

D.3 WAGE DETERMINATION – STATE OF CALIFORNIA, COUNTY OF SAN DIEGO

"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.: 2015-5635
Daniel W. Simms	Division of	Revision No.: 11
Director	Wage Determinations	Date Of Last Revision: 08/02/2019

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 San Diego

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.17
01012 - Accounting Clerk II		19.27
01013 - Accounting Clerk III		21.56
01020 - Administrative Assistant		31.30
01035 - Court Reporter		28.06
01041 - Customer Service Representative I		14.32
01042 - Customer Service Representative II		16.10
01043 - Customer Service Representative III		17.57
01051 - Data Entry Operator I		15.00
01052 - Data Entry Operator II		16.37
01060 - Dispatcher Motor Vehicle		21.88
01070 - Document Preparation Clerk		17.13
01090 - Duplicating Machine Operator		17.13
01111 - General Clerk I		14.38
01112 - General Clerk II		15.69
01113 - General Clerk III		17.62
01120 - Housing Referral Assistant		21.96
01141 - Messenger Courier		15.89
01191 - Order Clerk I		17.13
01192 - Order Clerk II		18.68
01261 - Personnel Assistant (Employment) I		18.29
01262 - Personnel Assistant (Employment) II		20.67
01263 - Personnel Assistant (Employment) III		23.10
01270 - Production Control Clerk		24.21
01290 - Rental Clerk		16.09
01300 - Scheduler Maintenance		17.61

01311	- Secretary I	17.61
01312	- Secretary II	19.70
01313	- Secretary III	21.96
01320	- Service Order Dispatcher	19.56
01410	- Supply Technician	31.30
01420	- Survey Worker	19.16
01460	- Switchboard Operator/Receptionist	15.81
01531	- Travel Clerk I	16.35
01532	- Travel Clerk II	17.86
01533	- Travel Clerk III	19.61
01611	- Word Processor I	16.12
01612	- Word Processor II	18.09
01613	- Word Processor III	20.24
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer Fiberglass	22.28
05010	- Automotive Electrician	22.37
05040	- Automotive Glass Installer	21.55
05070	- Automotive Worker	21.55
05110	- Mobile Equipment Servicer	19.83
05130	- Motor Equipment Metal Mechanic	23.16
05160	- Motor Equipment Metal Worker	21.55
05190	- Motor Vehicle Mechanic	22.75
05220	- Motor Vehicle Mechanic Helper	18.60
05250	- Motor Vehicle Upholstery Worker	20.75
05280	- Motor Vehicle Wrecker	21.55
05310	- Painter Automotive	22.79
05340	- Radiator Repair Specialist	21.55
05370	- Tire Repairer	15.52
05400	- Transmission Repair Specialist	23.16
07000	- Food Preparation And Service Occupations	
07010	- Baker	13.36
07041	- Cook I	15.02
07042	- Cook II	17.08
07070	- Dishwasher	11.47
07130	- Food Service Worker	12.39
07210	- Meat Cutter	15.71
07260	- Waiter/Waitress	12.14
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.94
09040	- Furniture Handler	15.11
09080	- Furniture Refinisher	21.93
09090	- Furniture Refinisher Helper	17.69
09110	- Furniture Repairer Minor	20.29
09130	- Upholsterer	21.93
11000	- General Services And Support Occupations	
11030	- Cleaner Vehicles	12.96
11060	- Elevator Operator	14.41
11090	- Gardener	17.83
11122	- Housekeeping Aide	14.41
11150	- Janitor	14.41
11210	- Laborer Grounds Maintenance	14.18
11240	- Maid or Houseman	13.20
11260	- Pruner	13.45
11270	- Tractor Operator	16.60
11330	- Trail Maintenance Worker	14.18
11360	- Window Cleaner	15.81
12000	- Health Occupations	
12010	- Ambulance Driver	18.34
12011	- Breath Alcohol Technician	24.48
12012	- Certified Occupational Therapist Assistant	31.44
12015	- Certified Physical Therapist Assistant	32.56
12020	- Dental Assistant	19.60
12025	- Dental Hygienist	46.86

