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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

Wage Determination No.: 2015-5109
Revision No.: 30
Date Of Last Revision: 5/13/2026

Daniel W. Simms
Director

Division of
Wage Determinations

State: Arkansas

Area: Arkansas Counties of Benton, Madison and Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.94
01012 - Accounting Clerk II		19.02
01013 - Accounting Clerk III		21.27
01020 - Administrative Assistant		30.80
01035 - Court Reporter		20.67
01041 - Customer Service Representative I		15.05
01042 - Customer Service Representative II		16.43
01043 - Customer Service Representative III		18.44
01051 - Data Entry Operator I		16.86
01052 - Data Entry Operator II		18.40
01060 - Dispatcher, Motor Vehicle		22.59
01070 - Document Preparation Clerk		18.65
01090 - Duplicating Machine Operator		18.65
01111 - General Clerk I		15.23
01112 - General Clerk II		16.62
01113 - General Clerk III		18.66
01120 - Housing Referral Assistant		23.05
01141 - Messenger Courier		17.57
01191 - Order Clerk I		17.71
01192 - Order Clerk II		19.68
01261 - Personnel Assistant (Employment) I		18.81
01262 - Personnel Assistant (Employment) II		21.04
01263 - Personnel Assistant (Employment) III		23.46
01270 - Production Control Clerk		24.62
01290 - Rental Clerk		16.81
01300 - Scheduler, Maintenance		18.48
01311 - Secretary I		18.48
01312 - Secretary II		20.67
01313 - Secretary III		23.05
01320 - Service Order Dispatcher		20.20
01410 - Supply Technician		30.80
01420 - Survey Worker		18.06
01460 - Switchboard Operator/Receptionist		17.00
01531 - Travel Clerk I		15.47
01532 - Travel Clerk II		17.36
01533 - Travel Clerk III		19.42
01611 - Word Processor I		16.47
01612 - Word Processor II		18.48
01613 - Word Processor III		20.67
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.63
05010 - Automotive Electrician		21.18
05040 - Automotive Glass Installer		19.69
05070 - Automotive Worker		19.69
05110 - Mobile Equipment Servicer		16.72
05130 - Motor Equipment Metal Mechanic		22.69
05160 - Motor Equipment Metal Worker		19.69
05190 - Motor Vehicle Mechanic		22.69
05220 - Motor Vehicle Mechanic Helper		15.19
05250 - Motor Vehicle Upholstery Worker		18.20
05280 - Motor Vehicle Wrecker		19.69
05310 - Painter, Automotive		21.18
05340 - Radiator Repair Specialist		19.69
05370 - Tire Repairer		16.79
05400 - Transmission Repair Specialist		22.69
07000 - Food Preparation And Service Occupations		
07010 - Baker		14.86

07041 - Cook I 15.64
07042 - Cook II 18.46
07070 - Dishwasher 13.65
07130 - Food Service Worker 15.18
07210 - Meat Cutter 17.81
07260 - Waiter/Waitress 12.92

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.63
09040 - Furniture Handler 12.96
09080 - Furniture Refinisher 22.63
09090 - Furniture Refinisher Helper 16.20
09110 - Furniture Repairer, Minor 19.42
09130 - Upholsterer 22.63

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.23
11060 - Elevator Operator 15.11
11090 - Gardener 24.30
11122 - Housekeeping Aide 15.11
11150 - Janitor 15.11
11210 - Laborer, Grounds Maintenance 17.67
11240 - Maid or Houseman 13.64
11260 - Pruner 15.66
11270 - Tractor Operator 22.11
11330 - Trail Maintenance Worker 17.67
11360 - Window Cleaner 17.05

12000 - Health Occupations
12010 - Ambulance Driver 18.58
12011 - Breath Alcohol Technician 25.64
12012 - Certified Occupational Therapist Assistant 38.77
12015 - Certified Physical Therapist Assistant 31.64
12020 - Dental Assistant 20.15
12025 - Dental Hygienist 40.17
12030 - EKG Technician 37.52
12035 - Electroneurodiagnostic Technologist 37.52
12040 - Emergency Medical Technician 18.58
12071 - Licensed Practical Nurse I 22.92
12072 - Licensed Practical Nurse II 25.64
12073 - Licensed Practical Nurse III 28.57
12100 - Medical Assistant 18.18
12130 - Medical Laboratory Technician 24.52
12160 - Medical Record Clerk 17.48
12190 - Medical Record Technician 19.55
12195 - Medical Transcriptionist 16.62
12210 - Nuclear Medicine Technologist 51.40
12221 - Nursing Assistant I 13.95
12222 - Nursing Assistant II 15.70
12223 - Nursing Assistant III 17.13
12224 - Nursing Assistant IV 19.23
12235 - Optical Dispenser 22.87
12236 - Optical Technician 20.91
12250 - Pharmacy Technician 18.70
12280 - Phlebotomist 19.17
12305 - Radiologic Technologist 32.50
12311 - Registered Nurse I 28.22
12312 - Registered Nurse II 34.50
12313 - Registered Nurse II, Specialist 34.50
12314 - Registered Nurse III 41.73
12315 - Registered Nurse III, Anesthetist 41.73
12316 - Registered Nurse IV 50.03
12317 - Scheduler (Drug and Alcohol Testing) 31.75
12320 - Substance Abuse Treatment Counselor 28.99

