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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.: 2015-4659
Revision No.: 32
Date Of Last Revision: 5/13/2026

State: Tennessee

Area: Tennessee Counties of Claiborne, Cumberland, Fentress, Pickett and Scott

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.53
01012 - Accounting Clerk II		18.55
01013 - Accounting Clerk III		20.75
01020 - Administrative Assistant		28.52
01035 - Court Reporter		19.96
01041 - Customer Service Representative I		15.51
01042 - Customer Service Representative II		16.93
01043 - Customer Service Representative III		19.00
01051 - Data Entry Operator I		14.87
01052 - Data Entry Operator II		16.23
01060 - Dispatcher, Motor Vehicle		22.23
01070 - Document Preparation Clerk		15.89
01090 - Duplicating Machine Operator		15.89
01111 - General Clerk I		15.43
01112 - General Clerk II		16.84
01113 - General Clerk III		18.90
01120 - Housing Referral Assistant		22.24
01141 - Messenger Courier		14.80
01191 - Order Clerk I		15.38
01192 - Order Clerk II		16.78
01261 - Personnel Assistant (Employment) I		18.26
01262 - Personnel Assistant (Employment) II		20.42
01263 - Personnel Assistant (Employment) III		22.76
01270 - Production Control Clerk		21.23
01290 - Rental Clerk		16.00
01300 - Scheduler, Maintenance		17.84
01311 - Secretary I		17.84
01312 - Secretary II		19.96
01313 - Secretary III		22.24
01320 - Service Order Dispatcher		19.88
01410 - Supply Technician		28.52
01420 - Survey Worker		17.19
01460 - Switchboard Operator/Receptionist		14.55
01531 - Travel Clerk I		15.89
01532 - Travel Clerk II		17.82
01533 - Travel Clerk III		18.96
01611 - Word Processor I		15.89
01612 - Word Processor II		17.84
01613 - Word Processor III		19.96
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.84
05010 - Automotive Electrician		20.34
05040 - Automotive Glass Installer		19.29
05070 - Automotive Worker		19.29
05110 - Mobile Equipment Servicer		17.08
05130 - Motor Equipment Metal Mechanic		21.42
05160 - Motor Equipment Metal Worker		19.29
05190 - Motor Vehicle Mechanic		21.42
05220 - Motor Vehicle Mechanic Helper		15.99
05250 - Motor Vehicle Upholstery Worker		18.15
05280 - Motor Vehicle Wrecker		19.29
05310 - Painter, Automotive		20.34
05340 - Radiator Repair Specialist		19.29
05370 - Tire Repairer		16.93
05400 - Transmission Repair Specialist		21.42
07000 - Food Preparation And Service Occupations		

