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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.: 2015-4695
Revision No.: 35
Date Of Last Revision: 5/13/2026

State: Kentucky

Area: Kentucky Counties of Casey, Green, Knox, Laurel, Marion, McCreary, Pulaski, Taylor, Wayne and Whitley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.88
01012 - Accounting Clerk II		18.95
01013 - Accounting Clerk III		21.20
01020 - Administrative Assistant		26.60
01035 - Court Reporter		19.96
01041 - Customer Service Representative I		14.73
01042 - Customer Service Representative II		16.08
01043 - Customer Service Representative III		18.05
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		19.41
01070 - Document Preparation Clerk		15.89
01090 - Duplicating Machine Operator		15.89
01111 - General Clerk I		14.91
01112 - General Clerk II		16.27
01113 - General Clerk III		18.26
01120 - Housing Referral Assistant		22.24
01141 - Messenger Courier		16.02
01191 - Order Clerk I		15.48
01192 - Order Clerk II		16.89
01261 - Personnel Assistant (Employment) I		17.58
01262 - Personnel Assistant (Employment) II		19.66
01263 - Personnel Assistant (Employment) III		21.91
01270 - Production Control Clerk		26.36
01290 - Rental Clerk		16.32
01300 - Scheduler, Maintenance		17.84
01311 - Secretary I		17.84
01312 - Secretary II		19.96
01313 - Secretary III		22.24
01320 - Service Order Dispatcher		17.35
01410 - Supply Technician		26.60
01420 - Survey Worker		16.60
01460 - Switchboard Operator/Receptionist		14.29
01531 - Travel Clerk I		15.89

01532 - Travel Clerk II	17.84
01533 - Travel Clerk III	19.59
01611 - Word Processor I	15.89
01612 - Word Processor II	17.84
01613 - Word Processor III	19.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.95
05010 - Automotive Electrician	17.29
05040 - Automotive Glass Installer	16.40
05070 - Automotive Worker	16.40
05110 - Mobile Equipment Servicer	14.46
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	16.40
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	13.49
05250 - Motor Vehicle Upholstery Worker	15.44
05280 - Motor Vehicle Wrecker	16.40
05310 - Painter, Automotive	17.29
05340 - Radiator Repair Specialist	16.40
05370 - Tire Repairer	14.50
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.51
07041 - Cook I	13.59
07042 - Cook II	15.43
07070 - Dishwasher	12.29
07130 - Food Service Worker	11.07
07210 - Meat Cutter	13.80
07260 - Waiter/Waitress	10.29
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.47
09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	18.20
09090 - Furniture Refinisher Helper	14.19
09110 - Furniture Repairer, Minor	16.24
09130 - Upholsterer	17.78
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.12
11060 - Elevator Operator	13.57
11090 - Gardener	18.36
11122 - Housekeeping Aide	13.57
11150 - Janitor	13.57
11210 - Laborer, Grounds Maintenance	14.64
11240 - Maid or Houseman	12.96
11260 - Pruner	13.34
11270 - Tractor Operator	17.14
11330 - Trail Maintenance Worker	14.64
11360 - Window Cleaner	14.89
12000 - Health Occupations	
12010 - Ambulance Driver	16.51
12011 - Breath Alcohol Technician	24.21
12012 - Certified Occupational Therapist Assistant	29.09
12015 - Certified Physical Therapist Assistant	29.23
12020 - Dental Assistant	18.73
12025 - Dental Hygienist	43.70
12030 - EKG Technician	27.13
12035 - Electroneurodiagnostic Technologist	27.13
12040 - Emergency Medical Technician	16.51
12071 - Licensed Practical Nurse I	21.65
12072 - Licensed Practical Nurse II	24.21
12073 - Licensed Practical Nurse III	27.01
12100 - Medical Assistant	17.00
12130 - Medical Laboratory Technician	28.13
12160 - Medical Record Clerk	18.03
12190 - Medical Record Technician	20.16
12195 - Medical Transcriptionist	18.34
12210 - Nuclear Medicine Technologist	53.22
12221 - Nursing Assistant I	13.82
12222 - Nursing Assistant II	15.55

