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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.: 2015-5647
Director	Wage Determinations		Revision No.: 5
			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 Barbara

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.44
01012 - Accounting Clerk II		19.58
01013 - Accounting Clerk III		21.90
01020 - Administrative Assistant		27.61
01035 - Court Reporter		25.67
01041 - Customer Service Representative I		14.71
01042 - Customer Service Representative II		16.53
01043 - Customer Service Representative III		18.04
01051 - Data Entry Operator I		13.76
01052 - Data Entry Operator II		15.01
01060 - Dispatcher, Motor Vehicle		19.84
01070 - Document Preparation Clerk		15.53
01090 - Duplicating Machine Operator		15.53
01111 - General Clerk I		13.78
01112 - General Clerk II		15.03
01113 - General Clerk III		17.05
01120 - Housing Referral Assistant		21.86
01141 - Messenger Courier		13.16
01191 - Order Clerk I		15.20
01192 - Order Clerk II		16.59
01261 - Personnel Assistant (Employment) I		17.45
01262 - Personnel Assistant (Employment) II		19.51
01263 - Personnel Assistant (Employment) III		21.76
01270 - Production Control Clerk		24.68
01290 - Rental Clerk		12.42
01300 - Scheduler, Maintenance		16.99
01311 - Secretary I		16.99
01312 - Secretary II		19.01
01313 - Secretary III		21.86

01320 - Service Order Dispatcher	18.21
01410 - Supply Technician	27.61
01420 - Survey Worker	18.03
01460 - Switchboard Operator/Receptionist	14.69
01531 - Travel Clerk I	13.19
01532 - Travel Clerk II	13.88
01533 - Travel Clerk III	14.72
01611 - Word Processor I	16.20
01612 - Word Processor II	18.19
01613 - Word Processor III	20.36
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.91
05010 - Automotive Electrician	18.82
05040 - Automotive Glass Installer	18.02
05070 - Automotive Worker	18.02
05110 - Mobile Equipment Servicer	16.41
05130 - Motor Equipment Metal Mechanic	19.58
05160 - Motor Equipment Metal Worker	18.02
05190 - Motor Vehicle Mechanic	19.56
05220 - Motor Vehicle Mechanic Helper	14.85
05250 - Motor Vehicle Upholstery Worker	17.14
05280 - Motor Vehicle Wrecker	18.02
05310 - Painter, Automotive	18.82
05340 - Radiator Repair Specialist	18.02
05370 - Tire Repairer	14.15
05400 - Transmission Repair Specialist	19.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.88
07041 - Cook I	14.78
07042 - Cook II	16.46
07070 - Dishwasher	10.89
07130 - Food Service Worker	11.08
07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	11.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.91
09040 - Furniture Handler	14.16
09080 - Furniture Refinisher	21.91
09090 - Furniture Refinisher Helper	17.29
09110 - Furniture Repairer, Minor	19.95
09130 - Upholsterer	21.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.47
11060 - Elevator Operator	13.31
11090 - Gardener	17.17
11122 - Housekeeping Aide	13.31
11150 - Janitor	13.31
11210 - Laborer, Grounds Maintenance	13.06
11240 - Maid or Houseman	11.58
11260 - Pruner	11.62
11270 - Tractor Operator	15.94
11330 - Trail Maintenance Worker	13.06
11360 - Window Cleaner	14.90
12000 - Health Occupations	
12010 - Ambulance Driver	20.65
12011 - Breath Alcohol Technician	23.99
12012 - Certified Occupational Therapist Assistant	31.54
12015 - Certified Physical Therapist Assistant	28.67
12020 - Dental Assistant	21.41
12025 - Dental Hygienist	46.62
12030 - EKG Technician	29.11

