

Attachment 3
36C26118Q0501

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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.: 2015-5631
Director	Wage Determinations		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 Counties of El Dorado, Placer, Sacramento, Yolo

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		26.86
01035 - Court Reporter		25.37
01041 - Customer Service Representative I		14.68
01042 - Customer Service Representative II		16.51
01043 - Customer Service Representative III		18.02
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher, Motor Vehicle		18.84
01070 - Document Preparation Clerk		16.19
01090 - Duplicating Machine Operator		16.19
01111 - General Clerk I		14.14
01112 - General Clerk II		15.43
01113 - General Clerk III		17.70
01120 - Housing Referral Assistant		22.39
01141 - Messenger Courier		13.25
01191 - Order Clerk I		14.88
01192 - Order Clerk II		16.24
01261 - Personnel Assistant (Employment) I		17.77
01262 - Personnel Assistant (Employment) II		19.89
01263 - Personnel Assistant (Employment) III		22.17
01270 - Production Control Clerk		23.46
01290 - Rental Clerk		16.57
01300 - Scheduler, Maintenance		17.83
01311 - Secretary I		17.83
01312 - Secretary II		19.42
01313 - Secretary III		22.39

01320 - Service Order Dispatcher	17.35
01410 - Supply Technician	26.86
01420 - Survey Worker	20.52
01460 - Switchboard Operator/Receptionist	14.72
01531 - Travel Clerk I	13.87
01532 - Travel Clerk II	14.94
01533 - Travel Clerk III	16.05
01611 - Word Processor I	15.18
01612 - Word Processor II	17.03
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.71
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	22.01
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter, Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	14.55
07042 - Cook II	16.74
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.87
07210 - Meat Cutter	18.28
07260 - Waiter/Waitress	12.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.40
09040 - Furniture Handler	12.60
09080 - Furniture Refinisher	18.40
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer, Minor	16.47
09130 - Upholsterer	18.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.22
11060 - Elevator Operator	13.76
11090 - Gardener	17.28
11122 - Housekeeping Aide	14.69
11150 - Janitor	14.69
11210 - Laborer, Grounds Maintenance	13.40
11240 - Maid or Houseman	11.67
11260 - Pruner	13.31
11270 - Tractor Operator	15.99
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	15.21
12000 - Health Occupations	
12010 - Ambulance Driver	20.05
12011 - Breath Alcohol Technician	20.05
12012 - Certified Occupational Therapist Assistant	31.09
12015 - Certified Physical Therapist Assistant	31.48
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	46.19
12030 - EKG Technician	31.08

