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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4643
Daniel W. Simms Division of | Revision No.: 2
Director Wage Determinations | Date Of Revision: 12/30/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 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 calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Knox, Loudon, Union

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	13.48	
01012 - Accounting Clerk II	15.13	
01013 - Accounting Clerk III	16.93	
01020 - Administrative Assistant	20.82	
01035 - Court Reporter	16.87	
01041 - Customer Service Representative I	10.62	
01042 - Customer Service Representative II	11.95	
01043 - Customer Service Representative III	13.04	
01051 - Data Entry Operator I	11.77	
01052 - Data Entry Operator II	13.19	
01060 - Dispatcher, Motor Vehicle	16.87	
01070 - Document Preparation Clerk	12.91	
01090 - Duplicating Machine Operator	12.91	
01111 - General Clerk I	11.97	
01112 - General Clerk II	13.06	
01113 - General Clerk III	14.66	
01120 - Housing Referral Assistant	19.92	
01141 - Messenger Courier	11.54	
01191 - Order Clerk I	11.86	
01192 - Order Clerk II	13.65	

01261 - Personnel Assistant (Employment) I	14.12
01262 - Personnel Assistant (Employment) II	16.41
01263 - Personnel Assistant (Employment) III	18.30
01270 - Production Control Clerk	20.08
01290 - Rental Clerk	13.05
01300 - Scheduler, Maintenance	16.31
01311 - Secretary I	16.31
01312 - Secretary II	18.10
01313 - Secretary III	19.92
01320 - Service Order Dispatcher	17.05
01410 - Supply Technician	20.82
01420 - Survey Worker	17.19
01460 - Switchboard Operator/Receptionist	12.71
01531 - Travel Clerk I	12.98
01532 - Travel Clerk II	13.82
01533 - Travel Clerk III	14.88
01611 - Word Processor I	12.75
01612 - Word Processor II	14.98
01613 - Word Processor III	16.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.72
05010 - Automotive Electrician	16.03
05040 - Automotive Glass Installer	15.26
05070 - Automotive Worker	15.26
05110 - Mobile Equipment Servicer	13.68
05130 - Motor Equipment Metal Mechanic	16.78
05160 - Motor Equipment Metal Worker	15.26
05190 - Motor Vehicle Mechanic	16.55
05220 - Motor Vehicle Mechanic Helper	13.06
05250 - Motor Vehicle Upholstery Worker	14.47
05280 - Motor Vehicle Wrecker	15.26
05310 - Painter, Automotive	18.18
05340 - Radiator Repair Specialist	15.26
05370 - Tire Repairer	12.13
05400 - Transmission Repair Specialist	16.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.17
07041 - Cook I	10.37
07042 - Cook II	11.72
07070 - Dishwasher	8.62
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.97
07260 - Waiter/Waitress	8.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.03
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	17.03
09090 - Furniture Refinisher Helper	13.76
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	17.03
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	11.25
11090 - Gardener	14.53
11122 - Housekeeping Aide	11.25
11150 - Janitor	11.25
11210 - Laborer, Grounds Maintenance	11.53
11240 - Maid or Houseman	8.83
11260 - Pruner	10.69
11270 - Tractor Operator	13.81
11330 - Trail Maintenance Worker	11.53
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	14.98
12012 - Certified Occupational Therapist Assistant	24.19
12015 - Certified Physical Therapist Assistant	22.34
12020 - Dental Assistant	16.81
12025 - Dental Hygienist	30.90
12030 - EKG Technician	20.19
12035 - Electroneurodiagnostic Technologist	20.19
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	14.14
12072 - Licensed Practical Nurse II	15.82
12073 - Licensed Practical Nurse III	17.64
12100 - Medical Assistant	13.55
12130 - Medical Laboratory Technician	15.17
12160 - Medical Record Clerk	12.68
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.76
12210 - Nuclear Medicine Technologist	27.56
12221 - Nursing Assistant I	10.58
12222 - Nursing Assistant II	11.89
12223 - Nursing Assistant III	12.98
12224 - Nursing Assistant IV	14.56
12235 - Optical Dispenser	16.00
12236 - Optical Technician	13.56
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	13.24
12305 - Radiologic Technologist	23.63
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II, Specialist	27.91
12314 - Registered Nurse III	31.59
12315 - Registered Nurse III, Anesthetist	31.59
12316 - Registered Nurse IV	37.86
12317 - Scheduler (Drug and Alcohol Testing)	18.51
12320 - Substance Abuse Treatment Counselor	18.59
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.69
13012 - Exhibits Specialist II	21.90
13013 - Exhibits Specialist III	26.79

