

## Attachment 3 VA256-17-R-0756

WD 15-5117 (Rev.-2) was first posted on www.wdol.gov on 01/03/2017

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5117 Revision No.: 2 Date Of Revision: 12/30/2016
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 2017. 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).

State: Arkansas

Area: Arkansas Counties of Faulkner, Lonoke, Perry, Pulaski, Saline

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.44
01012 - Accounting Clerk II		15.08
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		18.06
01035 - Court Reporter		15.69
01041 - Customer Service Representative I		12.08
01042 - Customer Service Representative II		13.59
01043 - Customer Service Representative III		14.83
01051 - Data Entry Operator I		12.87
01052 - Data Entry Operator II		14.38
01060 - Dispatcher, Motor Vehicle		16.42
01070 - Document Preparation Clerk		11.36
01090 - Duplicating Machine Operator		11.36
01111 - General Clerk I		11.50
01112 - General Clerk II		12.55
01113 - General Clerk III		14.08
01120 - Housing Referral Assistant		17.39
01141 - Messenger Courier		11.92
01191 - Order Clerk I		12.19
01192 - Order Clerk II		13.30
01261 - Personnel Assistant (Employment) I		14.86
01262 - Personnel Assistant (Employment) II		16.29
01263 - Personnel Assistant (Employment) III		18.16
01270 - Production Control Clerk		20.68
01290 - Rental Clerk		10.23
01300 - Scheduler, Maintenance		13.94
01311 - Secretary I		13.94
01312 - Secretary II		15.59
01313 - Secretary III		17.39
01320 - Service Order Dispatcher		16.25
01410 - Supply Technician		18.06
01420 - Survey Worker		14.62
01460 - Switchboard Operator/Receptionist		11.00
01531 - Travel Clerk I		11.82
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.60
01611 - Word Processor I		12.80
01612 - Word Processor II		14.30
01613 - Word Processor III		15.99
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.08

05010 - Automotive Electrician	17.59
05040 - Automotive Glass Installer	14.86
05070 - Automotive Worker	15.04
05110 - Mobile Equipment Servicer	13.27
05130 - Motor Equipment Metal Mechanic	17.43
05160 - Motor Equipment Metal Worker	15.04
05190 - Motor Vehicle Mechanic	17.43
05220 - Motor Vehicle Mechanic Helper	12.42
05250 - Motor Vehicle Upholstery Worker	14.86
05280 - Motor Vehicle Wrecker	15.04
05310 - Painter, Automotive	15.90
05340 - Radiator Repair Specialist	15.04
05370 - Tire Repairer	10.83
05400 - Transmission Repair Specialist	17.43
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.23
07041 - Cook I	9.02
07042 - Cook II	10.26
07070 - Dishwasher	9.00
07130 - Food Service Worker	8.84
07210 - Meat Cutter	13.79
07260 - Waiter/Waitress	8.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.76
09040 - Furniture Handler	10.37
09080 - Furniture Refinisher	14.76
09090 - Furniture Refinisher Helper	11.53
09110 - Furniture Repairer, Minor	13.15
09130 - Upholsterer	14.76
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.94
11060 - Elevator Operator	9.94
11090 - Gardener	13.48
11122 - Housekeeping Aide	9.78
11150 - Janitor	9.78
11210 - Laborer, Grounds Maintenance	10.82
11240 - Maid or Houseman	8.86
11260 - Pruner	9.86
11270 - Tractor Operator	12.75
11330 - Trail Maintenance Worker	10.82
11360 - Window Cleaner	10.26
12000 - Health Occupations	
12010 - Ambulance Driver	14.53
12011 - Breath Alcohol Technician	15.41
12012 - Certified Occupational Therapist Assistant	24.07
12015 - Certified Physical Therapist Assistant	22.52
12020 - Dental Assistant	15.33
12025 - Dental Hygienist	30.62
12030 - EKG Technician	26.27
12035 - Electroneurodiagnostic Technologist	26.27
12040 - Emergency Medical Technician	14.53
12071 - Licensed Practical Nurse I	14.66
12072 - Licensed Practical Nurse II	16.41
12073 - Licensed Practical Nurse III	18.28
12100 - Medical Assistant	13.83
12130 - Medical Laboratory Technician	17.27
12160 - Medical Record Clerk	15.16
12190 - Medical Record Technician	16.84
12195 - Medical Transcriptionist	14.42
12210 - Nuclear Medicine Technologist	33.03
12221 - Nursing Assistant I	11.17
12222 - Nursing Assistant II	12.56
12223 - Nursing Assistant III	13.70
12224 - Nursing Assistant IV	15.38
12235 - Optical Dispenser	15.66
12236 - Optical Technician	14.78
12250 - Pharmacy Technician	14.10
12280 - Phlebotomist	14.17
12305 - Radiologic Technologist	23.84
12311 - Registered Nurse I	24.41
12312 - Registered Nurse II	29.86
12313 - Registered Nurse II, Specialist	29.86
12314 - Registered Nurse III	36.12

