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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

| WASHINGTON D.C. 20210

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| Wage Determination No.: 2015-4717

Daniel W. Simms Division of | Revision No.: 32

Director Wage Determinations| Date Of Last Revision: 5/13/2026

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State: Indiana, Kentucky

Area: Indiana Counties of Clark, Floyd and Harrison

Kentucky Counties of Bullitt, Henry, Jefferson, Oldham,

Shelby and Spencer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.26
01012 - Accounting Clerk II		20.50
01013 - Accounting Clerk III		22.93
01020 - Administrative Assistant		30.51
01035 - Court Reporter		23.07
01041 - Customer Service Representative I		15.52
01042 - Customer Service Representative II		16.94
01043 - Customer Service Representative III		19.01
01051 - Data Entry Operator I		17.14
01052 - Data Entry Operator II		18.70
01060 - Dispatcher, Motor Vehicle		24.83

01070 - Document Preparation Clerk 21.54

01090 - Duplicating Machine Operator 21.54

01111 - General Clerk I 14.94

01112 - General Clerk II 16.30

01113 - General Clerk III 18.30

01120 - Housing Referral Assistant 23.50

01141 - Messenger Courier 17.55

01191 - Order Clerk I 17.31

01192 - Order Clerk II 18.89

01261 - Personnel Assistant (Employment) I 18.73

01262 - Personnel Assistant (Employment) II 20.95

01263 - Personnel Assistant (Employment) III 23.35

01270 - Production Control Clerk 26.56

01290 - Rental Clerk 17.83

01300 - Scheduler, Maintenance 18.84

01311 - Secretary I 18.84

01312 - Secretary II 21.07

01313 - Secretary III 23.50

01320 - Service Order Dispatcher 22.20

01410 - Supply Technician 30.51

01420 - Survey Worker 20.33

01460 - Switchboard Operator/Receptionist 16.47

01531 - Travel Clerk I 18.43

01532 - Travel Clerk II 20.69

01533 - Travel Clerk III 23.14

01611 - Word Processor I 16.79

01612 - Word Processor II 18.84

01613 - Word Processor III 21.07

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 24.20

05010 - Automotive Electrician 21.56

05040 - Automotive Glass Installer 20.52

05070 - Automotive Worker 20.52

05110 - Mobile Equipment Servicer 18.05

05130 - Motor Equipment Metal Mechanic 22.42

05160 - Motor Equipment Metal Worker 20.52

05190 - Motor Vehicle Mechanic 22.42

05220 - Motor Vehicle Mechanic Helper 16.83

05250 - Motor Vehicle Upholstery Worker 19.32

05280 - Motor Vehicle Wrecker 20.52

05310 - Painter, Automotive 21.56

05340 - Radiator Repair Specialist 20.52

05370 - Tire Repairer 17.59

05400 - Transmission Repair Specialist 22.42

07000 - Food Preparation And Service Occupations

07010 - Baker 17.21

07041 - Cook I 17.62

07042 - Cook II 20.03

07070 - Dishwasher 13.96

07130 - Food Service Worker 14.44

07210 - Meat Cutter 19.04

07260 - Waiter/Waitress 11.68

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 22.30

09040 - Furniture Handler 14.73

09080 - Furniture Refinisher 21.89

09090 - Furniture Refinisher Helper 17.09

09110 - Furniture Repairer, Minor 19.62

09130 - Upholsterer 21.00

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 16.14

11060 - Elevator Operator 15.99

11090 - Gardener 21.98

11122 - Housekeeping Aide 15.99

11150 - Janitor 15.99

11210 - Laborer, Grounds Maintenance 17.67

11240 - Maid or Houseman 14.83

11260 - Pruner 16.24

11270 - Tractor Operator 20.50

11330 - Trail Maintenance Worker 17.67

11360 - Window Cleaner 17.40

12000 - Health Occupations

12010 - Ambulance Driver 20.57

12011 - Breath Alcohol Technician 26.63

12012 - Certified Occupational Therapist Assistant 33.34

