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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.: 7
Date Of Revision: 07/03/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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

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

14.38

01012 - Accounting Clerk II

16.14

01013 - Accounting Clerk III

18.06

01020 - Administrative Assistant

23.98

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
22.42
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
15.46
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
01313 - Secretary III
19.63
01320 - Service Order Dispatcher
20.04
01410 - Supply Technician
23.98
01420 - Survey Worker
17.19
01460 - Switchboard Operator/Receptionist
13.23
01531 - Travel Clerk I
13.25
01532 - Travel Clerk II
14.11
01533 - Travel Clerk III
15.19

01611 - Word Processor I
13.99
01612 - Word Processor II
15.70
01613 - Word Processor III
17.57
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
19.85
05010 - Automotive Electrician
19.25
05040 - Automotive Glass Installer
17.99
05070 - Automotive Worker
17.99
05110 - Mobile Equipment Servicer
15.33
05130 - Motor Equipment Metal Mechanic
20.50
05160 - Motor Equipment Metal Worker
17.99
05190 - Motor Vehicle Mechanic
20.50
05220 - Motor Vehicle Mechanic Helper
14.09
05250 - Motor Vehicle Upholstery Worker
17.21
05280 - Motor Vehicle Wrecker
17.99
05310 - Painter, Automotive
19.25
05340 - Radiator Repair Specialist
17.99
05370 - Tire Repairer
14.21
05400 - Transmission Repair Specialist
20.50
07000 - Food Preparation And Service Occupations
07010 - Baker
15.84
07041 - Cook I
11.20
07042 - Cook II
13.14
07070 - Dishwasher
9.18
07130 - Food Service Worker
9.42
07210 - Meat Cutter
13.89
07260 - Waiter/Waitress
8.76
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
16.21
09040 - Furniture Handler
10.74

09080 - Furniture Refinisher
16.58
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
11.33
11060 - Elevator Operator
11.32
11090 - Gardener
16.52
11122 - Housekeeping Aide
11.32
11150 - Janitor
11.32
11210 - Laborer, Grounds Maintenance
12.47
11240 - Maid or Houseman
9.95
11260 - Pruner
11.10
11270 - Tractor Operator
15.18
11330 - Trail Maintenance Worker
12.47
11360 - Window Cleaner
12.72
12000 - Health Occupations
12010 - Ambulance Driver
18.84
12011 - Breath Alcohol Technician
18.40
12012 - Certified Occupational Therapist Assistant
26.44
12015 - Certified Physical Therapist Assistant
26.44
12020 - Dental Assistant
18.03
12025 - Dental Hygienist
31.09
12030 - EKG Technician
23.14
12035 - Electroneurodiagnostic Technologist
23.14
12040 - Emergency Medical Technician
18.84
12071 - Licensed Practical Nurse I
16.45
12072 - Licensed Practical Nurse II
18.40
12073 - Licensed Practical Nurse III
20.52

12100 - Medical Assistant
14.64
12130 - Medical Laboratory Technician
21.37
12160 - Medical Record Clerk
16.93
12190 - Medical Record Technician
18.94
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
14.76
12250 - Pharmacy Technician
16.24
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)
22.80
12320 - Substance Abuse Treatment Counselor
22.22
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
20.99
13012 - Exhibits Specialist II
26.00
13013 - Exhibits Specialist III
31.79
13041 - Illustrator I
21.31
13042 - Illustrator II
26.35

13043 - Illustrator III
 32.22
 13047 - Librarian
 28.79
 13050 - Library Aide/Clerk
 13.06
 13054 - Library Information Technology Systems
 26.00
 Administrator
 13058 - Library Technician
 13.53
 13061 - Media Specialist I
 18.76
 13062 - Media Specialist II
 20.99
 13063 - Media Specialist III
 23.40
 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
 18.99
 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
 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
31.51
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
10.00
16030 - Counter Attendant
10.00
16040 - Dry Cleaner
12.85
16070 - Finisher, Flatwork, Machine
10.00
16090 - Presser, Hand
10.00
16110 - Presser, Machine, Drycleaning
10.00
16130 - Presser, Machine, Shirts
10.00
16160 - Presser, Machine, Wearing Apparel, Laundry
10.00
16190 - Sewing Machine Operator
13.75
16220 - Tailor
14.65
16250 - Washer, Machine
11.04
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
14.29
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)
14.29
21110 - Shipping Packer
14.59
21130 - Shipping/Receiving Clerk
14.59
21140 - Store Worker I
11.15
21150 - Stock Clerk
15.81
21210 - Tools And Parts Attendant
14.29
21410 - Warehouse Specialist
14.29
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
30.46
23019 - Aircraft Logs and Records Technician
21.75
23021 - Aircraft Mechanic I
29.01
23022 - Aircraft Mechanic II
30.46
23023 - Aircraft Mechanic III
31.97
23040 - Aircraft Mechanic Helper
18.89
23050 - Aircraft, Painter
27.42
23060 - Aircraft Servicer
21.75
23070 - Aircraft Survival Flight Equipment Technician
27.42
23080 - Aircraft Worker
23.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
23.16
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
29.01
II
23110 - Appliance Mechanic
18.63
23120 - Bicycle Repairer
15.16

