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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.: 2015-5653
Director	Wage Determinations	Revision No.: 6
		Date Of Revision: 08/08/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: California

Area: California County of San Joaquin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.11
01012 - Accounting Clerk II		19.21
01013 - Accounting Clerk III		21.49
01020 - Administrative Assistant		25.68
01035 - Court Reporter		20.63
01041 - Customer Service Representative I		14.38
01042 - Customer Service Representative II		16.17
01043 - Customer Service Representative III		17.65
01051 - Data Entry Operator I		15.40
01052 - Data Entry Operator II		16.80
01060 - Dispatcher, Motor Vehicle		22.06
01070 - Document Preparation Clerk		18.27
01090 - Duplicating Machine Operator		18.27
01111 - General Clerk I		14.55
01112 - General Clerk II		15.87
01113 - General Clerk III		17.82
01120 - Housing Referral Assistant		22.99
01141 - Messenger Courier		14.47
01191 - Order Clerk I		15.46
01192 - Order Clerk II		16.86
01261 - Personnel Assistant (Employment) I		18.87
01262 - Personnel Assistant (Employment) II		21.11
01263 - Personnel Assistant (Employment) III		23.52
01270 - Production Control Clerk		22.43
01290 - Rental Clerk		13.66
01300 - Scheduler, Maintenance		18.44
01311 - Secretary I		18.44
01312 - Secretary II		20.63
01313 - Secretary III		22.99

01320 - Service Order Dispatcher	19.72
01410 - Supply Technician	25.68
01420 - Survey Worker	17.84
01460 - Switchboard Operator/Receptionist	13.77
01531 - Travel Clerk I	15.28
01532 - Travel Clerk II	16.76
01533 - Travel Clerk III	18.26
01611 - Word Processor I	16.95
01612 - Word Processor II	19.03
01613 - Word Processor III	21.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.98
05010 - Automotive Electrician	19.64
05040 - Automotive Glass Installer	20.62
05070 - Automotive Worker	19.03
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	20.47
05160 - Motor Equipment Metal Worker	19.03
05190 - Motor Vehicle Mechanic	19.81
05220 - Motor Vehicle Mechanic Helper	16.48
05250 - Motor Vehicle Upholstery Worker	17.80
05280 - Motor Vehicle Wrecker	18.69
05310 - Painter, Automotive	19.29
05340 - Radiator Repair Specialist	18.69
05370 - Tire Repairer	14.68
05400 - Transmission Repair Specialist	20.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.87
07041 - Cook I	16.55
07042 - Cook II	18.57
07070 - Dishwasher	10.96
07130 - Food Service Worker	11.56
07210 - Meat Cutter	19.23
07260 - Waiter/Waitress	11.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.88
09040 - Furniture Handler	12.88
09080 - Furniture Refinisher	16.88
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.88
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.64
11060 - Elevator Operator	14.22
11090 - Gardener	16.13
11122 - Housekeeping Aide	14.22
11150 - Janitor	14.22
11210 - Laborer, Grounds Maintenance	13.39
11240 - Maid or Houseman	11.11
11260 - Pruner	12.49
11270 - Tractor Operator	15.51
11330 - Trail Maintenance Worker	13.39
11360 - Window Cleaner	15.30
12000 - Health Occupations	
12010 - Ambulance Driver	16.30
12011 - Breath Alcohol Technician	19.88
12012 - Certified Occupational Therapist Assistant	32.51
12015 - Certified Physical Therapist Assistant	24.44
12020 - Dental Assistant	17.42
12025 - Dental Hygienist	45.85
12030 - EKG Technician	30.08

