

"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
		Wage Determination No.: 2015-4717
Daniel W. Simms	Division of	Revision No.: 11
Director	Wage Determinations	Date Of Last Revision: 07/16/2019

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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States: Indiana Kentucky

Area: Indiana Counties of Clark Floyd Harrison Scott

Kentucky Counties of Bullitt Henry Jefferson Oldham Shelby Spencer  
Trimble

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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		14.51
01012 - Accounting Clerk II		16.28
01013 - Accounting Clerk III		18.22
01020 - Administrative Assistant		24.01
01035 - Court Reporter		17.22
01041 - Customer Service Representative I		13.30
01042 - Customer Service Representative II		14.95
01043 - Customer Service Representative III		16.32
01051 - Data Entry Operator I		13.35
01052 - Data Entry Operator II		14.99
01060 - Dispatcher Motor Vehicle		19.30
01070 - Document Preparation Clerk		14.83
01090 - Duplicating Machine Operator		14.83
01111 - General Clerk I		12.76
01112 - General Clerk II		13.92
01113 - General Clerk III		15.63
01120 - Housing Referral Assistant		20.99
01141 - Messenger Courier		12.49
01191 - Order Clerk I		13.63
01192 - Order Clerk II		15.16
01261 - Personnel Assistant (Employment) I		15.98
01262 - Personnel Assistant (Employment) II		17.89
01263 - Personnel Assistant (Employment) III		20.96
01270 - Production Control Clerk		22.63
01290 - Rental Clerk		12.53
01300 - Scheduler Maintenance		16.39
01311 - Secretary I		16.39
01312 - Secretary II		18.99
01313 - Secretary III		20.99
01320 - Service Order Dispatcher		17.25
01410 - Supply Technician		24.01

01420 - Survey Worker	16.43
01460 - Switchboard Operator/Receptionist	13.73
01531 - Travel Clerk I	15.00
01532 - Travel Clerk II	15.75
01533 - Travel Clerk III	16.47
01611 - Word Processor I	15.09
01612 - Word Processor II	16.94
01613 - Word Processor III	18.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.72
05010 - Automotive Electrician	20.33
05040 - Automotive Glass Installer	19.78
05070 - Automotive Worker	19.35
05110 - Mobile Equipment Servicer	17.20
05130 - Motor Equipment Metal Mechanic	21.11
05160 - Motor Equipment Metal Worker	19.35
05190 - Motor Vehicle Mechanic	21.11
05220 - Motor Vehicle Mechanic Helper	16.14
05250 - Motor Vehicle Upholstery Worker	18.36
05280 - Motor Vehicle Wrecker	19.35
05310 - Painter Automotive	20.33
05340 - Radiator Repair Specialist	19.35
05370 - Tire Repairer	13.74
05400 - Transmission Repair Specialist	21.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.99
07041 - Cook I	13.76
07042 - Cook II	15.60
07070 - Dishwasher	10.24
07130 - Food Service Worker	10.41
07210 - Meat Cutter	16.33
07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.88
09040 - Furniture Handler	13.79
09080 - Furniture Refinisher	17.88
09090 - Furniture Refinisher Helper	14.20

09110 - Furniture Repairer Minor	16.58
09130 - Upholsterer	17.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.02
11060 - Elevator Operator	12.37
11090 - Gardener	16.04
11122 - Housekeeping Aide	12.37
11150 - Janitor	12.37
11210 - Laborer Grounds Maintenance	12.89
11240 - Maid or Houseman	10.53
11260 - Pruner	11.85
11270 - Tractor Operator	14.96
11330 - Trail Maintenance Worker	12.89
11360 - Window Cleaner	12.83
12000 - Health Occupations	
12010 - Ambulance Driver	14.86
12011 - Breath Alcohol Technician	19.14
12012 - Certified Occupational Therapist Assistant	27.56
12015 - Certified Physical Therapist Assistant	27.59
12020 - Dental Assistant	19.06
12025 - Dental Hygienist	30.62
12030 - EKG Technician	26.58
12035 - Electroneurodiagnostic Technologist	26.58
12040 - Emergency Medical Technician	14.86
12071 - Licensed Practical Nurse I	17.11
12072 - Licensed Practical Nurse II	19.14
12073 - Licensed Practical Nurse III	21.33
12100 - Medical Assistant	16.09
12130 - Medical Laboratory Technician	22.63
12160 - Medical Record Clerk	15.35
12190 - Medical Record Technician	17.18
12195 - Medical Transcriptionist	19.58
12210 - Nuclear Medicine Technologist	33.44
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.01
12223 - Nursing Assistant III	14.20
12224 - Nursing Assistant IV	15.94

