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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 Division of
Director Wage Determinations

Wage Determination No.: 2015-4673
Revision No.: 32
Date Of Last Revision: 7/30/2026

State: Arkansas, Mississippi, Tennessee

Area: Arkansas Counties of Crittenden

Mississippi Counties of Benton, De Soto and Marshall

Tennessee Counties of Fayette, Shelby and Tipton

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.54
01012 - Accounting Clerk II		20.80
01013 - Accounting Clerk III		23.27
01020 - Administrative Assistant		31.53
01035 - Court Reporter		20.75
01041 - Customer Service Representative I		17.19
01042 - Customer Service Representative II		18.77
01043 - Customer Service Representative III		21.07
01051 - Data Entry Operator I		18.18
01052 - Data Entry Operator II		19.84
01060 - Dispatcher, Motor Vehicle		25.52
01070 - Document Preparation Clerk		17.74
01090 - Duplicating Machine Operator		17.74
01111 - General Clerk I		15.16
01112 - General Clerk II		16.54
01113 - General Clerk III		18.56
01120 - Housing Referral Assistant		23.13
01141 - Messenger Courier		18.90
01191 - Order Clerk I		17.96
01192 - Order Clerk II		19.60
01261 - Personnel Assistant (Employment) I		18.68
01262 - Personnel Assistant (Employment) II		20.90
01263 - Personnel Assistant (Employment) III		23.31

01270 - Production Control Clerk	26.29
01290 - Rental Clerk	17.99
01300 - Scheduler, Maintenance	18.55
01311 - Secretary I	18.55
01312 - Secretary II	20.75
01313 - Secretary III	23.13
01320 - Service Order Dispatcher	22.81
01410 - Supply Technician	31.53
01420 - Survey Worker	19.59
01460 - Switchboard Operator/Receptionist	16.60
01531 - Travel Clerk I	20.17
01532 - Travel Clerk II	21.48
01533 - Travel Clerk III	23.56
01611 - Word Processor I	16.53
01612 - Word Processor II	18.55
01613 - Word Processor III	20.75
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.39
05010 - Automotive Electrician	22.79
05040 - Automotive Glass Installer	21.29
05070 - Automotive Worker	21.29
05110 - Mobile Equipment Servicer	18.21
05130 - Motor Equipment Metal Mechanic	24.27
05160 - Motor Equipment Metal Worker	21.29
05190 - Motor Vehicle Mechanic	24.27
05220 - Motor Vehicle Mechanic Helper	16.69
05250 - Motor Vehicle Upholstery Worker	19.74
05280 - Motor Vehicle Wrecker	21.29
05310 - Painter, Automotive	22.79
05340 - Radiator Repair Specialist	21.29
05370 - Tire Repairer	17.48
05400 - Transmission Repair Specialist	24.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.56
07041 - Cook I	15.95
07042 - Cook II	18.65
07070 - Dishwasher	14.28
07130 - Food Service Worker	13.19
07210 - Meat Cutter	17.91
07260 - Waiter/Waitress	11.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.31
09040 - Furniture Handler	12.82
09080 - Furniture Refinisher	20.31
09090 - Furniture Refinisher Helper	15.67
09110 - Furniture Repairer, Minor	18.48
09130 - Upholsterer	21.26
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.39
11060 - Elevator Operator	15.66
11090 - Gardener	23.42
11122 - Housekeeping Aide	15.66
11150 - Janitor	15.66
11210 - Laborer, Grounds Maintenance	17.55
11240 - Maid or Houseman	15.21
11260 - Pruner	16.55
11270 - Tractor Operator	21.46
11330 - Trail Maintenance Worker	17.55
11360 - Window Cleaner	17.07
12000 - Health Occupations	

