

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5631
Revision No.: 29
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State: California

Area: California Counties of El Dorado, Placer, Sacramento and Yolo

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.85
01012 - Accounting Clerk II		24.52
01013 - Accounting Clerk III		27.42
01020 - Administrative Assistant		42.25
01035 - Court Reporter		54.41
01041 - Customer Service Representative I		19.61
01042 - Customer Service Representative II		21.40
01043 - Customer Service Representative III		24.01
01051 - Data Entry Operator I		20.69
01052 - Data Entry Operator II		22.58
01060 - Dispatcher, Motor Vehicle		24.30
01070 - Document Preparation Clerk		22.75
01090 - Duplicating Machine Operator		22.75
01111 - General Clerk I		19.22
01112 - General Clerk II		20.97
01113 - General Clerk III		23.53
01120 - Housing Referral Assistant		26.45
01141 - Messenger Courier		21.52
01191 - Order Clerk I		21.73
01192 - Order Clerk II		23.71
01261 - Personnel Assistant (Employment) I		22.59
01262 - Personnel Assistant (Employment) II		25.27
01263 - Personnel Assistant (Employment) III		28.18
01270 - Production Control Clerk		30.00
01290 - Rental Clerk		21.69
01300 - Scheduler, Maintenance		21.20
01311 - Secretary I		21.20
01312 - Secretary II		23.72
01313 - Secretary III		26.45
01320 - Service Order Dispatcher		21.72
01410 - Supply Technician		42.25
01420 - Survey Worker		25.36
01460 - Switchboard Operator/Receptionist		21.70
01531 - Travel Clerk I		21.83
01532 - Travel Clerk II		23.50
01533 - Travel Clerk III		25.26
01611 - Word Processor I		20.46
01612 - Word Processor II		22.96
01613 - Word Processor III		25.69
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		30.30
05010 - Automotive Electrician		32.36
05040 - Automotive Glass Installer		30.37
05070 - Automotive Worker		30.37
05110 - Mobile Equipment Servicer		26.40
05130 - Motor Equipment Metal Mechanic		34.34
05160 - Motor Equipment Metal Worker		30.37
05190 - Motor Vehicle Mechanic		34.34
05220 - Motor Vehicle Mechanic Helper		24.43
05250 - Motor Vehicle Upholstery Worker		28.36
05280 - Motor Vehicle Wrecker		30.37
05310 - Painter, Automotive		32.36
05340 - Radiator Repair Specialist		30.37
05370 - Tire Repairer		18.53
05400 - Transmission Repair Specialist		34.34
07000 - Food Preparation And Service Occupations		
07010 - Baker		20.63

