

"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.: 2015-4647
Daniel W. Simms	Division of	Revision No.: 12
Director	Wage Determinations	Date Of Last Revision: 07/16/2019

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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](http://www.dol.gov/whd/govcontracts).

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State: Tennessee

Area: Tennessee Counties of Cannon Cheatham Davidson Dickson Hickman  
Macon Maury Robertson Rutherford Smith Sumner Trousdale Williamson  
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		15.62
01012 - Accounting Clerk II		17.53
01013 - Accounting Clerk III		19.62
01020 - Administrative Assistant		24.56
01035 - Court Reporter		26.29
01041 - Customer Service Representative I		13.30
01042 - Customer Service Representative II		14.95
01043 - Customer Service Representative III		16.31
01051 - Data Entry Operator I		14.87
01052 - Data Entry Operator II		16.22
01060 - Dispatcher Motor Vehicle		17.90
01070 - Document Preparation Clerk		15.60
01090 - Duplicating Machine Operator		15.60
01111 - General Clerk I		13.70
01112 - General Clerk II		14.95
01113 - General Clerk III		16.78
01120 - Housing Referral Assistant		19.01
01141 - Messenger Courier		13.79
01191 - Order Clerk I		14.42
01192 - Order Clerk II		15.74
01261 - Personnel Assistant (Employment) I		15.89
01262 - Personnel Assistant (Employment) II		17.78
01263 - Personnel Assistant (Employment) III		19.81
01270 - Production Control Clerk		22.25
01290 - Rental Clerk		11.81
01300 - Scheduler Maintenance		15.25
01311 - Secretary I		15.25
01312 - Secretary II		17.06
01313 - Secretary III		19.01
01320 - Service Order Dispatcher		16.00
01410 - Supply Technician		24.56
01420 - Survey Worker		16.48

01460 - Switchboard Operator/Receptionist	14.25
01531 - Travel Clerk I	13.68
01532 - Travel Clerk II	14.48
01533 - Travel Clerk III	15.44
01611 - Word Processor I	13.67
01612 - Word Processor II	15.95
01613 - Word Processor III	17.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.51
05010 - Automotive Electrician	21.82
05040 - Automotive Glass Installer	20.01
05070 - Automotive Worker	20.67
05110 - Mobile Equipment Servicer	18.13
05130 - Motor Equipment Metal Mechanic	20.78
05160 - Motor Equipment Metal Worker	20.95
05190 - Motor Vehicle Mechanic	20.78
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	18.90
05280 - Motor Vehicle Wrecker	19.99
05310 - Painter Automotive	20.26
05340 - Radiator Repair Specialist	19.99
05370 - Tire Repairer	15.95
05400 - Transmission Repair Specialist	20.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.42
07041 - Cook I	13.33
07042 - Cook II	15.06
07070 - Dishwasher	10.23
07130 - Food Service Worker	10.64
07210 - Meat Cutter	14.98
07260 - Waiter/Waitress	8.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.27
09040 - Furniture Handler	12.18
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	13.99
09110 - Furniture Repairer Minor	15.63

09130 - Upholsterer	16.89
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.21
11060 - Elevator Operator	12.11
11090 - Gardener	16.13
11122 - Housekeeping Aide	12.11
11150 - Janitor	12.11
11210 - Laborer Grounds Maintenance	12.78
11240 - Maid or Houseman	11.03
11260 - Pruner	11.59
11270 - Tractor Operator	15.12
11330 - Trail Maintenance Worker	12.78
11360 - Window Cleaner	13.35
12000 - Health Occupations	
12010 - Ambulance Driver	18.50
12011 - Breath Alcohol Technician	18.50
12012 - Certified Occupational Therapist Assistant	29.55
12015 - Certified Physical Therapist Assistant	29.42
12020 - Dental Assistant	17.45
12025 - Dental Hygienist	32.25
12030 - EKG Technician	24.71
12035 - Electroneurodiagnostic Technologist	24.71
12040 - Emergency Medical Technician	18.50
12071 - Licensed Practical Nurse I	16.71
12072 - Licensed Practical Nurse II	18.70
12073 - Licensed Practical Nurse III	20.84
12100 - Medical Assistant	16.20
12130 - Medical Laboratory Technician	21.15
12160 - Medical Record Clerk	18.61
12190 - Medical Record Technician	20.81
12195 - Medical Transcriptionist	17.08
12210 - Nuclear Medicine Technologist	34.50
12221 - Nursing Assistant I	11.00
12222 - Nursing Assistant II	12.38
12223 - Nursing Assistant III	13.50
12224 - Nursing Assistant IV	15.16
12235 - Optical Dispenser	19.70

