Wage Determination

NOUN	NSN	SHOP	Employee Grade(s)	Occupation Code/Title
MODULE, CCA special functions (Slot A7)	5998015555340WF	SRU	WG-2604-11 Step 1	23183 / ELECTRONICS TECHNICIAN, MAINTENANCE III

"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.: 2015-4787
Revision No.: 31
Date Of Last Revision: 12/03/2025

State: Indiana

Area: Indiana Counties of Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Marion, Morgan, Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.40
01012 - Accounting Clerk II		20.65
01013 - Accounting Clerk III		23.10
01020 - Administrative Assistant		30.20
01035 - Court Reporter		22.96
01041 - Customer Service Representative I		16.53
01042 - Customer Service Representative II		18.04
01043 - Customer Service Representative III		20.25
01051 - Data Entry Operator I		16.40
01052 - Data Entry Operator II		17.90
01060 - Dispatcher, Motor Vehicle		23.28
01070 - Document Preparation Clerk		18.29
01090 - Duplicating Machine Operator		18.29
01111 - General Clerk I		17.80
01112 - General Clerk II		19.42
01113 - General Clerk III		21.80
01120 - Housing Referral Assistant		22.77
01141 - Messenger Courier		17.69
01191 - Order Clerk I		19.86
01192 - Order Clerk II		21.67
01261 - Personnel Assistant (Employment) I		19.15
01262 - Personnel Assistant (Employment) II		21.42
01263 - Personnel Assistant (Employment) III		23.87
01270 - Production Control Clerk		27.20
01290 - Rental Clerk		17.53
01300 - Scheduler, Maintenance		18.26
01311 - Secretary I		19.04
01312 - Secretary II		21.31
01313 - Secretary III		23.75
01320 - Service Order Dispatcher		20.81

01410 - Supply Technician	30.20
01420 - Survey Worker	21.21
01460 - Switchboard Operator/Receptionist	17.84
01531 - Travel Clerk I	20.91
01532 - Travel Clerk II	22.29
01533 - Travel Clerk III	23.94
01611 - Word Processor I	17.31
01612 - Word Processor II	19.43
01613 - Word Processor III	21.73
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.12
05010 - Automotive Electrician	22.35
05040 - Automotive Glass Installer	21.18
05070 - Automotive Worker	21.18
05110 - Mobile Equipment Servicer	19.00
05130 - Motor Equipment Metal Mechanic	23.48
05160 - Motor Equipment Metal Worker	21.18
05190 - Motor Vehicle Mechanic	23.48
05220 - Motor Vehicle Mechanic Helper	17.82
05250 - Motor Vehicle Upholstery Worker	20.12
05280 - Motor Vehicle Wrecker	21.18
05310 - Painter, Automotive	22.35
05340 - Radiator Repair Specialist	21.18
05370 - Tire Repairer	17.43
05400 - Transmission Repair Specialist	23.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.66
07041 - Cook I	17.36
07042 - Cook II	19.36
07070 - Dishwasher	13.74
07130 - Food Service Worker	14.99
07210 - Meat Cutter	17.52
07260 - Waiter/Waitress	13.55
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.65
09040 - Furniture Handler	15.60
09080 - Furniture Refinisher	23.35
09090 - Furniture Refinisher Helper	18.62
09110 - Furniture Repairer, Minor	21.03
09130 - Upholsterer	22.51
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.40
11060 - Elevator Operator	17.12
11090 - Gardener	23.01
11122 - Housekeeping Aide	17.12
11150 - Janitor	17.12
11210 - Laborer, Grounds Maintenance	17.97
11240 - Maid or Houseman	15.21
11260 - Pruner	16.15
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	17.97
11360 - Window Cleaner	19.04
12000 - Health Occupations	
12010 - Ambulance Driver	20.68

