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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
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4643
Revision No.: 31
Date Of Last Revision: 5/13/2026

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Grainger, Knox, Loudon, Morgan, Roane and 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 Mechanic		24.05
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 $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 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))."""