

WD 15-5625 (Rev.-5) was first posted on www.wdol.gov on 01/02/2018

\*\*\*\*\*

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.: 2015-5625
Director	Wage Determinations		Revision No.: 5
			Date Of Revision: 12/26/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts)

State: California

Area: California County of Ventura

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.68
01012 - Accounting Clerk II		20.97
01013 - Accounting Clerk III		23.46
01020 - Administrative Assistant		30.35
01035 - Court Reporter		19.93
01041 - Customer Service Representative I		13.83
01042 - Customer Service Representative II		15.54
01043 - Customer Service Representative III		16.96
01051 - Data Entry Operator I		14.27
01052 - Data Entry Operator II		15.57
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		15.13
01090 - Duplicating Machine Operator		15.13
01111 - General Clerk I		13.02
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		13.69
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		23.86
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		17.39
01311 - Secretary I		17.39
01312 - Secretary II		19.45
01313 - Secretary III		21.90
01320 - Service Order Dispatcher		19.54
01410 - Supply Technician		30.35
01420 - Survey Worker		19.93
01460 - Switchboard Operator/Receptionist		15.54
01531 - Travel Clerk I		12.97
01532 - Travel Clerk II		13.88

01533 - Travel Clerk III	14.63
01611 - Word Processor I	17.19
01612 - Word Processor II	19.29
01613 - Word Processor III	21.58
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.09
05010 - Automotive Electrician	22.68
05040 - Automotive Glass Installer	21.31
05070 - Automotive Worker	21.31
05110 - Mobile Equipment Servicer	19.59
05130 - Motor Equipment Metal Mechanic	24.09
05160 - Motor Equipment Metal Worker	21.31
05190 - Motor Vehicle Mechanic	24.09
05220 - Motor Vehicle Mechanic Helper	18.80
05250 - Motor Vehicle Upholstery Worker	20.85
05280 - Motor Vehicle Wrecker	21.31
05310 - Painter, Automotive	22.69
05340 - Radiator Repair Specialist	21.31
05370 - Tire Repairer	14.54
05400 - Transmission Repair Specialist	24.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	15.16
07042 - Cook II	17.00
07070 - Dishwasher	10.49
07130 - Food Service Worker	11.68
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	11.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.30
09040 - Furniture Handler	12.89
09080 - Furniture Refinisher	20.30
09090 - Furniture Refinisher Helper	15.36
09110 - Furniture Repairer, Minor	17.80
09130 - Upholsterer	20.30
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	14.04
11090 - Gardener	19.21
11122 - Housekeeping Aide	14.04
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	11.70
11260 - Pruner	12.82
11270 - Tractor Operator	17.61
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	15.77
12000 - Health Occupations	
12010 - Ambulance Driver	19.60
12011 - Breath Alcohol Technician	21.56
12012 - Certified Occupational Therapist Assistant	35.22
12015 - Certified Physical Therapist Assistant	26.44
12020 - Dental Assistant	18.44
12025 - Dental Hygienist	35.92
12030 - EKG Technician	36.29
12035 - Electroneurodiagnostic Technologist	36.29
12040 - Emergency Medical Technician	19.60
12071 - Licensed Practical Nurse I	21.20
12072 - Licensed Practical Nurse II	23.71
12073 - Licensed Practical Nurse III	26.44
12100 - Medical Assistant	17.15
12130 - Medical Laboratory Technician	22.11
12160 - Medical Record Clerk	17.71
12190 - Medical Record Technician	19.81
12195 - Medical Transcriptionist	21.22
12210 - Nuclear Medicine Technologist	48.00
12221 - Nursing Assistant I	11.51

