"

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.: 2015-5121
Revision No.: 29
Date Of Last Revision: 5/13/2026

State: Arkansas

Area: Arkansas Counties of Cleveland, Jefferson and Lincoln

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.15
01012 - Accounting Clerk II		19.25
01013 - Accounting Clerk III		21.53
01020 - Administrative Assistant		23.12
01035 - Court Reporter		18.50
01041 - Customer Service Representative I		15.45
01042 - Customer Service Representative II		16.86
01043 - Customer Service Representative III		18.92
01051 - Data Entry Operator I		13.29
01052 - Data Entry Operator II		14.50
01060 - Dispatcher, Motor Vehicle		17.30
01070 - Document Preparation Clerk		14.73
01090 - Duplicating Machine Operator		14.73
01111 - General Clerk I		15.40
01112 - General Clerk II		16.81
01113 - General Clerk III		18.87
01120 - Housing Referral Assistant		20.63
01141 - Messenger Courier		12.01
01191 - Order Clerk I		13.50
01192 - Order Clerk II		14.73
01261 - Personnel Assistant (Employment) I		16.54
01262 - Personnel Assistant (Employment) II		18.50
01263 - Personnel Assistant (Employment) III		20.63
01270 - Production Control Clerk		29.58
01290 - Rental Clerk		15.61
01300 - Scheduler, Maintenance		16.54
01311 - Secretary I		16.54
01312 - Secretary II		18.50
01313 - Secretary III		20.63
01320 - Service Order Dispatcher		15.48
01410 - Supply Technician		23.12
01420 - Survey Worker		18.90
01460 - Switchboard Operator/Receptionist		15.17
01531 - Travel Clerk I		14.80
01532 - Travel Clerk II		16.17
01533 - Travel Clerk III		18.39
01611 - Word Processor I		14.73
01612 - Word Processor II		16.54
01613 - Word Processor III		18.50
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.26
05010 - Automotive Electrician		20.03
05040 - Automotive Glass Installer		18.79
05070 - Automotive Worker		18.79
05110 - Mobile Equipment Servicer		16.52
05130 - Motor Equipment Metal Mechanic		21.28
05160 - Motor Equipment Metal Worker		18.79
05190 - Motor Vehicle Mechanic		21.28
05220 - Motor Vehicle Mechanic Helper		15.39
05250 - Motor Vehicle Upholstery Worker		17.75
05280 - Motor Vehicle Wrecker		18.79
05310 - Painter, Automotive		20.03
05340 - Radiator Repair Specialist		18.79
05370 - Tire Repairer		15.26
05400 - Transmission Repair Specialist		21.28
07000 - Food Preparation And Service Occupations		
07010 - Baker		21.93
07041 - Cook I		13.95

