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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

Daniel W. Simms	Division of		Wage Determination No.: 2015-4643
Director	Wage Determinations		Revision No.: 10
			Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. 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, Campbell, Grainger, Knox, Loudon, Morgan, Roane, Union

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.68
01013 - Accounting Clerk III		17.54
01020 - Administrative Assistant		23.47
01035 - Court Reporter		18.10
01041 - Customer Service Representative I		11.55
01042 - Customer Service Representative II		12.99
01043 - Customer Service Representative III		14.17
01051 - Data Entry Operator I		12.67
01052 - Data Entry Operator II		13.82
01060 - Dispatcher, Motor Vehicle		17.17
01070 - Document Preparation Clerk		13.97
01090 - Duplicating Machine Operator		13.97
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		12.88
01191 - Order Clerk I		14.36
01192 - Order Clerk II		16.52
01261 - Personnel Assistant (Employment) I		15.13
01262 - Personnel Assistant (Employment) II		16.92
01263 - Personnel Assistant (Employment) III		18.87
01270 - Production Control Clerk		24.30
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		23.47
01420 - Survey Worker		17.19
01460 - Switchboard Operator/Receptionist		12.97
01531 - Travel Clerk I		14.28

01532 - Travel Clerk II	15.20
01533 - Travel Clerk III	16.37
01611 - Word Processor I	13.56
01612 - Word Processor II	15.22
01613 - Word Processor III	17.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.72
05010 - Automotive Electrician	16.26
05040 - Automotive Glass Installer	15.46
05070 - Automotive Worker	15.46
05110 - Mobile Equipment Servicer	13.68
05130 - Motor Equipment Metal Mechanic	17.13
05160 - Motor Equipment Metal Worker	15.46
05190 - Motor Vehicle Mechanic	17.13
05220 - Motor Vehicle Mechanic Helper	13.06
05250 - Motor Vehicle Upholstery Worker	14.51
05280 - Motor Vehicle Wrecker	15.46
05310 - Painter, Automotive	18.18
05340 - Radiator Repair Specialist	15.46
05370 - Tire Repairer	14.67
05400 - Transmission Repair Specialist	17.13
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.00
07041 - Cook I	11.36
07042 - Cook II	12.84
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.61
07210 - Meat Cutter	14.13
07260 - Waiter/Waitress	8.86
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	10.48
11060 - Elevator Operator	11.25
11090 - Gardener	15.74
11122 - Housekeeping Aide	11.25
11150 - Janitor	11.25
11210 - Laborer, Grounds Maintenance	12.47
11240 - Maid or Houseman	9.10
11260 - Pruner	11.30
11270 - Tractor Operator	14.75
11330 - Trail Maintenance Worker	12.47
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	16.48
12012 - Certified Occupational Therapist Assistant	28.33
12015 - Certified Physical Therapist Assistant	25.92
12020 - Dental Assistant	18.58
12025 - Dental Hygienist	36.27
12030 - EKG Technician	24.08
12035 - Electroneurodiagnostic Technologist	24.08
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	15.62
12072 - Licensed Practical Nurse II	17.47
12073 - Licensed Practical Nurse III	19.47
12100 - Medical Assistant	14.77
12130 - Medical Laboratory Technician	16.69
12160 - Medical Record Clerk	15.35
12190 - Medical Record Technician	17.19
12195 - Medical Transcriptionist	15.79
12210 - Nuclear Medicine Technologist	30.63

12221 - Nursing Assistant I	11.51
12222 - Nursing Assistant II	12.95
12223 - Nursing Assistant III	14.13
12224 - Nursing Assistant IV	15.86
12235 - Optical Dispenser	17.66
12236 - Optical Technician	14.46
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	14.69
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	39.18
12317 - Scheduler (Drug and Alcohol Testing)	20.36
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	13.06
13054 - Library Information Technology Systems Administrator	21.90
13058 - Library Technician	14.96
13061 - Media Specialist I	15.60
13062 - Media Specialist II	17.45
13063 - Media Specialist III	19.45
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	16.40
13110 - Video Teleconference Technician	20.03
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	29.04
15070 - Flight Instructor (Pilot)	38.44
15080 - Graphic Artist	22.66
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	21.69

15095 - Technical Instructor/Course Developer	26.53
15110 - Test Proctor	17.51
15120 - Tutor	17.51
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.00
16030 - Counter Attendant	10.00
16040 - Dry Cleaner	12.85
16070 - Finisher, Flatwork, Machine	10.00
16090 - Presser, Hand	10.00
16110 - Presser, Machine, Drycleaning	10.00
16130 - Presser, Machine, Shirts	10.00
16160 - Presser, Machine, Wearing Apparel, Laundry	10.00
16190 - Sewing Machine Operator	13.75
16220 - Tailor	14.65
16250 - Washer, Machine	11.04
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	14.15
21030 - Material Coordinator	24.30
21040 - Material Expediter	24.30
21050 - Material Handling Laborer	12.62
21071 - Order Filler	11.78
21080 - Production Line Worker (Food Processing)	14.15
21110 - Shipping Packer	13.39
21130 - Shipping/Receiving Clerk	13.39
21140 - Store Worker I	12.65
21150 - Stock Clerk	17.12
21210 - Tools And Parts Attendant	14.15
21410 - Warehouse Specialist	14.15
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.29
23019 - Aircraft Logs and Records Technician	20.45
23021 - Aircraft Mechanic I	24.12
23022 - Aircraft Mechanic II	25.29
23023 - Aircraft Mechanic III	26.37
23040 - Aircraft Mechanic Helper	18.06
23050 - Aircraft, Painter	22.90
23060 - Aircraft Servicer	20.45
23070 - Aircraft Survival Flight Equipment Technician	22.90
23080 - Aircraft Worker	21.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.78
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.12
23110 - Appliance Mechanic	19.18
23120 - Bicycle Repairer	17.01
23125 - Cable Splicer	29.52
23130 - Carpenter, Maintenance	17.32
23140 - Carpet Layer	20.98
23160 - Electrician, Maintenance	22.58
23181 - Electronics Technician Maintenance I	23.10
23182 - Electronics Technician Maintenance II	24.29
23183 - Electronics Technician Maintenance III	25.60
23260 - Fabric Worker	19.69
23290 - Fire Alarm System Mechanic	21.78
23310 - Fire Extinguisher Repairer	18.57
23311 - Fuel Distribution System Mechanic	25.61
23312 - Fuel Distribution System Operator	20.45
23370 - General Maintenance Worker	17.68
23380 - Ground Support Equipment Mechanic	24.12
23381 - Ground Support Equipment Servicer	20.45
23382 - Ground Support Equipment Worker	21.78
23391 - Gunsmith I	18.57
23392 - Gunsmith II	20.98
23393 - Gunsmith III	23.25