12035 - Electroneurodiagnostic Technologist	29.11
12040 - Emergency Medical Technician	20.65
12071 - Licensed Practical Nurse I	21.45
12072 - Licensed Practical Nurse II	23.99
12073 - Licensed Practical Nurse III	26.75
12100 - Medical Assistant	17.57
12130 - Medical Laboratory Technician	22.07
12160 - Medical Record Clerk	18.29
12190 - Medical Record Technician	20.46
12195 - Medical Transcriptionist	19.07
12210 - Nuclear Medicine Technologist	52.72
12221 - Nursing Assistant I	11.81
12222 - Nursing Assistant II	13.27
12223 - Nursing Assistant III	14.48
12224 - Nursing Assistant IV	16.26
12235 - Optical Dispenser	20.26
12236 - Optical Technician	21.09
12250 - Pharmacy Technician	19.93
12280 - Phlebotomist	18.62
12305 - Radiologic Technologist	35.73
12311 - Registered Nurse I	26.63
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II, Specialist	32.57
12314 - Registered Nurse III	43.27
12315 - Registered Nurse III, Anesthetist	43.27
12316 - Registered Nurse IV	47.23
12317 - Scheduler (Drug and Alcohol Testing)	29.67
12320 - Substance Abuse Treatment Counselor	18.68
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.04
13012 - Exhibits Specialist II	29.79
13013 - Exhibits Specialist III	36.43
13041 - Illustrator I	24.04
13042 - Illustrator II	29.79
13043 - Illustrator III	36.43
13047 - Librarian	32.99
13050 - Library Aide/Clerk	15.08
13054 - Library Information Technology Systems Administrator	29.79
13058 - Library Technician	18.97
13061 - Media Specialist I	21.49
13062 - Media Specialist II	24.04
13063 - Media Specialist III	26.81
13071 - Photographer I	21.49
13072 - Photographer II	24.04
13073 - Photographer III	29.79
13074 - Photographer IV	35.32
13075 - Photographer V	38.06
13090 - Technical Order Library Clerk	17.29
13110 - Video Teleconference Technician	21.49
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.11
14042 - Computer Operator II	19.98
14043 - Computer Operator III	22.28
14044 - Computer Operator IV	24.75
14045 - Computer Operator V	27.42
14071 - Computer Programmer I	(see 1) 24.91
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		17.11
14160	- Personal Computer Support Technician		24.75
14170	- System Support Specialist		37.53
15000	- Instructional Occupations		
15010	- Aircrew Training Devices Instructor (Non-Rated)		29.02
15020	- Aircrew Training Devices Instructor (Rated)		35.11
15030	- Air Crew Training Devices Instructor (Pilot)		42.09
15050	- Computer Based Training Specialist / Instructor		32.85
15060	- Educational Technologist		29.84
15070	- Flight Instructor (Pilot)		42.09
15080	- Graphic Artist		23.48
15085	- Maintenance Test Pilot, Fixed, Jet/Prop		40.83
15086	- Maintenance Test Pilot, Rotary Wing		40.83
15088	- Non-Maintenance Test/Co-Pilot		40.83
15090	- Technical Instructor		23.49
15095	- Technical Instructor/Course Developer		28.73
15110	- Test Proctor		18.96
15120	- Tutor		18.96
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	- Assembler		11.49
16030	- Counter Attendant		11.49
16040	- Dry Cleaner		13.14
16070	- Finisher, Flatwork, Machine		11.49
16090	- Presser, Hand		11.49
16110	- Presser, Machine, Drycleaning		11.49
16130	- Presser, Machine, Shirts		11.49
16160	- Presser, Machine, Wearing Apparel, Laundry		11.49
16190	- Sewing Machine Operator		13.69
16220	- Tailor		14.42
16250	- Washer, Machine		12.04
19000	- Machine Tool Operation And Repair Occupations		
19010	- Machine-Tool Operator (Tool Room)		25.93
19040	- Tool And Die Maker		30.20
21000	- Materials Handling And Packing Occupations		
21020	- Forklift Operator		15.97
21030	- Material Coordinator		24.68
21040	- Material Expediter		24.68
21050	- Material Handling Laborer		12.52
21071	- Order Filler		15.11
21080	- Production Line Worker (Food Processing)		15.97
21110	- Shipping Packer		17.30
21130	- Shipping/Receiving Clerk		17.30
21140	- Store Worker I		12.42
21150	- Stock Clerk		17.66
21210	- Tools And Parts Attendant		15.97
21410	- Warehouse Specialist		15.97
23000	- Mechanics And Maintenance And Repair Occupations		
23010	- Aerospace Structural Welder		31.02
23019	- Aircraft Logs and Records Technician		26.18
23021	- Aircraft Mechanic I		29.78
23022	- Aircraft Mechanic II		31.02
23023	- Aircraft Mechanic III		32.14
23040	- Aircraft Mechanic Helper		22.67
23050	- Aircraft, Painter		28.63
23060	- Aircraft Servicer		26.18
23070	- Aircraft Survival Flight Equipment Technician		28.63
23080	- Aircraft Worker		27.39
23091	- Aircrew Life Support Equipment (ALSE) Mechanic		27.39