12015 - Certified Physical Therapist Assistant 30.59

12020 - Dental Assistant 23.63

12025 - Dental Hygienist 38.56

12030 - EKG Technician 31.62

12035 - Electroneurodiagnostic Technologist 31.62

12040 - Emergency Medical Technician 20.57

12071 - Licensed Practical Nurse I 23.82

12072 - Licensed Practical Nurse II 26.63

12073 - Licensed Practical Nurse III 29.69

12100 - Medical Assistant 19.61

12130 - Medical Laboratory Technician 30.27

12160 - Medical Record Clerk 21.71

12190 - Medical Record Technician 24.29

12195 - Medical Transcriptionist 21.11

12210 - Nuclear Medicine Technologist 46.97

12221 - Nursing Assistant I 13.38

12222 - Nursing Assistant II 15.05

12223 - Nursing Assistant III 16.43

12224 - Nursing Assistant IV 18.44

12235 - Optical Dispenser 20.47

12236 - Optical Technician 17.64

12250 - Pharmacy Technician 18.95

12280 - Phlebotomist 18.69

12305 - Radiologic Technologist 31.88

12311 - Registered Nurse I 26.38

12312 - Registered Nurse II 32.27

12313 - Registered Nurse II, Specialist 32.27

12314 - Registered Nurse III 39.04

12315 - Registered Nurse III, Anesthetist 39.04

12316 - Registered Nurse IV 46.81

12317 - Scheduler (Drug and Alcohol Testing) 33.01

12320 - Substance Abuse Treatment Counselor 25.95

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 22.66

13012 - Exhibits Specialist II 28.09

13013 - Exhibits Specialist III 34.35

13041 - Illustrator I 22.66

13042 - Illustrator II 28.09

13043 - Illustrator III 34.35

13047 - Librarian 31.10

13050 - Library Aide/Clerk 14.60

13054 - Library Information Technology Systems Administrator 28.09

13058 - Library Technician 17.49

13061 - Media Specialist I 20.27

13062 - Media Specialist II 22.66

13063 - Media Specialist III 25.27

13071 - Photographer I 19.53

13072 - Photographer II 21.85

13073 - Photographer III 27.06

13074 - Photographer IV 33.10

13075 - Photographer V 40.05

13090 - Technical Order Library Clerk 18.33

13110 - Video Teleconference Technician 23.44

14000 - Information Technology Occupations

14041 - Computer Operator I 20.43

14042 - Computer Operator II 22.85

14043 - Computer Operator III 25.47

14044 - Computer Operator IV 28.30

14045 - Computer Operator V 31.35

14071 - Computer Programmer I (see 1) 25.64

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 20.43

14160 - Personal Computer Support Technician 28.30

14170 - System Support Specialist 31.35

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor

(Non-Rated) 34.56

15020 - Aircrew Training Devices Instructor (Rated) 41.81

15030 - Air Crew Training Devices Instructor

(Pilot) 50.13

15050 - Computer Based Training Specialist /

Instructor 34.56

15060 - Educational Technologist 32.74

15070 - Flight Instructor (Pilot) 50.13

15080 - Graphic Artist 26.00

15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.13

15086 - Maintenance Test Pilot, Rotary Wing 50.13

15088 - Non-Maintenance Test/Co-Pilot 50.13

15090 - Technical Instructor 24.14

15095 - Technical Instructor/Course Developer 29.52

15110 - Test Proctor 19.49

15120 - Tutor 19.49

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) 29.33

19040 - Tool And Die Maker 34.41

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 22.15

21030 - Material Coordinator 26.56

21040 - Material Expediter 26.56

21050 - Material Handling Laborer 19.89

21071 - Order Filler 18.36

21080 - Production Line Worker (Food Processing) 22.15

21110 - Shipping Packer 21.45

21130 - Shipping/Receiving Clerk 21.45

21140 - Store Worker I 17.29

21150 - Stock Clerk 22.25

21210 - Tools And Parts Attendant 22.15

21410 - Warehouse Specialist 22.15