23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.40
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.47
23430 - Heavy Equipment Mechanic	23.08
23440 - Heavy Equipment Operator	18.30
23460 - Instrument Mechanic	24.83
23465 - Laboratory/Shelter Mechanic	22.07
23470 - Laborer	12.59
23510 - Locksmith	22.07
23530 - Machinery Maintenance Mechanic	24.05
23550 - Machinist, Maintenance	22.16
23580 - Maintenance Trades Helper	13.60
23591 - Metrology Technician I	24.83
23592 - Metrology Technician II	26.13
23593 - Metrology Technician III	27.37
23640 - Millwright	21.30
23710 - Office Appliance Repairer	18.25
23760 - Painter, Maintenance	17.03
23790 - Pipefitter, Maintenance	21.31
23810 - Plumber, Maintenance	20.22
23820 - Pneudraulic Systems Mechanic	23.25
23850 - Rigger	21.92
23870 - Scale Mechanic	20.98
23890 - Sheet-Metal Worker, Maintenance	21.46
23910 - Small Engine Mechanic	16.19
23931 - Telecommunications Mechanic I	24.51
23932 - Telecommunications Mechanic II	25.71
23950 - Telephone Lineman	24.21
23960 - Welder, Combination, Maintenance	18.20
23965 - Well Driller	23.25
23970 - Woodcraft Worker	23.25
23980 - Woodworker	18.57
24000 - Personal Needs Occupations	
24550 - Case Manager	14.30
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	14.30
24630 - Homemaker	14.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.65
25040 - Sewage Plant Operator	21.24
25070 - Stationary Engineer	25.65
25190 - Ventilation Equipment Tender	18.46
25210 - Water Treatment Plant Operator	21.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.38
27007 - Baggage Inspector	13.28
27008 - Corrections Officer	15.46
27010 - Court Security Officer	18.42
27030 - Detection Dog Handler	15.32
27040 - Detention Officer	15.46
27070 - Firefighter	20.04
27101 - Guard I	13.28
27102 - Guard II	15.32
27131 - Police Officer I	19.75
27132 - Police Officer II	21.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.70
28042 - Carnival Equipment Repairer	13.54
28043 - Carnival Worker	9.73
28210 - Gate Attendant/Gate Tender	13.69
28310 - Lifeguard	11.12
28350 - Park Attendant (Aide)	15.32
28510 - Recreation Aide/Health Facility Attendant	11.18

28515 - Recreation Specialist	18.97
28630 - Sports Official	12.19
28690 - Swimming Pool Operator	16.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.61
29020 - Hatch Tender	23.61
29030 - Line Handler	23.61
29041 - Stevedore I	22.17
29042 - Stevedore II	24.83
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.30
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.97
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	24.57
30052 - Cryogenic Technician II	27.14
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	20.76
30210 - Laboratory Technician	21.20
30221 - Latent Fingerprint Technician I	24.78
30222 - Latent Fingerprint Technician II	27.37
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	25.42
30390 - Photo-Optics Technician	22.28
30395 - Radiation Control Technician	25.42
30461 - Technical Writer I	20.66
30462 - Technical Writer II	25.28
30463 - Technical Writer III	30.58
30491 - Unexploded Ordnance (UXO) Technician I	24.24
30492 - Unexploded Ordnance (UXO) Technician II	29.33
30493 - Unexploded Ordnance (UXO) Technician III	35.16
30494 - Unexploded (UXO) Safety Escort	24.24
30495 - Unexploded (UXO) Sweep Personnel	24.24
30501 - Weather Forecaster I	24.57
30502 - Weather Forecaster II	29.88
30620 - Weather Observer, Combined Upper Air Or (see 2)	21.02
Surface Programs	
30621 - Weather Observer, Senior (see 2)	22.04
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.33
31020 - Bus Aide	11.76
31030 - Bus Driver	16.52
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	19.83

31364 - Truckdriver, Tractor-Trailer	19.83
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.30
99030 - Cashier	9.65
99050 - Desk Clerk	10.96
99095 - Embalmer	25.37
99130 - Flight Follower	24.24
99251 - Laboratory Animal Caretaker I	11.14
99252 - Laboratory Animal Caretaker II	13.06
99260 - Marketing Analyst	25.29
99310 - Mortician	25.37
99410 - Pest Controller	19.18
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	13.38
99830 - Survey Party Chief	22.65
99831 - Surveying Aide	15.00
99832 - Surveying Technician	20.59
99840 - Vending Machine Attendant	14.69
99841 - Vending Machine Repairer	17.66
99842 - Vending Machine Repairer Helper	14.69

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: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 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 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)).