12035 - Electroneurodiagnostic Technologist	30.08
12040 - Emergency Medical Technician	16.30
12071 - Licensed Practical Nurse I	21.53
12072 - Licensed Practical Nurse II	24.08
12073 - Licensed Practical Nurse III	26.84
12100 - Medical Assistant	16.33
12130 - Medical Laboratory Technician	22.85
12160 - Medical Record Clerk	20.20
12190 - Medical Record Technician	22.76
12195 - Medical Transcriptionist	21.75
12210 - Nuclear Medicine Technologist	55.07
12221 - Nursing Assistant I	13.31
12222 - Nursing Assistant II	14.96
12223 - Nursing Assistant III	16.34
12224 - Nursing Assistant IV	18.34
12235 - Optical Dispenser	17.84
12236 - Optical Technician	19.84
12250 - Pharmacy Technician	18.65
12280 - Phlebotomist	21.51
12305 - Radiologic Technologist	41.85
12311 - Registered Nurse I	30.17
12312 - Registered Nurse II	36.90
12313 - Registered Nurse II, Specialist	36.72
12314 - Registered Nurse III	48.18
12315 - Registered Nurse III, Anesthetist	48.18
12316 - Registered Nurse IV	53.51
12317 - Scheduler (Drug and Alcohol Testing)	29.81
12320 - Substance Abuse Treatment Counselor	28.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.15
13012 - Exhibits Specialist II	29.54
13013 - Exhibits Specialist III	36.13
13041 - Illustrator I	23.16
13042 - Illustrator II	29.54
13043 - Illustrator III	36.13
13047 - Librarian	32.70
13050 - Library Aide/Clerk	14.82
13054 - Library Information Technology Systems Administrator	29.54
13058 - Library Technician	17.52
13061 - Media Specialist I	19.07
13062 - Media Specialist II	21.33
13063 - Media Specialist III	23.77
13071 - Photographer I	18.15
13072 - Photographer II	20.01
13073 - Photographer III	24.94
13074 - Photographer IV	30.49
13075 - Photographer V	36.89
13090 - Technical Order Library Clerk	18.65
13110 - Video Teleconference Technician	19.07
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.25
14042 - Computer Operator II	20.42
14043 - Computer Operator III	22.76
14044 - Computer Operator IV	25.29
14045 - Computer Operator V	28.02
14071 - Computer Programmer I	(see 1) 22.23
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		18.25
14160 - Personal Computer Support Technician		25.29
14170 - System Support Specialist		30.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.78
15020 - Aircrew Training Devices Instructor (Rated)		39.66
15030 - Air Crew Training Devices Instructor (Pilot)		47.53
15050 - Computer Based Training Specialist / Instructor		32.78
15060 - Educational Technologist		40.36
15070 - Flight Instructor (Pilot)		47.53
15080 - Graphic Artist		23.05
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.53
15086 - Maintenance Test Pilot, Rotary Wing		47.53
15088 - Non-Maintenance Test/Co-Pilot		47.53
15090 - Technical Instructor		21.22
15095 - Technical Instructor/Course Developer		25.95
15110 - Test Proctor		17.13
15120 - Tutor		17.13
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.23
16030 - Counter Attendant		12.23
16040 - Dry Cleaner		15.85
16070 - Finisher, Flatwork, Machine		12.23
16090 - Presser, Hand		12.23
16110 - Presser, Machine, Drycleaning		12.23
16130 - Presser, Machine, Shirts		12.23
16160 - Presser, Machine, Wearing Apparel, Laundry		12.23
16190 - Sewing Machine Operator		17.24
16220 - Tailor		18.67
16250 - Washer, Machine		13.04
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.30
19040 - Tool And Die Maker		30.57
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.80
21030 - Material Coordinator		21.88
21040 - Material Expediter		21.88
21050 - Material Handling Laborer		17.48
21071 - Order Filler		12.01
21080 - Production Line Worker (Food Processing)		17.80
21110 - Shipping Packer		16.82
21130 - Shipping/Receiving Clerk		16.82
21140 - Store Worker I		16.10
21150 - Stock Clerk		20.37
21210 - Tools And Parts Attendant		17.80
21410 - Warehouse Specialist		17.80
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.45
23019 - Aircraft Logs and Records Technician		20.31
23021 - Aircraft Mechanic I		23.41
23022 - Aircraft Mechanic II		24.45
23023 - Aircraft Mechanic III		25.53
23040 - Aircraft Mechanic Helper		18.41
23050 - Aircraft, Painter		22.33
23060 - Aircraft Servicer		20.31
23070 - Aircraft Survival Flight Equipment Technician		22.33
23080 - Aircraft Worker		21.43
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		21.43
I		

