

WD 15-4641 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of		Wage Determination No.: 2015-4641
Director	Wage Determinations		Revision No.: 5
			Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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 Carter, Unicoi, Washington

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.56
01012 - Accounting Clerk II		14.10
01013 - Accounting Clerk III		15.77
01020 - Administrative Assistant		19.04
01035 - Court Reporter		16.23
01041 - Customer Service Representative I		10.23
01042 - Customer Service Representative II		11.50
01043 - Customer Service Representative III		12.55
01051 - Data Entry Operator I		11.22
01052 - Data Entry Operator II		12.25
01060 - Dispatcher, Motor Vehicle		15.87
01070 - Document Preparation Clerk		12.84
01090 - Duplicating Machine Operator		12.84
01111 - General Clerk I		11.30
01112 - General Clerk II		12.33
01113 - General Clerk III		13.85
01120 - Housing Referral Assistant		17.58
01141 - Messenger Courier		10.53
01191 - Order Clerk I		14.76
01192 - Order Clerk II		16.10
01261 - Personnel Assistant (Employment) I		14.47
01262 - Personnel Assistant (Employment) II		16.18
01263 - Personnel Assistant (Employment) III		18.05
01270 - Production Control Clerk		22.63
01290 - Rental Clerk		11.22
01300 - Scheduler, Maintenance		14.11
01311 - Secretary I		14.11
01312 - Secretary II		16.23
01313 - Secretary III		17.58

01320 - Service Order Dispatcher	11.30
01410 - Supply Technician	19.04
01420 - Survey Worker	12.31
01460 - Switchboard Operator/Receptionist	11.77
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	13.11
01533 - Travel Clerk III	13.94
01611 - Word Processor I	12.56
01612 - Word Processor II	14.51
01613 - Word Processor III	16.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.33
05010 - Automotive Electrician	16.56
05040 - Automotive Glass Installer	15.83
05070 - Automotive Worker	15.83
05110 - Mobile Equipment Servicer	14.41
05130 - Motor Equipment Metal Mechanic	17.33
05160 - Motor Equipment Metal Worker	15.83
05190 - Motor Vehicle Mechanic	17.33
05220 - Motor Vehicle Mechanic Helper	13.46
05250 - Motor Vehicle Upholstery Worker	15.03
05280 - Motor Vehicle Wrecker	15.75
05310 - Painter, Automotive	16.46
05340 - Radiator Repair Specialist	15.75
05370 - Tire Repairer	10.33
05400 - Transmission Repair Specialist	17.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.37
07041 - Cook I	9.99
07042 - Cook II	11.02
07070 - Dishwasher	8.42
07130 - Food Service Worker	9.74
07210 - Meat Cutter	14.58
07260 - Waiter/Waitress	8.55
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.73
09040 - Furniture Handler	10.63
09080 - Furniture Refinisher	15.73
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.38
09130 - Upholsterer	15.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.11
11060 - Elevator Operator	11.12
11090 - Gardener	13.55
11122 - Housekeeping Aide	11.18
11150 - Janitor	11.18
11210 - Laborer, Grounds Maintenance	10.84
11240 - Maid or Houseman	9.14
11260 - Pruner	9.98
11270 - Tractor Operator	12.66
11330 - Trail Maintenance Worker	10.84
11360 - Window Cleaner	12.13
12000 - Health Occupations	
12010 - Ambulance Driver	14.10
12011 - Breath Alcohol Technician	17.11
12012 - Certified Occupational Therapist Assistant	24.38
12015 - Certified Physical Therapist Assistant	27.08
12020 - Dental Assistant	15.94
12025 - Dental Hygienist	28.77
12030 - EKG Technician	25.04

