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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.: 2015-4647
Revision No.: 31
Date Of Last Revision: 3/30/2026

State: Tennessee

Area: Tennessee Counties of Cannon, Cheatham, Davidson, Dickson, Hickman, Macon, Maury, Robertson, Rutherford, Smith, Sumner, Trousdale, Williamson and Wilson

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.44
01012 - Accounting Clerk II		20.70
01013 - Accounting Clerk III		23.15
01020 - Administrative Assistant		33.57
01035 - Court Reporter		26.29
01041 - Customer Service Representative I		17.07
01042 - Customer Service Representative II		18.62
01043 - Customer Service Representative III		20.90
01051 - Data Entry Operator I		18.90
01052 - Data Entry Operator II		20.62
01060 - Dispatcher, Motor Vehicle		22.00
01070 - Document Preparation Clerk		17.33
01090 - Duplicating Machine Operator		17.33
01111 - General Clerk I		15.49
01112 - General Clerk II		16.90
01113 - General Clerk III		18.97
01120 - Housing Referral Assistant		22.73
01141 - Messenger Courier		18.23
01191 - Order Clerk I		17.49
01192 - Order Clerk II		19.09
01261 - Personnel Assistant (Employment) I		17.75
01262 - Personnel Assistant (Employment) II		19.86
01263 - Personnel Assistant (Employment) III		22.13

01270 - Production Control Clerk	25.00
01290 - Rental Clerk	17.08
01300 - Scheduler, Maintenance	18.23
01311 - Secretary I	18.23
01312 - Secretary II	20.40
01313 - Secretary III	22.73
01320 - Service Order Dispatcher	19.67
01410 - Supply Technician	33.57
01420 - Survey Worker	20.19
01460 - Switchboard Operator/Receptionist	17.21
01531 - Travel Clerk I	20.04
01532 - Travel Clerk II	21.20
01533 - Travel Clerk III	23.53
01611 - Word Processor I	16.24
01612 - Word Processor II	18.23
01613 - Word Processor III	20.40
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.55
05010 - Automotive Electrician	22.04
05040 - Automotive Glass Installer	20.97
05070 - Automotive Worker	20.97
05110 - Mobile Equipment Servicer	18.56
05130 - Motor Equipment Metal Mechanic	23.23
05160 - Motor Equipment Metal Worker	20.97
05190 - Motor Vehicle Mechanic	23.23
05220 - Motor Vehicle Mechanic Helper	17.40
05250 - Motor Vehicle Upholstery Worker	19.69
05280 - Motor Vehicle Wrecker	20.97
05310 - Painter, Automotive	22.04
05340 - Radiator Repair Specialist	20.97
05370 - Tire Repairer	17.18
05400 - Transmission Repair Specialist	23.23
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.84
07041 - Cook I	17.34
07042 - Cook II	19.59
07070 - Dishwasher	15.58
07130 - Food Service Worker	14.97
07210 - Meat Cutter	20.63
07260 - Waiter/Waitress	11.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.14
09040 - Furniture Handler	13.41
09080 - Furniture Refinisher	19.99
09090 - Furniture Refinisher Helper	15.77
09110 - Furniture Repairer, Minor	17.85
09130 - Upholsterer	21.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.37
11060 - Elevator Operator	16.79
11090 - Gardener	22.86
11122 - Housekeeping Aide	16.79
11150 - Janitor	16.79
11210 - Laborer, Grounds Maintenance	18.22
11240 - Maid or Houseman	15.80
11260 - Pruner	16.52
11270 - Tractor Operator	21.43
11330 - Trail Maintenance Worker	18.22
11360 - Window Cleaner	18.52
12000 - Health Occupations	

12010 - Ambulance Driver	20.61
12011 - Breath Alcohol Technician	25.77
12012 - Certified Occupational Therapist Assistant	30.81
12015 - Certified Physical Therapist Assistant	32.19
12020 - Dental Assistant	22.24
12025 - Dental Hygienist	44.31
12030 - EKG Technician	33.84
12035 - Electroneurodiagnostic Technologist	33.84
12040 - Emergency Medical Technician	20.61
12071 - Licensed Practical Nurse I	23.06
12072 - Licensed Practical Nurse II	25.77
12073 - Licensed Practical Nurse III	28.74
12100 - Medical Assistant	19.95
12130 - Medical Laboratory Technician	30.13
12160 - Medical Record Clerk	23.74
12190 - Medical Record Technician	26.55
12195 - Medical Transcriptionist	20.13
12210 - Nuclear Medicine Technologist	39.98
12221 - Nursing Assistant I	13.53
12222 - Nursing Assistant II	15.22
12223 - Nursing Assistant III	16.61
12224 - Nursing Assistant IV	18.64
12235 - Optical Dispenser	23.53
12236 - Optical Technician	23.26
12250 - Pharmacy Technician	20.26
12280 - Phlebotomist	20.03
12305 - Radiologic Technologist	33.91
12311 - Registered Nurse I	26.37
12312 - Registered Nurse II	32.25
12313 - Registered Nurse II, Specialist	32.25
12314 - Registered Nurse III	39.02
12315 - Registered Nurse III, Anesthetist	39.02
12316 - Registered Nurse IV	46.78
12317 - Scheduler (Drug and Alcohol Testing)	31.94
12320 - Substance Abuse Treatment Counselor	23.95
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.31
13012 - Exhibits Specialist II	25.17
13013 - Exhibits Specialist III	30.79
13041 - Illustrator I	20.73
13042 - Illustrator II	25.68
13043 - Illustrator III	31.42
13047 - Librarian	30.27
13050 - Library Aide/Clerk	17.45
13054 - Library Information Technology Systems Administrator	27.33
13058 - Library Technician	17.21
13061 - Media Specialist I	19.73
13062 - Media Specialist II	22.06
13063 - Media Specialist III	24.59
13071 - Photographer I	17.59
13072 - Photographer II	19.67
13073 - Photographer III	24.37
13074 - Photographer IV	29.81
13075 - Photographer V	36.07
13090 - Technical Order Library Clerk	21.91
13110 - Video Teleconference Technician	24.12
14000 - Information Technology Occupations	
14041 - Computer Operator I	22.23
14042 - Computer Operator II	24.87
14043 - Computer Operator III	27.72
14044 - Computer Operator IV	30.81
14045 - Computer Operator V	34.12

