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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.: 2015-5623
Director	Wage Determinations		Revision No.: 8
			Date Of Revision: 12/26/2018

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

State: California

Area: California Counties of Alameda, Contra Costa

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.25
01012 - Accounting Clerk II		21.61
01013 - Accounting Clerk III		24.18
01020 - Administrative Assistant		33.24
01035 - Court Reporter		37.68
01041 - Customer Service Representative I		16.24
01042 - Customer Service Representative II		18.26
01043 - Customer Service Representative III		19.93
01051 - Data Entry Operator I		17.01
01052 - Data Entry Operator II		18.55
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.45
01090 - Duplicating Machine Operator		15.45
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.97
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		17.91
01191 - Order Clerk I		16.99
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01290 - Rental Clerk		18.47
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		24.26

01410 - Supply Technician	33.24
01420 - Survey Worker	25.03
01460 - Switchboard Operator/Receptionist	17.21
01531 - Travel Clerk I	16.95
01532 - Travel Clerk II	19.07
01533 - Travel Clerk III	21.48
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.57
05010 - Automotive Electrician	24.95
05040 - Automotive Glass Installer	22.95
05070 - Automotive Worker	24.96
05110 - Mobile Equipment Servicer	21.71
05130 - Motor Equipment Metal Mechanic	26.06
05160 - Motor Equipment Metal Worker	23.84
05190 - Motor Vehicle Mechanic	26.07
05220 - Motor Vehicle Mechanic Helper	20.54
05250 - Motor Vehicle Upholstery Worker	22.78
05280 - Motor Vehicle Wrecker	23.84
05310 - Painter, Automotive	24.96
05340 - Radiator Repair Specialist	23.84
05370 - Tire Repairer	17.31
05400 - Transmission Repair Specialist	26.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.83
07041 - Cook I	17.03
07042 - Cook II	19.33
07070 - Dishwasher	11.61
07130 - Food Service Worker	12.60
07210 - Meat Cutter	16.59
07260 - Waiter/Waitress	12.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.13
09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	23.06
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer, Minor	20.57
09130 - Upholsterer	21.15
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.17
11060 - Elevator Operator	16.28
11090 - Gardener	23.78
11122 - Housekeeping Aide	16.28
11150 - Janitor	16.28
11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	14.51
11260 - Pruner	17.19
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	18.09
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	25.83
12012 - Certified Occupational Therapist Assistant	31.37
12015 - Certified Physical Therapist Assistant	33.80
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	52.96
12030 - EKG Technician	33.39
12035 - Electroneurodiagnostic Technologist	33.39
12040 - Emergency Medical Technician	23.48

12071 - Licensed Practical Nurse I	24.53
12072 - Licensed Practical Nurse II	27.47
12073 - Licensed Practical Nurse III	30.62
12100 - Medical Assistant	21.00
12130 - Medical Laboratory Technician	25.93
12160 - Medical Record Clerk	23.10
12190 - Medical Record Technician	25.93
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	55.54
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	21.80
12236 - Optical Technician	18.37
12250 - Pharmacy Technician	22.46
12280 - Phlebotomist	21.51
12305 - Radiologic Technologist	42.60
12311 - Registered Nurse I	43.85
12312 - Registered Nurse II	53.66
12313 - Registered Nurse II, Specialist	53.66
12314 - Registered Nurse III	64.90
12315 - Registered Nurse III, Anesthetist	64.90
12316 - Registered Nurse IV	77.80
12317 - Scheduler (Drug and Alcohol Testing)	36.68
12320 - Substance Abuse Treatment Counselor	22.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.45
13012 - Exhibits Specialist II	31.05
13013 - Exhibits Specialist III	37.98
13041 - Illustrator I	26.48
13042 - Illustrator II	32.79
13043 - Illustrator III	40.13
13047 - Librarian	37.20
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems Administrator	33.59
13058 - Library Technician	26.04
13061 - Media Specialist I	24.24
13062 - Media Specialist II	27.12
13063 - Media Specialist III	30.22
13071 - Photographer I	20.39
13072 - Photographer II	22.81
13073 - Photographer III	28.23
13074 - Photographer IV	34.56
13075 - Photographer V	39.08
13090 - Technical Order Library Clerk	21.72
13110 - Video Teleconference Technician	26.99
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.80
14042 - Computer Operator II	22.18
14043 - Computer Operator III	24.69
14044 - Computer Operator IV	27.43
14045 - Computer Operator V	30.39
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	19.80

