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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.: 2015-5637
Revision No.: 32
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State: California

Area: California Counties of San Francisco and San Mateo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		24.69
01012 - Accounting Clerk II		27.71
01013 - Accounting Clerk III		31.00
01020 - Administrative Assistant		48.62
01035 - Court Reporter		62.05
01041 - Customer Service Representative I		22.14
01042 - Customer Service Representative II		24.16
01043 - Customer Service Representative III		27.12
01051 - Data Entry Operator I		23.38
01052 - Data Entry Operator II		25.51
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		22.21
01090 - Duplicating Machine Operator		22.21
01111 - General Clerk I		21.90
01112 - General Clerk II		23.89
01113 - General Clerk III		26.82
01120 - Housing Referral Assistant		31.71
01141 - Messenger Courier		23.05
01191 - Order Clerk I		22.55
01192 - Order Clerk II		24.61
01261 - Personnel Assistant (Employment) I		24.85
01262 - Personnel Assistant (Employment) II		27.79
01263 - Personnel Assistant (Employment) III		30.98
01270 - Production Control Clerk		35.73
01290 - Rental Clerk		22.10
01300 - Scheduler, Maintenance		25.43
01311 - Secretary I		25.43

01312 - Secretary II	28.45
01313 - Secretary III	31.71
01320 - Service Order Dispatcher	28.67
01410 - Supply Technician	48.62
01420 - Survey Worker	29.45
01460 - Switchboard Operator/Receptionist	23.11
01531 - Travel Clerk I	24.40
01532 - Travel Clerk II	26.57
01533 - Travel Clerk III	29.01
01611 - Word Processor I	26.14
01612 - Word Processor II	29.33
01613 - Word Processor III	32.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	31.75
05010 - Automotive Electrician	33.13
05040 - Automotive Glass Installer	31.35
05070 - Automotive Worker	31.35
05110 - Mobile Equipment Servicer	27.64
05130 - Motor Equipment Metal Mechanic	34.94
05160 - Motor Equipment Metal Worker	31.35
05190 - Motor Vehicle Mechanic	34.94
05220 - Motor Vehicle Mechanic Helper	25.54
05250 - Motor Vehicle Upholstery Worker	29.57
05280 - Motor Vehicle Wrecker	31.35
05310 - Painter, Automotive	33.13
05340 - Radiator Repair Specialist	31.35
05370 - Tire Repairer	22.14
05400 - Transmission Repair Specialist	34.94
07000 - Food Preparation And Service Occupations	
07010 - Baker	21.93
07041 - Cook I	23.04
07042 - Cook II	26.13
07070 - Dishwasher	19.32
07130 - Food Service Worker	19.17
07210 - Meat Cutter	22.28
07260 - Waiter/Waitress	18.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	29.90
09040 - Furniture Handler	16.69
09080 - Furniture Refinisher	26.00
09090 - Furniture Refinisher Helper	20.04
09110 - Furniture Repairer, Minor	23.20
09130 - Upholsterer	27.81
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	20.86
11060 - Elevator Operator	20.93
11090 - Gardener	30.13
11122 - Housekeeping Aide	20.93
11150 - Janitor	20.93
11210 - Laborer, Grounds Maintenance	23.18
11240 - Maid or Houseman	21.96
11260 - Pruner	20.86
11270 - Tractor Operator	27.85
11330 - Trail Maintenance Worker	23.18
11360 - Window Cleaner	23.26
12000 - Health Occupations	
12010 - Ambulance Driver	24.06
12011 - Breath Alcohol Technician	39.18
12012 - Certified Occupational Therapist Assistant	46.60
12015 - Certified Physical Therapist Assistant	46.74

