

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 Director	Division of Wage Determinations
	Wage Determination No.: 2015-5137 Revision No.: 30 Date Of Last Revision: 5/13/2026

State: Arkansas

Area: Arkansas Counties of Conway, Hot Spring, Montgomery, Pope and Yell

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.41
01012 - Accounting Clerk II		18.42
01013 - Accounting Clerk III		20.60
01020 - Administrative Assistant		24.59
01035 - Court Reporter		18.62
01041 - Customer Service Representative I		14.61
01042 - Customer Service Representative II		15.94
01043 - Customer Service Representative III		17.89
01051 - Data Entry Operator I		15.79
01052 - Data Entry Operator II		17.23
01060 - Dispatcher, Motor Vehicle		24.01
01070 - Document Preparation Clerk		14.83
01090 - Duplicating Machine Operator		14.83
01111 - General Clerk I		15.43
01112 - General Clerk II		16.84
01113 - General Clerk III		18.90
01120 - Housing Referral Assistant		20.76
01141 - Messenger Courier		12.08
01191 - Order Clerk I		13.59
01192 - Order Clerk II		14.83
01261 - Personnel Assistant (Employment) I		18.10
01262 - Personnel Assistant (Employment) II		20.25
01263 - Personnel Assistant (Employment) III		22.57
01270 - Production Control Clerk		28.53
01290 - Rental Clerk		14.52
01300 - Scheduler, Maintenance		16.65
01311 - Secretary I		16.65
01312 - Secretary II		18.62
01313 - Secretary III		20.76
01320 - Service Order Dispatcher		21.47
01410 - Supply Technician		24.59
01420 - Survey Worker		18.50
01460 - Switchboard Operator/Receptionist		14.43
01531 - Travel Clerk I		14.83
01532 - Travel Clerk II		16.65
01533 - Travel Clerk III		18.62
01611 - Word Processor I		14.83
01612 - Word Processor II		16.65
01613 - Word Processor III		18.62
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.21
05010 - Automotive Electrician		17.63
05040 - Automotive Glass Installer		16.54
05070 - Automotive Worker		16.54
05110 - Mobile Equipment Servicer		14.54
05130 - Motor Equipment Metal Mechanic		18.73
05160 - Motor Equipment Metal Worker		16.54
05190 - Motor Vehicle Mechanic		18.73
05220 - Motor Vehicle Mechanic Helper		13.55
05250 - Motor Vehicle Upholstery Worker		15.55
05280 - Motor Vehicle Wrecker		16.54
05310 - Painter, Automotive		17.63
05340 - Radiator Repair Specialist		16.54
05370 - Tire Repairer		14.28
05400 - Transmission Repair Specialist		18.73
07000 - Food Preparation And Service Occupations		
07010 - Baker		16.05
07041 - Cook I		13.88
07042 - Cook II		15.79
07070 - Dishwasher		12.14
07130 - Food Service Worker		12.97
07210 - Meat Cutter		17.08
07260 - Waiter/Waitress		11.87

