

"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.: 2015-5109
Daniel W. Simms	Division of	Revision No.: 11
Director	Wage Determinations	Date Of Last Revision: 07/16/2019

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. 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).

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State: Arkansas

Area: Arkansas Counties of Benton Madison Washington

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.72
01012 - Accounting Clerk II		15.41
01013 - Accounting Clerk III		17.24
01020 - Administrative Assistant		24.72
01035 - Court Reporter		17.24
01041 - Customer Service Representative I		12.34
01042 - Customer Service Representative II		13.88
01043 - Customer Service Representative III		15.15
01051 - Data Entry Operator I		13.21
01052 - Data Entry Operator II		14.41
01060 - Dispatcher Motor Vehicle		18.63
01070 - Document Preparation Clerk		13.82
01090 - Duplicating Machine Operator		13.82
01111 - General Clerk I		13.18
01112 - General Clerk II		14.38
01113 - General Clerk III		16.15
01120 - Housing Referral Assistant		19.21
01141 - Messenger Courier		12.89
01191 - Order Clerk I		16.10
01192 - Order Clerk II		17.89
01261 - Personnel Assistant (Employment) I		15.79
01262 - Personnel Assistant (Employment) II		17.67
01263 - Personnel Assistant (Employment) III		19.69
01270 - Production Control Clerk		18.41
01290 - Rental Clerk		11.69
01300 - Scheduler Maintenance		15.41
01311 - Secretary I		15.41
01312 - Secretary II		17.24
01313 - Secretary III		19.21
01320 - Service Order Dispatcher		16.03
01410 - Supply Technician		24.72
01420 - Survey Worker		14.27
01460 - Switchboard Operator/Receptionist		12.76
01531 - Travel Clerk I		13.00

01532 - Travel Clerk II	14.15
01533 - Travel Clerk III	14.96
01611 - Word Processor I	13.72
01612 - Word Processor II	15.41
01613 - Word Processor III	17.24
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.16
05010 - Automotive Electrician	16.32
05040 - Automotive Glass Installer	15.20
05070 - Automotive Worker	15.20
05110 - Mobile Equipment Servicer	12.93
05130 - Motor Equipment Metal Mechanic	17.46
05160 - Motor Equipment Metal Worker	15.20
05190 - Motor Vehicle Mechanic	17.46
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.06
05280 - Motor Vehicle Wrecker	15.20
05310 - Painter Automotive	16.32
05340 - Radiator Repair Specialist	15.20
05370 - Tire Repairer	11.89
05400 - Transmission Repair Specialist	17.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.04
07041 - Cook I	11.46
07042 - Cook II	13.04
07070 - Dishwasher	9.68
07130 - Food Service Worker	9.75
07210 - Meat Cutter	14.85
07260 - Waiter/Waitress	9.27
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.74
09040 - Furniture Handler	9.09
09080 - Furniture Refinisher	15.74
09090 - Furniture Refinisher Helper	11.38
09110 - Furniture Repairer Minor	13.55
09130 - Upholsterer	15.74
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	11.72
11060 - Elevator Operator	11.89
11090 - Gardener	16.98
11122 - Housekeeping Aide	11.89
11150 - Janitor	11.89
11210 - Laborer Grounds Maintenance	12.35
11240 - Maid or Houseman	9.89
11260 - Pruner	10.85
11270 - Tractor Operator	15.45
11330 - Trail Maintenance Worker	12.35
11360 - Window Cleaner	13.54
12000 - Health Occupations	
12010 - Ambulance Driver	14.63
12011 - Breath Alcohol Technician	19.26
12012 - Certified Occupational Therapist Assistant	32.05
12015 - Certified Physical Therapist Assistant	29.62
12020 - Dental Assistant	16.50
12025 - Dental Hygienist	35.06
12030 - EKG Technician	24.08
12035 - Electroneurodiagnostic Technologist	24.08
12040 - Emergency Medical Technician	14.63
12071 - Licensed Practical Nurse I	17.21
12072 - Licensed Practical Nurse II	19.26
12073 - Licensed Practical Nurse III	21.46
12100 - Medical Assistant	13.84
12130 - Medical Laboratory Technician	20.36
12160 - Medical Record Clerk	13.83
12190 - Medical Record Technician	15.77
12195 - Medical Transcriptionist	15.83
12210 - Nuclear Medicine Technologist	42.30
12221 - Nursing Assistant I	11.26
12222 - Nursing Assistant II	12.67
12223 - Nursing Assistant III	13.82
12224 - Nursing Assistant IV	15.51
12235 - Optical Dispenser	17.65
12236 - Optical Technician	17.07
12250 - Pharmacy Technician	16.07

