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

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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-4719
Revision No.: 32
Date Of Last Revision: 5/13/2026

State: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn and Ohio

Kentucky Counties of Boone, Bracken, Campbell, Gallatin, Grant, Kenton and Pendleton

Ohio Counties of Brown, Butler, Clermont, Hamilton and Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.61
01012 - Accounting Clerk II		20.88
01013 - Accounting Clerk III		23.36
01020 - Administrative Assistant		31.80
01035 - Court Reporter		29.11
01041 - Customer Service Representative I		15.98
01042 - Customer Service Representative II		17.44
01043 - Customer Service Representative III		19.57
01051 - Data Entry Operator I		18.27
01052 - Data Entry Operator II		19.93
01060 - Dispatcher, Motor Vehicle		23.49
01070 - Document Preparation Clerk		21.03
01090 - Duplicating Machine Operator		21.03
01111 - General Clerk I		17.05
01112 - General Clerk II		18.61
01113 - General Clerk III		20.89
01120 - Housing Referral Assistant		23.82
01141 - Messenger Courier		19.24
01191 - Order Clerk I		20.01
01192 - Order Clerk II		21.84
01261 - Personnel Assistant (Employment) I		19.38
01262 - Personnel Assistant (Employment) II		21.68
01263 - Personnel Assistant (Employment) III		24.16
01270 - Production Control Clerk		27.73
01290 - Rental Clerk		18.24
01300 - Scheduler, Maintenance		19.10
01311 - Secretary I		19.10
01312 - Secretary II		21.36
01313 - Secretary III		23.82

01320 - Service Order Dispatcher	21.00
01410 - Supply Technician	31.80
01420 - Survey Worker	20.00
01460 - Switchboard Operator/Receptionist	16.86
01531 - Travel Clerk I	16.59
01532 - Travel Clerk II	18.49
01533 - Travel Clerk III	20.65
01611 - Word Processor I	19.64
01612 - Word Processor II	22.05
01613 - Word Processor III	24.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.71
05010 - Automotive Electrician	23.12
05040 - Automotive Glass Installer	21.61
05070 - Automotive Worker	22.26
05110 - Mobile Equipment Servicer	20.65
05130 - Motor Equipment Metal Mechanic	24.59
05160 - Motor Equipment Metal Worker	22.26
05190 - Motor Vehicle Mechanic	23.03
05220 - Motor Vehicle Mechanic Helper	20.30
05250 - Motor Vehicle Upholstery Worker	21.42
05280 - Motor Vehicle Wrecker	22.26
05310 - Painter, Automotive	23.12
05340 - Radiator Repair Specialist	22.26
05370 - Tire Repairer	18.72
05400 - Transmission Repair Specialist	24.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.00
07041 - Cook I	17.40
07042 - Cook II	19.73
07070 - Dishwasher	14.36
07130 - Food Service Worker	15.05
07210 - Meat Cutter	18.05
07260 - Waiter/Waitress	13.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.86
09040 - Furniture Handler	14.18
09080 - Furniture Refinisher	21.41
09090 - Furniture Refinisher Helper	16.92
09110 - Furniture Repairer, Minor	19.37
09130 - Upholsterer	21.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.53
11060 - Elevator Operator	16.89
11090 - Gardener	23.67
11122 - Housekeeping Aide	16.89
11150 - Janitor	16.89
11210 - Laborer, Grounds Maintenance	18.05
11240 - Maid or Houseman	14.82
11260 - Pruner	16.23
11270 - Tractor Operator	21.72
11330 - Trail Maintenance Worker	18.05
11360 - Window Cleaner	18.79
12000 - Health Occupations	
12010 - Ambulance Driver	19.56
12011 - Breath Alcohol Technician	26.97
12012 - Certified Occupational Therapist Assistant	31.02
12015 - Certified Physical Therapist Assistant	31.23
12020 - Dental Assistant	23.83
12025 - Dental Hygienist	44.63
12030 - EKG Technician	36.64
12035 - Electroneurodiagnostic Technologist	36.64
12040 - Emergency Medical Technician	19.56
12071 - Licensed Practical Nurse I	24.11
12072 - Licensed Practical Nurse II	26.97
12073 - Licensed Practical Nurse III	30.06
12100 - Medical Assistant	20.90
12130 - Medical Laboratory Technician	29.99
12160 - Medical Record Clerk	22.19