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.94
13012 - Exhibits Specialist II 27.18
13013 - Exhibits Specialist III 33.25
13041 - Illustrator I 21.94
13042 - Illustrator II 27.18
13043 - Illustrator III 33.25
13047 - Librarian 30.10
13050 - Library Aide/Clerk 14.74
13054 - Library Information Technology Systems Administrator 27.18
13058 - Library Technician 16.69
13061 - Media Specialist I 19.61
13062 - Media Specialist II 21.94
13063 - Media Specialist III 24.46
13071 - Photographer I 16.77
13072 - Photographer II 18.76
13073 - Photographer III 23.23
13074 - Photographer IV 28.42
13075 - Photographer V 34.38
13090 - Technical Order Library Clerk 18.51
13110 - Video Teleconference Technician 23.12

14000 - Information Technology Occupations
14041 - Computer Operator I 19.15
14042 - Computer Operator II 21.42
14043 - Computer Operator III 23.88
14044 - Computer Operator IV 26.54
14045 - Computer Operator V 29.39
14071 - Computer Programmer I (see 1)
14072 - Computer Programmer II (see 1)
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 19.15
14160 - Personal Computer Support Technician 26.54
14170 - System Support Specialist 29.39

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 31.53
15020 - Aircrew Training Devices Instructor (Rated) 38.15
15030 - Air Crew Training Devices Instructor (Pilot) 45.74
15050 - Computer Based Training Specialist / Instructor 31.53
15060 - Educational Technologist 33.14
15070 - Flight Instructor (Pilot) 45.74
15080 - Graphic Artist 25.24
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 45.74
15086 - Maintenance Test Pilot, Rotary Wing 45.74
15088 - Non-Maintenance Test/Co-Pilot 45.74
15090 - Technical Instructor 22.50
15095 - Technical Instructor/Course Developer 27.52
15110 - Test Proctor 18.17
15120 - Tutor 18.17

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) 20.20
19040 - Tool And Die Maker 25.56

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.73
21030 - Material Coordinator 24.62
21040 - Material Expediter 24.62
21050 - Material Handling Laborer 17.23
21071 - Order Filler 16.05
21080 - Production Line Worker (Food Processing) 19.73
21110 - Shipping Packer 18.81
21130 - Shipping/Receiving Clerk 18.81
21140 - Store Worker I 14.32
21150 - Stock Clerk 19.11
21210 - Tools And Parts Attendant 19.73
21410 - Warehouse Specialist 19.73

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.76
23019 - Aircraft Logs and Records Technician 22.48
23021 - Aircraft Mechanic I 28.03
23022 - Aircraft Mechanic II 29.76
23023 - Aircraft Mechanic III 31.57
23040 - Aircraft Mechanic Helper 18.76
23050 - Aircraft, Painter 26.16
23060 - Aircraft Servicer 22.48
23070 - Aircraft Survival Flight Equipment Technician 26.16
23080 - Aircraft Worker 24.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.32
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.03
23110 - Appliance Mechanic 22.40
23120 - Bicycle Repairer 19.22
23125 - Cable Splicer 36.39
23130 - Carpenter, Maintenance 23.00
23140 - Carpet Layer 22.75
23160 - Electrician, Maintenance 24.54
23181 - Electronics Technician Maintenance I 25.03
23182 - Electronics Technician Maintenance II 26.94
23183 - Electronics Technician Maintenance III 28.85
23260 - Fabric Worker 21.01
23290 - Fire Alarm System Mechanic 23.25
23310 - Fire Extinguisher Repairer 19.28
23311 - Fuel Distribution System Mechanic 36.46
23312 - Fuel Distribution System Operator 26.80
23370 - General Maintenance Worker 21.66
23380 - Ground Support Equipment Mechanic 28.03
23381 - Ground Support Equipment Servicer 22.48
23382 - Ground Support Equipment Worker 24.32
23391 - Gunsmith I 19.28
23392 - Gunsmith II 22.75
23393 - Gunsmith III 26.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.60
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.06

