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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

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| Wage Determination No.: 2015-5673

Daniel W. Simms Division of | Revision No.: 5

Director Wage Determinations | Date Of Revision: 01/10/2018

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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](http://www.dol.gov/whd/govcontracts)

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State: California

Area: California Counties of Del Norte, Humboldt, Lake, Mendocino

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**\*\*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		25.83
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		14.92
01042 - Customer Service Representative II		16.78
01043 - Customer Service Representative III		18.31
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher, Motor Vehicle		18.84
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50
01113 - General Clerk III		17.70
01120 - Housing Referral Assistant		22.39
01141 - Messenger Courier		12.25
01191 - Order Clerk I		15.10
01192 - Order Clerk II		16.48
01261 - Personnel Assistant (Employment) I		17.40
01262 - Personnel Assistant (Employment) II		19.46
01263 - Personnel Assistant (Employment) III		21.69
01270 - Production Control Clerk		21.81
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	25.83
01420 - Survey Worker	18.84
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	14.68
01612 - Word Processor II	16.48
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.52
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	20.99
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	15.64
05400 - Transmission Repair Specialist	22.49

07000 - Food Preparation And Service Occupations

07010 - Baker	16.27
07041 - Cook I	13.92
07042 - Cook II	16.01
07070 - Dishwasher	10.78
07130 - Food Service Worker	10.85
07210 - Meat Cutter	18.28
07260 - Waiter/Waitress	11.49

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	22.26
09040 - Furniture Handler	15.25
09080 - Furniture Refinisher	22.26
09090 - Furniture Refinisher Helper	17.58
09110 - Furniture Repairer, Minor	19.93
09130 - Upholsterer	22.26

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	12.22
11060 - Elevator Operator	14.69
11090 - Gardener	18.77
11122 - Housekeeping Aide	14.69
11150 - Janitor	14.69
11210 - Laborer, Grounds Maintenance	14.74
11240 - Maid or Houseman	11.07
11260 - Pruner	13.50
11270 - Tractor Operator	17.35
11330 - Trail Maintenance Worker	14.74
11360 - Window Cleaner	15.21

12000 - Health Occupations

12010 - Ambulance Driver	17.79
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12011 - Breath Alcohol Technician	19.57
12012 - Certified Occupational Therapist Assistant	28.58
12015 - Certified Physical Therapist Assistant	29.98
12020 - Dental Assistant	19.19
12025 - Dental Hygienist	46.19
12030 - EKG Technician	31.08
12035 - Electroneurodiagnostic Technologist	31.08
12040 - Emergency Medical Technician	17.79
12071 - Licensed Practical Nurse I	21.98
12072 - Licensed Practical Nurse II	24.59
12073 - Licensed Practical Nurse III	27.41
12100 - Medical Assistant	16.63
12130 - Medical Laboratory Technician	18.62
12160 - Medical Record Clerk	17.10
12190 - Medical Record Technician	19.12
12195 - Medical Transcriptionist	19.36
12210 - Nuclear Medicine Technologist	47.19
12221 - Nursing Assistant I	12.41
12222 - Nursing Assistant II	13.95
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	19.86
12236 - Optical Technician	18.63
12250 - Pharmacy Technician	20.07
12280 - Phlebotomist	19.25
12305 - Radiologic Technologist	34.27
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)	26.83
12320 - Substance Abuse Treatment Counselor	14.36
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	31.43
13050 - Library Aide/Clerk	16.05
13054 - Library Information Technology Systems Administrator	25.79
13058 - Library Technician	18.19
13061 - Media Specialist I	20.48
13062 - Media Specialist II	22.91
13063 - Media Specialist III	25.53
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	15.49
13110 - Video Teleconference Technician	20.53
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.61

14042 - Computer Operator II		18.58
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.02
14045 - Computer Operator V		25.49
14071 - Computer Programmer I	(see 1)	23.09
14072 - Computer Programmer II	(see 1)	27.18
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		16.61
14160 - Personal Computer Support Technician		23.02
14170 - System Support Specialist		29.62
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		37.05
15070 - Flight Instructor (Pilot)		51.27
15080 - Graphic Artist		24.56
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.02
15086 - Maintenance Test Pilot, Rotary Wing		40.02
15088 - Non-Maintenance Test/Co-Pilot		40.02
15090 - Technical Instructor		21.60
15095 - Technical Instructor/Course Developer		26.48
15110 - Test Proctor		17.84
15120 - Tutor		17.84

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	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)	24.41	
19040 - Tool And Die Maker	29.14	

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	19.22	
21030 - Material Coordinator	21.81	
21040 - Material Expediter	21.81	
21050 - Material Handling Laborer	15.20	
21071 - Order Filler	15.43	
21080 - Production Line Worker (Food Processing)	19.22	
21110 - Shipping Packer	14.55	
21130 - Shipping/Receiving Clerk	14.55	
21140 - Store Worker I	13.69	
21150 - Stock Clerk	18.67	
21210 - Tools And Parts Attendant	19.22	
21410 - Warehouse Specialist	19.22	

