

## Operations, Project &amp; Improvement Coaching for Memphis VAMC

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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                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4673  
Revision No.: 3  
Date Of Revision: 07/25/2017

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).

States: Arkansas, Mississippi, Tennessee

Area: Arkansas County of Crittenden  
Mississippi Counties of Benton, De Soto, Marshall  
Tennessee Counties of Fayette, Shelby, Tipton

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.35
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		22.72
01035 - Court Reporter		20.57
01041 - Customer Service Representative I		12.73
01042 - Customer Service Representative II		14.31
01043 - Customer Service Representative III		15.62
01051 - Data Entry Operator I		12.52
01052 - Data Entry Operator II		13.67
01060 - Dispatcher, Motor Vehicle		21.14
01070 - Document Preparation Clerk		13.07
01090 - Duplicating Machine Operator		13.07
01111 - General Clerk I		12.76
01112 - General Clerk II		13.93
01113 - General Clerk III		15.64
01120 - Housing Referral Assistant		20.25
01141 - Messenger Courier		14.05
01191 - Order Clerk I		14.74
01192 - Order Clerk II		16.09
01261 - Personnel Assistant (Employment) I		15.51
01262 - Personnel Assistant (Employment) II		17.36
01263 - Personnel Assistant (Employment) III		19.71
01270 - Production Control Clerk		20.76
01290 - Rental Clerk		15.13
01300 - Scheduler, Maintenance		15.74
01311 - Secretary I		15.74
01312 - Secretary II		17.61

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01313 - Secretary III	19.63
01320 - Service Order Dispatcher	19.13
01410 - Supply Technician	22.72
01420 - Survey Worker	17.19
01460 - Switchboard Operator/Receptionist	13.23
01531 - Travel Clerk I	12.98
01532 - Travel Clerk II	13.82
01533 - Travel Clerk III	14.88
01611 - Word Processor I	13.60
01612 - Word Processor II	15.28
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.85
05010 - Automotive Electrician	19.23
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.21
05110 - Mobile Equipment Servicer	15.07
05130 - Motor Equipment Metal Mechanic	19.23
05160 - Motor Equipment Metal Worker	17.21
05190 - Motor Vehicle Mechanic	19.23
05220 - Motor Vehicle Mechanic Helper	13.97
05250 - Motor Vehicle Upholstery Worker	17.21
05280 - Motor Vehicle Wrecker	17.21
05310 - Painter, Automotive	18.23
05340 - Radiator Repair Specialist	17.21
05370 - Tire Repairer	13.69
05400 - Transmission Repair Specialist	19.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.40
07041 - Cook I	10.30
07042 - Cook II	12.09
07070 - Dishwasher	8.96
07130 - Food Service Worker	9.24
07210 - Meat Cutter	13.65
07260 - Waiter/Waitress	8.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.21
09040 - Furniture Handler	10.74
09080 - Furniture Refinisher	16.21
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer, Minor	15.27
09130 - Upholsterer	17.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.02
11060 - Elevator Operator	11.02
11090 - Gardener	16.52
11122 - Housekeeping Aide	11.16
11150 - Janitor	11.16
11210 - Laborer, Grounds Maintenance	12.47
11240 - Maid or Houseman	9.24
11260 - Pruner	11.10
11270 - Tractor Operator	15.18
11330 - Trail Maintenance Worker	12.47
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	18.19
12011 - Breath Alcohol Technician	18.08
12012 - Certified Occupational Therapist Assistant	24.04
12015 - Certified Physical Therapist Assistant	24.04
12020 - Dental Assistant	17.69
12025 - Dental Hygienist	31.09
12030 - EKG Technician	23.14
12035 - Electroneurodiagnostic Technologist	23.14

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12040 - Emergency Medical Technician	18.19
12071 - Licensed Practical Nurse I	16.22
12072 - Licensed Practical Nurse II	18.14
12073 - Licensed Practical Nurse III	20.22
12100 - Medical Assistant	14.10
12130 - Medical Laboratory Technician	19.43
12160 - Medical Record Clerk	15.39
12190 - Medical Record Technician	17.22
12195 - Medical Transcriptionist	16.52
12210 - Nuclear Medicine Technologist	33.88
12221 - Nursing Assistant I	10.90
12222 - Nursing Assistant II	12.26
12223 - Nursing Assistant III	13.38
12224 - Nursing Assistant IV	15.03
12235 - Optical Dispenser	17.25
12236 - Optical Technician	14.65
12250 - Pharmacy Technician	16.01
12280 - Phlebotomist	13.75
12305 - Radiologic Technologist	26.46
12311 - Registered Nurse I	25.41
12312 - Registered Nurse II	30.43
12313 - Registered Nurse II, Specialist	30.43
12314 - Registered Nurse III	36.80
12315 - Registered Nurse III, Anesthetist	36.80
12316 - Registered Nurse IV	44.11
12317 - Scheduler (Drug and Alcohol Testing)	22.39
12320 - Substance Abuse Treatment Counselor	22.22
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.40
13012 - Exhibits Specialist II	23.95
13013 - Exhibits Specialist III	29.29
13041 - Illustrator I	19.88
13042 - Illustrator II	23.95
13043 - Illustrator III	29.29
13047 - Librarian	26.51
13050 - Library Aide/Clerk	13.06
13054 - Library Information Technology Systems Administrator	23.93
13058 - Library Technician	13.53
13061 - Media Specialist I	17.28
13062 - Media Specialist II	19.33
13063 - Media Specialist III	21.55
13071 - Photographer I	14.68
13072 - Photographer II	17.85
13073 - Photographer III	20.68
13074 - Photographer IV	23.22
13075 - Photographer V	28.10
13090 - Technical Order Library Clerk	16.41
13110 - Video Teleconference Technician	18.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.64
14042 - Computer Operator II	18.67
14043 - Computer Operator III	20.82
14044 - Computer Operator IV	23.14
14045 - Computer Operator V	25.61
14071 - Computer Programmer I	(see 1) 21.66
14072 - Computer Programmer II	(see 1) 26.85
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	16.64

