WD 15-5631 (Rev.-8) was first posted on www.wdol.gov on 01/01/2019

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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.: 2015-5631

Daniel W. Simms Division of | Revision No.: 8

Director Wage Determinations| Date Of Revision: 12/26/2018

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.60 for

calendar year 2019 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 $10.60 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 2019. 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.

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State: California

Area: California Counties of El Dorado, Placer, Sacramento, Yolo

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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 16.56

01012 - Accounting Clerk II 18.59

01013 - Accounting Clerk III 20.80

01020 - Administrative Assistant 28.04

01035 - Court Reporter 27.91

01041 - Customer Service Representative I 14.68

01042 - Customer Service Representative II 16.51

01043 - Customer Service Representative III 18.02

01051 - Data Entry Operator I 15.96

01052 - Data Entry Operator II 17.42

01060 - Dispatcher, Motor Vehicle 19.94

01070 - Document Preparation Clerk 17.81

01090 - Duplicating Machine Operator 17.81

01111 - General Clerk I 14.14

01112 - General Clerk II 15.43

01113 - General Clerk III 17.70

01120 - Housing Referral Assistant 22.39

01141 - Messenger Courier 14.58

01191 - Order Clerk I 16.31

01192 - Order Clerk II 17.79

01261 - Personnel Assistant (Employment) I 17.77

01262 - Personnel Assistant (Employment) II 19.89

01263 - Personnel Assistant (Employment) III 22.17

01270 - Production Control Clerk 23.46

01290 - Rental Clerk 16.57

01300 - Scheduler, Maintenance 17.83

01311 - Secretary I 17.83

01312 - Secretary II 19.42

01313 - Secretary III 22.39

01320 - Service Order Dispatcher 17.82

01410 - Supply Technician 28.04

01420 - Survey Worker 20.76

01460 - Switchboard Operator/Receptionist 14.72

01531 - Travel Clerk I 15.26

01532 - Travel Clerk II 16.43

01533 - Travel Clerk III 17.66

01611 - Word Processor I 15.18

01612 - Word Processor II 17.03

01613 - Word Processor III 19.05

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 23.71

05010 - Automotive Electrician 21.36

05040 - Automotive Glass Installer 20.24

05070 - Automotive Worker 20.24

05110 - Mobile Equipment Servicer 17.99

05130 - Motor Equipment Metal Mechanic 22.49

05160 - Motor Equipment Metal Worker 20.24

05190 - Motor Vehicle Mechanic 22.01

05220 - Motor Vehicle Mechanic Helper 16.87

05250 - Motor Vehicle Upholstery Worker 19.11

05280 - Motor Vehicle Wrecker 20.24

05310 - Painter, Automotive 21.36

05340 - Radiator Repair Specialist 20.24

05370 - Tire Repairer 15.52

05400 - Transmission Repair Specialist 22.49

07000 - Food Preparation And Service Occupations

07010 - Baker 16.27

07041 - Cook I 15.91

07042 - Cook II 18.30

07070 - Dishwasher 10.93

07130 - Food Service Worker 11.40

07210 - Meat Cutter 19.08

07260 - Waiter/Waitress 12.18

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 18.40

09040 - Furniture Handler 12.60

09080 - Furniture Refinisher 18.40

09090 - Furniture Refinisher Helper 14.53

09110 - Furniture Repairer, Minor 16.47

09130 - Upholsterer 18.40

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 12.22

11060 - Elevator Operator 14.69

11090 - Gardener 18.87

11122 - Housekeeping Aide 14.69

11150 - Janitor 14.69

11210 - Laborer, Grounds Maintenance 14.58

11240 - Maid or Houseman 11.87

11260 - Pruner 13.31

11270 - Tractor Operator 17.46