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	28.72
23019 - Aircraft Logs and Records Technician	22.45
23021 - Aircraft Mechanic I	27.16
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	30.30
23040 - Aircraft Mechanic Helper	19.32
23050 - Aircraft, Painter	26.71
23060 - Aircraft Servicer	22.45
23070 - Aircraft Survival Flight Equipment Technician	26.71
23080 - Aircraft Worker	24.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.16
23110 - Appliance Mechanic	24.41
23120 - Bicycle Repairer	18.13
23125 - Cable Splicer	31.25
23130 - Carpenter, Maintenance	27.30
23140 - Carpet Layer	22.89
23160 - Electrician, Maintenance	28.81
23181 - Electronics Technician Maintenance I	24.99
23182 - Electronics Technician Maintenance II	26.33
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	21.42
23290 - Fire Alarm System Mechanic	26.00
23310 - Fire Extinguisher Repairer	19.93
23311 - Fuel Distribution System Mechanic	27.48
23312 - Fuel Distribution System Operator	21.33
23370 - General Maintenance Worker	20.27

23380 - Ground Support Equipment Mechanic	27.16
23381 - Ground Support Equipment Servicer	22.45
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	19.93
23392 - Gunsmith II	22.89
23393 - Gunsmith III	26.00
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.80
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	24.85
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	24.41
23470 - Laborer	15.13
23510 - Locksmith	24.41
23530 - Machinery Maintenance Mechanic	31.45
23550 - Machinist, Maintenance	21.00
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	32.11
23640 - Millwright	27.90
23710 - Office Appliance Repairer	24.41
23760 - Painter, Maintenance	23.35
23790 - Pipefitter, Maintenance	26.81
23810 - Plumber, Maintenance	25.18
23820 - Pneudraulic Systems Mechanic	26.00
23850 - Rigger	26.00

23870 - Scale Mechanic	22.89
23890 - Sheet-Metal Worker, Maintenance	26.08
23910 - Small Engine Mechanic	20.27
23931 - Telecommunications Mechanic I	29.67
23932 - Telecommunications Mechanic II	31.38
23950 - Telephone Lineman	27.92
23960 - Welder, Combination, Maintenance	22.92
23965 - Well Driller	30.03
23970 - Woodcraft Worker	26.00
23980 - Woodworker	19.93
24000 - Personal Needs Occupations	
24550 - Case Manager	16.67
24570 - Child Care Attendant	12.80
24580 - Child Care Center Clerk	15.96
24610 - Chore Aide	11.46
24620 - Family Readiness And Support Services Coordinator	16.67
24630 - Homemaker	17.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.09
25040 - Sewage Plant Operator	26.17
25070 - Stationary Engineer	30.09
25190 - Ventilation Equipment Tender	21.38
25210 - Water Treatment Plant Operator	26.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.11
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	33.12
27010 - Court Security Officer	30.36

27030 - Detection Dog Handler	21.22
27040 - Detention Officer	33.12
27070 - Firefighter	24.10
27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	37.48
27132 - Police Officer II	41.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.15
28042 - Carnival Equipment Repairer	15.30
28043 - Carnival Worker	10.64
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	17.58
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.29
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.41
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.07
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	28.58
30051 - Cryogenic Technician I	24.11
30052 - Cryogenic Technician II	26.63
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	21.76
30210 - Laboratory Technician	19.59
30221 - Latent Fingerprint Technician I	24.11
30222 - Latent Fingerprint Technician II	26.63
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	26.63
30390 - Photo-Optics Technician	28.16
30395 - Radiation Control Technician	26.63

30461 - Technical Writer I	24.40	
30462 - Technical Writer II	29.85	
30463 - Technical Writer III	36.10	
30491 - Unexploded Ordnance (UXO) Technician I		24.34
30492 - Unexploded Ordnance (UXO) Technician II		29.44
30493 - Unexploded Ordnance (UXO) Technician III		35.29
30494 - Unexploded (UXO) Safety Escort	24.34	
30495 - Unexploded (UXO) Sweep Personnel	24.34	
30501 - Weather Forecaster I	31.19	
30502 - Weather Forecaster II	37.94	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.34

#### Surface Programs

30621 - Weather Observer, Senior	(see 2)	27.83
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#### 31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot	28.85	
31020 - Bus Aide	12.60	
31030 - Bus Driver	17.68	
31043 - Driver Courier	15.12	
31260 - Parking and Lot Attendant	12.06	
31290 - Shuttle Bus Driver	16.35	
31310 - Taxi Driver	11.57	
31361 - Truckdriver, Light	16.35	
31362 - Truckdriver, Medium	18.52	
31363 - Truckdriver, Heavy	20.48	
31364 - Truckdriver, Tractor-Trailer	20.48	

#### 99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist	14.07	
99030 - Cashier	11.97	
99050 - Desk Clerk	11.35	

99095 - Embalmer	25.00
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	14.19
99252 - Laboratory Animal Caretaker II	15.35
99260 - Marketing Analyst	21.33
99310 - Mortician	25.00
99410 - Pest Controller	17.04
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	21.81
99711 - Recycling Specialist	26.07
99730 - Refuse Collector	19.70
99810 - Sales Clerk	12.32
99820 - School Crossing Guard	13.32
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	13.92
99841 - Vending Machine Repairer	16.61
99842 - Vending Machine Repairer Helper	13.92

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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 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)).