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14160 - Personal Computer Support Technician	23.14
14170 - System Support Specialist	26.77
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.88
15020 - Aircrew Training Devices Instructor (Rated)	36.76
15030 - Air Crew Training Devices Instructor (Pilot)	40.44
15050 - Computer Based Training Specialist / Instructor	27.88
15060 - Educational Technologist	29.85
15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	23.07
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	40.35
15086 - Maintenance Test Pilot, Rotary Wing	40.35
15088 - Non-Maintenance Test/Co-Pilot	40.35
15090 - Technical Instructor	21.83
15095 - Technical Instructor/Course Developer	26.71
15110 - Test Proctor	17.62
15120 - Tutor	17.62
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.80
16030 - Counter Attendant	9.80
16040 - Dry Cleaner	12.59
16070 - Finisher, Flatwork, Machine	9.80
16090 - Presser, Hand	9.80
16110 - Presser, Machine, Drycleaning	9.80
16130 - Presser, Machine, Shirts	9.80
16160 - Presser, Machine, Wearing Apparel, Laundry	9.80
16190 - Sewing Machine Operator	13.47
16220 - Tailor	14.35
16250 - Washer, Machine	10.81
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.56
19040 - Tool And Die Maker	23.42
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.74
21030 - Material Coordinator	20.76
21040 - Material Expediter	20.76
21050 - Material Handling Laborer	13.47
21071 - Order Filler	11.66
21080 - Production Line Worker (Food Processing)	13.74
21110 - Shipping Packer	14.59
21130 - Shipping/Receiving Clerk	14.59
21140 - Store Worker I	10.96
21150 - Stock Clerk	15.49
21210 - Tools And Parts Attendant	13.74
21410 - Warehouse Specialist	13.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.69
23019 - Aircraft Logs and Records Technician	19.77
23021 - Aircraft Mechanic I	26.37
23022 - Aircraft Mechanic II	27.69
23023 - Aircraft Mechanic III	29.06
23040 - Aircraft Mechanic Helper	17.17
23050 - Aircraft, Painter	24.93
23060 - Aircraft Servicer	19.77
23070 - Aircraft Survival Flight Equipment Technician	24.93
23080 - Aircraft Worker	21.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.37
23110 - Appliance Mechanic	17.27
23120 - Bicycle Repairer	13.78
23125 - Cable Splicer	28.91

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23130 - Carpenter, Maintenance	18.18
23140 - Carpet Layer	19.83
23160 - Electrician, Maintenance	23.82
23181 - Electronics Technician Maintenance I	22.20
23182 - Electronics Technician Maintenance II	23.75
23183 - Electronics Technician Maintenance III	25.30
23260 - Fabric Worker	18.40
23290 - Fire Alarm System Mechanic	20.29
23310 - Fire Extinguisher Repairer	16.91
23311 - Fuel Distribution System Mechanic	23.29
23312 - Fuel Distribution System Operator	17.42
23370 - General Maintenance Worker	17.37
23380 - Ground Support Equipment Mechanic	23.97
23381 - Ground Support Equipment Servicer	17.97
23382 - Ground Support Equipment Worker	19.14
23391 - Gunsmith I	16.91
23392 - Gunsmith II	19.83
23393 - Gunsmith III	22.61
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.42
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.77
23430 - Heavy Equipment Mechanic	20.69
23440 - Heavy Equipment Operator	18.68
23460 - Instrument Mechanic	20.87
23465 - Laboratory/Shelter Mechanic	21.23
23470 - Laborer	12.70
23510 - Locksmith	18.29
23530 - Machinery Maintenance Mechanic	24.14
23550 - Machinist, Maintenance	21.97
23580 - Maintenance Trades Helper	13.67
23591 - Metrology Technician I	20.87
23592 - Metrology Technician II	22.12
23593 - Metrology Technician III	23.46
23640 - Millwright	23.21
23710 - Office Appliance Repairer	17.58
23760 - Painter, Maintenance	17.49
23790 - Pipefitter, Maintenance	23.74
23810 - Plumber, Maintenance	22.75
23820 - Pneudraulic Systems Mechanic	22.61
23850 - Rigger	22.21
23870 - Scale Mechanic	19.83
23890 - Sheet-Metal Worker, Maintenance	18.72
23910 - Small Engine Mechanic	17.13
23931 - Telecommunications Mechanic I	23.97
23932 - Telecommunications Mechanic II	25.40
23950 - Telephone Lineman	20.01
23960 - Welder, Combination, Maintenance	19.71
23965 - Well Driller	23.95
23970 - Woodcraft Worker	22.61
23980 - Woodworker	16.91
24000 - Personal Needs Occupations	
24550 - Case Manager	13.82
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.11
24610 - Chore Aide	8.93
24620 - Family Readiness And Support Services Coordinator	13.82
24630 - Homemaker	16.62
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.84
25040 - Sewage Plant Operator	20.10
25070 - Stationary Engineer	27.84

