"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4809
Revision No.: 32
Date Of Last Revision: 12/03/2025

State: Indiana

Area: Indiana Counties of Cass, Fulton, Miami, White

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.38
01012 - Accounting Clerk II		19.50
01013 - Accounting Clerk III		21.81
01020 - Administrative Assistant		26.30
01035 - Court Reporter		23.00
01041 - Customer Service Representative I		16.33
01042 - Customer Service Representative II		17.82
01043 - Customer Service Representative III		20.00
01051 - Data Entry Operator I		16.22
01052 - Data Entry Operator II		17.70
01060 - Dispatcher, Motor Vehicle		23.20
01070 - Document Preparation Clerk		16.30
01090 - Duplicating Machine Operator		16.30
01111 - General Clerk I		16.14
01112 - General Clerk II		17.60
01113 - General Clerk III		19.76
01120 - Housing Referral Assistant		22.11
01141 - Messenger Courier		13.66
01191 - Order Clerk I		16.49
01192 - Order Clerk II		18.00
01261 - Personnel Assistant (Employment) I		20.49
01262 - Personnel Assistant (Employment) II		22.92
01263 - Personnel Assistant (Employment) III		25.56
01270 - Production Control Clerk		28.17
01290 - Rental Clerk		15.46
01300 - Scheduler, Maintenance		17.74
01311 - Secretary I		17.74
01312 - Secretary II		19.84
01313 - Secretary III		22.11
01320 - Service Order Dispatcher		20.74
01410 - Supply Technician		26.30
01420 - Survey Worker		18.00
01460 - Switchboard Operator/Receptionist		15.40
01531 - Travel Clerk I		15.80
01532 - Travel Clerk II		17.74
01533 - Travel Clerk III		19.82
01611 - Word Processor I		15.80
01612 - Word Processor II		17.74
01613 - Word Processor III		19.84
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.54
05010 - Automotive Electrician		21.28

05040 - Automotive Glass Installer	20.00
05070 - Automotive Worker	20.00
05110 - Mobile Equipment Servicer	17.60
05130 - Motor Equipment Metal Mechanic	22.31
05160 - Motor Equipment Metal Worker	20.00
05190 - Motor Vehicle Mechanic	22.31
05220 - Motor Vehicle Mechanic Helper	16.35
05250 - Motor Vehicle Upholstery Worker	18.82
05280 - Motor Vehicle Wrecker	20.00
05310 - Painter, Automotive	21.28
05340 - Radiator Repair Specialist	20.00
05370 - Tire Repairer	17.13
05400 - Transmission Repair Specialist	22.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.92
07041 - Cook I	15.05
07042 - Cook II	17.10
07070 - Dishwasher	11.94
07130 - Food Service Worker	13.86
07210 - Meat Cutter	17.56
07260 - Waiter/Waitress	11.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.19
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	21.18
09090 - Furniture Refinisher Helper	17.29
09110 - Furniture Repairer, Minor	18.73
09130 - Upholsterer	21.18
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.67
11060 - Elevator Operator	17.42
11090 - Gardener	22.69
11122 - Housekeeping Aide	17.49
11150 - Janitor	17.49
11210 - Laborer, Grounds Maintenance	17.82
11240 - Maid or Houseman	14.13
11260 - Pruner	16.20
11270 - Tractor Operator	21.08
11330 - Trail Maintenance Worker	17.82
11360 - Window Cleaner	19.24
12000 - Health Occupations	
12010 - Ambulance Driver	19.33
12011 - Breath Alcohol Technician	26.64
12012 - Certified Occupational Therapist Assistant	33.77
12015 - Certified Physical Therapist Assistant	30.99
12020 - Dental Assistant	22.77
12025 - Dental Hygienist	39.34
12030 - EKG Technician	33.92
12035 - Electroneurodiagnostic Technologist	33.92
12040 - Emergency Medical Technician	19.33
12071 - Licensed Practical Nurse I	23.82
12072 - Licensed Practical Nurse II	26.64
12073 - Licensed Practical Nurse III	29.69
12100 - Medical Assistant	18.56
12130 - Medical Laboratory Technician	26.90
12160 - Medical Record Clerk	20.63
12190 - Medical Record Technician	23.08
12195 - Medical Transcriptionist	22.30
12210 - Nuclear Medicine Technologist	58.54
12221 - Nursing Assistant I	13.60
12222 - Nursing Assistant II	15.30
12223 - Nursing Assistant III	16.70
12224 - Nursing Assistant IV	18.73
12235 - Optical Dispenser	16.77
12236 - Optical Technician	23.82