12190 - Medical Record Technician		24.82
12195 - Medical Transcriptionist		22.39
12210 - Nuclear Medicine Technologist		46.41
12221 - Nursing Assistant I		13.66
12222 - Nursing Assistant II		15.36
12223 - Nursing Assistant III		16.77
12224 - Nursing Assistant IV		18.82
12235 - Optical Dispenser		23.53
12236 - Optical Technician		19.76
12250 - Pharmacy Technician		18.73
12280 - Phlebotomist		19.61
12305 - Radiologic Technologist		34.23
12311 - Registered Nurse I		26.57
12312 - Registered Nurse II		32.50
12313 - Registered Nurse II, Specialist		32.50
12314 - Registered Nurse III		39.32
12315 - Registered Nurse III, Anesthetist		39.32
12316 - Registered Nurse IV		47.14
12317 - Scheduler (Drug and Alcohol Testing)		33.41
12320 - Substance Abuse Treatment Counselor		27.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.40
13012 - Exhibits Specialist II		30.22
13013 - Exhibits Specialist III		36.96
13041 - Illustrator I		24.07
13042 - Illustrator II		29.82
13043 - Illustrator III		36.48
13047 - Librarian		30.23
13050 - Library Aide/Clerk		16.18
13054 - Library Information Technology Systems Administrator		27.30
13058 - Library Technician		17.01
13061 - Media Specialist I		19.70
13062 - Media Specialist II		22.03
13063 - Media Specialist III		24.56
13071 - Photographer I		18.44
13072 - Photographer II		20.84
13073 - Photographer III		25.81
13074 - Photographer IV		31.57
13075 - Photographer V		38.19
13090 - Technical Order Library Clerk		20.15
13110 - Video Teleconference Technician		23.64
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.55
14042 - Computer Operator II		22.98
14043 - Computer Operator III		25.61
14044 - Computer Operator IV		28.47
14045 - Computer Operator V		31.53
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		20.55
14160 - Personal Computer Support Technician		28.47
14170 - System Support Specialist		31.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.51
15020 - Aircrew Training Devices Instructor (Rated)		41.75
15030 - Air Crew Training Devices Instructor (Pilot)		50.05
15050 - Computer Based Training Specialist / Instructor		34.51
15060 - Educational Technologist		36.66
15070 - Flight Instructor (Pilot)		50.05
15080 - Graphic Artist		26.77
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.05
15086 - Maintenance Test Pilot, Rotary Wing		50.05