12011 - Breath Alcohol Technician	28.02
12012 - Certified Occupational Therapist Assistant	29.46
12015 - Certified Physical Therapist Assistant	30.91
12020 - Dental Assistant	23.54
12025 - Dental Hygienist	44.61
12030 - EKG Technician	38.01
12035 - Electroneurodiagnostic Technologist	38.01
12040 - Emergency Medical Technician	20.68
12071 - Licensed Practical Nurse I	25.05
12072 - Licensed Practical Nurse II	28.02
12073 - Licensed Practical Nurse III	31.23
12100 - Medical Assistant	21.67
12130 - Medical Laboratory Technician	28.10
12160 - Medical Record Clerk	20.35
12190 - Medical Record Technician	22.76
12195 - Medical Transcriptionist	20.98
12210 - Nuclear Medicine Technologist	47.39
12221 - Nursing Assistant I	13.31
12222 - Nursing Assistant II	14.98
12223 - Nursing Assistant III	16.35
12224 - Nursing Assistant IV	18.35
12235 - Optical Dispenser	18.42
12236 - Optical Technician	22.15
12250 - Pharmacy Technician	19.35
12280 - Phlebotomist	18.74
12305 - Radiologic Technologist	37.90
12311 - Registered Nurse I	26.42
12312 - Registered Nurse II	32.31
12313 - Registered Nurse II, Specialist	32.31
12314 - Registered Nurse III	39.09
12315 - Registered Nurse III, Anesthetist	39.09
12316 - Registered Nurse IV	46.87
12317 - Scheduler (Drug and Alcohol Testing)	34.71
12320 - Substance Abuse Treatment Counselor	23.07
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.39
13012 - Exhibits Specialist II	28.98
13013 - Exhibits Specialist III	35.45
13041 - Illustrator I	19.93
13042 - Illustrator II	24.69
13043 - Illustrator III	30.20
13047 - Librarian	26.10
13050 - Library Aide/Clerk	13.82
13054 - Library Information Technology Systems Administrator	25.49
13058 - Library Technician	17.68
13061 - Media Specialist I	17.01
13062 - Media Specialist II	19.02
13063 - Media Specialist III	21.20
13071 - Photographer I	19.53
13072 - Photographer II	21.84
13073 - Photographer III	27.06
13074 - Photographer IV	33.10
13075 - Photographer V	40.05

13090 - Technical Order Library Clerk		17.27
13110 - Video Teleconference Technician		24.72
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.21
14042 - Computer Operator II		25.96
14043 - Computer Operator III		28.94
14044 - Computer Operator IV		32.16
14045 - Computer Operator V		35.62
14071 - Computer Programmer I	(see 1)	25.33
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		23.21
14160 - Personal Computer Support Technician		32.16
14170 - System Support Specialist		35.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.98
15020 - Aircrew Training Devices Instructor (Rated)		39.90
15030 - Air Crew Training Devices Instructor (Pilot)		47.84
15050 - Computer Based Training Specialist / Instructor		32.98
15060 - Educational Technologist		31.95
15070 - Flight Instructor (Pilot)		47.84
15080 - Graphic Artist		26.58
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.84
15086 - Maintenance Test Pilot, Rotary Wing		47.84
15088 - Non-Maintenance Test/Co-Pilot		47.84
15090 - Technical Instructor		28.76
15095 - Technical Instructor/Course Developer		35.17
15110 - Test Proctor		23.22
15120 - Tutor		23.22
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.17
16030 - Counter Attendant		12.17
16040 - Dry Cleaner		14.99
16070 - Finisher, Flatwork, Machine		12.17
16090 - Presser, Hand		12.17
16110 - Presser, Machine, Drycleaning		12.17
16130 - Presser, Machine, Shirts		12.17
16160 - Presser, Machine, Wearing Apparel, Laundry		12.17
16190 - Sewing Machine Operator		16.04
16220 - Tailor		17.07
16250 - Washer, Machine		12.84
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.05
19040 - Tool And Die Maker		30.30
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.04
21030 - Material Coordinator		27.20
21040 - Material Expediter		27.20
21050 - Material Handling Laborer		20.04
21071 - Order Filler		17.18