12250 - Pharmacy Technician		18.08
12280 - Phlebotomist		17.90
12305 - Radiologic Technologist		35.95
12311 - Registered Nurse I		27.91
12312 - Registered Nurse II		34.12
12313 - Registered Nurse II, Specialist		34.12
12314 - Registered Nurse III		41.28
12315 - Registered Nurse III, Anesthetist		41.28
12316 - Registered Nurse IV		49.49
12317 - Scheduler (Drug and Alcohol Testing)		33.00
12320 - Substance Abuse Treatment Counselor		24.94
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.75
13012 - Exhibits Specialist II		20.76
13013 - Exhibits Specialist III		25.39
13041 - Illustrator I		16.75
13042 - Illustrator II		20.76
13043 - Illustrator III		25.39
13047 - Librarian		22.98
13050 - Library Aide/Clerk		13.34
13054 - Library Information Technology Systems Administrator		20.76
13058 - Library Technician		13.74
13061 - Media Specialist I		14.97
13062 - Media Specialist II		16.75
13063 - Media Specialist III		18.68
13071 - Photographer I		17.29
13072 - Photographer II		19.34
13073 - Photographer III		23.96
13074 - Photographer IV		29.30
13075 - Photographer V		35.45
13090 - Technical Order Library Clerk		16.63
13110 - Video Teleconference Technician		16.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.34
14042 - Computer Operator II		21.98
14043 - Computer Operator III		24.51
14044 - Computer Operator IV		26.74
14045 - Computer Operator V		29.62
14071 - Computer Programmer I	(see 1)	23.31
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		19.34
14160 - Personal Computer Support Technician		26.74
14170 - System Support Specialist		30.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.11
15020 - Aircrew Training Devices Instructor (Rated)		44.89
15030 - Air Crew Training Devices Instructor (Pilot)		53.80
15050 - Computer Based Training Specialist / Instructor		37.11
15060 - Educational Technologist		28.11
15070 - Flight Instructor (Pilot)		53.80
15080 - Graphic Artist		23.30
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		53.80
15086 - Maintenance Test Pilot, Rotary Wing		53.80
15088 - Non-Maintenance Test/Co-Pilot		53.80
15090 - Technical Instructor		21.30
15095 - Technical Instructor/Course Developer		26.05
15110 - Test Proctor		17.20
15120 - Tutor		17.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler 12.17
16030 - Counter Attendant 12.17
16040 - Dry Cleaner 14.99
16070 - Finisher, Flatwork, Machine 12.17
16090 - Presser, Hand 12.17
16110 - Presser, Machine, Drycleaning 12.17
16130 - Presser, Machine, Shirts 12.17
16160 - Presser, Machine, Wearing Apparel, Laundry 12.17
16190 - Sewing Machine Operator 16.04
16220 - Tailor 17.07
16250 - Washer, Machine 12.84
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.67
19040 - Tool And Die Maker 30.27
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.12
21030 - Material Coordinator 28.17
21040 - Material Expediter 28.17
21050 - Material Handling Laborer 18.92
21071 - Order Filler 16.33
21080 - Production Line Worker (Food Processing) 23.12
21110 - Shipping Packer 21.63
21130 - Shipping/Receiving Clerk 21.63
21140 - Store Worker I 17.40
21150 - Stock Clerk 22.80
21210 - Tools And Parts Attendant 23.12
21410 - Warehouse Specialist 23.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.12
23019 - Aircraft Logs and Records Technician 28.37
23021 - Aircraft Mechanic I 33.63
23022 - Aircraft Mechanic II 35.12
23023 - Aircraft Mechanic III 36.55
23040 - Aircraft Mechanic Helper 24.65
23050 - Aircraft, Painter 32.08
23060 - Aircraft Servicer 28.37
23070 - Aircraft Survival Flight Equipment Technician 32.08
23080 - Aircraft Worker 30.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.63
23110 - Appliance Mechanic 23.81
23120 - Bicycle Repairer 22.65
23125 - Cable Splicer 46.07
23130 - Carpenter, Maintenance 23.90
23140 - Carpet Layer 25.74
23160 - Electrician, Maintenance 30.32
23181 - Electronics Technician Maintenance I 30.31
23182 - Electronics Technician Maintenance II 32.25
23183 - Electronics Technician Maintenance III 33.81
23260 - Fabric Worker 24.22
23290 - Fire Alarm System Mechanic 28.71
23310 - Fire Extinguisher Repairer 22.65
23311 - Fuel Distribution System Mechanic 32.51
23312 - Fuel Distribution System Operator 26.44
23370 - General Maintenance Worker 24.41
23380 - Ground Support Equipment Mechanic 33.63
23381 - Ground Support Equipment Servicer 28.37
23382 - Ground Support Equipment Worker 30.15
23391 - Gunsmith I 22.65
23392 - Gunsmith II 25.74
23393 - Gunsmith III 28.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic 29.25

