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

		Wage Determination No.: 2015-5117
Daniel W. Simms	Division of	Revision No.: 8
Director	Wage Determinations	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](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		13.86
01012 - Accounting Clerk II		15.56
01013 - Accounting Clerk III		19.95
01020 - Administrative Assistant		21.86
01035 - Court Reporter		18.99
01041 - Customer Service Representative I		12.20
01042 - Customer Service Representative II		13.72
01043 - Customer Service Representative III		14.97
01051 - Data Entry Operator I		12.87
01052 - Data Entry Operator II		14.38
01060 - Dispatcher, Motor Vehicle		16.42
01070 - Document Preparation Clerk		11.47
01090 - Duplicating Machine Operator		11.47
01111 - General Clerk I		12.39
01112 - General Clerk II		13.52
01113 - General Clerk III		15.19
01120 - Housing Referral Assistant		18.71
01141 - Messenger Courier		12.44
01191 - Order Clerk I		12.38
01192 - Order Clerk II		13.51
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		21.87
01290 - Rental Clerk		11.19
01300 - Scheduler, Maintenance		15.00
01311 - Secretary I		15.00
01312 - Secretary II		16.78
01313 - Secretary III		18.71

01320 - Service Order Dispatcher	16.25
01410 - Supply Technician	21.86
01420 - Survey Worker	15.65
01460 - Switchboard Operator/Receptionist	12.50
01531 - Travel Clerk I	13.00
01532 - Travel Clerk II	14.15
01533 - Travel Clerk III	14.96
01611 - Word Processor I	14.17
01612 - Word Processor II	15.90
01613 - Word Processor III	17.79
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.08
05010 - Automotive Electrician	17.59
05040 - Automotive Glass Installer	15.22
05070 - Automotive Worker	15.22
05110 - Mobile Equipment Servicer	13.37
05130 - Motor Equipment Metal Mechanic	17.43
05160 - Motor Equipment Metal Worker	15.22
05190 - Motor Vehicle Mechanic	17.43
05220 - Motor Vehicle Mechanic Helper	12.46
05250 - Motor Vehicle Upholstery Worker	14.86
05280 - Motor Vehicle Wrecker	15.22
05310 - Painter, Automotive	16.23
05340 - Radiator Repair Specialist	15.22
05370 - Tire Repairer	12.47
05400 - Transmission Repair Specialist	17.43
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.16
07041 - Cook I	10.17
07042 - Cook II	11.57
07070 - Dishwasher	9.18
07130 - Food Service Worker	9.52
07210 - Meat Cutter	13.90
07260 - Waiter/Waitress	9.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.24
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	10.45
11060 - Elevator Operator	10.45
11090 - Gardener	14.71
11122 - Housekeeping Aide	9.78
11150 - Janitor	9.78
11210 - Laborer, Grounds Maintenance	11.46
11240 - Maid or Houseman	9.31
11260 - Pruner	10.44
11270 - Tractor Operator	13.70
11330 - Trail Maintenance Worker	11.46
11360 - Window Cleaner	10.53
12000 - Health Occupations	
12010 - Ambulance Driver	14.53
12011 - Breath Alcohol Technician	17.65
12012 - Certified Occupational Therapist Assistant	26.48
12015 - Certified Physical Therapist Assistant	27.25
12020 - Dental Assistant	15.55
12025 - Dental Hygienist	33.51
12030 - EKG Technician	26.27