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 38.11

23019 - Aircraft Logs and Records Technician 31.58

23021 - Aircraft Mechanic I 36.45

23022 - Aircraft Mechanic II 38.11

23023 - Aircraft Mechanic III 39.83

23040 - Aircraft Mechanic Helper 27.37

23050 - Aircraft, Painter 35.05

23060 - Aircraft Servicer 31.58

23070 - Aircraft Survival Flight Equipment Technician 35.05

23080 - Aircraft Worker 33.36

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.36

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.45

23110 - Appliance Mechanic 22.75

23120 - Bicycle Repairer 23.85

23125 - Cable Splicer 38.27

23130 - Carpenter, Maintenance 26.60

23140 - Carpet Layer 23.36

23160 - Electrician, Maintenance 29.75

23181 - Electronics Technician Maintenance I 29.52

23182 - Electronics Technician Maintenance II 31.02

23183 - Electronics Technician Maintenance III 32.26

23260 - Fabric Worker 25.52

23290 - Fire Alarm System Mechanic 26.48

23310 - Fire Extinguisher Repairer 23.85

23311 - Fuel Distribution System Mechanic 35.18

23312 - Fuel Distribution System Operator 28.33

23370 - General Maintenance Worker 23.44

23380 - Ground Support Equipment Mechanic 36.45

23381 - Ground Support Equipment Servicer 31.58

23382 - Ground Support Equipment Worker 33.36

23391 - Gunsmith I 23.85

23392 - Gunsmith II 27.11

23393 - Gunsmith III 29.62

23410 - Heating, Ventilation And Air-Conditioning Mechanic 28.39

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 29.68

23430 - Heavy Equipment Mechanic 29.84

23440 - Heavy Equipment Operator 29.15

23460 - Instrument Mechanic 29.58

23465 - Laboratory/Shelter Mechanic 28.48

23470 - Laborer 19.89

23510 - Locksmith 23.59

23530 - Machinery Maintenance Mechanic 30.03

23550 - Machinist, Maintenance 26.96

23580 - Maintenance Trades Helper 18.78

23591 - Metrology Technician I 29.58

23592 - Metrology Technician II 30.93

23593 - Metrology Technician III 32.32

23640 - Millwright 35.81

23710 - Office Appliance Repairer 21.34

23760 - Painter, Maintenance 23.02

23790 - Pipefitter, Maintenance 31.93

23810 - Plumber, Maintenance 30.71

23820 - Pneudraulic Systems Mechanic 29.62

23850 - Rigger 30.18

23870 - Scale Mechanic 27.11

23890 - Sheet-Metal Worker, Maintenance 24.03

23910 - Small Engine Mechanic 21.86

23931 - Telecommunications Mechanic I 31.79

23932 - Telecommunications Mechanic II 33.15

23950 - Telephone Lineman 27.45

23960 - Welder, Combination, Maintenance 23.99

23965 - Well Driller 29.62

23970 - Woodcraft Worker 29.62

23980 - Woodworker 23.85

24000 - Personal Needs Occupations

24550 - Case Manager 18.97

24570 - Child Care Attendant 14.21

24580 - Child Care Center Clerk 17.71

24610 - Chore Aide 16.38

24620 - Family Readiness And Support Services Coordinator 18.97

24630 - Homemaker 18.97

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 36.22

25040 - Sewage Plant Operator 26.76

25070 - Stationary Engineer 36.22

25190 - Ventilation Equipment Tender 27.20

25210 - Water Treatment Plant Operator 26.76

27000 - Protective Service Occupations

27004 - Alarm Monitor 24.48

27007 - Baggage Inspector 16.91

27008 - Corrections Officer 21.18

27010 - Court Security Officer 22.45

27030 - Detection Dog Handler 19.37

27040 - Detention Officer 21.18

27070 - Firefighter 22.21

27101 - Guard I 16.91

27102 - Guard II 19.37

27131 - Police Officer I 27.20

27132 - Police Officer II 30.22

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 15.55

28042 - Carnival Equipment Repairer 16.68

28043 - Carnival Worker 12.32

28210 - Gate Attendant/Gate Tender 19.68

28310 - Lifeguard 14.43

28350 - Park Attendant (Aide) 22.01