12236 - Optical Technician	17.66
12250 - Pharmacy Technician	14.54
12280 - Phlebotomist	15.77
12305 - Radiologic Technologist	25.03
12311 - Registered Nurse I	24.32
12312 - Registered Nurse II	29.75
12313 - Registered Nurse II Specialist	29.75
12314 - Registered Nurse III	35.99
12315 - Registered Nurse III Anesthetist	35.99
12316 - Registered Nurse IV	43.13
12317 - Scheduler (Drug and Alcohol Testing)	22.91
12320 - Substance Abuse Treatment Counselor	19.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.35
13012 - Exhibits Specialist II	23.96
13013 - Exhibits Specialist III	29.31
13041 - Illustrator I	20.73
13042 - Illustrator II	25.68
13043 - Illustrator III	31.42
13047 - Librarian	26.54
13050 - Library Aide/Clerk	13.05
13054 - Library Information Technology Systems Administrator	23.96
13058 - Library Technician	16.21
13061 - Media Specialist I	17.29
13062 - Media Specialist II	19.35
13063 - Media Specialist III	21.56
13071 - Photographer I	15.25
13072 - Photographer II	17.06
13073 - Photographer III	21.14
13074 - Photographer IV	25.86
13075 - Photographer V	31.28
13090 - Technical Order Library Clerk	16.39
13110 - Video Teleconference Technician	21.93
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.51
14042 - Computer Operator II	17.35

14043 - Computer Operator III	19.34
14044 - Computer Operator IV	21.49
14045 - Computer Operator V	22.35
14071 - Computer Programmer I (see 1)	21.03
14072 - Computer Programmer II (see 1)	26.05
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	15.51
14160 - Personal Computer Support Technician	21.49
14170 - System Support Specialist	27.80
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.75
15020 - Aircrew Training Devices Instructor (Rated)	35.78
15030 - Air Crew Training Devices Instructor (Pilot)	42.63
15050 - Computer Based Training Specialist / Instructor	30.75
15060 - Educational Technologist	30.05
15070 - Flight Instructor (Pilot)	42.63
15080 - Graphic Artist	25.51
15085 - Maintenance Test Pilot Fixed Jet/Prop	39.24
15086 - Maintenance Test Pilot Rotary Wing	39.24
15088 - Non-Maintenance Test/Co-Pilot	39.24
15090 - Technical Instructor	21.97
15095 - Technical Instructor/Course Developer	26.87
15110 - Test Proctor	17.74
15120 - Tutor	17.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.24
16030 - Counter Attendant	9.24
16040 - Dry Cleaner	11.61
16070 - Finisher Flatwork Machine	9.24
16090 - Presser Hand	9.24
16110 - Presser Machine Drycleaning	9.24
16130 - Presser Machine Shirts	9.24
16160 - Presser Machine Wearing Apparel Laundry	9.24

16190 - Sewing Machine Operator	12.34
16220 - Tailor	13.04
16250 - Washer Machine	10.02
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.74
19040 - Tool And Die Maker	25.33
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.79
21030 - Material Coordinator	22.25
21040 - Material Expediter	22.25
21050 - Material Handling Laborer	13.67
21071 - Order Filler	12.30
21080 - Production Line Worker (Food Processing)	15.79
21110 - Shipping Packer	14.90
21130 - Shipping/Receiving Clerk	14.90
21140 - Store Worker I	12.86
21150 - Stock Clerk	17.41
21210 - Tools And Parts Attendant	15.79
21410 - Warehouse Specialist	15.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.85
23019 - Aircraft Logs and Records Technician	23.22
23021 - Aircraft Mechanic I	27.40
23022 - Aircraft Mechanic II	28.85
23023 - Aircraft Mechanic III	30.29
23040 - Aircraft Mechanic Helper	20.52
23050 - Aircraft Painter	27.35
23060 - Aircraft Servicer	23.22
23070 - Aircraft Survival Flight Equipment Technician	27.35
23080 - Aircraft Worker	24.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.40
23110 - Appliance Mechanic	18.50
23120 - Bicycle Repairer	17.20
23125 - Cable Splicer	36.30

23130 - Carpenter Maintenance	20.53
23140 - Carpet Layer	20.57
23160 - Electrician Maintenance	23.22
23181 - Electronics Technician Maintenance I	24.32
23182 - Electronics Technician Maintenance II	25.58
23183 - Electronics Technician Maintenance III	26.95
23260 - Fabric Worker	19.31
23290 - Fire Alarm System Mechanic	27.02
23310 - Fire Extinguisher Repairer	18.21
23311 - Fuel Distribution System Mechanic	26.47
23312 - Fuel Distribution System Operator	21.14
23370 - General Maintenance Worker	18.02
23380 - Ground Support Equipment Mechanic	27.40
23381 - Ground Support Equipment Servicer	23.22
23382 - Ground Support Equipment Worker	24.72
23391 - Gunsmith I	18.21
23392 - Gunsmith II	20.57
23393 - Gunsmith III	22.79
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.53
23430 - Heavy Equipment Mechanic	23.48
23440 - Heavy Equipment Operator	18.11
23460 - Instrument Mechanic	22.79
23465 - Laboratory/Shelter Mechanic	21.63
23470 - Laborer	13.67
23510 - Locksmith	18.47
23530 - Machinery Maintenance Mechanic	23.17
23550 - Machinist Maintenance	19.54
23580 - Maintenance Trades Helper	14.13
23591 - Metrology Technician I	22.79
23592 - Metrology Technician II	24.00
23593 - Metrology Technician III	25.20
23640 - Millwright	25.95
23710 - Office Appliance Repairer	18.89
23760 - Painter Maintenance	17.24



