"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.: 2015-4673
Revision No.: 30
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States: Arkansas, Mississippi, Tennessee

Area: Arkansas County of Crittenden
Mississippi Counties of Benton, De Soto, Marshall
Tennessee Counties of Fayette, Shelby, Tipton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.09
01012 - Accounting Clerk II		20.30
01013 - Accounting Clerk III		22.71
01020 - Administrative Assistant		31.53
01035 - Court Reporter		20.75
01041 - Customer Service Representative I		15.63
01042 - Customer Service Representative II		17.06
01043 - Customer Service Representative III		19.15
01051 - Data Entry Operator I		17.49
01052 - Data Entry Operator II		19.09
01060 - Dispatcher, Motor Vehicle		24.28
01070 - Document Preparation Clerk		17.74
01090 - Duplicating Machine Operator		17.74
01111 - General Clerk I		14.97
01112 - General Clerk II		16.34
01113 - General Clerk III		18.34
01120 - Housing Referral Assistant		23.13
01141 - Messenger Courier		17.18
01191 - Order Clerk I		17.13
01192 - Order Clerk II		18.69
01261 - Personnel Assistant (Employment) I		18.34
01262 - Personnel Assistant (Employment) II		20.51
01263 - Personnel Assistant (Employment) III		22.86
01270 - Production Control Clerk		23.90
01290 - Rental Clerk		16.62
01300 - Scheduler, Maintenance		18.55
01311 - Secretary I		18.55
01312 - Secretary II		20.75
01313 - Secretary III		23.13
01320 - Service Order Dispatcher		21.71
01410 - Supply Technician		31.53
01420 - Survey Worker		19.59
01460 - Switchboard Operator/Receptionist		16.36
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	21.47
05040 - Automotive Glass Installer	20.06
05070 - Automotive Worker	20.06
05110 - Mobile Equipment Servicer	17.15
05130 - Motor Equipment Metal Mechanic	22.87
05160 - Motor Equipment Metal Worker	20.06
05190 - Motor Vehicle Mechanic	22.87
05220 - Motor Vehicle Mechanic Helper	15.71
05250 - Motor Vehicle Upholstery Worker	18.59
05280 - Motor Vehicle Wrecker	20.06
05310 - Painter, Automotive	21.47
05340 - Radiator Repair Specialist	20.06
05370 - Tire Repairer	17.03
05400 - Transmission Repair Specialist	22.87
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.56
07041 - Cook I	14.58
07042 - Cook II	17.05
07070 - Dishwasher	13.80
07130 - Food Service Worker	13.19
07210 - Meat Cutter	17.37
07260 - Waiter/Waitress	11.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.21
09040 - Furniture Handler	12.82
09080 - Furniture Refinisher	20.31
09090 - Furniture Refinisher Helper	15.67
09110 - Furniture Repairer, Minor	18.48
09130 - Upholsterer	19.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.37
11060 - Elevator Operator	15.18
11090 - Gardener	23.10
11122 - Housekeeping Aide	15.18
11150 - Janitor	15.18
11210 - Laborer, Grounds Maintenance	17.30
11240 - Maid or Houseman	15.09
11260 - Pruner	15.38
11270 - Tractor Operator	21.15
11330 - Trail Maintenance Worker	17.30
11360 - Window Cleaner	17.07
12000 - Health Occupations	
12010 - Ambulance Driver	19.36
12011 - Breath Alcohol Technician	23.73
12012 - Certified Occupational Therapist Assistant	32.21
12015 - Certified Physical Therapist Assistant	30.12
12020 - Dental Assistant	22.39
12025 - Dental Hygienist	38.19
12030 - EKG Technician	29.14
12035 - Electroneurodiagnostic Technologist	29.14
12040 - Emergency Medical Technician	19.36
12071 - Licensed Practical Nurse I	21.22
12072 - Licensed Practical Nurse II	23.73
12073 - Licensed Practical Nurse III	26.45
12100 - Medical Assistant	18.44
12130 - Medical Laboratory Technician	29.99
12160 - Medical Record Clerk	24.32
12190 - Medical Record Technician	27.20
12195 - Medical Transcriptionist	19.66
12210 - Nuclear Medicine Technologist	39.48
12221 - Nursing Assistant I	12.85
12222 - Nursing Assistant II	14.46
12223 - Nursing Assistant III	15.78
12224 - Nursing Assistant IV	17.71