07010 - Baker		19.46
07041 - Cook I		15.14
07042 - Cook II		17.08
07070 - Dishwasher		11.00
07130 - Food Service Worker		12.79
07210 - Meat Cutter		16.60
07260 - Waiter/Waitress		10.75
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		19.36
09040 - Furniture Handler		11.85
09080 - Furniture Refinisher		17.03
09090 - Furniture Refinisher Helper		13.66
09110 - Furniture Repairer, Minor		15.32
09130 - Upholsterer		17.13
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		14.28
11060 - Elevator Operator		14.04
11090 - Gardener		19.64
11122 - Housekeeping Aide		14.04
11150 - Janitor		14.04
11210 - Laborer, Grounds Maintenance		15.63
11240 - Maid or Houseman		13.00
11260 - Pruner		14.25
11270 - Tractor Operator		18.38
11330 - Trail Maintenance Worker		15.63
11360 - Window Cleaner		15.40
12000 - Health Occupations		
12010 - Ambulance Driver		16.78
12011 - Breath Alcohol Technician		21.90
12012 - Certified Occupational Therapist Assistant		31.10
12015 - Certified Physical Therapist Assistant		31.46
12020 - Dental Assistant		19.84
12025 - Dental Hygienist		38.67
12030 - EKG Technician		33.04
12035 - Electroneurodiagnostic Technologist		33.04
12040 - Emergency Medical Technician		16.78
12071 - Licensed Practical Nurse I		19.58
12072 - Licensed Practical Nurse II		21.90
12073 - Licensed Practical Nurse III		24.41
12100 - Medical Assistant		17.29
12130 - Medical Laboratory Technician		26.32
12160 - Medical Record Clerk		18.83
12190 - Medical Record Technician		21.07
12195 - Medical Transcriptionist		17.33
12210 - Nuclear Medicine Technologist		48.13
12221 - Nursing Assistant I		13.79
12222 - Nursing Assistant II		15.51
12223 - Nursing Assistant III		16.93
12224 - Nursing Assistant IV		19.00
12235 - Optical Dispenser		21.23
12236 - Optical Technician		19.58
12250 - Pharmacy Technician		17.68
12280 - Phlebotomist		17.36
12305 - Radiologic Technologist		29.72
12311 - Registered Nurse I		26.46
12312 - Registered Nurse II		32.35
12313 - Registered Nurse II, Specialist		32.35
12314 - Registered Nurse III		39.14
12315 - Registered Nurse III, Anesthetist		39.14
12316 - Registered Nurse IV		46.92
12317 - Scheduler (Drug and Alcohol Testing)		27.13
12320 - Substance Abuse Treatment Counselor		22.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.61
13012 - Exhibits Specialist II		25.54
13013 - Exhibits Specialist III		31.24
13041 - Illustrator I		20.61
13042 - Illustrator II		25.54
13043 - Illustrator III		31.24
13047 - Librarian		28.28
13050 - Library Aide/Clerk		16.42
13054 - Library Information Technology Systems Administrator		25.54
13058 - Library Technician		18.17
13061 - Media Specialist I		18.43
13062 - Media Specialist II		20.61
13063 - Media Specialist III		22.99
13071 - Photographer I		18.43
13072 - Photographer II		20.61
13073 - Photographer III		25.54
13074 - Photographer IV		31.24
13075 - Photographer V		37.80
13090 - Technical Order Library Clerk		20.61
13110 - Video Teleconference Technician		18.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.20
14042 - Computer Operator II		21.46
14043 - Computer Operator III		23.94
14044 - Computer Operator IV		26.60
14045 - Computer Operator V		29.45
14071 - Computer Programmer I	(see 1)	22.98
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		19.20
14160 - Personal Computer Support Technician		26.60
14170 - System Support Specialist		32.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.11
15020 - Aircrew Training Devices Instructor (Rated)		40.06
15030 - Air Crew Training Devices Instructor (Pilot)		48.03
15050 - Computer Based Training Specialist / Instructor		33.11
15060 - Educational Technologist		31.31
15070 - Flight Instructor (Pilot)		48.03
15080 - Graphic Artist		21.95
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.03
15086 - Maintenance Test Pilot, Rotary Wing		48.03
15088 - Non-Maintenance Test/Co-Pilot		48.03
15090 - Technical Instructor		19.44
15095 - Technical Instructor/Course Developer		23.78
15110 - Test Proctor		15.69
15120 - Tutor		15.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.57
16030 - Counter Attendant		11.57
16040 - Dry Cleaner		14.30
16070 - Finisher, Flatwork, Machine		11.57
16090 - Presser, Hand		11.57
16110 - Presser, Machine, Drycleaning		11.57
16130 - Presser, Machine, Shirts		11.57
16160 - Presser, Machine, Wearing Apparel, Laundry		11.57
16190 - Sewing Machine Operator		15.09
16220 - Tailor		16.07
16250 - Washer, Machine		12.52
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.67
19040 - Tool And Die Maker		27.76
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.81
21030 - Material Coordinator		21.23
21040 - Material Expediter		21.23
21050 - Material Handling Laborer		17.19
21071 - Order Filler		15.03
21080 - Production Line Worker (Food Processing)		17.81
21110 - Shipping Packer		19.42
21130 - Shipping/Receiving Clerk		19.42
21140 - Store Worker I		14.46
21150 - Stock Clerk		19.17
21210 - Tools And Parts Attendant		17.81
21410 - Warehouse Specialist		17.81
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.57
23019 - Aircraft Logs and Records Technician		22.17
23021 - Aircraft Mechanic I		26.16
23022 - Aircraft Mechanic II		27.57
23023 - Aircraft Mechanic III		28.98
23040 - Aircraft Mechanic Helper		19.54
23050 - Aircraft, Painter		24.84
23060 - Aircraft Servicer		22.17
23070 - Aircraft Survival Flight Equipment Technician		24.84
23080 - Aircraft Worker		23.57
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		23.57
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		26.16
23110 - Appliance Mechanic		24.84
23120 - Bicycle Repairer		20.87
23125 - Cable Splicer		38.92
23130 - Carpenter, Maintenance		20.64
23140 - Carpet Layer		23.57
23160 - Electrician, Maintenance		27.68
23181 - Electronics Technician Maintenance I		25.70
23182 - Electronics Technician Maintenance II		27.08
23183 - Electronics Technician Maintenance III		28.52
23260 - Fabric Worker		22.17
23290 - Fire Alarm System Mechanic		26.16
23310 - Fire Extinguisher Repairer		20.87
23311 - Fuel Distribution System Mechanic		23.39
23312 - Fuel Distribution System Operator		18.85
23370 - General Maintenance Worker		20.94
23380 - Ground Support Equipment Mechanic		26.16
23381 - Ground Support Equipment Servicer		22.17
23382 - Ground Support Equipment Worker		23.57
23391 - Gunsmith I		20.87
23392 - Gunsmith II		23.57
23393 - Gunsmith III		26.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.34
23411 - Heating, Ventilation And Air Contidioning		