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25190 - Ventilation Equipment Tender	19.13
25210 - Water Treatment Plant Operator	20.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.45
27007 - Baggage Inspector	10.69
27008 - Corrections Officer	21.15
27010 - Court Security Officer	21.77
27030 - Detection Dog Handler	12.35
27040 - Detention Officer	21.15
27070 - Firefighter	18.67
27101 - Guard I	10.69
27102 - Guard II	12.35
27131 - Police Officer I	22.76
27132 - Police Officer II	25.29
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.58
28042 - Carnival Equipment Repairer	13.56
28043 - Carnival Worker	9.24
28210 - Gate Attendant/Gate Tender	15.10
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	16.89
28510 - Recreation Aide/Health Facility Attendant	12.32
28515 - Recreation Specialist	15.36
28630 - Sports Official	13.45
28690 - Swimming Pool Operator	15.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.71
29020 - Hatch Tender	19.71
29030 - Line Handler	19.71
29041 - Stevedore I	19.27
29042 - Stevedore II	21.77
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	17.20
30022 - Archeological Technician II	19.25
30023 - Archeological Technician III	23.84
30030 - Cartographic Technician	23.84
30040 - Civil Engineering Technician	22.40
30051 - Cryogenic Technician I	26.40
30052 - Cryogenic Technician II	29.15
30061 - Drafter/CAD Operator I	17.20
30062 - Drafter/CAD Operator II	19.25
30063 - Drafter/CAD Operator III	21.45
30064 - Drafter/CAD Operator IV	26.40
30081 - Engineering Technician I	17.14
30082 - Engineering Technician II	18.54
30083 - Engineering Technician III	21.52
30084 - Engineering Technician IV	25.66
30085 - Engineering Technician V	30.95
30086 - Engineering Technician VI	37.45
30090 - Environmental Technician	23.34
30095 - Evidence Control Specialist	23.84
30210 - Laboratory Technician	21.45
30221 - Latent Fingerprint Technician I	26.40
30222 - Latent Fingerprint Technician II	29.15
30240 - Mathematical Technician	23.84
30361 - Paralegal/Legal Assistant I	18.81
30362 - Paralegal/Legal Assistant II	22.35
30363 - Paralegal/Legal Assistant III	27.35
30364 - Paralegal/Legal Assistant IV	33.08
30375 - Petroleum Supply Specialist	29.15

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30390 - Photo-Optics Technician	23.84
30395 - Radiation Control Technician	29.15
30461 - Technical Writer I	23.84
30462 - Technical Writer II	29.15
30463 - Technical Writer III	35.28
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	26.40
30502 - Weather Forecaster II	32.11
30620 - Weather Observer, Combined Upper Air Or (see 2)	21.45
Surface Programs	
30621 - Weather Observer, Senior (see 2)	23.84
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	14.12
31030 - Bus Driver	20.24
31043 - Driver Courier	14.48
31260 - Parking and Lot Attendant	9.36
31290 - Shuttle Bus Driver	15.75
31310 - Taxi Driver	10.94
31361 - Truckdriver, Light	15.75
31362 - Truckdriver, Medium	17.14
31363 - Truckdriver, Heavy	20.79
31364 - Truckdriver, Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.13
99050 - Desk Clerk	10.07
99095 - Embalmer	24.26
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	11.95
99252 - Laboratory Animal Caretaker II	13.40
99260 - Marketing Analyst	27.82
99310 - Mortician	24.26
99410 - Pest Controller	15.45
99510 - Photofinishing Worker	12.19
99710 - Recycling Laborer	16.53
99711 - Recycling Specialist	19.38
99730 - Refuse Collector	14.72
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	14.11
99830 - Survey Party Chief	23.58
99831 - Surveying Aide	15.46
99832 - Surveying Technician	21.16
99840 - Vending Machine Attendant	13.94
99841 - Vending Machine Repairer	17.34
99842 - Vending Machine Repairer Helper	13.79

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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,

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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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 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



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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**

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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)).

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