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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
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5113
Revision No.: 28
Date Of Last Revision: 5/13/2026

State: Arkansas

Area: Arkansas Counties of Garland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.34
01012 - Accounting Clerk II		18.34
01013 - Accounting Clerk III		20.51
01020 - Administrative Assistant		25.37
01035 - Court Reporter		19.32
01041 - Customer Service Representative I		15.28
01042 - Customer Service Representative II		16.68
01043 - Customer Service Representative III		18.72
01051 - Data Entry Operator I		14.36
01052 - Data Entry Operator II		15.67
01060 - Dispatcher, Motor Vehicle		19.37
01070 - Document Preparation Clerk		15.39
01090 - Duplicating Machine Operator		15.39
01111 - General Clerk I		15.23
01112 - General Clerk II		16.62
01113 - General Clerk III		18.65
01120 - Housing Referral Assistant		21.53
01141 - Messenger Courier		12.60
01191 - Order Clerk I		14.10
01192 - Order Clerk II		15.39
01261 - Personnel Assistant (Employment) I		17.27
01262 - Personnel Assistant (Employment) II		19.32
01263 - Personnel Assistant (Employment) III		21.53
01270 - Production Control Clerk		25.03
01290 - Rental Clerk		15.88
01300 - Scheduler, Maintenance		17.27
01311 - Secretary I		17.27
01312 - Secretary II		19.32
01313 - Secretary III		21.53
01320 - Service Order Dispatcher		17.32
01410 - Supply Technician		25.37
01420 - Survey Worker		16.70
01460 - Switchboard Operator/Receptionist		14.70
01531 - Travel Clerk I		15.39
01532 - Travel Clerk II		17.27

01533 - Travel Clerk III	19.32
01611 - Word Processor I	15.39
01612 - Word Processor II	17.27
01613 - Word Processor III	19.32
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.60
05010 - Automotive Electrician	19.88
05040 - Automotive Glass Installer	18.65
05070 - Automotive Worker	18.65
05110 - Mobile Equipment Servicer	16.40
05130 - Motor Equipment Metal Mechanic	21.12
05160 - Motor Equipment Metal Worker	18.65
05190 - Motor Vehicle Mechanic	21.12
05220 - Motor Vehicle Mechanic Helper	15.28
05250 - Motor Vehicle Upholstery Worker	17.54
05280 - Motor Vehicle Wrecker	18.65
05310 - Painter, Automotive	19.88
05340 - Radiator Repair Specialist	18.65
05370 - Tire Repairer	15.75
05400 - Transmission Repair Specialist	21.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.88
07041 - Cook I	13.72
07042 - Cook II	15.60
07070 - Dishwasher	12.77
07130 - Food Service Worker	14.02
07210 - Meat Cutter	18.36
07260 - Waiter/Waitress	12.38
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.10
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	21.10
09090 - Furniture Refinisher Helper	16.22
09110 - Furniture Repairer, Minor	18.61
09130 - Upholsterer	21.10
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.06
11060 - Elevator Operator	13.43
11090 - Gardener	18.80
11122 - Housekeeping Aide	13.26
11150 - Janitor	13.26
11210 - Laborer, Grounds Maintenance	14.54
11240 - Maid or Houseman	12.77
11260 - Pruner	13.24
11270 - Tractor Operator	17.53
11330 - Trail Maintenance Worker	14.54
11360 - Window Cleaner	14.57
12000 - Health Occupations	
12010 - Ambulance Driver	21.23
12011 - Breath Alcohol Technician	21.23
12012 - Certified Occupational Therapist Assistant	29.12
12015 - Certified Physical Therapist Assistant	29.57
12020 - Dental Assistant	17.77
12025 - Dental Hygienist	40.76
12030 - EKG Technician	32.16
12035 - Electroneurodiagnostic Technologist	32.16
12040 - Emergency Medical Technician	21.23
12071 - Licensed Practical Nurse I	18.98
12072 - Licensed Practical Nurse II	21.23
12073 - Licensed Practical Nurse III	23.66
12100 - Medical Assistant	16.45
12130 - Medical Laboratory Technician	21.69
12160 - Medical Record Clerk	15.86
12190 - Medical Record Technician	17.74
12195 - Medical Transcriptionist	18.98
12210 - Nuclear Medicine Technologist	46.65
12221 - Nursing Assistant I	12.97
12222 - Nursing Assistant II	14.60
12223 - Nursing Assistant III	15.93