12280 - Phlebotomist	14.04
12305 - Radiologic Technologist	26.33
12311 - Registered Nurse I	23.20
12312 - Registered Nurse II	28.38
12313 - Registered Nurse II Specialist	28.38
12314 - Registered Nurse III	34.33
12315 - Registered Nurse III Anesthetist	34.33
12316 - Registered Nurse IV	41.15
12317 - Scheduler (Drug and Alcohol Testing)	23.85
12320 - Substance Abuse Treatment Counselor	20.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.42
13012 - Exhibits Specialist II	25.29
13013 - Exhibits Specialist III	30.93
13041 - Illustrator I	20.42
13042 - Illustrator II	25.29
13043 - Illustrator III	30.93
13047 - Librarian	28.01
13050 - Library Aide/Clerk	12.50
13054 - Library Information Technology Systems Administrator	25.29
13058 - Library Technician	15.13
13061 - Media Specialist I	18.25
13062 - Media Specialist II	20.42
13063 - Media Specialist III	22.77
13071 - Photographer I	14.71
13072 - Photographer II	15.55
13073 - Photographer III	19.44
13074 - Photographer IV	23.74
13075 - Photographer V	28.72
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	17.31
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.21
14042 - Computer Operator II	16.39
14043 - Computer Operator III	18.46
14044 - Computer Operator IV	19.92

14045 - Computer Operator V		22.71
14071 - Computer Programmer I	(see 1)	18.95
14072 - Computer Programmer II	(see 1)	23.24
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		15.21
14160 - Personal Computer Support Technician		19.92
14170 - System Support Specialist		24.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.75
15020 - Aircrew Training Devices Instructor (Rated)		34.78
15030 - Air Crew Training Devices Instructor (Pilot)		41.68
15050 - Computer Based Training Specialist / Instructor		28.75
15060 - Educational Technologist		31.69
15070 - Flight Instructor (Pilot)		41.68
15080 - Graphic Artist		19.21
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.68
15086 - Maintenance Test Pilot Rotary Wing		41.68
15088 - Non-Maintenance Test/Co-Pilot		41.68
15090 - Technical Instructor		22.17
15095 - Technical Instructor/Course Developer		27.12
15110 - Test Proctor		17.90
15120 - Tutor		17.90
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		10.12
16030 - Counter Attendant		10.12
16040 - Dry Cleaner		11.84
16070 - Finisher Flatwork Machine		10.12
16090 - Presser Hand		10.12
16110 - Presser Machine Drycleaning		10.12
16130 - Presser Machine Shirts		10.12
16160 - Presser Machine Wearing Apparel Laundry		10.12
16190 - Sewing Machine Operator		12.71
16220 - Tailor		13.59

16250 - Washer Machine	10.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.83
19040 - Tool And Die Maker	22.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.18
21030 - Material Coordinator	18.41
21040 - Material Expediter	18.41
21050 - Material Handling Laborer	11.96
21071 - Order Filler	11.97
21080 - Production Line Worker (Food Processing)	16.18
21110 - Shipping Packer	15.74
21130 - Shipping/Receiving Clerk	15.74
21140 - Store Worker I	10.82
21150 - Stock Clerk	16.01
21210 - Tools And Parts Attendant	16.18
21410 - Warehouse Specialist	16.18
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.38
23019 - Aircraft Logs and Records Technician	16.98
23021 - Aircraft Mechanic I	21.08
23022 - Aircraft Mechanic II	22.38
23023 - Aircraft Mechanic III	23.74
23040 - Aircraft Mechanic Helper	14.73
23050 - Aircraft Painter	19.71
23060 - Aircraft Servicer	16.98
23070 - Aircraft Survival Flight Equipment Technician	19.71
23080 - Aircraft Worker	18.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	18.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	21.08
23110 - Appliance Mechanic	19.71
23120 - Bicycle Repairer	15.19
23125 - Cable Splicer	29.14
23130 - Carpenter Maintenance	17.45
23140 - Carpet Layer	18.36

23160 - Electrician Maintenance	19.87
23181 - Electronics Technician Maintenance I	18.48
23182 - Electronics Technician Maintenance II	21.74
23183 - Electronics Technician Maintenance III	22.13
23260 - Fabric Worker	16.98
23290 - Fire Alarm System Mechanic	19.64
23310 - Fire Extinguisher Repairer	15.61
23311 - Fuel Distribution System Mechanic	24.55
23312 - Fuel Distribution System Operator	18.77
23370 - General Maintenance Worker	17.64
23380 - Ground Support Equipment Mechanic	21.08
23381 - Ground Support Equipment Servicer	16.98
23382 - Ground Support Equipment Worker	18.36
23391 - Gunsmith I	15.83
23392 - Gunsmith II	18.36
23393 - Gunsmith III	21.08
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.34
23430 - Heavy Equipment Mechanic	20.62
23440 - Heavy Equipment Operator	18.14
23460 - Instrument Mechanic	21.08
23465 - Laboratory/Shelter Mechanic	19.71
23470 - Laborer	11.96
23510 - Locksmith	21.47
23530 - Machinery Maintenance Mechanic	22.14
23550 - Machinist Maintenance	17.23
23580 - Maintenance Trades Helper	13.66
23591 - Metrology Technician I	21.08
23592 - Metrology Technician II	22.38
23593 - Metrology Technician III	23.74
23640 - Millwright	20.34
23710 - Office Appliance Repairer	16.19
23760 - Painter Maintenance	16.40
23790 - Pipefitter Maintenance	23.83
23810 - Plumber Maintenance	22.33