12235 - Optical Dispenser	19.24
12236 - Optical Technician	15.87
12250 - Pharmacy Technician	15.04
12280 - Phlebotomist	15.99
12305 - Radiologic Technologist	25.52
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II Specialist	27.91
12314 - Registered Nurse III	33.76
12315 - Registered Nurse III Anesthetist	33.76
12316 - Registered Nurse IV	40.47
12317 - Scheduler (Drug and Alcohol Testing)	23.71
12320 - Substance Abuse Treatment Counselor	19.15
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.25
13012 - Exhibits Specialist II	23.85
13013 - Exhibits Specialist III	29.17
13041 - Illustrator I	20.65
13042 - Illustrator II	25.59
13043 - Illustrator III	31.30
13047 - Librarian	30.98
13050 - Library Aide/Clerk	13.85
13054 - Library Information Technology Systems Administrator	27.97
13058 - Library Technician	15.90
13061 - Media Specialist I	20.18
13062 - Media Specialist II	22.58
13063 - Media Specialist III	25.16
13071 - Photographer I	15.90
13072 - Photographer II	17.79
13073 - Photographer III	22.03
13074 - Photographer IV	26.95
13075 - Photographer V	32.61
13090 - Technical Order Library Clerk	17.04
13110 - Video Teleconference Technician	21.07
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.80

14042 - Computer Operator II	17.67
14043 - Computer Operator III	19.71
14044 - Computer Operator IV	21.90
14045 - Computer Operator V	24.24
14071 - Computer Programmer I (see 1)	21.18
14072 - Computer Programmer II (see 1)	26.25
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	15.80
14160 - Personal Computer Support Technician	21.90
14170 - System Support Specialist	27.95
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.40
15020 - Aircrew Training Devices Instructor (Rated)	35.57
15030 - Air Crew Training Devices Instructor (Pilot)	42.63
15050 - Computer Based Training Specialist / Instructor	29.40
15060 - Educational Technologist	27.05
15070 - Flight Instructor (Pilot)	42.63
15080 - Graphic Artist	21.68
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.63
15086 - Maintenance Test Pilot Rotary Wing	42.63
15088 - Non-Maintenance Test/Co-Pilot	42.63
15090 - Technical Instructor	21.11
15095 - Technical Instructor/Course Developer	25.82
15110 - Test Proctor	17.04
15120 - Tutor	17.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.26
16030 - Counter Attendant	10.26
16040 - Dry Cleaner	13.02
16070 - Finisher Flatwork Machine	10.26
16090 - Presser Hand	10.26
16110 - Presser Machine Drycleaning	10.26
16130 - Presser Machine Shirts	10.26

16160 - Presser Machine Wearing Apparel Laundry	10.26
16190 - Sewing Machine Operator	13.81
16220 - Tailor	14.56
16250 - Washer Machine	11.22
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.41
19040 - Tool And Die Maker	29.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.09
21030 - Material Coordinator	22.63
21040 - Material Expediter	22.63
21050 - Material Handling Laborer	13.65
21071 - Order Filler	13.32
21080 - Production Line Worker (Food Processing)	16.09
21110 - Shipping Packer	15.58
21130 - Shipping/Receiving Clerk	15.58
21140 - Store Worker I	16.63
21150 - Stock Clerk	19.07
21210 - Tools And Parts Attendant	16.09
21410 - Warehouse Specialist	16.09
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.10
23019 - Aircraft Logs and Records Technician	26.37
23021 - Aircraft Mechanic I	29.62
23022 - Aircraft Mechanic II	31.10
23023 - Aircraft Mechanic III	32.65
23040 - Aircraft Mechanic Helper	22.39
23050 - Aircraft Painter	28.80
23060 - Aircraft Servicer	26.37
23070 - Aircraft Survival Flight Equipment Technician	28.80
23080 - Aircraft Worker	27.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.62
23110 - Appliance Mechanic	20.68
23120 - Bicycle Repairer	19.87

23125 - Cable Splicer	33.25
23130 - Carpenter Maintenance	22.07
23140 - Carpet Layer	17.55
23160 - Electrician Maintenance	27.62
23181 - Electronics Technician Maintenance I	25.28
23182 - Electronics Technician Maintenance II	26.57
23183 - Electronics Technician Maintenance III	27.62
23260 - Fabric Worker	21.21
23290 - Fire Alarm System Mechanic	21.16
23310 - Fire Extinguisher Repairer	19.87
23311 - Fuel Distribution System Mechanic	26.61
23312 - Fuel Distribution System Operator	21.32
23370 - General Maintenance Worker	18.96
23380 - Ground Support Equipment Mechanic	29.62
23381 - Ground Support Equipment Servicer	26.37
23382 - Ground Support Equipment Worker	27.10
23391 - Gunsmith I	19.87
23392 - Gunsmith II	22.52
23393 - Gunsmith III	24.60
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.82
23430 - Heavy Equipment Mechanic	22.60
23440 - Heavy Equipment Operator	22.34
23460 - Instrument Mechanic	28.10
23465 - Laboratory/Shelter Mechanic	23.67
23470 - Laborer	13.65
23510 - Locksmith	21.12
23530 - Machinery Maintenance Mechanic	24.36
23550 - Machinist Maintenance	21.12
23580 - Maintenance Trades Helper	18.78
23591 - Metrology Technician I	28.10
23592 - Metrology Technician II	29.31
23593 - Metrology Technician III	30.64
23640 - Millwright	28.15
23710 - Office Appliance Repairer	19.13



