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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.: 2015-4707 Revision No.: 32 Date Of Last Revision: 5/13/2026

State: Kentucky

Area: Kentucky Counties of Bell, Breathitt, Clay, Harlan, Jackson,
Knott, Lee, Leslie, Letcher, Morgan,
Owsley, Perry and Wolfe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.94
01012 - Accounting Clerk II		19.01
01013 - Accounting Clerk III		21.26
01020 - Administrative Assistant		25.77
01035 - Court Reporter		19.38
01041 - Customer Service Representative I		14.35
01042 - Customer Service Representative II		15.66
01043 - Customer Service Representative III		17.59
01051 - Data Entry Operator I		14.44
01052 - Data Entry Operator II		15.75

01060 - Dispatcher, Motor Vehicle	19.30
01070 - Document Preparation Clerk	15.44
01090 - Duplicating Machine Operator	15.44
01111 - General Clerk I	14.69
01112 - General Clerk II	16.03
01113 - General Clerk III	17.99
01120 - Housing Referral Assistant	21.60
01141 - Messenger Courier	15.16
01191 - Order Clerk I	14.24
01192 - Order Clerk II	15.54
01261 - Personnel Assistant (Employment) I	17.62
01262 - Personnel Assistant (Employment) II	19.71
01263 - Personnel Assistant (Employment) III	21.97
01270 - Production Control Clerk	25.12
01290 - Rental Clerk	16.43
01300 - Scheduler, Maintenance	17.33
01311 - Secretary I	17.33
01312 - Secretary II	19.38
01313 - Secretary III	21.60
01320 - Service Order Dispatcher	17.25
01410 - Supply Technician	25.77
01420 - Survey Worker	16.10
01460 - Switchboard Operator/Receptionist	14.37
01531 - Travel Clerk I	15.44
01532 - Travel Clerk II	17.33
01533 - Travel Clerk III	19.38
01611 - Word Processor I	15.44
01612 - Word Processor II	17.33
01613 - Word Processor III	19.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.86
05010 - Automotive Electrician	16.96
05040 - Automotive Glass Installer	15.99
05070 - Automotive Worker	15.99
05110 - Mobile Equipment Servicer	14.03
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	15.99
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	13.04
05250 - Motor Vehicle Upholstery Worker	15.02
05280 - Motor Vehicle Wrecker	15.99
05310 - Painter, Automotive	16.96
05340 - Radiator Repair Specialist	15.99
05370 - Tire Repairer	14.51
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.10
07041 - Cook I	12.38

07042	- Cook II	14.05
07070	- Dishwasher	10.89
07130	- Food Service Worker	10.96
07210	- Meat Cutter	13.77
07260	- Waiter/Waitress	9.94
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	25.77
09040	- Furniture Handler	17.01
09080	- Furniture Refinisher	25.77
09090	- Furniture Refinisher Helper	20.00
09110	- Furniture Repairer, Minor	22.92
09130	- Upholsterer	25.77
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	14.50
11060	- Elevator Operator	14.09
11090	- Gardener	20.83
11122	- Housekeeping Aide	13.02
11150	- Janitor	13.02
11210	- Laborer, Grounds Maintenance	16.37
11240	- Maid or Houseman	13.20
11260	- Pruner	14.89
11270	- Tractor Operator	19.39
11330	- Trail Maintenance Worker	16.37
11360	- Window Cleaner	14.28
12000	- Health Occupations	
12010	- Ambulance Driver	17.26
12011	- Breath Alcohol Technician	22.17
12012	- Certified Occupational Therapist Assistant	30.42
12015	- Certified Physical Therapist Assistant	28.12
12020	- Dental Assistant	17.92
12025	- Dental Hygienist	32.84
12030	- EKG Technician	30.65
12035	- Electroneurodiagnostic Technologist	30.65
12040	- Emergency Medical Technician	17.26
12071	- Licensed Practical Nurse I	19.82
12072	- Licensed Practical Nurse II	22.17
12073	- Licensed Practical Nurse III	24.71
12100	- Medical Assistant	16.80
12130	- Medical Laboratory Technician	26.32
12160	- Medical Record Clerk	16.62
12190	- Medical Record Technician	18.59
12195	- Medical Transcriptionist	16.54
12210	- Nuclear Medicine Technologist	48.72
12221	- Nursing Assistant I	13.75
12222	- Nursing Assistant II	15.47
12223	- Nursing Assistant III	16.88
12224	- Nursing Assistant IV	18.95