07042 - Cook II		15.73
07070 - Dishwasher		13.44
07130 - Food Service Worker		13.57
07210 - Meat Cutter		20.45
07260 - Waiter/Waitress		12.53
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		20.15
09040 - Furniture Handler		14.23
09080 - Furniture Refinisher		20.15
09090 - Furniture Refinisher Helper		16.94
09110 - Furniture Repairer, Minor		19.26
09130 - Upholsterer		20.15
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		15.47
11060 - Elevator Operator		13.99
11090 - Gardener		19.35
11122 - Housekeeping Aide		13.99
11150 - Janitor		13.99
11210 - Laborer, Grounds Maintenance		14.96
11240 - Maid or Houseman		12.67
11260 - Pruner		13.62
11270 - Tractor Operator		18.03
11330 - Trail Maintenance Worker		14.96
11360 - Window Cleaner		15.08
12000 - Health Occupations		
12010 - Ambulance Driver		22.56
12011 - Breath Alcohol Technician		22.56
12012 - Certified Occupational Therapist Assistant		32.22
12015 - Certified Physical Therapist Assistant		32.22
12020 - Dental Assistant		18.09
12025 - Dental Hygienist		45.38
12030 - EKG Technician		34.20
12035 - Electroneurodiagnostic Technologist		34.20
12040 - Emergency Medical Technician		22.56
12071 - Licensed Practical Nurse I		20.17
12072 - Licensed Practical Nurse II		22.56
12073 - Licensed Practical Nurse III		25.16
12100 - Medical Assistant		17.08
12130 - Medical Laboratory Technician		22.19
12160 - Medical Record Clerk		17.61
12190 - Medical Record Technician		19.69
12195 - Medical Transcriptionist		20.17
12210 - Nuclear Medicine Technologist		49.58
12221 - Nursing Assistant I		13.17
12222 - Nursing Assistant II		14.82
12223 - Nursing Assistant III		16.17
12224 - Nursing Assistant IV		18.15
12235 - Optical Dispenser		22.56
12236 - Optical Technician		20.17
12250 - Pharmacy Technician		18.17
12280 - Phlebotomist		20.17
12305 - Radiologic Technologist		26.83
12311 - Registered Nurse I		28.09
12312 - Registered Nurse II		34.35
12313 - Registered Nurse II, Specialist		34.35
12314 - Registered Nurse III		41.56
12315 - Registered Nurse III, Anesthetist		41.56
12316 - Registered Nurse IV		49.83
12317 - Scheduler (Drug and Alcohol Testing)		27.95
12320 - Substance Abuse Treatment Counselor		30.78
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.59
13012 - Exhibits Specialist II		25.50
13013 - Exhibits Specialist III		31.21
13041 - Illustrator I		20.59
13042 - Illustrator II		25.50
13043 - Illustrator III		31.21
13047 - Librarian		28.25
13050 - Library Aide/Clerk		16.24
13054 - Library Information Technology Systems Administrator		25.50
13058 - Library Technician		20.59
13061 - Media Specialist I		18.40
13062 - Media Specialist II		20.59
13063 - Media Specialist III		22.96
13071 - Photographer I		18.40
13072 - Photographer II		20.59
13073 - Photographer III		25.50
13074 - Photographer IV		31.21
13075 - Photographer V		37.75
13090 - Technical Order Library Clerk		20.59
13110 - Video Teleconference Technician		18.40
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.98
14042 - Computer Operator II		14.52
14043 - Computer Operator III		16.19
14044 - Computer Operator IV		21.75
14045 - Computer Operator V		23.60
14071 - Computer Programmer I	(see 1)	17.84
14072 - Computer Programmer II	(see 1)	19.77
14073 - Computer Programmer III	(see 1)	24.01
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		12.98
14160 - Personal Computer Support Technician		23.17
14170 - System Support Specialist		23.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.50
15020 - Aircrew Training Devices Instructor (Rated)		32.07
15030 - Air Crew Training Devices Instructor (Pilot)		38.43
15050 - Computer Based Training Specialist / Instructor		28.29
15060 - Educational Technologist		32.11
15070 - Flight Instructor (Pilot)		38.43
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		38.43
15086 - Maintenance Test Pilot, Rotary Wing		38.43
15088 - Non-Maintenance Test/Co-Pilot		38.43
15090 - Technical Instructor		19.09
15095 - Technical Instructor/Course Developer		22.64
15110 - Test Proctor		14.94
15120 - Tutor		14.94
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)		25.29
19040 - Tool And Die Maker		31.49
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.25
21030 - Material Coordinator		29.58
21040 - Material Expediter		29.58
21050 - Material Handling Laborer		16.85
21071 - Order Filler		14.75
21080 - Production Line Worker (Food Processing)		18.25
21110 - Shipping Packer		19.76
21130 - Shipping/Receiving Clerk		19.76
21140 - Store Worker I		14.66
21150 - Stock Clerk		19.82
21210 - Tools And Parts Attendant		18.25
21410 - Warehouse Specialist		18.25
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.38
23019 - Aircraft Logs and Records Technician		22.30
23021 - Aircraft Mechanic I		26.85
23022 - Aircraft Mechanic II		28.38
23023 - Aircraft Mechanic III		29.93
23040 - Aircraft Mechanic Helper		19.41
23050 - Aircraft, Painter		25.29
23060 - Aircraft Servicer		22.30
23070 - Aircraft Survival Flight Equipment Technician		25.29
23080 - Aircraft Worker		23.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		23.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		26.85
23110 - Appliance Mechanic		25.29
23120 - Bicycle Repairer		21.22
23125 - Cable Splicer		36.09
23130 - Carpenter, Maintenance		23.93
23140 - Carpet Layer		23.71
23160 - Electrician, Maintenance		33.70
23181 - Electronics Technician Maintenance I		26.08
23182 - Electronics Technician Maintenance II		27.82
23183 - Electronics Technician Maintenance III		29.54
23260 - Fabric Worker		22.41
23290 - Fire Alarm System Mechanic		26.85
23310 - Fire Extinguisher Repairer		21.22
23311 - Fuel Distribution System Mechanic		29.54
23312 - Fuel Distribution System Operator		22.94
23370 - General Maintenance Worker		21.11
23380 - Ground Support Equipment Mechanic		26.85
23381 - Ground Support Equipment Servicer		22.30
23382 - Ground Support Equipment Worker		23.71
23391 - Gunsmith I		21.22
23392 - Gunsmith II		23.71
23393 - Gunsmith III		26.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic		23.82
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		24.28
23430 - Heavy Equipment Mechanic		26.85

