"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-4643
Revision No.: 30
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State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Grainger, Knox, Loudon, Morgan, Roane, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.58
01012 - Accounting Clerk II		19.73
01013 - Accounting Clerk III		22.07
01020 - Administrative Assistant		30.92
01035 - Court Reporter		20.25
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		17.76
01052 - Data Entry Operator II		19.38
01060 - Dispatcher, Motor Vehicle		21.78
01070 - Document Preparation Clerk		18.64
01090 - Duplicating Machine Operator		18.64
01111 - General Clerk I		15.44
01112 - General Clerk II		16.85
01113 - General Clerk III		18.91
01120 - Housing Referral Assistant		22.57
01141 - Messenger Courier		16.88
01191 - Order Clerk I		16.30
01192 - Order Clerk II		18.17
01261 - Personnel Assistant (Employment) I		17.77
01262 - Personnel Assistant (Employment) II		19.88
01263 - Personnel Assistant (Employment) III		22.17
01270 - Production Control Clerk		24.30
01290 - Rental Clerk		16.88
01300 - Scheduler, Maintenance		18.10
01311 - Secretary I		18.10
01312 - Secretary II		20.25
01313 - Secretary III		22.57
01320 - Service Order Dispatcher		19.47
01410 - Supply Technician		30.92
01420 - Survey Worker		18.91
01460 - Switchboard Operator/Receptionist		16.36
01531 - Travel Clerk I		20.91
01532 - Travel Clerk II		22.69
01533 - Travel Clerk III		25.38
01611 - Word Processor I		16.13
01612 - Word Processor II		18.10
01613 - Word Processor III		20.25
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.74

05010 - Automotive Electrician	21.73
05040 - Automotive Glass Installer	20.67
05070 - Automotive Worker	20.67
05110 - Mobile Equipment Servicer	18.30
05130 - Motor Equipment Metal Mechanic	22.90
05160 - Motor Equipment Metal Worker	20.67
05190 - Motor Vehicle Mechanic	22.90
05220 - Motor Vehicle Mechanic Helper	17.15
05250 - Motor Vehicle Upholstery Worker	19.41
05280 - Motor Vehicle Wrecker	20.67
05310 - Painter, Automotive	21.73
05340 - Radiator Repair Specialist	20.67
05370 - Tire Repairer	15.82
05400 - Transmission Repair Specialist	22.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.84
07041 - Cook I	14.93
07042 - Cook II	16.87
07070 - Dishwasher	14.45
07130 - Food Service Worker	14.78
07210 - Meat Cutter	17.87
07260 - Waiter/Waitress	11.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.60
09040 - Furniture Handler	14.20
09080 - Furniture Refinisher	21.17
09090 - Furniture Refinisher Helper	16.70
09110 - Furniture Repairer, Minor	18.90
09130 - Upholsterer	19.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.44
11060 - Elevator Operator	14.16
11090 - Gardener	21.53
11122 - Housekeeping Aide	14.16
11150 - Janitor	14.16
11210 - Laborer, Grounds Maintenance	17.16
11240 - Maid or Houseman	13.78
11260 - Pruner	15.56
11270 - Tractor Operator	20.19
11330 - Trail Maintenance Worker	17.16
11360 - Window Cleaner	15.62
12000 - Health Occupations	
12010 - Ambulance Driver	17.56
12011 - Breath Alcohol Technician	22.02
12012 - Certified Occupational Therapist Assistant	30.12
12015 - Certified Physical Therapist Assistant	29.40
12020 - Dental Assistant	22.16
12025 - Dental Hygienist	39.56
12030 - EKG Technician	32.05
12035 - Electroneurodiagnostic Technologist	32.05
12040 - Emergency Medical Technician	17.56
12071 - Licensed Practical Nurse I	19.69
12072 - Licensed Practical Nurse II	22.02
12073 - Licensed Practical Nurse III	24.54
12100 - Medical Assistant	18.41
12130 - Medical Laboratory Technician	26.88
12160 - Medical Record Clerk	19.82
12190 - Medical Record Technician	22.17
12195 - Medical Transcriptionist	19.10
12210 - Nuclear Medicine Technologist	38.56
12221 - Nursing Assistant I	13.80
12222 - Nursing Assistant II	15.53
12223 - Nursing Assistant III	16.94
12224 - Nursing Assistant IV	19.01
12235 - Optical Dispenser	22.66

