

"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.: 2015-4695  
Daniel W. Simms Division of | Revision No.: 14  
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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State: Kentucky

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

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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		12.73
01012 - Accounting Clerk II		14.29
01013 - Accounting Clerk III		15.99
01020 - Administrative Assistant		19.25
01035 - Court Reporter		15.15
01041 - Customer Service Representative I		9.98
01042 - Customer Service Representative II		11.22
01043 - Customer Service Representative III		12.25
01051 - Data Entry Operator I		12.93
01052 - Data Entry Operator II		14.11
01060 - Dispatcher Motor Vehicle		15.71
01070 - Document Preparation Clerk		12.06
01090 - Duplicating Machine Operator		12.06
01111 - General Clerk I		11.54
01112 - General Clerk II		12.59
01113 - General Clerk III		14.14
01120 - Housing Referral Assistant		16.88
01141 - Messenger Courier		12.32
01191 - Order Clerk I		11.88
01192 - Order Clerk II		12.97
01261 - Personnel Assistant (Employment) I		16.17
01262 - Personnel Assistant (Employment) II		18.09
01263 - Personnel Assistant (Employment) III		20.16
01270 - Production Control Clerk		20.23
01290 - Rental Clerk		11.73
01300 - Scheduler Maintenance		13.54
01311 - Secretary I		13.54
01312 - Secretary II		15.15
01313 - Secretary III		16.88
01320 - Service Order Dispatcher		14.11
01410 - Supply Technician		19.25
01420 - Survey Worker		13.72
01460 - Switchboard Operator/Receptionist		11.98

01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	13.67
01533 - Travel Clerk III	14.29
01611 - Word Processor I	12.59
01612 - Word Processor II	14.13
01613 - Word Processor III	15.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.86
05010 - Automotive Electrician	17.29
05040 - Automotive Glass Installer	16.40
05070 - Automotive Worker	16.40
05110 - Mobile Equipment Servicer	14.46
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	16.40
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	13.49
05250 - Motor Vehicle Upholstery Worker	15.44
05280 - Motor Vehicle Wrecker	16.40
05310 - Painter Automotive	17.29
05340 - Radiator Repair Specialist	16.40
05370 - Tire Repairer	13.06
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.10
07041 - Cook I	11.05
07042 - Cook II	12.54
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.98
07210 - Meat Cutter	13.26
07260 - Waiter/Waitress	8.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.90
09080 - Furniture Refinisher	16.79
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer Minor	15.38
09130 - Upholsterer	16.79

11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.16
11060 - Elevator Operator	10.95
11090 - Gardener	14.47
11122 - Housekeeping Aide	10.95
11150 - Janitor	10.95
11210 - Laborer Grounds Maintenance	11.54
11240 - Maid or Houseman	9.30
11260 - Pruner	10.67
11270 - Tractor Operator	13.51
11330 - Trail Maintenance Worker	11.54
11360 - Window Cleaner	12.01
12000 - Health Occupations	
12010 - Ambulance Driver	14.51
12011 - Breath Alcohol Technician	17.72
12012 - Certified Occupational Therapist Assistant	26.79
12015 - Certified Physical Therapist Assistant	25.72
12020 - Dental Assistant	16.12
12025 - Dental Hygienist	29.85
12030 - EKG Technician	25.33
12035 - Electroneurodiagnostic Technologist	25.33
12040 - Emergency Medical Technician	14.51
12071 - Licensed Practical Nurse I	15.84
12072 - Licensed Practical Nurse II	17.72
12073 - Licensed Practical Nurse III	19.76
12100 - Medical Assistant	14.11
12130 - Medical Laboratory Technician	22.03
12160 - Medical Record Clerk	14.74
12190 - Medical Record Technician	16.83
12195 - Medical Transcriptionist	16.78
12210 - Nuclear Medicine Technologist	34.41
12221 - Nursing Assistant I	11.51
12222 - Nursing Assistant II	12.94
12223 - Nursing Assistant III	14.12
12224 - Nursing Assistant IV	15.85
12235 - Optical Dispenser	17.06
12236 - Optical Technician	15.84

