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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.: 2015-5641  
Revision No.: 6  
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 Santa Clara

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.43
01012 - Accounting Clerk II		20.69
01013 - Accounting Clerk III		23.15
01020 - Administrative Assistant		34.49
01035 - Court Reporter		26.02
01041 - Customer Service Representative I		17.57
01042 - Customer Service Representative II		19.76
01043 - Customer Service Representative III		21.57
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		17.87
01090 - Duplicating Machine Operator		17.87
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.37
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		17.33
01191 - Order Clerk I		18.68
01192 - Order Clerk II		20.38
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		32.31
01290 - Rental Clerk		17.70
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		23.54
01410 - Supply Technician		34.49
01420 - Survey Worker		23.16
01460 - Switchboard Operator/Receptionist		17.21
01531 - Travel Clerk I		15.41
01532 - Travel Clerk II		17.34
01533 - Travel Clerk III		19.53
01611 - Word Processor I		20.77
01612 - Word Processor II		23.32
01613 - Word Processor III		26.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.25
05010 - Automotive Electrician		23.65
05040 - Automotive Glass Installer		22.43
05070 - Automotive Worker		22.43
05110 - Mobile Equipment Servicer		19.92
05130 - Motor Equipment Metal Mechanic		24.87
05160 - Motor Equipment Metal Worker		22.43
05190 - Motor Vehicle Mechanic		24.87
05220 - Motor Vehicle Mechanic Helper		18.59

05250	- Motor Vehicle Upholstery Worker	21.21
05280	- Motor Vehicle Wrecker	22.43
05310	- Painter, Automotive	23.65
05340	- Radiator Repair Specialist	22.43
05370	- Tire Repairer	15.93
05400	- Transmission Repair Specialist	24.87
07000	- Food Preparation And Service Occupations	
07010	- Baker	13.58
07041	- Cook I	16.43
07042	- Cook II	18.65
07070	- Dishwasher	11.27
07130	- Food Service Worker	12.21
07210	- Meat Cutter	19.49
07260	- Waiter/Waitress	11.72
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.21
09040	- Furniture Handler	14.58
09080	- Furniture Refinisher	20.21
09090	- Furniture Refinisher Helper	16.64
09110	- Furniture Repairer, Minor	18.45
09130	- Upholsterer	20.21
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.92
11060	- Elevator Operator	14.10
11090	- Gardener	21.60
11122	- Housekeeping Aide	14.10
11150	- Janitor	14.10
11210	- Laborer, Grounds Maintenance	17.52
11240	- Maid or Houseman	13.62
11260	- Pruner	15.75
11270	- Tractor Operator	20.48
11330	- Trail Maintenance Worker	17.52
11360	- Window Cleaner	15.68
12000	- Health Occupations	
12010	- Ambulance Driver	23.48
12011	- Breath Alcohol Technician	23.48
12012	- Certified Occupational Therapist Assistant	30.35
12015	- Certified Physical Therapist Assistant	30.81
12020	- Dental Assistant	24.18
12025	- Dental Hygienist	43.44
12030	- EKG Technician	33.99
12035	- Electroneurodiagnostic Technologist	33.99
12040	- Emergency Medical Technician	23.48
12071	- Licensed Practical Nurse I	23.14
12072	- Licensed Practical Nurse II	25.96
12073	- Licensed Practical Nurse III	29.04
12100	- Medical Assistant	20.98
12130	- Medical Laboratory Technician	25.89
12160	- Medical Record Clerk	24.30
12190	- Medical Record Technician	27.19
12195	- Medical Transcriptionist	24.87
12210	- Nuclear Medicine Technologist	51.99
12221	- Nursing Assistant I	13.66
12222	- Nursing Assistant II	15.35
12223	- Nursing Assistant III	16.75
12224	- Nursing Assistant IV	18.81
12235	- Optical Dispenser	22.65
12236	- Optical Technician	22.04
12250	- Pharmacy Technician	21.37
12280	- Phlebotomist	18.84
12305	- Radiologic Technologist	40.07
12311	- Registered Nurse I	38.63
12312	- Registered Nurse II	47.23
12313	- Registered Nurse II, Specialist	47.23
12314	- Registered Nurse III	57.12
12315	- Registered Nurse III, Anesthetist	57.12
12316	- Registered Nurse IV	68.53
12317	- Scheduler (Drug and Alcohol Testing)	34.02
12320	- Substance Abuse Treatment Counselor	17.95
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	22.87
13012	- Exhibits Specialist II	28.33
13013	- Exhibits Specialist III	34.65
13041	- Illustrator I	29.21
13042	- Illustrator II	36.18
13043	- Illustrator III	44.25
13047	- Librarian	40.08
13050	- Library Aide/Clerk	21.18
13054	- Library Information Technology Systems Administrator	36.18
13058	- Library Technician	26.04