14160 - Personal Computer Support Technician	27.43
14170 - System Support Specialist	37.80
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.80
15020 - Aircrew Training Devices Instructor (Rated)	44.51
15030 - Air Crew Training Devices Instructor (Pilot)	53.36
15050 - Computer Based Training Specialist / Instructor	36.97
15060 - Educational Technologist	32.97
15070 - Flight Instructor (Pilot)	53.36
15080 - Graphic Artist	31.77
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	46.82
15086 - Maintenance Test Pilot, Rotary Wing	46.82
15088 - Non-Maintenance Test/Co-Pilot	46.82
15090 - Technical Instructor	33.96
15095 - Technical Instructor/Course Developer	41.54
15110 - Test Proctor	27.42
15120 - Tutor	27.42
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	14.26
16030 - Counter Attendant	14.26
16040 - Dry Cleaner	18.75
16070 - Finisher, Flatwork, Machine	14.26
16090 - Presser, Hand	14.26
16110 - Presser, Machine, Drycleaning	14.26
16130 - Presser, Machine, Shirts	14.26
16160 - Presser, Machine, Wearing Apparel, Laundry	14.26
16190 - Sewing Machine Operator	19.53
16220 - Tailor	20.31
16250 - Washer, Machine	15.98
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.02
19040 - Tool And Die Maker	26.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.50
21030 - Material Coordinator	26.53
21040 - Material Expediter	26.53
21050 - Material Handling Laborer	16.69
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	20.50
21110 - Shipping Packer	17.59
21130 - Shipping/Receiving Clerk	17.59
21140 - Store Worker I	15.84
21150 - Stock Clerk	21.80
21210 - Tools And Parts Attendant	20.50
21410 - Warehouse Specialist	20.50
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.92
23019 - Aircraft Logs and Records Technician	29.72
23021 - Aircraft Mechanic I	35.13
23022 - Aircraft Mechanic II	36.92
23023 - Aircraft Mechanic III	38.49
23040 - Aircraft Mechanic Helper	25.68
23050 - Aircraft, Painter	33.32
23060 - Aircraft Servicer	29.72
23070 - Aircraft Survival Flight Equipment Technician	33.32
23080 - Aircraft Worker	31.53
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.53
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.13
23110 - Appliance Mechanic	26.61
23120 - Bicycle Repairer	21.51

23125 - Cable Splicer	41.02
23130 - Carpenter, Maintenance	31.26
23140 - Carpet Layer	33.40
23160 - Electrician, Maintenance	41.54
23181 - Electronics Technician Maintenance I	33.73
23182 - Electronics Technician Maintenance II	35.64
23183 - Electronics Technician Maintenance III	37.58
23260 - Fabric Worker	28.58
23290 - Fire Alarm System Mechanic	27.45
23310 - Fire Extinguisher Repairer	26.71
23311 - Fuel Distribution System Mechanic	37.56
23312 - Fuel Distribution System Operator	29.70
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	35.13
23381 - Ground Support Equipment Servicer	29.72
23382 - Ground Support Equipment Worker	31.53
23391 - Gunsmith I	26.71
23392 - Gunsmith II	30.32
23393 - Gunsmith III	33.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.32
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.77
23430 - Heavy Equipment Mechanic	34.62
23440 - Heavy Equipment Operator	39.37
23460 - Instrument Mechanic	42.64
23465 - Laboratory/Shelter Mechanic	32.04
23470 - Laborer	16.00
23510 - Locksmith	26.65
23530 - Machinery Maintenance Mechanic	33.17
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	17.19
23591 - Metrology Technician I	42.64
23592 - Metrology Technician II	44.81
23593 - Metrology Technician III	46.71
23640 - Millwright	35.78
23710 - Office Appliance Repairer	23.42
23760 - Painter, Maintenance	26.04
23790 - Pipefitter, Maintenance	33.96
23810 - Plumber, Maintenance	32.20
23820 - Pneudraulic Systems Mechanic	33.78
23850 - Rigger	33.78
23870 - Scale Mechanic	30.32
23890 - Sheet-Metal Worker, Maintenance	31.09
23910 - Small Engine Mechanic	20.20
23931 - Telecommunications Mechanic I	31.34
23932 - Telecommunications Mechanic II	32.95
23950 - Telephone Lineman	31.97
23960 - Welder, Combination, Maintenance	24.28
23965 - Well Driller	32.55
23970 - Woodcraft Worker	33.78
23980 - Woodworker	26.71
24000 - Personal Needs Occupations	
24550 - Case Manager	19.02
24570 - Child Care Attendant	13.92
24580 - Child Care Center Clerk	17.35
24610 - Chore Aide	11.55
24620 - Family Readiness And Support Services Coordinator	19.02
24630 - Homemaker	19.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	40.31