21080 - Production Line Worker (Food Processing)	22.04
21110 - Shipping Packer	21.62
21130 - Shipping/Receiving Clerk	21.62
21140 - Store Worker I	17.76
21150 - Stock Clerk	24.53
21210 - Tools And Parts Attendant	22.04
21410 - Warehouse Specialist	22.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.28
23019 - Aircraft Logs and Records Technician	29.17
23021 - Aircraft Mechanic I	33.09
23022 - Aircraft Mechanic II	34.28
23023 - Aircraft Mechanic III	35.49
23040 - Aircraft Mechanic Helper	26.87
23050 - Aircraft, Painter	31.96
23060 - Aircraft Servicer	29.17
23070 - Aircraft Survival Flight Equipment Technician	31.96
23080 - Aircraft Worker	30.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.09
23110 - Appliance Mechanic	23.57
23120 - Bicycle Repairer	21.78
23125 - Cable Splicer	46.44
23130 - Carpenter, Maintenance	29.74
23140 - Carpet Layer	24.77
23160 - Electrician, Maintenance	31.10
23181 - Electronics Technician Maintenance I	30.29
23182 - Electronics Technician Maintenance II	31.88
23183 - Electronics Technician Maintenance III	33.50
23260 - Fabric Worker	26.00
23290 - Fire Alarm System Mechanic	24.75
23310 - Fire Extinguisher Repairer	24.54
23311 - Fuel Distribution System Mechanic	34.65
23312 - Fuel Distribution System Operator	28.47
23370 - General Maintenance Worker	23.61
23380 - Ground Support Equipment Mechanic	33.09
23381 - Ground Support Equipment Servicer	29.17
23382 - Ground Support Equipment Worker	30.48
23391 - Gunsmith I	24.54
23392 - Gunsmith II	27.37
23393 - Gunsmith III	30.34
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.82
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.89
23430 - Heavy Equipment Mechanic	32.11
23440 - Heavy Equipment Operator	38.49
23460 - Instrument Mechanic	34.22
23465 - Laboratory/Shelter Mechanic	28.87
23470 - Laborer	20.04
23510 - Locksmith	25.15
23530 - Machinery Maintenance Mechanic	31.51

23550 - Machinist, Maintenance	23.41
23580 - Maintenance Trades Helper	18.71
23591 - Metrology Technician I	34.22
23592 - Metrology Technician II	35.45
23593 - Metrology Technician III	36.69
23640 - Millwright	36.40
23710 - Office Appliance Repairer	22.65
23760 - Painter, Maintenance	24.12
23790 - Pipefitter, Maintenance	34.06
23810 - Plumber, Maintenance	32.41
23820 - Pneudraulic Systems Mechanic	30.34
23850 - Rigger	30.53
23870 - Scale Mechanic	27.37
23890 - Sheet-Metal Worker, Maintenance	30.82
23910 - Small Engine Mechanic	22.87
23931 - Telecommunications Mechanic I	30.34
23932 - Telecommunications Mechanic II	31.43
23950 - Telephone Lineman	27.29
23960 - Welder, Combination, Maintenance	23.70
23965 - Well Driller	28.93
23970 - Woodcraft Worker	30.34
23980 - Woodworker	24.54
24000 - Personal Needs Occupations	
24550 - Case Manager	21.04
24570 - Child Care Attendant	14.24
24580 - Child Care Center Clerk	17.75
24610 - Chore Aide	15.14
24620 - Family Readiness And Support Services Coordinator	21.04
24630 - Homemaker	21.04
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.84
25040 - Sewage Plant Operator	27.85
25070 - Stationary Engineer	34.84
25190 - Ventilation Equipment Tender	26.46
25210 - Water Treatment Plant Operator	27.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.17
27007 - Baggage Inspector	17.90
27008 - Corrections Officer	21.97
27010 - Court Security Officer	26.92
27030 - Detection Dog Handler	20.83
27040 - Detention Officer	21.97
27070 - Firefighter	31.87
27101 - Guard I	17.90
27102 - Guard II	20.83
27131 - Police Officer I	34.91
27132 - Police Officer II	38.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.12
28042 - Carnival Equipment Repairer	18.25
28043 - Carnival Worker	12.81
28210 - Gate Attendant/Gate Tender	17.51
28310 - Lifeguard	14.17

