

"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 Director	Division of Wage Determinations	Wage Determination No.: 2015-5651 Revision No.: 16 Date Of Last Revision: 07/12/2022

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 County of Sonoma

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.81
01012 - Accounting Clerk II		24.50
01013 - Accounting Clerk III		27.40
01020 - Administrative Assistant		33.07
01035 - Court Reporter		26.73
01041 - Customer Service Representative I		17.99
01042 - Customer Service Representative II		19.64
01043 - Customer Service Representative III		22.04
01051 - Data Entry Operator I		16.92
01052 - Data Entry Operator II		18.46
01060 - Dispatcher Motor Vehicle		29.13
01070 - Document Preparation Clerk		21.69
01090 - Duplicating Machine Operator		21.69
01111 - General Clerk I		18.44
01112 - General Clerk II		20.12
01113 - General Clerk III		22.59

01120 - Housing Referral Assistant	28.90
01141 - Messenger Courier	17.07
01191 - Order Clerk I	19.72
01192 - Order Clerk II	21.52
01261 - Personnel Assistant (Employment) I	21.78
01262 - Personnel Assistant (Employment) II	24.40
01263 - Personnel Assistant (Employment) III	27.16
01270 - Production Control Clerk	28.05
01290 - Rental Clerk	20.58
01300 - Scheduler Maintenance	23.17
01311 - Secretary I	23.17
01312 - Secretary II	25.93
01313 - Secretary III	28.90
01320 - Service Order Dispatcher	24.51
01410 - Supply Technician	33.07
01420 - Survey Worker	24.95
01460 - Switchboard Operator/Receptionist	18.15
01531 - Travel Clerk I	20.24
01532 - Travel Clerk II	22.04
01533 - Travel Clerk III	23.87
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	39.50
05010 - Automotive Electrician	26.76
05040 - Automotive Glass Installer	25.32
05070 - Automotive Worker	25.32
05110 - Mobile Equipment Servicer	22.32
05130 - Motor Equipment Metal Mechanic	28.22
05160 - Motor Equipment Metal Worker	25.32
05190 - Motor Vehicle Mechanic	28.22
05220 - Motor Vehicle Mechanic Helper	20.63
05250 - Motor Vehicle Upholstery Worker	23.87
05280 - Motor Vehicle Wrecker	25.32
05310 - Painter Automotive	26.76
05340 - Radiator Repair Specialist	25.32
05370 - Tire Repairer	17.91
05400 - Transmission Repair Specialist	28.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.75
07041 - Cook I	18.88
07042 - Cook II	21.42
07070 - Dishwasher	15.94
07130 - Food Service Worker	16.21
07210 - Meat Cutter	18.54
07260 - Waiter/Waitress	15.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.37
09040 - Furniture Handler	17.29
09080 - Furniture Refinisher	24.21
09090 - Furniture Refinisher Helper	19.73
09110 - Furniture Repairer Minor	21.87
09130 - Upholsterer	29.01
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.20
11060 - Elevator Operator	16.91
11090 - Gardener	24.31
11122 - Housekeeping Aide	16.91
11150 - Janitor	16.91
11210 - Laborer Grounds Maintenance	18.71
11240 - Maid or Houseman	16.67
11260 - Pruner	16.83
11270 - Tractor Operator	22.47
11330 - Trail Maintenance Worker	18.71

11360 - Window Cleaner	18.80
12000 - Health Occupations	
12010 - Ambulance Driver	23.33
12011 - Breath Alcohol Technician	31.53
12012 - Certified Occupational Therapist Assistant	41.32
12015 - Certified Physical Therapist Assistant	37.13
12020 - Dental Assistant	28.65
12025 - Dental Hygienist	58.50
12030 - EKG Technician	43.42
12035 - Electroneurodiagnostic Technologist	43.42
12040 - Emergency Medical Technician	23.33
12071 - Licensed Practical Nurse I	28.18
12072 - Licensed Practical Nurse II	31.53
12073 - Licensed Practical Nurse III	35.14
12100 - Medical Assistant	23.51
12130 - Medical Laboratory Technician	33.04
12160 - Medical Record Clerk	24.00
12190 - Medical Record Technician	26.85
12195 - Medical Transcriptionist	28.18
12210 - Nuclear Medicine Technologist	69.27
12221 - Nursing Assistant I	14.88***
12222 - Nursing Assistant II	16.73
12223 - Nursing Assistant III	18.25
12224 - Nursing Assistant IV	20.48
12235 - Optical Dispenser	24.06
12236 - Optical Technician	28.18
12250 - Pharmacy Technician	24.36
12280 - Phlebotomist	24.29
12305 - Radiologic Technologist	47.66
12311 - Registered Nurse I	36.77
12312 - Registered Nurse II	44.98
12313 - Registered Nurse II Specialist	44.98
12314 - Registered Nurse III	54.41
12315 - Registered Nurse III Anesthetist	54.41
12316 - Registered Nurse IV	65.23
12317 - Scheduler (Drug and Alcohol Testing)	39.05
12320 - Substance Abuse Treatment Counselor	26.25
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.92
13012 - Exhibits Specialist II	32.11
13013 - Exhibits Specialist III	39.28
13041 - Illustrator I	25.92
13042 - Illustrator II	32.11
13043 - Illustrator III	39.28
13047 - Librarian	35.56
13050 - Library Aide/Clerk	20.91
13054 - Library Information Technology Systems Administrator	32.11
13058 - Library Technician	26.04
13061 - Media Specialist I	23.17
13062 - Media Specialist II	25.92
13063 - Media Specialist III	28.89
13071 - Photographer I	22.03
13072 - Photographer II	24.65
13073 - Photographer III	30.54
13074 - Photographer IV	37.36
13075 - Photographer V	45.19
13090 - Technical Order Library Clerk	25.81
13110 - Video Teleconference Technician	29.85
14000 - Information Technology Occupations	
14041 - Computer Operator I	22.03
14042 - Computer Operator II	24.65
14043 - Computer Operator III	27.48
14044 - Computer Operator IV	30.54
14045 - Computer Operator V	33.82

