

WD 15-5619 (Rev.-1) was first posted on www.wdol.gov on 01/17/2017

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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.: 2015-5619
Director	Wage Determinations	Revision No.: 1
		Date Of Revision: 01/11/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 2017. 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 Stanislaus

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		18.46
01020 - Administrative Assistant		22.75
01035 - Court Reporter		18.28
01041 - Customer Service Representative I		12.02
01042 - Customer Service Representative II		13.52
01043 - Customer Service Representative III		14.75
01051 - Data Entry Operator I		12.69
01052 - Data Entry Operator II		13.85
01060 - Dispatcher, Motor Vehicle		19.74
01070 - Document Preparation Clerk		14.56
01090 - Duplicating Machine Operator		14.56
01111 - General Clerk I		13.18
01112 - General Clerk II		14.38
01113 - General Clerk III		16.14
01120 - Housing Referral Assistant		20.39
01141 - Messenger Courier		13.51
01191 - Order Clerk I		13.75
01192 - Order Clerk II		14.96
01261 - Personnel Assistant (Employment) I		16.24
01262 - Personnel Assistant (Employment) II		18.17
01263 - Personnel Assistant (Employment) III		20.11
01270 - Production Control Clerk		21.88
01290 - Rental Clerk		12.58
01300 - Scheduler, Maintenance		16.34
01311 - Secretary I		16.34
01312 - Secretary II		18.28
01313 - Secretary III		20.39

01320 - Service Order Dispatcher	19.64
01410 - Supply Technician	22.75
01420 - Survey Worker	17.84
01460 - Switchboard Operator/Receptionist	13.14
01531 - Travel Clerk I	13.87
01532 - Travel Clerk II	14.94
01533 - Travel Clerk III	16.05
01611 - Word Processor I	13.87
01612 - Word Processor II	15.56
01613 - Word Processor III	17.40
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.80
05010 - Automotive Electrician	19.64
05040 - Automotive Glass Installer	20.62
05070 - Automotive Worker	19.03
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	20.47
05160 - Motor Equipment Metal Worker	19.03
05190 - Motor Vehicle Mechanic	19.97
05220 - Motor Vehicle Mechanic Helper	16.48
05250 - Motor Vehicle Upholstery Worker	17.80
05280 - Motor Vehicle Wrecker	18.69
05310 - Painter, Automotive	19.29
05340 - Radiator Repair Specialist	18.69
05370 - Tire Repairer	14.13
05400 - Transmission Repair Specialist	20.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.87
07041 - Cook I	13.74
07042 - Cook II	15.30
07070 - Dishwasher	9.42
07130 - Food Service Worker	10.51
07210 - Meat Cutter	17.05
07260 - Waiter/Waitress	10.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.32
09040 - Furniture Handler	12.88
09080 - Furniture Refinisher	16.32
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.38
11060 - Elevator Operator	12.93
11090 - Gardener	17.74
11122 - Housekeeping Aide	12.93
11150 - Janitor	12.93
11210 - Laborer, Grounds Maintenance	14.73
11240 - Maid or Houseman	10.87
11260 - Pruner	13.74
11270 - Tractor Operator	17.06
11330 - Trail Maintenance Worker	14.73
11360 - Window Cleaner	13.77
12000 - Health Occupations	
12010 - Ambulance Driver	17.93
12011 - Breath Alcohol Technician	18.06
12012 - Certified Occupational Therapist Assistant	26.86
12015 - Certified Physical Therapist Assistant	26.86
12020 - Dental Assistant	15.31
12025 - Dental Hygienist	39.05
12030 - EKG Technician	27.12