07041 - Cook I	21.69
07042 - Cook II	24.95
07070 - Dishwasher	17.76
07130 - Food Service Worker	18.50
07210 - Meat Cutter	22.99
07260 - Waiter/Waitress	16.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.71
09040 - Furniture Handler	15.11
09080 - Furniture Refinisher	23.97
09090 - Furniture Refinisher Helper	18.10
09110 - Furniture Repairer, Minor	21.01
09130 - Upholsterer	23.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.12
11060 - Elevator Operator	19.93
11090 - Gardener	28.08
11122 - Housekeeping Aide	19.93
11150 - Janitor	19.93
11210 - Laborer, Grounds Maintenance	21.69
11240 - Maid or Houseman	18.62
11260 - Pruner	19.87
11270 - Tractor Operator	25.99
11330 - Trail Maintenance Worker	21.69
11360 - Window Cleaner	21.75
12000 - Health Occupations	
12010 - Ambulance Driver	27.05
12011 - Breath Alcohol Technician	35.17
12012 - Certified Occupational Therapist Assistant	45.76
12015 - Certified Physical Therapist Assistant	42.64
12020 - Dental Assistant	28.50
12025 - Dental Hygienist	58.92
12030 - EKG Technician	42.45
12035 - Electroneurodiagnostic Technologist	42.45
12040 - Emergency Medical Technician	27.05
12071 - Licensed Practical Nurse I	31.44
12072 - Licensed Practical Nurse II	35.17
12073 - Licensed Practical Nurse III	39.22
12100 - Medical Assistant	30.08
12130 - Medical Laboratory Technician	39.98
12160 - Medical Record Clerk	32.29
12190 - Medical Record Technician	36.13
12195 - Medical Transcriptionist	23.29
12210 - Nuclear Medicine Technologist	83.30
12221 - Nursing Assistant I	16.59
12222 - Nursing Assistant II	18.66
12223 - Nursing Assistant III	20.36
12224 - Nursing Assistant IV	22.84
12235 - Optical Dispenser	29.92
12236 - Optical Technician	23.14
12250 - Pharmacy Technician	28.11
12280 - Phlebotomist	25.27
12305 - Radiologic Technologist	65.33
12311 - Registered Nurse I	46.46
12312 - Registered Nurse II	56.83
12313 - Registered Nurse II, Specialist	56.83
12314 - Registered Nurse III	68.77
12315 - Registered Nurse III, Anesthetist	68.77
12316 - Registered Nurse IV	82.43
12317 - Scheduler (Drug and Alcohol Testing)	43.57
12320 - Substance Abuse Treatment Counselor	32.11
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	29.40
13012 - Exhibits Specialist II	36.42
13013 - Exhibits Specialist III	44.54
13041 - Illustrator I	29.40
13042 - Illustrator II	36.42
13043 - Illustrator III	44.54
13047 - Librarian	40.33
13050 - Library Aide/Clerk	22.59
13054 - Library Information Technology Systems Administrator	36.42
13058 - Library Technician	26.75
13061 - Media Specialist I	26.28
13062 - Media Specialist II	29.40
13063 - Media Specialist III	32.78
13071 - Photographer I	20.86
13072 - Photographer II	23.33
13073 - Photographer III	28.91
13074 - Photographer IV	35.37
13075 - Photographer V	42.78
13090 - Technical Order Library Clerk	28.36
13110 - Video Teleconference Technician	27.69
14000 - Information Technology Occupations	
14041 - Computer Operator I	26.79
14042 - Computer Operator II	29.98
14043 - Computer Operator III	33.42
14044 - Computer Operator IV	37.15
14045 - Computer Operator V	41.13
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		26.79
14160 - Personal Computer Support Technician		37.15
14170 - System Support Specialist		41.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		40.54
15020 - Aircrew Training Devices Instructor (Rated)		49.07
15030 - Air Crew Training Devices Instructor (Pilot)		58.81
15050 - Computer Based Training Specialist / Instructor		40.54
15060 - Educational Technologist		54.43
15070 - Flight Instructor (Pilot)		58.81
15080 - Graphic Artist		35.90
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		58.81
15086 - Maintenance Test Pilot, Rotary Wing		58.81
15088 - Non-Maintenance Test/Co-Pilot		58.81
15090 - Technical Instructor		30.17
15095 - Technical Instructor/Course Developer		36.90
15110 - Test Proctor		24.35
15120 - Tutor		24.35
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		19.38
16030 - Counter Attendant		19.38
16040 - Dry Cleaner		22.14
16070 - Finisher, Flatwork, Machine		19.38
16090 - Presser, Hand		19.38
16110 - Presser, Machine, Drycleaning		19.38
16130 - Presser, Machine, Shirts		19.38
16160 - Presser, Machine, Wearing Apparel, Laundry		19.38
16190 - Sewing Machine Operator		23.07
16220 - Tailor		24.00
16250 - Washer, Machine		20.30
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		35.30
19040 - Tool And Die Maker		43.92
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.82
21030 - Material Coordinator		30.00
21040 - Material Expediter		30.00
21050 - Material Handling Laborer		22.08
21071 - Order Filler		20.71
21080 - Production Line Worker (Food Processing)		23.82
21110 - Shipping Packer		22.92
21130 - Shipping/Receiving Clerk		22.92
21140 - Store Worker I		18.45
21150 - Stock Clerk		23.27
21210 - Tools And Parts Attendant		23.82
21410 - Warehouse Specialist		23.82
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		42.13
23019 - Aircraft Logs and Records Technician		32.91
23021 - Aircraft Mechanic I		39.85
23022 - Aircraft Mechanic II		42.13
23023 - Aircraft Mechanic III		44.46
23040 - Aircraft Mechanic Helper		28.35
23050 - Aircraft, Painter		37.55
23060 - Aircraft Servicer		32.91
23070 - Aircraft Survival Flight Equipment Technician		37.55
23080 - Aircraft Worker		35.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		35.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		39.85
23110 - Appliance Mechanic		28.74
23120 - Bicycle Repairer		22.98
23125 - Cable Splicer		58.84
23130 - Carpenter, Maintenance		35.79
23140 - Carpet Layer		34.52
23160 - Electrician, Maintenance		36.44
23181 - Electronics Technician Maintenance I		34.11
23182 - Electronics Technician Maintenance II		36.34
23183 - Electronics Technician Maintenance III		38.56
23260 - Fabric Worker		32.23
23290 - Fire Alarm System Mechanic		34.06
23310 - Fire Extinguisher Repairer		30.00
23311 - Fuel Distribution System Mechanic		52.98
23312 - Fuel Distribution System Operator		40.72
23370 - General Maintenance Worker		27.20
23380 - Ground Support Equipment Mechanic		39.85
23381 - Ground Support Equipment Servicer		32.91
23382 - Ground Support Equipment Worker		35.24
23391 - Gunsmith I		30.00
23392 - Gunsmith II		34.52
23393 - Gunsmith III		39.02
23410 - Heating, Ventilation And Air-Conditioning Mechanic		32.06
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		33.90