12035 - Electroneurodiagnostic Technologist	25.04
12040 - Emergency Medical Technician	14.10
12071 - Licensed Practical Nurse I	15.29
12072 - Licensed Practical Nurse II	17.11
12073 - Licensed Practical Nurse III	19.07
12100 - Medical Assistant	12.93
12130 - Medical Laboratory Technician	15.91
12160 - Medical Record Clerk	15.70
12190 - Medical Record Technician	17.56
12195 - Medical Transcriptionist	15.29
12210 - Nuclear Medicine Technologist	33.51
12221 - Nursing Assistant I	11.04
12222 - Nursing Assistant II	12.41
12223 - Nursing Assistant III	13.55
12224 - Nursing Assistant IV	15.21
12235 - Optical Dispenser	19.32
12236 - Optical Technician	14.09
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.41
12305 - Radiologic Technologist	23.58
12311 - Registered Nurse I	20.48
12312 - Registered Nurse II	25.05
12313 - Registered Nurse II, Specialist	25.05
12314 - Registered Nurse III	30.30
12315 - Registered Nurse III, Anesthetist	30.30
12316 - Registered Nurse IV	36.32
12317 - Scheduler (Drug and Alcohol Testing)	21.19
12320 - Substance Abuse Treatment Counselor	21.19
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.28
13012 - Exhibits Specialist II	19.79
13013 - Exhibits Specialist III	24.19
13041 - Illustrator I	16.28
13042 - Illustrator II	19.79
13043 - Illustrator III	24.19
13047 - Librarian	21.89
13050 - Library Aide/Clerk	11.72
13054 - Library Information Technology Systems Administrator	19.76
13058 - Library Technician	15.96
13061 - Media Specialist I	14.87
13062 - Media Specialist II	16.68
13063 - Media Specialist III	18.59
13071 - Photographer I	14.27
13072 - Photographer II	16.28
13073 - Photographer III	19.79
13074 - Photographer IV	24.19
13075 - Photographer V	29.28
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	16.84
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.45
14042 - Computer Operator II	16.62
14043 - Computer Operator III	18.52
14044 - Computer Operator IV	20.58
14045 - Computer Operator V	22.80
14071 - Computer Programmer I	(see 1) 18.67
14072 - Computer Programmer II	(see 1) 23.15
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		15.45
14160 - Personal Computer Support Technician		20.58
14170 - System Support Specialist		24.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.83
15020 - Aircrew Training Devices Instructor (Rated)		34.87
15030 - Air Crew Training Devices Instructor (Pilot)		40.16
15050 - Computer Based Training Specialist / Instructor		28.83
15060 - Educational Technologist		29.95
15070 - Flight Instructor (Pilot)		40.16
15080 - Graphic Artist		20.24
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		41.80
15086 - Maintenance Test Pilot, Rotary Wing		41.80
15088 - Non-Maintenance Test/Co-Pilot		41.80
15090 - Technical Instructor		19.40
15095 - Technical Instructor/Course Developer		23.24
15110 - Test Proctor		16.61
15120 - Tutor		16.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.45
16030 - Counter Attendant		9.45
16040 - Dry Cleaner		11.65
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		12.29
16220 - Tailor		13.09
16250 - Washer, Machine		10.20
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.74
19040 - Tool And Die Maker		19.83
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.73
21030 - Material Coordinator		22.63
21040 - Material Expediter		22.63
21050 - Material Handling Laborer		12.74
21071 - Order Filler		11.39
21080 - Production Line Worker (Food Processing)		15.73
21110 - Shipping Packer		13.28
21130 - Shipping/Receiving Clerk		13.28
21140 - Store Worker I		11.30
21150 - Stock Clerk		14.66
21210 - Tools And Parts Attendant		15.73
21410 - Warehouse Specialist		15.73
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		20.80
23019 - Aircraft Logs and Records Technician		17.02
23021 - Aircraft Mechanic I		19.76
23022 - Aircraft Mechanic II		20.80
23023 - Aircraft Mechanic III		21.83
23040 - Aircraft Mechanic Helper		15.31
23050 - Aircraft, Painter		18.78
23060 - Aircraft Servicer		17.02
23070 - Aircraft Survival Flight Equipment Technician		18.78
23080 - Aircraft Worker		17.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		17.87
I		

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	19.76
23110 - Appliance Mechanic	18.78
23120 - Bicycle Repairer	13.50
23125 - Cable Splicer	28.52
23130 - Carpenter, Maintenance	16.60
23140 - Carpet Layer	17.77
23160 - Electrician, Maintenance	19.43
23181 - Electronics Technician Maintenance I	21.56
23182 - Electronics Technician Maintenance II	23.54
23183 - Electronics Technician Maintenance III	24.71
23260 - Fabric Worker	16.73
23290 - Fire Alarm System Mechanic	19.76
23310 - Fire Extinguisher Repairer	15.74
23311 - Fuel Distribution System Mechanic	17.72
23312 - Fuel Distribution System Operator	14.10
23370 - General Maintenance Worker	16.67
23380 - Ground Support Equipment Mechanic	19.76
23381 - Ground Support Equipment Servicer	17.02
23382 - Ground Support Equipment Worker	17.87
23391 - Gunsmith I	15.74
23392 - Gunsmith II	17.77
23393 - Gunsmith III	19.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.70
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	18.68
23430 - Heavy Equipment Mechanic	18.55
23440 - Heavy Equipment Operator	16.22
23460 - Instrument Mechanic	19.76
23465 - Laboratory/Shelter Mechanic	18.78
23470 - Laborer	10.96
23510 - Locksmith	18.78
23530 - Machinery Maintenance Mechanic	21.95
23550 - Machinist, Maintenance	18.78
23580 - Maintenance Trades Helper	12.26
23591 - Metrology Technician I	19.76
23592 - Metrology Technician II	20.80
23593 - Metrology Technician III	21.83
23640 - Millwright	22.78
23710 - Office Appliance Repairer	17.09
23760 - Painter, Maintenance	14.02
23790 - Pipefitter, Maintenance	20.56
23810 - Plumber, Maintenance	19.62
23820 - Pneudraulic Systems Mechanic	19.76
23850 - Rigger	19.76
23870 - Scale Mechanic	17.77
23890 - Sheet-Metal Worker, Maintenance	18.63
23910 - Small Engine Mechanic	15.41
23931 - Telecommunications Mechanic I	21.53
23932 - Telecommunications Mechanic II	22.51
23950 - Telephone Lineman	19.76
23960 - Welder, Combination, Maintenance	16.88
23965 - Well Driller	19.76
23970 - Woodcraft Worker	19.76
23980 - Woodworker	15.74
24000 - Personal Needs Occupations	
24550 - Case Manager	14.10
24570 - Child Care Attendant	8.98
24580 - Child Care Center Clerk	11.19
24610 - Chore Aide	9.79