14071 - Computer Programmer I	(see 1)	
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		22.23
14160 - Personal Computer Support Technician		30.81
14170 - System Support Specialist		34.12
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.25
15020 - Aircrew Training Devices Instructor (Rated)		39.02
15030 - Air Crew Training Devices Instructor (Pilot)		46.78
15050 - Computer Based Training Specialist / Instructor		32.25
15060 - Educational Technologist		32.75
15070 - Flight Instructor (Pilot)		46.78
15080 - Graphic Artist		25.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.78
15086 - Maintenance Test Pilot, Rotary Wing		46.78
15088 - Non-Maintenance Test/Co-Pilot		46.78
15090 - Technical Instructor		24.34
15095 - Technical Instructor/Course Developer		29.77
15110 - Test Proctor		19.65
15120 - Tutor		19.65
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.89
16030 - Counter Attendant		10.89
16040 - Dry Cleaner		13.69
16070 - Finisher, Flatwork, Machine		10.89
16090 - Presser, Hand		10.89
16110 - Presser, Machine, Drycleaning		10.89
16130 - Presser, Machine, Shirts		10.89
16160 - Presser, Machine, Wearing Apparel, Laundry		10.89
16190 - Sewing Machine Operator		14.55
16220 - Tailor		15.37
16250 - Washer, Machine		11.82
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.94
19040 - Tool And Die Maker		30.61
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.62
21030 - Material Coordinator		25.00
21040 - Material Expediter		25.00
21050 - Material Handling Laborer		18.92
21071 - Order Filler		17.90
21080 - Production Line Worker (Food Processing)		20.62
21110 - Shipping Packer		20.02
21130 - Shipping/Receiving Clerk		20.02
21140 - Store Worker I		15.15
21150 - Stock Clerk		20.41
21210 - Tools And Parts Attendant		20.62
21410 - Warehouse Specialist		20.62
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		38.58
23019 - Aircraft Logs and Records Technician		31.01
23021 - Aircraft Mechanic I		36.59

23022 - Aircraft Mechanic II	38.58
23023 - Aircraft Mechanic III	40.61
23040 - Aircraft Mechanic Helper	27.41
23050 - Aircraft, Painter	34.73
23060 - Aircraft Servicer	31.01
23070 - Aircraft Survival Flight Equipment Technician	34.73
23080 - Aircraft Worker	33.02
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.02
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.59
23110 - Appliance Mechanic	24.82
23120 - Bicycle Repairer	22.53
23125 - Cable Splicer	39.58
23130 - Carpenter, Maintenance	25.83
23140 - Carpet Layer	25.45
23160 - Electrician, Maintenance	29.39
23181 - Electronics Technician Maintenance I	27.64
23182 - Electronics Technician Maintenance II	29.06
23183 - Electronics Technician Maintenance III	30.62
23260 - Fabric Worker	23.90
23290 - Fire Alarm System Mechanic	27.02
23310 - Fire Extinguisher Repairer	22.53
23311 - Fuel Distribution System Mechanic	28.98
23312 - Fuel Distribution System Operator	23.15
23370 - General Maintenance Worker	23.20
23380 - Ground Support Equipment Mechanic	36.59
23381 - Ground Support Equipment Servicer	31.01
23382 - Ground Support Equipment Worker	33.02
23391 - Gunsmith I	22.53
23392 - Gunsmith II	25.45
23393 - Gunsmith III	28.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.46
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.90
23430 - Heavy Equipment Mechanic	28.71
23440 - Heavy Equipment Operator	23.87
23460 - Instrument Mechanic	27.58
23465 - Laboratory/Shelter Mechanic	26.76
23470 - Laborer	18.92
23510 - Locksmith	23.22
23530 - Machinery Maintenance Mechanic	31.39
23550 - Machinist, Maintenance	23.69
23580 - Maintenance Trades Helper	19.80
23591 - Metrology Technician I	27.58
23592 - Metrology Technician II	29.04
23593 - Metrology Technician III	30.49
23640 - Millwright	30.98
23710 - Office Appliance Repairer	20.18
23760 - Painter, Maintenance	20.90
23790 - Pipefitter, Maintenance	30.33
23810 - Plumber, Maintenance	28.78
23820 - Pneudraulic Systems Mechanic	28.20
23850 - Rigger	27.69
23870 - Scale Mechanic	25.45
23890 - Sheet-Metal Worker, Maintenance	27.10
23910 - Small Engine Mechanic	20.22
23931 - Telecommunications Mechanic I	28.67
23932 - Telecommunications Mechanic II	30.23
23950 - Telephone Lineman	27.38
23960 - Welder, Combination, Maintenance	24.36
23965 - Well Driller	25.72
23970 - Woodcraft Worker	28.20