23430 - Heavy Equipment Mechanic	36.92
23440 - Heavy Equipment Operator	43.86
23460 - Instrument Mechanic	37.19
23465 - Laboratory/Shelter Mechanic	36.78
23470 - Laborer	22.08
23510 - Locksmith	28.99
23530 - Machinery Maintenance Mechanic	37.32
23550 - Machinist, Maintenance	27.84
23580 - Maintenance Trades Helper	20.40
23591 - Metrology Technician I	37.19
23592 - Metrology Technician II	39.31
23593 - Metrology Technician III	41.48
23640 - Millwright	38.39
23710 - Office Appliance Repairer	24.63
23760 - Painter, Maintenance	28.61
23790 - Pipefitter, Maintenance	33.27
23810 - Plumber, Maintenance	31.35
23820 - Pseudraulic Systems Mechanic	39.02
23850 - Rigger	37.47
23870 - Scale Mechanic	34.52
23890 - Sheet-Metal Worker, Maintenance	35.97
23910 - Small Engine Mechanic	24.35
23931 - Telecommunications Mechanic I	35.57
23932 - Telecommunications Mechanic II	37.61
23950 - Telephone Lineman	43.93
23960 - Welder, Combination, Maintenance	28.28
23965 - Well Driller	33.33
23970 - Woodcraft Worker	39.02
23980 - Woodworker	30.00
24000 - Personal Needs Occupations	
24550 - Case Manager	25.87
24570 - Child Care Attendant	18.46
24580 - Child Care Center Clerk	23.03
24610 - Chore Aide	16.50
24620 - Family Readiness And Support Services Coordinator	25.87
24630 - Homemaker	25.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	48.00
25040 - Sewage Plant Operator	41.32
25070 - Stationary Engineer	48.00
25190 - Ventilation Equipment Tender	34.16
25210 - Water Treatment Plant Operator	41.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	38.27
27007 - Baggage Inspector	19.66
27008 - Corrections Officer	43.14
27010 - Court Security Officer	46.94
27030 - Detection Dog Handler	21.99
27040 - Detention Officer	43.14
27070 - Firefighter	47.78
27101 - Guard I	19.66
27102 - Guard II	21.99
27131 - Police Officer I	48.72
27132 - Police Officer II	54.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	22.63
28042 - Carnival Equipment Repairer	24.46
28043 - Carnival Worker	17.31
28210 - Gate Attendant/Gate Tender	22.85
28310 - Lifeguard	18.30
28350 - Park Attendant (Aide)	25.56
28510 - Recreation Aide/Health Facility Attendant	18.66
28515 - Recreation Specialist	31.66
28630 - Sports Official	20.36
28690 - Swimming Pool Operator	28.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	35.19
29020 - Hatch Tender	35.19
29030 - Line Handler	35.19
29041 - Stevedore I	32.87
29042 - Stevedore II	37.50
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 51.59
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 35.57
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 39.17
30021 - Archeological Technician I	24.11
30022 - Archeological Technician II	26.97
30023 - Archeological Technician III	33.41
30030 - Cartographic Technician	33.41
30040 - Civil Engineering Technician	40.72
30051 - Cryogenic Technician I	37.00
30052 - Cryogenic Technician II	40.87
30061 - Drafter/CAD Operator I	24.11
30062 - Drafter/CAD Operator II	26.97
30063 - Drafter/CAD Operator III	30.08
30064 - Drafter/CAD Operator IV	37.00
30081 - Engineering Technician I	20.17
30082 - Engineering Technician II	22.63

