Handling Laborer 18.10
21071 - Order Filler 17.09
21080 - Production Line Worker (Food Processing) 24.57
21110 - Shipping Packer 19.20
21130 - Shipping/Receiving Clerk 19.20
21140 - Store Worker I 18.76
21150 - Stock Clerk 23.64
21210 - Tools And Parts Attendant 24.57
21410 - Warehouse Specialist 24.57

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.20
23019 - Aircraft Logs and Records Technician 25.98
23021 - Aircraft Mechanic I 30.05
23022 - Aircraft Mechanic II 31.20
23023 - Aircraft Mechanic III 32.44
23040 - Aircraft Mechanic Helper 22.94
23050 - Aircraft, Painter 28.76
23060 - Aircraft Servicer 25.98
23070 - Aircraft Survival Flight Equipment Technician 28.76
23080 - Aircraft Worker 27.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.05
23110 - Appliance Mechanic 28.76

23120 - Bicycle Repairer 24.38
23125 - Cable Splicer 48.44
23130 - Carpenter, Maintenance 23.36
23140 - Carpet Layer 27.41
23160 - Electrician, Maintenance 29.88
23181 - Electronics Technician Maintenance I 30.44
23182 - Electronics Technician Maintenance II 31.94
23183 - Electronics Technician Maintenance III 33.37
23260 - Fabric Worker 25.98
23290 - Fire Alarm System Mechanic 30.05
23310 - Fire Extinguisher Repairer 24.38
23311 - Fuel Distribution System Mechanic 35.47
23312 - Fuel Distribution System Operator 28.70
23370 - General Maintenance Worker 22.87
23380 - Ground Support Equipment Mechanic 30.05
23381 - Ground Support Equipment Servicer 25.98
23382 - Ground Support Equipment Worker 27.41
23391 - Gunsmith I 24.38
23392 - Gunsmith II 27.41
23393 - Gunsmith III 30.05
23410 - Heating, Ventilation And Air-Conditioning Mechanic 26.70
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 27.79
23430 - Heavy Equipment Mechanic 27.72
23440 - Heavy Equipment Operator 23.14
23460 - Instrument Mechanic 30.05
23465 - Laboratory/Shelter Mechanic 28.76
23470 - Laborer 17.43
23510 - Locksmith 28.76
23530 - Machinery Maintenance Mechanic 29.35
23550 - Machinist, Maintenance 23.32
23580 - Maintenance Trades Helper 18.07
23591 - Metrology Technician I 30.05
23592 - Metrology Technician II 31.20
23593 - Metrology Technician III 32.44
23640 - Millwright 29.18
23710 - Office Appliance Repairer 28.76
23760 - Painter, Maintenance 23.42
23790 - Pipefitter, Maintenance 31.94
23810 - Plumber, Maintenance 30.57
23820 - Pneudraulic Systems Mechanic 30.05
23850 - Rigger 30.05
23870 - Scale Mechanic 27.41
23890 - Sheet-Metal Worker, Maintenance 29.98
23910 - Small Engine Mechanic 18.37
23931 - Telecommunications Mechanic I 35.20
23932 - Telecommunications Mechanic II 36.55
23950 - Telephone Lineman 41.73
23960 - Welder, Combination, Maintenance 23.45
23965 - Well Driller 29.62
23970 - Woodcraft Worker 30.05
23980 - Woodworker 24.38

24000 - Personal Needs Occupations
24550 - Case Manager 19.71
24570 - Child Care Attendant 12.90
24580 - Child Care Center Clerk 16.08
24610 - Chore Aide 14.60
24620 - Family Readiness And Support Services Coordinator 19.71
24630 - Homemaker 19.71

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 33.26
25040 - Sewage Plant Operator 28.00
25070 - Stationary Engineer 33.26
25190 - Ventilation Equipment Tender 24.33
25210 - Water Treatment Plant Operator 28.00