28350 - Park Attendant (Aide)	19.59
28510 - Recreation Aide/Health Facility Attendant	14.30
28515 - Recreation Specialist	24.27
28630 - Sports Official	15.60
28690 - Swimming Pool Operator	20.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	36.65
29020 - Hatch Tender	36.65
29030 - Line Handler	36.65
29041 - Stevedore I	34.82
29042 - Stevedore II	38.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.50
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	32.07
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.31
30021 - Archeological Technician I	21.04
30022 - Archeological Technician II	23.54
30023 - Archeological Technician III	29.15
30030 - Cartographic Technician	29.15
30040 - Civil Engineering Technician	31.19
30051 - Cryogenic Technician I	32.29
30052 - Cryogenic Technician II	35.65
30061 - Drafter/CAD Operator I	21.04
30062 - Drafter/CAD Operator II	23.54
30063 - Drafter/CAD Operator III	26.23
30064 - Drafter/CAD Operator IV	32.29
30081 - Engineering Technician I	16.48
30082 - Engineering Technician II	18.50
30083 - Engineering Technician III	21.32
30084 - Engineering Technician IV	27.03
30085 - Engineering Technician V	31.36
30086 - Engineering Technician VI	37.94
30090 - Environmental Technician	23.53
30095 - Evidence Control Specialist	29.15
30210 - Laboratory Technician	24.99
30221 - Latent Fingerprint Technician I	30.02
30222 - Latent Fingerprint Technician II	33.16
30240 - Mathematical Technician	29.15
30361 - Paralegal/Legal Assistant I	22.48
30362 - Paralegal/Legal Assistant II	27.84
30363 - Paralegal/Legal Assistant III	34.05
30364 - Paralegal/Legal Assistant IV	41.20
30375 - Petroleum Supply Specialist	35.65
30390 - Photo-Optics Technician	29.15
30395 - Radiation Control Technician	35.65
30461 - Technical Writer I	26.76
30462 - Technical Writer II	32.73
30463 - Technical Writer III	39.60
30491 - Unexploded Ordnance (UXO) Technician I	29.55
30492 - Unexploded Ordnance (UXO) Technician II	35.76
30493 - Unexploded Ordnance (UXO) Technician III	42.86
30494 - Unexploded (UXO) Safety Escort	29.55
30495 - Unexploded (UXO) Sweep Personnel	29.55
30501 - Weather Forecaster I	32.29

30502 - Weather Forecaster II		39.28
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.23
30621 - Weather Observer, Senior	(see 2)	29.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.76
31020 - Bus Aide		19.03
31030 - Bus Driver		25.82
31043 - Driver Courier		20.30
31260 - Parking and Lot Attendant		12.61
31290 - Shuttle Bus Driver		17.52
31310 - Taxi Driver		14.19
31361 - Truckdriver, Light		21.64
31362 - Truckdriver, Medium		22.94
31363 - Truckdriver, Heavy		29.69
31364 - Truckdriver, Tractor-Trailer		29.69
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.43
99030 - Cashier		13.95
99050 - Desk Clerk		14.86
99095 - Embalmer		29.92
99130 - Flight Follower		29.55
99251 - Laboratory Animal Caretaker I		17.38
99252 - Laboratory Animal Caretaker II		18.53
99260 - Marketing Analyst		32.52
99310 - Mortician		29.92
99410 - Pest Controller		22.22
99510 - Photofinishing Worker		17.39
99710 - Recycling Laborer		26.04
99711 - Recycling Specialist		31.26
99730 - Refuse Collector		23.40
99810 - Sales Clerk		14.77
99820 - School Crossing Guard		18.71
99830 - Survey Party Chief		32.27
99831 - Surveying Aide		19.85
99832 - Surveying Technician		25.89
99840 - Vending Machine Attendant		17.20
99841 - Vending Machine Repairer		20.36
99842 - Vending Machine Repairer Helper		17.20

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, 4 weeks after 15 years, and 5 weeks after 30 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))."