

D.1 WAGE DETERMINATION – STATE OF CALIFORNIA, COUNTY OF LOS ANGELES COUNTY

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
		Wage Determination No.: 2015-5614
Daniel W. Simms	Division of	Revision No.: 13
Director	Wage Determinations	Date Of Last Revision: 07/16/2019

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.

State: California

Area: California County of Los Angeles

OCCUPATION NOTES:

Heating Air Conditioning and Refrigeration services: Occupational wage rates and fringe benefits may be found on WD 1986-0879.

Laundry services: Occupational wage rates and fringe benefits may be found on WD 1977-1297.

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.70
01012 - Accounting Clerk II		19.87
01013 - Accounting Clerk III		22.23
01020 - Administrative Assistant		34.07
01035 - Court Reporter		29.17
01041 - Customer Service Representative I		14.65
01042 - Customer Service Representative II		16.47
01043 - Customer Service Representative III		17.97
01051 - Data Entry Operator I		15.05
01052 - Data Entry Operator II		16.42
01060 - Dispatcher Motor Vehicle		22.41
01070 - Document Preparation Clerk		17.26
01090 - Duplicating Machine Operator		17.26
01111 - General Clerk I		14.89
01112 - General Clerk II		16.25
01113 - General Clerk III		18.25
01120 - Housing Referral Assistant		22.64
01141 - Messenger Courier		15.25
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		23.51

01290 - Rental Clerk	16.83
01300 - Scheduler Maintenance	18.16
01311 - Secretary I	18.16
01312 - Secretary II	20.31
01313 - Secretary III	22.64
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	34.07
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	14.85
01531 - Travel Clerk I	17.59
01532 - Travel Clerk II	19.15
01533 - Travel Clerk III	20.57
01611 - Word Processor I	18.05
01612 - Word Processor II	20.27
01613 - Word Processor III	22.67
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.56
05010 - Automotive Electrician	22.18
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	19.16
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.40
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter Automotive	22.18
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.73
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.42
07041 - Cook I	16.04
07042 - Cook II	18.56
07070 - Dishwasher	11.57
07130 - Food Service Worker	12.01
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	12.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer Minor	18.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.42
11060 - Elevator Operator	14.21
11090 - Gardener	20.04
11122 - Housekeeping Aide	14.21
11150 - Janitor	14.21
11210 - Laborer Grounds Maintenance	15.03
11240 - Maid or Houseman	13.04
11260 - Pruner	13.54
11270 - Tractor Operator	18.38
11330 - Trail Maintenance Worker	15.03
11360 - Window Cleaner	15.78
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	22.80
12012 - Certified Occupational Therapist Assistant	34.28
12015 - Certified Physical Therapist Assistant	33.56

