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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.: 2015-5609
Director	Wage Determinations		Revision No.: 7
			Date Of Revision: 07/27/2018

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

State: California

Area: California County of Fresno

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.49
01012 - Accounting Clerk II		17.38
01013 - Accounting Clerk III		19.45
01020 - Administrative Assistant		24.59
01035 - Court Reporter		33.66
01041 - Customer Service Representative I		13.11
01042 - Customer Service Representative II		14.75
01043 - Customer Service Representative III		16.09
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.08
01060 - Dispatcher, Motor Vehicle		17.81
01070 - Document Preparation Clerk		15.60
01090 - Duplicating Machine Operator		15.60
01111 - General Clerk I		12.47
01112 - General Clerk II		13.60
01113 - General Clerk III		15.27
01120 - Housing Referral Assistant		18.84
01141 - Messenger Courier		12.73
01191 - Order Clerk I		15.15
01192 - Order Clerk II		16.52
01261 - Personnel Assistant (Employment) I		15.75
01262 - Personnel Assistant (Employment) II		17.63
01263 - Personnel Assistant (Employment) III		19.64
01270 - Production Control Clerk		21.10
01290 - Rental Clerk		14.53
01300 - Scheduler, Maintenance		15.12
01311 - Secretary I		15.12
01312 - Secretary II		16.91
01313 - Secretary III		18.84

01320 - Service Order Dispatcher	17.51
01410 - Supply Technician	24.59
01420 - Survey Worker	17.66
01460 - Switchboard Operator/Receptionist	13.75
01531 - Travel Clerk I	13.62
01532 - Travel Clerk II	14.33
01533 - Travel Clerk III	15.52
01611 - Word Processor I	15.32
01612 - Word Processor II	17.20
01613 - Word Processor III	19.24
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.49
05010 - Automotive Electrician	17.75
05040 - Automotive Glass Installer	15.97
05070 - Automotive Worker	15.97
05110 - Mobile Equipment Servicer	14.17
05130 - Motor Equipment Metal Mechanic	17.82
05160 - Motor Equipment Metal Worker	15.97
05190 - Motor Vehicle Mechanic	18.11
05220 - Motor Vehicle Mechanic Helper	13.43
05250 - Motor Vehicle Upholstery Worker	15.72
05280 - Motor Vehicle Wrecker	15.97
05310 - Painter, Automotive	16.87
05340 - Radiator Repair Specialist	15.97
05370 - Tire Repairer	13.00
05400 - Transmission Repair Specialist	17.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.16
07041 - Cook I	14.08
07042 - Cook II	16.00
07070 - Dishwasher	10.75
07130 - Food Service Worker	11.14
07210 - Meat Cutter	16.42
07260 - Waiter/Waitress	11.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.99
09040 - Furniture Handler	12.75
09080 - Furniture Refinisher	15.99
09090 - Furniture Refinisher Helper	12.75
09110 - Furniture Repairer, Minor	13.28
09130 - Upholsterer	15.99
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.57
11060 - Elevator Operator	12.46
11090 - Gardener	15.69
11122 - Housekeeping Aide	12.46
11150 - Janitor	12.46
11210 - Laborer, Grounds Maintenance	13.77
11240 - Maid or Houseman	11.45
11260 - Pruner	12.57
11270 - Tractor Operator	14.61
11330 - Trail Maintenance Worker	13.77
11360 - Window Cleaner	13.65
12000 - Health Occupations	
12010 - Ambulance Driver	18.28
12011 - Breath Alcohol Technician	21.21
12012 - Certified Occupational Therapist Assistant	33.48
12015 - Certified Physical Therapist Assistant	33.39
12020 - Dental Assistant	15.73
12025 - Dental Hygienist	42.32
12030 - EKG Technician	31.75