12236 - Optical Technician		19.69
12250 - Pharmacy Technician		17.61
12280 - Phlebotomist		18.18
12305 - Radiologic Technologist		30.44
12311 - Registered Nurse I		28.82
12312 - Registered Nurse II		35.25
12313 - Registered Nurse II, Specialist		35.25
12314 - Registered Nurse III		42.65
12315 - Registered Nurse III, Anesthetist		42.65
12316 - Registered Nurse IV		51.13
12317 - Scheduler (Drug and Alcohol Testing)		27.27
12320 - Substance Abuse Treatment Counselor		21.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.43
13012 - Exhibits Specialist II		26.54
13013 - Exhibits Specialist III		32.46
13041 - Illustrator I		21.43
13042 - Illustrator II		26.54
13043 - Illustrator III		32.46
13047 - Librarian		29.40
13050 - Library Aide/Clerk		17.39
13054 - Library Information Technology Systems Administrator		26.54
13058 - Library Technician		18.11
13061 - Media Specialist I		19.16
13062 - Media Specialist II		21.43
13063 - Media Specialist III		23.88
13071 - Photographer I		17.13
13072 - Photographer II		19.16
13073 - Photographer III		23.73
13074 - Photographer IV		29.03
13075 - Photographer V		35.12
13090 - Technical Order Library Clerk		21.82
13110 - Video Teleconference Technician		23.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.96
14042 - Computer Operator II		23.44
14043 - Computer Operator III		26.13
14044 - Computer Operator IV		29.04
14045 - Computer Operator V		32.16
14071 - Computer Programmer I	(see 1)	23.87
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		20.96
14160 - Personal Computer Support Technician		29.04
14170 - System Support Specialist		32.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.87
15020 - Aircrew Training Devices Instructor (Rated)		39.76
15030 - Air Crew Training Devices Instructor (Pilot)		47.66
15050 - Computer Based Training Specialist / Instructor		32.87
15060 - Educational Technologist		31.41
15070 - Flight Instructor (Pilot)		47.66
15080 - Graphic Artist		25.45
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.66
15086 - Maintenance Test Pilot, Rotary Wing		47.66
15088 - Non-Maintenance Test/Co-Pilot		47.66
15090 - Technical Instructor		23.32
15095 - Technical Instructor/Course Developer		28.53
15110 - Test Proctor		18.82
15120 - Tutor		18.82

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)	23.78
19040 - Tool And Die Maker	29.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.69
21030 - Material Coordinator	24.30
21040 - Material Expediter	24.30
21050 - Material Handling Laborer	17.89
21071 - Order Filler	16.30
21080 - Production Line Worker (Food Processing)	18.69
21110 - Shipping Packer	20.51
21130 - Shipping/Receiving Clerk	20.51
21140 - Store Worker I	15.15
21150 - Stock Clerk	20.41
21210 - Tools And Parts Attendant	18.69
21410 - Warehouse Specialist	18.69
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.22
23019 - Aircraft Logs and Records Technician	26.71
23021 - Aircraft Mechanic I	31.51
23022 - Aircraft Mechanic II	33.22
23023 - Aircraft Mechanic III	34.97
23040 - Aircraft Mechanic Helper	23.60
23050 - Aircraft, Painter	29.90
23060 - Aircraft Servicer	26.71
23070 - Aircraft Survival Flight Equipment Technician	29.90
23080 - Aircraft Worker	28.44
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.44
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.51
23110 - Appliance Mechanic	23.53
23120 - Bicycle Repairer	22.64
23125 - Cable Splicer	42.47
23130 - Carpenter, Maintenance	23.79
23140 - Carpet Layer	25.58
23160 - Electrician, Maintenance	25.69
23181 - Electronics Technician Maintenance I	27.06
23182 - Electronics Technician Maintenance II	28.45
23183 - Electronics Technician Maintenance III	29.98
23260 - Fabric Worker	24.02
23290 - Fire Alarm System Mechanic	23.18
23310 - Fire Extinguisher Repairer	22.64
23311 - Fuel Distribution System Mechanic	31.19
23312 - Fuel Distribution System Operator	24.92
23370 - General Maintenance Worker	22.09
23380 - Ground Support Equipment Mechanic	31.51
23381 - Ground Support Equipment Servicer	26.71
23382 - Ground Support Equipment Worker	28.44
23391 - Gunsmith I	22.64
23392 - Gunsmith II	25.58
23393 - Gunsmith III	28.34
23410 - Heating, Ventilation And Air-Conditioning	24.05