23760 - Painter Maintenance	19.67
23790 - Pipefitter Maintenance	27.89
23810 - Plumber Maintenance	26.02
23820 - Pneudraulic Systems Mechanic	24.60
23850 - Rigger	24.01
23870 - Scale Mechanic	22.52
23890 - Sheet-Metal Worker Maintenance	22.75
23910 - Small Engine Mechanic	17.33
23931 - Telecommunications Mechanic I	24.92
23932 - Telecommunications Mechanic II	25.99
23950 - Telephone Lineman	24.72
23960 - Welder Combination Maintenance	18.70
23965 - Well Driller	23.35
23970 - Woodcraft Worker	24.60
23980 - Woodworker	19.87
24000 - Personal Needs Occupations	
24550 - Case Manager	14.36
24570 - Child Care Attendant	9.34
24580 - Child Care Center Clerk	12.09
24610 - Chore Aide	11.88
24620 - Family Readiness And Support Services Coordinator	14.36
24630 - Homemaker	14.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.60
25040 - Sewage Plant Operator	22.38
25070 - Stationary Engineer	24.60
25190 - Ventilation Equipment Tender	18.57
25210 - Water Treatment Plant Operator	22.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.83
27007 - Baggage Inspector	12.83
27008 - Corrections Officer	17.26
27010 - Court Security Officer	17.26
27030 - Detection Dog Handler	16.01
27040 - Detention Officer	17.26
27070 - Firefighter	17.47

27101 - Guard I	12.83
27102 - Guard II	16.01
27131 - Police Officer I	23.29
27132 - Police Officer II	25.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.67
28042 - Carnival Equipment Repairer	12.52
28043 - Carnival Worker	9.25
28210 - Gate Attendant/Gate Tender	17.89
28310 - Lifeguard	11.05
28350 - Park Attendant (Aide)	20.01
28510 - Recreation Aide/Health Facility Attendant	14.77
28515 - Recreation Specialist	19.80
28630 - Sports Official	15.93
28690 - Swimming Pool Operator	15.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.88
29020 - Hatch Tender	24.88
29030 - Line Handler	24.88
29041 - Stevedore I	23.63
29042 - Stevedore II	26.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	18.17
30022 - Archeological Technician II	20.32
30023 - Archeological Technician III	25.19
30030 - Cartographic Technician	25.19
30040 - Civil Engineering Technician	24.71
30051 - Cryogenic Technician I	24.37
30052 - Cryogenic Technician II	26.91
30061 - Drafter/CAD Operator I	18.17
30062 - Drafter/CAD Operator II	20.32
30063 - Drafter/CAD Operator III	22.67
30064 - Drafter/CAD Operator IV	27.88
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	23.84
30095 - Evidence Control Specialist	22.00
30210 - Laboratory Technician	24.03
30221 - Latent Fingerprint Technician I	24.37
30222 - Latent Fingerprint Technician II	26.91
30240 - Mathematical Technician	26.61
30361 - Paralegal/Legal Assistant I	19.75
30362 - Paralegal/Legal Assistant II	26.15
30363 - Paralegal/Legal Assistant III	29.48
30364 - Paralegal/Legal Assistant IV	35.63
30375 - Petroleum Supply Specialist	26.91
30390 - Photo-Optics Technician	25.19
30395 - Radiation Control Technician	26.91
30461 - Technical Writer I	21.68
30462 - Technical Writer II	26.52
30463 - Technical Writer III	32.09
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	27.88
30502 - Weather Forecaster II	33.92
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 22.67
30621 - Weather Observer Senior	(see 2) 24.33
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	14.02
31030 - Bus Driver	18.58
31043 - Driver Courier	16.23
31260 - Parking and Lot Attendant	10.51

31290 - Shuttle Bus Driver	17.40
31310 - Taxi Driver	11.22
31361 - Truckdriver Light	17.40
31362 - Truckdriver Medium	18.57
31363 - Truckdriver Heavy	22.59
31364 - Truckdriver Tractor-Trailer	22.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	9.66
99050 - Desk Clerk	9.52
99095 - Embalmer	22.44
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	11.49
99252 - Laboratory Animal Caretaker II	12.32
99260 - Marketing Analyst	26.40
99310 - Mortician	25.33
99410 - Pest Controller	16.35
99510 - Photofinishing Worker	14.04
99710 - Recycling Laborer	16.60
99711 - Recycling Specialist	18.98
99730 - Refuse Collector	15.28
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	12.98
99830 - Survey Party Chief	20.35
99831 - Surveying Aide	17.87
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	13.95
99841 - Vending Machine Repairer	16.77
99842 - Vending Machine Repairer Helper	13.95

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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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

\$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."