27000 - Protective Service Occupations
27004 - Alarm Monitor 22.45
27007 - Baggage Inspector 16.94
27008 - Corrections Officer 29.95
27010 - Court Security Officer 28.49
27030 - Detection Dog Handler 18.95
27040 - Detention Officer 29.95
27070 - Firefighter 28.49
27101 - Guard I 16.94
27102 - Guard II 18.95
27131 - Police Officer I 31.98
27132 - Police Officer II 35.54

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.29
28042 - Carnival Equipment Repairer 14.12
28043 - Carnival Worker 10.71
28210 - Gate Attendant/Gate Tender 17.08
28310 - Lifeguard 12.03
28350 - Park Attendant (Aide) 19.10
28510 - Recreation Aide/Health Facility Attendant 13.94
28515 - Recreation Specialist 23.66
28630 - Sports Official 15.21
28690 - Swimming Pool Operator 18.27

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.63
29020 - Hatch Tender 28.63
29030 - Line Handler 28.63
29041 - Stevedore I 27.20
29042 - Stevedore II 30.03

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal

(HFO) (see 2) 34.99
30021 - Archeological Technician I 20.77
30022 - Archeological Technician II 23.23
30023 - Archeological Technician III 28.79
30030 - Cartographic Technician 28.79
30040 - Civil Engineering Technician 28.79
30051 - Cryogenic Technician I 31.88
30052 - Cryogenic Technician II 35.21
30061 - Drafter/CAD Operator I 20.77
30062 - Drafter/CAD Operator II 23.23
30063 - Drafter/CAD Operator III 25.91
30064 - Drafter/CAD Operator IV 31.88
30081 - Engineering Technician I 17.21
30082 - Engineering Technician II 19.31
30083 - Engineering Technician III 21.60
30084 - Engineering Technician IV 26.76
30085 - Engineering Technician V 32.73
30086 - Engineering Technician VI 39.60
30090 - Environmental Technician 28.79
30095 - Evidence Control Specialist 28.79
30210 - Laboratory Technician 27.84
30221 - Latent Fingerprint Technician I 31.88
30222 - Latent Fingerprint Technician II 35.21
30240 - Mathematical Technician 28.79
30361 - Paralegal/Legal Assistant I 22.53
30362 - Paralegal/Legal Assistant II 27.91
30363 - Paralegal/Legal Assistant III 34.13
30364 - Paralegal/Legal Assistant IV 41.29
30375 - Petroleum Supply Specialist 35.21
30390 - Photo-Optics Technician 28.79
30395 - Radiation Control Technician 35.21
30461 - Technical Writer I 26.44
30462 - Technical Writer II 32.34
30463 - Technical Writer III 39.15
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 31.88
30502 - Weather Forecaster II 38.78
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 25.91
30621 - Weather Observer, Senior (see 2) 28.79

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 15.81
31030 - Bus Driver 21.41
31043 - Driver Courier 17.53
31260 - Parking and Lot Attendant 14.71
31290 - Shuttle Bus Driver 15.67
31310 - Taxi Driver 13.74
31361 - Truckdriver, Light 18.61

31362 - Truckdriver, Medium	19.92
31363 - Truckdriver, Heavy	25.07
31364 - Truckdriver, Tractor-Trailer	25.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	13.32
99050 - Desk Clerk	13.39
99095 - Embalmer	28.73
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	16.88
99252 - Laboratory Animal Caretaker II	17.92
99260 - Marketing Analyst	27.58
99310 - Mortician	28.73
99410 - Pest Controller	28.74
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	19.88
99711 - Recycling Specialist	22.83
99730 - Refuse Collector	18.39
99810 - Sales Clerk	14.26
99820 - School Crossing Guard	16.19
99830 - Survey Party Chief	28.17
99831 - Surveying Aide	16.75
99832 - Surveying Technician	25.58
99840 - Vending Machine Attendant	24.06
99841 - Vending Machine Repairer	28.53
99842 - Vending Machine Repairer Helper	24.06

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

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually.
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 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, 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))."""
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State: Pennsylvania