13041 - Illustrator I	17.69	
13042 - Illustrator II	21.90	
13043 - Illustrator III	26.79	
13047 - Librarian	24.26	
13050 - Library Aide/Clerk	12.48	
13054 - Library Information Technology Systems Administrator		21.90
13058 - Library Technician	14.53	
13061 - Media Specialist I	14.60	
13062 - Media Specialist II	16.34	
13063 - Media Specialist III	18.29	
13071 - Photographer I	15.35	
13072 - Photographer II	17.17	
13073 - Photographer III	21.27	
13074 - Photographer IV	26.03	
13075 - Photographer V	31.48	
13090 - Technical Order Library Clerk	15.68	
13110 - Video Teleconference Technician	16.55	
14000 - Information Technology Occupations		
14041 - Computer Operator I	15.77	
14042 - Computer Operator II	17.64	
14043 - Computer Operator III	19.67	
14044 - Computer Operator IV	21.86	
14045 - Computer Operator V	24.20	
14071 - Computer Programmer I	(see 1)	22.54
14072 - Computer Programmer II	(see 1)	25.40
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	15.77	
14160 - Personal Computer Support Technician	21.86	
14170 - System Support Specialist	26.75	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.52
15020 - Aircrew Training Devices Instructor (Rated)		34.53
15030 - Air Crew Training Devices Instructor (Pilot)		38.44
15050 - Computer Based Training Specialist / Instructor		28.52
15060 - Educational Technologist	28.88	
15070 - Flight Instructor (Pilot)	38.44	
15080 - Graphic Artist	20.60	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		38.44
15086 - Maintenance Test Pilot, Rotary Wing		38.44
15088 - Non-Maintenance Test/Co-Pilot		38.44
15090 - Technical Instructor	20.55	
15095 - Technical Instructor/Course Developer		25.13
15110 - Test Proctor	16.59	
15120 - Tutor	16.59	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.45	

16030 - Counter Attendant	9.45	
16040 - Dry Cleaner	12.14	
16070 - Finisher, Flatwork, Machine	9.45	
16090 - Presser, Hand	9.45	
16110 - Presser, Machine, Drycleaning	9.45	
16130 - Presser, Machine, Shirts	9.45	
16160 - Presser, Machine, Wearing Apparel, Laundry	9.45	
16190 - Sewing Machine Operator	12.99	
16220 - Tailor	13.83	
16250 - Washer, Machine	10.42	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	20.01	
19040 - Tool And Die Maker	23.90	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	13.29	
21030 - Material Coordinator	20.08	
21040 - Material Expediter	20.08	
21050 - Material Handling Laborer	12.62	
21071 - Order Filler	11.31	
21080 - Production Line Worker (Food Processing)	13.29	
21110 - Shipping Packer	13.12	
21130 - Shipping/Receiving Clerk	13.12	
21140 - Store Worker I	12.09	
21150 - Stock Clerk	16.36	
21210 - Tools And Parts Attendant	13.29	
21410 - Warehouse Specialist	13.29	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	22.99	
23019 - Aircraft Logs and Records Technician	18.59	
23021 - Aircraft Mechanic I	21.93	
23022 - Aircraft Mechanic II	22.99	
23023 - Aircraft Mechanic III	23.97	
23040 - Aircraft Mechanic Helper	16.42	
23050 - Aircraft, Painter	20.82	
23060 - Aircraft Servicer	18.59	
23070 - Aircraft Survival Flight Equipment Technician	20.82	
23080 - Aircraft Worker	19.80	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	19.80	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	21.93	
23110 - Appliance Mechanic	17.46	
23120 - Bicycle Repairer	14.05	
23125 - Cable Splicer	24.40	
23130 - Carpenter, Maintenance	16.34	
23140 - Carpet Layer	18.25	
23160 - Electrician, Maintenance	21.82	
23181 - Electronics Technician Maintenance I	21.58	
23182 - Electronics Technician Maintenance II	22.69	
23183 - Electronics Technician Maintenance III	23.89	
23260 - Fabric Worker	17.14	