11330 - Trail Maintenance Worker 14.58

11360 - Window Cleaner 15.56

12000 - Health Occupations

12010 - Ambulance Driver 21.89

12011 - Breath Alcohol Technician 21.89

12012 - Certified Occupational Therapist Assistant 34.20

12015 - Certified Physical Therapist Assistant 31.48

12020 - Dental Assistant 19.23

12025 - Dental Hygienist 47.17

12030 - EKG Technician 32.21

12035 - Electroneurodiagnostic Technologist 32.21

12040 - Emergency Medical Technician 21.89

12071 - Licensed Practical Nurse I 21.98

12072 - Licensed Practical Nurse II 24.59

12073 - Licensed Practical Nurse III 27.41

12100 - Medical Assistant 17.18

12130 - Medical Laboratory Technician 24.78

12160 - Medical Record Clerk 21.25

12190 - Medical Record Technician 23.78

12195 - Medical Transcriptionist 23.07

12210 - Nuclear Medicine Technologist 57.10

12221 - Nursing Assistant I 13.18

12222 - Nursing Assistant II 14.82

12223 - Nursing Assistant III 16.17

12224 - Nursing Assistant IV 18.16

12235 - Optical Dispenser 18.63

12236 - Optical Technician 15.81

12250 - Pharmacy Technician 19.84

12280 - Phlebotomist 21.12

12305 - Radiologic Technologist 39.84

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) 30.22

12320 - Substance Abuse Treatment Counselor 17.32

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 23.61

13012 - Exhibits Specialist II 29.25

13013 - Exhibits Specialist III 36.92

13041 - Illustrator I 24.98

13042 - Illustrator II 30.95

13043 - Illustrator III 37.86

13047 - Librarian 35.16

13050 - Library Aide/Clerk 16.05

13054 - Library Information Technology Systems 31.74

Administrator

13058 - Library Technician 19.52

13061 - Media Specialist I 22.91

13062 - Media Specialist II 25.63

13063 - Media Specialist III 28.56

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 16.06

13110 - Video Teleconference Technician 20.53

14000 - Information Technology Occupations

14041 - Computer Operator I 17.50

14042 - Computer Operator II 19.58

14043 - Computer Operator III 21.82

14044 - Computer Operator IV 24.25

14045 - Computer Operator V 26.86

14071 - Computer Programmer I (see 1) 23.09

14072 - Computer Programmer II (see 1) 27.58

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 17.50

14160 - Personal Computer Support Technician 24.25

14170 - System Support Specialist 37.81

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated) 35.36

15020 - Aircrew Training Devices Instructor (Rated) 42.77

15030 - Air Crew Training Devices Instructor (Pilot) 51.27

15050 - Computer Based Training Specialist / Instructor 35.36

15060 - Educational Technologist 40.63

15070 - Flight Instructor (Pilot) 51.27

15080 - Graphic Artist 24.56

15085 - Maintenance Test Pilot, Fixed, Jet/Prop 40.62

15086 - Maintenance Test Pilot, Rotary Wing 40.62

15088 - Non-Maintenance Test/Co-Pilot 40.62

15090 - Technical Instructor 28.75

15095 - Technical Instructor/Course Developer 35.24

15110 - Test Proctor 23.74

15120 - Tutor 23.74

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 12.27

16030 - Counter Attendant 12.27

16040 - Dry Cleaner 14.17

16070 - Finisher, Flatwork, Machine 12.27

16090 - Presser, Hand 12.27

16110 - Presser, Machine, Drycleaning 12.27

16130 - Presser, Machine, Shirts 12.27

16160 - Presser, Machine, Wearing Apparel, Laundry 12.27

16190 - Sewing Machine Operator 15.39

16220 - Tailor 16.57

16250 - Washer, Machine 12.86

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 22.24

19040 - Tool And Die Maker 26.49

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 19.22

21030 - Material Coordinator 23.46

21040 - Material Expediter 23.46