24620 - Family Readiness And Support Services Coordinator	14.10
24630 - Homemaker	14.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.25
25040 - Sewage Plant Operator	15.71
25070 - Stationary Engineer	20.25
25190 - Ventilation Equipment Tender	14.71
25210 - Water Treatment Plant Operator	15.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.18
27007 - Baggage Inspector	11.17
27008 - Corrections Officer	15.65
27010 - Court Security Officer	17.18
27030 - Detection Dog Handler	12.49
27040 - Detention Officer	15.65
27070 - Firefighter	17.22
27101 - Guard I	11.17
27102 - Guard II	12.49
27131 - Police Officer I	18.17
27132 - Police Officer II	20.19
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.43
28042 - Carnival Equipment Repairer	12.23
28043 - Carnival Worker	9.24
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	11.20
28350 - Park Attendant (Aide)	15.45
28510 - Recreation Aide/Health Facility Attendant	11.28
28515 - Recreation Specialist	17.42
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	16.50
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.77
29020 - Hatch Tender	17.77
29030 - Line Handler	17.77
29041 - Stevedore I	16.73
29042 - Stevedore II	18.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	18.48
30022 - Archeological Technician II	21.10
30023 - Archeological Technician III	25.64
30030 - Cartographic Technician	25.42
30040 - Civil Engineering Technician	22.73
30051 - Cryogenic Technician I	27.70
30052 - Cryogenic Technician II	30.60
30061 - Drafter/CAD Operator I	18.48
30062 - Drafter/CAD Operator II	21.10
30063 - Drafter/CAD Operator III	23.79
30064 - Drafter/CAD Operator IV	27.72
30081 - Engineering Technician I	14.98
30082 - Engineering Technician II	16.81
30083 - Engineering Technician III	18.80
30084 - Engineering Technician IV	23.30
30085 - Engineering Technician V	28.50
30086 - Engineering Technician VI	34.48
30090 - Environmental Technician	25.02
30095 - Evidence Control Specialist	25.00

30210 - Laboratory Technician	22.89
30221 - Latent Fingerprint Technician I	27.70
30222 - Latent Fingerprint Technician II	30.60
30240 - Mathematical Technician	25.42
30361 - Paralegal/Legal Assistant I	18.80
30362 - Paralegal/Legal Assistant II	22.83
30363 - Paralegal/Legal Assistant III	27.93
30364 - Paralegal/Legal Assistant IV	33.80
30375 - Petroleum Supply Specialist	30.60
30390 - Photo-Optics Technician	25.42
30395 - Radiation Control Technician	30.60
30461 - Technical Writer I	25.02
30462 - Technical Writer II	30.87
30463 - Technical Writer III	37.02
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	27.70
30502 - Weather Forecaster II	33.69
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.79
30621 - Weather Observer, Senior	(see 2) 25.02
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	9.77
31030 - Bus Driver	14.74
31043 - Driver Courier	13.60
31260 - Parking and Lot Attendant	11.10
31290 - Shuttle Bus Driver	13.81
31310 - Taxi Driver	13.40
31361 - Truckdriver, Light	13.81
31362 - Truckdriver, Medium	14.68
31363 - Truckdriver, Heavy	18.01
31364 - Truckdriver, Tractor-Trailer	18.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	8.81
99050 - Desk Clerk	9.63
99095 - Embalmer	24.10
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	11.03
99252 - Laboratory Animal Caretaker II	11.80
99260 - Marketing Analyst	22.72
99310 - Mortician	24.10
99410 - Pest Controller	15.33
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	13.46
99711 - Recycling Specialist	15.72
99730 - Refuse Collector	12.39
99810 - Sales Clerk	11.02
99820 - School Crossing Guard	12.39
99830 - Survey Party Chief	20.97
99831 - Surveying Aide	13.60
99832 - Surveying Technician	18.57
99840 - Vending Machine Attendant	15.05
99841 - Vending Machine Repairer	17.58
99842 - Vending Machine Repairer Helper	15.05

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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 after 20 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.

**** 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)).