12035 - Electroneurodiagnostic Technologist	26.27
12040 - Emergency Medical Technician	14.53
12071 - Licensed Practical Nurse I	15.77
12072 - Licensed Practical Nurse II	17.65
12073 - Licensed Practical Nurse III	19.68
12100 - Medical Assistant	14.50
12130 - Medical Laboratory Technician	19.00
12160 - Medical Record Clerk	16.09
12190 - Medical Record Technician	18.00
12195 - Medical Transcriptionist	14.98
12210 - Nuclear Medicine Technologist	34.62
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.03
12224 - Nursing Assistant IV	15.75
12235 - Optical Dispenser	18.95
12236 - Optical Technician	16.49
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)	21.86
12320 - Substance Abuse Treatment Counselor	16.60
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.72
13012 - Exhibits Specialist II	24.43
13013 - Exhibits Specialist III	29.88
13041 - Illustrator I	19.72
13042 - Illustrator II	24.43
13043 - Illustrator III	29.88
13047 - Librarian	27.06
13050 - Library Aide/Clerk	10.97
13054 - Library Information Technology Systems Administrator	24.43
13058 - Library Technician	13.35
13061 - Media Specialist I	17.63
13062 - Media Specialist II	19.72
13063 - Media Specialist III	21.99
13071 - Photographer I	14.85
13072 - Photographer II	16.61
13073 - Photographer III	20.58
13074 - Photographer IV	25.16
13075 - Photographer V	30.45
13090 - Technical Order Library Clerk	14.18
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		20.59
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		9.51
16030 - Counter Attendant		9.51
16040 - Dry Cleaner		11.60
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand		9.51
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts		9.51
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51
16190 - Sewing Machine Operator		12.45
16220 - Tailor		13.31
16250 - Washer, Machine		10.03
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		14.43
21030 - Material Coordinator		21.87
21040 - Material Expediter		21.87
21050 - Material Handling Laborer		11.87
21071 - Order Filler		11.23
21080 - Production Line Worker (Food Processing)		14.43
21110 - Shipping Packer		14.41
21130 - Shipping/Receiving Clerk		14.41
21140 - Store Worker I		11.22
21150 - Stock Clerk		15.05
21210 - Tools And Parts Attendant		14.43
21410 - Warehouse Specialist		14.43
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.71
23019 - Aircraft Logs and Records Technician		20.20
23021 - Aircraft Mechanic I		24.33
23022 - Aircraft Mechanic II		25.71
23023 - Aircraft Mechanic III		27.12
23040 - Aircraft Mechanic Helper		17.58
23050 - Aircraft, Painter		22.91
23060 - Aircraft Servicer		20.20
23070 - Aircraft Survival Flight Equipment Technician		22.91
23080 - Aircraft Worker		21.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		21.48
I		

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.33
23110 - Appliance Mechanic	17.11
23120 - Bicycle Repairer	14.41
23125 - Cable Splicer	26.53
23130 - Carpenter, Maintenance	16.88
23140 - Carpet Layer	17.84
23160 - Electrician, Maintenance	20.98
23181 - Electronics Technician Maintenance I	21.91
23182 - Electronics Technician Maintenance II	23.38
23183 - Electronics Technician Maintenance III	24.83
23260 - Fabric Worker	16.78
23290 - Fire Alarm System Mechanic	17.37
23310 - Fire Extinguisher Repairer	15.68
23311 - Fuel Distribution System Mechanic	24.12
23312 - Fuel Distribution System Operator	18.94
23370 - General Maintenance Worker	14.98
23380 - Ground Support Equipment Mechanic	24.33
23381 - Ground Support Equipment Servicer	20.20
23382 - Ground Support Equipment Worker	21.48
23391 - Gunsmith I	15.68
23392 - Gunsmith II	17.84
23393 - Gunsmith III	20.21
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.47
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	20.58
23430 - Heavy Equipment Mechanic	20.56
23440 - Heavy Equipment Operator	17.38
23460 - Instrument Mechanic	20.50
23465 - Laboratory/Shelter Mechanic	19.03
23470 - Laborer	11.87
23510 - Locksmith	18.36
23530 - Machinery Maintenance Mechanic	22.03
23550 - Machinist, Maintenance	19.05
23580 - Maintenance Trades Helper	12.02
23591 - Metrology Technician I	20.50
23592 - Metrology Technician II	21.66
23593 - Metrology Technician III	22.85
23640 - Millwright	20.21
23710 - Office Appliance Repairer	18.65
23760 - Painter, Maintenance	16.72
23790 - Pipefitter, Maintenance	22.09
23810 - Plumber, Maintenance	20.80
23820 - Pneudraulic Systems Mechanic	20.21
23850 - Rigger	19.63
23870 - Scale Mechanic	17.84
23890 - Sheet-Metal Worker, Maintenance	18.06
23910 - Small Engine Mechanic	16.74
23931 - Telecommunications Mechanic I	23.33
23932 - Telecommunications Mechanic II	24.64
23950 - Telephone Lineman	24.02
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	20.21
23970 - Woodcraft Worker	20.21
23980 - Woodworker	15.68
24000 - Personal Needs Occupations	
24550 - Case Manager	14.38
24570 - Child Care Attendant	9.64
24580 - Child Care Center Clerk	12.03
24610 - Chore Aide	9.46