12224 - Nursing Assistant IV	17.88
12235 - Optical Dispenser	23.10
12236 - Optical Technician	18.98
12250 - Pharmacy Technician	17.79
12280 - Phlebotomist	18.98
12305 - Radiologic Technologist	27.31
12311 - Registered Nurse I	25.00
12312 - Registered Nurse II	30.57
12313 - Registered Nurse II, Specialist	30.57
12314 - Registered Nurse III	36.99
12315 - Registered Nurse III, Anesthetist	36.99
12316 - Registered Nurse IV	44.35
12317 - Scheduler (Drug and Alcohol Testing)	26.30
12320 - Substance Abuse Treatment Counselor	27.20
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.41
13012 - Exhibits Specialist II	26.52
13013 - Exhibits Specialist III	32.43
13041 - Illustrator I	21.41
13042 - Illustrator II	26.52
13043 - Illustrator III	32.43
13047 - Librarian	29.37
13050 - Library Aide/Clerk	12.07
13054 - Library Information Technology Systems Administrator	26.52
13058 - Library Technician	17.80
13061 - Media Specialist I	19.14
13062 - Media Specialist II	21.41
13063 - Media Specialist III	23.86
13071 - Photographer I	19.14
13072 - Photographer II	21.41
13073 - Photographer III	26.52
13074 - Photographer IV	32.43
13075 - Photographer V	39.24
13090 - Technical Order Library Clerk	21.41
13110 - Video Teleconference Technician	19.14
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	24.08
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.76
15020 - Aircrew Training Devices Instructor (Rated)	39.47
15030 - Air Crew Training Devices Instructor (Pilot)	44.48
15050 - Computer Based Training Specialist / Instructor	32.76
15060 - Educational Technologist	31.56
15070 - Flight Instructor (Pilot)	44.48
15080 - Graphic Artist	25.64
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.48
15086 - Maintenance Test Pilot, Rotary Wing	44.48
15088 - Non-Maintenance Test/Co-Pilot	44.48
15090 - Technical Instructor	20.95
15095 - Technical Instructor/Course Developer	25.64
15110 - Test Proctor	16.92
15120 - Tutor	16.92

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)	21.29
19040 - Tool And Die Maker	26.53
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.22
21030 - Material Coordinator	25.03
21040 - Material Expediter	25.03
21050 - Material Handling Laborer	14.69
21071 - Order Filler	15.26
21080 - Production Line Worker (Food Processing)	18.22
21110 - Shipping Packer	17.80
21130 - Shipping/Receiving Clerk	17.80
21140 - Store Worker I	13.60
21150 - Stock Clerk	18.38
21210 - Tools And Parts Attendant	18.22
21410 - Warehouse Specialist	18.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.63
23019 - Aircraft Logs and Records Technician	19.34
23021 - Aircraft Mechanic I	23.30
23022 - Aircraft Mechanic II	24.63
23023 - Aircraft Mechanic III	25.97
23040 - Aircraft Mechanic Helper	16.86
23050 - Aircraft, Painter	21.94
23060 - Aircraft Servicer	19.34
23070 - Aircraft Survival Flight Equipment Technician	21.94
23080 - Aircraft Worker	20.57
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.57
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.30
23110 - Appliance Mechanic	21.29
23120 - Bicycle Repairer	17.56
23125 - Cable Splicer	28.92
23130 - Carpenter, Maintenance	19.96
23140 - Carpet Layer	19.98
23160 - Electrician, Maintenance	22.01
23181 - Electronics Technician Maintenance I	20.11
23182 - Electronics Technician Maintenance II	21.50
23183 - Electronics Technician Maintenance III	22.78
23260 - Fabric Worker	18.78
23290 - Fire Alarm System Mechanic	22.62
23310 - Fire Extinguisher Repairer	17.56
23311 - Fuel Distribution System Mechanic	22.62
23312 - Fuel Distribution System Operator	18.27
23370 - General Maintenance Worker	17.31
23380 - Ground Support Equipment Mechanic	23.30
23381 - Ground Support Equipment Servicer	19.34
23382 - Ground Support Equipment Worker	20.57
23391 - Gunsmith I	17.56
23392 - Gunsmith II	19.98
23393 - Gunsmith III	22.62
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.05
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.31
23430 - Heavy Equipment Mechanic	22.62
23440 - Heavy Equipment Operator	18.99