13061	- Media Specialist I	26.11
13062	- Media Specialist II	29.21
13063	- Media Specialist III	32.57
13071	- Photographer I	19.48
13072	- Photographer II	21.80
13073	- Photographer III	27.00
13074	- Photographer IV	33.02
13075	- Photographer V	38.43
13090	- Technical Order Library Clerk	24.08
13110	- Video Teleconference Technician	22.90
14000	- Information Technology Occupations	
14041	- Computer Operator I	19.80
14042	- Computer Operator II	22.18
14043	- Computer Operator III	24.69
14044	- Computer Operator IV	27.43
14045	- Computer Operator V	30.39
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	19.80
14160	- Personal Computer Support Technician	27.43
14170	- System Support Specialist	42.52
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	38.13
15020	- Aircrew Training Devices Instructor (Rated)	46.13
15030	- Air Crew Training Devices Instructor (Pilot)	55.31
15050	- Computer Based Training Specialist / Instructor	38.13
15060	- Educational Technologist	35.20
15070	- Flight Instructor (Pilot)	55.31
15080	- Graphic Artist	32.27
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	55.31
15086	- Maintenance Test Pilot, Rotary Wing	55.31
15088	- Non-Maintenance Test/Co-Pilot	55.31
15090	- Technical Instructor	29.69
15095	- Technical Instructor/Course Developer	36.31
15110	- Test Proctor	24.42
15120	- Tutor	24.42
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	13.62
16030	- Counter Attendant	13.62
16040	- Dry Cleaner	16.26
16070	- Finisher, Flatwork, Machine	13.62
16090	- Presser, Hand	13.62
16110	- Presser, Machine, Drycleaning	13.62
16130	- Presser, Machine, Shirts	13.62
16160	- Presser, Machine, Wearing Apparel, Laundry	12.96
16190	- Sewing Machine Operator	16.94
16220	- Tailor	17.62
16250	- Washer, Machine	14.53
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	23.66
19040	- Tool And Die Maker	28.26
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	19.42
21030	- Material Coordinator	31.54
21040	- Material Expediter	31.54
21050	- Material Handling Laborer	15.36
21071	- Order Filler	15.60
21080	- Production Line Worker (Food Processing)	19.42
21110	- Shipping Packer	17.13
21130	- Shipping/Receiving Clerk	17.13
21140	- Store Worker I	15.69
21150	- Stock Clerk	20.52
21210	- Tools And Parts Attendant	19.42
21410	- Warehouse Specialist	19.42
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	34.63
23019	- Aircraft Logs and Records Technician	27.85
23021	- Aircraft Mechanic I	32.95
23022	- Aircraft Mechanic II	34.63
23023	- Aircraft Mechanic III	36.09
23040	- Aircraft Mechanic Helper	24.54
23050	- Aircraft, Painter	32.05
23060	- Aircraft Servicer	27.85
23070	- Aircraft Survival Flight Equipment Technician	32.05
23080	- Aircraft Worker	29.67
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	29.67

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	32.95
II		
23110	- Appliance Mechanic	25.82
23120	- Bicycle Repairer	18.68
23125	- Cable Splicer	31.07
23130	- Carpenter, Maintenance	28.70
23140	- Carpet Layer	26.12
23160	- Electrician, Maintenance	36.66
23181	- Electronics Technician Maintenance I	25.55
23182	- Electronics Technician Maintenance II	26.94
23183	- Electronics Technician Maintenance III	29.21
23260	- Fabric Worker	25.73
23290	- Fire Alarm System Mechanic	27.03
23310	- Fire Extinguisher Repairer	24.89
23311	- Fuel Distribution System Mechanic	30.70
23312	- Fuel Distribution System Operator	24.60
23370	- General Maintenance Worker	22.50
23380	- Ground Support Equipment Mechanic	32.95
23381	- Ground Support Equipment Servicer	27.85
23382	- Ground Support Equipment Worker	29.67
23391	- Gunsmith I	24.89
23392	- Gunsmith II	28.02
23393	- Gunsmith III	31.07
23410	- Heating, Ventilation And Air-Conditioning Mechanic	34.38
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	36.15
23430	- Heavy Equipment Mechanic	29.83
23440	- Heavy Equipment Operator	35.23
23460	- Instrument Mechanic	29.32
23465	- Laboratory/Shelter Mechanic	29.55
23470	- Laborer	14.75
23510	- Locksmith	25.62
23530	- Machinery Maintenance Mechanic	30.08
23550	- Machinist, Maintenance	27.28
23580	- Maintenance Trades Helper	18.99
23591	- Metrology Technician I	29.32
23592	- Metrology Technician II	30.76
23593	- Metrology Technician III	32.04
23640	- Millwright	31.07
23710	- Office Appliance Repairer	22.89
23760	- Painter, Maintenance	26.80
23790	- Pipefitter, Maintenance	32.29
23810	- Plumber, Maintenance	30.80
23820	- Pneudraulic Systems Mechanic	31.07
23850	- Rigger	31.07
23870	- Scale Mechanic	28.02
23890	- Sheet-Metal Worker, Maintenance	32.65
23910	- Small Engine Mechanic	20.58
23931	- Telecommunications Mechanic I	29.47
23932	- Telecommunications Mechanic II	30.91
23950	- Telephone Lineman	32.99
23960	- Welder, Combination, Maintenance	23.20
23965	- Well Driller	31.89
23970	- Woodcraft Worker	31.07
23980	- Woodworker	24.89
24000	- Personal Needs Occupations	
24550	- Case Manager	20.52
24570	- Child Care Attendant	14.16
24580	- Child Care Center Clerk	17.66
24610	- Chore Aide	11.92
24620	- Family Readiness And Support Services Coordinator	20.52
24630	- Homemaker	20.52
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	38.18
25040	- Sewage Plant Operator	33.62
25070	- Stationary Engineer	38.18
25190	- Ventilation Equipment Tender	27.90
25210	- Water Treatment Plant Operator	33.62
27000	- Protective Service Occupations	
27004	- Alarm Monitor	23.13
27007	- Baggage Inspector	15.05
27008	- Corrections Officer	38.39
27010	- Court Security Officer	39.43
27030	- Detection Dog Handler	17.06
27040	- Detention Officer	38.39
27070	- Firefighter	37.66
27101	- Guard I	15.05
27102	- Guard II	17.06