09000 - Furniture Maintenance And Repair Occupations	18.73
09010 - Electrostatic Spray Painter	13.73
09040 - Furniture Handler	18.73
09080 - Furniture Refinisher	14.39
09090 - Furniture Refinisher Helper	16.52
09110 - Furniture Repairer, Minor	18.73
09130 - Upholsterer	
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.10
11060 - Elevator Operator	13.88
11090 - Gardener	18.97
11122 - Housekeeping Aide	13.77
11150 - Janitor	13.77
11210 - Laborer, Grounds Maintenance	14.67
11240 - Maid or Houseman	12.60
11260 - Pruner	13.35
11270 - Tractor Operator	17.68
11330 - Trail Maintenance Worker	14.67
11360 - Window Cleaner	15.13
12000 - Health Occupations	
12010 - Ambulance Driver	18.40
12011 - Breath Alcohol Technician	21.20
12012 - Certified Occupational Therapist Assistant	29.09
12015 - Certified Physical Therapist Assistant	32.37
12020 - Dental Assistant	18.13
12025 - Dental Hygienist	40.44
12030 - EKG Technician	32.12
12035 - Electroneurodiagnostic Technologist	32.12
12040 - Emergency Medical Technician	17.55
12071 - Licensed Practical Nurse I	18.96
12072 - Licensed Practical Nurse II	21.20
12073 - Licensed Practical Nurse III	23.63
12100 - Medical Assistant	17.07
12130 - Medical Laboratory Technician	25.92
12160 - Medical Record Clerk	15.66
12190 - Medical Record Technician	17.52
12195 - Medical Transcriptionist	18.96
12210 - Nuclear Medicine Technologist	46.59
12221 - Nursing Assistant I	12.90
12222 - Nursing Assistant II	14.51
12223 - Nursing Assistant III	15.83
12224 - Nursing Assistant IV	17.77
12235 - Optical Dispenser	21.85
12236 - Optical Technician	18.96
12250 - Pharmacy Technician	17.23
12280 - Phlebotomist	17.15
12305 - Radiologic Technologist	28.92
12311 - Registered Nurse I	28.17
12312 - Registered Nurse II	34.45
12313 - Registered Nurse II, Specialist	34.45
12314 - Registered Nurse III	41.68
12315 - Registered Nurse III, Anesthetist	41.68
12316 - Registered Nurse IV	49.97
12317 - Scheduler (Drug and Alcohol Testing)	26.26
12320 - Substance Abuse Treatment Counselor	25.74
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.00
13012 - Exhibits Specialist II	24.78
13013 - Exhibits Specialist III	30.31
13041 - Illustrator I	20.00
13042 - Illustrator II	24.78
13043 - Illustrator III	30.31
13047 - Librarian	27.44
13050 - Library Aide/Clerk	15.91
13054 - Library Information Technology Systems Administrator	24.78
13058 - Library Technician	20.00
13061 - Media Specialist I	17.88
13062 - Media Specialist II	20.00
13063 - Media Specialist III	22.30
13071 - Photographer I	17.88
13072 - Photographer II	20.00
13073 - Photographer III	24.78
13074 - Photographer IV	30.31
13075 - Photographer V	36.67
13090 - Technical Order Library Clerk	20.00
13110 - Video Teleconference Technician	17.88
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.26
14042 - Computer Operator II	19.31
14043 - Computer Operator III	21.53
14044 - Computer Operator IV	24.02
14045 - Computer Operator V	26.49
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	17.26
14160 - Personal Computer Support Technician	24.03
14170 - System Support Specialist	26.17
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.71
15020 - Aircrew Training Devices Instructor (Rated)	42.00
15030 - Air Crew Training Devices Instructor (Pilot)	50.25
15050 - Computer Based Training Specialist /	

