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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.: 2015-5609  
Revision No.: 1  
Date Of Revision: 03/17/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the 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 \$10.15 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 2016. 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).

State: California

Area: California County of Fresno

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		22.18
01035 - Court Reporter		27.82
01041 - Customer Service Representative I		13.11
01042 - Customer Service Representative II		14.75
01043 - Customer Service Representative III		16.09
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.08
01060 - Dispatcher, Motor Vehicle		17.81
01070 - Document Preparation Clerk		14.18
01090 - Duplicating Machine Operator		14.18
01111 - General Clerk I		12.34
01112 - General Clerk II		13.47
01113 - General Clerk III		15.12
01120 - Housing Referral Assistant		18.07
01141 - Messenger Courier		10.52
01191 - Order Clerk I		13.18
01192 - Order Clerk II		14.38
01261 - Personnel Assistant (Employment) I		15.75
01262 - Personnel Assistant (Employment) II		17.63
01263 - Personnel Assistant (Employment) III		19.64
01270 - Production Control Clerk		20.62
01290 - Rental Clerk		14.53
01300 - Scheduler, Maintenance		14.49
01311 - Secretary I		14.49
01312 - Secretary II		16.43
01313 - Secretary III		18.07
01320 - Service Order Dispatcher		17.51
01410 - Supply Technician		22.18
01420 - Survey Worker		17.66
01460 - Switchboard Operator/Receptionist		12.40
01531 - Travel Clerk I		13.48
01532 - Travel Clerk II		13.85
01533 - Travel Clerk III		14.98
01611 - Word Processor I		15.32
01612 - Word Processor II		17.20
01613 - Word Processor III		19.24
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.11
05010 - Automotive Electrician		17.75
05040 - Automotive Glass Installer		15.97
05070 - Automotive Worker		15.97
05110 - Mobile Equipment Servicer		14.17
05130 - Motor Equipment Metal Mechanic		17.75
05160 - Motor Equipment Metal Worker		15.97
05190 - Motor Vehicle Mechanic		18.11
05220 - Motor Vehicle Mechanic Helper		13.43

05250	- Motor Vehicle Upholstery Worker	15.72
05280	- Motor Vehicle Wrecker	15.97
05310	- Painter, Automotive	16.84
05340	- Radiator Repair Specialist	15.97
05370	- Tire Repairer	11.82
05400	- Transmission Repair Specialist	17.75
07000	- Food Preparation And Service Occupations	
07010	- Baker	14.16
07041	- Cook I	13.02
07042	- Cook II	14.80
07070	- Dishwasher	8.92
07130	- Food Service Worker	9.21
07210	- Meat Cutter	16.42
07260	- Waiter/Waitress	9.51
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	15.99
09040	- Furniture Handler	12.75
09080	- Furniture Refinisher	15.99
09090	- Furniture Refinisher Helper	12.75
09110	- Furniture Repairer, Minor	13.01
09130	- Upholsterer	15.99
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	10.23
11060	- Elevator Operator	11.09
11090	- Gardener	14.82
11122	- Housekeeping Aide	11.09
11150	- Janitor	11.09
11210	- Laborer, Grounds Maintenance	13.77
11240	- Maid or Houseman	9.46
11260	- Pruner	12.57
11270	- Tractor Operator	14.23
11330	- Trail Maintenance Worker	13.77
11360	- Window Cleaner	11.86
12000	- Health Occupations	
12010	- Ambulance Driver	18.28
12011	- Breath Alcohol Technician	20.46
12012	- Certified Occupational Therapist Assistant	27.67
12015	- Certified Physical Therapist Assistant	27.59
12020	- Dental Assistant	15.73
12025	- Dental Hygienist	34.97
12030	- EKG Technician	26.24
12035	- Electroneurodiagnostic Technologist	26.24
12040	- Emergency Medical Technician	18.28
12071	- Licensed Practical Nurse I	18.41
12072	- Licensed Practical Nurse II	20.61
12073	- Licensed Practical Nurse III	22.96
12100	- Medical Assistant	13.81
12130	- Medical Laboratory Technician	19.69
12160	- Medical Record Clerk	13.73
12190	- Medical Record Technician	15.37
12195	- Medical Transcriptionist	19.92
12210	- Nuclear Medicine Technologist	45.27
12221	- Nursing Assistant I	10.75
12222	- Nursing Assistant II	12.09
12223	- Nursing Assistant III	13.19
12224	- Nursing Assistant IV	14.81
12235	- Optical Dispenser	16.98
12236	- Optical Technician	16.61
12250	- Pharmacy Technician	16.87
12280	- Phlebotomist	15.89
12305	- Radiologic Technologist	30.11
12311	- Registered Nurse I	25.22
12312	- Registered Nurse II	30.85
12313	- Registered Nurse II, Specialist	30.85
12314	- Registered Nurse III	37.32
12315	- Registered Nurse III, Anesthetist	37.32
12316	- Registered Nurse IV	44.73
12317	- Scheduler (Drug and Alcohol Testing)	25.51
12320	- Substance Abuse Treatment Counselor	17.64
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	22.07
13012	- Exhibits Specialist II	25.37
13013	- Exhibits Specialist III	31.03
13041	- Illustrator I	22.07
13042	- Illustrator II	25.37
13043	- Illustrator III	31.03
13047	- Librarian	30.26
13050	- Library Aide/Clerk	13.42
13054	- Library Information Technology Systems Administrator	27.32
13058	- Library Technician	17.66