12315 - Registered Nurse III, Anesthetist	36.12
12316 - Registered Nurse IV	43.29
12317 - Scheduler (Drug and Alcohol Testing)	19.09
12320 - Substance Abuse Treatment Counselor	15.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.70
13012 - Exhibits Specialist II	23.15
13013 - Exhibits Specialist III	28.32
13041 - Illustrator I	18.29
13042 - Illustrator II	22.66
13043 - Illustrator III	27.72
13047 - Librarian	25.64
13050 - Library Aide/Clerk	9.06
13054 - Library Information Technology Systems Administrator	23.15
13058 - Library Technician	13.35
13061 - Media Specialist I	16.70
13062 - Media Specialist II	18.70
13063 - Media Specialist III	20.84
13071 - Photographer I	14.26
13072 - Photographer II	15.96
13073 - Photographer III	19.76
13074 - Photographer IV	24.17
13075 - Photographer V	29.25
13090 - Technical Order Library Clerk	12.21
13110 - Video Teleconference Technician	17.16
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.69
14042 - Computer Operator II	17.55
14043 - Computer Operator III	19.57
14044 - Computer Operator IV	21.84
14045 - Computer Operator V	24.08
14071 - Computer Programmer I	(see 1) 21.44
14072 - Computer Programmer II	(see 1) 25.80
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	15.69
14160 - Personal Computer Support Technician	24.02
14170 - System Support Specialist	24.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.78
15020 - Aircrew Training Devices Instructor (Rated)	35.88
15030 - Air Crew Training Devices Instructor (Pilot)	40.56
15050 - Computer Based Training Specialist / Instructor	29.78
15060 - Educational Technologist	29.22
15070 - Flight Instructor (Pilot)	40.56
15080 - Graphic Artist	19.50
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	40.56
15086 - Maintenance Test Pilot, Rotary Wing	40.56
15088 - Non-Maintenance Test/Co-Pilot	40.56
15090 - Technical Instructor	20.60
15095 - Technical Instructor/Course Developer	25.20
15110 - Test Proctor	16.63
15120 - Tutor	16.63
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.02
16030 - Counter Attendant	9.02
16040 - Dry Cleaner	11.33
16070 - Finisher, Flatwork, Machine	9.02
16090 - Presser, Hand	9.02
16110 - Presser, Machine, Drycleaning	9.02
16130 - Presser, Machine, Shirts	9.02
16160 - Presser, Machine, Wearing Apparel, Laundry	9.02
16190 - Sewing Machine Operator	12.16
16220 - Tailor	13.00
16250 - Washer, Machine	9.80
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.14
19040 - Tool And Die Maker	21.20
21000 - Materials Handling And Packing Occupations	