structor	34.71
15060 - Educational Technologist	34.74
15070 - Flight Instructor (Pilot)	50.25
15080 - Graphic Artist	21.45
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	50.25
15086 - Maintenance Test Pilot, Rotary Wing	50.25
15088 - Non-Maintenance Test/Co-Pilot	50.25
15090 - Technical Instructor	20.87
15095 - Technical Instructor/Course Developer	25.53
15110 - Test Proctor	16.85
15120 - Tutor	16.85
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	13.66
16030 - Counter Attendant	13.66
16040 - Dry Cleaner	15.74
16070 - Finisher, Flatwork, Machine	13.66
16090 - Presser, Hand	13.66
16110 - Presser, Machine, Drycleaning	13.66
16130 - Presser, Machine, Shirts	13.66
16160 - Presser, Machine, Wearing Apparel, Laundry	13.66
16190 - Sewing Machine Operator	16.39
16220 - Tailor	17.05
16250 - Washer, Machine	14.37
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.04
19040 - Tool And Die Maker	27.46
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.87
21030 - Material Coordinator	28.53
21040 - Material Expediter	28.53
21050 - Material Handling Laborer	17.19
21071 - Order Filler	16.64
21080 - Production Line Worker (Food Processing)	18.87
21110 - Shipping Packer	18.61
21130 - Shipping/Receiving Clerk	18.61
21140 - Store Worker I	13.60
21150 - Stock Clerk	18.38
21210 - Tools And Parts Attendant	18.87
21410 - Warehouse Specialist	18.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.11
23019 - Aircraft Logs and Records Technician	20.51
23021 - Aircraft Mechanic I	24.70
23022 - Aircraft Mechanic II	26.11
23023 - Aircraft Mechanic III	27.53
23040 - Aircraft Mechanic Helper	17.87
23050 - Aircraft, Painter	23.25
23060 - Aircraft Servicer	20.51
23070 - Aircraft Survival Flight Equipment Technician	23.25
23080 - Aircraft Worker	21.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.70
23110 - Appliance Mechanic	25.66
23120 - Bicycle Repairer	21.16
23125 - Cable Splicer	38.12
23130 - Carpenter, Maintenance	20.54
23140 - Carpet Layer	24.07
23160 - Electrician, Maintenance	25.78
23181 - Electronics Technician Maintenance I	29.72
23182 - Electronics Technician Maintenance II	31.70
23183 - Electronics Technician Maintenance III	33.67
23260 - Fabric Worker	22.64
23290 - Fire Alarm System Mechanic	27.26
23310 - Fire Extinguisher Repairer	21.16
23311 - Fuel Distribution System Mechanic	37.00
23312 - Fuel Distribution System Operator	28.87
23370 - General Maintenance Worker	20.54
23380 - Ground Support Equipment Mechanic	24.70
23381 - Ground Support Equipment Servicer	20.51
23382 - Ground Support Equipment Worker	21.81
23391 - Gunsmith I	21.16
23392 - Gunsmith II	24.07
23393 - Gunsmith III	27.26
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.70
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.00
23430 - Heavy Equipment Mechanic	25.74
23440 - Heavy Equipment Operator	21.29
23460 - Instrument Mechanic	27.26
23465 - Laboratory/Shelter Mechanic	25.66
23470 - Laborer	17.19
23510 - Locksmith	25.66
23530 - Machinery Maintenance Mechanic	27.33
23550 - Machinist, Maintenance	23.42
23580 - Maintenance Trades Helper	16.45
23591 - Metrology Technician I	27.26
23592 - Metrology Technician II	28.82
23593 - Metrology Technician III	30.38
23640 - Millwright	27.26
23710 - Office Appliance Repairer	25.66
23760 - Painter, Maintenance	18.50
23790 - Pipefitter, Maintenance	23.36
23810 - Plumber, Maintenance	21.99
23820 - Pneudraulic Systems Mechanic	27.26
23850 - Rigger	27.26
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	24.94

