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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.: 2015-5636  
Revision No.: 7  
Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: California

Area: California County of San Diego

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.73
01012 - Accounting Clerk II		18.77
01013 - Accounting Clerk III		21.01
01020 - Administrative Assistant		28.33
01035 - Court Reporter		23.19
01041 - Customer Service Representative I		14.16
01042 - Customer Service Representative II		15.92
01043 - Customer Service Representative III		17.38
01051 - Data Entry Operator I		15.00
01052 - Data Entry Operator II		16.37
01060 - Dispatcher, Motor Vehicle		19.16
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		13.54
01112 - General Clerk II		15.34
01113 - General Clerk III		17.22
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		14.48
01191 - Order Clerk I		16.34
01192 - Order Clerk II		17.84
01261 - Personnel Assistant (Employment) I		18.29
01262 - Personnel Assistant (Employment) II		20.67
01263 - Personnel Assistant (Employment) III		23.10
01270 - Production Control Clerk		24.21
01290 - Rental Clerk		16.09
01300 - Scheduler, Maintenance		17.28
01311 - Secretary I		17.28
01312 - Secretary II		18.56
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		17.60
01410 - Supply Technician		28.33
01420 - Survey Worker		19.16
01460 - Switchboard Operator/Receptionist		15.13
01531 - Travel Clerk I		13.51
01532 - Travel Clerk II		14.76
01533 - Travel Clerk III		16.21
01611 - Word Processor I		16.07
01612 - Word Processor II		18.04
01613 - Word Processor III		20.18
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.28
05010 - Automotive Electrician		22.37
05040 - Automotive Glass Installer		21.55
05070 - Automotive Worker		21.55
05110 - Mobile Equipment Servicer		19.83
05130 - Motor Equipment Metal Mechanic		23.16
05160 - Motor Equipment Metal Worker		21.55
05190 - Motor Vehicle Mechanic		22.75
05220 - Motor Vehicle Mechanic Helper		18.60

05250	- Motor Vehicle Upholstery Worker	20.75
05280	- Motor Vehicle Wrecker	21.55
05310	- Painter, Automotive	22.79
05340	- Radiator Repair Specialist	21.55
05370	- Tire Repairer	15.52
05400	- Transmission Repair Specialist	23.16
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.40
07041	- Cook I	14.07
07042	- Cook II	16.00
07070	- Dishwasher	10.09
07130	- Food Service Worker	11.05
07210	- Meat Cutter	15.71
07260	- Waiter/Waitress	10.68
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.94
09040	- Furniture Handler	14.32
09080	- Furniture Refinisher	19.94
09090	- Furniture Refinisher Helper	16.57
09110	- Furniture Repairer, Minor	18.49
09130	- Upholsterer	19.94
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.96
11060	- Elevator Operator	12.96
11090	- Gardener	17.18
11122	- Housekeeping Aide	12.96
11150	- Janitor	12.96
11210	- Laborer, Grounds Maintenance	13.92
11240	- Maid or Houseman	11.42
11260	- Pruner	13.45
11270	- Tractor Operator	15.12
11330	- Trail Maintenance Worker	13.92
11360	- Window Cleaner	14.20
12000	- Health Occupations	
12010	- Ambulance Driver	18.34
12011	- Breath Alcohol Technician	22.19
12012	- Certified Occupational Therapist Assistant	31.23
12015	- Certified Physical Therapist Assistant	32.56
12020	- Dental Assistant	19.60
12025	- Dental Hygienist	44.04
12030	- EKG Technician	30.14
12035	- Electroneurodiagnostic Technologist	30.14
12040	- Emergency Medical Technician	18.34
12071	- Licensed Practical Nurse I	20.96
12072	- Licensed Practical Nurse II	23.46
12073	- Licensed Practical Nurse III	26.15
12100	- Medical Assistant	17.21
12130	- Medical Laboratory Technician	21.24
12160	- Medical Record Clerk	18.00
12190	- Medical Record Technician	20.01
12195	- Medical Transcriptionist	22.72
12210	- Nuclear Medicine Technologist	41.02
12221	- Nursing Assistant I	11.77
12222	- Nursing Assistant II	13.23
12223	- Nursing Assistant III	14.44
12224	- Nursing Assistant IV	16.20
12235	- Optical Dispenser	21.24
12236	- Optical Technician	18.18
12250	- Pharmacy Technician	17.41
12280	- Phlebotomist	17.35
12305	- Radiologic Technologist	34.30
12311	- Registered Nurse I	29.75
12312	- Registered Nurse II	35.92
12313	- Registered Nurse II, Specialist	35.92
12314	- Registered Nurse III	42.67
12315	- Registered Nurse III, Anesthetist	42.67
12316	- Registered Nurse IV	51.14
12317	- Scheduler (Drug and Alcohol Testing)	27.01
12320	- Substance Abuse Treatment Counselor	18.62
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.91
13012	- Exhibits Specialist II	25.91
13013	- Exhibits Specialist III	31.68
13041	- Illustrator I	21.12
13042	- Illustrator II	26.16
13043	- Illustrator III	32.00
13047	- Librarian	32.43
13050	- Library Aide/Clerk	14.76
13054	- Library Information Technology Systems Administrator	29.27
13058	- Library Technician	20.85