21020 - Forklift Operator	13.29
21030 - Material Coordinator	20.68
21040 - Material Expediter	20.68
21050 - Material Handling Laborer	11.08
21071 - Order Filler	10.85
21080 - Production Line Worker (Food Processing)	13.29
21110 - Shipping Packer	13.15
21130 - Shipping/Receiving Clerk	13.15
21140 - Store Worker I	10.85
21150 - Stock Clerk	14.40
21210 - Tools And Parts Attendant	13.29
21410 - Warehouse Specialist	13.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.94
23019 - Aircraft Logs and Records Technician	19.12
23021 - Aircraft Mechanic I	23.61
23022 - Aircraft Mechanic II	24.94
23023 - Aircraft Mechanic III	26.30
23040 - Aircraft Mechanic Helper	16.74
23050 - Aircraft, Painter	22.22
23060 - Aircraft Servicer	19.12
23070 - Aircraft Survival Flight Equipment Technician	22.22
23080 - Aircraft Worker	20.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.61
23110 - Appliance Mechanic	17.11
23120 - Bicycle Repairer	11.91
23125 - Cable Splicer	25.16
23130 - Carpenter, Maintenance	16.41
23140 - Carpet Layer	17.33
23160 - Electrician, Maintenance	19.81
23181 - Electronics Technician Maintenance I	21.82
23182 - Electronics Technician Maintenance II	23.33
23183 - Electronics Technician Maintenance III	23.96
23260 - Fabric Worker	16.30
23290 - Fire Alarm System Mechanic	17.37
23310 - Fire Extinguisher Repairer	15.23
23311 - Fuel Distribution System Mechanic	20.49
23312 - Fuel Distribution System Operator	17.91
23370 - General Maintenance Worker	14.98
23380 - Ground Support Equipment Mechanic	23.61
23381 - Ground Support Equipment Servicer	19.12
23382 - Ground Support Equipment Worker	20.31
23391 - Gunsmith I	15.23
23392 - Gunsmith II	17.33
23393 - Gunsmith III	19.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.47
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.58
23430 - Heavy Equipment Mechanic	19.76
23440 - Heavy Equipment Operator	16.79
23460 - Instrument Mechanic	18.51
23465 - Laboratory/Shelter Mechanic	18.48
23470 - Laborer	11.08
23510 - Locksmith	16.89
23530 - Machinery Maintenance Mechanic	20.93
23550 - Machinist, Maintenance	18.49
23580 - Maintenance Trades Helper	12.02
23591 - Metrology Technician I	18.51
23592 - Metrology Technician II	19.56
23593 - Metrology Technician III	20.63
23640 - Millwright	17.23
23710 - Office Appliance Repairer	18.65
23760 - Painter, Maintenance	16.02
23790 - Pipefitter, Maintenance	20.27
23810 - Plumber, Maintenance	19.09
23820 - Pneudraulic Systems Mechanic	19.63
23850 - Rigger	19.63
23870 - Scale Mechanic	17.33
23890 - Sheet-Metal Worker, Maintenance	17.14