Area: Pennsylvania Counties of Clarion, Crawford, Forest, Venango and Warren

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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		16.78
01012 - Accounting Clerk II		18.84
01013 - Accounting Clerk III		21.07
01020 - Administrative Assistant		30.12
01035 - Court Reporter		21.16
01041 - Customer Service Representative I		14.93
01042 - Customer Service Representative II		16.29
01043 - Customer Service Representative III		18.29
01051 - Data Entry Operator I		16.58
01052 - Data Entry Operator II		18.08
01060 - Dispatcher, Motor Vehicle		23.00
01070 - Document Preparation Clerk		16.86
01090 - Duplicating Machine Operator		16.86
01111 - General Clerk I		14.96
01112 - General Clerk II		16.32

01113 - General Clerk III 18.32
01120 - Housing Referral Assistant 23.59
01141 - Messenger Courier 14.65
01191 - Order Clerk I 19.72
01192 - Order Clerk II 21.52
01261 - Personnel Assistant (Employment) I 18.90
01262 - Personnel Assistant (Employment) II 21.14
01263 - Personnel Assistant (Employment) III 23.58
01270 - Production Control Clerk 25.08
01290 - Rental Clerk 18.48
01300 - Scheduler, Maintenance 18.92
01311 - Secretary I 18.92
01312 - Secretary II 21.16
01313 - Secretary III 23.59
01320 - Service Order Dispatcher 20.56
01410 - Supply Technician 30.12
01420 - Survey Worker 19.26
01460 - Switchboard Operator/Receptionist 15.83
01531 - Travel Clerk I 16.86
01532 - Travel Clerk II 18.27
01533 - Travel Clerk III 19.76
01611 - Word Processor I 16.87
01612 - Word Processor II 18.93
01613 - Word Processor III 21.17

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 22.15
05010 - Automotive Electrician 21.19
05040 - Automotive Glass Installer 20.20
05070 - Automotive Worker 20.20
05110 - Mobile Equipment Servicer 17.88
05130 - Motor Equipment Metal Mechanic 22.14
05160 - Motor Equipment Metal Worker 20.20
05190 - Motor Vehicle Mechanic 22.14
05220 - Motor Vehicle Mechanic Helper 16.84
05250 - Motor Vehicle Upholstery Worker 19.14
05280 - Motor Vehicle Wrecker 20.20
05310 - Painter, Automotive 21.19
05340 - Radiator Repair Specialist 20.20
05370 - Tire Repairer 17.72
05400 - Transmission Repair Specialist 22.14

07000 - Food Preparation And Service Occupations
07010 - Baker 13.31
07041 - Cook I 16.80
07042 - Cook II 18.99
07070 - Dishwasher 12.64
07130 - Food Service Worker 13.31
07210 - Meat Cutter 18.54
07260 - Waiter/Waitress 13.22

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.31
09040 - Furniture Handler 13.96

09080 - Furniture Refinisher 20.31
09090 - Furniture Refinisher Helper 16.05
09110 - Furniture Repairer, Minor 18.27
09130 - Upholsterer 20.31

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 15.63
11060 - Elevator Operator 15.55
11090 - Gardener 21.10
11122 - Housekeeping Aide 15.55
11150 - Janitor 15.55
11210 - Laborer, Grounds Maintenance 17.25
11240 - Maid or Houseman 13.95
11260 - Pruner 15.95
11270 - Tractor Operator 19.82
11330 - Trail Maintenance Worker 17.25
11360 - Window Cleaner 16.81

