

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5635
Revision No.: 12
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Note: Under Executive Order (EO) 13658, an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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
RATE

FOOTNOTE

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
30.67
Administrator
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

27.79
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
31.16
II
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
28.11
Mechanic

23411 - Heating, Ventilation And Air Contidioning
29.18
Mechanic (Research Facility)
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
18.47
Coordinator
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 (HF0) (see 2)
43.19
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)
29.78
30012 - Air Traffic Control Specialist, Terminal (HF0) (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

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.



ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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)).