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		22.03
14160 - Personal Computer Support Technician		30.54
14170 - System Support Specialist		33.82
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		35.86
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		32.71
15085 - Maintenance Test Pilot Fixed Jet/Prop		50.05
15086 - Maintenance Test Pilot Rotary Wing		50.05
15088 - Non-Maintenance Test/Co-Pilot		50.05
15090 - Technical Instructor		26.99
15095 - Technical Instructor/Course Developer		33.01
15110 - Test Proctor		21.78
15120 - Tutor		21.78
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		19.34
16030 - Counter Attendant		19.34
16040 - Dry Cleaner		22.10
16070 - Finisher Flatwork Machine		19.34
16090 - Presser Hand		19.34
16110 - Presser Machine Drycleaning		19.34
16130 - Presser Machine Shirts		19.34
16160 - Presser Machine Wearing Apparel Laundry		19.34
16190 - Sewing Machine Operator		23.02
16220 - Tailor		23.94
16250 - Washer Machine		20.26
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.64
19040 - Tool And Die Maker		37.98
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.91
21030 - Material Coordinator		28.05
21040 - Material Expediter		28.05
21050 - Material Handling Laborer		17.99
21071 - Order Filler		17.16
21080 - Production Line Worker (Food Processing)		19.91
21110 - Shipping Packer		18.94
21130 - Shipping/Receiving Clerk		18.94
21140 - Store Worker I		18.42
21150 - Stock Clerk		24.02
21210 - Tools And Parts Attendant		19.91
21410 - Warehouse Specialist		19.91
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		39.56
23019 - Aircraft Logs and Records Technician		31.83
23021 - Aircraft Mechanic I		37.63
23022 - Aircraft Mechanic II		39.56
23023 - Aircraft Mechanic III		41.24
23040 - Aircraft Mechanic Helper		27.51
23050 - Aircraft Painter		35.70
23060 - Aircraft Servicer		31.83
23070 - Aircraft Survival Flight Equipment Technician		35.70
23080 - Aircraft Worker		33.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		33.78

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	37.63
II		
23110	- Appliance Mechanic	31.64
23120	- Bicycle Repairer	24.34
23125	- Cable Splicer	33.36
23130	- Carpenter Maintenance	36.71
23140	- Carpet Layer	28.40
23160	- Electrician Maintenance	37.05
23181	- Electronics Technician Maintenance I	32.21
23182	- Electronics Technician Maintenance II	34.03
23183	- Electronics Technician Maintenance III	35.88
23260	- Fabric Worker	28.22
23290	- Fire Alarm System Mechanic	31.66
23310	- Fire Extinguisher Repairer	26.38
23311	- Fuel Distribution System Mechanic	37.72
23312	- Fuel Distribution System Operator	29.82
23370	- General Maintenance Worker	24.04
23380	- Ground Support Equipment Mechanic	37.63
23381	- Ground Support Equipment Servicer	31.83
23382	- Ground Support Equipment Worker	33.78
23391	- Gunsmith I	26.38
23392	- Gunsmith II	29.94
23393	- Gunsmith III	33.36
23410	- Heating Ventilation And Air-Conditioning Mechanic	31.12
23411	- Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.71
23430	- Heavy Equipment Mechanic	35.96
23440	- Heavy Equipment Operator	38.20
23460	- Instrument Mechanic	33.36
23465	- Laboratory/Shelter Mechanic	31.64
23470	- Laborer	17.99
23510	- Locksmith	24.39
23530	- Machinery Maintenance Mechanic	33.38
23550	- Machinist Maintenance	27.28
23580	- Maintenance Trades Helper	20.00
23591	- Metrology Technician I	33.36
23592	- Metrology Technician II	35.06
23593	- Metrology Technician III	36.54
23640	- Millwright	33.36
23710	- Office Appliance Repairer	23.83
23760	- Painter Maintenance	27.52
23790	- Pipefitter Maintenance	35.60
23810	- Plumber Maintenance	33.77
23820	- Pneudraulic Systems Mechanic	33.36
23850	- Rigger	33.36
23870	- Scale Mechanic	29.94
23890	- Sheet-Metal Worker Maintenance	31.94
23910	- Small Engine Mechanic	29.94
23931	- Telecommunications Mechanic I	30.99
23932	- Telecommunications Mechanic II	32.57
23950	- Telephone Lineman	33.36
23960	- Welder Combination Maintenance	25.80
23965	- Well Driller	32.52
23970	- Woodcraft Worker	33.36
23980	- Woodworker	26.38
24000	- Personal Needs Occupations	
24550	- Case Manager	21.68
24570	- Child Care Attendant	16.86
24580	- Child Care Center Clerk	20.95
24610	- Chore Aide	15.12
24620	- Family Readiness And Support Services Coordinator	21.68
24630	- Homemaker	21.68