12035 - Electroneurodiagnostic Technologist	31.08
12040 - Emergency Medical Technician	20.05
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.59
12073 - Licensed Practical Nurse III	27.41
12100 - Medical Assistant	17.18
12130 - Medical Laboratory Technician	22.53
12160 - Medical Record Clerk	20.68
12190 - Medical Record Technician	23.13
12195 - Medical Transcriptionist	23.07
12210 - Nuclear Medicine Technologist	51.91
12221 - Nursing Assistant I	13.18
12222 - Nursing Assistant II	14.82
12223 - Nursing Assistant III	16.17
12224 - Nursing Assistant IV	18.16
12235 - Optical Dispenser	17.91
12236 - Optical Technician	15.81
12250 - Pharmacy Technician	19.33
12280 - Phlebotomist	19.33
12305 - Radiologic Technologist	36.22
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II, Specialist	49.98
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III, Anesthetist	60.45
12316 - Registered Nurse IV	68.50
12317 - Scheduler (Drug and Alcohol Testing)	29.38
12320 - Substance Abuse Treatment Counselor	17.32
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.61
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	36.92
13041 - Illustrator I	22.71
13042 - Illustrator II	28.14
13043 - Illustrator III	34.42
13047 - Librarian	34.82
13050 - Library Aide/Clerk	16.05
13054 - Library Information Technology Systems Administrator	31.21
13058 - Library Technician	19.06
13061 - Media Specialist I	22.70
13062 - Media Specialist II	25.39
13063 - Media Specialist III	28.30
13071 - Photographer I	17.88
13072 - Photographer II	21.38
13073 - Photographer III	26.50
13074 - Photographer IV	33.56
13075 - Photographer V	39.20
13090 - Technical Order Library Clerk	14.60
13110 - Video Teleconference Technician	20.53
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.65
14042 - Computer Operator II	18.63
14043 - Computer Operator III	20.77
14044 - Computer Operator IV	23.07
14045 - Computer Operator V	25.55
14071 - Computer Programmer I	(see 1) 23.09
14072 - Computer Programmer II	(see 1) 27.35
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		16.65
14160	- Personal Computer Support Technician		23.07
14170	- System Support Specialist		37.81
15000	- Instructional Occupations		
15010	- Aircrew Training Devices Instructor (Non-Rated)		35.36
15020	- Aircrew Training Devices Instructor (Rated)		42.77
15030	- Air Crew Training Devices Instructor (Pilot)		51.27
15050	- Computer Based Training Specialist / Instructor		35.36
15060	- Educational Technologist		38.21
15070	- Flight Instructor (Pilot)		51.27
15080	- Graphic Artist		24.56
15085	- Maintenance Test Pilot, Fixed, Jet/Prop		40.62
15086	- Maintenance Test Pilot, Rotary Wing		40.62
15088	- Non-Maintenance Test/Co-Pilot		40.62
15090	- Technical Instructor		26.14
15095	- Technical Instructor/Course Developer		32.04
15110	- Test Proctor		21.58
15120	- Tutor		21.58
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	- Assembler		11.75
16030	- Counter Attendant		11.75
16040	- Dry Cleaner		13.88
16070	- Finisher, Flatwork, Machine		11.75
16090	- Presser, Hand		11.75
16110	- Presser, Machine, Drycleaning		11.75
16130	- Presser, Machine, Shirts		11.75
16160	- Presser, Machine, Wearing Apparel, Laundry		11.75
16190	- Sewing Machine Operator		15.07
16220	- Tailor		16.24
16250	- Washer, Machine		12.32
19000	- Machine Tool Operation And Repair Occupations		
19010	- Machine-Tool Operator (Tool Room)		22.24
19040	- Tool And Die Maker		26.49
21000	- Materials Handling And Packing Occupations		
21020	- Forklift Operator		19.22
21030	- Material Coordinator		23.46
21040	- Material Expediter		23.46
21050	- Material Handling Laborer		15.20
21071	- Order Filler		15.43
21080	- Production Line Worker (Food Processing)		19.22
21110	- Shipping Packer		15.45
21130	- Shipping/Receiving Clerk		15.45
21140	- Store Worker I		13.36
21150	- Stock Clerk		18.20
21210	- Tools And Parts Attendant		19.22
21410	- Warehouse Specialist		19.22
23000	- Mechanics And Maintenance And Repair Occupations		
23010	- Aerospace Structural Welder		33.41
23019	- Aircraft Logs and Records Technician		26.09
23021	- Aircraft Mechanic I		31.59
23022	- Aircraft Mechanic II		33.41
23023	- Aircraft Mechanic III		35.24
23040	- Aircraft Mechanic Helper		22.46
23050	- Aircraft, Painter		29.77
23060	- Aircraft Servicer		26.09
23070	- Aircraft Survival Flight Equipment Technician		29.77
23080	- Aircraft Worker		27.93
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I		27.93

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.59
23110 - Appliance Mechanic	21.79
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	34.38
23130 - Carpenter, Maintenance	24.82
23140 - Carpet Layer	23.93
23160 - Electrician, Maintenance	28.81
23181 - Electronics Technician Maintenance I	28.65
23182 - Electronics Technician Maintenance II	30.54
23183 - Electronics Technician Maintenance III	33.30
23260 - Fabric Worker	24.82
23290 - Fire Alarm System Mechanic	24.52
23310 - Fire Extinguisher Repairer	23.09
23311 - Fuel Distribution System Mechanic	29.47
23312 - Fuel Distribution System Operator	22.65
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	31.59
23381 - Ground Support Equipment Servicer	26.09
23382 - Ground Support Equipment Worker	27.93
23391 - Gunsmith I	23.09
23392 - Gunsmith II	26.54
23393 - Gunsmith III	30.03
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.73
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.09
23430 - Heavy Equipment Mechanic	26.94
23440 - Heavy Equipment Operator	31.57
23460 - Instrument Mechanic	31.66
23465 - Laboratory/Shelter Mechanic	28.30
23470 - Laborer	15.13
23510 - Locksmith	23.24
23530 - Machinery Maintenance Mechanic	29.42
23550 - Machinist, Maintenance	22.74
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	31.66
23592 - Metrology Technician II	33.47
23593 - Metrology Technician III	35.31
23640 - Millwright	33.76
23710 - Office Appliance Repairer	20.57
23760 - Painter, Maintenance	21.23
23790 - Pipefitter, Maintenance	25.34
23810 - Plumber, Maintenance	23.88
23820 - Pneudraulic Systems Mechanic	27.73
23850 - Rigger	30.03
23870 - Scale Mechanic	26.54
23890 - Sheet-Metal Worker, Maintenance	31.56
23910 - Small Engine Mechanic	20.46
23931 - Telecommunications Mechanic I	28.76
23932 - Telecommunications Mechanic II	30.41
23950 - Telephone Lineman	27.92
23960 - Welder, Combination, Maintenance	22.92
23965 - Well Driller	30.03
23970 - Woodcraft Worker	30.03
23980 - Woodworker	21.32
24000 - Personal Needs Occupations	
24550 - Case Manager	17.28
24570 - Child Care Attendant	12.80
24580 - Child Care Center Clerk	15.96
24610 - Chore Aide	11.06