12035 - Electroneurodiagnostic Technologist	31.75
12040 - Emergency Medical Technician	18.28
12071 - Licensed Practical Nurse I	18.96
12072 - Licensed Practical Nurse II	21.21
12073 - Licensed Practical Nurse III	23.65
12100 - Medical Assistant	14.57
12130 - Medical Laboratory Technician	23.83
12160 - Medical Record Clerk	15.53
12190 - Medical Record Technician	17.38
12195 - Medical Transcriptionist	19.92
12210 - Nuclear Medicine Technologist	54.19
12221 - Nursing Assistant I	11.34
12222 - Nursing Assistant II	12.76
12223 - Nursing Assistant III	13.92
12224 - Nursing Assistant IV	15.62
12235 - Optical Dispenser	20.13
12236 - Optical Technician	18.96
12250 - Pharmacy Technician	16.87
12280 - Phlebotomist	17.88
12305 - Radiologic Technologist	34.77
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	30.85
12313 - Registered Nurse II, Specialist	30.85
12314 - Registered Nurse III	37.32
12315 - Registered Nurse III, Anesthetist	37.32
12316 - Registered Nurse IV	44.73
12317 - Scheduler (Drug and Alcohol Testing)	26.27
12320 - Substance Abuse Treatment Counselor	21.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.82
13012 - Exhibits Specialist II	30.70
13013 - Exhibits Specialist III	37.54
13041 - Illustrator I	25.82
13042 - Illustrator II	30.70
13043 - Illustrator III	37.54
13047 - Librarian	35.41
13050 - Library Aide/Clerk	13.42
13054 - Library Information Technology Systems Administrator	31.97
13058 - Library Technician	17.66
13061 - Media Specialist I	23.08
13062 - Media Specialist II	25.82
13063 - Media Specialist III	28.77
13071 - Photographer I	17.75
13072 - Photographer II	20.20
13073 - Photographer III	22.39
13074 - Photographer IV	28.02
13075 - Photographer V	33.89
13090 - Technical Order Library Clerk	14.66
13110 - Video Teleconference Technician	23.44
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.65
14042 - Computer Operator II	17.51
14043 - Computer Operator III	19.99
14044 - Computer Operator IV	22.17
14045 - Computer Operator V	24.61
14071 - Computer Programmer I	(see 1) 20.31
14072 - Computer Programmer II	(see 1) 25.16
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		15.65
14160 - Personal Computer Support Technician		22.17
14170 - System Support Specialist		31.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.58
15030 - Air Crew Training Devices Instructor (Pilot)		41.39
15050 - Computer Based Training Specialist / Instructor		28.58
15060 - Educational Technologist		43.73
15070 - Flight Instructor (Pilot)		41.39
15080 - Graphic Artist		22.54
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.92
15086 - Maintenance Test Pilot, Rotary Wing		40.92
15088 - Non-Maintenance Test/Co-Pilot		40.92
15090 - Technical Instructor		22.62
15095 - Technical Instructor/Course Developer		27.69
15110 - Test Proctor		18.55
15120 - Tutor		18.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.49
16030 - Counter Attendant		11.49
16040 - Dry Cleaner		13.74
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		14.31
16220 - Tailor		14.88
16250 - Washer, Machine		12.60
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.84
19040 - Tool And Die Maker		28.01
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.60
21030 - Material Coordinator		21.10
21040 - Material Expediter		21.10
21050 - Material Handling Laborer		12.07
21071 - Order Filler		12.61
21080 - Production Line Worker (Food Processing)		13.60
21110 - Shipping Packer		13.67
21130 - Shipping/Receiving Clerk		13.67
21140 - Store Worker I		12.21
21150 - Stock Clerk		16.14
21210 - Tools And Parts Attendant		13.60
21410 - Warehouse Specialist		13.60
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.63
23019 - Aircraft Logs and Records Technician		22.01
23021 - Aircraft Mechanic I		26.24
23022 - Aircraft Mechanic II		27.63
23023 - Aircraft Mechanic III		29.03
23040 - Aircraft Mechanic Helper		19.61
23050 - Aircraft, Painter		24.83
23060 - Aircraft Servicer		22.01
23070 - Aircraft Survival Flight Equipment Technician		24.83
23080 - Aircraft Worker		23.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		23.42
I		

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.24
23110 - Appliance Mechanic	21.29
23120 - Bicycle Repairer	11.82
23125 - Cable Splicer	24.12
23130 - Carpenter, Maintenance	22.37
23140 - Carpet Layer	18.84
23160 - Electrician, Maintenance	28.38
23181 - Electronics Technician Maintenance I	22.26
23182 - Electronics Technician Maintenance II	23.62
23183 - Electronics Technician Maintenance III	24.94
23260 - Fabric Worker	20.24
23290 - Fire Alarm System Mechanic	23.72
23310 - Fire Extinguisher Repairer	18.95
23311 - Fuel Distribution System Mechanic	26.03
23312 - Fuel Distribution System Operator	19.70
23370 - General Maintenance Worker	17.47
23380 - Ground Support Equipment Mechanic	26.24
23381 - Ground Support Equipment Servicer	22.01
23382 - Ground Support Equipment Worker	23.42
23391 - Gunsmith I	18.95
23392 - Gunsmith II	21.53
23393 - Gunsmith III	24.12
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.34
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.28
23430 - Heavy Equipment Mechanic	26.86
23440 - Heavy Equipment Operator	31.30
23460 - Instrument Mechanic	24.11
23465 - Laboratory/Shelter Mechanic	22.84
23470 - Laborer	12.07
23510 - Locksmith	21.70
23530 - Machinery Maintenance Mechanic	24.86
23550 - Machinist, Maintenance	20.01
23580 - Maintenance Trades Helper	13.71
23591 - Metrology Technician I	24.11
23592 - Metrology Technician II	25.41
23593 - Metrology Technician III	26.70
23640 - Millwright	24.12
23710 - Office Appliance Repairer	18.48
23760 - Painter, Maintenance	19.82
23790 - Pipefitter, Maintenance	26.77
23810 - Plumber, Maintenance	25.34
23820 - Pneudraulic Systems Mechanic	24.12
23850 - Rigger	24.12
23870 - Scale Mechanic	21.53
23890 - Sheet-Metal Worker, Maintenance	22.83
23910 - Small Engine Mechanic	20.19
23931 - Telecommunications Mechanic I	28.99
23932 - Telecommunications Mechanic II	30.55
23950 - Telephone Lineman	30.88
23960 - Welder, Combination, Maintenance	18.52
23965 - Well Driller	24.09
23970 - Woodcraft Worker	24.12
23980 - Woodworker	18.95
24000 - Personal Needs Occupations	
24550 - Case Manager	16.29
24570 - Child Care Attendant	11.74
24580 - Child Care Center Clerk	14.65
24610 - Chore Aide	11.32