13061	- Media Specialist I	19.70
13062	- Media Specialist II	22.04
13063	- Media Specialist III	24.56
13071	- Photographer I	17.75
13072	- Photographer II	20.20
13073	- Photographer III	22.39
13074	- Photographer IV	28.02
13075	- Photographer V	33.89
13090	- Technical Order Library Clerk	14.31
13110	- Video Teleconference Technician	20.05
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.36
14042	- Computer Operator II	17.30
14043	- Computer Operator III	19.99
14044	- Computer Operator IV	22.17
14045	- Computer Operator V	24.61
14071	- Computer Programmer I	(see 1) 20.13
14072	- Computer Programmer II	(see 1) 24.94
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	15.36
14160	- Personal Computer Support Technician	22.17
14170	- System Support Specialist	25.76
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.58
15020	- Aircrew Training Devices Instructor (Rated)	34.58
15030	- Air Crew Training Devices Instructor (Pilot)	41.39
15050	- Computer Based Training Specialist / Instructor	28.58
15060	- Educational Technologist	36.57
15070	- Flight Instructor (Pilot)	41.39
15080	- Graphic Artist	22.54
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	40.49
15086	- Maintenance Test Pilot, Rotary Wing	40.49
15088	- Non-Maintenance Test/Co-Pilot	40.49
15090	- Technical Instructor	22.62
15095	- Technical Instructor/Course Developer	27.69
15110	- Test Proctor	18.55
15120	- Tutor	18.55
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	10.80
16030	- Counter Attendant	10.80
16040	- Dry Cleaner	12.50
16070	- Finisher, Flatwork, Machine	10.80
16090	- Presser, Hand	10.80
16110	- Presser, Machine, Drycleaning	10.80
16130	- Presser, Machine, Shirts	10.80
16160	- Presser, Machine, Wearing Apparel, Laundry	10.80
16190	- Sewing Machine Operator	13.02
16220	- Tailor	13.54
16250	- Washer, Machine	11.46
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.95
19040	- Tool And Die Maker	26.90
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	13.60
21030	- Material Coordinator	20.62
21040	- Material Expediter	20.62
21050	- Material Handling Laborer	11.10
21071	- Order Filler	12.61
21080	- Production Line Worker (Food Processing)	13.60
21110	- Shipping Packer	13.60
21130	- Shipping/Receiving Clerk	13.54
21140	- Store Worker I	11.66
21150	- Stock Clerk	15.30
21210	- Tools And Parts Attendant	13.60
21410	- Warehouse Specialist	13.60
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	22.84
23019	- Aircraft Logs and Records Technician	18.19
23021	- Aircraft Mechanic I	21.68
23022	- Aircraft Mechanic II	22.84
23023	- Aircraft Mechanic III	23.99
23040	- Aircraft Mechanic Helper	16.21
23050	- Aircraft, Painter	20.52
23060	- Aircraft Servicer	18.19
23070	- Aircraft Survival Flight Equipment Technician	20.52
23080	- Aircraft Worker	19.35
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	19.35