12020 - Dental Assistant		30.33
12025 - Dental Hygienist		72.69
12030 - EKG Technician		44.07
12035 - Electroneurodiagnostic Technologist		44.07
12040 - Emergency Medical Technician		24.06
12071 - Licensed Practical Nurse I		35.02
12072 - Licensed Practical Nurse II		39.18
12073 - Licensed Practical Nurse III		43.66
12100 - Medical Assistant		28.80
12130 - Medical Laboratory Technician		39.13
12160 - Medical Record Clerk		31.45
12190 - Medical Record Technician		35.18
12195 - Medical Transcriptionist		27.36
12210 - Nuclear Medicine Technologist		87.76
12221 - Nursing Assistant I		18.84
12222 - Nursing Assistant II		21.19
12223 - Nursing Assistant III		23.13
12224 - Nursing Assistant IV		25.96
12235 - Optical Dispenser		29.43
12236 - Optical Technician		32.23
12250 - Pharmacy Technician		29.80
12280 - Phlebotomist		28.78
12305 - Radiologic Technologist		65.74
12311 - Registered Nurse I		50.96
12312 - Registered Nurse II		62.32
12313 - Registered Nurse II, Specialist		62.32
12314 - Registered Nurse III		75.40
12315 - Registered Nurse III, Anesthetist		75.40
12316 - Registered Nurse IV		90.40
12317 - Scheduler (Drug and Alcohol Testing)		48.52
12320 - Substance Abuse Treatment Counselor		32.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		28.27
13012 - Exhibits Specialist II		35.02
13013 - Exhibits Specialist III		42.83
13041 - Illustrator I		29.13
13042 - Illustrator II		36.10
13043 - Illustrator III		44.14
13047 - Librarian		47.43
13050 - Library Aide/Clerk		30.01
13054 - Library Information Technology Systems Administrator		42.82
13058 - Library Technician		30.82
13061 - Media Specialist I		30.91
13062 - Media Specialist II		34.57
13063 - Media Specialist III		38.53
13071 - Photographer I		26.05
13072 - Photographer II		29.14
13073 - Photographer III		36.09
13074 - Photographer IV		44.14
13075 - Photographer V		53.40
13090 - Technical Order Library Clerk		35.93
13110 - Video Teleconference Technician		34.36
14000 - Information Technology Occupations		
14041 - Computer Operator I		30.61
14042 - Computer Operator II		34.24
14043 - Computer Operator III		38.19
14044 - Computer Operator IV		42.44
14045 - Computer Operator V		46.99
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		30.61
14160 - Personal Computer Support Technician		42.44
14170 - System Support Specialist		47.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		48.20
15020 - Aircrew Training Devices Instructor (Rated)		58.32
15030 - Air Crew Training Devices Instructor (Pilot)		69.92
15050 - Computer Based Training Specialist / Instructor		48.20
15060 - Educational Technologist		47.99
15070 - Flight Instructor (Pilot)		69.92
15080 - Graphic Artist		44.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		69.92
15086 - Maintenance Test Pilot, Rotary Wing		69.92
15088 - Non-Maintenance Test/Co-Pilot		69.92
15090 - Technical Instructor		36.32
15095 - Technical Instructor/Course Developer		44.42
15110 - Test Proctor		29.32
15120 - Tutor		29.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		22.08
16030 - Counter Attendant		22.08
16040 - Dry Cleaner		25.23
16070 - Finisher, Flatwork, Machine		22.08
16090 - Presser, Hand		22.08
16110 - Presser, Machine, Drycleaning		22.08
16130 - Presser, Machine, Shirts		22.08
16160 - Presser, Machine, Wearing Apparel, Laundry		22.08
16190 - Sewing Machine Operator		26.28
16220 - Tailor		27.33
16250 - Washer, Machine		23.14
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		33.25
19040 - Tool And Die Maker		39.92
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		27.53
21030 - Material Coordinator		35.73
21040 - Material Expediter		35.73
21050 - Material Handling Laborer		23.18
21071 - Order Filler		21.46
21080 - Production Line Worker (Food Processing)		27.53
21110 - Shipping Packer		23.56
21130 - Shipping/Receiving Clerk		23.56
21140 - Store Worker I		21.04
21150 - Stock Clerk		27.31
21210 - Tools And Parts Attendant		27.53
21410 - Warehouse Specialist		27.53
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		48.51
23019 - Aircraft Logs and Records Technician		39.06
23021 - Aircraft Mechanic I		46.16
23022 - Aircraft Mechanic II		48.51
23023 - Aircraft Mechanic III		50.56
23040 - Aircraft Mechanic Helper		33.75
23050 - Aircraft, Painter		43.78