23290 - Fire Alarm System Mechanic	18.80
23310 - Fire Extinguisher Repairer	16.14
23311 - Fuel Distribution System Mechanic	23.39
23312 - Fuel Distribution System Operator	18.85
23370 - General Maintenance Worker	17.03
23380 - Ground Support Equipment Mechanic	21.93
23381 - Ground Support Equipment Servicer	18.59
23382 - Ground Support Equipment Worker	19.80
23391 - Gunsmith I	16.14
23392 - Gunsmith II	18.25
23393 - Gunsmith III	20.21
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.13
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.01
23430 - Heavy Equipment Mechanic	20.42
23440 - Heavy Equipment Operator	17.99
23460 - Instrument Mechanic	22.57
23465 - Laboratory/Shelter Mechanic	19.19
23470 - Laborer	12.10
23510 - Locksmith	19.19
23530 - Machinery Maintenance Mechanic	21.64
23550 - Machinist, Maintenance	19.55
23580 - Maintenance Trades Helper	13.60
23591 - Metrology Technician I	22.57
23592 - Metrology Technician II	23.66
23593 - Metrology Technician III	24.67
23640 - Millwright	21.11
23710 - Office Appliance Repairer	17.77
23760 - Painter, Maintenance	17.03
23790 - Pipefitter, Maintenance	20.44
23810 - Plumber, Maintenance	19.41
23820 - Pneudraulic Systems Mechanic	20.21
23850 - Rigger	20.21
23870 - Scale Mechanic	18.25
23890 - Sheet-Metal Worker, Maintenance	19.73
23910 - Small Engine Mechanic	16.18
23931 - Telecommunications Mechanic I	24.51
23932 - Telecommunications Mechanic II	25.71
23950 - Telephone Lineman	22.01
23960 - Welder, Combination, Maintenance	18.20
23965 - Well Driller	19.62
23970 - Woodcraft Worker	20.21
23980 - Woodworker	16.14
24000 - Personal Needs Occupations	
24550 - Case Manager	12.40
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	11.97
24610 - Chore Aide	10.00
24620 - Family Readiness And Support Services Coordinator	12.40