13061	- Media Specialist I	21.12
13062	- Media Specialist II	23.64
13063	- Media Specialist III	26.35
13071	- Photographer I	16.33
13072	- Photographer II	18.44
13073	- Photographer III	22.63
13074	- Photographer IV	27.68
13075	- Photographer V	33.49
13090	- Technical Order Library Clerk	18.54
13110	- Video Teleconference Technician	17.71
14000	- Information Technology Occupations	
14041	- Computer Operator I	17.02
14042	- Computer Operator II	19.04
14043	- Computer Operator III	21.22
14044	- Computer Operator IV	23.58
14045	- Computer Operator V	26.11
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	17.02
14160	- Personal Computer Support Technician	23.58
14170	- System Support Specialist	33.91
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	30.57
15020	- Aircrew Training Devices Instructor (Rated)	36.98
15030	- Air Crew Training Devices Instructor (Pilot)	44.32
15050	- Computer Based Training Specialist / Instructor	30.57
15060	- Educational Technologist	34.95
15070	- Flight Instructor (Pilot)	44.32
15080	- Graphic Artist	23.93
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	44.32
15086	- Maintenance Test Pilot, Rotary Wing	44.32
15088	- Non-Maintenance Test/Co-Pilot	44.32
15090	- Technical Instructor	27.52
15095	- Technical Instructor/Course Developer	33.68
15110	- Test Proctor	22.23
15120	- Tutor	22.23
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	10.99
16030	- Counter Attendant	10.99
16040	- Dry Cleaner	13.51
16070	- Finisher, Flatwork, Machine	10.99
16090	- Presser, Hand	10.99
16110	- Presser, Machine, Drycleaning	10.99
16130	- Presser, Machine, Shirts	10.99
16160	- Presser, Machine, Wearing Apparel, Laundry	10.99
16190	- Sewing Machine Operator	14.38
16220	- Tailor	15.21
16250	- Washer, Machine	11.78
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.93
19040	- Tool And Die Maker	25.80
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	18.88
21030	- Material Coordinator	24.21
21040	- Material Expediter	24.21
21050	- Material Handling Laborer	13.07
21071	- Order Filler	15.33
21080	- Production Line Worker (Food Processing)	18.88
21110	- Shipping Packer	15.63
21130	- Shipping/Receiving Clerk	15.63
21140	- Store Worker I	13.30
21150	- Stock Clerk	17.47
21210	- Tools And Parts Attendant	18.88
21410	- Warehouse Specialist	18.88
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	31.08
23019	- Aircraft Logs and Records Technician	25.05
23021	- Aircraft Mechanic I	29.93
23022	- Aircraft Mechanic II	31.08
23023	- Aircraft Mechanic III	32.18
23040	- Aircraft Mechanic Helper	21.85
23050	- Aircraft, Painter	27.18
23060	- Aircraft Servicer	25.05
23070	- Aircraft Survival Flight Equipment Technician	27.18
23080	- Aircraft Worker	26.48
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	26.48

