

"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
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5631 Revision No.: 17 Date Of Last Revision: 07/26/2022
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: California

Area: California Counties of El Dorado Placer Sacramento Yolo

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.36
01012 - Accounting Clerk II		20.60
01013 - Accounting Clerk III		23.05
01020 - Administrative Assistant		31.09
01035 - Court Reporter		37.15
01041 - Customer Service Representative I		15.31
01042 - Customer Service Representative II		16.70
01043 - Customer Service Representative III		18.75
01051 - Data Entry Operator I		17.04
01052 - Data Entry Operator II		18.59
01060 - Dispatcher Motor Vehicle		22.81
01070 - Document Preparation Clerk		21.25
01090 - Duplicating Machine Operator		21.25
01111 - General Clerk I		15.66
01112 - General Clerk II		17.08
01113 - General Clerk III		19.17

01120 - Housing Referral Assistant	22.40
01141 - Messenger Courier	17.98
01191 - Order Clerk I	20.05
01192 - Order Clerk II	21.87
01261 - Personnel Assistant (Employment) I	18.48
01262 - Personnel Assistant (Employment) II	20.68
01263 - Personnel Assistant (Employment) III	23.05
01270 - Production Control Clerk	24.46
01290 - Rental Clerk	17.60
01300 - Scheduler Maintenance	17.98
01311 - Secretary I	17.98
01312 - Secretary II	20.10
01313 - Secretary III	22.40
01320 - Service Order Dispatcher	20.39
01410 - Supply Technician	31.09
01420 - Survey Worker	25.35
01460 - Switchboard Operator/Receptionist	17.63
01531 - Travel Clerk I	20.32
01532 - Travel Clerk II	21.87
01533 - Travel Clerk III	23.51
01611 - Word Processor I	17.12
01612 - Word Processor II	19.21
01613 - Word Processor III	21.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	28.96
05010 - Automotive Electrician	26.00
05040 - Automotive Glass Installer	24.40
05070 - Automotive Worker	24.40
05110 - Mobile Equipment Servicer	21.21
05130 - Motor Equipment Metal Mechanic	27.59
05160 - Motor Equipment Metal Worker	24.40
05190 - Motor Vehicle Mechanic	27.59
05220 - Motor Vehicle Mechanic Helper	19.62
05250 - Motor Vehicle Upholstery Worker	22.79
05280 - Motor Vehicle Wrecker	24.40
05310 - Painter Automotive	26.00
05340 - Radiator Repair Specialist	24.40
05370 - Tire Repairer	17.07
05400 - Transmission Repair Specialist	27.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.78
07041 - Cook I	17.96
07042 - Cook II	20.66
07070 - Dishwasher	14.32***
07130 - Food Service Worker	15.00
07210 - Meat Cutter	19.39
07260 - Waiter/Waitress	14.55***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.79
09040 - Furniture Handler	12.60***
09080 - Furniture Refinisher	19.98
09090 - Furniture Refinisher Helper	15.08
09110 - Furniture Repairer Minor	17.52
09130 - Upholsterer	18.59
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.55***
11060 - Elevator Operator	16.19
11090 - Gardener	23.66
11122 - Housekeeping Aide	16.19
11150 - Janitor	16.19
11210 - Laborer Grounds Maintenance	18.27
11240 - Maid or Houseman	15.15
11260 - Pruner	16.53
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.27