23820 - Pneudraulic Systems Mechanic	21.08
23850 - Rigger	21.08
23870 - Scale Mechanic	18.36
23890 - Sheet-Metal Worker Maintenance	17.46
23910 - Small Engine Mechanic	19.33
23931 - Telecommunications Mechanic I	24.86
23932 - Telecommunications Mechanic II	26.25
23950 - Telephone Lineman	33.48
23960 - Welder Combination Maintenance	17.45
23965 - Well Driller	21.08
23970 - Woodcraft Worker	21.08
23980 - Woodworker	15.61
24000 - Personal Needs Occupations	
24550 - Case Manager	13.90
24570 - Child Care Attendant	9.35
24580 - Child Care Center Clerk	12.38
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	13.90
24630 - Homemaker	13.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.50
25040 - Sewage Plant Operator	18.73
25070 - Stationary Engineer	23.50
25190 - Ventilation Equipment Tender	15.83
25210 - Water Treatment Plant Operator	18.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.54
27007 - Baggage Inspector	11.54
27008 - Corrections Officer	16.56
27010 - Court Security Officer	17.26
27030 - Detection Dog Handler	12.91
27040 - Detention Officer	16.56
27070 - Firefighter	16.19
27101 - Guard I	11.54
27102 - Guard II	12.91
27131 - Police Officer I	18.53

27132 - Police Officer II	20.59
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.08
28042 - Carnival Equipment Repairer	14.37
28043 - Carnival Worker	9.18
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.36
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	16.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.97
29020 - Hatch Tender	21.97
29030 - Line Handler	21.97
29041 - Stevedore I	20.31
29042 - Stevedore II	23.58
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	15.34
30022 - Archeological Technician II	17.16
30023 - Archeological Technician III	21.26
30030 - Cartographic Technician	21.26
30040 - Civil Engineering Technician	22.04
30051 - Cryogenic Technician I	23.54
30052 - Cryogenic Technician II	26.00
30061 - Drafter/CAD Operator I	15.34
30062 - Drafter/CAD Operator II	17.16
30063 - Drafter/CAD Operator III	19.13
30064 - Drafter/CAD Operator IV	23.54
30081 - Engineering Technician I	15.46
30082 - Engineering Technician II	17.45
30083 - Engineering Technician III	19.53
30084 - Engineering Technician IV	24.19

30085 - Engineering Technician V	29.40
30086 - Engineering Technician VI	35.80
30090 - Environmental Technician	21.26
30095 - Evidence Control Specialist	21.26
30210 - Laboratory Technician	18.76
30221 - Latent Fingerprint Technician I	23.54
30222 - Latent Fingerprint Technician II	26.00
30240 - Mathematical Technician	21.26
30361 - Paralegal/Legal Assistant I	18.70
30362 - Paralegal/Legal Assistant II	23.16
30363 - Paralegal/Legal Assistant III	28.33
30364 - Paralegal/Legal Assistant IV	34.28
30375 - Petroleum Supply Specialist	26.00
30390 - Photo-Optics Technician	21.97
30395 - Radiation Control Technician	26.00
30461 - Technical Writer I	24.35
30462 - Technical Writer II	29.79
30463 - Technical Writer III	36.04
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	23.54
30502 - Weather Forecaster II	28.63
30620 - Weather Observer Combined Upper Air Or	(see 2) 19.13
Surface Programs	
30621 - Weather Observer Senior	(see 2) 21.26
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	12.79
31030 - Bus Driver	17.67
31043 - Driver Courier	12.87
31260 - Parking and Lot Attendant	11.08
31290 - Shuttle Bus Driver	14.14
31310 - Taxi Driver	11.11
31361 - Truckdriver Light	14.14

31362 - Truckdriver Medium	15.38
31363 - Truckdriver Heavy	21.04
31364 - Truckdriver Tractor-Trailer	21.04
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	9.89
99050 - Desk Clerk	9.67
99095 - Embalmer	24.24
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	12.40
99252 - Laboratory Animal Caretaker II	13.41
99260 - Marketing Analyst	35.72
99310 - Mortician	24.24
99410 - Pest Controller	17.28
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	17.40
99711 - Recycling Specialist	21.78
99730 - Refuse Collector	15.29
99810 - Sales Clerk	10.53
99820 - School Crossing Guard	12.49
99830 - Survey Party Chief	19.09
99831 - Surveying Aide	12.62
99832 - Surveying Technician	17.35
99840 - Vending Machine Attendant	17.79
99841 - Vending Machine Repairer	22.77
99842 - Vending Machine Repairer Helper	17.79

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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 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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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: 1 week paid vacation after 1 year of service with a contractor or

successor; 2 weeks after 2 years; and 3 weeks after 10 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))."

