"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

Wage Determination No.: 2015-4687
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Daniel W. Simms
Director

Division of
Wage Determinations

State: Kentucky

Area: Kentucky Counties of Caldwell, Crittenden, Hopkins, Lyon, Muhlenberg, Ohio, Todd, Union, Webster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.21
01012 - Accounting Clerk II		18.19
01013 - Accounting Clerk III		20.35
01020 - Administrative Assistant		24.28
01035 - Court Reporter		19.89
01041 - Customer Service Representative I		14.21
01042 - Customer Service Representative II		15.50
01043 - Customer Service Representative III		17.40
01051 - Data Entry Operator I		15.22
01052 - Data Entry Operator II		16.61
01060 - Dispatcher, Motor Vehicle		20.54
01070 - Document Preparation Clerk		15.84
01090 - Duplicating Machine Operator		15.84
01111 - General Clerk I		14.75
01112 - General Clerk II		16.10
01113 - General Clerk III		18.07
01120 - Housing Referral Assistant		22.16
01141 - Messenger Courier		17.39
01191 - Order Clerk I		15.88
01192 - Order Clerk II		17.34
01261 - Personnel Assistant (Employment) I		17.87
01262 - Personnel Assistant (Employment) II		19.99
01263 - Personnel Assistant (Employment) III		22.28
01270 - Production Control Clerk		24.86
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		17.78
01311 - Secretary I		17.78
01312 - Secretary II		19.89
01313 - Secretary III		22.16
01320 - Service Order Dispatcher		18.36
01410 - Supply Technician		24.28
01420 - Survey Worker		16.81
01460 - Switchboard Operator/Receptionist		14.00
01531 - Travel Clerk I		15.84
01532 - Travel Clerk II		17.23
01533 - Travel Clerk III		18.34
01611 - Word Processor I		15.84
01612 - Word Processor II		17.78
01613 - Word Processor III		19.89
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.61
05010 - Automotive Electrician		17.11
05040 - Automotive Glass Installer		16.28
05070 - Automotive Worker		16.28
05110 - Mobile Equipment Servicer		14.59
05130 - Motor Equipment Metal Mechanic		17.91
05160 - Motor Equipment Metal Worker		16.28
05190 - Motor Vehicle Mechanic		17.91
05220 - Motor Vehicle Mechanic Helper		13.73
05250 - Motor Vehicle Upholstery Worker		15.45
05280 - Motor Vehicle Wrecker		16.28
05310 - Painter, Automotive		17.11
05340 - Radiator Repair Specialist		16.28
05370 - Tire Repairer		16.05
05400 - Transmission Repair Specialist		17.83
07000 - Food Preparation And Service Occupations		
07010 - Baker		14.71
07041 - Cook I		13.71
07042 - Cook II		15.55
07070 - Dishwasher		11.16
07130 - Food Service Worker		10.58
07210 - Meat Cutter		15.42
07260 - Waiter/Waitress		10.29
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		19.77
09040 - Furniture Handler		13.00
09080 - Furniture Refinisher		19.77
09090 - Furniture Refinisher Helper		15.20
09110 - Furniture Repairer, Minor		17.05

09130 - Upholsterer		19.77
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		16.26
11060 - Elevator Operator		15.28
11090 - Gardener		18.48
11122 - Housekeeping Aide		14.27
11150 - Janitor		14.27
11210 - Laborer, Grounds Maintenance		14.77
11240 - Maid or Houseman		13.17
11260 - Pruner		13.50
11270 - Tractor Operator		17.27
11330 - Trail Maintenance Worker		14.77
11360 - Window Cleaner		15.61
12000 - Health Occupations		
12010 - Ambulance Driver		16.13
12011 - Breath Alcohol Technician		24.64
12012 - Certified Occupational Therapist Assistant		29.81
12015 - Certified Physical Therapist Assistant		29.10
12020 - Dental Assistant		17.91
12025 - Dental Hygienist		33.74
12030 - EKG Technician		28.16
12035 - Electroneurodiagnostic Technologist		28.16
12040 - Emergency Medical Technician		16.13
12071 - Licensed Practical Nurse I		22.03
12072 - Licensed Practical Nurse II		24.64
12073 - Licensed Practical Nurse III		27.46
12100 - Medical Assistant		17.20
12130 - Medical Laboratory Technician		26.04
12160 - Medical Record Clerk		17.60
12190 - Medical Record Technician		19.69
12195 - Medical Transcriptionist		18.65
12210 - Nuclear Medicine Technologist		54.14
12221 - Nursing Assistant I		13.79
12222 - Nursing Assistant II		15.51
12223 - Nursing Assistant III		16.92
12224 - Nursing Assistant IV		19.01
12235 - Optical Dispenser		18.94
12236 - Optical Technician		22.03
12250 - Pharmacy Technician		17.42
12280 - Phlebotomist		17.73
12305 - Radiologic Technologist		30.29
12311 - Registered Nurse I		25.52
12312 - Registered Nurse II		31.21
12313 - Registered Nurse II, Specialist		31.21
12314 - Registered Nurse III		37.76
12315 - Registered Nurse III, Anesthetist		37.76
12316 - Registered Nurse IV		45.27
12317 - Scheduler (Drug and Alcohol Testing)		30.52
12320 - Substance Abuse Treatment Counselor		21.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.14
13012 - Exhibits Specialist II		27.43
13013 - Exhibits Specialist III		33.55
13041 - Illustrator I		22.14
13042 - Illustrator II		27.43
13043 - Illustrator III		33.55
13047 - Librarian		30.38
13050 - Library Aide/Clerk		15.17
13054 - Library Information Technology Systems Administrator		27.43
13058 - Library Technician		17.78
13061 - Media Specialist I		19.80
13062 - Media Specialist II		22.14
13063 - Media Specialist III		24.68
13071 - Photographer I		19.80
13072 - Photographer II		22.14
13073 - Photographer III		27.43
13074 - Photographer IV		33.55
13075 - Photographer V		40.59
13090 - Technical Order Library Clerk		19.04
13110 - Video Teleconference Technician		19.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.01
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.34
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	23.03
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		19.01
14160 - Personal Computer Support Technician		26.34
14170 - System Support Specialist		29.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.01
15020 - Aircrew Training Devices Instructor (Rated)		39.94
15030 - Air Crew Training Devices Instructor (Pilot)		47.88
15050 - Computer Based Training Specialist / Instructor		33.01
15060 - Educational Technologist		32.41