27131	- Police Officer I	51.46
27132	- Police Officer II	57.12
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	14.08
28042	- Carnival Equipment Repairer	15.09
28043	- Carnival Worker	11.01
28210	- Gate Attendant/Gate Tender	19.84
28310	- Lifeguard	11.81
28350	- Park Attendant (Aide)	21.46
28510	- Recreation Aide/Health Facility Attendant	16.83
28515	- Recreation Specialist	23.24
28630	- Sports Official	17.09
28690	- Swimming Pool Operator	19.13
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	32.26
29020	- Hatch Tender	32.26
29030	- Line Handler	32.26
29041	- Stevedore I	30.42
29042	- Stevedore II	34.10
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	45.06
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	31.07
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.22
30021	- Archeological Technician I	24.72
30022	- Archeological Technician II	28.46
30023	- Archeological Technician III	32.49
30030	- Cartographic Technician	34.44
30040	- Civil Engineering Technician	30.55
30051	- Cryogenic Technician I	28.54
30052	- Cryogenic Technician II	31.51
30061	- Drafter/CAD Operator I	25.69
30062	- Drafter/CAD Operator II	28.74
30063	- Drafter/CAD Operator III	32.03
30064	- Drafter/CAD Operator IV	38.48
30081	- Engineering Technician I	18.90
30082	- Engineering Technician II	21.22
30083	- Engineering Technician III	23.73
30084	- Engineering Technician IV	29.40
30085	- Engineering Technician V	35.98
30086	- Engineering Technician VI	43.51
30090	- Environmental Technician	27.74
30095	- Evidence Control Specialist	25.77
30210	- Laboratory Technician	24.42
30221	- Latent Fingerprint Technician I	32.94
30222	- Latent Fingerprint Technician II	36.37
30240	- Mathematical Technician	35.89
30361	- Paralegal/Legal Assistant I	23.18
30362	- Paralegal/Legal Assistant II	28.66
30363	- Paralegal/Legal Assistant III	35.07
30364	- Paralegal/Legal Assistant IV	42.42
30375	- Petroleum Supply Specialist	31.51
30390	- Photo-Optics Technician	35.89
30395	- Radiation Control Technician	31.51
30461	- Technical Writer I	30.71
30462	- Technical Writer II	37.58
30463	- Technical Writer III	45.46
30491	- Unexploded Ordnance (UXO) Technician I	28.63
30492	- Unexploded Ordnance (UXO) Technician II	34.64
30493	- Unexploded Ordnance (UXO) Technician III	41.53
30494	- Unexploded (UXO) Safety Escort	28.63
30495	- Unexploded (UXO) Sweep Personnel	28.63
30501	- Weather Forecaster I	38.48
30502	- Weather Forecaster II	46.80
30620	- Weather Observer, Combined Upper Air Or (see 2)	32.03
Surface Programs		
30621	- Weather Observer, Senior (see 2)	34.44
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	34.64
31020	- Bus Aide	16.40
31030	- Bus Driver	22.78
31043	- Driver Courier	17.76
31260	- Parking and Lot Attendant	11.90
31290	- Shuttle Bus Driver	19.22
31310	- Taxi Driver	14.19
31361	- Truckdriver, Light	19.22
31362	- Truckdriver, Medium	20.55
31363	- Truckdriver, Heavy	21.78
31364	- Truckdriver, Tractor-Trailer	21.78
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	16.89
99030	- Cashier	11.89

99050 - Desk Clerk	12.30
99095 - Embalmer	29.38
99130 - Flight Follower	28.63
99251 - Laboratory Animal Caretaker I	14.38
99252 - Laboratory Animal Caretaker II	15.57
99260 - Marketing Analyst	54.20
99310 - Mortician	29.38
99410 - Pest Controller	19.20
99510 - Photofinishing Worker	14.71
99710 - Recycling Laborer	24.71
99711 - Recycling Specialist	29.69
99730 - Refuse Collector	22.24
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	19.06
99830 - Survey Party Chief	31.63
99831 - Surveying Aide	15.92
99832 - Surveying Technician	20.06
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	14.98

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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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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, Good Friday, 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)).