12223 - Nursing Assistant III		16.97
12224 - Nursing Assistant IV		19.05
12235 - Optical Dispenser		19.67
12236 - Optical Technician		21.65
12250 - Pharmacy Technician		17.52
12280 - Phlebotomist		17.89
12305 - Radiologic Technologist		28.87
12311 - Registered Nurse I		25.61
12312 - Registered Nurse II		31.32
12313 - Registered Nurse II, Specialist		31.32
12314 - Registered Nurse III		37.89
12315 - Registered Nurse III, Anesthetist		37.89
12316 - Registered Nurse IV		45.43
12317 - Scheduler (Drug and Alcohol Testing)		30.01
12320 - Substance Abuse Treatment Counselor		22.24
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.14
13012 - Exhibits Specialist II		27.43
13013 - Exhibits Specialist III		33.55
13041 - Illustrator I		22.14
13042 - Illustrator II		27.43
13043 - Illustrator III		33.55
13047 - Librarian		30.38
13050 - Library Aide/Clerk		14.49
13054 - Library Information Technology Systems Administrator		27.43
13058 - Library Technician		19.49
13061 - Media Specialist I		19.80
13062 - Media Specialist II		22.14
13063 - Media Specialist III		24.68
13071 - Photographer I		19.80
13072 - Photographer II		22.14
13073 - Photographer III		27.43
13074 - Photographer IV		33.55
13075 - Photographer V		40.59
13090 - Technical Order Library Clerk		18.18
13110 - Video Teleconference Technician		19.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.35
14042 - Computer Operator II		20.52
14043 - Computer Operator III		22.89
14044 - Computer Operator IV		25.43
14045 - Computer Operator V		28.16
14071 - Computer Programmer I	(see 1)	22.46
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.35
14160 - Personal Computer Support Technician		25.43
14170 - System Support Specialist		28.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.80
15020 - Aircrew Training Devices Instructor (Rated)		42.11
15030 - Air Crew Training Devices Instructor (Pilot)		50.47
15050 - Computer Based Training Specialist / Instructor		34.80
15060 - Educational Technologist		31.00
15070 - Flight Instructor (Pilot)		50.47
15080 - Graphic Artist		22.34
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.47
15086 - Maintenance Test Pilot, Rotary Wing		50.47
15088 - Non-Maintenance Test/Co-Pilot		50.47
15090 - Technical Instructor		20.95
15095 - Technical Instructor/Course Developer		25.62
15110 - Test Proctor		16.91
15120 - Tutor		16.91

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.37
16030 - Counter Attendant	12.37
16040 - Dry Cleaner	15.59
16070 - Finisher, Flatwork, Machine	12.37
16090 - Presser, Hand	12.37
16110 - Presser, Machine, Drycleaning	12.37
16130 - Presser, Machine, Shirts	12.37
16160 - Presser, Machine, Wearing Apparel, Laundry	12.37
16190 - Sewing Machine Operator	16.55
16220 - Tailor	17.46
16250 - Washer, Machine	13.53
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.77
19040 - Tool And Die Maker	26.06
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.96
21030 - Material Coordinator	26.36
21040 - Material Expediter	26.36
21050 - Material Handling Laborer	16.94
21071 - Order Filler	17.27
21080 - Production Line Worker (Food Processing)	22.96
21110 - Shipping Packer	18.87
21130 - Shipping/Receiving Clerk	18.87
21140 - Store Worker I	15.79
21150 - Stock Clerk	20.89
21210 - Tools And Parts Attendant	22.96
21410 - Warehouse Specialist	22.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.91
23019 - Aircraft Logs and Records Technician	21.85
23021 - Aircraft Mechanic I	25.66
23022 - Aircraft Mechanic II	26.91
23023 - Aircraft Mechanic III	28.15
23040 - Aircraft Mechanic Helper	19.10
23050 - Aircraft, Painter	24.49
23060 - Aircraft Servicer	21.85
23070 - Aircraft Survival Flight Equipment Technician	24.49
23080 - Aircraft Worker	23.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.66
23110 - Appliance Mechanic	24.49
23120 - Bicycle Repairer	20.47
23125 - Cable Splicer	36.17
23130 - Carpenter, Maintenance	22.83
23140 - Carpet Layer	23.24
23160 - Electrician, Maintenance	24.99
23181 - Electronics Technician Maintenance I	28.02
23182 - Electronics Technician Maintenance II	29.53
23183 - Electronics Technician Maintenance III	30.95
23260 - Fabric Worker	21.85
23290 - Fire Alarm System Mechanic	25.66
23310 - Fire Extinguisher Repairer	20.47
23311 - Fuel Distribution System Mechanic	22.92
23312 - Fuel Distribution System Operator	18.29
23370 - General Maintenance Worker	20.02
23380 - Ground Support Equipment Mechanic	25.66
23381 - Ground Support Equipment Servicer	21.85
23382 - Ground Support Equipment Worker	23.24
23391 - Gunsmith I	20.47
23392 - Gunsmith II	23.24
23393 - Gunsmith III	25.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.11
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.33
23430 - Heavy Equipment Mechanic	22.61