12000 - Health Occupations
12010 - Ambulance Driver 16.98
12011 - Breath Alcohol Technician 24.32
12012 - Certified Occupational Therapist Assistant 27.67
12015 - Certified Physical Therapist Assistant 27.88
12020 - Dental Assistant 20.55
12025 - Dental Hygienist 33.81
12030 - EKG Technician 25.19
12035 - Electroneurodiagnostic Technologist 25.19
12040 - Emergency Medical Technician 16.98
12071 - Licensed Practical Nurse I 21.74
12072 - Licensed Practical Nurse II 24.32
12073 - Licensed Practical Nurse III 27.10
12100 - Medical Assistant 18.19
12130 - Medical Laboratory Technician 30.12
12160 - Medical Record Clerk 19.20
12190 - Medical Record Technician 21.48
12195 - Medical Transcriptionist 21.74
12210 - Nuclear Medicine Technologist 53.43
12221 - Nursing Assistant I 14.21
12222 - Nursing Assistant II 15.99
12223 - Nursing Assistant III 17.45
12224 - Nursing Assistant IV 19.58
12235 - Optical Dispenser 19.50
12236 - Optical Technician 21.74
12250 - Pharmacy Technician 16.98
12280 - Phlebotomist 17.54
12305 - Radiologic Technologist 30.29
12311 - Registered Nurse I 25.58
12312 - Registered Nurse II 31.28
12313 - Registered Nurse II, Specialist 31.28
12314 - Registered Nurse III 37.85
12315 - Registered Nurse III, Anesthetist 37.85
12316 - Registered Nurse IV 45.38
12317 - Scheduler (Drug and Alcohol Testing) 30.12
12320 - Substance Abuse Treatment Counselor 25.48

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.25
13012 - Exhibits Specialist II 27.77
13013 - Exhibits Specialist III 29.81
13041 - Illustrator I 19.11
13042 - Illustrator II 24.36
13043 - Illustrator III 27.88
13047 - Librarian 25.24
13050 - Library Aide/Clerk 11.92
13054 - Library Information Technology Systems Administrator 22.37
13058 - Library Technician 16.88
13061 - Media Specialist I 16.46
13062 - Media Specialist II 18.40
13063 - Media Specialist III 20.51
13071 - Photographer I 16.09
13072 - Photographer II 18.39
13073 - Photographer III 22.79
13074 - Photographer IV 27.64
13075 - Photographer V 33.42
13090 - Technical Order Library Clerk 18.40
13110 - Video Teleconference Technician 16.58

14000 - Information Technology Occupations
14041 - Computer Operator I 21.89
14042 - Computer Operator II 24.48
14043 - Computer Operator III 27.30
14044 - Computer Operator IV 30.33
14045 - Computer Operator V 32.53
14071 - Computer Programmer I (see 1) 22.99
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 21.89
14160 - Personal Computer Support Technician 30.33
14170 - System Support Specialist 33.59

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 32.99
15020 - Aircrew Training Devices Instructor (Rated) 39.91
15030 - Air Crew Training Devices Instructor (Pilot) 47.85
15050 - Computer Based Training Specialist / Instructor 32.99
15060 - Educational Technologist 41.02
15070 - Flight Instructor (Pilot) 47.85
15080 - Graphic Artist 22.62
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 47.85
15086 - Maintenance Test Pilot, Rotary Wing 47.85

15088 - Non-Maintenance Test/Co-Pilot 47.85
15090 - Technical Instructor 22.87
15095 - Technical Instructor/Course Developer 27.97
15110 - Test Proctor 18.46
15120 - Tutor 18.46

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 12.05
16030 - Counter Attendant 12.05
16040 - Dry Cleaner 15.11
16070 - Finisher, Flatwork, Machine 12.05
16090 - Presser, Hand 12.05
16110 - Presser, Machine, Drycleaning 12.05
16130 - Presser, Machine, Shirts 12.05
16160 - Presser, Machine, Wearing Apparel, Laundry 12.05
16190 - Sewing Machine Operator 16.16
16220 - Tailor 17.16
16250 - Washer, Machine 13.04

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.19
19040 - Tool And Die Maker 28.28

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.76
21030 - Material Coordinator 25.08
21040 - Material Expediter 25.08
21050 - Material Handling Laborer 18.10
21071 - Order Filler 17.09
21080 - Production Line Worker (Food Processing) 20.76
21110 - Shipping Packer 19.20
21130 - Shipping/Receiving Clerk 19.20
21140 - Store Worker I 18.76
21150 - Stock Clerk 23.64
21210 - Tools And Parts Attendant 20.76
21410 - Warehouse Specialist 20.76

