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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.: 2015-4801
Revision No.: 30
Date Of Last Revision: 5/13/2026

State: Indiana

Area: Indiana Counties of Clay, Sullivan, Vermillion and Vigo

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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		16.86
01012 - Accounting Clerk II		18.93
01013 - Accounting Clerk III		21.17
01020 - Administrative Assistant		25.22
01035 - Court Reporter		22.16
01041 - Customer Service Representative I		15.49
01042 - Customer Service Representative II		16.90
01043 - Customer Service Representative III		18.97
01051 - Data Entry Operator I		15.22
01052 - Data Entry Operator II		16.61
01060 - Dispatcher, Motor Vehicle		22.51
01070 - Document Preparation Clerk		16.61
01090 - Duplicating Machine Operator		16.61
01111 - General Clerk I		14.70
01112 - General Clerk II		16.04
01113 - General Clerk III		18.00
01120 - Housing Referral Assistant		23.24
01141 - Messenger Courier		16.00
01191 - Order Clerk I		15.22
01192 - Order Clerk II		17.21
01261 - Personnel Assistant (Employment) I		18.64
01262 - Personnel Assistant (Employment) II		20.85
01263 - Personnel Assistant (Employment) III		23.24
01270 - Production Control Clerk		30.41
01290 - Rental Clerk		15.07
01300 - Scheduler, Maintenance		18.64
01311 - Secretary I		18.64
01312 - Secretary II		20.85
01313 - Secretary III		23.24
01320 - Service Order Dispatcher		20.12
01410 - Supply Technician		25.22
01420 - Survey Worker		17.64
01460 - Switchboard Operator/Receptionist		15.80
01531 - Travel Clerk I		16.61
01532 - Travel Clerk II		18.58
01533 - Travel Clerk III		19.82

01611 - Word Processor I	16.61
01612 - Word Processor II	18.64
01613 - Word Processor III	20.85
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.97
05010 - Automotive Electrician	20.91
05040 - Automotive Glass Installer	19.74
05070 - Automotive Worker	19.74
05110 - Mobile Equipment Servicer	17.72
05130 - Motor Equipment Metal Mechanic	21.98
05160 - Motor Equipment Metal Worker	19.74
05190 - Motor Vehicle Mechanic	21.98
05220 - Motor Vehicle Mechanic Helper	17.09
05250 - Motor Vehicle Upholstery Worker	18.83
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter, Automotive	21.87
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	17.68
05400 - Transmission Repair Specialist	21.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	20.66
07041 - Cook I	14.92
07042 - Cook II	16.67
07070 - Dishwasher	12.78
07130 - Food Service Worker	13.50
07210 - Meat Cutter	16.59
07260 - Waiter/Waitress	11.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.57
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	22.57
09090 - Furniture Refinisher Helper	18.31
09110 - Furniture Repairer, Minor	20.73
09130 - Upholsterer	22.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.73
11060 - Elevator Operator	15.44
11090 - Gardener	21.50
11122 - Housekeeping Aide	15.44
11150 - Janitor	15.44
11210 - Laborer, Grounds Maintenance	16.78
11240 - Maid or Houseman	13.82
11260 - Pruner	15.11
11270 - Tractor Operator	20.16
11330 - Trail Maintenance Worker	16.78
11360 - Window Cleaner	17.15
12000 - Health Occupations	
12010 - Ambulance Driver	19.92
12011 - Breath Alcohol Technician	25.97
12012 - Certified Occupational Therapist Assistant	35.62
12015 - Certified Physical Therapist Assistant	29.41
12020 - Dental Assistant	20.15
12025 - Dental Hygienist	39.09
12030 - EKG Technician	29.03
12035 - Electroneurodiagnostic Technologist	29.03
12040 - Emergency Medical Technician	19.92
12071 - Licensed Practical Nurse I	23.21
12072 - Licensed Practical Nurse II	25.97
12073 - Licensed Practical Nurse III	28.94
12100 - Medical Assistant	18.50
12130 - Medical Laboratory Technician	24.68
12160 - Medical Record Clerk	20.19
12190 - Medical Record Technician	22.58
12195 - Medical Transcriptionist	21.91
12210 - Nuclear Medicine Technologist	57.06
12221 - Nursing Assistant I	12.83
12222 - Nursing Assistant II	14.43
12223 - Nursing Assistant III	15.75
12224 - Nursing Assistant IV	17.68