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.55
23430 - Heavy Equipment Mechanic	29.02
23440 - Heavy Equipment Operator	27.16
23460 - Instrument Mechanic	28.71
23465 - Laboratory/Shelter Mechanic	27.39
23470 - Laborer	18.92
23510 - Locksmith	27.39
23530 - Machinery Maintenance Mechanic	29.12
23550 - Machinist, Maintenance	29.55
23580 - Maintenance Trades Helper	16.21
23591 - Metrology Technician I	28.71
23592 - Metrology Technician II	29.99
23593 - Metrology Technician III	31.20
23640 - Millwright	31.40
23710 - Office Appliance Repairer	23.67
23760 - Painter, Maintenance	23.67
23790 - Pipefitter, Maintenance	28.69
23810 - Plumber, Maintenance	27.37
23820 - Pneudraulic Systems Mechanic	28.71
23850 - Rigger	24.65
23870 - Scale Mechanic	25.74
23890 - Sheet-Metal Worker, Maintenance	30.33
23910 - Small Engine Mechanic	22.47
23931 - Telecommunications Mechanic I	30.46
23932 - Telecommunications Mechanic II	31.81
23950 - Telephone Lineman	27.25
23960 - Welder, Combination, Maintenance	22.97
23965 - Well Driller	27.27
23970 - Woodcraft Worker	28.71
23980 - Woodworker	22.65
24000 - Personal Needs Occupations	
24550 - Case Manager	19.31
24570 - Child Care Attendant	13.84
24580 - Child Care Center Clerk	17.25
24610 - Chore Aide	15.14
24620 - Family Readiness And Support Services Coordinator	19.31
24630 - Homemaker	19.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.44
25040 - Sewage Plant Operator	25.22
25070 - Stationary Engineer	26.44
25190 - Ventilation Equipment Tender	19.38
25210 - Water Treatment Plant Operator	25.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.25
27007 - Baggage Inspector	16.94
27008 - Corrections Officer	21.24
27010 - Court Security Officer	24.90
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	21.24
27070 - Firefighter	26.97
27101 - Guard I	16.94
27102 - Guard II	18.95
27131 - Police Officer I	26.73
27132 - Police Officer II	29.71
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.52
28042 - Carnival Equipment Repairer	17.32
28043 - Carnival Worker	12.37
28210 - Gate Attendant/Gate Tender	16.84
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	18.84
28510 - Recreation Aide/Health Facility Attendant	13.75