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.70
23019 - Aircraft Logs and Records Technician 27.12
23021 - Aircraft Mechanic I 31.50
23022 - Aircraft Mechanic II 32.70
23023 - Aircraft Mechanic III 34.00
23040 - Aircraft Mechanic Helper 23.83
23050 - Aircraft, Painter 30.14
23060 - Aircraft Servicer 27.12
23070 - Aircraft Survival Flight Equipment Technician 30.14
23080 - Aircraft Worker 28.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.50
23110 - Appliance Mechanic 29.18

23120 - Bicycle Repairer 25.36
23125 - Cable Splicer 48.44
23130 - Carpenter, Maintenance 23.36
23140 - Carpet Layer 24.10
23160 - Electrician, Maintenance 32.93
23181 - Electronics Technician Maintenance I 30.44
23182 - Electronics Technician Maintenance II 31.94
23183 - Electronics Technician Maintenance III 33.37
23260 - Fabric Worker 27.12
23290 - Fire Alarm System Mechanic 31.50
23310 - Fire Extinguisher Repairer 25.36
23311 - Fuel Distribution System Mechanic 35.47
23312 - Fuel Distribution System Operator 28.64
23370 - General Maintenance Worker 22.87
23380 - Ground Support Equipment Mechanic 31.50
23381 - Ground Support Equipment Servicer 27.12
23382 - Ground Support Equipment Worker 28.67
23391 - Gunsmith I 25.36
23392 - Gunsmith II 28.67
23393 - Gunsmith III 31.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic 26.03
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 27.02
23430 - Heavy Equipment Mechanic 29.85
23440 - Heavy Equipment Operator 23.26
23460 - Instrument Mechanic 31.50
23465 - Laboratory/Shelter Mechanic 30.14
23470 - Laborer 17.43
23510 - Locksmith 30.14
23530 - Machinery Maintenance Mechanic 28.77
23550 - Machinist, Maintenance 23.32
23580 - Maintenance Trades Helper 16.43
23591 - Metrology Technician I 31.50
23592 - Metrology Technician II 32.70
23593 - Metrology Technician III 34.00
23640 - Millwright 33.11
23710 - Office Appliance Repairer 28.76
23760 - Painter, Maintenance 21.52
23790 - Pipefitter, Maintenance 31.04
23810 - Plumber, Maintenance 29.65
23820 - Pneudraulic Systems Mechanic 31.50
23850 - Rigger 31.50
23870 - Scale Mechanic 28.67
23890 - Sheet-Metal Worker, Maintenance 31.50
23910 - Small Engine Mechanic 20.70
23931 - Telecommunications Mechanic I 34.53
23932 - Telecommunications Mechanic II 35.85
23950 - Telephone Lineman 41.52
23960 - Welder, Combination, Maintenance 23.45
23965 - Well Driller 31.50
23970 - Woodcraft Worker 31.50
23980 - Woodworker 25.36

24000 - Personal Needs Occupations
24550 - Case Manager 19.71
24570 - Child Care Attendant 12.90
24580 - Child Care Center Clerk 16.08
24610 - Chore Aide 14.60
24620 - Family Readiness And Support Services Coordinator 19.71
24630 - Homemaker 19.71

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.90
25040 - Sewage Plant Operator 26.54
25070 - Stationary Engineer 31.90
25190 - Ventilation Equipment Tender 24.11
25210 - Water Treatment Plant Operator 26.54

27000 - Protective Service Occupations
27004 - Alarm Monitor 22.45
27007 - Baggage Inspector 16.64
27008 - Corrections Officer 29.95
27010 - Court Security Officer 26.48
27030 - Detection Dog Handler 18.62
27040 - Detention Officer 29.95
27070 - Firefighter 23.82
27101 - Guard I 16.64
27102 - Guard II 18.62
27131 - Police Officer I 31.98
27132 - Police Officer II 35.54