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.78
23110 - Appliance Mechanic	22.36
23120 - Bicycle Repairer	17.13
23125 - Cable Splicer	27.83
23130 - Carpenter, Maintenance	27.59
23140 - Carpet Layer	24.07
23160 - Electrician, Maintenance	30.65
23181 - Electronics Technician Maintenance I	27.27
23182 - Electronics Technician Maintenance II	28.52
23183 - Electronics Technician Maintenance III	31.22
23260 - Fabric Worker	23.43
23290 - Fire Alarm System Mechanic	26.74
23310 - Fire Extinguisher Repairer	21.86
23311 - Fuel Distribution System Mechanic	29.80
23312 - Fuel Distribution System Operator	23.18
23370 - General Maintenance Worker	19.47
23380 - Ground Support Equipment Mechanic	29.78
23381 - Ground Support Equipment Servicer	26.18
23382 - Ground Support Equipment Worker	27.39
23391 - Gunsmith I	21.86
23392 - Gunsmith II	24.63
23393 - Gunsmith III	26.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.51
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.53
23430 - Heavy Equipment Mechanic	27.67
23440 - Heavy Equipment Operator	31.14
23460 - Instrument Mechanic	26.74
23465 - Laboratory/Shelter Mechanic	25.73
23470 - Laborer	12.52
23510 - Locksmith	25.73
23530 - Machinery Maintenance Mechanic	29.77
23550 - Machinist, Maintenance	22.87
23580 - Maintenance Trades Helper	15.36
23591 - Metrology Technician I	26.74
23592 - Metrology Technician II	27.88
23593 - Metrology Technician III	28.87
23640 - Millwright	26.74
23710 - Office Appliance Repairer	23.39
23760 - Painter, Maintenance	21.20
23790 - Pipefitter, Maintenance	27.64
23810 - Plumber, Maintenance	26.59
23820 - Pneudraulic Systems Mechanic	26.74
23850 - Rigger	26.74
23870 - Scale Mechanic	24.63
23890 - Sheet-Metal Worker, Maintenance	27.13
23910 - Small Engine Mechanic	21.58
23931 - Telecommunications Mechanic I	26.55
23932 - Telecommunications Mechanic II	27.32
23950 - Telephone Lineman	27.24
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	26.74
23970 - Woodcraft Worker	26.74
23980 - Woodworker	21.75
24000 - Personal Needs Occupations	
24550 - Case Manager	16.99
24570 - Child Care Attendant	13.07
24580 - Child Care Center Clerk	16.73
24610 - Chore Aide	12.02