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	29.93
II		
23110	- Appliance Mechanic	22.73
23120	- Bicycle Repairer	17.07
23125	- Cable Splicer	31.58
23130	- Carpenter, Maintenance	23.75
23140	- Carpet Layer	18.15
23160	- Electrician, Maintenance	27.92
23181	- Electronics Technician Maintenance I	26.81
23182	- Electronics Technician Maintenance II	28.45
23183	- Electronics Technician Maintenance III	30.07
23260	- Fabric Worker	24.32
23290	- Fire Alarm System Mechanic	23.50
23310	- Fire Extinguisher Repairer	22.78
23311	- Fuel Distribution System Mechanic	33.48
23312	- Fuel Distribution System Operator	25.84
23370	- General Maintenance Worker	19.20
23380	- Ground Support Equipment Mechanic	29.93
23381	- Ground Support Equipment Servicer	25.05
23382	- Ground Support Equipment Worker	26.48
23391	- Gunsmith I	22.78
23392	- Gunsmith II	25.90
23393	- Gunsmith III	29.05
23410	- Heating, Ventilation And Air-Conditioning Mechanic	27.57
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.63
23430	- Heavy Equipment Mechanic	28.70
23440	- Heavy Equipment Operator	29.77
23460	- Instrument Mechanic	28.24
23465	- Laboratory/Shelter Mechanic	27.49
23470	- Laborer	12.27
23510	- Locksmith	23.06
23530	- Machinery Maintenance Mechanic	27.13
23550	- Machinist, Maintenance	22.95
23580	- Maintenance Trades Helper	16.57
23591	- Metrology Technician I	28.24
23592	- Metrology Technician II	29.32
23593	- Metrology Technician III	30.36
23640	- Millwright	30.05
23710	- Office Appliance Repairer	21.74
23760	- Painter, Maintenance	21.93
23790	- Pipefitter, Maintenance	26.19
23810	- Plumber, Maintenance	24.77
23820	- Pneudraulic Systems Mechanic	29.05
23850	- Rigger	25.38
23870	- Scale Mechanic	25.44
23890	- Sheet-Metal Worker, Maintenance	27.63
23910	- Small Engine Mechanic	21.12
23931	- Telecommunications Mechanic I	28.77
23932	- Telecommunications Mechanic II	29.86
23950	- Telephone Lineman	31.59
23960	- Welder, Combination, Maintenance	23.95
23965	- Well Driller	28.10
23970	- Woodcraft Worker	29.05
23980	- Woodworker	22.51
24000	- Personal Needs Occupations	
24550	- Case Manager	17.12
24570	- Child Care Attendant	12.23
24580	- Child Care Center Clerk	19.94
24610	- Chore Aide	11.06
24620	- Family Readiness And Support Services Coordinator	17.12
24630	- Homemaker	20.77
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	32.69
25040	- Sewage Plant Operator	30.37
25070	- Stationary Engineer	32.69
25190	- Ventilation Equipment Tender	23.86
25210	- Water Treatment Plant Operator	30.37
27000	- Protective Service Occupations	
27004	- Alarm Monitor	27.39
27007	- Baggage Inspector	13.86
27008	- Corrections Officer	33.83
27010	- Court Security Officer	31.56
27030	- Detection Dog Handler	23.51
27040	- Detention Officer	33.83
27070	- Firefighter	29.28
27101	- Guard I	13.86
27102	- Guard II	23.51