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.29
28042 - Carnival Equipment Repairer 14.12
28043 - Carnival Worker 10.71
28210 - Gate Attendant/Gate Tender 17.08
28310 - Lifeguard 10.94
28350 - Park Attendant (Aide) 19.10
28510 - Recreation Aide/Health Facility Attendant 13.94
28515 - Recreation Specialist 23.66
28630 - Sports Official 15.21
28690 - Swimming Pool Operator 18.27

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.68
29020 - Hatch Tender 27.68
29030 - Line Handler 27.68
29041 - Stevedore I 26.20
29042 - Stevedore II 29.09

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.75
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 32.24
30012 - Air Traffic Control Specialist, Terminal

(HFO) (see 2) 35.49
30021 - Archeological Technician I 20.04
30022 - Archeological Technician II 22.42
30023 - Archeological Technician III 27.78
30030 - Cartographic Technician 27.78
30040 - Civil Engineering Technician 27.82
30051 - Cryogenic Technician I 30.76
30052 - Cryogenic Technician II 33.98
30061 - Drafter/CAD Operator I 20.04
30062 - Drafter/CAD Operator II 22.42
30063 - Drafter/CAD Operator III 25.00
30064 - Drafter/CAD Operator IV 30.76
30081 - Engineering Technician I 18.89
30082 - Engineering Technician II 21.20
30083 - Engineering Technician III 23.72
30084 - Engineering Technician IV 29.38
30085 - Engineering Technician V 35.95
30086 - Engineering Technician VI 43.48
30090 - Environmental Technician 25.91
30095 - Evidence Control Specialist 27.78
30210 - Laboratory Technician 22.21
30221 - Latent Fingerprint Technician I 30.76
30222 - Latent Fingerprint Technician II 33.98
30240 - Mathematical Technician 27.78
30361 - Paralegal/Legal Assistant I 22.53
30362 - Paralegal/Legal Assistant II 27.91
30363 - Paralegal/Legal Assistant III 34.13
30364 - Paralegal/Legal Assistant IV 41.29
30375 - Petroleum Supply Specialist 33.98
30390 - Photo-Optics Technician 27.78
30395 - Radiation Control Technician 33.98
30461 - Technical Writer I 28.02
30462 - Technical Writer II 34.28
30463 - Technical Writer III 41.46
30491 - Unexploded Ordnance (UXO) Technician I 29.71
30492 - Unexploded Ordnance (UXO) Technician II 35.94
30493 - Unexploded Ordnance (UXO) Technician III 43.08
30494 - Unexploded (UXO) Safety Escort 29.71
30495 - Unexploded (UXO) Sweep Personnel 29.71
30501 - Weather Forecaster I 30.76
30502 - Weather Forecaster II 37.42
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 25.00
30621 - Weather Observer, Senior (see 2) 27.78

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.94
31020 - Bus Aide 14.71
31030 - Bus Driver 18.47
31043 - Driver Courier 17.04
31260 - Parking and Lot Attendant 12.85
31290 - Shuttle Bus Driver 14.92
31310 - Taxi Driver 13.21
31361 - Truckdriver, Light 18.14

31362 - Truckdriver, Medium	19.39
31363 - Truckdriver, Heavy	25.07
31364 - Truckdriver, Tractor-Trailer	25.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.52
99030 - Cashier	13.50
99050 - Desk Clerk	13.17
99095 - Embalmer	29.71
99130 - Flight Follower	29.71
99251 - Laboratory Animal Caretaker I	16.88
99252 - Laboratory Animal Caretaker II	17.92
99260 - Marketing Analyst	25.48
99310 - Mortician	29.71
99410 - Pest Controller	28.74
99510 - Photofinishing Worker	15.61
99710 - Recycling Laborer	20.39
99711 - Recycling Specialist	23.44
99730 - Refuse Collector	18.86
99810 - Sales Clerk	14.26
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	28.16
99831 - Surveying Aide	16.77
99832 - Surveying Technician	25.58
99840 - Vending Machine Attendant	25.28
99841 - Vending Machine Repairer	30.33
99842 - Vending Machine Repairer Helper	25.28

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

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually.
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 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, 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))."""
"