12010 - Ambulance Driver	19.36
12011 - Breath Alcohol Technician	25.49
12012 - Certified Occupational Therapist Assistant	32.21
12015 - Certified Physical Therapist Assistant	30.12
12020 - Dental Assistant	23.17
12025 - Dental Hygienist	38.19
12030 - EKG Technician	31.88
12035 - Electroneurodiagnostic Technologist	31.88
12040 - Emergency Medical Technician	19.36
12071 - Licensed Practical Nurse I	22.79
12072 - Licensed Practical Nurse II	25.49
12073 - Licensed Practical Nurse III	28.43
12100 - Medical Assistant	18.87
12130 - Medical Laboratory Technician	30.77
12160 - Medical Record Clerk	24.32
12190 - Medical Record Technician	27.20
12195 - Medical Transcriptionist	21.63
12210 - Nuclear Medicine Technologist	40.61
12221 - Nursing Assistant I	13.27
12222 - Nursing Assistant II	14.92
12223 - Nursing Assistant III	16.28
12224 - Nursing Assistant IV	18.27
12235 - Optical Dispenser	22.89
12236 - Optical Technician	21.62
12250 - Pharmacy Technician	20.82
12280 - Phlebotomist	18.98
12305 - Radiologic Technologist	31.88
12311 - Registered Nurse I	26.47
12312 - Registered Nurse II	32.37
12313 - Registered Nurse II, Specialist	32.37
12314 - Registered Nurse III	39.18
12315 - Registered Nurse III, Anesthetist	39.18
12316 - Registered Nurse IV	46.96
12317 - Scheduler (Drug and Alcohol Testing)	31.58
12320 - Substance Abuse Treatment Counselor	24.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.11
13012 - Exhibits Specialist II	27.39
13013 - Exhibits Specialist III	33.51
13041 - Illustrator I	23.07
13042 - Illustrator II	28.58
13043 - Illustrator III	34.96
13047 - Librarian	31.65
13050 - Library Aide/Clerk	17.78
13054 - Library Information Technology Systems Administrator	28.58
13058 - Library Technician	17.50
13061 - Media Specialist I	20.62
13062 - Media Specialist II	23.07
13063 - Media Specialist III	25.73
13071 - Photographer I	18.51
13072 - Photographer II	20.71
13073 - Photographer III	25.65
13074 - Photographer IV	31.38
13075 - Photographer V	37.98
13090 - Technical Order Library Clerk	22.32
13110 - Video Teleconference Technician	23.18
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.91
14042 - Computer Operator II	24.51
14043 - Computer Operator III	27.31
14044 - Computer Operator IV	30.35
14045 - Computer Operator V	33.62

14071 - Computer Programmer I	(see 1)	25.60
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		21.91
14160 - Personal Computer Support Technician		30.35
14170 - System Support Specialist		33.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.35
15020 - Aircrew Training Devices Instructor (Rated)		40.37
15030 - Air Crew Training Devices Instructor (Pilot)		48.38
15050 - Computer Based Training Specialist / Instructor		33.35
15060 - Educational Technologist		35.15
15070 - Flight Instructor (Pilot)		48.38
15080 - Graphic Artist		28.37
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.38
15086 - Maintenance Test Pilot, Rotary Wing		48.38
15088 - Non-Maintenance Test/Co-Pilot		48.38
15090 - Technical Instructor		24.47
15095 - Technical Instructor/Course Developer		29.93
15110 - Test Proctor		19.75
15120 - Tutor		19.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		16.54
16030 - Counter Attendant		16.54
16040 - Dry Cleaner		18.92
16070 - Finisher, Flatwork, Machine		16.54
16090 - Presser, Hand		16.54
16110 - Presser, Machine, Drycleaning		16.54
16130 - Presser, Machine, Shirts		16.54
16160 - Presser, Machine, Wearing Apparel, Laundry		16.54
16190 - Sewing Machine Operator		19.71
16220 - Tailor		20.50
16250 - Washer, Machine		17.34
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.22
19040 - Tool And Die Maker		29.21
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.41
21030 - Material Coordinator		26.29
21040 - Material Expediter		26.29
21050 - Material Handling Laborer		19.00
21071 - Order Filler		17.92
21080 - Production Line Worker (Food Processing)		21.41
21110 - Shipping Packer		22.02
21130 - Shipping/Receiving Clerk		22.02
21140 - Store Worker I		15.75
21150 - Stock Clerk		19.53
21210 - Tools And Parts Attendant		21.41
21410 - Warehouse Specialist		21.41
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		46.96
23019 - Aircraft Logs and Records Technician		36.04
23021 - Aircraft Mechanic I		44.32