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	21.68
II		
23110	- Appliance Mechanic	21.29
23120	- Bicycle Repairer	11.82
23125	- Cable Splicer	23.42
23130	- Carpenter, Maintenance	22.37
23140	- Carpet Layer	18.84
23160	- Electrician, Maintenance	23.45
23181	- Electronics Technician Maintenance I	21.22
23182	- Electronics Technician Maintenance II	23.48
23183	- Electronics Technician Maintenance III	24.80
23260	- Fabric Worker	19.65
23290	- Fire Alarm System Mechanic	21.16
23310	- Fire Extinguisher Repairer	18.38
23311	- Fuel Distribution System Mechanic	26.03
23312	- Fuel Distribution System Operator	19.70
23370	- General Maintenance Worker	17.47
23380	- Ground Support Equipment Mechanic	21.68
23381	- Ground Support Equipment Servicer	18.19
23382	- Ground Support Equipment Worker	19.35
23391	- Gunsmith I	18.38
23392	- Gunsmith II	20.91
23393	- Gunsmith III	23.42
23410	- Heating, Ventilation And Air-Conditioning Mechanic	23.34
23411	- Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.28
23430	- Heavy Equipment Mechanic	24.12
23440	- Heavy Equipment Operator	28.33
23460	- Instrument Mechanic	24.11
23465	- Laboratory/Shelter Mechanic	22.17
23470	- Laborer	11.10
23510	- Locksmith	21.70
23530	- Machinery Maintenance Mechanic	22.85
23550	- Machinist, Maintenance	20.01
23580	- Maintenance Trades Helper	12.63
23591	- Metrology Technician I	24.11
23592	- Metrology Technician II	25.41
23593	- Metrology Technician III	26.70
23640	- Millwright	24.11
23710	- Office Appliance Repairer	18.48
23760	- Painter, Maintenance	17.92
23790	- Pipefitter, Maintenance	25.63
23810	- Plumber, Maintenance	24.26
23820	- Pneudraulic Systems Mechanic	23.42
23850	- Rigger	23.42
23870	- Scale Mechanic	21.05
23890	- Sheet-Metal Worker, Maintenance	22.14
23910	- Small Engine Mechanic	20.19
23931	- Telecommunications Mechanic I	28.99
23932	- Telecommunications Mechanic II	30.55
23950	- Telephone Lineman	29.03
23960	- Welder, Combination, Maintenance	18.52
23965	- Well Driller	22.91
23970	- Woodcraft Worker	23.42
23980	- Woodworker	17.02
24000	- Personal Needs Occupations	
24550	- Case Manager	14.81
24570	- Child Care Attendant	10.49
24580	- Child Care Center Clerk	12.76
24610	- Chore Aide	9.35
24620	- Family Readiness And Support Services Coordinator	14.81
24630	- Homemaker	14.81
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	30.54
25040	- Sewage Plant Operator	23.68
25070	- Stationary Engineer	30.54
25190	- Ventilation Equipment Tender	22.23
25210	- Water Treatment Plant Operator	23.68
27000	- Protective Service Occupations	
27004	- Alarm Monitor	21.35
27007	- Baggage Inspector	10.65
27008	- Corrections Officer	28.49
27010	- Court Security Officer	28.49
27030	- Detection Dog Handler	14.33
27040	- Detention Officer	28.49
27070	- Firefighter	25.39
27101	- Guard I	10.65
27102	- Guard II	14.33