Mechanic	
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.36
23430 - Heavy Equipment Mechanic	28.63
23440 - Heavy Equipment Operator	23.46
23460 - Instrument Mechanic	30.07
23465 - Laboratory/Shelter Mechanic	26.89
23470 - Laborer	17.89
23510 - Locksmith	24.50
23530 - Machinery Maintenance Mechanic	30.68
23550 - Machinist, Maintenance	24.16
23580 - Maintenance Trades Helper	18.60
23591 - Metrology Technician I	30.07
23592 - Metrology Technician II	31.70
23593 - Metrology Technician III	33.37
23640 - Millwright	27.23
23710 - Office Appliance Repairer	22.98
23760 - Painter, Maintenance	19.48
23790 - Pipefitter, Maintenance	28.42
23810 - Plumber, Maintenance	26.97
23820 - Pneudraulic Systems Mechanic	28.34
23850 - Rigger	28.34
23870 - Scale Mechanic	25.58
23890 - Sheet-Metal Worker, Maintenance	24.67
23910 - Small Engine Mechanic	19.55
23931 - Telecommunications Mechanic I	29.66
23932 - Telecommunications Mechanic II	31.11
23950 - Telephone Lineman	32.22
23960 - Welder, Combination, Maintenance	22.77
23965 - Well Driller	23.26
23970 - Woodcraft Worker	28.34
23980 - Woodworker	22.64
24000 - Personal Needs Occupations	
24550 - Case Manager	17.51
24570 - Child Care Attendant	13.17
24580 - Child Care Center Clerk	16.41
24610 - Chore Aide	14.30
24620 - Family Readiness And Support Services Coordinator	17.51
24630 - Homemaker	17.51
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.95
25040 - Sewage Plant Operator	25.98
25070 - Stationary Engineer	30.95
25190 - Ventilation Equipment Tender	22.34
25210 - Water Treatment Plant Operator	25.98
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.60
27007 - Baggage Inspector	17.29
27008 - Corrections Officer	22.35
27010 - Court Security Officer	23.17
27030 - Detection Dog Handler	19.34
27040 - Detention Officer	22.35
27070 - Firefighter	22.84
27101 - Guard I	17.29
27102 - Guard II	19.34
27131 - Police Officer I	24.35
27132 - Police Officer II	27.08
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.74
28042 - Carnival Equipment Repairer	15.72
28043 - Carnival Worker	11.36
28210 - Gate Attendant/Gate Tender	18.68
28310 - Lifeguard	12.19
28350 - Park Attendant (Aide)	20.89

28510 - Recreation Aide/Health Facility Attendant 15.25
28515 - Recreation Specialist 25.88
28630 - Sports Official 16.64
28690 - Swimming Pool Operator 17.77
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.27
29020 - Hatch Tender 29.27
29030 - Line Handler 29.27
29041 - Stevedore I 27.48
29042 - Stevedore II 30.77
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 22.02
30022 - Archeological Technician II 24.63
30023 - Archeological Technician III 30.51
30030 - Cartographic Technician 30.51
30040 - Civil Engineering Technician 24.45
30051 - Cryogenic Technician I 33.79
30052 - Cryogenic Technician II 37.31
30061 - Drafter/CAD Operator I 22.02
30062 - Drafter/CAD Operator II 24.63
30063 - Drafter/CAD Operator III 27.45
30064 - Drafter/CAD Operator IV 33.79
30081 - Engineering Technician I 16.20
30082 - Engineering Technician II 18.19
30083 - Engineering Technician III 20.34
30084 - Engineering Technician IV 25.21
30085 - Engineering Technician V 30.83
30086 - Engineering Technician VI 37.30
30090 - Environmental Technician 29.88
30095 - Evidence Control Specialist 30.51
30210 - Laboratory Technician 23.97
30221 - Latent Fingerprint Technician I 32.23
30222 - Latent Fingerprint Technician II 35.59
30240 - Mathematical Technician 30.51
30361 - Paralegal/Legal Assistant I 23.28
30362 - Paralegal/Legal Assistant II 28.84
30363 - Paralegal/Legal Assistant III 35.27
30364 - Paralegal/Legal Assistant IV 42.67
30375 - Petroleum Supply Specialist 37.31
30390 - Photo-Optics Technician 30.51
30395 - Radiation Control Technician 37.31
30461 - Technical Writer I 27.70
30462 - Technical Writer II 33.89
30463 - Technical Writer III 41.00
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 33.79
30502 - Weather Forecaster II 41.10
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.45
30621 - Weather Observer, Senior (see 2) 30.51
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 16.53
31030 - Bus Driver 22.01
31043 - Driver Courier 18.34
31260 - Parking and Lot Attendant 11.89
31290 - Shuttle Bus Driver 16.69
31310 - Taxi Driver 11.23

31361 - Truckdriver, Light	19.56
31362 - Truckdriver, Medium	20.75
31363 - Truckdriver, Heavy	26.39
31364 - Truckdriver, Tractor-Trailer	26.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	13.42
99050 - Desk Clerk	13.77
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	15.80
99252 - Laboratory Animal Caretaker II	17.39
99260 - Marketing Analyst	29.73
99310 - Mortician	29.28
99410 - Pest Controller	19.60
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	19.48
99711 - Recycling Specialist	22.91
99730 - Refuse Collector	17.66
99810 - Sales Clerk	14.47
99820 - School Crossing Guard	17.60
99830 - Survey Party Chief	26.34
99831 - Surveying Aide	17.43
99832 - Surveying Technician	23.94
99840 - Vending Machine Attendant	22.02
99841 - Vending Machine Repairer	26.54
99842 - Vending Machine Repairer Helper	22.02

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 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 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."