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.41
23110 - Appliance Mechanic	24.40
23120 - Bicycle Repairer	18.80
23125 - Cable Splicer	25.47
23130 - Carpenter, Maintenance	26.30
23140 - Carpet Layer	22.75
23160 - Electrician, Maintenance	31.82
23181 - Electronics Technician Maintenance I	26.52
23182 - Electronics Technician Maintenance II	27.97
23183 - Electronics Technician Maintenance III	29.19
23260 - Fabric Worker	21.89
23290 - Fire Alarm System Mechanic	24.85
23310 - Fire Extinguisher Repairer	20.62
23311 - Fuel Distribution System Mechanic	31.61
23312 - Fuel Distribution System Operator	25.59
23370 - General Maintenance Worker	20.86
23380 - Ground Support Equipment Mechanic	23.41
23381 - Ground Support Equipment Servicer	20.31
23382 - Ground Support Equipment Worker	21.43
23391 - Gunsmith I	20.62
23392 - Gunsmith II	23.14
23393 - Gunsmith III	25.47
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.71
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.66
23430 - Heavy Equipment Mechanic	28.24
23440 - Heavy Equipment Operator	31.25
23460 - Instrument Mechanic	25.47
23465 - Laboratory/Shelter Mechanic	24.40
23470 - Laborer	17.48
23510 - Locksmith	24.40
23530 - Machinery Maintenance Mechanic	26.57
23550 - Machinist, Maintenance	20.79
23580 - Maintenance Trades Helper	15.33
23591 - Metrology Technician I	25.47
23592 - Metrology Technician II	26.46
23593 - Metrology Technician III	27.46
23640 - Millwright	25.47
23710 - Office Appliance Repairer	21.49
23760 - Painter, Maintenance	20.77
23790 - Pipefitter, Maintenance	27.75
23810 - Plumber, Maintenance	26.58
23820 - Pneudraulic Systems Mechanic	25.47
23850 - Rigger	25.47
23870 - Scale Mechanic	23.14
23890 - Sheet-Metal Worker, Maintenance	23.59
23910 - Small Engine Mechanic	23.14
23931 - Telecommunications Mechanic I	25.68
23932 - Telecommunications Mechanic II	26.83
23950 - Telephone Lineman	33.41
23960 - Welder, Combination, Maintenance	19.93
23965 - Well Driller	25.47
23970 - Woodcraft Worker	25.47
23980 - Woodworker	20.52
24000 - Personal Needs Occupations	
24550 - Case Manager	17.62
24570 - Child Care Attendant	13.22
24580 - Child Care Center Clerk	16.99
24610 - Chore Aide	11.01