12235 - Optical Dispenser		19.75
12236 - Optical Technician		23.21
12250 - Pharmacy Technician		18.41
12280 - Phlebotomist		17.82
12305 - Radiologic Technologist		35.35
12311 - Registered Nurse I		27.09
12312 - Registered Nurse II		33.14
12313 - Registered Nurse II, Specialist		33.14
12314 - Registered Nurse III		40.11
12315 - Registered Nurse III, Anesthetist		40.11
12316 - Registered Nurse IV		48.06
12317 - Scheduler (Drug and Alcohol Testing)		32.16
12320 - Substance Abuse Treatment Counselor		21.57
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.29
13012 - Exhibits Specialist II		22.65
13013 - Exhibits Specialist III		27.72
13041 - Illustrator I		19.93
13042 - Illustrator II		24.69
13043 - Illustrator III		30.20
13047 - Librarian		25.09
13050 - Library Aide/Clerk		14.56
13054 - Library Information Technology Systems Administrator		25.49
13058 - Library Technician		18.15
13061 - Media Specialist I		16.35
13062 - Media Specialist II		18.29
13063 - Media Specialist III		20.38
13071 - Photographer I		16.35
13072 - Photographer II		18.29
13073 - Photographer III		22.65
13074 - Photographer IV		27.72
13075 - Photographer V		33.53
13090 - Technical Order Library Clerk		16.81
13110 - Video Teleconference Technician		19.94
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.26
14042 - Computer Operator II		24.90
14043 - Computer Operator III		27.77
14044 - Computer Operator IV		30.86
14045 - Computer Operator V		34.17
14071 - Computer Programmer I	(see 1)	21.92
14072 - Computer Programmer II	(see 1)	27.18
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		22.26
14160 - Personal Computer Support Technician		30.86
14170 - System Support Specialist		34.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.92
15020 - Aircrew Training Devices Instructor (Rated)		38.62
15030 - Air Crew Training Devices Instructor (Pilot)		46.29
15050 - Computer Based Training Specialist / Instructor		31.92
15060 - Educational Technologist		30.94
15070 - Flight Instructor (Pilot)		46.29
15080 - Graphic Artist		22.86
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.29
15086 - Maintenance Test Pilot, Rotary Wing		46.29
15088 - Non-Maintenance Test/Co-Pilot		46.29
15090 - Technical Instructor		26.29
15095 - Technical Instructor/Course Developer		32.18
15110 - Test Proctor		21.24
15120 - Tutor		21.24
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)	28.27
19040 - Tool And Die Maker	33.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.27
21030 - Material Coordinator	30.41
21040 - Material Expediter	30.41
21050 - Material Handling Laborer	17.35
21071 - Order Filler	15.33
21080 - Production Line Worker (Food Processing)	21.27
21110 - Shipping Packer	21.18
21130 - Shipping/Receiving Clerk	21.18
21140 - Store Worker I	17.64
21150 - Stock Clerk	24.32
21210 - Tools And Parts Attendant	21.27
21410 - Warehouse Specialist	21.27
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.01
23019 - Aircraft Logs and Records Technician	26.52
23021 - Aircraft Mechanic I	30.90
23022 - Aircraft Mechanic II	32.01
23023 - Aircraft Mechanic III	33.13
23040 - Aircraft Mechanic Helper	24.43
23050 - Aircraft, Painter	29.39
23060 - Aircraft Servicer	26.52
23070 - Aircraft Survival Flight Equipment Technician	29.39
23080 - Aircraft Worker	27.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.90
23110 - Appliance Mechanic	28.27
23120 - Bicycle Repairer	24.83
23125 - Cable Splicer	32.69
23130 - Carpenter, Maintenance	26.56
23140 - Carpet Layer	27.75
23160 - Electrician, Maintenance	37.37
23181 - Electronics Technician Maintenance I	28.74
23182 - Electronics Technician Maintenance II	31.26
23183 - Electronics Technician Maintenance III	32.54
23260 - Fabric Worker	26.44
23290 - Fire Alarm System Mechanic	30.90
23310 - Fire Extinguisher Repairer	24.83
23311 - Fuel Distribution System Mechanic	30.90
23312 - Fuel Distribution System Operator	24.83
23370 - General Maintenance Worker	22.27
23380 - Ground Support Equipment Mechanic	30.90
23381 - Ground Support Equipment Servicer	26.52
23382 - Ground Support Equipment Worker	27.75
23391 - Gunsmith I	24.83
23392 - Gunsmith II	27.75
23393 - Gunsmith III	30.90
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.04
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.94
23430 - Heavy Equipment Mechanic	30.59
23440 - Heavy Equipment Operator	31.98
23460 - Instrument Mechanic	30.90