11360 - Window Cleaner	17.89
12000 - Health Occupations	
12010 - Ambulance Driver	27.05
12011 - Breath Alcohol Technician	26.81
12012 - Certified Occupational Therapist Assistant	41.70
12015 - Certified Physical Therapist Assistant	37.80
12020 - Dental Assistant	23.00
12025 - Dental Hygienist	49.64
12030 - EKG Technician	39.13
12035 - Electroneurodiagnostic Technologist	39.13
12040 - Emergency Medical Technician	27.05
12071 - Licensed Practical Nurse I	23.97
12072 - Licensed Practical Nurse II	26.81
12073 - Licensed Practical Nurse III	29.89
12100 - Medical Assistant	23.19
12130 - Medical Laboratory Technician	36.06
12160 - Medical Record Clerk	25.99
12190 - Medical Record Technician	29.07
12195 - Medical Transcriptionist	23.22
12210 - Nuclear Medicine Technologist	66.26
12221 - Nursing Assistant I	13.47***
12222 - Nursing Assistant II	15.14
12223 - Nursing Assistant III	16.52
12224 - Nursing Assistant IV	18.56
12235 - Optical Dispenser	22.82
12236 - Optical Technician	15.81
12250 - Pharmacy Technician	22.80
12280 - Phlebotomist	23.62
12305 - Radiologic Technologist	52.30
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II Specialist	49.98
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III Anesthetist	60.45
12316 - Registered Nurse IV	68.50
12317 - Scheduler (Drug and Alcohol Testing)	33.51
12320 - Substance Abuse Treatment Counselor	24.19
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.21
13012 - Exhibits Specialist II	33.71
13013 - Exhibits Specialist III	41.24
13041 - Illustrator I	27.79
13042 - Illustrator II	34.41
13043 - Illustrator III	42.09
13047 - Librarian	38.11
13050 - Library Aide/Clerk	19.43
13054 - Library Information Technology Systems Administrator	34.41
13058 - Library Technician	23.20
13061 - Media Specialist I	24.84
13062 - Media Specialist II	27.78
13063 - Media Specialist III	30.96
13071 - Photographer I	20.04
13072 - Photographer II	22.43
13073 - Photographer III	27.79
13074 - Photographer IV	33.99
13075 - Photographer V	41.13
13090 - Technical Order Library Clerk	23.50
13110 - Video Teleconference Technician	25.13
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.13
14042 - Computer Operator II	22.52
14043 - Computer Operator III	25.11
14044 - Computer Operator IV	27.91
14045 - Computer Operator V	30.90

14071 - Computer Programmer I	(see 1)	25.40
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		20.13
14160 - Personal Computer Support Technician		27.91
14170 - System Support Specialist		37.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		43.58
15070 - Flight Instructor (Pilot)		51.27
15080 - Graphic Artist		29.23
15085 - Maintenance Test Pilot Fixed Jet/Prop		50.37
15086 - Maintenance Test Pilot Rotary Wing		50.37
15088 - Non-Maintenance Test/Co-Pilot		50.37
15090 - Technical Instructor		30.17
15095 - Technical Instructor/Course Developer		36.90
15110 - Test Proctor		24.35
15120 - Tutor		24.35
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		16.90
16030 - Counter Attendant		16.90
16040 - Dry Cleaner		19.31
16070 - Finisher Flatwork Machine		16.90
16090 - Presser Hand		16.90
16110 - Presser Machine Drycleaning		16.90
16130 - Presser Machine Shirts		16.90
16160 - Presser Machine Wearing Apparel Laundry		16.90
16190 - Sewing Machine Operator		20.11
16220 - Tailor		20.91
16250 - Washer Machine		17.70
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.45
19040 - Tool And Die Maker		30.43
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.23
21030 - Material Coordinator		24.46
21040 - Material Expediter		24.46
21050 - Material Handling Laborer		17.74
21071 - Order Filler		15.43
21080 - Production Line Worker (Food Processing)		19.23
21110 - Shipping Packer		18.23
21130 - Shipping/Receiving Clerk		18.23
21140 - Store Worker I		16.10
21150 - Stock Clerk		20.37
21210 - Tools And Parts Attendant		19.23
21410 - Warehouse Specialist		19.23
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		39.34
23019 - Aircraft Logs and Records Technician		30.74
23021 - Aircraft Mechanic I		37.22
23022 - Aircraft Mechanic II		39.34
23023 - Aircraft Mechanic III		41.52
23040 - Aircraft Mechanic Helper		26.47
23050 - Aircraft Painter		35.07
23060 - Aircraft Servicer		30.74
23070 - Aircraft Survival Flight Equipment Technician		35.07
23080 - Aircraft Worker		32.91
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		32.91