21050 - Material Handling Laborer 15.20

21071 - Order Filler 15.43

21080 - Production Line Worker (Food Processing) 19.22

21110 - Shipping Packer 16.71

21130 - Shipping/Receiving Clerk 16.71

21140 - Store Worker I 13.63

21150 - Stock Clerk 18.58

21210 - Tools And Parts Attendant 19.22

21410 - Warehouse Specialist 19.22

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 35.20

23019 - Aircraft Logs and Records Technician 27.50

23021 - Aircraft Mechanic I 33.29

23022 - Aircraft Mechanic II 35.20

23023 - Aircraft Mechanic III 37.14

23040 - Aircraft Mechanic Helper 23.67

23050 - Aircraft, Painter 31.36

23060 - Aircraft Servicer 27.50

23070 - Aircraft Survival Flight Equipment Technician 31.36

23080 - Aircraft Worker 29.43

23091 - Aircrew Life Support Equipment (ALSE) Mechanic 29.43

I

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 33.29

II

23110 - Appliance Mechanic 21.79

23120 - Bicycle Repairer 16.48

23125 - Cable Splicer 34.38

23130 - Carpenter, Maintenance 25.42

23140 - Carpet Layer 23.93

23160 - Electrician, Maintenance 31.50

23181 - Electronics Technician Maintenance I 29.96

23182 - Electronics Technician Maintenance II 31.93

23183 - Electronics Technician Maintenance III 33.89

23260 - Fabric Worker 24.82

23290 - Fire Alarm System Mechanic 24.52

23310 - Fire Extinguisher Repairer 23.09

23311 - Fuel Distribution System Mechanic 29.47

23312 - Fuel Distribution System Operator 22.65

23370 - General Maintenance Worker 20.27

23380 - Ground Support Equipment Mechanic 33.29

23381 - Ground Support Equipment Servicer 27.50

23382 - Ground Support Equipment Worker 29.43

23391 - Gunsmith I 23.09

23392 - Gunsmith II 26.54

23393 - Gunsmith III 30.03

23410 - Heating, Ventilation And Air-Conditioning 23.73

Mechanic

23411 - Heating, Ventilation And Air Contidioning 25.09

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic 26.94

23440 - Heavy Equipment Operator 32.83

23460 - Instrument Mechanic 31.66

23465 - Laboratory/Shelter Mechanic 28.30

23470 - Laborer 15.13

23510 - Locksmith 24.92

23530 - Machinery Maintenance Mechanic 29.67

23550 - Machinist, Maintenance 22.74

23580 - Maintenance Trades Helper 17.41

23591 - Metrology Technician I 31.66

23592 - Metrology Technician II 33.47

23593 - Metrology Technician III 35.32

23640 - Millwright 37.14

23710 - Office Appliance Repairer 21.35

23760 - Painter, Maintenance 21.23

23790 - Pipefitter, Maintenance 27.36

23810 - Plumber, Maintenance 25.77

23820 - Pneudraulic Systems Mechanic 28.09

23850 - Rigger 30.03

23870 - Scale Mechanic 26.54

23890 - Sheet-Metal Worker, Maintenance 31.56

23910 - Small Engine Mechanic 21.69

23931 - Telecommunications Mechanic I 29.94

23932 - Telecommunications Mechanic II 31.65

23950 - Telephone Lineman 27.92

23960 - Welder, Combination, Maintenance 22.92

23965 - Well Driller 30.03

23970 - Woodcraft Worker 30.03

23980 - Woodworker 21.58

24000 - Personal Needs Occupations

24550 - Case Manager 18.15

24570 - Child Care Attendant 12.80

24580 - Child Care Center Clerk 15.96

24610 - Chore Aide 11.36

24620 - Family Readiness And Support Services 18.15

Coordinator

24630 - Homemaker 18.15

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 34.84

25040 - Sewage Plant Operator 33.61

25070 - Stationary Engineer 34.84

25190 - Ventilation Equipment Tender 24.78

25210 - Water Treatment Plant Operator 33.61

27000 - Protective Service Occupations

27004 - Alarm Monitor 29.83

27007 - Baggage Inspector 17.26

27008 - Corrections Officer 34.43

27010 - Court Security Officer 34.08

27030 - Detection Dog Handler 21.22

27040 - Detention Officer 34.43