24620 - Family Readiness And Support Services Coordinator	16.29
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	35.11
25040 - Sewage Plant Operator	24.36
25070 - Stationary Engineer	35.11
25190 - Ventilation Equipment Tender	25.68
25210 - Water Treatment Plant Operator	24.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.35
27007 - Baggage Inspector	11.72
27008 - Corrections Officer	32.61
27010 - Court Security Officer	28.75
27030 - Detection Dog Handler	14.33
27040 - Detention Officer	32.61
27070 - Firefighter	25.39
27101 - Guard I	11.72
27102 - Guard II	14.33
27131 - Police Officer I	30.58
27132 - Police Officer II	33.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.16
28042 - Carnival Equipment Repairer	15.19
28043 - Carnival Worker	11.02
28210 - Gate Attendant/Gate Tender	15.71
28310 - Lifeguard	12.95
28350 - Park Attendant (Aide)	17.58
28510 - Recreation Aide/Health Facility Attendant	12.82
28515 - Recreation Specialist	21.76
28630 - Sports Official	13.99
28690 - Swimming Pool Operator	18.41
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.53
29020 - Hatch Tender	21.53
29030 - Line Handler	21.53
29041 - Stevedore I	20.24
29042 - Stevedore II	22.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.30
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.97
30021 - Archeological Technician I	16.65
30022 - Archeological Technician II	18.62
30023 - Archeological Technician III	23.08
30030 - Cartographic Technician	23.08
30040 - Civil Engineering Technician	31.25
30051 - Cryogenic Technician I	24.32
30052 - Cryogenic Technician II	26.86
30061 - Drafter/CAD Operator I	16.65
30062 - Drafter/CAD Operator II	18.26
30063 - Drafter/CAD Operator III	20.77
30064 - Drafter/CAD Operator IV	25.55
30081 - Engineering Technician I	16.01
30082 - Engineering Technician II	17.97
30083 - Engineering Technician III	20.69
30084 - Engineering Technician IV	24.90
30085 - Engineering Technician V	30.45
30086 - Engineering Technician VI	36.85
30090 - Environmental Technician	23.52
30095 - Evidence Control Specialist	21.96

30210 - Laboratory Technician	18.05
30221 - Latent Fingerprint Technician I	27.81
30222 - Latent Fingerprint Technician II	30.72
30240 - Mathematical Technician	23.08
30361 - Paralegal/Legal Assistant I	19.94
30362 - Paralegal/Legal Assistant II	22.66
30363 - Paralegal/Legal Assistant III	27.72
30364 - Paralegal/Legal Assistant IV	33.54
30375 - Petroleum Supply Specialist	26.86
30390 - Photo-Optics Technician	23.08
30395 - Radiation Control Technician	26.86
30461 - Technical Writer I	24.22
30462 - Technical Writer II	29.64
30463 - Technical Writer III	35.85
30491 - Unexploded Ordnance (UXO) Technician I	24.24
30492 - Unexploded Ordnance (UXO) Technician II	29.33
30493 - Unexploded Ordnance (UXO) Technician III	35.16
30494 - Unexploded (UXO) Safety Escort	24.24
30495 - Unexploded (UXO) Sweep Personnel	24.24
30501 - Weather Forecaster I	24.32
30502 - Weather Forecaster II	29.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.77
30621 - Weather Observer, Senior	(see 2) 23.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.33
31020 - Bus Aide	14.55
31030 - Bus Driver	19.77
31043 - Driver Courier	13.09
31260 - Parking and Lot Attendant	11.57
31290 - Shuttle Bus Driver	14.17
31310 - Taxi Driver	11.24
31361 - Truckdriver, Light	14.17
31362 - Truckdriver, Medium	16.14
31363 - Truckdriver, Heavy	21.03
31364 - Truckdriver, Tractor-Trailer	21.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.30
99030 - Cashier	11.04
99050 - Desk Clerk	11.53
99095 - Embalmer	29.37
99130 - Flight Follower	24.24
99251 - Laboratory Animal Caretaker I	13.32
99252 - Laboratory Animal Caretaker II	14.30
99260 - Marketing Analyst	25.30
99310 - Mortician	29.37
99410 - Pest Controller	17.27
99510 - Photofinishing Worker	12.74
99710 - Recycling Laborer	19.18
99711 - Recycling Specialist	22.25
99730 - Refuse Collector	19.02
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	34.05
99831 - Surveying Aide	22.64
99832 - Surveying Technician	30.95
99840 - Vending Machine Attendant	14.34
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer Helper	14.34

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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: \$4.48 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)).