12222 - Nursing Assistant II	12.94
12223 - Nursing Assistant III	14.12
12224 - Nursing Assistant IV	15.85
12235 - Optical Dispenser	19.10
12236 - Optical Technician	20.58
12250 - Pharmacy Technician	17.83
12280 - Phlebotomist	17.17
12305 - Radiologic Technologist	29.34
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)	29.38
12320 - Substance Abuse Treatment Counselor	19.80
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.95
13012 - Exhibits Specialist II	28.43
13013 - Exhibits Specialist III	34.78
13041 - Illustrator I	22.90
13042 - Illustrator II	28.35
13043 - Illustrator III	35.13
13047 - Librarian	31.40
13050 - Library Aide/Clerk	16.49
13054 - Library Information Technology Systems Administrator	26.17
13058 - Library Technician	22.40
13061 - Media Specialist I	19.73
13062 - Media Specialist II	22.07
13063 - Media Specialist III	24.61
13071 - Photographer I	16.73
13072 - Photographer II	20.70
13073 - Photographer III	26.61
13074 - Photographer IV	35.57
13075 - Photographer V	39.24
13090 - Technical Order Library Clerk	17.29
13110 - Video Teleconference Technician	20.08
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.82
14042 - Computer Operator II	19.93
14043 - Computer Operator III	22.89
14044 - Computer Operator IV	25.73
14045 - Computer Operator V	28.50
14071 - Computer Programmer I	(see 1) 27.07
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	17.82
14160 - Personal Computer Support Technician	25.73
14170 - System Support Specialist	36.70
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.14
15020 - Aircrew Training Devices Instructor (Rated)	42.52
15030 - Air Crew Training Devices Instructor (Pilot)	50.95
15050 - Computer Based Training Specialist / Instructor	35.14
15060 - Educational Technologist	39.63
15070 - Flight Instructor (Pilot)	50.95
15080 - Graphic Artist	24.10
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	50.95
15086 - Maintenance Test Pilot, Rotary Wing	50.95
15088 - Non-Maintenance Test/Co-Pilot	50.95
15090 - Technical Instructor	24.83
15095 - Technical Instructor/Course Developer	30.37

15110 - Test Proctor	20.04
15120 - Tutor	20.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.49
16030 - Counter Attendant	11.49
16040 - Dry Cleaner	13.14
16070 - Finisher, Flatwork, Machine	11.49
16090 - Presser, Hand	11.49
16110 - Presser, Machine, Drycleaning	11.49
16130 - Presser, Machine, Shirts	11.49
16160 - Presser, Machine, Wearing Apparel, Laundry	11.49
16190 - Sewing Machine Operator	13.69
16220 - Tailor	14.24
16250 - Washer, Machine	12.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.61
19040 - Tool And Die Maker	25.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.87
21030 - Material Coordinator	23.86
21040 - Material Expediter	23.86
21050 - Material Handling Laborer	13.02
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	14.87
21110 - Shipping Packer	15.38
21130 - Shipping/Receiving Clerk	15.38
21140 - Store Worker I	12.50
21150 - Stock Clerk	17.48
21210 - Tools And Parts Attendant	14.87
21410 - Warehouse Specialist	14.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.87
23019 - Aircraft Logs and Records Technician	24.08
23021 - Aircraft Mechanic I	29.15
23022 - Aircraft Mechanic II	30.87
23023 - Aircraft Mechanic III	32.08
23040 - Aircraft Mechanic Helper	20.44
23050 - Aircraft, Painter	27.46
23060 - Aircraft Servicer	24.08
23070 - Aircraft Survival Flight Equipment Technician	27.46
23080 - Aircraft Worker	25.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.56
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.15
23110 - Appliance Mechanic	25.92
23120 - Bicycle Repairer	17.59
23125 - Cable Splicer	29.04
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	24.35
23160 - Electrician, Maintenance	30.18
23181 - Electronics Technician Maintenance I	26.46
23182 - Electronics Technician Maintenance II	28.18
23183 - Electronics Technician Maintenance III	29.92
23260 - Fabric Worker	22.75
23290 - Fire Alarm System Mechanic	24.80
23310 - Fire Extinguisher Repairer	21.04
23311 - Fuel Distribution System Mechanic	28.81
23312 - Fuel Distribution System Operator	22.03
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	29.15
23381 - Ground Support Equipment Servicer	24.08
23382 - Ground Support Equipment Worker	25.56
23391 - Gunsmith I	21.04
23392 - Gunsmith II	24.35
23393 - Gunsmith III	27.53
23410 - Heating, Ventilation And Air-Conditioning	23.77