24620 - Family Readiness And Support Services Coordinator	17.62
24630 - Homemaker	17.62
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.84
25040 - Sewage Plant Operator	35.59
25070 - Stationary Engineer	34.84
25190 - Ventilation Equipment Tender	26.49
25210 - Water Treatment Plant Operator	35.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.01
27007 - Baggage Inspector	11.70
27008 - Corrections Officer	33.51
27010 - Court Security Officer	30.23
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	33.51
27070 - Firefighter	26.94
27101 - Guard I	11.70
27102 - Guard II	18.61
27131 - Police Officer I	33.36
27132 - Police Officer II	37.07
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.74
28042 - Carnival Equipment Repairer	14.63
28043 - Carnival Worker	11.07
28210 - Gate Attendant/Gate Tender	14.92
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	16.69
28510 - Recreation Aide/Health Facility Attendant	12.18
28515 - Recreation Specialist	20.67
28630 - Sports Official	13.29
28690 - Swimming Pool Operator	16.42
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.07
29020 - Hatch Tender	28.07
29030 - Line Handler	28.07
29041 - Stevedore I	26.53
29042 - Stevedore II	29.60
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.05
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.75
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.98
30021 - Archeological Technician I	19.89
30022 - Archeological Technician II	22.25
30023 - Archeological Technician III	27.58
30030 - Cartographic Technician	27.58
30040 - Civil Engineering Technician	31.79
30051 - Cryogenic Technician I	29.66
30052 - Cryogenic Technician II	32.75
30061 - Drafter/CAD Operator I	19.89
30062 - Drafter/CAD Operator II	22.25
30063 - Drafter/CAD Operator III	24.82
30064 - Drafter/CAD Operator IV	30.53
30081 - Engineering Technician I	17.82
30082 - Engineering Technician II	20.01
30083 - Engineering Technician III	22.39
30084 - Engineering Technician IV	27.73
30085 - Engineering Technician V	33.92
30086 - Engineering Technician VI	41.03
30090 - Environmental Technician	24.34
30095 - Evidence Control Specialist	26.74

30210 - Laboratory Technician	24.82
30221 - Latent Fingerprint Technician I	32.50
30222 - Latent Fingerprint Technician II	35.89
30240 - Mathematical Technician	27.58
30361 - Paralegal/Legal Assistant I	21.37
30362 - Paralegal/Legal Assistant II	26.47
30363 - Paralegal/Legal Assistant III	32.38
30364 - Paralegal/Legal Assistant IV	39.18
30375 - Petroleum Supply Specialist	32.71
30390 - Photo-Optics Technician	26.83
30395 - Radiation Control Technician	32.71
30461 - Technical Writer I	26.74
30462 - Technical Writer II	32.71
30463 - Technical Writer III	39.57
30491 - Unexploded Ordnance (UXO) Technician I	29.27
30492 - Unexploded Ordnance (UXO) Technician II	35.41
30493 - Unexploded Ordnance (UXO) Technician III	42.44
30494 - Unexploded (UXO) Safety Escort	29.27
30495 - Unexploded (UXO) Sweep Personnel	29.27
30501 - Weather Forecaster I	29.66
30502 - Weather Forecaster II	36.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.82
30621 - Weather Observer, Senior	(see 2) 26.74
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.41
31020 - Bus Aide	14.83
31030 - Bus Driver	19.26
31043 - Driver Courier	15.85
31260 - Parking and Lot Attendant	12.68
31290 - Shuttle Bus Driver	16.88
31310 - Taxi Driver	14.41
31361 - Truckdriver, Light	16.88
31362 - Truckdriver, Medium	17.92
31363 - Truckdriver, Heavy	20.78
31364 - Truckdriver, Tractor-Trailer	20.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	11.10
99050 - Desk Clerk	11.14
99095 - Embalmer	29.27
99130 - Flight Follower	29.27
99251 - Laboratory Animal Caretaker I	12.95
99252 - Laboratory Animal Caretaker II	13.78
99260 - Marketing Analyst	29.27
99310 - Mortician	29.27
99410 - Pest Controller	21.28
99510 - Photofinishing Worker	15.38
99710 - Recycling Laborer	26.40
99711 - Recycling Specialist	30.38
99730 - Refuse Collector	24.45
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	13.67
99830 - Survey Party Chief	36.93
99831 - Surveying Aide	22.30
99832 - Surveying Technician	30.55
99840 - Vending Machine Attendant	14.52
99841 - Vending Machine Repairer	19.47
99842 - Vending Machine Repairer Helper	16.10

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: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 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)).