Mechanic (Research Facility)		22.48
23430 - Heavy Equipment Mechanic		25.12
23440 - Heavy Equipment Operator		22.41
23460 - Instrument Mechanic		26.16
23465 - Laboratory/Shelter Mechanic		24.84
23470 - Laborer		17.19
23510 - Locksmith		24.84
23530 - Machinery Maintenance Mechanic		26.48
23550 - Machinist, Maintenance		23.02
23580 - Maintenance Trades Helper		17.43
23591 - Metrology Technician I		26.16
23592 - Metrology Technician II		27.57
23593 - Metrology Technician III		28.98
23640 - Millwright		26.16
23710 - Office Appliance Repairer		24.84
23760 - Painter, Maintenance		18.07
23790 - Pipefitter, Maintenance		24.29
23810 - Plumber, Maintenance		23.06
23820 - Pneudraulic Systems Mechanic		26.16
23850 - Rigger		26.16
23870 - Scale Mechanic		23.57
23890 - Sheet-Metal Worker, Maintenance		24.72
23910 - Small Engine Mechanic		17.72
23931 - Telecommunications Mechanic I		28.85
23932 - Telecommunications Mechanic II		30.40
23950 - Telephone Lineman		29.38
23960 - Welder, Combination, Maintenance		22.13
23965 - Well Driller		26.16
23970 - Woodcraft Worker		26.16
23980 - Woodworker		20.87
24000 - Personal Needs Occupations		
24550 - Case Manager		17.38
24570 - Child Care Attendant		12.90
24580 - Child Care Center Clerk		16.08
24610 - Chore Aide		14.47
24620 - Family Readiness And Support Services Coordinator		17.38
24630 - Homemaker		17.38
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.32
25040 - Sewage Plant Operator		21.41
25070 - Stationary Engineer		23.32
25190 - Ventilation Equipment Tender		17.10
25210 - Water Treatment Plant Operator		21.41
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.17
27007 - Baggage Inspector		18.03
27008 - Corrections Officer		17.45
27010 - Court Security Officer		19.41
27030 - Detection Dog Handler		20.17
27040 - Detention Officer		17.45
27070 - Firefighter		18.69
27101 - Guard I		18.03
27102 - Guard II		20.17
27131 - Police Officer I		22.09
27132 - Police Officer II		24.55
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.17
28042 - Carnival Equipment Repairer		15.13
28043 - Carnival Worker		10.95
28210 - Gate Attendant/Gate Tender		17.52
28310 - Lifeguard		13.45
28350 - Park Attendant (Aide)		19.59
28510 - Recreation Aide/Health Facility Attendant		14.30
28515 - Recreation Specialist		24.27
28630 - Sports Official		15.61
28690 - Swimming Pool Operator		17.82
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.57
29020 - Hatch Tender		23.57
29030 - Line Handler		23.57
29041 - Stevedore I		22.17
29042 - Stevedore II		24.84
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		20.38
30022 - Archeological Technician II		22.79
30023 - Archeological Technician III		28.23
30030 - Cartographic Technician		28.23
30040 - Civil Engineering Technician		24.45
30051 - Cryogenic Technician I		31.27
30052 - Cryogenic Technician II		34.52
30061 - Drafter/CAD Operator I		20.38
30062 - Drafter/CAD Operator II		22.79
30063 - Drafter/CAD Operator III		25.40
30064 - Drafter/CAD Operator IV		31.27
30081 - Engineering Technician I		18.15