12035 - Electroneurodiagnostic Technologist	27.12
12040 - Emergency Medical Technician	17.93
12071 - Licensed Practical Nurse I	19.12
12072 - Licensed Practical Nurse II	21.38
12073 - Licensed Practical Nurse III	23.85
12100 - Medical Assistant	14.55
12130 - Medical Laboratory Technician	20.67
12160 - Medical Record Clerk	16.34
12190 - Medical Record Technician	19.19
12195 - Medical Transcriptionist	16.84
12210 - Nuclear Medicine Technologist	45.51
12221 - Nursing Assistant I	10.81
12222 - Nursing Assistant II	12.15
12223 - Nursing Assistant III	13.26
12224 - Nursing Assistant IV	14.88
12235 - Optical Dispenser	16.61
12236 - Optical Technician	16.40
12250 - Pharmacy Technician	17.77
12280 - Phlebotomist	18.06
12305 - Radiologic Technologist	36.26
12311 - Registered Nurse I	26.91
12312 - Registered Nurse II	32.91
12313 - Registered Nurse II, Specialist	32.74
12314 - Registered Nurse III	39.82
12315 - Registered Nurse III, Anesthetist	39.82
12316 - Registered Nurse IV	47.72
12317 - Scheduler (Drug and Alcohol Testing)	26.34
12320 - Substance Abuse Treatment Counselor	26.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.15
13012 - Exhibits Specialist II	29.54
13013 - Exhibits Specialist III	36.13
13041 - Illustrator I	23.16
13042 - Illustrator II	29.54
13043 - Illustrator III	36.13
13047 - Librarian	32.70
13050 - Library Aide/Clerk	14.16
13054 - Library Information Technology Systems Administrator	29.54
13058 - Library Technician	17.84
13061 - Media Specialist I	17.92
13062 - Media Specialist II	20.05
13063 - Media Specialist III	22.35
13071 - Photographer I	15.00
13072 - Photographer II	16.54
13073 - Photographer III	20.61
13074 - Photographer IV	25.20
13075 - Photographer V	30.49
13090 - Technical Order Library Clerk	17.79
13110 - Video Teleconference Technician	18.73
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.53
14042 - Computer Operator II	17.63
14043 - Computer Operator III	19.79
14044 - Computer Operator IV	21.99
14045 - Computer Operator V	24.36
14071 - Computer Programmer I	(see 1) 20.97
14072 - Computer Programmer II	(see 1) 25.96
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		15.53
14160 - Personal Computer Support Technician		21.99
14170 - System Support Specialist		29.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.84
15020 - Aircrew Training Devices Instructor (Rated)		33.69
15030 - Air Crew Training Devices Instructor (Pilot)		39.69
15050 - Computer Based Training Specialist / Instructor		27.84
15060 - Educational Technologist		33.35
15070 - Flight Instructor (Pilot)		39.69
15080 - Graphic Artist		19.23
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		38.75
15086 - Maintenance Test Pilot, Rotary Wing		38.75
15088 - Non-Maintenance Test/Co-Pilot		38.75
15090 - Technical Instructor		19.30
15095 - Technical Instructor/Course Developer		23.61
15110 - Test Proctor		15.57
15120 - Tutor		15.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.11
16030 - Counter Attendant		10.11
16040 - Dry Cleaner		13.56
16070 - Finisher, Flatwork, Machine		10.11
16090 - Presser, Hand		10.11
16110 - Presser, Machine, Drycleaning		10.11
16130 - Presser, Machine, Shirts		10.11
16160 - Presser, Machine, Wearing Apparel, Laundry		10.11
16190 - Sewing Machine Operator		14.72
16220 - Tailor		15.86
16250 - Washer, Machine		11.24
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.47
19040 - Tool And Die Maker		23.70
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.44
21030 - Material Coordinator		21.88
21040 - Material Expediter		21.88
21050 - Material Handling Laborer		14.09
21071 - Order Filler		12.27
21080 - Production Line Worker (Food Processing)		17.44
21110 - Shipping Packer		16.32
21130 - Shipping/Receiving Clerk		16.32
21140 - Store Worker I		14.60
21150 - Stock Clerk		18.30
21210 - Tools And Parts Attendant		17.44
21410 - Warehouse Specialist		17.44
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.88
23019 - Aircraft Logs and Records Technician		18.82
23021 - Aircraft Mechanic I		21.90
23022 - Aircraft Mechanic II		22.88
23023 - Aircraft Mechanic III		23.89
23040 - Aircraft Mechanic Helper		16.76
23050 - Aircraft, Painter		20.99
23060 - Aircraft Servicer		18.82
23070 - Aircraft Survival Flight Equipment Technician		20.99
23080 - Aircraft Worker		19.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		19.90

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	21.90
23110 - Appliance Mechanic	22.18
23120 - Bicycle Repairer	15.54
23125 - Cable Splicer	22.79
23130 - Carpenter, Maintenance	24.83
23140 - Carpet Layer	18.80
23160 - Electrician, Maintenance	26.26
23181 - Electronics Technician Maintenance I	25.35
23182 - Electronics Technician Maintenance II	26.73
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.70
23290 - Fire Alarm System Mechanic	20.54
23310 - Fire Extinguisher Repairer	18.56
23311 - Fuel Distribution System Mechanic	24.42
23312 - Fuel Distribution System Operator	19.77
23370 - General Maintenance Worker	18.96
23380 - Ground Support Equipment Mechanic	21.90
23381 - Ground Support Equipment Servicer	18.82
23382 - Ground Support Equipment Worker	19.90
23391 - Gunsmith I	18.56
23392 - Gunsmith II	20.84
23393 - Gunsmith III	22.93
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.66
23430 - Heavy Equipment Mechanic	24.89
23440 - Heavy Equipment Operator	30.51
23460 - Instrument Mechanic	25.08
23465 - Laboratory/Shelter Mechanic	21.97
23470 - Laborer	14.09
23510 - Locksmith	21.76
23530 - Machinery Maintenance Mechanic	27.14
23550 - Machinist, Maintenance	20.79
23580 - Maintenance Trades Helper	15.33
23591 - Metrology Technician I	25.08
23592 - Metrology Technician II	26.20
23593 - Metrology Technician III	27.36
23640 - Millwright	23.30
23710 - Office Appliance Repairer	21.49
23760 - Painter, Maintenance	19.67
23790 - Pipefitter, Maintenance	23.20
23810 - Plumber, Maintenance	22.26
23820 - Pneudraulic Systems Mechanic	22.79
23850 - Rigger	22.79
23870 - Scale Mechanic	20.84
23890 - Sheet-Metal Worker, Maintenance	23.59
23910 - Small Engine Mechanic	20.68
23931 - Telecommunications Mechanic I	25.68
23932 - Telecommunications Mechanic II	26.83
23950 - Telephone Lineman	27.08
23960 - Welder, Combination, Maintenance	19.49
23965 - Well Driller	22.79
23970 - Woodcraft Worker	22.79
23980 - Woodworker	16.95
24000 - Personal Needs Occupations	
24550 - Case Manager	18.49
24570 - Child Care Attendant	12.56
24580 - Child Care Center Clerk	16.99
24610 - Chore Aide	10.19