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	37.22
II	
23110 - Appliance Mechanic	24.86
23120 - Bicycle Repairer	21.93
23125 - Cable Splicer	45.76
23130 - Carpenter Maintenance	28.73
23140 - Carpet Layer	26.32
23160 - Electrician Maintenance	31.50
23181 - Electronics Technician Maintenance I	30.81
23182 - Electronics Technician Maintenance II	32.83
23183 - Electronics Technician Maintenance III	34.86
23260 - Fabric Worker	26.91
23290 - Fire Alarm System Mechanic	27.65
23310 - Fire Extinguisher Repairer	25.05
23311 - Fuel Distribution System Mechanic	36.18
23312 - Fuel Distribution System Operator	27.81
23370 - General Maintenance Worker	22.63
23380 - Ground Support Equipment Mechanic	37.22
23381 - Ground Support Equipment Servicer	30.74
23382 - Ground Support Equipment Worker	32.91
23391 - Gunsmith I	25.05
23392 - Gunsmith II	28.81
23393 - Gunsmith III	32.58
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.57
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.20
23430 - Heavy Equipment Mechanic	30.55
23440 - Heavy Equipment Operator	36.63
23460 - Instrument Mechanic	37.19
23465 - Laboratory/Shelter Mechanic	30.70
23470 - Laborer	17.74
23510 - Locksmith	24.92
23530 - Machinery Maintenance Mechanic	31.99
23550 - Machinist Maintenance	22.74
23580 - Maintenance Trades Helper	18.05
23591 - Metrology Technician I	37.19
23592 - Metrology Technician II	39.31
23593 - Metrology Technician III	41.48
23640 - Millwright	37.91
23710 - Office Appliance Repairer	22.99
23760 - Painter Maintenance	23.51
23790 - Pipefitter Maintenance	32.08
23810 - Plumber Maintenance	30.23
23820 - Pneudraulic Systems Mechanic	32.58
23850 - Rigger	32.58
23870 - Scale Mechanic	28.81
23890 - Sheet-Metal Worker Maintenance	31.56
23910 - Small Engine Mechanic	22.14
23931 - Telecommunications Mechanic I	31.22
23932 - Telecommunications Mechanic II	33.00
23950 - Telephone Lineman	30.71
23960 - Welder Combination Maintenance	23.85
23965 - Well Driller	30.17
23970 - Woodcraft Worker	32.58
23980 - Woodworker	25.05
24000 - Personal Needs Occupations	
24550 - Case Manager	23.10
24570 - Child Care Attendant	14.50***
24580 - Child Care Center Clerk	18.08
24610 - Chore Aide	14.24***
24620 - Family Readiness And Support Services Coordinator	23.10
24630 - Homemaker	23.10