23790 - Pipefitter Maintenance	23.92
23810 - Plumber Maintenance	22.70
23820 - Pneudraulic Systems Mechanic	22.79
23850 - Rigger	20.10
23870 - Scale Mechanic	20.57
23890 - Sheet-Metal Worker Maintenance	21.84
23910 - Small Engine Mechanic	18.15
23931 - Telecommunications Mechanic I	26.17
23932 - Telecommunications Mechanic II	27.56
23950 - Telephone Lineman	21.91
23960 - Welder Combination Maintenance	18.72
23965 - Well Driller	22.53
23970 - Woodcraft Worker	22.79
23980 - Woodworker	18.21
24000 - Personal Needs Occupations	
24550 - Case Manager	17.20
24570 - Child Care Attendant	10.77
24580 - Child Care Center Clerk	13.43
24610 - Chore Aide	10.10
24620 - Family Readiness And Support Services Coordinator	17.20
24630 - Homemaker	17.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.04
25040 - Sewage Plant Operator	21.12
25070 - Stationary Engineer	29.04
25190 - Ventilation Equipment Tender	21.50
25210 - Water Treatment Plant Operator	21.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.90
27007 - Baggage Inspector	11.98
27008 - Corrections Officer	19.75
27010 - Court Security Officer	21.41
27030 - Detection Dog Handler	15.10
27040 - Detention Officer	19.75
27070 - Firefighter	22.20
27101 - Guard I	11.98

27102 - Guard II	15.10
27131 - Police Officer I	21.08
27132 - Police Officer II	23.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.75
28042 - Carnival Equipment Repairer	13.49
28043 - Carnival Worker	10.06
28210 - Gate Attendant/Gate Tender	14.61
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.34
28510 - Recreation Aide/Health Facility Attendant	11.93
28515 - Recreation Specialist	16.77
28630 - Sports Official	13.02
28690 - Swimming Pool Operator	17.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.03
29020 - Hatch Tender	24.03
29030 - Line Handler	24.03
29041 - Stevedore I	22.56
29042 - Stevedore II	25.27
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	17.35
30022 - Archeological Technician II	19.70
30023 - Archeological Technician III	23.94
30030 - Cartographic Technician	24.40
30040 - Civil Engineering Technician	24.58
30051 - Cryogenic Technician I	25.52
30052 - Cryogenic Technician II	28.17
30061 - Drafter/CAD Operator I	17.35
30062 - Drafter/CAD Operator II	19.70
30063 - Drafter/CAD Operator III	21.97
30064 - Drafter/CAD Operator IV	26.34
30081 - Engineering Technician I	15.25
30082 - Engineering Technician II	16.67

30083 - Engineering Technician III	21.48
30084 - Engineering Technician IV	25.20
30085 - Engineering Technician V	30.90
30086 - Engineering Technician VI	37.37
30090 - Environmental Technician	23.65
30095 - Evidence Control Specialist	22.11
30210 - Laboratory Technician	20.99
30221 - Latent Fingerprint Technician I	24.38
30222 - Latent Fingerprint Technician II	26.92
30240 - Mathematical Technician	24.40
30361 - Paralegal/Legal Assistant I	19.33
30362 - Paralegal/Legal Assistant II	23.95
30363 - Paralegal/Legal Assistant III	28.33
30364 - Paralegal/Legal Assistant IV	34.28
30375 - Petroleum Supply Specialist	27.05
30390 - Photo-Optics Technician	24.40
30395 - Radiation Control Technician	27.05
30461 - Technical Writer I	21.92
30462 - Technical Writer II	26.81
30463 - Technical Writer III	32.44
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	25.52
30502 - Weather Forecaster II	31.03
30620 - Weather Observer Combined Upper Air Or	(see 2) 21.97
Surface Programs	
30621 - Weather Observer Senior	(see 2) 23.57
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	14.48
31030 - Bus Driver	19.38
31043 - Driver Courier	15.49
31260 - Parking and Lot Attendant	10.81
31290 - Shuttle Bus Driver	16.52

31310 - Taxi Driver	11.73
31361 - Truckdriver Light	16.52
31362 - Truckdriver Medium	19.71
31363 - Truckdriver Heavy	22.04
31364 - Truckdriver Tractor-Trailer	22.04
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	10.41
99050 - Desk Clerk	10.32
99095 - Embalmer	26.38
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	12.57
99252 - Laboratory Animal Caretaker II	13.41
99260 - Marketing Analyst	28.19
99310 - Mortician	26.38
99410 - Pest Controller	18.34
99510 - Photofinishing Worker	15.96
99710 - Recycling Laborer	16.25
99711 - Recycling Specialist	19.23
99730 - Refuse Collector	14.73
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	14.78
99830 - Survey Party Chief	22.72
99831 - Surveying Aide	15.33
99832 - Surveying Technician	20.37
99840 - Vending Machine Attendant	14.54
99841 - Vending Machine Repairer	17.52
99842 - Vending Machine Repairer Helper	14.54

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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 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))."