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	39.05
25040 - Sewage Plant Operator	38.76
25070 - Stationary Engineer	39.05
25190 - Ventilation Equipment Tender	28.54
25210 - Water Treatment Plant Operator	38.76
27000 - Protective Service Occupations	
27004 - Alarm Monitor	35.17
27007 - Baggage Inspector	17.36
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	19.41
27040 - Detention Officer	38.39
27070 - Firefighter	37.33
27101 - Guard I	17.36
27102 - Guard II	19.41
27131 - Police Officer I	51.56
27132 - Police Officer II	57.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	20.29
28042 - Carnival Equipment Repairer	21.96
28043 - Carnival Worker	15.20
28210 - Gate Attendant/Gate Tender	19.38
28310 - Lifeguard	16.05
28350 - Park Attendant (Aide)	21.68
28510 - Recreation Aide/Health Facility Attendant	15.83
28515 - Recreation Specialist	26.87
28630 - Sports Official	17.27
28690 - Swimming Pool Operator	24.91
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	37.58
29020 - Hatch Tender	37.58
29030 - Line Handler	37.58
29041 - Stevedore I	35.43
29042 - Stevedore II	39.72
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	50.68
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	34.95
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	38.49
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	35.34
30051 - Cryogenic Technician I	35.01
30052 - Cryogenic Technician II	38.67
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	30.39
30095 - Evidence Control Specialist	31.61
30210 - Laboratory Technician	25.60
30221 - Latent Fingerprint Technician I	35.08
30222 - Latent Fingerprint Technician II	38.75
30240 - Mathematical Technician	39.48
30361 - Paralegal/Legal Assistant I	25.16
30362 - Paralegal/Legal Assistant II	31.18
30363 - Paralegal/Legal Assistant III	38.14

30364 - Paralegal/Legal Assistant IV	46.14
30375 - Petroleum Supply Specialist	38.67
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	38.67
30461 - Technical Writer I	32.24
30462 - Technical Writer II	39.44
30463 - Technical Writer III	47.71
30491 - Unexploded Ordnance (UXO) Technician I	32.21
30492 - Unexploded Ordnance (UXO) Technician II	38.97
30493 - Unexploded Ordnance (UXO) Technician III	46.71
30494 - Unexploded (UXO) Safety Escort	32.21
30495 - Unexploded (UXO) Sweep Personnel	32.21
30501 - Weather Forecaster I	38.15
30502 - Weather Forecaster II	46.39
30620 - Weather Observer Combined Upper Air Or (see 2)	30.99
Surface Programs	
30621 - Weather Observer Senior (see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	38.97
31020 - Bus Aide	17.72
31030 - Bus Driver	24.63
31043 - Driver Courier	20.92
31260 - Parking and Lot Attendant	15.67
31290 - Shuttle Bus Driver	20.23
31310 - Taxi Driver	19.53
31361 - Truckdriver Light	22.64
31362 - Truckdriver Medium	24.21
31363 - Truckdriver Heavy	27.33
31364 - Truckdriver Tractor-Trailer	27.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.00
99030 - Cashier	15.98
99050 - Desk Clerk	16.50
99095 - Embalmer	32.21
99130 - Flight Follower	32.21
99251 - Laboratory Animal Caretaker I	18.23
99252 - Laboratory Animal Caretaker II	19.73
99260 - Marketing Analyst	39.68
99310 - Mortician	32.21
99410 - Pest Controller	24.71
99510 - Photofinishing Worker	16.93
99710 - Recycling Laborer	28.84
99711 - Recycling Specialist	34.64
99730 - Refuse Collector	25.95
99810 - Sales Clerk	16.89
99820 - School Crossing Guard	19.72
99830 - Survey Party Chief	47.05
99831 - Surveying Aide	22.39
99832 - Surveying Technician	30.73
99840 - Vending Machine Attendant	18.98
99841 - Vending Machine Repairer	23.30
99842 - Vending Machine Repairer Helper	18.98

\*\*\*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.

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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: \$4.80 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: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year 3 weeks after 5 years and 4 weeks after 10 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 twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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))."