27131	- Police Officer I	30.42
27132	- Police Officer II	33.80
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.70
28042	- Carnival Equipment Repairer	12.55
28043	- Carnival Worker	9.11
28210	- Gate Attendant/Gate Tender	14.55
28310	- Lifeguard	11.90
28350	- Park Attendant (Aide)	16.27
28510	- Recreation Aide/Health Facility Attendant	12.02
28515	- Recreation Specialist	20.12
28630	- Sports Official	12.96
28690	- Swimming Pool Operator	18.41
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	20.91
29020	- Hatch Tender	20.91
29030	- Line Handler	20.91
29041	- Stevedore I	19.65
29042	- Stevedore II	22.83
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	36.92
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	25.46
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.04
30021	- Archeological Technician I	16.65
30022	- Archeological Technician II	18.62
30023	- Archeological Technician III	23.08
30030	- Cartographic Technician	23.08
30040	- Civil Engineering Technician	28.41
30051	- Cryogenic Technician I	23.06
30052	- Cryogenic Technician II	25.47
30061	- Drafter/CAD Operator I	16.65
30062	- Drafter/CAD Operator II	18.26
30063	- Drafter/CAD Operator III	20.77
30064	- Drafter/CAD Operator IV	25.55
30081	- Engineering Technician I	15.79
30082	- Engineering Technician II	17.55
30083	- Engineering Technician III	20.69
30084	- Engineering Technician IV	24.33
30085	- Engineering Technician V	29.76
30086	- Engineering Technician VI	36.01
30090	- Environmental Technician	22.63
30095	- Evidence Control Specialist	20.82
30210	- Laboratory Technician	18.05
30221	- Latent Fingerprint Technician I	27.81
30222	- Latent Fingerprint Technician II	30.72
30240	- Mathematical Technician	23.08
30361	- Paralegal/Legal Assistant I	19.94
30362	- Paralegal/Legal Assistant II	22.66
30363	- Paralegal/Legal Assistant III	27.72
30364	- Paralegal/Legal Assistant IV	33.54
30375	- Petroleum Supply Specialist	25.47
30390	- Photo-Optics Technician	23.08
30395	- Radiation Control Technician	25.47
30461	- Technical Writer I	23.26
30462	- Technical Writer II	28.45
30463	- Technical Writer III	34.43
30491	- Unexploded Ordnance (UXO) Technician I	23.46
30492	- Unexploded Ordnance (UXO) Technician II	28.39
30493	- Unexploded Ordnance (UXO) Technician III	34.03
30494	- Unexploded (UXO) Safety Escort	23.46
30495	- Unexploded (UXO) Sweep Personnel	23.46
30501	- Weather Forecaster I	23.06
30502	- Weather Forecaster II	28.05
30620	- Weather Observer, Combined Upper Air Or (see 2)	20.77
Surface Programs		
30621	- Weather Observer, Senior (see 2)	23.08
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.39
31020	- Bus Aide	12.44
31030	- Bus Driver	16.72
31043	- Driver Courier	12.66
31260	- Parking and Lot Attendant	9.81
31290	- Shuttle Bus Driver	14.17
31310	- Taxi Driver	11.17
31361	- Truckdriver, Light	14.17
31362	- Truckdriver, Medium	16.14
31363	- Truckdriver, Heavy	19.65
31364	- Truckdriver, Tractor-Trailer	19.65
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	13.84
99030	- Cashier	10.06

99050 - Desk Clerk	10.56
99095 - Embalmer	26.70
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	12.07
99252 - Laboratory Animal Caretaker II	12.85
99260 - Marketing Analyst	25.07
99310 - Mortician	26.70
99410 - Pest Controller	14.27
99510 - Photofinishing Worker	12.27
99710 - Recycling Laborer	15.85
99711 - Recycling Specialist	18.39
99730 - Refuse Collector	15.72
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	12.60
99830 - Survey Party Chief	34.05
99831 - Surveying Aide	22.64
99832 - Surveying Technician	30.95
99840 - Vending Machine Attendant	11.94
99841 - Vending Machine Repairer	16.17
99842 - Vending Machine Repairer Helper	12.30

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employee (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)).