23460 - Instrument Mechanic	22.62
23465 - Laboratory/Shelter Mechanic	21.29
23470 - Laborer	14.69
23510 - Locksmith	21.29
23530 - Machinery Maintenance Mechanic	23.04
23550 - Machinist, Maintenance	23.87
23580 - Maintenance Trades Helper	16.38
23591 - Metrology Technician I	22.62
23592 - Metrology Technician II	23.90
23593 - Metrology Technician III	25.21
23640 - Millwright	22.62
23710 - Office Appliance Repairer	21.45
23760 - Painter, Maintenance	21.29
23790 - Pipefitter, Maintenance	23.40
23810 - Plumber, Maintenance	22.03
23820 - Pseudraulic Systems Mechanic	22.62
23850 - Rigger	22.62
23870 - Scale Mechanic	19.98
23890 - Sheet-Metal Worker, Maintenance	20.00
23910 - Small Engine Mechanic	19.98
23931 - Telecommunications Mechanic I	26.24
23932 - Telecommunications Mechanic II	27.56
23950 - Telephone Lineman	23.23
23960 - Welder, Combination, Maintenance	20.55
23965 - Well Driller	22.62
23970 - Woodcraft Worker	22.62
23980 - Woodworker	17.68
24000 - Personal Needs Occupations	
24550 - Case Manager	17.68
24570 - Child Care Attendant	14.41
24580 - Child Care Center Clerk	17.97
24610 - Chore Aide	12.49
24620 - Family Readiness And Support Services Coordinator	17.68
24630 - Homemaker	17.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.47
25040 - Sewage Plant Operator	17.07
25070 - Stationary Engineer	20.47
25190 - Ventilation Equipment Tender	14.91
25210 - Water Treatment Plant Operator	17.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.70
27007 - Baggage Inspector	16.02
27008 - Corrections Officer	18.78
27010 - Court Security Officer	18.78
27030 - Detection Dog Handler	17.92
27040 - Detention Officer	18.78
27070 - Firefighter	18.44
27101 - Guard I	16.02
27102 - Guard II	17.92
27131 - Police Officer I	21.92
27132 - Police Officer II	24.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.30
28042 - Carnival Equipment Repairer	18.57
28043 - Carnival Worker	13.07
28210 - Gate Attendant/Gate Tender	17.78
28310 - Lifeguard	15.84
28350 - Park Attendant (Aide)	19.89
28510 - Recreation Aide/Health Facility Attendant	14.52
28515 - Recreation Specialist	24.64
28630 - Sports Official	15.84
28690 - Swimming Pool Operator	21.12
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.98
29020 - Hatch Tender	19.98
29030 - Line Handler	19.98
29041 - Stevedore I	18.78

29042 - Stevedore II		21.29
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		17.38
30022 - Archeological Technician II		19.44
30023 - Archeological Technician III		22.65
30030 - Cartographic Technician		24.09
30040 - Civil Engineering Technician		21.73
30051 - Cryogenic Technician I		24.07
30052 - Cryogenic Technician II		26.59
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		18.67
30095 - Evidence Control Specialist		21.73
30210 - Laboratory Technician		19.06
30221 - Latent Fingerprint Technician I		24.07
30222 - Latent Fingerprint Technician II		26.59
30240 - Mathematical Technician		24.09
30361 - Paralegal/Legal Assistant I		18.21
30362 - Paralegal/Legal Assistant II		22.55
30363 - Paralegal/Legal Assistant III		27.58
30364 - Paralegal/Legal Assistant IV		32.74
30375 - Petroleum Supply Specialist		26.59
30390 - Photo-Optics Technician		24.09
30395 - Radiation Control Technician		26.59
30461 - Technical Writer I		21.73
30462 - Technical Writer II		26.59
30463 - Technical Writer III		32.16
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		26.67
30502 - Weather Forecaster II		32.44
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		35.43
31020 - Bus Aide		13.71
31030 - Bus Driver		18.96
31043 - Driver Courier		16.70
31260 - Parking and Lot Attendant		12.50
31290 - Shuttle Bus Driver		16.47
31310 - Taxi Driver		10.81
31361 - Truckdriver, Light		17.92
31362 - Truckdriver, Medium		19.16
31363 - Truckdriver, Heavy		20.01
31364 - Truckdriver, Tractor-Trailer		20.01
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.12
99050 - Desk Clerk		13.00
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		14.28
99252 - Laboratory Animal Caretaker II		15.33

99260 - Marketing Analyst	27.47
99310 - Mortician	29.28
99410 - Pest Controller	22.97
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	18.93
99711 - Recycling Specialist	22.83
99730 - Refuse Collector	17.24
99810 - Sales Clerk	13.86
99820 - School Crossing Guard	15.12
99830 - Survey Party Chief	21.26
99831 - Surveying Aide	14.07
99832 - Surveying Technician	19.33
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 11, 2026, through December 31, 2026. 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 a 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 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)).""