23440 - Heavy Equipment Operator		21.29
23460 - Instrument Mechanic		26.85
23465 - Laboratory/Shelter Mechanic		25.29
23470 - Laborer		16.85
23510 - Locksmith		25.29
23530 - Machinery Maintenance Mechanic		34.11
23550 - Machinist, Maintenance		26.61
23580 - Maintenance Trades Helper		18.72
23591 - Metrology Technician I		26.85
23592 - Metrology Technician II		28.38
23593 - Metrology Technician III		29.93
23640 - Millwright		28.72
23710 - Office Appliance Repairer		25.29
23760 - Painter, Maintenance		25.29
23790 - Pipefitter, Maintenance		24.91
23810 - Plumber, Maintenance		23.69
23820 - Pneudraulic Systems Mechanic		26.85
23850 - Rigger		26.85
23870 - Scale Mechanic		23.71
23890 - Sheet-Metal Worker, Maintenance		26.85
23910 - Small Engine Mechanic		23.71
23931 - Telecommunications Mechanic I		26.06
23932 - Telecommunications Mechanic II		27.55
23950 - Telephone Lineman		29.54
23960 - Welder, Combination, Maintenance		21.89
23965 - Well Driller		26.85
23970 - Woodcraft Worker		26.85
23980 - Woodworker		21.22
24000 - Personal Needs Occupations		
24550 - Case Manager		17.33
24570 - Child Care Attendant		12.23
24580 - Child Care Center Clerk		15.25
24610 - Chore Aide		12.67
24620 - Family Readiness And Support Services Coordinator		17.33
24630 - Homemaker		17.33
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.22
25040 - Sewage Plant Operator		19.78
25070 - Stationary Engineer		28.22
25190 - Ventilation Equipment Tender		21.35
25210 - Water Treatment Plant Operator		19.78
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.03
27007 - Baggage Inspector		17.67
27008 - Corrections Officer		20.38
27010 - Court Security Officer		20.54
27030 - Detection Dog Handler		19.77
27040 - Detention Officer		20.38
27070 - Firefighter		20.54
27101 - Guard I		17.67
27102 - Guard II		19.77
27131 - Police Officer I		20.69
27132 - Police Officer II		22.99
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.41
28042 - Carnival Equipment Repairer		14.40
28043 - Carnival Worker		10.19
28210 - Gate Attendant/Gate Tender		15.79
28310 - Lifeguard		14.07
28350 - Park Attendant (Aide)		17.66
28510 - Recreation Aide/Health Facility Attendant		12.89
28515 - Recreation Specialist		21.13
28630 - Sports Official		14.07
28690 - Swimming Pool Operator		20.99
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.08
29020 - Hatch Tender		26.08
29030 - Line Handler		26.08
29041 - Stevedore I		24.53
29042 - Stevedore II		27.51
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		15.43
30022 - Archeological Technician II		19.20
30023 - Archeological Technician III		22.61
30030 - Cartographic Technician		22.61
30040 - Civil Engineering Technician		21.38
30051 - Cryogenic Technician I		23.75
30052 - Cryogenic Technician II		26.24
30061 - Drafter/CAD Operator I		15.43
30062 - Drafter/CAD Operator II		19.20
30063 - Drafter/CAD Operator III		20.58
30064 - Drafter/CAD Operator IV		23.68
30081 - Engineering Technician I		13.75
30082 - Engineering Technician II		15.43
30083 - Engineering Technician III		19.20

30084 - Engineering Technician IV		22.61
30085 - Engineering Technician V		29.02
30086 - Engineering Technician VI		31.65
30090 - Environmental Technician		20.55
30095 - Evidence Control Specialist		21.44
30210 - Laboratory Technician		18.30
30221 - Latent Fingerprint Technician I		21.63
30222 - Latent Fingerprint Technician II		23.88
30240 - Mathematical Technician		22.61
30361 - Paralegal/Legal Assistant I		15.48
30362 - Paralegal/Legal Assistant II		21.44
30363 - Paralegal/Legal Assistant III		26.24
30364 - Paralegal/Legal Assistant IV		31.72
30375 - Petroleum Supply Specialist		26.24
30390 - Photo-Optics Technician		22.61
30395 - Radiation Control Technician		26.24
30461 - Technical Writer I		20.77
30462 - Technical Writer II		25.39
30463 - Technical Writer III		30.72
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		23.75
30502 - Weather Forecaster II		28.89
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.58
30621 - Weather Observer, Senior	(see 2)	22.61
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		13.74
31030 - Bus Driver		17.82
31043 - Driver Courier		15.78
31260 - Parking and Lot Attendant		12.76
31290 - Shuttle Bus Driver		14.95
31310 - Taxi Driver		13.41
31361 - Truckdriver, Light		16.68
31362 - Truckdriver, Medium		17.62
31363 - Truckdriver, Heavy		22.33
31364 - Truckdriver, Tractor-Trailer		22.33
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		12.63
99050 - Desk Clerk		13.26
99095 - Embalmer		28.73
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		19.62
99252 - Laboratory Animal Caretaker II		21.06
99260 - Marketing Analyst		27.04
99310 - Mortician		28.73
99410 - Pest Controller		22.52
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		17.49
99711 - Recycling Specialist		20.60
99730 - Refuse Collector		16.25
99810 - Sales Clerk		13.91
99820 - School Crossing Guard		16.30
99830 - Survey Party Chief		21.57
99831 - Surveying Aide		14.13
99832 - Surveying Technician		19.33
99840 - Vending Machine Attendant		21.35
99841 - Vending Machine Repairer		25.21
99842 - Vending Machine Repairer Helper		21.35

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 cor
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; 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 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))""
"