23125 - Cable Splicer
31.80
23130 - Carpenter, Maintenance
18.18
23140 - Carpet Layer
21.81
23160 - Electrician, Maintenance
23.82
23181 - Electronics Technician Maintenance I
23.70
23182 - Electronics Technician Maintenance II
25.37
23183 - Electronics Technician Maintenance III
27.01
23260 - Fabric Worker
18.88
23290 - Fire Alarm System Mechanic
22.32
23310 - Fire Extinguisher Repairer
17.35
23311 - Fuel Distribution System Mechanic
25.62
23312 - Fuel Distribution System Operator
19.16
23370 - General Maintenance Worker
17.37
23380 - Ground Support Equipment Mechanic
26.37
23381 - Ground Support Equipment Servicer
19.77
23382 - Ground Support Equipment Worker
21.05
23391 - Gunsmith I
17.35
23392 - Gunsmith II
20.36
23393 - Gunsmith III
23.20
23410 - Heating, Ventilation And Air-Conditioning
22.42
Mechanic
23411 - Heating, Ventilation And Air Contidioning
23.77
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
20.69
23440 - Heavy Equipment Operator
18.68
23460 - Instrument Mechanic
20.87
23465 - Laboratory/Shelter Mechanic
21.79
23470 - Laborer
12.98
23510 - Locksmith
19.47

23530 - Machinery Maintenance Mechanic
24.14
23550 - Machinist, Maintenance
21.97
23580 - Maintenance Trades Helper
14.96
23591 - Metrology Technician I
20.87
23592 - Metrology Technician II
22.12
23593 - Metrology Technician III
23.46
23640 - Millwright
25.53
23710 - Office Appliance Repairer
17.71
23760 - Painter, Maintenance
17.49
23790 - Pipefitter, Maintenance
24.61
23810 - Plumber, Maintenance
23.11
23820 - Pneudraulic Systems Mechanic
23.20
23850 - Rigger
23.20
23870 - Scale Mechanic
20.36
23890 - Sheet-Metal Worker, Maintenance
18.94
23910 - Small Engine Mechanic
18.21
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
23.20
23980 - Woodworker
17.35
24000 - Personal Needs Occupations
24550 - Case Manager
14.15
24570 - Child Care Attendant
11.22
24580 - Child Care Center Clerk
14.11
24610 - Chore Aide
9.06
24620 - Family Readiness And Support Services
14.15

Coordinator
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
25190 - Ventilation Equipment Tender
19.13
25210 - Water Treatment Plant Operator
20.10
27000 - Protective Service Occupations
27004 - Alarm Monitor
17.23
27007 - Baggage Inspector
11.11
27008 - Corrections Officer
21.15
27010 - Court Security Officer
21.77
27030 - Detection Dog Handler
12.43
27040 - Detention Officer
21.15
27070 - Firefighter
20.54
27101 - Guard I
11.11
27102 - Guard II
12.43
27131 - Police Officer I
23.33
27132 - Police Officer II
25.92
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
16.00
28310 - Lifeguard
10.82
28350 - Park Attendant (Aide)
17.90
28510 - Recreation Aide/Health Facility Attendant
13.07
28515 - Recreation Specialist
16.90
28630 - Sports Official
14.26

28690 - Swimming Pool Operator
15.48
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
21.68
29020 - Hatch Tender
21.68
29030 - Line Handler
21.68
29041 - Stevedore I
21.20
29042 - Stevedore II
23.95
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
38.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
26.30
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
28.97
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
 22.70
 30363 - Paralegal/Legal Assistant III
 27.76
 30364 - Paralegal/Legal Assistant IV
 33.59
 30375 - Petroleum Supply Specialist
 29.15
 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
 24.24
 30492 - Unexploded Ordnance (UXO) Technician II
 29.33
 30493 - Unexploded Ordnance (UXO) Technician III
 35.16
 30494 - Unexploded (UXO) Safety Escort
 24.24
 30495 - Unexploded (UXO) Sweep Personnel
 24.24
 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
 29.33
 31020 - Bus Aide
 14.20
 31030 - Bus Driver
 20.55

31043 - Driver Courier
15.52
31260 - Parking and Lot Attendant
9.36
31290 - Shuttle Bus Driver
16.89
31310 - Taxi Driver
10.94
31361 - Truckdriver, Light
16.89
31362 - Truckdriver, Medium
18.38
31363 - Truckdriver, Heavy
20.79
31364 - Truckdriver, Tractor-Trailer
20.79
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
14.30
99030 - Cashier
9.18
99050 - Desk Clerk
10.41
99095 - Embalmer
24.26
99130 - Flight Follower
24.24
99251 - Laboratory Animal Caretaker I
11.95
99252 - Laboratory Animal Caretaker II
13.40
99260 - Marketing Analyst
27.91
99310 - Mortician
24.26
99410 - Pest Controller
15.90
99510 - Photofinishing Worker
12.19
99710 - Recycling Laborer
16.53
99711 - Recycling Specialist
19.42
99730 - Refuse Collector
14.72
99810 - Sales Clerk
11.81
99820 - School Crossing Guard
15.52
99830 - Survey Party Chief
25.94
99831 - Surveying Aide
17.01
99832 - Surveying Technician
23.28
99840 - Vending Machine Attendant
13.94

99841 - Vending Machine Repairer
17.45
99842 - Vending Machine Repairer Helper
13.79

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 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 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)).