30082 - Engineering Technician II		20.38
30083 - Engineering Technician III		22.79
30084 - Engineering Technician IV		28.23
30085 - Engineering Technician V		34.52
30086 - Engineering Technician VI		41.77
30090 - Environmental Technician		28.23
30095 - Evidence Control Specialist		28.23
30210 - Laboratory Technician		25.40
30221 - Latent Fingerprint Technician I		31.27
30222 - Latent Fingerprint Technician II		34.52
30240 - Mathematical Technician		28.23
30361 - Paralegal/Legal Assistant I		22.25
30362 - Paralegal/Legal Assistant II		26.64
30363 - Paralegal/Legal Assistant III		32.59
30364 - Paralegal/Legal Assistant IV		39.44
30375 - Petroleum Supply Specialist		34.52
30390 - Photo-Optics Technician		28.23
30395 - Radiation Control Technician		34.52
30461 - Technical Writer I		28.23
30462 - Technical Writer II		34.52
30463 - Technical Writer III		41.77
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		31.27
30502 - Weather Forecaster II		38.03
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.40
30621 - Weather Observer, Senior	(see 2)	28.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		14.04
31030 - Bus Driver		18.76
31043 - Driver Courier		16.53
31260 - Parking and Lot Attendant		12.80
31290 - Shuttle Bus Driver		16.62
31310 - Taxi Driver		15.12
31361 - Truckdriver, Light		17.66
31362 - Truckdriver, Medium		18.76
31363 - Truckdriver, Heavy		23.69
31364 - Truckdriver, Tractor-Trailer		23.69
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		12.16
99050 - Desk Clerk		13.27
99095 - Embalmer		25.37
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		16.91
99252 - Laboratory Animal Caretaker II		18.12
99260 - Marketing Analyst		29.08
99310 - Mortician		25.37
99410 - Pest Controller		18.41
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		17.71
99711 - Recycling Specialist		20.94
99730 - Refuse Collector		16.04
99810 - Sales Clerk		13.93
99820 - School Crossing Guard		16.01
99830 - Survey Party Chief		23.40
99831 - Surveying Aide		15.50
99832 - Surveying Technician		21.27
99840 - Vending Machine Attendant		20.66
99841 - Vending Machine Repairer		24.92
99842 - Vending Machine Repairer Helper		20.66

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))."""