15088 - Non-Maintenance Test/Co-Pilot	50.05
15090 - Technical Instructor	27.12
15095 - Technical Instructor/Course Developer	33.17
15110 - Test Proctor	21.90
15120 - Tutor	21.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.17
16030 - Counter Attendant	12.17
16040 - Dry Cleaner	15.01
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	16.06
16220 - Tailor	17.11
16250 - Washer, Machine	12.85
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.54
19040 - Tool And Die Maker	30.54
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.22
21030 - Material Coordinator	27.73
21040 - Material Expediter	27.73
21050 - Material Handling Laborer	19.54
21071 - Order Filler	17.79
21080 - Production Line Worker (Food Processing)	22.22
21110 - Shipping Packer	19.99
21130 - Shipping/Receiving Clerk	19.99
21140 - Store Worker I	17.27
21150 - Stock Clerk	22.66
21210 - Tools And Parts Attendant	22.22
21410 - Warehouse Specialist	22.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.20
23019 - Aircraft Logs and Records Technician	32.74
23021 - Aircraft Mechanic I	37.86
23022 - Aircraft Mechanic II	39.20
23023 - Aircraft Mechanic III	40.47
23040 - Aircraft Mechanic Helper	28.27
23050 - Aircraft, Painter	36.38
23060 - Aircraft Servicer	32.74
23070 - Aircraft Survival Flight Equipment Technician	36.38
23080 - Aircraft Worker	34.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	37.86
23110 - Appliance Mechanic	24.70
23120 - Bicycle Repairer	25.62
23125 - Cable Splicer	43.01
23130 - Carpenter, Maintenance	27.72
23140 - Carpet Layer	25.35
23160 - Electrician, Maintenance	30.14
23181 - Electronics Technician Maintenance I	30.00
23182 - Electronics Technician Maintenance II	31.38
23183 - Electronics Technician Maintenance III	32.66
23260 - Fabric Worker	27.24
23290 - Fire Alarm System Mechanic	29.08
23310 - Fire Extinguisher Repairer	25.62
23311 - Fuel Distribution System Mechanic	36.62
23312 - Fuel Distribution System Operator	29.97
23370 - General Maintenance Worker	25.15
23380 - Ground Support Equipment Mechanic	37.86
23381 - Ground Support Equipment Servicer	32.74
23382 - Ground Support Equipment Worker	34.77
23391 - Gunsmith I	25.62
23392 - Gunsmith II	28.82
23393 - Gunsmith III	31.30

23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.30
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.34
23430 - Heavy Equipment Mechanic	30.75
23440 - Heavy Equipment Operator	31.32
23460 - Instrument Mechanic	34.77
23465 - Laboratory/Shelter Mechanic	30.12
23470 - Laborer	19.54
23510 - Locksmith	23.52
23530 - Machinery Maintenance Mechanic	31.83
23550 - Machinist, Maintenance	27.39
23580 - Maintenance Trades Helper	18.54
23591 - Metrology Technician I	34.77
23592 - Metrology Technician II	36.00
23593 - Metrology Technician III	37.17
23640 - Millwright	36.88
23710 - Office Appliance Repairer	23.15
23760 - Painter, Maintenance	26.24
23790 - Pipefitter, Maintenance	32.98
23810 - Plumber, Maintenance	31.74
23820 - Pneudraulic Systems Mechanic	31.30
23850 - Rigger	34.14
23870 - Scale Mechanic	28.82
23890 - Sheet-Metal Worker, Maintenance	29.42
23910 - Small Engine Mechanic	22.76
23931 - Telecommunications Mechanic I	29.80
23932 - Telecommunications Mechanic II	30.86
23950 - Telephone Lineman	28.30
23960 - Welder, Combination, Maintenance	24.53
23965 - Well Driller	31.30
23970 - Woodcraft Worker	31.30
23980 - Woodworker	25.62
24000 - Personal Needs Occupations	
24550 - Case Manager	19.81
24570 - Child Care Attendant	14.02
24580 - Child Care Center Clerk	17.49
24610 - Chore Aide	15.38
24620 - Family Readiness And Support Services Coordinator	19.81
24630 - Homemaker	19.81
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.54
25040 - Sewage Plant Operator	28.59
25070 - Stationary Engineer	37.54
25190 - Ventilation Equipment Tender	27.91
25210 - Water Treatment Plant Operator	28.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.18
27007 - Baggage Inspector	17.59
27008 - Corrections Officer	25.45
27010 - Court Security Officer	25.74
27030 - Detection Dog Handler	19.70
27040 - Detention Officer	25.45
27070 - Firefighter	26.03
27101 - Guard I	17.59
27102 - Guard II	19.70
27131 - Police Officer I	34.78
27132 - Police Officer II	38.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.20
28042 - Carnival Equipment Repairer	18.51
28043 - Carnival Worker	13.37
28210 - Gate Attendant/Gate Tender	17.54
28310 - Lifeguard	13.62
28350 - Park Attendant (Aide)	19.62
28510 - Recreation Aide/Health Facility Attendant	14.32
28515 - Recreation Specialist	24.30
28630 - Sports Official	15.63
28690 - Swimming Pool Operator	21.65