23060 - Aircraft Servicer	39.06
23070 - Aircraft Survival Flight Equipment Technician	43.78
23080 - Aircraft Worker	41.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	41.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	46.16
23110 - Appliance Mechanic	28.11
23120 - Bicycle Repairer	25.04
23125 - Cable Splicer	61.77
23130 - Carpenter, Maintenance	38.92
23140 - Carpet Layer	31.96
23160 - Electrician, Maintenance	50.38
23181 - Electronics Technician Maintenance I	39.74
23182 - Electronics Technician Maintenance II	42.02
23183 - Electronics Technician Maintenance III	44.30
23260 - Fabric Worker	37.83
23290 - Fire Alarm System Mechanic	36.67
23310 - Fire Extinguisher Repairer	35.04
23311 - Fuel Distribution System Mechanic	50.23
23312 - Fuel Distribution System Operator	39.73
23370 - General Maintenance Worker	30.52
23380 - Ground Support Equipment Mechanic	46.16
23381 - Ground Support Equipment Servicer	39.06
23382 - Ground Support Equipment Worker	41.42
23391 - Gunsmith I	35.04
23392 - Gunsmith II	39.73
23393 - Gunsmith III	44.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic	36.90
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	38.78
23430 - Heavy Equipment Mechanic	44.36
23440 - Heavy Equipment Operator	56.42
23460 - Instrument Mechanic	41.91
23465 - Laboratory/Shelter Mechanic	42.01
23470 - Laborer	23.18
23510 - Locksmith	31.85
23530 - Machinery Maintenance Mechanic	41.41
23550 - Machinist, Maintenance	31.89
23580 - Maintenance Trades Helper	22.11
23591 - Metrology Technician I	41.91
23592 - Metrology Technician II	44.04
23593 - Metrology Technician III	45.91
23640 - Millwright	51.65
23710 - Office Appliance Repairer	30.30
23760 - Painter, Maintenance	30.71
23790 - Pipefitter, Maintenance	41.14
23810 - Plumber, Maintenance	39.02
23820 - Pneudraulic Systems Mechanic	44.29
23850 - Rigger	46.00
23870 - Scale Mechanic	39.73
23890 - Sheet-Metal Worker, Maintenance	47.18
23910 - Small Engine Mechanic	28.19
23931 - Telecommunications Mechanic I	41.19
23932 - Telecommunications Mechanic II	43.29
23950 - Telephone Lineman	49.79
23960 - Welder, Combination, Maintenance	32.75
23965 - Well Driller	36.77
23970 - Woodcraft Worker	44.29
23980 - Woodworker	35.04

24000 - Personal Needs Occupations	
24550 - Case Manager	27.51

24570 - Child Care Attendant		21.62
24580 - Child Care Center Clerk		26.95
24610 - Chore Aide		17.24
24620 - Family Readiness And Support Services Coordinator		27.51
24630 - Homemaker		27.51
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		59.67
25040 - Sewage Plant Operator		54.98
25070 - Stationary Engineer		59.67
25190 - Ventilation Equipment Tender		43.63
25210 - Water Treatment Plant Operator		54.98
27000 - Protective Service Occupations		
27004 - Alarm Monitor		50.29
27007 - Baggage Inspector		22.47
27008 - Corrections Officer		48.34
27010 - Court Security Officer		53.32
27030 - Detection Dog Handler		25.35
27040 - Detention Officer		48.34
27070 - Firefighter		58.08
27101 - Guard I		22.47
27102 - Guard II		25.35
27131 - Police Officer I		58.36
27132 - Police Officer II		64.84
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		25.07
28042 - Carnival Equipment Repairer		27.12
28043 - Carnival Worker		18.78
28210 - Gate Attendant/Gate Tender		25.96
28310 - Lifeguard		19.37
28350 - Park Attendant (Aide)		29.03
28510 - Recreation Aide/Health Facility Attendant		21.19
28515 - Recreation Specialist		35.96
28630 - Sports Official		23.12
28690 - Swimming Pool Operator		30.76
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		42.43
29020 - Hatch Tender		42.43
29030 - Line Handler		42.43
29041 - Stevedore I		39.97
29042 - Stevedore II		44.83
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	57.59
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	39.72
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	43.73
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		46.48
30051 - Cryogenic Technician I		38.13
30052 - Cryogenic Technician II		42.12
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		20.77