24620 - Family Readiness And Support Services Coordinator	18.49
24630 - Homemaker	18.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.25
25040 - Sewage Plant Operator	27.03
25070 - Stationary Engineer	27.25
25190 - Ventilation Equipment Tender	20.72
25210 - Water Treatment Plant Operator	27.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.79
27007 - Baggage Inspector	10.95
27008 - Corrections Officer	27.42
27010 - Court Security Officer	27.42
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	27.42
27070 - Firefighter	24.77
27101 - Guard I	10.95
27102 - Guard II	18.61
27131 - Police Officer I	30.04
27132 - Police Officer II	33.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.54
28042 - Carnival Equipment Repairer	12.30
28043 - Carnival Worker	9.40
28210 - Gate Attendant/Gate Tender	13.19
28310 - Lifeguard	11.75
28350 - Park Attendant (Aide)	14.76
28510 - Recreation Aide/Health Facility Attendant	10.77
28515 - Recreation Specialist	18.28
28630 - Sports Official	11.75
28690 - Swimming Pool Operator	16.09
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.20
29020 - Hatch Tender	23.20
29030 - Line Handler	23.20
29041 - Stevedore I	21.93
29042 - Stevedore II	24.46
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	19.89
30022 - Archeological Technician II	22.25
30023 - Archeological Technician III	27.58
30030 - Cartographic Technician	27.58
30040 - Civil Engineering Technician	28.90
30051 - Cryogenic Technician I	22.77
30052 - Cryogenic Technician II	25.15
30061 - Drafter/CAD Operator I	19.89
30062 - Drafter/CAD Operator II	22.25
30063 - Drafter/CAD Operator III	24.82
30064 - Drafter/CAD Operator IV	30.53
30081 - Engineering Technician I	16.22
30082 - Engineering Technician II	18.20
30083 - Engineering Technician III	20.59
30084 - Engineering Technician IV	25.23
30085 - Engineering Technician V	30.86
30086 - Engineering Technician VI	37.33
30090 - Environmental Technician	22.40
30095 - Evidence Control Specialist	20.56

30210	- Laboratory Technician	24.82
30221	- Latent Fingerprint Technician I	22.77
30222	- Latent Fingerprint Technician II	25.15
30240	- Mathematical Technician	27.58
30361	- Paralegal/Legal Assistant I	20.90
30362	- Paralegal/Legal Assistant II	25.90
30363	- Paralegal/Legal Assistant III	31.68
30364	- Paralegal/Legal Assistant IV	38.33
30375	- Petroleum Supply Specialist	25.15
30390	- Photo-Optics Technician	26.83
30395	- Radiation Control Technician	25.15
30461	- Technical Writer I	25.61
30462	- Technical Writer II	31.31
30463	- Technical Writer III	37.88
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	30.53
30502	- Weather Forecaster II	37.14
30620	- Weather Observer, Combined Upper Air Or	(see 2) 24.82
Surface Programs		
30621	- Weather Observer, Senior	(see 2) 26.36
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.39
31020	- Bus Aide	13.06
31030	- Bus Driver	16.97
31043	- Driver Courier	15.25
31260	- Parking and Lot Attendant	12.64
31290	- Shuttle Bus Driver	16.06
31310	- Taxi Driver	14.41
31361	- Truckdriver, Light	16.06
31362	- Truckdriver, Medium	16.78
31363	- Truckdriver, Heavy	20.78
31364	- Truckdriver, Tractor-Trailer	20.78
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	13.84
99030	- Cashier	10.52
99050	- Desk Clerk	9.82
99095	- Embalmer	25.01
99130	- Flight Follower	23.46
99251	- Laboratory Animal Caretaker I	11.77
99252	- Laboratory Animal Caretaker II	12.53
99260	- Marketing Analyst	19.23
99310	- Mortician	25.80
99410	- Pest Controller	17.45
99510	- Photofinishing Worker	12.33
99710	- Recycling Laborer	22.13
99711	- Recycling Specialist	25.45
99730	- Refuse Collector	20.48
99810	- Sales Clerk	12.68
99820	- School Crossing Guard	12.66
99830	- Survey Party Chief	34.32
99831	- Surveying Aide	20.72
99832	- Surveying Technician	28.39
99840	- Vending Machine Attendant	12.08
99841	- Vending Machine Repairer	16.09
99842	- Vending Machine Repairer Helper	13.31

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: \$4.27 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 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)).