12020 - Dental Assistant	17.34
12025 - Dental Hygienist	49.37
12030 - EKG Technician	34.49
12035 - Electroneurodiagnostic Technologist	34.49
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	20.38
12072 - Licensed Practical Nurse II	22.80
12073 - Licensed Practical Nurse III	25.41
12100 - Medical Assistant	16.73
12130 - Medical Laboratory Technician	24.22
12160 - Medical Record Clerk	18.76
12190 - Medical Record Technician	20.98
12195 - Medical Transcriptionist	23.42
12210 - Nuclear Medicine Technologist	52.43
12221 - Nursing Assistant I	12.55
12222 - Nursing Assistant II	14.11
12223 - Nursing Assistant III	15.40
12224 - Nursing Assistant IV	17.29
12235 - Optical Dispenser	19.53
12236 - Optical Technician	15.71
12250 - Pharmacy Technician	18.96
12280 - Phlebotomist	19.71
12305 - Radiologic Technologist	36.22
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III Anesthetist	48.20
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	28.23
12320 - Substance Abuse Treatment Counselor	21.15
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.83
13012 - Exhibits Specialist II	30.76
13013 - Exhibits Specialist III	37.63
13041 - Illustrator I	27.84
13042 - Illustrator II	34.51
13043 - Illustrator III	42.16
13047 - Librarian	38.46
13050 - Library Aide/Clerk	16.49
13054 - Library Information Technology Systems Administrator	34.73
13058 - Library Technician	22.40
13061 - Media Specialist I	25.07
13062 - Media Specialist II	28.04
13063 - Media Specialist III	31.26
13071 - Photographer I	17.95
13072 - Photographer II	20.08
13073 - Photographer III	26.61
13074 - Photographer IV	33.56
13075 - Photographer V	40.61
13090 - Technical Order Library Clerk	18.25
13110 - Video Teleconference Technician	24.18
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.86
14042 - Computer Operator II	19.98
14043 - Computer Operator III	22.89
14044 - Computer Operator IV	25.73
14045 - Computer Operator V	27.35
14071 - Computer Programmer I	(see 1) 27.42
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		17.86
14160 - Personal Computer Support Technician		25.73
14170 - System Support Specialist		33.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		40.84
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		26.72
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.17
15086 - Maintenance Test Pilot Rotary Wing		45.17
15088 - Non-Maintenance Test/Co-Pilot		45.17
15090 - Technical Instructor		25.76
15095 - Technical Instructor/Course Developer		31.51
15110 - Test Proctor		20.80
15120 - Tutor		20.80
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		
16030 - Counter Attendant		
16040 - Dry Cleaner		
16070 - Finisher Flatwork Machine		
16090 - Presser Hand		
16110 - Presser Machine Dry-cleaning		
16130 - Presser Machine Shirts		
16160 - Presser Machine Wearing Apparel Laundry		
16190 - Sewing Machine Operator		
16220 - Tailor		
16250 - Washer Machine		
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.49
19040 - Tool And Die Maker		27.27
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.57
21030 - Material Coordinator		23.51
21040 - Material Expediter		23.51
21050 - Material Handling Laborer		13.39
21071 - Order Filler		13.32
21080 - Production Line Worker (Food Processing)		17.57
21110 - Shipping Packer		15.32
21130 - Shipping/Receiving Clerk		15.32
21140 - Store Worker I		14.09
21150 - Stock Clerk		18.24
21210 - Tools And Parts Attendant		17.57
21410 - Warehouse Specialist		17.57
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		36.10
23019 - Aircraft Logs and Records Technician		28.18
23021 - Aircraft Mechanic I		34.09
23022 - Aircraft Mechanic II		36.10
23023 - Aircraft Mechanic III		37.52
23040 - Aircraft Mechanic Helper		23.90
23050 - Aircraft Painter		32.11
23060 - Aircraft Servicer		28.18
23070 - Aircraft Survival Flight Equipment Technician		32.11
23080 - Aircraft Worker		30.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		30.16
23092 - Aircrew Life Support Equipment (ALSE) Mechanic		34.09

II	
23110 - Appliance Mechanic	22.12
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	43.89
23130 - Carpenter Maintenance	27.67
23140 - Carpet Layer	23.23
23160 - Electrician Maintenance	32.34
23181 - Electronics Technician Maintenance I	25.97
23182 - Electronics Technician Maintenance II	27.65
23183 - Electronics Technician Maintenance III	29.36
23260 - Fabric Worker	26.37
23290 - Fire Alarm System Mechanic	25.61
23310 - Fire Extinguisher Repairer	23.06
23311 - Fuel Distribution System Mechanic	34.52
23312 - Fuel Distribution System Operator	26.39
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	34.09
23381 - Ground Support Equipment Servicer	28.18
23382 - Ground Support Equipment Worker	30.16
23391 - Gunsmith I	23.06
23392 - Gunsmith II	26.68
23393 - Gunsmith III	30.16
23410 - Heating Ventilation And Air-Conditioning Mechanic	
23411 - Heating Ventilation And Air Conditioning Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	32.19
23440 - Heavy Equipment Operator	39.92
23460 - Instrument Mechanic	32.82
23465 - Laboratory/Shelter Mechanic	28.42
23470 - Laborer	13.39
23510 - Locksmith	26.86
23530 - Machinery Maintenance Mechanic	28.51
23550 - Machinist Maintenance	25.41
23580 - Maintenance Trades Helper	14.82
23591 - Metrology Technician I	32.82
23592 - Metrology Technician II	34.76
23593 - Metrology Technician III	36.12
23640 - Millwright	30.03
23710 - Office Appliance Repairer	21.95
23760 - Painter Maintenance	22.86
23790 - Pipefitter Maintenance	28.53
23810 - Plumber Maintenance	26.88
23820 - Pneudraulic Systems Mechanic	30.16
23850 - Rigger	29.87
23870 - Scale Mechanic	26.68
23890 - Sheet-Metal Worker Maintenance	28.02
23910 - Small Engine Mechanic	20.48
23931 - Telecommunications Mechanic I	28.34
23932 - Telecommunications Mechanic II	30.01
23950 - Telephone Lineman	32.19
23960 - Welder Combination Maintenance	19.75
23965 - Well Driller	29.72
23970 - Woodcraft Worker	29.87
23980 - Woodworker	22.84
24000 - Personal Needs Occupations	
24550 - Case Manager	19.39
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.03
24610 - Chore Aide	11.75
24620 - Family Readiness And Support Services Coordinator	19.39
24630 - Homemaker	19.39