23022 - Aircraft Mechanic II	46.96
23023 - Aircraft Mechanic III	49.81
23040 - Aircraft Mechanic Helper	30.47
23050 - Aircraft, Painter	41.61
23060 - Aircraft Servicer	36.04
23070 - Aircraft Survival Flight Equipment Technician	41.61
23080 - Aircraft Worker	38.88
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	38.88
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	44.32
23110 - Appliance Mechanic	23.40
23120 - Bicycle Repairer	22.71
23125 - Cable Splicer	40.90
23130 - Carpenter, Maintenance	24.34
23140 - Carpet Layer	26.56
23160 - Electrician, Maintenance	29.27
23181 - Electronics Technician Maintenance I	27.71
23182 - Electronics Technician Maintenance II	29.66
23183 - Electronics Technician Maintenance III	31.59
23260 - Fabric Worker	24.62
23290 - Fire Alarm System Mechanic	27.01
23310 - Fire Extinguisher Repairer	22.71
23311 - Fuel Distribution System Mechanic	32.26
23312 - Fuel Distribution System Operator	24.20
23370 - General Maintenance Worker	23.15
23380 - Ground Support Equipment Mechanic	44.32
23381 - Ground Support Equipment Servicer	36.04
23382 - Ground Support Equipment Worker	38.88
23391 - Gunsmith I	22.71
23392 - Gunsmith II	26.56
23393 - Gunsmith III	30.27
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.30
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.92
23430 - Heavy Equipment Mechanic	30.13
23440 - Heavy Equipment Operator	25.90
23460 - Instrument Mechanic	23.87
23465 - Laboratory/Shelter Mechanic	28.42
23470 - Laborer	19.00
23510 - Locksmith	23.28
23530 - Machinery Maintenance Mechanic	31.04
23550 - Machinist, Maintenance	28.47
23580 - Maintenance Trades Helper	20.02
23591 - Metrology Technician I	23.87
23592 - Metrology Technician II	25.30
23593 - Metrology Technician III	26.82
23640 - Millwright	29.36
23710 - Office Appliance Repairer	21.06
23760 - Painter, Maintenance	21.07
23790 - Pipefitter, Maintenance	30.06
23810 - Plumber, Maintenance	28.22
23820 - Pneudraulic Systems Mechanic	30.27
23850 - Rigger	30.27
23870 - Scale Mechanic	26.56
23890 - Sheet-Metal Worker, Maintenance	24.77
23910 - Small Engine Mechanic	22.57
23931 - Telecommunications Mechanic I	30.37
23932 - Telecommunications Mechanic II	32.18
23950 - Telephone Lineman	30.60
23960 - Welder, Combination, Maintenance	23.37
23965 - Well Driller	29.67
23970 - Woodcraft Worker	30.27

23980 - Woodworker		22.71
24000 - Personal Needs Occupations		
24550 - Case Manager		19.49
24570 - Child Care Attendant		13.88
24580 - Child Care Center Clerk		17.32
24610 - Chore Aide		14.86
24620 - Family Readiness And Support Services Coordinator		19.49
24630 - Homemaker		19.49
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		33.50
25040 - Sewage Plant Operator		26.18
25070 - Stationary Engineer		33.50
25190 - Ventilation Equipment Tender		22.92
25210 - Water Treatment Plant Operator		26.18
27000 - Protective Service Occupations		
27004 - Alarm Monitor		25.10
27007 - Baggage Inspector		16.88
27008 - Corrections Officer		26.16
27010 - Court Security Officer		28.38
27030 - Detection Dog Handler		18.89
27040 - Detention Officer		26.16
27070 - Firefighter		30.60
27101 - Guard I		16.88
27102 - Guard II		18.89
27131 - Police Officer I		32.64
27132 - Police Officer II		36.26
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.10
28042 - Carnival Equipment Repairer		18.66
28043 - Carnival Worker		13.19
28210 - Gate Attendant/Gate Tender		19.25
28310 - Lifeguard		13.10
28350 - Park Attendant (Aide)		21.53
28510 - Recreation Aide/Health Facility Attendant		15.72
28515 - Recreation Specialist		26.67
28630 - Sports Official		17.15
28690 - Swimming Pool Operator		21.82
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.91
29020 - Hatch Tender		29.91
29030 - Line Handler		29.91
29041 - Stevedore I		27.72
29042 - Stevedore II		32.01
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.54
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.33
30021 - Archeological Technician I		20.39
30022 - Archeological Technician II		22.81
30023 - Archeological Technician III		28.25
30030 - Cartographic Technician		28.25
30040 - Civil Engineering Technician		28.84
30051 - Cryogenic Technician I		31.29
30052 - Cryogenic Technician II		34.56
30061 - Drafter/CAD Operator I		20.39