23980 - Woodworker		22.53
24000 - Personal Needs Occupations		
24550 - Case Manager		19.95
24570 - Child Care Attendant		14.89
24580 - Child Care Center Clerk		18.56
24610 - Chore Aide		15.31
24620 - Family Readiness And Support Services Coordinator		19.95
24630 - Homemaker		19.95
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		33.25
25040 - Sewage Plant Operator		25.14
25070 - Stationary Engineer		33.25
25190 - Ventilation Equipment Tender		24.90
25210 - Water Treatment Plant Operator		25.14
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.02
27007 - Baggage Inspector		16.94
27008 - Corrections Officer		23.90
27010 - Court Security Officer		23.55
27030 - Detection Dog Handler		18.95
27040 - Detention Officer		23.90
27070 - Firefighter		23.06
27101 - Guard I		16.94
27102 - Guard II		18.95
27131 - Police Officer I		27.72
27132 - Police Officer II		30.82
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.84
28042 - Carnival Equipment Repairer		17.97
28043 - Carnival Worker		12.98
28210 - Gate Attendant/Gate Tender		20.58
28310 - Lifeguard		12.85
28350 - Park Attendant (Aide)		23.02
28510 - Recreation Aide/Health Facility Attendant		16.81
28515 - Recreation Specialist		27.14
28630 - Sports Official		18.34
28690 - Swimming Pool Operator		20.30
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.93
29020 - Hatch Tender		27.93
29030 - Line Handler		27.93
29041 - Stevedore I		26.23
29042 - Stevedore II		29.37
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		21.15
30022 - Archeological Technician II		23.66
30023 - Archeological Technician III		29.31
30030 - Cartographic Technician		29.31
30040 - Civil Engineering Technician		27.04
30051 - Cryogenic Technician I		32.46
30052 - Cryogenic Technician II		35.84
30061 - Drafter/CAD Operator I		21.15

30062 - Drafter/CAD Operator II		23.66
30063 - Drafter/CAD Operator III		26.37
30064 - Drafter/CAD Operator IV		32.46
30081 - Engineering Technician I		16.85
30082 - Engineering Technician II		18.91
30083 - Engineering Technician III		21.48
30084 - Engineering Technician IV		26.21
30085 - Engineering Technician V		32.05
30086 - Engineering Technician VI		38.78
30090 - Environmental Technician		27.66
30095 - Evidence Control Specialist		29.31
30210 - Laboratory Technician		24.63
30221 - Latent Fingerprint Technician I		31.55
30222 - Latent Fingerprint Technician II		34.85
30240 - Mathematical Technician		30.38
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		35.84
30390 - Photo-Optics Technician		29.31
30395 - Radiation Control Technician		35.84
30461 - Technical Writer I		25.42
30462 - Technical Writer II		31.09
30463 - Technical Writer III		37.62
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		32.46
30502 - Weather Forecaster II		39.48
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.37
30621 - Weather Observer, Senior	(see 2)	29.31
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		18.90
31030 - Bus Driver		25.16
31043 - Driver Courier		19.92
31260 - Parking and Lot Attendant		15.31
31290 - Shuttle Bus Driver		16.99
31310 - Taxi Driver		14.19
31361 - Truckdriver, Light		21.25
31362 - Truckdriver, Medium		22.54
31363 - Truckdriver, Heavy		27.48
31364 - Truckdriver, Tractor-Trailer		27.48
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		14.37
99050 - Desk Clerk		16.17
99095 - Embalmer		26.38
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.82
99252 - Laboratory Animal Caretaker II		19.01
99260 - Marketing Analyst		32.09
99310 - Mortician		26.38
99410 - Pest Controller		22.19
99510 - Photofinishing Worker		15.96
99710 - Recycling Laborer		19.67
99711 - Recycling Specialist		23.26
99730 - Refuse Collector		17.82
99810 - Sales Clerk		16.41

99820 - School Crossing Guard	18.76
99830 - Survey Party Chief	26.59
99831 - Surveying Aide	17.94
99832 - Surveying Technician	23.84
99840 - Vending Machine Attendant	21.29
99841 - Vending Machine Repairer	25.65
99842 - Vending Machine Repairer Helper	21.29

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 10 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))."
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