24620 - Family Readiness And Support Services Coordinator	14.38
24630 - Homemaker	15.14
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.21
25040 - Sewage Plant Operator	18.59
25070 - Stationary Engineer	20.21
25190 - Ventilation Equipment Tender	14.61
25210 - Water Treatment Plant Operator	18.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.09
27007 - Baggage Inspector	12.32
27008 - Corrections Officer	16.56
27010 - Court Security Officer	19.31
27030 - Detection Dog Handler	13.80
27040 - Detention Officer	16.56
27070 - Firefighter	22.05
27101 - Guard I	12.32
27102 - Guard II	13.80
27131 - Police Officer I	19.78
27132 - Police Officer II	21.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.86
28042 - Carnival Equipment Repairer	12.73
28043 - Carnival Worker	9.04
28210 - Gate Attendant/Gate Tender	13.18
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.52
28515 - Recreation Specialist	17.85
28630 - Sports Official	11.47
28690 - Swimming Pool Operator	16.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.54
29020 - Hatch Tender	20.54
29030 - Line Handler	20.54
29041 - Stevedore I	19.32
29042 - Stevedore II	21.91
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	17.38
30022 - Archeological Technician II	19.44
30023 - Archeological Technician III	22.65
30030 - Cartographic Technician	24.09
30040 - Civil Engineering Technician	22.95
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	19.46
30095 - Evidence Control Specialist	21.70

30210 - Laboratory Technician	19.37
30221 - Latent Fingerprint Technician I	18.70
30222 - Latent Fingerprint Technician II	20.65
30240 - Mathematical Technician	24.09
30361 - Paralegal/Legal Assistant I	19.36
30362 - Paralegal/Legal Assistant II	22.04
30363 - Paralegal/Legal Assistant III	25.64
30364 - Paralegal/Legal Assistant IV	29.76
30375 - Petroleum Supply Specialist	26.57
30390 - Photo-Optics Technician	24.09
30395 - Radiation Control Technician	26.57
30461 - Technical Writer I	22.48
30462 - Technical Writer II	27.51
30463 - Technical Writer III	33.28
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	26.67
30502 - Weather Forecaster II	32.45
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 21.68
30621 - Weather Observer, Senior	(see 2) 24.09
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.33
31020 - Bus Aide	12.99
31030 - Bus Driver	17.85
31043 - Driver Courier	13.14
31260 - Parking and Lot Attendant	10.59
31290 - Shuttle Bus Driver	13.60
31310 - Taxi Driver	11.75
31361 - Truckdriver, Light	13.60
31362 - Truckdriver, Medium	14.56
31363 - Truckdriver, Heavy	18.97
31364 - Truckdriver, Tractor-Trailer	18.97
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.30
99030 - Cashier	9.28
99050 - Desk Clerk	9.31
99095 - Embalmer	23.46
99130 - Flight Follower	24.24
99251 - Laboratory Animal Caretaker I	9.59
99252 - Laboratory Animal Caretaker II	10.30
99260 - Marketing Analyst	29.32
99310 - Mortician	23.46
99410 - Pest Controller	14.08
99510 - Photofinishing Worker	12.74
99710 - Recycling Laborer	14.33
99711 - Recycling Specialist	17.07
99730 - Refuse Collector	13.08
99810 - Sales Clerk	10.57
99820 - School Crossing Guard	9.45
99830 - Survey Party Chief	22.11
99831 - Surveying Aide	14.63
99832 - Surveying Technician	20.10
99840 - Vending Machine Attendant	12.19
99841 - Vending Machine Repairer	14.89
99842 - Vending Machine Repairer Helper	12.19

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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: \$4.48 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 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)).