12235 - Optical Dispenser		20.90
12236 - Optical Technician		19.65
12250 - Pharmacy Technician		18.93
12280 - Phlebotomist		18.56
12305 - Radiologic Technologist		31.66
12311 - Registered Nurse I		25.75
12312 - Registered Nurse II		31.49
12313 - Registered Nurse II, Specialist		31.49
12314 - Registered Nurse III		38.10
12315 - Registered Nurse III, Anesthetist		38.10
12316 - Registered Nurse IV		45.68
12317 - Scheduler (Drug and Alcohol Testing)		29.40
12320 - Substance Abuse Treatment Counselor		23.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.52
13012 - Exhibits Specialist II		26.65
13013 - Exhibits Specialist III		32.60
13041 - Illustrator I		22.14
13042 - Illustrator II		27.42
13043 - Illustrator III		33.53
13047 - Librarian		30.37
13050 - Library Aide/Clerk		17.78
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		16.91
13061 - Media Specialist I		19.79
13062 - Media Specialist II		22.14
13063 - Media Specialist III		24.67
13071 - Photographer I		17.81
13072 - Photographer II		19.92
13073 - Photographer III		24.68
13074 - Photographer IV		30.18
13075 - Photographer V		36.52
13090 - Technical Order Library Clerk		22.32
13110 - Video Teleconference Technician		23.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.92
14042 - Computer Operator II		22.28
14043 - Computer Operator III		24.83
14044 - Computer Operator IV		27.59
14045 - Computer Operator V		30.56
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		19.92
14160 - Personal Computer Support Technician		27.59
14170 - System Support Specialist		30.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.85
15020 - Aircrew Training Devices Instructor (Rated)		39.74
15030 - Air Crew Training Devices Instructor (Pilot)		47.63
15050 - Computer Based Training Specialist / Instructor		32.85
15060 - Educational Technologist		33.21
15070 - Flight Instructor (Pilot)		47.63
15080 - Graphic Artist		26.21
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.63
15086 - Maintenance Test Pilot, Rotary Wing		47.63
15088 - Non-Maintenance Test/Co-Pilot		47.63
15090 - Technical Instructor		23.43
15095 - Technical Instructor/Course Developer		28.66
15110 - Test Proctor		18.91

15120 - Tutor	18.91
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	15.04
16030 - Counter Attendant	15.04
16040 - Dry Cleaner	17.20
16070 - Finisher, Flatwork, Machine	15.04
16090 - Presser, Hand	15.04
16110 - Presser, Machine, Drycleaning	15.04
16130 - Presser, Machine, Shirts	15.04
16160 - Presser, Machine, Wearing Apparel, Laundry	15.04
16190 - Sewing Machine Operator	17.92
16220 - Tailor	18.64
16250 - Washer, Machine	15.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.84
19040 - Tool And Die Maker	28.75
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.47
21030 - Material Coordinator	23.90
21040 - Material Expediter	23.90
21050 - Material Handling Laborer	18.22
21071 - Order Filler	17.67
21080 - Production Line Worker (Food Processing)	20.47
21110 - Shipping Packer	20.14
21130 - Shipping/Receiving Clerk	20.14
21140 - Store Worker I	14.32
21150 - Stock Clerk	18.95
21210 - Tools And Parts Attendant	20.47
21410 - Warehouse Specialist	20.47
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	45.48
23019 - Aircraft Logs and Records Technician	34.89
23021 - Aircraft Mechanic I	42.92
23022 - Aircraft Mechanic II	45.48
23023 - Aircraft Mechanic III	48.23
23040 - Aircraft Mechanic Helper	29.48
23050 - Aircraft, Painter	40.29
23060 - Aircraft Servicer	34.89
23070 - Aircraft Survival Flight Equipment Technician	40.29
23080 - Aircraft Worker	37.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	37.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	42.92
23110 - Appliance Mechanic	22.81
23120 - Bicycle Repairer	21.13
23125 - Cable Splicer	37.18
23130 - Carpenter, Maintenance	24.21
23140 - Carpet Layer	24.71
23160 - Electrician, Maintenance	27.78
23181 - Electronics Technician Maintenance I	27.32
23182 - Electronics Technician Maintenance II	29.24
23183 - Electronics Technician Maintenance III	31.15
23260 - Fabric Worker	22.90
23290 - Fire Alarm System Mechanic	24.55
23310 - Fire Extinguisher Repairer	21.13
23311 - Fuel Distribution System Mechanic	32.26
23312 - Fuel Distribution System Operator	24.20
23370 - General Maintenance Worker	22.61
23380 - Ground Support Equipment Mechanic	42.92
23381 - Ground Support Equipment Servicer	34.89
23382 - Ground Support Equipment Worker	37.65
23391 - Gunsmith I	21.13
23392 - Gunsmith II	24.71
23393 - Gunsmith III	28.17