12235 - Optical Dispenser		22.02
12236 - Optical Technician		19.82
12250 - Pharmacy Technician		17.58
12280 - Phlebotomist		16.64
12305 - Radiologic Technologist		31.14
12311 - Registered Nurse I		26.98
12312 - Registered Nurse II		33.00
12313 - Registered Nurse II, Specialist		33.00
12314 - Registered Nurse III		39.92
12315 - Registered Nurse III, Anesthetist		39.92
12316 - Registered Nurse IV		47.85
12317 - Scheduler (Drug and Alcohol Testing)		27.46
12320 - Substance Abuse Treatment Counselor		22.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.18
13012 - Exhibits Specialist II		27.49
13013 - Exhibits Specialist III		33.62
13041 - Illustrator I		22.18
13042 - Illustrator II		27.49
13043 - Illustrator III		33.62
13047 - Librarian		30.44
13050 - Library Aide/Clerk		13.68
13054 - Library Information Technology Systems Administrator		27.49
13058 - Library Technician		21.62
13061 - Media Specialist I		19.83
13062 - Media Specialist II		22.18
13063 - Media Specialist III		24.74
13071 - Photographer I		19.83
13072 - Photographer II		22.18
13073 - Photographer III		27.49
13074 - Photographer IV		33.62
13075 - Photographer V		40.68
13090 - Technical Order Library Clerk		17.33
13110 - Video Teleconference Technician		19.83
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.85
14042 - Computer Operator II		23.32
14043 - Computer Operator III		26.00
14044 - Computer Operator IV		28.90
14045 - Computer Operator V		32.00
14071 - Computer Programmer I	(see 1)	24.60
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	20.85
14160 - Personal Computer Support Technician	28.90
14170 - System Support Specialist	34.04
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.70
15020 - Aircrew Training Devices Instructor (Rated)	35.93
15030 - Air Crew Training Devices Instructor (Pilot)	43.08
15050 - Computer Based Training Specialist / Instructor	29.70
15060 - Educational Technologist	34.34
15070 - Flight Instructor (Pilot)	43.08
15080 - Graphic Artist	23.90
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	43.08
15086 - Maintenance Test Pilot, Rotary Wing	43.08
15088 - Non-Maintenance Test/Co-Pilot	43.08
15090 - Technical Instructor	19.54
15095 - Technical Instructor/Course Developer	23.90
15110 - Test Proctor	15.79
15120 - Tutor	15.79
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)	25.77
19040 - Tool And Die Maker	31.08
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.75
21030 - Material Coordinator	25.12
21040 - Material Expediter	25.12
21050 - Material Handling Laborer	16.16
21071 - Order Filler	14.66
21080 - Production Line Worker (Food Processing)	18.75
21110 - Shipping Packer	17.05
21130 - Shipping/Receiving Clerk	17.05
21140 - Store Worker I	14.40

21150 - Stock Clerk	19.15
21210 - Tools And Parts Attendant	18.75
21410 - Warehouse Specialist	18.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.43
23019 - Aircraft Logs and Records Technician	22.92
23021 - Aircraft Mechanic I	27.10
23022 - Aircraft Mechanic II	28.43
23023 - Aircraft Mechanic III	29.72
23040 - Aircraft Mechanic Helper	20.00
23050 - Aircraft, Painter	25.77
23060 - Aircraft Servicer	22.92
23070 - Aircraft Survival Flight Equipment Technician	25.77
23080 - Aircraft Worker	24.35
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.35
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.10
23110 - Appliance Mechanic	25.77
23120 - Bicycle Repairer	21.46
23125 - Cable Splicer	37.89
23130 - Carpenter, Maintenance	22.14
23140 - Carpet Layer	24.35
23160 - Electrician, Maintenance	31.46
23181 - Electronics Technician Maintenance I	24.35
23182 - Electronics Technician Maintenance II	25.77
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	22.92
23290 - Fire Alarm System Mechanic	27.10
23310 - Fire Extinguisher Repairer	21.46
23311 - Fuel Distribution System Mechanic	28.71
23312 - Fuel Distribution System Operator	22.61
23370 - General Maintenance Worker	18.18
23380 - Ground Support Equipment Mechanic	27.10
23381 - Ground Support Equipment Servicer	22.92
23382 - Ground Support Equipment Worker	24.35
23391 - Gunsmith I	21.46
23392 - Gunsmith II	24.35
23393 - Gunsmith III	27.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.09
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.15
23430 - Heavy Equipment Mechanic	25.19
23440 - Heavy Equipment Operator	25.41
23460 - Instrument Mechanic	27.10
23465 - Laboratory/Shelter Mechanic	25.77
23470 - Laborer	16.16