23430 - Heavy Equipment Mechanic		29.24
23440 - Heavy Equipment Operator		23.32
23460 - Instrument Mechanic		26.23
23465 - Laboratory/Shelter Mechanic		24.49
23470 - Laborer		17.23
23510 - Locksmith		24.49
23530 - Machinery Maintenance Mechanic		28.35
23550 - Machinist, Maintenance		24.17
23580 - Maintenance Trades Helper		15.31
23591 - Metrology Technician I		26.23
23592 - Metrology Technician II		27.85
23593 - Metrology Technician III		29.55
23640 - Millwright		26.76
23710 - Office Appliance Repairer		22.79
23760 - Painter, Maintenance		18.58
23790 - Pipefitter, Maintenance		26.50
23810 - Plumber, Maintenance		24.75
23820 - Pneudraulic Systems Mechanic		26.23
23850 - Rigger		26.23
23870 - Scale Mechanic		22.75
23890 - Sheet-Metal Worker, Maintenance		21.45
23910 - Small Engine Mechanic		22.00
23931 - Telecommunications Mechanic I		28.61
23932 - Telecommunications Mechanic II		30.38
23950 - Telephone Lineman		35.63
23960 - Welder, Combination, Maintenance		22.59
23965 - Well Driller		26.23
23970 - Woodcraft Worker		26.23
23980 - Woodworker		19.28
24000 - Personal Needs Occupations		
24550 - Case Manager		18.45
24570 - Child Care Attendant		13.67
24580 - Child Care Center Clerk		17.04
24610 - Chore Aide		13.73
24620 - Family Readiness And Support Services Coordinator		18.45
24630 - Homemaker		18.45
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.56
25040 - Sewage Plant Operator		21.71
25070 - Stationary Engineer		23.56
25190 - Ventilation Equipment Tender		15.83
25210 - Water Treatment Plant Operator		21.71
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.98
27007 - Baggage Inspector		16.68
27008 - Corrections Officer		20.86
27010 - Court Security Officer		20.89
27030 - Detection Dog Handler		18.65
27040 - Detention Officer		20.86
27070 - Firefighter		20.55
27101 - Guard I		16.68
27102 - Guard II		18.65
27131 - Police Officer I		23.09
27132 - Police Officer II		25.65
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.48
28042 - Carnival Equipment Repairer		20.31
28043 - Carnival Worker		13.09
28210 - Gate Attendant/Gate Tender		16.39
28310 - Lifeguard		13.50
28350 - Park Attendant (Aide)		18.33
28510 - Recreation Aide/Health Facility Attendant		13.38
28515 - Recreation Specialist		22.71
28630 - Sports Official		14.60
28690 - Swimming Pool Operator		23.98
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.59
29020 - Hatch Tender		26.59
29030 - Line Handler		26.59
29041 - Stevedore I		24.57
29042 - Stevedore II		28.53
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		19.17
30022 - Archeological Technician II		21.44
30023 - Archeological Technician III		26.56
30030 - Cartographic Technician		26.56
30040 - Civil Engineering Technician		29.33
30051 - Cryogenic Technician I		29.42
30052 - Cryogenic Technician II		32.49
30061 - Drafter/CAD Operator I		19.17
30062 - Drafter/CAD Operator II		21.44
30063 - Drafter/CAD Operator III		23.90
30064 - Drafter/CAD Operator IV		29.42
30081 - Engineering Technician I		16.76
30082 - Engineering Technician II		18.81

30083 - Engineering Technician III		21.04
30084 - Engineering Technician IV		26.07
30085 - Engineering Technician V		31.89
30086 - Engineering Technician VI		38.58
30090 - Environmental Technician		24.78
30095 - Evidence Control Specialist		26.56
30210 - Laboratory Technician		22.14
30221 - Latent Fingerprint Technician I		29.42
30222 - Latent Fingerprint Technician II		32.49
30240 - Mathematical Technician		26.56
30361 - Paralegal/Legal Assistant I		22.64
30362 - Paralegal/Legal Assistant II		28.06
30363 - Paralegal/Legal Assistant III		34.32
30364 - Paralegal/Legal Assistant IV		41.51
30375 - Petroleum Supply Specialist		32.49
30390 - Photo-Optics Technician		26.56
30395 - Radiation Control Technician		32.49
30461 - Technical Writer I		26.56
30462 - Technical Writer II		32.49
30463 - Technical Writer III		39.30
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		29.42
30502 - Weather Forecaster II		35.78
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.90
30621 - Weather Observer, Senior	(see 2)	26.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		14.07
31030 - Bus Driver		20.85
31043 - Driver Courier		17.41
31260 - Parking and Lot Attendant		14.75
31290 - Shuttle Bus Driver		14.61
31310 - Taxi Driver		12.22
31361 - Truckdriver, Light		19.14
31362 - Truckdriver, Medium		20.85
31363 - Truckdriver, Heavy		26.33
31364 - Truckdriver, Tractor-Trailer		26.33
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.73
99050 - Desk Clerk		15.13
99095 - Embalmer		26.66
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		16.23
99252 - Laboratory Animal Caretaker II		17.84
99260 - Marketing Analyst		43.09
99310 - Mortician		26.66
99410 - Pest Controller		19.01
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		20.28
99711 - Recycling Specialist		25.36
99730 - Refuse Collector		17.82
99810 - Sales Clerk		14.65
99820 - School Crossing Guard		15.51
99830 - Survey Party Chief		28.54
99831 - Surveying Aide		18.86
99832 - Surveying Technician		25.94
99840 - Vending Machine Attendant		21.23
99841 - Vending Machine Repairer		27.55
99842 - Vending Machine Repairer Helper		21.23

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: 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 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))."""
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