15070 - Flight Instructor (Pilot)	47.88
15080 - Graphic Artist	19.99
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	47.88
15086 - Maintenance Test Pilot, Rotary Wing	47.88
15088 - Non-Maintenance Test/Co-Pilot	47.88
15090 - Technical Instructor	20.39
15095 - Technical Instructor/Course Developer	24.95
15110 - Test Proctor	16.46
15120 - Tutor	16.46
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.90
16030 - Counter Attendant	10.90
16040 - Dry Cleaner	13.22
16070 - Finisher, Flatwork, Machine	10.90
16090 - Presser, Hand	10.90
16110 - Presser, Machine, Drycleaning	10.90
16130 - Presser, Machine, Shirts	10.90
16160 - Presser, Machine, Wearing Apparel, Laundry	10.90
16190 - Sewing Machine Operator	14.07
16220 - Tailor	14.84
16250 - Washer, Machine	11.82
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.17
19040 - Tool And Die Maker	29.15
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.48
21030 - Material Coordinator	24.86
21040 - Material Expediter	24.86
21050 - Material Handling Laborer	18.01
21071 - Order Filler	15.22
21080 - Production Line Worker (Food Processing)	20.48
21110 - Shipping Packer	18.18
21130 - Shipping/Receiving Clerk	18.18
21140 - Store Worker I	16.30
21150 - Stock Clerk	21.39
21210 - Tools And Parts Attendant	20.48
21410 - Warehouse Specialist	20.48
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.87
23019 - Aircraft Logs and Records Technician	24.98
23021 - Aircraft Mechanic I	29.40
23022 - Aircraft Mechanic II	30.87
23023 - Aircraft Mechanic III	32.38
23040 - Aircraft Mechanic Helper	21.87
23050 - Aircraft, Painter	28.00
23060 - Aircraft Servicer	24.98
23070 - Aircraft Survival Flight Equipment Technician	28.00
23080 - Aircraft Worker	26.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.56
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.40
23110 - Appliance Mechanic	26.27
23120 - Bicycle Repairer	21.97
23125 - Cable Splicer	38.93
23130 - Carpenter, Maintenance	23.71
23140 - Carpet Layer	24.92
23160 - Electrician, Maintenance	28.46
23181 - Electronics Technician Maintenance I	30.95
23182 - Electronics Technician Maintenance II	32.63
23183 - Electronics Technician Maintenance III	34.25
23260 - Fabric Worker	23.43
23290 - Fire Alarm System Mechanic	25.88
23310 - Fire Extinguisher Repairer	21.97
23311 - Fuel Distribution System Mechanic	30.57
23312 - Fuel Distribution System Operator	25.61
23370 - General Maintenance Worker	21.66
23380 - Ground Support Equipment Mechanic	29.40
23381 - Ground Support Equipment Servicer	24.98
23382 - Ground Support Equipment Worker	26.56
23391 - Gunsmith I	21.97
23392 - Gunsmith II	24.92
23393 - Gunsmith III	27.58
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.09
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.35
23430 - Heavy Equipment Mechanic	26.56
23440 - Heavy Equipment Operator	26.79
23460 - Instrument Mechanic	34.52
23465 - Laboratory/Shelter Mechanic	26.27
23470 - Laborer	18.01
23510 - Locksmith	26.27
23530 - Machinery Maintenance Mechanic	31.50
23550 - Machinist, Maintenance	23.14
23580 - Maintenance Trades Helper	17.38
23591 - Metrology Technician I	34.52
23592 - Metrology Technician II	36.19
23593 - Metrology Technician III	37.98
23640 - Millwright	29.27
23710 - Office Appliance Repairer	26.27
23760 - Painter, Maintenance	20.98
23790 - Pipefitter, Maintenance	32.20