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	36.73
25040 - Sewage Plant Operator	36.66
25070 - Stationary Engineer	36.73
25190 - Ventilation Equipment Tender	25.74
25210 - Water Treatment Plant Operator	36.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	32.32
27007 - Baggage Inspector	14.17
27008 - Corrections Officer	34.06
27010 - Court Security Officer	38.03
27030 - Detection Dog Handler	23.77
27040 - Detention Officer	34.06
27070 - Firefighter	42.90
27101 - Guard I	14.17
27102 - Guard II	23.77
27131 - Police Officer I	47.01
27132 - Police Officer II	52.23
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.19
28042 - Carnival Equipment Repairer	17.66
28043 - Carnival Worker	11.93
28210 - Gate Attendant/Gate Tender	17.01
28310 - Lifeguard	16.54
28350 - Park Attendant (Aide)	19.02
28510 - Recreation Aide/Health Facility Attendant	13.88
28515 - Recreation Specialist	23.56
28630 - Sports Official	15.15
28690 - Swimming Pool Operator	20.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.25
29020 - Hatch Tender	29.25
29030 - Line Handler	29.25
29041 - Stevedore I	27.32
29042 - Stevedore II	31.14
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.40
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.47
30021 - Archeological Technician I	24.86
30022 - Archeological Technician II	27.81
30023 - Archeological Technician III	34.46
30030 - Cartographic Technician	34.46
30040 - Civil Engineering Technician	37.25
30051 - Cryogenic Technician I	29.72
30052 - Cryogenic Technician II	32.83
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.81
30063 - Drafter/CAD Operator III	31.00
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	29.33
30095 - Evidence Control Specialist	26.84
30210 - Laboratory Technician	23.13
30221 - Latent Fingerprint Technician I	41.17
30222 - Latent Fingerprint Technician II	45.48
30240 - Mathematical Technician	33.92
30361 - Paralegal/Legal Assistant I	21.83

30362 - Paralegal/Legal Assistant II	27.04
30363 - Paralegal/Legal Assistant III	33.08
30364 - Paralegal/Legal Assistant IV	40.03
30375 - Petroleum Supply Specialist	32.83
30390 - Photo-Optics Technician	33.92
30395 - Radiation Control Technician	32.83
30461 - Technical Writer I	27.70
30462 - Technical Writer II	33.89
30463 - Technical Writer III	41.00
30491 - Unexploded Ordnance (UXO) Technician I	28.01
30492 - Unexploded Ordnance (UXO) Technician II	33.89
30493 - Unexploded Ordnance (UXO) Technician III	40.63
30494 - Unexploded (UXO) Safety Escort	28.01
30495 - Unexploded (UXO) Sweep Personnel	28.01
30501 - Weather Forecaster I	31.36
30502 - Weather Forecaster II	38.17
30620 - Weather Observer Combined Upper Air Or (see 2)	31.00
Surface Programs	
30621 - Weather Observer Senior (see 2)	33.79
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.89
31020 - Bus Aide	15.73
31030 - Bus Driver	22.67
31043 - Driver Courier	15.06
31260 - Parking and Lot Attendant	12.27
31290 - Shuttle Bus Driver	16.42
31310 - Taxi Driver	14.37
31361 - Truckdriver Light	16.42
31362 - Truckdriver Medium	20.63
31363 - Truckdriver Heavy	22.68
31364 - Truckdriver Tractor-Trailer	22.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.53
99030 - Cashier	12.13
99050 - Desk Clerk	13.82
99095 - Embalmer	29.77
99130 - Flight Follower	28.01
99251 - Laboratory Animal Caretaker I	14.27
99252 - Laboratory Animal Caretaker II	15.56
99260 - Marketing Analyst	30.70
99310 - Mortician	34.35
99410 - Pest Controller	18.38
99510 - Photofinishing Worker	18.59
99710 - Recycling Laborer	28.36
99711 - Recycling Specialist	34.68
99730 - Refuse Collector	25.55
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	13.93
99830 - Survey Party Chief	49.61
99831 - Surveying Aide	27.78
99832 - Surveying Technician	36.52
99840 - Vending Machine Attendant	13.35
99841 - Vending Machine Repairer	16.83
99842 - Vending Machine Repairer Helper	13.35

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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.22 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the covered contracts. *

*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))."