23465 - Laboratory/Shelter Mechanic	29.39
23470 - Laborer	17.35
23510 - Locksmith	29.39
23530 - Machinery Maintenance Mechanic	34.41
23550 - Machinist, Maintenance	23.57
23580 - Maintenance Trades Helper	22.56
23591 - Metrology Technician I	30.90
23592 - Metrology Technician II	32.01
23593 - Metrology Technician III	33.13
23640 - Millwright	31.24
23710 - Office Appliance Repairer	29.39
23760 - Painter, Maintenance	24.52
23790 - Pipefitter, Maintenance	42.34
23810 - Plumber, Maintenance	40.27
23820 - Pneudraulic Systems Mechanic	30.90
23850 - Rigger	30.90
23870 - Scale Mechanic	27.75
23890 - Sheet-Metal Worker, Maintenance	28.14
23910 - Small Engine Mechanic	27.75
23931 - Telecommunications Mechanic I	28.59
23932 - Telecommunications Mechanic II	29.61
23950 - Telephone Lineman	29.72
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	30.90
23970 - Woodcraft Worker	30.90
23980 - Woodworker	24.83
24000 - Personal Needs Occupations	
24550 - Case Manager	18.67
24570 - Child Care Attendant	13.42
24580 - Child Care Center Clerk	16.73
24610 - Chore Aide	15.08
24620 - Family Readiness And Support Services Coordinator	18.67
24630 - Homemaker	18.67
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.02
25040 - Sewage Plant Operator	24.84
25070 - Stationary Engineer	27.02
25190 - Ventilation Equipment Tender	20.36
25210 - Water Treatment Plant Operator	24.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.70
27007 - Baggage Inspector	16.74
27008 - Corrections Officer	23.46
27010 - Court Security Officer	22.80
27030 - Detection Dog Handler	18.88
27040 - Detention Officer	23.46
27070 - Firefighter	24.65
27101 - Guard I	16.74
27102 - Guard II	18.88
27131 - Police Officer I	26.54
27132 - Police Officer II	29.49
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.44
28042 - Carnival Equipment Repairer	17.53
28043 - Carnival Worker	12.32
28210 - Gate Attendant/Gate Tender	16.26
28310 - Lifeguard	14.24
28350 - Park Attendant (Aide)	18.19
28510 - Recreation Aide/Health Facility Attendant	13.28
28515 - Recreation Specialist	22.54
28630 - Sports Official	14.49
28690 - Swimming Pool Operator	19.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.43
29020 - Hatch Tender	29.43
29030 - Line Handler	29.43
29041 - Stevedore I	28.07
29042 - Stevedore II	31.10

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		19.52
30022 - Archeological Technician II		21.83
30023 - Archeological Technician III		27.04
30030 - Cartographic Technician		27.04
30040 - Civil Engineering Technician		26.82
30051 - Cryogenic Technician I		29.69
30052 - Cryogenic Technician II		32.79
30061 - Drafter/CAD Operator I		19.52
30062 - Drafter/CAD Operator II		21.83
30063 - Drafter/CAD Operator III		24.33
30064 - Drafter/CAD Operator IV		29.95
30081 - Engineering Technician I		17.22
30082 - Engineering Technician II		19.33
30083 - Engineering Technician III		21.63
30084 - Engineering Technician IV		27.03
30085 - Engineering Technician V		32.76
30086 - Engineering Technician VI		39.64
30090 - Environmental Technician		26.82
30095 - Evidence Control Specialist		26.82
30210 - Laboratory Technician		28.72
30221 - Latent Fingerprint Technician I		29.69
30222 - Latent Fingerprint Technician II		32.79
30240 - Mathematical Technician		27.04
30361 - Paralegal/Legal Assistant I		22.88
30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant III		34.66
30364 - Paralegal/Legal Assistant IV		41.94
30375 - Petroleum Supply Specialist		32.79
30390 - Photo-Optics Technician		27.04
30395 - Radiation Control Technician		32.79
30461 - Technical Writer I		26.82
30462 - Technical Writer II		32.79
30463 - Technical Writer III		39.68
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		29.95
30502 - Weather Forecaster II		36.43
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.33
30621 - Weather Observer, Senior	(see 2)	27.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		16.24
31030 - Bus Driver		23.67
31043 - Driver Courier		17.43
31260 - Parking and Lot Attendant		15.66
31290 - Shuttle Bus Driver		17.55
31310 - Taxi Driver		11.31
31361 - Truckdriver, Light		18.59
31362 - Truckdriver, Medium		22.44
31363 - Truckdriver, Heavy		25.04
31364 - Truckdriver, Tractor-Trailer		25.04
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.13
99050 - Desk Clerk		13.98
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.78
99252 - Laboratory Animal Caretaker II		18.98
99260 - Marketing Analyst		28.15

99310 - Mortician	29.28
99410 - Pest Controller	27.18
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	24.90
99711 - Recycling Specialist	29.92
99730 - Refuse Collector	22.34
99810 - Sales Clerk	13.84
99820 - School Crossing Guard	19.89
99830 - Survey Party Chief	24.09
99831 - Surveying Aide	14.83
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	26.54
99841 - Vending Machine Repairer	31.62
99842 - Vending Machine Repairer Helper	26.54

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 30 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))."" "