12030 - EKG Technician	31.67
12035 - Electroneurodiagnostic Technologist	31.67
12040 - Emergency Medical Technician	18.34
12071 - Licensed Practical Nurse I	21.88
12072 - Licensed Practical Nurse II	24.48
12073 - Licensed Practical Nurse III	27.29
12100 - Medical Assistant	17.88
12130 - Medical Laboratory Technician	25.70
12160 - Medical Record Clerk	20.11
12190 - Medical Record Technician	22.50
12195 - Medical Transcriptionist	23.70
12210 - Nuclear Medicine Technologist	49.63
12221 - Nursing Assistant I	12.76
12222 - Nursing Assistant II	14.35
12223 - Nursing Assistant III	15.65
12224 - Nursing Assistant IV	17.57
12235 - Optical Dispenser	21.24
12236 - Optical Technician	19.36
12250 - Pharmacy Technician	18.03
12280 - Phlebotomist	21.00
12305 - Radiologic Technologist	40.87
12311 - Registered Nurse I	29.75
12312 - Registered Nurse II	35.92
12313 - Registered Nurse II Specialist	35.92
12314 - Registered Nurse III	42.67
12315 - Registered Nurse III Anesthetist	42.67
12316 - Registered Nurse IV	51.14
12317 - Scheduler (Drug and Alcohol Testing)	30.33
12320 - Substance Abuse Treatment Counselor	20.61
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.86
13012 - Exhibits Specialist II	27.09
13013 - Exhibits Specialist III	33.14
13041 - Illustrator I	23.23
13042 - Illustrator II	28.78
13043 - Illustrator III	35.20
13047 - Librarian	33.96
13050 - Library Aide/Clerk	16.07
13054 - Library Information Technology Systems Administrator	30.67
13058 - Library Technician	20.85
13061 - Media Specialist I	22.13
13062 - Media Specialist II	24.75
13063 - Media Specialist III	27.59
13071 - Photographer I	16.99
13072 - Photographer II	19.00
13073 - Photographer III	23.54
13074 - Photographer IV	28.80
13075 - Photographer V	34.84
13090 - Technical Order Library Clerk	20.18
13110 - Video Teleconference Technician	20.28
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.02
14042 - Computer Operator II	19.04
14043 - Computer Operator III	21.22
14044 - Computer Operator IV	23.58
14045 - Computer Operator V	26.11
14071 - Computer Programmer I	(see 1)
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		17.02
14160 - Personal Computer Support Technician		23.58
14170 - System Support Specialist		33.91
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.62
15020 - Aircrew Training Devices Instructor (Rated)		38.26
15030 - Air Crew Training Devices Instructor (Pilot)		45.86
15050 - Computer Based Training Specialist / Instructor		31.62
15060 - Educational Technologist		36.14
15070 - Flight Instructor (Pilot)		45.86
15080 - Graphic Artist		26.04
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.86
15086 - Maintenance Test Pilot Rotary Wing		45.86
15088 - Non-Maintenance Test/Co-Pilot		45.86
15090 - Technical Instructor		27.52
15095 - Technical Instructor/Course Developer		33.68
15110 - Test Proctor		22.23
15120 - Tutor		22.23
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.13
16030 - Counter Attendant		13.13
16040 - Dry Cleaner		15.01
16070 - Finisher Flatwork Machine		13.13
16090 - Presser Hand		13.13
16110 - Presser Machine Drycleaning		13.13
16130 - Presser Machine Shirts		13.13
16160 - Presser Machine Wearing Apparel Laundry		13.13
16190 - Sewing Machine Operator		15.63
16220 - Tailor		16.26
16250 - Washer Machine		13.75
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.76
19040 - Tool And Die Maker		27.83
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.91
21030 - Material Coordinator		24.21
21040 - Material Expediter		24.21
21050 - Material Handling Laborer		13.59
21071 - Order Filler		15.33
21080 - Production Line Worker (Food Processing)		19.91
21110 - Shipping Packer		16.05
21130 - Shipping/Receiving Clerk		16.05
21140 - Store Worker I		13.88
21150 - Stock Clerk		18.24
21210 - Tools And Parts Attendant		19.91
21410 - Warehouse Specialist		19.91
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.35
23019 - Aircraft Logs and Records Technician		26.09
23021 - Aircraft Mechanic I		31.16
23022 - Aircraft Mechanic II		32.35
23023 - Aircraft Mechanic III		33.49
23040 - Aircraft Mechanic Helper		22.75
23050 - Aircraft Painter		29.48
23060 - Aircraft Servicer		26.09
23070 - Aircraft Survival Flight Equipment Technician		29.48
23080 - Aircraft Worker		27.79
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.79
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		31.16
23110 - Appliance Mechanic		23.50