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 30.42
29020 - Hatch Tender 30.42
29030 - Line Handler 30.42
29041 - Stevedore I 28.75
29042 - Stevedore II 31.80

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center
(HFO) (see 2) 47.99
30011 - Air Traffic Control Specialist, Station
(HFO) (see 2) 33.10
30012 - Air Traffic Control Specialist, Terminal
(HFO) (see 2) 36.45
30021 - Archeological Technician I 19.58
30022 - Archeological Technician II 21.90
30023 - Archeological Technician III 27.12
30030 - Cartographic Technician 27.12
30040 - Civil Engineering Technician 29.40
30051 - Cryogenic Technician I 30.04
30052 - Cryogenic Technician II 33.17
30061 - Drafter/CAD Operator I 19.58
30062 - Drafter/CAD Operator II 21.90
30063 - Drafter/CAD Operator III 24.40
30064 - Drafter/CAD Operator IV 30.04
30081 - Engineering Technician I 19.15
30082 - Engineering Technician II 21.49
30083 - Engineering Technician III 24.04
30084 - Engineering Technician IV 29.78
30085 - Engineering Technician V 36.42
30086 - Engineering Technician VI 44.07
30090 - Environmental Technician 24.51
30095 - Evidence Control Specialist 27.12
30210 - Laboratory Technician 27.78
30221 - Latent Fingerprint Technician I 29.12
30222 - Latent Fingerprint Technician II 32.16
30240 - Mathematical Technician 27.71
30361 - Paralegal/Legal Assistant I 23.75
30362 - Paralegal/Legal Assistant II 29.42
30363 - Paralegal/Legal Assistant III 35.98
30364 - Paralegal/Legal Assistant IV 43.53
30375 - Petroleum Supply Specialist 33.17
30390 - Photo-Optics Technician 27.12
30395 - Radiation Control Technician 33.17
30461 - Technical Writer I 28.72
30462 - Technical Writer II 35.12
30463 - Technical Writer III 42.49
30491 - Unexploded Ordnance (UXO) Technician I 30.50
30492 - Unexploded Ordnance (UXO) Technician II 36.90
30493 - Unexploded Ordnance (UXO) Technician III 44.23
30494 - Unexploded (UXO) Safety Escort 30.50
30495 - Unexploded (UXO) Sweep Personnel 30.50
30501 - Weather Forecaster I 30.04
30502 - Weather Forecaster II 36.54
30620 - Weather Observer, Combined Upper Air Or
Surface Programs (see 2) 24.40
30621 - Weather Observer, Senior (see 2) 27.12

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 36.90
31020 - Bus Aide 19.59
31030 - Bus Driver 26.49
31043 - Driver Courier 19.30
31260 - Parking and Lot Attendant 15.43
31290 - Shuttle Bus Driver 18.95
31310 - Taxi Driver 14.26
31361 - Truckdriver, Light 21.03
31362 - Truckdriver, Medium 22.45
31363 - Truckdriver, Heavy 28.37
31364 - Truckdriver, Tractor-Trailer 28.37

99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.99

99030 - Cashier	13.77
99050 - Desk Clerk	14.65
99095 - Embalmer	30.56
99130 - Flight Follower	30.50
99251 - Laboratory Animal Caretaker I	16.59
99252 - Laboratory Animal Caretaker II	17.85
99260 - Marketing Analyst	33.85
99310 - Mortician	30.56
99410 - Pest Controller	21.70
99510 - Photofinishing Worker	16.03
99710 - Recycling Laborer	26.39
99711 - Recycling Specialist	31.76
99730 - Refuse Collector	23.72
99810 - Sales Clerk	14.76
99820 - School Crossing Guard	16.12
99830 - Survey Party Chief	27.85
99831 - Surveying Aide	16.81
99832 - Surveying Technician	24.88
99840 - Vending Machine Attendant	16.81
99841 - Vending Machine Repairer	20.77
99842 - Vending Machine Repairer Helper	16.81

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 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, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, 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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