23910 - Small Engine Mechanic		21.88
23931 - Telecommunications Mechanic I		25.82
23932 - Telecommunications Mechanic II		27.28
23950 - Telephone Lineman		30.77
23960 - Welder, Combination, Maintenance		21.97
23965 - Well Driller		27.26
23970 - Woodcraft Worker		27.26
23980 - Woodworker		21.16
24000 - Personal Needs Occupations		
24550 - Case Manager		15.98
24570 - Child Care Attendant		12.57
24580 - Child Care Center Clerk		15.68
24610 - Chore Aide		12.89
24620 - Family Readiness And Support Services Coordinator		15.98
24630 - Homemaker		16.04
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		22.56
25040 - Sewage Plant Operator		19.96
25070 - Stationary Engineer		22.56
25190 - Ventilation Equipment Tender		16.40
25210 - Water Treatment Plant Operator		19.96
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.60
27007 - Baggage Inspector		17.77
27008 - Corrections Officer		18.48
27010 - Court Security Officer		18.49
27030 - Detection Dog Handler		19.88
27040 - Detention Officer		18.48
27070 - Firefighter		18.44
27101 - Guard I		17.77
27102 - Guard II		19.88
27131 - Police Officer I		20.33
27132 - Police Officer II		22.60
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.23
28042 - Carnival Equipment Repairer		17.42
28043 - Carnival Worker		12.29
28210 - Gate Attendant/Gate Tender		15.86
28310 - Lifeguard		12.07
28350 - Park Attendant (Aide)		17.74
28510 - Recreation Aide/Health Facility Attendant		12.69
28515 - Recreation Specialist		21.32
28630 - Sports Official		13.86
28690 - Swimming Pool Operator		19.81
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.70
29020 - Hatch Tender		24.70
29030 - Line Handler		24.70
29041 - Stevedore I		23.22
29042 - Stevedore II		26.33
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		19.40
30022 - Archeological Technician II		21.70
30023 - Archeological Technician III		26.89
30030 - Cartographic Technician		26.89
30040 - Civil Engineering Technician		26.06
30051 - Cryogenic Technician I		28.27
30052 - Cryogenic Technician II		31.23
30061 - Drafter/CAD Operator I		19.40
30062 - Drafter/CAD Operator II		21.70
30063 - Drafter/CAD Operator III		24.20
30064 - Drafter/CAD Operator IV		29.78
30081 - Engineering Technician I		17.29
30082 - Engineering Technician II		19.40
30083 - Engineering Technician III		21.70
30084 - Engineering Technician IV		26.89
30085 - Engineering Technician V		32.89
30086 - Engineering Technician VI		39.79
30090 - Environmental Technician		24.85
30095 - Evidence Control Specialist		25.53
30210 - Laboratory Technician		24.20
30221 - Latent Fingerprint Technician I		28.27
30222 - Latent Fingerprint Technician II		31.23
30240 - Mathematical Technician		26.89
30361 - Paralegal/Legal Assistant I		21.08
30362 - Paralegal/Legal Assistant II		26.11
30363 - Paralegal/Legal Assistant III		31.61
30364 - Paralegal/Legal Assistant IV		38.25
30375 - Petroleum Supply Specialist		31.23
30390 - Photo-Optics Technician		26.89
30395 - Radiation Control Technician		31.23
30461 - Technical Writer I		26.06
30462 - Technical Writer II		31.88
30463 - Technical Writer III		38.57
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		29.78
30502 - Weather Forecaster II		36.22
30620 - Weather Observer, Combined Upper Air Or		

Interface Programs	(see 2)	24.20
30621 - Weather Observer, Senior	(see 2)	26.89
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		12.35
31030 - Bus Driver		17.08
31043 - Driver Courier		14.88
31260 - Parking and Lot Attendant		11.24
31290 - Shuttle Bus Driver		15.95
31310 - Taxi Driver		12.48
31361 - Truckdriver, Light		15.97
31362 - Truckdriver, Medium		17.08
31363 - Truckdriver, Heavy		22.91
31364 - Truckdriver, Tractor-Trailer		22.91

99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		12.89
99050 - Desk Clerk		13.25
99095 - Embalmer		26.24
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		14.65
99252 - Laboratory Animal Caretaker II		15.73
99260 - Marketing Analyst		29.10
99310 - Mortician		26.24
99410 - Pest Controller		20.09
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		18.86
99711 - Recycling Specialist		22.73
99730 - Refuse Collector		17.17
99810 - Sales Clerk		13.69
99820 - School Crossing Guard		15.12
99830 - Survey Party Chief		24.51
99831 - Surveying Aide		16.19
99832 - Surveying Technician		22.26
99840 - Vending Machine Attendant		20.02
99841 - Vending Machine Repairer		24.43
99842 - Vending Machine Repairer Helper		20.02

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 2015 through May 2022. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have

primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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 employee (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)).""