23910 - Small Engine Mechanic	15.94
23931 - Telecommunications Mechanic I	21.73
23932 - Telecommunications Mechanic II	22.96
23950 - Telephone Lineman	21.12
23960 - Welder, Combination, Maintenance	16.55
23965 - Well Driller	19.63
23970 - Woodcraft Worker	19.63
23980 - Woodworker	15.23
24000 - Personal Needs Occupations	
24550 - Case Manager	12.64
24570 - Child Care Attendant	9.10
24580 - Child Care Center Clerk	11.35
24610 - Chore Aide	9.22
24620 - Family Readiness And Support Services Coordinator	12.64
24630 - Homemaker	15.14
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.22
25040 - Sewage Plant Operator	17.61
25070 - Stationary Engineer	19.22
25190 - Ventilation Equipment Tender	13.89
25210 - Water Treatment Plant Operator	17.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.90
27007 - Baggage Inspector	11.41
27008 - Corrections Officer	16.48
27010 - Court Security Officer	17.87
27030 - Detection Dog Handler	13.80
27040 - Detention Officer	16.48
27070 - Firefighter	19.43
27101 - Guard I	11.41
27102 - Guard II	13.80
27131 - Police Officer I	18.75
27132 - Police Officer II	20.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.02
28042 - Carnival Equipment Repairer	11.78
28043 - Carnival Worker	8.62
28210 - Gate Attendant/Gate Tender	13.18
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.49
28515 - Recreation Specialist	16.19
28630 - Sports Official	11.45
28690 - Swimming Pool Operator	16.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.97
29020 - Hatch Tender	16.97
29030 - Line Handler	16.97
29041 - Stevedore I	15.96
29042 - Stevedore II	18.11
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.04
30021 - Archeological Technician I	17.38
30022 - Archeological Technician II	19.44
30023 - Archeological Technician III	22.65
30030 - Cartographic Technician	24.09
30040 - Civil Engineering Technician	22.03
30051 - Cryogenic Technician I	26.67
30052 - Cryogenic Technician II	29.46
30061 - Drafter/CAD Operator I	17.38
30062 - Drafter/CAD Operator II	19.44
30063 - Drafter/CAD Operator III	21.68
30064 - Drafter/CAD Operator IV	26.67
30081 - Engineering Technician I	15.21
30082 - Engineering Technician II	17.07
30083 - Engineering Technician III	19.09
30084 - Engineering Technician IV	23.66
30085 - Engineering Technician V	28.94
30086 - Engineering Technician VI	35.01
30090 - Environmental Technician	17.69

30095 - Evidence Control Specialist	19.67
30210 - Laboratory Technician	19.06
30221 - Latent Fingerprint Technician I	18.70
30222 - Latent Fingerprint Technician II	20.65
30240 - Mathematical Technician	24.09
30361 - Paralegal/Legal Assistant I	17.95
30362 - Paralegal/Legal Assistant II	20.04
30363 - Paralegal/Legal Assistant III	23.31
30364 - Paralegal/Legal Assistant IV	27.05
30375 - Petroleum Supply Specialist	24.06
30390 - Photo-Optics Technician	24.09
30395 - Radiation Control Technician	24.06
30461 - Technical Writer I	21.78
30462 - Technical Writer II	26.65
30463 - Technical Writer III	32.25
30491 - Unexploded Ordnance (UXO) Technician I	23.46
30492 - Unexploded Ordnance (UXO) Technician II	28.39
30493 - Unexploded Ordnance (UXO) Technician III	34.03
30494 - Unexploded (UXO) Safety Escort	23.46
30495 - Unexploded (UXO) Sweep Personnel	23.46
30501 - Weather Forecaster I	26.67
30502 - Weather Forecaster II	32.45
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.68
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 24.09
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.39
31020 - Bus Aide	12.55
31030 - Bus Driver	17.05
31043 - Driver Courier	13.14
31260 - Parking and Lot Attendant	9.63
31290 - Shuttle Bus Driver	13.33
31310 - Taxi Driver	10.38
31361 - Truckdriver, Light	13.33
31362 - Truckdriver, Medium	14.28
31363 - Truckdriver, Heavy	17.84
31364 - Truckdriver, Tractor-Trailer	17.84
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.84
99030 - Cashier	8.86
99050 - Desk Clerk	8.63
99095 - Embalmer	23.46
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	9.59
99252 - Laboratory Animal Caretaker II	10.30
99260 - Marketing Analyst	27.10
99310 - Mortician	23.46
99410 - Pest Controller	13.94
99510 - Photofinishing Worker	11.58
99710 - Recycling Laborer	13.84
99711 - Recycling Specialist	16.34
99730 - Refuse Collector	13.08
99810 - Sales Clerk	10.57
99820 - School Crossing Guard	9.26
99830 - Survey Party Chief	18.67
99831 - Surveying Aide	12.35
99832 - Surveying Technician	16.97
99840 - Vending Machine Attendant	10.97
99841 - Vending Machine Repairer	13.30
99842 - Vending Machine Repairer Helper	10.97

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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: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, 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)).