23120 - Bicycle Repairer	17.07
23125 - Cable Splicer	38.21
23130 - Carpenter Maintenance	25.40
23140 - Carpet Layer	21.97
23160 - Electrician Maintenance	28.97
23181 - Electronics Technician Maintenance I	27.55
23182 - Electronics Technician Maintenance II	29.24
23183 - Electronics Technician Maintenance III	30.90
23260 - Fabric Worker	24.32
23290 - Fire Alarm System Mechanic	25.31
23310 - Fire Extinguisher Repairer	22.78
23311 - Fuel Distribution System Mechanic	37.96
23312 - Fuel Distribution System Operator	29.77
23370 - General Maintenance Worker	19.80
23380 - Ground Support Equipment Mechanic	31.16
23381 - Ground Support Equipment Servicer	26.09
23382 - Ground Support Equipment Worker	27.79
23391 - Gunsmith I	22.78
23392 - Gunsmith II	25.90
23393 - Gunsmith III	29.05
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.18
23430 - Heavy Equipment Mechanic	28.70
23440 - Heavy Equipment Operator	30.28
23460 - Instrument Mechanic	28.24
23465 - Laboratory/Shelter Mechanic	27.49
23470 - Laborer	13.59
23510 - Locksmith	23.41
23530 - Machinery Maintenance Mechanic	27.92
23550 - Machinist Maintenance	22.95
23580 - Maintenance Trades Helper	16.57
23591 - Metrology Technician I	28.24
23592 - Metrology Technician II	29.32
23593 - Metrology Technician III	30.36
23640 - Millwright	30.05
23710 - Office Appliance Repairer	21.74
23760 - Painter Maintenance	21.93
23790 - Pipefitter Maintenance	26.37
23810 - Plumber Maintenance	24.95
23820 - Pneudraulic Systems Mechanic	29.05
23850 - Rigger	27.04
23870 - Scale Mechanic	25.67
23890 - Sheet-Metal Worker Maintenance	30.04
23910 - Small Engine Mechanic	21.12
23931 - Telecommunications Mechanic I	28.77
23932 - Telecommunications Mechanic II	29.86
23950 - Telephone Lineman	34.41
23960 - Welder Combination Maintenance	23.95
23965 - Well Driller	28.10
23970 - Woodcraft Worker	29.05
23980 - Woodworker	22.57
24000 - Personal Needs Occupations	
24550 - Case Manager	18.47
24570 - Child Care Attendant	12.64
24580 - Child Care Center Clerk	19.94
24610 - Chore Aide	11.75
24620 - Family Readiness And Support Services Coordinator	18.47
24630 - Homemaker	20.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.98