24620 - Family Readiness And Support Services Coordinator	16.99
24630 - Homemaker	18.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.75
25040 - Sewage Plant Operator	29.08
25070 - Stationary Engineer	26.75
25190 - Ventilation Equipment Tender	20.37
25210 - Water Treatment Plant Operator	29.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.28
27007 - Baggage Inspector	13.16
27008 - Corrections Officer	31.49
27010 - Court Security Officer	31.49
27030 - Detection Dog Handler	14.72
27040 - Detention Officer	31.49
27070 - Firefighter	25.53
27101 - Guard I	13.16
27102 - Guard II	14.72
27131 - Police Officer I	39.35
27132 - Police Officer II	43.71
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.89
28043 - Carnival Worker	10.61
28210 - Gate Attendant/Gate Tender	16.70
28310 - Lifeguard	13.85
28350 - Park Attendant (Aide)	18.68
28510 - Recreation Aide/Health Facility Attendant	13.63
28515 - Recreation Specialist	23.14
28630 - Sports Official	14.87
28690 - Swimming Pool Operator	20.66
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.27
29020 - Hatch Tender	27.27
29030 - Line Handler	27.27
29041 - Stevedore I	25.86
29042 - Stevedore II	28.52
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.15
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.11
30021 - Archeological Technician I	18.29
30022 - Archeological Technician II	20.46
30023 - Archeological Technician III	25.35
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	33.65
30051 - Cryogenic Technician I	27.91
30052 - Cryogenic Technician II	30.82
30061 - Drafter/CAD Operator I	18.29
30062 - Drafter/CAD Operator II	20.46
30063 - Drafter/CAD Operator III	23.27
30064 - Drafter/CAD Operator IV	28.07
30081 - Engineering Technician I	16.50
30082 - Engineering Technician II	19.21
30083 - Engineering Technician III	21.06
30084 - Engineering Technician IV	29.71
30085 - Engineering Technician V	33.15
30086 - Engineering Technician VI	40.11
30090 - Environmental Technician	26.85
30095 - Evidence Control Specialist	23.08

30210	- Laboratory Technician	21.23
30221	- Latent Fingerprint Technician I	27.91
30222	- Latent Fingerprint Technician II	30.82
30240	- Mathematical Technician	25.86
30361	- Paralegal/Legal Assistant I	19.60
30362	- Paralegal/Legal Assistant II	25.03
30363	- Paralegal/Legal Assistant III	30.59
30364	- Paralegal/Legal Assistant IV	36.99
30375	- Petroleum Supply Specialist	28.23
30390	- Photo-Optics Technician	25.86
30395	- Radiation Control Technician	28.23
30461	- Technical Writer I	24.95
30462	- Technical Writer II	30.51
30463	- Technical Writer III	36.92
30491	- Unexploded Ordnance (UXO) Technician I	26.87
30492	- Unexploded Ordnance (UXO) Technician II	32.51
30493	- Unexploded Ordnance (UXO) Technician III	38.96
30494	- Unexploded (UXO) Safety Escort	26.87
30495	- Unexploded (UXO) Sweep Personnel	26.87
30501	- Weather Forecaster I	27.91
30502	- Weather Forecaster II	33.94
30620	- Weather Observer, Combined Upper Air Or	(see 2) 23.27
Surface Programs		
30621	- Weather Observer, Senior	(see 2) 25.35
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	32.51
31020	- Bus Aide	14.29
31030	- Bus Driver	20.94
31043	- Driver Courier	13.63
31260	- Parking and Lot Attendant	11.10
31290	- Shuttle Bus Driver	14.83
31310	- Taxi Driver	12.48
31361	- Truckdriver, Light	14.83
31362	- Truckdriver, Medium	17.73
31363	- Truckdriver, Heavy	21.16
31364	- Truckdriver, Tractor-Trailer	21.16
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	15.85
99030	- Cashier	11.15
99050	- Desk Clerk	13.70
99095	- Embalmer	26.87
99130	- Flight Follower	26.87
99251	- Laboratory Animal Caretaker I	13.91
99252	- Laboratory Animal Caretaker II	15.16
99260	- Marketing Analyst	31.80
99310	- Mortician	26.87
99410	- Pest Controller	18.38
99510	- Photofinishing Worker	14.83
99710	- Recycling Laborer	25.87
99711	- Recycling Specialist	28.64
99730	- Refuse Collector	23.13
99810	- Sales Clerk	12.55
99820	- School Crossing Guard	14.15
99830	- Survey Party Chief	28.30
99831	- Surveying Aide	18.63
99832	- Surveying Technician	25.56
99840	- Vending Machine Attendant	18.63
99841	- Vending Machine Repairer	21.51
99842	- Vending Machine Repairer Helper	18.63

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 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)).