12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	13.61
12305 - Radiologic Technologist	24.46
12311 - Registered Nurse I	23.35
12312 - Registered Nurse II	28.56
12313 - Registered Nurse II Specialist	28.56
12314 - Registered Nurse III	34.55
12315 - Registered Nurse III Anesthetist	34.55
12316 - Registered Nurse IV	41.41
12317 - Scheduler (Drug and Alcohol Testing)	21.95
12320 - Substance Abuse Treatment Counselor	18.30
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.83
13012 - Exhibits Specialist II	24.56
13013 - Exhibits Specialist III	30.05
13041 - Illustrator I	19.83
13042 - Illustrator II	24.56
13043 - Illustrator III	30.05
13047 - Librarian	27.21
13050 - Library Aide/Clerk	11.33
13054 - Library Information Technology Systems Administrator	24.56
13058 - Library Technician	16.11
13061 - Media Specialist I	17.73
13062 - Media Specialist II	19.83
13063 - Media Specialist III	22.10
13071 - Photographer I	17.73
13072 - Photographer II	19.83
13073 - Photographer III	24.56
13074 - Photographer IV	30.05
13075 - Photographer V	36.35
13090 - Technical Order Library Clerk	14.15
13110 - Video Teleconference Technician	17.99
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.72
14042 - Computer Operator II	16.47
14043 - Computer Operator III	18.37

14044 - Computer Operator IV		20.41
14045 - Computer Operator V		22.60
14071 - Computer Programmer I	(see 1)	22.36
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		15.39
14160 - Personal Computer Support Technician		21.42
14170 - System Support Specialist		20.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.29
15020 - Aircrew Training Devices Instructor (Rated)		33.02
15030 - Air Crew Training Devices Instructor (Pilot)		39.35
15050 - Computer Based Training Specialist / Instructor		27.29
15060 - Educational Technologist		30.19
15070 - Flight Instructor (Pilot)		39.35
15080 - Graphic Artist		22.34
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.58
15086 - Maintenance Test Pilot Rotary Wing		39.58
15088 - Non-Maintenance Test/Co-Pilot		39.58
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		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)	19.81
19040 - Tool And Die Maker	23.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.07
21030 - Material Coordinator	20.23
21040 - Material Expediter	20.23
21050 - Material Handling Laborer	13.80
21071 - Order Filler	14.18
21080 - Production Line Worker (Food Processing)	16.07
21110 - Shipping Packer	16.13
21130 - Shipping/Receiving Clerk	16.13
21140 - Store Worker I	13.44
21150 - Stock Clerk	17.82
21210 - Tools And Parts Attendant	16.07
21410 - Warehouse Specialist	16.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.71
23019 - Aircraft Logs and Records Technician	20.10
23021 - Aircraft Mechanic I	23.53
23022 - Aircraft Mechanic II	24.71
23023 - Aircraft Mechanic III	25.94
23040 - Aircraft Mechanic Helper	18.37
23050 - Aircraft Painter	21.24
23060 - Aircraft Servicer	20.10
23070 - Aircraft Survival Flight Equipment Technician	21.24
23080 - Aircraft Worker	21.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.53
23110 - Appliance Mechanic	19.53
23120 - Bicycle Repairer	16.32
23125 - Cable Splicer	32.27
23130 - Carpenter Maintenance	18.99

23140 - Carpet Layer	18.52
23160 - Electrician Maintenance	21.32
23181 - Electronics Technician Maintenance I	24.36
23182 - Electronics Technician Maintenance II	25.69
23183 - Electronics Technician Maintenance III	26.91
23260 - Fabric Worker	17.44
23290 - Fire Alarm System Mechanic	20.46
23310 - Fire Extinguisher Repairer	16.32
23311 - Fuel Distribution System Mechanic	22.92
23312 - Fuel Distribution System Operator	18.29
23370 - General Maintenance Worker	17.68
23380 - Ground Support Equipment Mechanic	23.53
23381 - Ground Support Equipment Servicer	20.10
23382 - Ground Support Equipment Worker	21.24
23391 - Gunsmith I	16.32
23392 - Gunsmith II	18.52
23393 - Gunsmith III	20.46
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.78
23430 - Heavy Equipment Mechanic	20.87
23440 - Heavy Equipment Operator	20.93
23460 - Instrument Mechanic	20.46
23465 - Laboratory/Shelter Mechanic	19.53
23470 - Laborer	12.63
23510 - Locksmith	19.53
23530 - Machinery Maintenance Mechanic	21.77
23550 - Machinist Maintenance	19.91
23580 - Maintenance Trades Helper	14.60
23591 - Metrology Technician I	20.46
23592 - Metrology Technician II	21.41
23593 - Metrology Technician III	22.38
23640 - Millwright	25.30
23710 - Office Appliance Repairer	19.86
23760 - Painter Maintenance	18.99
23790 - Pipefitter Maintenance	21.87