Mechanic	
23411 - Heating, Ventilation And Air Contidioning	25.17
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.03
23440 - Heavy Equipment Operator	29.39
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	25.93
23470 - Laborer	13.40
23510 - Locksmith	24.79
23530 - Machinery Maintenance Mechanic	27.56
23550 - Machinist, Maintenance	24.78
23580 - Maintenance Trades Helper	14.97
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.48
23593 - Metrology Technician III	31.67
23640 - Millwright	27.53
23710 - Office Appliance Repairer	21.32
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.42
23810 - Plumber, Maintenance	23.94
23820 - Pneudraulic Systems Mechanic	27.53
23850 - Rigger	28.79
23870 - Scale Mechanic	24.35
23890 - Sheet-Metal Worker, Maintenance	21.78
23910 - Small Engine Mechanic	22.50
23931 - Telecommunications Mechanic I	27.29
23932 - Telecommunications Mechanic II	28.90
23950 - Telephone Lineman	31.06
23960 - Welder, Combination, Maintenance	19.60
23965 - Well Driller	27.53
23970 - Woodcraft Worker	27.53
23980 - Woodworker	21.03
24000 - Personal Needs Occupations	
24550 - Case Manager	18.19
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	17.11
24610 - Chore Aide	11.30
24620 - Family Readiness And Support Services	18.19
Coordinator	
24630 - Homemaker	18.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.23
25040 - Sewage Plant Operator	31.57
25070 - Stationary Engineer	30.29
25190 - Ventilation Equipment Tender	23.18
25210 - Water Treatment Plant Operator	31.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.96
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	34.11
27010 - Court Security Officer	34.10
27030 - Detection Dog Handler	19.70
27040 - Detention Officer	34.11
27070 - Firefighter	34.19
27101 - Guard I	13.15
27102 - Guard II	19.70
27131 - Police Officer I	44.51
27132 - Police Officer II	49.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.61
28042 - Carnival Equipment Repairer	15.93
28043 - Carnival Worker	10.64
28210 - Gate Attendant/Gate Tender	15.57
28310 - Lifeguard	15.02
28350 - Park Attendant (Aide)	17.41
28510 - Recreation Aide/Health Facility Attendant	12.71
28515 - Recreation Specialist	19.44

28630 - Sports Official	13.87
28690 - Swimming Pool Operator	20.34
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	35.43
29020 - Hatch Tender	35.43
29030 - Line Handler	35.43
29041 - Stevedore I	35.31
29042 - Stevedore II	39.68
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.15
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.11
30021 - Archeological Technician I	24.49
30022 - Archeological Technician II	27.39
30023 - Archeological Technician III	33.92
30030 - Cartographic Technician	34.33
30040 - Civil Engineering Technician	31.22
30051 - Cryogenic Technician I	27.57
30052 - Cryogenic Technician II	30.45
30061 - Drafter/CAD Operator I	24.49
30062 - Drafter/CAD Operator II	27.39
30063 - Drafter/CAD Operator III	30.35
30064 - Drafter/CAD Operator IV	37.58
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	27.36
30095 - Evidence Control Specialist	24.90
30210 - Laboratory Technician	24.99
30221 - Latent Fingerprint Technician I	40.97
30222 - Latent Fingerprint Technician II	45.25
30240 - Mathematical Technician	33.80
30361 - Paralegal/Legal Assistant I	21.43
30362 - Paralegal/Legal Assistant II	26.55
30363 - Paralegal/Legal Assistant III	32.48
30364 - Paralegal/Legal Assistant IV	39.30
30375 - Petroleum Supply Specialist	30.45
30390 - Photo-Optics Technician	30.73
30395 - Radiation Control Technician	30.45
30461 - Technical Writer I	29.17
30462 - Technical Writer II	35.68
30463 - Technical Writer III	43.17
30491 - Unexploded Ordnance (UXO) Technician I	26.87
30492 - Unexploded Ordnance (UXO) Technician II	32.51
30493 - Unexploded Ordnance (UXO) Technician III	38.96
30494 - Unexploded (UXO) Safety Escort	26.87
30495 - Unexploded (UXO) Sweep Personnel	26.87
30501 - Weather Forecaster I	30.33
30502 - Weather Forecaster II	36.89
30620 - Weather Observer, Combined Upper Air Or (see 2)	27.39
Surface Programs	
30621 - Weather Observer, Senior (see 2)	33.32
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.51
31020 - Bus Aide	12.96
31030 - Bus Driver	18.67
31043 - Driver Courier	14.77
31260 - Parking and Lot Attendant	10.31
31290 - Shuttle Bus Driver	16.10
31310 - Taxi Driver	11.24
31361 - Truckdriver, Light	16.10
31362 - Truckdriver, Medium	17.40
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78

99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.85
99030 - Cashier	12.13
99050 - Desk Clerk	11.58
99095 - Embalmer	26.87
99130 - Flight Follower	26.87
99251 - Laboratory Animal Caretaker I	15.03
99252 - Laboratory Animal Caretaker II	16.40
99260 - Marketing Analyst	34.82
99310 - Mortician	26.87
99410 - Pest Controller	18.82
99510 - Photofinishing Worker	18.08
99710 - Recycling Laborer	23.63
99711 - Recycling Specialist	28.88
99730 - Refuse Collector	21.02
99810 - Sales Clerk	16.78
99820 - School Crossing Guard	12.40
99830 - Survey Party Chief	27.80
99831 - Surveying Aide	16.49
99832 - Surveying Technician	22.62
99840 - Vending Machine Attendant	16.14
99841 - Vending Machine Repairer	18.63
99842 - Vending Machine Repairer Helper	16.14

---

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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)).