24630 - Homemaker	14.87	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.32	
25040 - Sewage Plant Operator	19.33	
25070 - Stationary Engineer	23.32	
25190 - Ventilation Equipment Tender	16.78	
25210 - Water Treatment Plant Operator	19.33	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	14.85	
27007 - Baggage Inspector	10.97	
27008 - Corrections Officer	14.96	
27010 - Court Security Officer	16.25	
27030 - Detection Dog Handler	12.66	
27040 - Detention Officer	14.96	
27070 - Firefighter	17.33	
27101 - Guard I	10.97	
27102 - Guard II	12.66	
27131 - Police Officer I	19.37	
27132 - Police Officer II	20.77	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	11.95	
28042 - Carnival Equipment Repairer	12.74	
28043 - Carnival Worker	9.49	
28210 - Gate Attendant/Gate Tender	13.05	
28310 - Lifeguard	11.12	
28350 - Park Attendant (Aide)	14.60	
28510 - Recreation Aide/Health Facility Attendant	10.66	
28515 - Recreation Specialist	17.52	
28630 - Sports Official	11.63	
28690 - Swimming Pool Operator	16.24	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	19.98	
29020 - Hatch Tender	19.98	
29030 - Line Handler	19.98	
29041 - Stevedore I	18.77	
29042 - Stevedore II	21.02	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.49	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.17	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.71	
30021 - Archeological Technician I	17.11	
30022 - Archeological Technician II	17.58	
30023 - Archeological Technician III	21.62	
30030 - Cartographic Technician	23.50	
30040 - Civil Engineering Technician	22.23	
30051 - Cryogenic Technician I	22.34	
30052 - Cryogenic Technician II	24.67	
30061 - Drafter/CAD Operator I	15.66	
30062 - Drafter/CAD Operator II	17.58	
30063 - Drafter/CAD Operator III	21.02	
30064 - Drafter/CAD Operator IV	26.04	

30081 - Engineering Technician I	15.84	
30082 - Engineering Technician II	17.79	
30083 - Engineering Technician III	20.11	
30084 - Engineering Technician IV	24.92	
30085 - Engineering Technician V	30.15	
30086 - Engineering Technician VI	36.50	
30090 - Environmental Technician	27.69	
30095 - Evidence Control Specialist	20.17	
30210 - Laboratory Technician	21.20	
30221 - Latent Fingerprint Technician I	22.53	
30222 - Latent Fingerprint Technician II	24.88	
30240 - Mathematical Technician	21.56	
30361 - Paralegal/Legal Assistant I	17.68	
30362 - Paralegal/Legal Assistant II	21.89	
30363 - Paralegal/Legal Assistant III	26.77	
30364 - Paralegal/Legal Assistant IV	32.40	
30375 - Petroleum Supply Specialist	24.67	
30390 - Photo-Optics Technician	22.28	
30395 - Radiation Control Technician	24.67	
30461 - Technical Writer I	20.49	
30462 - Technical Writer II	25.07	
30463 - Technical Writer III	30.33	
30491 - Unexploded Ordnance (UXO) Technician I		23.19
30492 - Unexploded Ordnance (UXO) Technician II		28.06
30493 - Unexploded Ordnance (UXO) Technician III		33.63
30494 - Unexploded (UXO) Safety Escort		23.19
30495 - Unexploded (UXO) Sweep Personnel		23.19
30501 - Weather Forecaster I	22.34	
30502 - Weather Forecaster II	27.17	
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.02
30621 - Weather Observer, Senior	(see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	28.06	
31020 - Bus Aide	9.72	
31030 - Bus Driver	13.65	
31043 - Driver Courier	15.57	
31260 - Parking and Lot Attendant	10.30	
31290 - Shuttle Bus Driver	16.60	
31310 - Taxi Driver	11.14	
31361 - Truckdriver, Light	16.60	
31362 - Truckdriver, Medium	17.62	
31363 - Truckdriver, Heavy	19.80	
31364 - Truckdriver, Tractor-Trailer	19.80	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	13.68	
99030 - Cashier	9.65	
99050 - Desk Clerk	10.96	
99095 - Embalmer	25.37	
99130 - Flight Follower	23.19	
99251 - Laboratory Animal Caretaker I		11.14

99252 - Laboratory Animal Caretaker II	13.06
99260 - Marketing Analyst	21.19
99310 - Mortician	25.37
99410 - Pest Controller	15.93
99510 - Photofinishing Worker	12.75
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	13.25
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	13.06
99830 - Survey Party Chief	20.59
99831 - Surveying Aide	13.64
99832 - Surveying Technician	18.72
99840 - Vending Machine Attendant	13.52
99841 - Vending Machine Repairer	16.05
99842 - Vending Machine Repairer Helper	13.52

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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:** Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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.

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 2014, 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)).