23810 - Plumber Maintenance	20.79
23820 - Pneudraulic Systems Mechanic	20.46
23850 - Rigger	20.46
23870 - Scale Mechanic	18.52
23890 - Sheet-Metal Worker Maintenance	20.46
23910 - Small Engine Mechanic	18.09
23931 - Telecommunications Mechanic I	26.83
23932 - Telecommunications Mechanic II	27.90
23950 - Telephone Lineman	20.98
23960 - Welder Combination Maintenance	19.91
23965 - Well Driller	20.46
23970 - Woodcraft Worker	20.46
23980 - Woodworker	16.32
24000 - Personal Needs Occupations	
24550 - Case Manager	13.53
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	12.99
24620 - Family Readiness And Support Services Coordinator	13.53
24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.02
25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	22.02
25190 - Ventilation Equipment Tender	15.23
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	10.91
27008 - Corrections Officer	16.58
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	15.17
27040 - Detention Officer	16.58
27070 - Firefighter	16.64
27101 - Guard I	10.91
27102 - Guard II	15.17

27131 - Police Officer I	18.00
27132 - Police Officer II	20.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.39
28042 - Carnival Equipment Repairer	12.20
28043 - Carnival Worker	8.89
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.14
28350 - Park Attendant (Aide)	15.01
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	18.59
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	16.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.68
29020 - Hatch Tender	23.68
29030 - Line Handler	23.68
29041 - Stevedore I	20.54
29042 - Stevedore II	24.83
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	17.49
30022 - Archeological Technician II	19.80
30023 - Archeological Technician III	24.23
30030 - Cartographic Technician	24.23
30040 - Civil Engineering Technician	22.31
30051 - Cryogenic Technician I	24.19
30052 - Cryogenic Technician II	26.71
30061 - Drafter/CAD Operator I	17.49
30062 - Drafter/CAD Operator II	19.80
30063 - Drafter/CAD Operator III	20.60
30064 - Drafter/CAD Operator IV	25.36
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	17.49
30083 - Engineering Technician III	20.67

30084 - Engineering Technician IV	24.23
30085 - Engineering Technician V	31.34
30086 - Engineering Technician VI	35.87
30090 - Environmental Technician	22.89
30095 - Evidence Control Specialist	24.23
30210 - Laboratory Technician	19.65
30221 - Latent Fingerprint Technician I	24.19
30222 - Latent Fingerprint Technician II	26.71
30240 - Mathematical Technician	24.23
30361 - Paralegal/Legal Assistant I	19.13
30362 - Paralegal/Legal Assistant II	26.11
30363 - Paralegal/Legal Assistant III	31.92
30364 - Paralegal/Legal Assistant IV	38.63
30375 - Petroleum Supply Specialist	26.71
30390 - Photo-Optics Technician	24.23
30395 - Radiation Control Technician	26.71
30461 - Technical Writer I	24.23
30462 - Technical Writer II	29.82
30463 - Technical Writer III	35.87
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	26.10
30502 - Weather Forecaster II	30.84
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 20.60
30621 - Weather Observer Senior	(see 2) 24.23
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	12.84
31030 - Bus Driver	17.47
31043 - Driver Courier	13.71
31260 - Parking and Lot Attendant	11.96
31290 - Shuttle Bus Driver	14.76
31310 - Taxi Driver	10.12

31361 - Truckdriver Light	14.76
31362 - Truckdriver Medium	18.91
31363 - Truckdriver Heavy	19.75
31364 - Truckdriver Tractor-Trailer	19.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	8.96
99050 - Desk Clerk	9.96
99095 - Embalmer	23.25
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	13.20
99252 - Laboratory Animal Caretaker II	14.14
99260 - Marketing Analyst	20.96
99310 - Mortician	23.25
99410 - Pest Controller	14.43
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	14.40
99711 - Recycling Specialist	16.84
99730 - Refuse Collector	13.15
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	14.91
99830 - Survey Party Chief	21.90
99831 - Surveying Aide	12.91
99832 - Surveying Technician	19.45
99840 - Vending Machine Attendant	16.86
99841 - Vending Machine Repairer	19.59
99842 - Vending Machine Repairer Helper	16.86

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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 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 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))."