24620 - Family Readiness And Support Services Coordinator	17.28
24630 - Homemaker	17.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.10
25040 - Sewage Plant Operator	31.67
25070 - Stationary Engineer	33.10
25190 - Ventilation Equipment Tender	23.52
25210 - Water Treatment Plant Operator	31.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.47
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	31.30
27010 - Court Security Officer	30.98
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	31.30
27070 - Firefighter	29.16
27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	39.18
27132 - Police Officer II	43.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.54
28042 - Carnival Equipment Repairer	14.63
28043 - Carnival Worker	10.27
28210 - Gate Attendant/Gate Tender	13.96
28310 - Lifeguard	11.79
28350 - Park Attendant (Aide)	15.61
28510 - Recreation Aide/Health Facility Attendant	11.39
28515 - Recreation Specialist	19.34
28630 - Sports Official	12.43
28690 - Swimming Pool Operator	16.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	34.23
29020 - Hatch Tender	34.23
29030 - Line Handler	34.23
29041 - Stevedore I	31.99
29042 - Stevedore II	36.49
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.48
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.91
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.74
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.74
30023 - Archeological Technician III	28.16
30030 - Cartographic Technician	28.16
30040 - Civil Engineering Technician	32.82
30051 - Cryogenic Technician I	29.43
30052 - Cryogenic Technician II	32.07
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.74
30063 - Drafter/CAD Operator III	25.34
30064 - Drafter/CAD Operator IV	31.19
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.93
30083 - Engineering Technician III	21.17
30084 - Engineering Technician IV	26.23
30085 - Engineering Technician V	32.20
30086 - Engineering Technician VI	38.82
30090 - Environmental Technician	23.61
30095 - Evidence Control Specialist	26.21

30210 - Laboratory Technician	21.46
30221 - Latent Fingerprint Technician I	35.65
30222 - Latent Fingerprint Technician II	39.38
30240 - Mathematical Technician	28.16
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	24.85
30363 - Paralegal/Legal Assistant III	30.39
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	32.07
30390 - Photo-Optics Technician	28.16
30395 - Radiation Control Technician	32.07
30461 - Technical Writer I	24.71
30462 - Technical Writer II	30.23
30463 - Technical Writer III	36.58
30491 - Unexploded Ordnance (UXO) Technician I	25.73
30492 - Unexploded Ordnance (UXO) Technician II	31.13
30493 - Unexploded Ordnance (UXO) Technician III	37.31
30494 - Unexploded (UXO) Safety Escort	25.73
30495 - Unexploded (UXO) Sweep Personnel	25.73
30501 - Weather Forecaster I	29.43
30502 - Weather Forecaster II	35.31
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 25.34
30621 - Weather Observer, Senior	(see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.13
31020 - Bus Aide	13.86
31030 - Bus Driver	21.40
31043 - Driver Courier	15.42
31260 - Parking and Lot Attendant	11.07
31290 - Shuttle Bus Driver	16.67
31310 - Taxi Driver	12.73
31361 - Truckdriver, Light	16.67
31362 - Truckdriver, Medium	18.52
31363 - Truckdriver, Heavy	20.48
31364 - Truckdriver, Tractor-Trailer	20.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.18
99030 - Cashier	11.97
99050 - Desk Clerk	11.35
99095 - Embalmer	26.17
99130 - Flight Follower	25.73
99251 - Laboratory Animal Caretaker I	13.02
99252 - Laboratory Animal Caretaker II	14.07
99260 - Marketing Analyst	24.73
99310 - Mortician	26.17
99410 - Pest Controller	17.63
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	23.99
99711 - Recycling Specialist	28.66
99730 - Refuse Collector	21.67
99810 - Sales Clerk	12.32
99820 - School Crossing Guard	12.80
99830 - Survey Party Chief	42.20
99831 - Surveying Aide	22.91
99832 - Surveying Technician	31.45
99840 - Vending Machine Attendant	13.92
99841 - Vending Machine Repairer	16.81
99842 - Vending Machine Repairer Helper	13.92

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.

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 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)).