30083 - Engineering Technician III	25.32
30084 - Engineering Technician IV	31.36
30085 - Engineering Technician V	38.36
30086 - Engineering Technician VI	46.42
30090 - Environmental Technician	27.49
30095 - Evidence Control Specialist	33.41
30210 - Laboratory Technician	29.26
30221 - Latent Fingerprint Technician I	44.31
30222 - Latent Fingerprint Technician II	48.94
30240 - Mathematical Technician	36.63
30361 - Paralegal/Legal Assistant I	24.93
30362 - Paralegal/Legal Assistant II	30.88
30363 - Paralegal/Legal Assistant III	37.77
30364 - Paralegal/Legal Assistant IV	45.71
30375 - Petroleum Supply Specialist	40.87
30390 - Photo-Optics Technician	33.41
30395 - Radiation Control Technician	40.87
30461 - Technical Writer I	30.65
30462 - Technical Writer II	37.50
30463 - Technical Writer III	45.38
30491 - Unexploded Ordnance (UXO) Technician I	32.78
30492 - Unexploded Ordnance (UXO) Technician II	39.66
30493 - Unexploded Ordnance (UXO) Technician III	47.54
30494 - Unexploded (UXO) Safety Escort	32.78
30495 - Unexploded (UXO) Sweep Personnel	32.78
30501 - Weather Forecaster I	37.00
30502 - Weather Forecaster II	45.01
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 30.08
30621 - Weather Observer, Senior	(see 2) 33.41
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	39.66
31020 - Bus Aide	22.63
31030 - Bus Driver	31.46
31043 - Driver Courier	20.62
31260 - Parking and Lot Attendant	17.60
31290 - Shuttle Bus Driver	20.15
31310 - Taxi Driver	15.40
31361 - Truckdriver, Light	22.28
31362 - Truckdriver, Medium	23.93
31363 - Truckdriver, Heavy	29.24
31364 - Truckdriver, Tractor-Trailer	29.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.34
99030 - Cashier	17.69
99050 - Desk Clerk	18.53
99095 - Embalmer	28.33
99130 - Flight Follower	32.78
99251 - Laboratory Animal Caretaker I	22.31
99252 - Laboratory Animal Caretaker II	24.11
99260 - Marketing Analyst	38.19
99310 - Mortician	27.63
99410 - Pest Controller	23.10
99510 - Photofinishing Worker	22.50
99710 - Recycling Laborer	34.61
99711 - Recycling Specialist	41.46
99730 - Refuse Collector	31.71
99810 - Sales Clerk	18.32
99820 - School Crossing Guard	27.43
99830 - Survey Party Chief	52.54
99831 - Surveying Aide	28.52
99832 - Surveying Technician	39.16
99840 - Vending Machine Attendant	19.69
99841 - Vending Machine Repairer	24.48
99842 - Vending Machine Repairer Helper	19.69

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per week, or \$939.46 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, 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))."