30062 - Drafter/CAD Operator II	22.81
30063 - Drafter/CAD Operator III	25.43
30064 - Drafter/CAD Operator IV	31.29
30081 - Engineering Technician I	17.48
30082 - Engineering Technician II	19.62
30083 - Engineering Technician III	21.95
30084 - Engineering Technician IV	27.19
30085 - Engineering Technician V	33.25
30086 - Engineering Technician VI	40.23
30090 - Environmental Technician	24.94
30095 - Evidence Control Specialist	28.25
30210 - Laboratory Technician	27.11
30221 - Latent Fingerprint Technician I	28.68
30222 - Latent Fingerprint Technician II	31.68
30240 - Mathematical Technician	28.25
30361 - Paralegal/Legal Assistant I	23.61
30362 - Paralegal/Legal Assistant II	29.24
30363 - Paralegal/Legal Assistant III	35.77
30364 - Paralegal/Legal Assistant IV	43.27
30375 - Petroleum Supply Specialist	34.56
30390 - Photo-Optics Technician	28.25
30395 - Radiation Control Technician	34.56
30461 - Technical Writer I	29.46
30462 - Technical Writer II	36.03
30463 - Technical Writer III	43.61
30491 - Unexploded Ordnance (UXO) Technician I	29.57
30492 - Unexploded Ordnance (UXO) Technician II	35.78
30493 - Unexploded Ordnance (UXO) Technician III	42.89
30494 - Unexploded (UXO) Safety Escort	29.57
30495 - Unexploded (UXO) Sweep Personnel	29.57
30501 - Weather Forecaster I	31.29
30502 - Weather Forecaster II	38.06
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 25.43
30621 - Weather Observer, Senior	(see 2) 28.25
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.78
31020 - Bus Aide	17.03
31030 - Bus Driver	24.65
31043 - Driver Courier	21.76
31260 - Parking and Lot Attendant	15.45
31290 - Shuttle Bus Driver	17.46
31310 - Taxi Driver	12.06
31361 - Truckdriver, Light	23.76
31362 - Truckdriver, Medium	25.75
31363 - Truckdriver, Heavy	30.32
31364 - Truckdriver, Tractor-Trailer	30.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	14.02
99050 - Desk Clerk	14.55
99095 - Embalmer	24.26
99130 - Flight Follower	29.57
99251 - Laboratory Animal Caretaker I	17.78
99252 - Laboratory Animal Caretaker II	19.40
99260 - Marketing Analyst	34.42
99310 - Mortician	24.26
99410 - Pest Controller	20.67
99510 - Photofinishing Worker	16.31
99710 - Recycling Laborer	22.67
99711 - Recycling Specialist	27.72
99730 - Refuse Collector	21.11
99810 - Sales Clerk	15.67

99820 - School Crossing Guard	17.02
99830 - Survey Party Chief	29.95
99831 - Surveying Aide	19.64
99832 - Surveying Technician	26.87
99840 - Vending Machine Attendant	18.36
99841 - Vending Machine Repairer	23.42
99842 - Vending Machine Repairer Helper	18.36

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). 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 8 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. (See 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)).""