27131	- Police Officer I	35.47
27132	- Police Officer II	39.41
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	15.20
28042	- Carnival Equipment Repairer	16.19
28043	- Carnival Worker	10.89
28210	- Gate Attendant/Gate Tender	15.62
28310	- Lifeguard	14.88
28350	- Park Attendant (Aide)	17.38
28510	- Recreation Aide/Health Facility Attendant	12.67
28515	- Recreation Specialist	21.52
28630	- Sports Official	13.84
28690	- Swimming Pool Operator	17.11
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	28.99
29020	- Hatch Tender	28.99
29030	- Line Handler	28.99
29041	- Stevedore I	27.21
29042	- Stevedore II	30.76
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	41.40
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	28.55
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.45
30021	- Archeological Technician I	20.59
30022	- Archeological Technician II	22.84
30023	- Archeological Technician III	28.30
30030	- Cartographic Technician	28.30
30040	- Civil Engineering Technician	28.48
30051	- Cryogenic Technician I	28.51
30052	- Cryogenic Technician II	31.49
30061	- Drafter/CAD Operator I	20.42
30062	- Drafter/CAD Operator II	22.84
30063	- Drafter/CAD Operator III	25.47
30064	- Drafter/CAD Operator IV	31.34
30081	- Engineering Technician I	18.88
30082	- Engineering Technician II	21.19
30083	- Engineering Technician III	23.70
30084	- Engineering Technician IV	29.36
30085	- Engineering Technician V	35.91
30086	- Engineering Technician VI	43.45
30090	- Environmental Technician	22.65
30095	- Evidence Control Specialist	25.73
30210	- Laboratory Technician	23.32
30221	- Latent Fingerprint Technician I	28.53
30222	- Latent Fingerprint Technician II	31.52
30240	- Mathematical Technician	27.79
30361	- Paralegal/Legal Assistant I	21.71
30362	- Paralegal/Legal Assistant II	26.91
30363	- Paralegal/Legal Assistant III	32.91
30364	- Paralegal/Legal Assistant IV	39.82
30375	- Petroleum Supply Specialist	31.49
30390	- Photo-Optics Technician	28.30
30395	- Radiation Control Technician	31.49
30461	- Technical Writer I	26.28
30462	- Technical Writer II	32.16
30463	- Technical Writer III	38.90
30491	- Unexploded Ordnance (UXO) Technician I	26.32
30492	- Unexploded Ordnance (UXO) Technician II	31.84
30493	- Unexploded Ordnance (UXO) Technician III	38.16
30494	- Unexploded (UXO) Safety Escort	26.32
30495	- Unexploded (UXO) Sweep Personnel	26.32
30501	- Weather Forecaster I	28.51
30502	- Weather Forecaster II	34.67
30620	- Weather Observer, Combined Upper Air Or (see 2)	25.47
Surface Programs		
30621	- Weather Observer, Senior (see 2)	28.30
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	31.84
31020	- Bus Aide	14.37
31030	- Bus Driver	17.56
31043	- Driver Courier	13.59
31260	- Parking and Lot Attendant	11.08
31290	- Shuttle Bus Driver	14.66
31310	- Taxi Driver	12.33
31361	- Truckdriver, Light	14.66
31362	- Truckdriver, Medium	18.11
31363	- Truckdriver, Heavy	20.85
31364	- Truckdriver, Tractor-Trailer	20.85
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	15.52
99030	- Cashier	12.02

99050 - Desk Clerk	12.64
99095 - Embalmer	23.74
99130 - Flight Follower	26.32
99251 - Laboratory Animal Caretaker I	15.26
99252 - Laboratory Animal Caretaker II	16.01
99260 - Marketing Analyst	30.03
99310 - Mortician	24.43
99410 - Pest Controller	15.69
99510 - Photofinishing Worker	18.19
99710 - Recycling Laborer	21.82
99711 - Recycling Specialist	26.51
99730 - Refuse Collector	20.88
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	13.85
99830 - Survey Party Chief	30.43
99831 - Surveying Aide	19.88
99832 - Surveying Technician	27.67
99840 - Vending Machine Attendant	14.19
99841 - Vending Machine Repairer	16.89
99842 - Vending Machine Repairer Helper	14.09

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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: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.41 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.13 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. \*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

\$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

#### **\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### **\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).