28510 - Recreation Aide/Health Facility Attendant 16.25

28515 - Recreation Specialist 25.37

28630 - Sports Official 17.52

28690 - Swimming Pool Operator 18.95

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 30.45

29020 - Hatch Tender 30.45

29030 - Line Handler 30.45

29041 - Stevedore I 28.68

29042 - Stevedore II 32.00

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center

(HFO) (see 2) 46.07

30011 - Air Traffic Control Specialist, Station

(HFO) (see 2) 31.77

30012 - Air Traffic Control Specialist, Terminal

(HFO) (see 2) 34.99

30021 - Archeological Technician I 20.82

30022 - Archeological Technician II 23.29

30023 - Archeological Technician III 28.85

30030 - Cartographic Technician 28.85

30040 - Civil Engineering Technician 27.18

30051 - Cryogenic Technician I 31.95

30052 - Cryogenic Technician II 35.30

30061 - Drafter/CAD Operator I 20.82

30062 - Drafter/CAD Operator II 23.29

30063 - Drafter/CAD Operator III 25.97

30064 - Drafter/CAD Operator IV 31.95

30081 - Engineering Technician I 19.98

30082 - Engineering Technician II 22.43

30083 - Engineering Technician III 25.09

30084 - Engineering Technician IV 31.08

30085 - Engineering Technician V 38.03

30086 - Engineering Technician VI 46.01

30090 - Environmental Technician 25.22

30095 - Evidence Control Specialist 28.85

30210 - Laboratory Technician 24.03

30221 - Latent Fingerprint Technician I 29.49

30222 - Latent Fingerprint Technician II 32.56

30240 - Mathematical Technician 29.27

30361 - Paralegal/Legal Assistant I 19.96

30362 - Paralegal/Legal Assistant II 26.15

30363 - Paralegal/Legal Assistant III 30.25

30364 - Paralegal/Legal Assistant IV 36.60

30375 - Petroleum Supply Specialist 35.30

30390 - Photo-Optics Technician 28.85

30395 - Radiation Control Technician 35.30

30461 - Technical Writer I 27.23

30462 - Technical Writer II 33.31

30463 - Technical Writer III 40.29

30491 - Unexploded Ordnance (UXO) Technician I 29.28

30492 - Unexploded Ordnance (UXO) Technician II 35.43

30493 - Unexploded Ordnance (UXO) Technician III 42.46

30494 - Unexploded (UXO) Safety Escort 29.28

30495 - Unexploded (UXO) Sweep Personnel 29.28

30501 - Weather Forecaster I 31.95

30502 - Weather Forecaster II 38.87

30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 25.97

30621 - Weather Observer, Senior (see 2) 28.85

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot 35.43

31020 - Bus Aide 20.53

31030 - Bus Driver 27.20

31043 - Driver Courier 20.62

31260 - Parking and Lot Attendant 14.84

31290 - Shuttle Bus Driver 18.44

31310 - Taxi Driver 13.57

31361 - Truckdriver, Light 22.12

31362 - Truckdriver, Medium 23.67

31363 - Truckdriver, Heavy 28.28

31364 - Truckdriver, Tractor-Trailer 28.28

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist 17.27

99030 - Cashier 14.00

99050 - Desk Clerk 14.57

99095 - Embalmer	26.01
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	17.03
99252 - Laboratory Animal Caretaker II	18.26
99260 - Marketing Analyst	30.75
99310 - Mortician	27.17
99410 - Pest Controller	20.22
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	26.20
99711 - Recycling Specialist	30.40
99730 - Refuse Collector	24.08
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	16.63
99830 - Survey Party Chief	24.57
99831 - Surveying Aide	21.56
99832 - Surveying Technician	22.24
99840 - Vending Machine Attendant	17.57
99841 - Vending Machine Repairer	21.42
99842 - Vending Machine Repairer Helper	17.57

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their

own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of 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))."""