25040 - Sewage Plant Operator	43.65
25070 - Stationary Engineer	40.31
25190 - Ventilation Equipment Tender	29.46
25210 - Water Treatment Plant Operator	43.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	36.75
27007 - Baggage Inspector	14.46
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.67
27030 - Detection Dog Handler	30.14
27040 - Detention Officer	38.39
27070 - Firefighter	45.78
27101 - Guard I	14.46
27102 - Guard II	30.14
27131 - Police Officer I	45.85
27132 - Police Officer II	50.96
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.61
28042 - Carnival Equipment Repairer	16.89
28043 - Carnival Worker	11.70
28210 - Gate Attendant/Gate Tender	18.14
28310 - Lifeguard	13.82
28350 - Park Attendant (Aide)	20.29
28510 - Recreation Aide/Health Facility Attendant	15.30
28515 - Recreation Specialist	23.21
28630 - Sports Official	16.15
28690 - Swimming Pool Operator	21.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.08
29020 - Hatch Tender	30.08
29030 - Line Handler	30.08
29041 - Stevedore I	28.35
29042 - Stevedore II	31.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.05
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.75
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.98
30021 - Archeological Technician I	24.86
30022 - Archeological Technician II	27.80
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	32.31
30051 - Cryogenic Technician I	28.67
30052 - Cryogenic Technician II	31.67
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.80
30063 - Drafter/CAD Operator III	30.99
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	30.70
30095 - Evidence Control Specialist	25.89
30210 - Laboratory Technician	25.27
30221 - Latent Fingerprint Technician I	35.11
30222 - Latent Fingerprint Technician II	38.78
30240 - Mathematical Technician	35.89
30361 - Paralegal/Legal Assistant I	23.52
30362 - Paralegal/Legal Assistant II	29.13

30363 - Paralegal/Legal Assistant III	35.65
30364 - Paralegal/Legal Assistant IV	43.11
30375 - Petroleum Supply Specialist	31.67
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	31.67
30461 - Technical Writer I	27.03
30462 - Technical Writer II	33.06
30463 - Technical Writer III	40.01
30491 - Unexploded Ordnance (UXO) Technician I	29.27
30492 - Unexploded Ordnance (UXO) Technician II	35.41
30493 - Unexploded Ordnance (UXO) Technician III	42.44
30494 - Unexploded (UXO) Safety Escort	29.27
30495 - Unexploded (UXO) Sweep Personnel	29.27
30501 - Weather Forecaster I	30.50
30502 - Weather Forecaster II	37.10
30620 - Weather Observer, Combined Upper Air Or	(see 2) 27.82
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 30.90
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.35
31020 - Bus Aide	17.44
31030 - Bus Driver	24.23
31043 - Driver Courier	17.77
31260 - Parking and Lot Attendant	13.64
31290 - Shuttle Bus Driver	19.22
31310 - Taxi Driver	14.33
31361 - Truckdriver, Light	19.22
31362 - Truckdriver, Medium	20.55
31363 - Truckdriver, Heavy	22.18
31364 - Truckdriver, Tractor-Trailer	22.18
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.74
99030 - Cashier	12.06
99050 - Desk Clerk	13.77
99095 - Embalmer	27.64
99130 - Flight Follower	28.39
99251 - Laboratory Animal Caretaker I	15.02
99252 - Laboratory Animal Caretaker II	16.25
99260 - Marketing Analyst	38.53
99310 - Mortician	29.47
99410 - Pest Controller	18.10
99510 - Photofinishing Worker	17.25
99710 - Recycling Laborer	32.37
99711 - Recycling Specialist	36.85
99730 - Refuse Collector	29.12
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	15.07
99830 - Survey Party Chief	37.21
99831 - Surveying Aide	22.40
99832 - Surveying Technician	32.74
99840 - Vending Machine Attendant	16.67
99841 - Vending Machine Repairer	19.40
99842 - Vending Machine Repairer Helper	16.67

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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, 4 weeks after 15 years, and 5 weeks after 25 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)).