23440 - Heavy Equipment Operator	23.84
23460 - Instrument Mechanic	25.66
23465 - Laboratory/Shelter Mechanic	24.49
23470 - Laborer	16.94
23510 - Locksmith	24.49
23530 - Machinery Maintenance Mechanic	30.78
23550 - Machinist, Maintenance	24.09
23580 - Maintenance Trades Helper	17.32
23591 - Metrology Technician I	25.66
23592 - Metrology Technician II	26.91
23593 - Metrology Technician III	28.15
23640 - Millwright	25.66
23710 - Office Appliance Repairer	24.49
23760 - Painter, Maintenance	21.00
23790 - Pipefitter, Maintenance	27.32
23810 - Plumber, Maintenance	26.07
23820 - Pneudraulic Systems Mechanic	25.66
23850 - Rigger	25.66
23870 - Scale Mechanic	23.24
23890 - Sheet-Metal Worker, Maintenance	25.66
23910 - Small Engine Mechanic	18.09
23931 - Telecommunications Mechanic I	28.15
23932 - Telecommunications Mechanic II	29.51
23950 - Telephone Lineman	26.87
23960 - Welder, Combination, Maintenance	21.97
23965 - Well Driller	25.66
23970 - Woodcraft Worker	25.66
23980 - Woodworker	20.47
24000 - Personal Needs Occupations	
24550 - Case Manager	16.79
24570 - Child Care Attendant	12.89
24580 - Child Care Center Clerk	16.07
24610 - Chore Aide	16.17
24620 - Family Readiness And Support Services Coordinator	16.79
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.03
25040 - Sewage Plant Operator	21.87
25070 - Stationary Engineer	23.03
25190 - Ventilation Equipment Tender	17.14
25210 - Water Treatment Plant Operator	21.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	15.06
27008 - Corrections Officer	17.96
27010 - Court Security Officer	17.38
27030 - Detection Dog Handler	16.85
27040 - Detention Officer	17.96
27070 - Firefighter	16.64
27101 - Guard I	15.06
27102 - Guard II	16.85
27131 - Police Officer I	20.56
27132 - Police Officer II	22.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.66
28042 - Carnival Equipment Repairer	15.71
28043 - Carnival Worker	11.41
28210 - Gate Attendant/Gate Tender	17.64
28310 - Lifeguard	11.14
28350 - Park Attendant (Aide)	19.73
28510 - Recreation Aide/Health Facility Attendant	14.40
28515 - Recreation Specialist	24.44
28630 - Sports Official	15.71
28690 - Swimming Pool Operator	17.83
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.99
29020 - Hatch Tender	29.99
29030 - Line Handler	29.99

29041 - Stevedore I		28.20
29042 - Stevedore II		31.60
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		19.01
30022 - Archeological Technician II		21.26
30023 - Archeological Technician III		26.33
30030 - Cartographic Technician		26.33
30040 - Civil Engineering Technician		24.54
30051 - Cryogenic Technician I		29.17
30052 - Cryogenic Technician II		32.21
30061 - Drafter/CAD Operator I		19.01
30062 - Drafter/CAD Operator II		21.26
30063 - Drafter/CAD Operator III		23.69
30064 - Drafter/CAD Operator IV		29.17
30081 - Engineering Technician I		17.82
30082 - Engineering Technician II		20.00
30083 - Engineering Technician III		22.74
30084 - Engineering Technician IV		27.72
30085 - Engineering Technician V		34.47
30086 - Engineering Technician VI		41.03
30090 - Environmental Technician		26.33
30095 - Evidence Control Specialist		26.33
30210 - Laboratory Technician		23.69
30221 - Latent Fingerprint Technician I		29.17
30222 - Latent Fingerprint Technician II		32.21
30240 - Mathematical Technician		26.33
30361 - Paralegal/Legal Assistant I		21.04
30362 - Paralegal/Legal Assistant II		27.87
30363 - Paralegal/Legal Assistant III		34.09
30364 - Paralegal/Legal Assistant IV		41.24
30375 - Petroleum Supply Specialist		32.21
30390 - Photo-Optics Technician		26.33
30395 - Radiation Control Technician		32.21
30461 - Technical Writer I		26.33
30462 - Technical Writer II		32.21
30463 - Technical Writer III		38.97
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		29.17
30502 - Weather Forecaster II		35.48
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.69
30621 - Weather Observer, Senior	(see 2)	26.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		14.12
31030 - Bus Driver		19.14
31043 - Driver Courier		16.42
31260 - Parking and Lot Attendant		12.98
31290 - Shuttle Bus Driver		15.64
31310 - Taxi Driver		12.24
31361 - Truckdriver, Light		17.59
31362 - Truckdriver, Medium		18.91
31363 - Truckdriver, Heavy		23.86
31364 - Truckdriver, Tractor-Trailer		23.86
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		11.23
99050 - Desk Clerk		11.61
99095 - Embalmer		27.37
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		14.27

99252 - Laboratory Animal Caretaker II	15.29
99260 - Marketing Analyst	23.29
99310 - Mortician	27.37
99410 - Pest Controller	17.43
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	17.13
99711 - Recycling Specialist	20.05
99730 - Refuse Collector	15.61
99810 - Sales Clerk	13.54
99820 - School Crossing Guard	17.51
99830 - Survey Party Chief	23.49
99831 - Surveying Aide	13.85
99832 - Surveying Technician	20.86
99840 - Vending Machine Attendant	22.49
99841 - Vending Machine Repairer	27.37
99842 - Vending Machine Repairer Helper	22.49

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 5 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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve 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, 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))."""