23810 - Plumber, Maintenance	30.67
23820 - Pneudraulic Systems Mechanic	27.58
23850 - Rigger	27.58
23870 - Scale Mechanic	24.92
23890 - Sheet-Metal Worker, Maintenance	27.58
23910 - Small Engine Mechanic	17.80
23931 - Telecommunications Mechanic I	37.71
23932 - Telecommunications Mechanic II	39.60
23950 - Telephone Lineman	26.78
23960 - Welder, Combination, Maintenance	23.61
23965 - Well Driller	27.58
23970 - Woodcraft Worker	27.58
23980 - Woodworker	21.97
24000 - Personal Needs Occupations	
24550 - Case Manager	17.55
24570 - Child Care Attendant	12.35
24580 - Child Care Center Clerk	15.41
24610 - Chore Aide	13.78
24620 - Family Readiness And Support Services Coordinator	17.55
24630 - Homemaker	17.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.66
25040 - Sewage Plant Operator	22.59
25070 - Stationary Engineer	24.66
25190 - Ventilation Equipment Tender	18.34
25210 - Water Treatment Plant Operator	22.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.13
27007 - Baggage Inspector	16.50
27008 - Corrections Officer	18.81
27010 - Court Security Officer	19.04
27030 - Detection Dog Handler	18.46
27040 - Detention Officer	18.81
27070 - Firefighter	18.17
27101 - Guard I	16.50
27102 - Guard II	18.46
27131 - Police Officer I	23.27
27132 - Police Officer II	25.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.71
28042 - Carnival Equipment Repairer	14.67
28043 - Carnival Worker	10.72
28210 - Gate Attendant/Gate Tender	18.42
28310 - Lifeguard	14.81
28350 - Park Attendant (Aide)	20.61
28510 - Recreation Aide/Health Facility Attendant	15.04
28515 - Recreation Specialist	25.33
28630 - Sports Official	16.41
28690 - Swimming Pool Operator	16.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.51
29020 - Hatch Tender	29.51
29030 - Line Handler	29.51
29041 - Stevedore I	27.75
29042 - Stevedore II	31.11
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	18.36
30022 - Archeological Technician II	20.54
30023 - Archeological Technician III	25.44
30030 - Cartographic Technician	25.44
30040 - Civil Engineering Technician	25.34
30051 - Cryogenic Technician I	28.18
30052 - Cryogenic Technician II	31.12
30061 - Drafter/CAD Operator I	18.36
30062 - Drafter/CAD Operator II	20.54
30063 - Drafter/CAD Operator III	22.89
30064 - Drafter/CAD Operator IV	28.18
30081 - Engineering Technician I	18.36
30082 - Engineering Technician II	20.60
30083 - Engineering Technician III	23.05
30084 - Engineering Technician IV	28.54
30085 - Engineering Technician V	34.91
30086 - Engineering Technician VI	42.24
30090 - Environmental Technician	27.01
30095 - Evidence Control Specialist	25.44
30210 - Laboratory Technician	25.93
30221 - Latent Fingerprint Technician I	28.18
30222 - Latent Fingerprint Technician II	31.12
30240 - Mathematical Technician	25.44
30361 - Paralegal/Legal Assistant I	21.60
30362 - Paralegal/Legal Assistant II	26.77
30363 - Paralegal/Legal Assistant III	32.75
30364 - Paralegal/Legal Assistant IV	39.62
30375 - Petroleum Supply Specialist	31.12
30390 - Photo-Optics Technician	25.44
30395 - Radiation Control Technician	31.12
30461 - Technical Writer I	25.44
30462 - Technical Writer II	31.12
30463 - Technical Writer III	37.65

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		28.18
30502 - Weather Forecaster II		34.28
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.89
30621 - Weather Observer, Senior	(see 2)	25.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		12.59
31030 - Bus Driver		16.82
31043 - Driver Courier		17.45
31260 - Parking and Lot Attendant		13.64
31290 - Shuttle Bus Driver		14.99
31310 - Taxi Driver		14.10
31361 - Truckdriver, Light		18.68
31362 - Truckdriver, Medium		19.92
31363 - Truckdriver, Heavy		24.03
31364 - Truckdriver, Tractor-Trailer		24.03
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		11.33
99050 - Desk Clerk		11.57
99095 - Embalmer		25.60
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		14.13
99252 - Laboratory Animal Caretaker II		15.13
99260 - Marketing Analyst		25.03
99310 - Mortician		25.60
99410 - Pest Controller		17.42
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		17.50
99711 - Recycling Specialist		20.46
99730 - Refuse Collector		16.00
99810 - Sales Clerk		13.56
99820 - School Crossing Guard		18.03
99830 - Survey Party Chief		24.84
99831 - Surveying Aide		14.76
99832 - Surveying Technician		22.59
99840 - Vending Machine Attendant		23.06
99841 - Vending Machine Repairer		28.00
99842 - Vending Machine Repairer Helper		23.06

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 $13.30 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 2025. 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 8 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))."