27070 - Firefighter 31.02

27101 - Guard I 17.26

27102 - Guard II 21.22

27131 - Police Officer I 41.52

27132 - Police Officer II 46.15

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 14.89

28042 - Carnival Equipment Repairer 16.09

28043 - Carnival Worker 11.30

28210 - Gate Attendant/Gate Tender 14.10

28310 - Lifeguard 12.04

28350 - Park Attendant (Aide) 15.77

28510 - Recreation Aide/Health Facility Attendant 11.51

28515 - Recreation Specialist 19.53

28630 - Sports Official 12.56

28690 - Swimming Pool Operator 18.59

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 34.23

29020 - Hatch Tender 34.23

29030 - Line Handler 34.23

29041 - Stevedore I 31.99

29042 - Stevedore II 36.49

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 41.29

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 28.47

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 31.35

30021 - Archeological Technician I 20.33

30022 - Archeological Technician II 22.74

30023 - Archeological Technician III 28.16

30030 - Cartographic Technician 28.16

30040 - Civil Engineering Technician 32.82

30051 - Cryogenic Technician I 30.82

30052 - Cryogenic Technician II 34.04

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 27.82

30210 - Laboratory Technician 21.46

30221 - Latent Fingerprint Technician I 39.22

30222 - Latent Fingerprint Technician II 43.32

30240 - Mathematical Technician 28.16

30361 - Paralegal/Legal Assistant I 20.81

30362 - Paralegal/Legal Assistant II 25.99

30363 - Paralegal/Legal Assistant III 31.79

30364 - Paralegal/Legal Assistant IV 38.47

30375 - Petroleum Supply Specialist 34.04

30390 - Photo-Optics Technician 28.16

30395 - Radiation Control Technician 34.04

30461 - Technical Writer I 24.85

30462 - Technical Writer II 30.41

30463 - Technical Writer III 36.79

30491 - Unexploded Ordnance (UXO) Technician I 26.24

30492 - Unexploded Ordnance (UXO) Technician II 31.75

30493 - Unexploded Ordnance (UXO) Technician III 38.05

30494 - Unexploded (UXO) Safety Escort 26.24

30495 - Unexploded (UXO) Sweep Personnel 26.24

30501 - Weather Forecaster I 30.82

30502 - Weather Forecaster II 37.49

30620 - Weather Observer, Combined Upper Air Or (see 2) 25.34

Surface Programs

30621 - Weather Observer, Senior (see 2) 27.83

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot 31.75

31020 - Bus Aide 15.25

31030 - Bus Driver 23.54

31043 - Driver Courier 15.42

31260 - Parking and Lot Attendant 11.57

31290 - Shuttle Bus Driver 16.67

31310 - Taxi Driver 12.73

31361 - Truckdriver, Light 16.67

31362 - Truckdriver, Medium 18.52

31363 - Truckdriver, Heavy 20.97

31364 - Truckdriver, Tractor-Trailer 20.97

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist 15.48

99030 - Cashier 11.97

99050 - Desk Clerk 11.64

99095 - Embalmer 26.24

99130 - Flight Follower 26.24

99251 - Laboratory Animal Caretaker I 13.95

99252 - Laboratory Animal Caretaker II 15.07

99260 - Marketing Analyst 27.20

99310 - Mortician 26.24

99410 - Pest Controller 18.28

99510 - Photofinishing Worker 15.20

99710 - Recycling Laborer 24.31

99711 - Recycling Specialist 29.11

99730 - Refuse Collector 21.99

99810 - Sales Clerk 12.32

99820 - School Crossing Guard 14.08

99830 - Survey Party Chief 42.20

99831 - Surveying Aide 22.91

99832 - Surveying Technician 31.45

99840 - Vending Machine Attendant 15.00

99841 - Vending Machine Repairer 18.49

99842 - Vending Machine Repairer Helper 15.00

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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.

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)).