30082 - Engineering Technician II		23.30
30083 - Engineering Technician III		26.07
30084 - Engineering Technician IV		32.30
30085 - Engineering Technician V		39.51
30086 - Engineering Technician VI		47.80
30090 - Environmental Technician		35.57
30095 - Evidence Control Specialist		34.43
30210 - Laboratory Technician		33.89
30221 - Latent Fingerprint Technician I		45.41
30222 - Latent Fingerprint Technician II		50.16
30240 - Mathematical Technician		57.81
30361 - Paralegal/Legal Assistant I		27.05
30362 - Paralegal/Legal Assistant II		33.51
30363 - Paralegal/Legal Assistant III		40.98
30364 - Paralegal/Legal Assistant IV		49.58
30375 - Petroleum Supply Specialist		42.12
30390 - Photo-Optics Technician		35.89
30395 - Radiation Control Technician		42.12
30461 - Technical Writer I		42.52
30462 - Technical Writer II		52.00
30463 - Technical Writer III		62.91
30491 - Unexploded Ordnance (UXO) Technician I		36.61
30492 - Unexploded Ordnance (UXO) Technician II		44.29
30493 - Unexploded Ordnance (UXO) Technician III		53.08
30494 - Unexploded (UXO) Safety Escort		36.61
30495 - Unexploded (UXO) Sweep Personnel		36.61
30501 - Weather Forecaster I		38.13
30502 - Weather Forecaster II		46.38
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	34.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		44.29
31020 - Bus Aide		27.47
31030 - Bus Driver		38.19
31043 - Driver Courier		21.91
31260 - Parking and Lot Attendant		20.34
31290 - Shuttle Bus Driver		23.14
31310 - Taxi Driver		19.72
31361 - Truckdriver, Light		23.70
31362 - Truckdriver, Medium		25.36
31363 - Truckdriver, Heavy		30.87
31364 - Truckdriver, Tractor-Trailer		30.87
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		21.59
99030 - Cashier		19.00
99050 - Desk Clerk		21.46
99095 - Embalmer		33.15
99130 - Flight Follower		36.61
99251 - Laboratory Animal Caretaker I		22.61
99252 - Laboratory Animal Caretaker II		24.46
99260 - Marketing Analyst		56.47
99310 - Mortician		29.47
99410 - Pest Controller		24.35
99510 - Photofinishing Worker		25.62
99710 - Recycling Laborer		38.67
99711 - Recycling Specialist		46.45
99730 - Refuse Collector		34.80
99810 - Sales Clerk		20.43
99820 - School Crossing Guard		28.29
99830 - Survey Party Chief		58.41
99831 - Surveying Aide		33.76
99832 - Surveying Technician		39.83

99840 - Vending Machine Attendant	20.98
99841 - Vending Machine Repairer	25.74
99842 - Vending Machine Repairer Helper	20.98

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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 12 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) JANITOR: The rate listed on this WD for the """"Janitor"""" occupation applies only to Marin and San Mateo counties. Please refer to WD 1974-1257 to obtain the wage rate and fringe benefits applicable to the """"Janitor"""" occupation in San Francisco County.

2) 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.

3) 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))."
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