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.32
25040 - Sewage Plant Operator	36.82
25070 - Stationary Engineer	38.32
25190 - Ventilation Equipment Tender	27.26
25210 - Water Treatment Plant Operator	36.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	36.28
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	38.99
27010 - Court Security Officer	38.64
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	38.99
27070 - Firefighter	38.85
27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	43.82
27132 - Police Officer II	48.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.86
28042 - Carnival Equipment Repairer	20.39
28043 - Carnival Worker	14.37***
28210 - Gate Attendant/Gate Tender	18.05
28310 - Lifeguard	15.13
28350 - Park Attendant (Aide)	20.19
28510 - Recreation Aide/Health Facility Attendant	14.74***
28515 - Recreation Specialist	25.02
28630 - Sports Official	16.08
28690 - Swimming Pool Operator	23.45
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	35.19
29020 - Hatch Tender	35.19
29030 - Line Handler	35.19
29041 - Stevedore I	32.87
29042 - Stevedore II	37.50
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.20
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.17
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.32
30021 - Archeological Technician I	21.84
30022 - Archeological Technician II	24.43
30023 - Archeological Technician III	30.27
30030 - Cartographic Technician	30.27
30040 - Civil Engineering Technician	36.53
30051 - Cryogenic Technician I	33.52
30052 - Cryogenic Technician II	37.02
30061 - Drafter/CAD Operator I	21.84
30062 - Drafter/CAD Operator II	24.43
30063 - Drafter/CAD Operator III	27.24
30064 - Drafter/CAD Operator IV	33.52
30081 - Engineering Technician I	16.86
30082 - Engineering Technician II	18.93
30083 - Engineering Technician III	21.17
30084 - Engineering Technician IV	26.23
30085 - Engineering Technician V	32.20
30086 - Engineering Technician VI	38.82
30090 - Environmental Technician	24.96
30095 - Evidence Control Specialist	30.27
30210 - Laboratory Technician	23.61
30221 - Latent Fingerprint Technician I	39.48
30222 - Latent Fingerprint Technician II	43.60
30240 - Mathematical Technician	36.63
30361 - Paralegal/Legal Assistant I	20.81
30362 - Paralegal/Legal Assistant II	25.99
30363 - Paralegal/Legal Assistant III	31.79

30364 - Paralegal/Legal Assistant IV	38.47
30375 - Petroleum Supply Specialist	37.02
30390 - Photo-Optics Technician	30.27
30395 - Radiation Control Technician	37.02
30461 - Technical Writer I	26.80
30462 - Technical Writer II	32.78
30463 - Technical Writer III	39.65
30491 - Unexploded Ordnance (UXO) Technician I	28.73
30492 - Unexploded Ordnance (UXO) Technician II	34.76
30493 - Unexploded Ordnance (UXO) Technician III	41.66
30494 - Unexploded (UXO) Safety Escort	28.73
30495 - Unexploded (UXO) Sweep Personnel	28.73
30501 - Weather Forecaster I	33.52
30502 - Weather Forecaster II	40.77
30620 - Weather Observer Combined Upper Air Or	(see 2) 27.24
Surface Programs	
30621 - Weather Observer Senior	(see 2) 30.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.76
31020 - Bus Aide	18.85
31030 - Bus Driver	26.24
31043 - Driver Courier	17.48
31260 - Parking and Lot Attendant	14.43***
31290 - Shuttle Bus Driver	17.17
31310 - Taxi Driver	15.40
31361 - Truckdriver Light	18.90
31362 - Truckdriver Medium	20.30
31363 - Truckdriver Heavy	24.90
31364 - Truckdriver Tractor-Trailer	24.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.95
99030 - Cashier	14.48***
99050 - Desk Clerk	14.78***
99095 - Embalmer	27.63
99130 - Flight Follower	28.73
99251 - Laboratory Animal Caretaker I	17.55
99252 - Laboratory Animal Caretaker II	18.97
99260 - Marketing Analyst	33.35
99310 - Mortician	27.63
99410 - Pest Controller	18.40
99510 - Photofinishing Worker	18.32
99710 - Recycling Laborer	27.54
99711 - Recycling Specialist	32.98
99730 - Refuse Collector	25.13
99810 - Sales Clerk	14.66***
99820 - School Crossing Guard	20.61
99830 - Survey Party Chief	52.54
99831 - Surveying Aide	28.52
99832 - Surveying Technician	39.16
99840 - Vending Machine Attendant	17.00
99841 - Vending Machine Repairer	21.13
99842 - Vending Machine Repairer Helper	17.00

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour up to 40 hours per week or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour up to 40 hours per week or \$176.40 per week or \$764.40 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive administrative or professional capacity as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17) this wage determination may not include wage rates for all occupations within those job families. In such instances a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry and are not determinative of whether an employee is an exempt computer professional. To be exempt computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14 2006)). Accordingly this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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))."