23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.00
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.49
23430 - Heavy Equipment Mechanic	29.35
23440 - Heavy Equipment Operator	23.93
23460 - Instrument Mechanic	23.87
23465 - Laboratory/Shelter Mechanic	26.44
23470 - Laborer	18.22
23510 - Locksmith	22.81
23530 - Machinery Maintenance Mechanic	30.81
23550 - Machinist, Maintenance	27.96
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	19.15
23790 - Pipefitter, Maintenance	29.35
23810 - Plumber, Maintenance	27.55
23820 - Pneudraulic Systems Mechanic	28.17
23850 - Rigger	28.17
23870 - Scale Mechanic	24.71
23890 - Sheet-Metal Worker, Maintenance	22.52
23910 - Small Engine Mechanic	20.99
23931 - Telecommunications Mechanic I	29.65
23932 - Telecommunications Mechanic II	31.42
23950 - Telephone Lineman	29.86
23960 - Welder, Combination, Maintenance	23.16
23965 - Well Driller	28.12
23970 - Woodcraft Worker	28.17
23980 - Woodworker	21.13
24000 - Personal Needs Occupations	
24550 - Case Manager	17.88
24570 - Child Care Attendant	13.58
24580 - Child Care Center Clerk	16.93
24610 - Chore Aide	14.35
24620 - Family Readiness And Support Services Coordinator	17.88
24630 - Homemaker	17.88
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.45
25040 - Sewage Plant Operator	24.40
25070 - Stationary Engineer	30.45
25190 - Ventilation Equipment Tender	20.84
25210 - Water Treatment Plant Operator	24.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.82
27007 - Baggage Inspector	16.49
27008 - Corrections Officer	26.16
27010 - Court Security Officer	28.38
27030 - Detection Dog Handler	18.44
27040 - Detention Officer	26.16
27070 - Firefighter	30.60
27101 - Guard I	16.49
27102 - Guard II	18.44
27131 - Police Officer I	30.64
27132 - Police Officer II	34.03
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.67
28042 - Carnival Equipment Repairer	18.21
28043 - Carnival Worker	12.10
28210 - Gate Attendant/Gate Tender	18.36
28310 - Lifeguard	12.63

28350 - Park Attendant (Aide)		20.54
28510 - Recreation Aide/Health Facility Attendant		14.99
28515 - Recreation Specialist		25.44
28630 - Sports Official		16.36
28690 - Swimming Pool Operator		21.29
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)	46.07
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		19.99
30022 - Archeological Technician II		22.36
30023 - Archeological Technician III		27.70
30030 - Cartographic Technician		27.70
30040 - Civil Engineering Technician		26.73
30051 - Cryogenic Technician I		30.68
30052 - Cryogenic Technician II		33.89
30061 - Drafter/CAD Operator I		19.99
30062 - Drafter/CAD Operator II		22.36
30063 - Drafter/CAD Operator III		24.94
30064 - Drafter/CAD Operator IV		30.68
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		23.54
30095 - Evidence Control Specialist		27.70
30210 - Laboratory Technician		26.27
30221 - Latent Fingerprint Technician I		26.40
30222 - Latent Fingerprint Technician II		29.15
30240 - Mathematical Technician		27.70
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		33.89
30390 - Photo-Optics Technician		27.70
30395 - Radiation Control Technician		33.89
30461 - Technical Writer I		28.05
30462 - Technical Writer II		34.31
30463 - Technical Writer III		41.51
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		30.68
30502 - Weather Forecaster II		37.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.94
30621 - Weather Observer, Senior	(see 2)	27.70
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		17.03
31030 - Bus Driver		24.65
31043 - Driver Courier		21.76
31260 - Parking and Lot Attendant		15.16
31290 - Shuttle Bus Driver		17.07

31310 - Taxi Driver	12.06
31361 - Truckdriver, Light	23.76
31362 - Truckdriver, Medium	25.75
31363 - Truckdriver, Heavy	28.88
31364 - Truckdriver, Tractor-Trailer	28.88
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	13.34
99050 - Desk Clerk	14.24
99095 - Embalmer	24.26
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	17.66
99252 - Laboratory Animal Caretaker II	19.29
99260 - Marketing Analyst	31.60
99310 - Mortician	24.26
99410 - Pest Controller	20.67
99510 - Photofinishing Worker	16.31
99710 - Recycling Laborer	21.58
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	19.19
99810 - Sales Clerk	14.52
99820 - School Crossing Guard	17.02
99830 - Survey Party Chief	28.42
99831 - Surveying Aide	18.64
99832 - Surveying Technician	25.50
99840 - Vending Machine Attendant	17.89
99841 - Vending Machine Repairer	22.85
99842 - Vending Machine Repairer Helper	17.89

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 $13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. 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))."