28515 - Recreation Specialist		23.34
28630 - Sports Official		15.01
28690 - Swimming Pool Operator		21.60
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.31
29020 - Hatch Tender		25.31
29030 - Line Handler		25.31
29041 - Stevedore I		23.81
29042 - Stevedore II		26.93
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	49.73
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	34.29
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	37.77
30021 - Archeological Technician I		21.04
30022 - Archeological Technician II		23.55
30023 - Archeological Technician III		29.16
30030 - Cartographic Technician		29.16
30040 - Civil Engineering Technician		29.16
30051 - Cryogenic Technician I		32.43
30052 - Cryogenic Technician II		35.82
30061 - Drafter/CAD Operator I		21.04
30062 - Drafter/CAD Operator II		23.55
30063 - Drafter/CAD Operator III		26.24
30064 - Drafter/CAD Operator IV		32.31
30081 - Engineering Technician I		17.73
30082 - Engineering Technician II		19.91
30083 - Engineering Technician III		22.27
30084 - Engineering Technician IV		27.58
30085 - Engineering Technician V		33.74
30086 - Engineering Technician VI		40.81
30090 - Environmental Technician		29.16
30095 - Evidence Control Specialist		29.28
30210 - Laboratory Technician		24.06
30221 - Latent Fingerprint Technician I		32.43
30222 - Latent Fingerprint Technician II		35.82
30240 - Mathematical Technician		29.16
30361 - Paralegal/Legal Assistant I		21.99
30362 - Paralegal/Legal Assistant II		27.24
30363 - Paralegal/Legal Assistant III		33.31
30364 - Paralegal/Legal Assistant IV		40.30
30375 - Petroleum Supply Specialist		35.82
30390 - Photo-Optics Technician		29.16
30395 - Radiation Control Technician		35.82
30461 - Technical Writer I		29.16
30462 - Technical Writer II		35.67
30463 - Technical Writer III		43.16
30491 - Unexploded Ordnance (UXO) Technician I		31.60
30492 - Unexploded Ordnance (UXO) Technician II		38.24
30493 - Unexploded Ordnance (UXO) Technician III		45.84
30494 - Unexploded (UXO) Safety Escort		31.60
30495 - Unexploded (UXO) Sweep Personnel		31.60
30501 - Weather Forecaster I		32.43
30502 - Weather Forecaster II		39.45
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.24
30621 - Weather Observer, Senior	(see 2)	29.16
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		38.24
31020 - Bus Aide		16.74
31030 - Bus Driver		22.79
31043 - Driver Courier		18.58
31260 - Parking and Lot Attendant		14.29
31290 - Shuttle Bus Driver		15.69
31310 - Taxi Driver		12.53
31361 - Truckdriver, Light		20.00

31362 - Truckdriver, Medium	21.39
31363 - Truckdriver, Heavy	26.82
31364 - Truckdriver, Tractor-Trailer	26.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.65
99030 - Cashier	13.29
99050 - Desk Clerk	13.91
99095 - Embalmer	29.30
99130 - Flight Follower	31.60
99251 - Laboratory Animal Caretaker I	16.02
99252 - Laboratory Animal Caretaker II	17.24
99260 - Marketing Analyst	29.15
99310 - Mortician	29.30
99410 - Pest Controller	22.40
99510 - Photofinishing Worker	16.61
99710 - Recycling Laborer	24.55
99711 - Recycling Specialist	29.03
99730 - Refuse Collector	22.34
99810 - Sales Clerk	14.44
99820 - School Crossing Guard	17.71
99830 - Survey Party Chief	26.34
99831 - Surveying Aide	16.18
99832 - Surveying Technician	22.15
99840 - Vending Machine Attendant	24.67
99841 - Vending Machine Repairer	30.18
99842 - Vending Machine Repairer Helper	24.67

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 $13.30 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 2025. 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 5 years, 4 weeks after 15 years, and 5 weeks after 20 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 thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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))."