25040 - Sewage Plant Operator	32.68
25070 - Stationary Engineer	34.98
25190 - Ventilation Equipment Tender	25.53
25210 - Water Treatment Plant Operator	32.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.65
27007 - Baggage Inspector	13.98
27008 - Corrections Officer	34.46
27010 - Court Security Officer	33.41
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	34.46
27070 - Firefighter	32.36
27101 - Guard I	13.98
27102 - Guard II	23.51
27131 - Police Officer I	39.72
27132 - Police Officer II	44.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.45
28042 - Carnival Equipment Repairer	16.60
28043 - Carnival Worker	12.03
28210 - Gate Attendant/Gate Tender	15.81
28310 - Lifeguard	16.03
28350 - Park Attendant (Aide)	17.69
28510 - Recreation Aide/Health Facility Attendant	12.91
28515 - Recreation Specialist	21.91
28630 - Sports Official	14.08
28690 - Swimming Pool Operator	18.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.02
29020 - Hatch Tender	29.02
29030 - Line Handler	29.02
29041 - Stevedore I	27.24
29042 - Stevedore II	30.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.19
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.79
30021 - Archeological Technician I	20.59
30022 - Archeological Technician II	22.84
30023 - Archeological Technician III	28.30
30030 - Cartographic Technician	28.30
30040 - Civil Engineering Technician	28.48
30051 - Cryogenic Technician I	29.62
30052 - Cryogenic Technician II	32.72
30061 - Drafter/CAD Operator I	20.42
30062 - Drafter/CAD Operator II	22.84
30063 - Drafter/CAD Operator III	25.47
30064 - Drafter/CAD Operator IV	31.34
30081 - Engineering Technician I	18.88
30082 - Engineering Technician II	21.19
30083 - Engineering Technician III	23.70
30084 - Engineering Technician IV	29.36
30085 - Engineering Technician V	35.91
30086 - Engineering Technician VI	43.45
30090 - Environmental Technician	25.64
30095 - Evidence Control Specialist	26.75
30210 - Laboratory Technician	23.32
30221 - Latent Fingerprint Technician I	31.77
30222 - Latent Fingerprint Technician II	35.09
30240 - Mathematical Technician	27.79
30361 - Paralegal/Legal Assistant I	21.71
30362 - Paralegal/Legal Assistant II	26.91
30363 - Paralegal/Legal Assistant III	32.91

30364 - Paralegal/Legal Assistant IV	39.82
30375 - Petroleum Supply Specialist	32.72
30390 - Photo-Optics Technician	28.30
30395 - Radiation Control Technician	32.72
30461 - Technical Writer I	26.82
30462 - Technical Writer II	32.81
30463 - Technical Writer III	39.69
30491 - Unexploded Ordnance (UXO) Technician I	27.45
30492 - Unexploded Ordnance (UXO) Technician II	33.21
30493 - Unexploded Ordnance (UXO) Technician III	39.80
30494 - Unexploded (UXO) Safety Escort	27.45
30495 - Unexploded (UXO) Sweep Personnel	27.45
30501 - Weather Forecaster I	29.62
30502 - Weather Forecaster II	36.02
30620 - Weather Observer Combined Upper Air Or (see 2)	25.47
Surface Programs	
30621 - Weather Observer Senior (see 2)	28.30
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.21
31020 - Bus Aide	14.37
31030 - Bus Driver	18.35
31043 - Driver Courier	15.03
31260 - Parking and Lot Attendant	11.71
31290 - Shuttle Bus Driver	16.14
31310 - Taxi Driver	13.18
31361 - Truckdriver Light	16.14
31362 - Truckdriver Medium	18.11
31363 - Truckdriver Heavy	21.40
31364 - Truckdriver Tractor-Trailer	21.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.19
99030 - Cashier	12.02
99050 - Desk Clerk	13.47
99095 - Embalmer	24.43
99130 - Flight Follower	27.45
99251 - Laboratory Animal Caretaker I	15.26
99252 - Laboratory Animal Caretaker II	16.01
99260 - Marketing Analyst	30.03
99310 - Mortician	24.43
99410 - Pest Controller	15.69
99510 - Photofinishing Worker	19.41
99710 - Recycling Laborer	24.00
99711 - Recycling Specialist	29.16
99730 - Refuse Collector	22.78
99810 - Sales Clerk	13.18
99820 - School Crossing Guard	16.76
99830 - Survey Party Chief	32.22
99831 - Surveying Aide	21.05
99832 - Surveying Technician	29.30
99840 - Vending Machine Attendant	14.19
99841 - Vending Machine Repairer	16.90
99842 - Vending Machine Repairer Helper	14.09

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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))."