23510 - Locksmith	25.77
23530 - Machinery Maintenance Mechanic	30.37
23550 - Machinist, Maintenance	24.96
23580 - Maintenance Trades Helper	18.62
23591 - Metrology Technician I	27.10
23592 - Metrology Technician II	28.43
23593 - Metrology Technician III	29.72
23640 - Millwright	27.10
23710 - Office Appliance Repairer	25.77
23760 - Painter, Maintenance	22.48
23790 - Pipefitter, Maintenance	27.63
23810 - Plumber, Maintenance	26.30
23820 - Pneudraulic Systems Mechanic	27.10
23850 - Rigger	27.10
23870 - Scale Mechanic	24.35
23890 - Sheet-Metal Worker, Maintenance	27.10
23910 - Small Engine Mechanic	24.35
23931 - Telecommunications Mechanic I	31.06
23932 - Telecommunications Mechanic II	32.60
23950 - Telephone Lineman	26.18
23960 - Welder, Combination, Maintenance	22.12
23965 - Well Driller	27.10
23970 - Woodcraft Worker	27.10
23980 - Woodworker	21.46
24000 - Personal Needs Occupations	
24550 - Case Manager	18.10
24570 - Child Care Attendant	12.85
24580 - Child Care Center Clerk	16.02
24610 - Chore Aide	13.34
24620 - Family Readiness And Support Services Coordinator	16.81
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.62
25040 - Sewage Plant Operator	20.85
25070 - Stationary Engineer	23.62
25190 - Ventilation Equipment Tender	17.27
25210 - Water Treatment Plant Operator	20.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.53
27007 - Baggage Inspector	11.91
27008 - Corrections Officer	19.57
27010 - Court Security Officer	18.03
27030 - Detection Dog Handler	15.17
27040 - Detention Officer	19.57
27070 - Firefighter	16.64
27101 - Guard I	11.91

27102 - Guard II			15.17
27131 - Police Officer I			20.06
27132 - Police Officer II			22.30
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			11.53
28042 - Carnival Equipment Repairer			12.39
28043 - Carnival Worker			8.91
28210 - Gate Attendant/Gate Tender			18.30
28310 - Lifeguard			16.31
28350 - Park Attendant (Aide)			20.45
28510 - Recreation Aide/Health Facility Attendant			14.95
28515 - Recreation Specialist			24.71
28630 - Sports Official			16.31
28690 - Swimming Pool Operator			19.92
29000 - Stevedoring/Longshoremen Occupational Services			
29010 - Blocker And Bracer			27.20
29020 - Hatch Tender			27.20
29030 - Line Handler			27.20
29041 - Stevedore I			24.85
29042 - Stevedore II			28.88
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			20.41
30022 - Archeological Technician II			22.83
30023 - Archeological Technician III			28.28
30030 - Cartographic Technician			28.28
30040 - Civil Engineering Technician			25.34
30051 - Cryogenic Technician I			29.27
30052 - Cryogenic Technician II			32.33
30061 - Drafter/CAD Operator I			20.41
30062 - Drafter/CAD Operator II			22.83
30063 - Drafter/CAD Operator III			24.38
30064 - Drafter/CAD Operator IV			30.01
30081 - Engineering Technician I			18.18
30082 - Engineering Technician II			20.41
30083 - Engineering Technician III			22.83
30084 - Engineering Technician IV			28.28
30085 - Engineering Technician V			34.60
30086 - Engineering Technician VI			41.84
30090 - Environmental Technician			25.00
30095 - Evidence Control Specialist			28.28
30210 - Laboratory Technician			23.77

30221 - Latent Fingerprint Technician I		30.01
30222 - Latent Fingerprint Technician II		33.14
30240 - Mathematical Technician		28.28
30361 - Paralegal/Legal Assistant I		22.15
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		32.33
30390 - Photo-Optics Technician		28.28
30395 - Radiation Control Technician		32.33
30461 - Technical Writer I		28.28
30462 - Technical Writer II		34.60
30463 - Technical Writer III		41.84
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		30.01
30502 - Weather Forecaster II		36.51
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.38
30621 - Weather Observer, Senior	(see 2)	27.09
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		13.48
31030 - Bus Driver		18.47
31043 - Driver Courier		16.70
31260 - Parking and Lot Attendant		12.83
31290 - Shuttle Bus Driver		17.09
31310 - Taxi Driver		12.22
31361 - Truckdriver, Light		17.97
31362 - Truckdriver, Medium		19.25
31363 - Truckdriver, Heavy		22.73
31364 - Truckdriver, Tractor-Trailer		22.73
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		10.74
99050 - Desk Clerk		11.32
99095 - Embalmer		25.58
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		14.46
99252 - Laboratory Animal Caretaker II		15.56
99260 - Marketing Analyst		23.85
99310 - Mortician		25.58
99410 - Pest Controller		19.21
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		15.45

99711 - Recycling Specialist	18.30
99730 - Refuse Collector	14.06
99810 - Sales Clerk	13.79
99820 - School Crossing Guard	15.94
99830 - Survey Party Chief	26.51
99831 - Surveying Aide	15.64
99832 - Surveying Technician	23.54
99840 - Vending Machine Attendant	20.75
99841 - Vending Machine Repairer	25.44
99842 - Vending Machine Repairer Helper	20.75

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 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 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))."""