"

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210
|
|
|
| Wage Determination No.: 2015-5609
Daniel W. Simms Division of | Revision No.: 29
Director Wage Determinations| Date Of Last Revision: 5/13/2026

State: California

Area: California Counties of Fresno

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.44
01012 - Accounting Clerk II		21.82
01013 - Accounting Clerk III		24.41
01020 - Administrative Assistant		37.39
01035 - Court Reporter		37.03
01041 - Customer Service Representative I		17.46
01042 - Customer Service Representative II		19.06
01043 - Customer Service Representative III		21.39
01051 - Data Entry Operator I		16.90
01052 - Data Entry Operator II		18.44
01060 - Dispatcher, Motor Vehicle		23.06
01070 - Document Preparation Clerk		17.74
01090 - Duplicating Machine Operator		17.74
01111 - General Clerk I		17.04
01112 - General Clerk II		18.59

01113 - General Clerk III 20.87
01120 - Housing Referral Assistant 23.12
01141 - Messenger Courier 20.30
01191 - Order Clerk I 19.25
01192 - Order Clerk II 21.01
01261 - Personnel Assistant (Employment) I 19.09
01262 - Personnel Assistant (Employment) II 21.36
01263 - Personnel Assistant (Employment) III 23.80
01270 - Production Control Clerk 26.09
01290 - Rental Clerk 18.26
01300 - Scheduler, Maintenance 18.54
01311 - Secretary I 18.54
01312 - Secretary II 20.74
01313 - Secretary III 23.12
01320 - Service Order Dispatcher 20.62
01410 - Supply Technician 37.39
01420 - Survey Worker 22.59
01460 - Switchboard Operator/Receptionist 18.13
01531 - Travel Clerk I 18.18
01532 - Travel Clerk II 20.13
01533 - Travel Clerk III 22.52
01611 - Word Processor I 18.17
01612 - Word Processor II 20.39
01613 - Word Processor III 22.81

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 28.13
05010 - Automotive Electrician 26.07
05040 - Automotive Glass Installer 24.56
05070 - Automotive Worker 24.56
05110 - Mobile Equipment Servicer 21.63
05130 - Motor Equipment Metal Mechanic 27.54
05160 - Motor Equipment Metal Worker 24.56
05190 - Motor Vehicle Mechanic 27.54
05220 - Motor Vehicle Mechanic Helper 20.48
05250 - Motor Vehicle Upholstery Worker 23.10
05280 - Motor Vehicle Wrecker 24.56
05310 - Painter, Automotive 26.07
05340 - Radiator Repair Specialist 24.56
05370 - Tire Repairer 18.33
05400 - Transmission Repair Specialist 27.54

07000 - Food Preparation And Service Occupations
07010 - Baker 18.01
07041 - Cook I 20.20
07042 - Cook II 22.94
07070 - Dishwasher 16.63
07130 - Food Service Worker 17.41
07210 - Meat Cutter 18.07
07260 - Waiter/Waitress 16.00

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.55
09040 - Furniture Handler 16.41

09080 - Furniture Refinisher 23.06
09090 - Furniture Refinisher Helper 17.91
09110 - Furniture Repairer, Minor 20.46
09130 - Upholsterer 21.90

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.21
11060 - Elevator Operator 17.51
11090 - Gardener 20.65
11122 - Housekeeping Aide 17.51
11150 - Janitor 17.51
11210 - Laborer, Grounds Maintenance 17.86
11240 - Maid or Houseman 17.18
11260 - Pruner 17.05
11270 - Tractor Operator 19.55
11330 - Trail Maintenance Worker 17.86
11360 - Window Cleaner 18.34

12000 - Health Occupations
12010 - Ambulance Driver 20.11
12011 - Breath Alcohol Technician 31.64
12012 - Certified Occupational Therapist Assistant 36.70
12015 - Certified Physical Therapist Assistant 37.74
12020 - Dental Assistant 22.47
12025 - Dental Hygienist 49.67
12030 - EKG Technician 36.60
12035 - Electroneurodiagnostic Technologist 36.60
12040 - Emergency Medical Technician 20.11
12071 - Licensed Practical Nurse I 28.28
12072 - Licensed Practical Nurse II 31.64
12073 - Licensed Practical Nurse III 35.26
12100 - Medical Assistant 21.49
12130 - Medical Laboratory Technician 31.31
12160 - Medical Record Clerk 21.78
12190 - Medical Record Technician 24.36
12195 - Medical Transcriptionist 21.35
12210 - Nuclear Medicine Technologist 69.00
12221 - Nursing Assistant I 14.95
12222 - Nursing Assistant II 16.82
12223 - Nursing Assistant III 18.35
12224 - Nursing Assistant IV 20.60
12235 - Optical Dispenser 22.66
12236 - Optical Technician 28.28
12250 - Pharmacy Technician 23.20
12280 - Phlebotomist 23.16
12305 - Radiologic Technologist 49.64
12311 - Registered Nurse I 35.09
12312 - Registered Nurse II 42.93
12313 - Registered Nurse II, Specialist 42.93
12314 - Registered Nurse III 52.70
12315 - Registered Nurse III, Anesthetist 52.70
12316 - Registered Nurse IV 62.26
12317 - Scheduler (Drug and Alcohol Testing) 39.19
12320 - Substance Abuse Treatment Counselor 27.29

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 31.31
13012 - Exhibits Specialist II 38.77
13013 - Exhibits Specialist III 47.42
13041 - Illustrator I 31.31
13042 - Illustrator II 38.77
13043 - Illustrator III 47.42
13047 - Librarian 42.94
13050 - Library Aide/Clerk 20.09
13054 - Library Information Technology Systems Administrator 39.43
13058 - Library Technician 22.75
13061 - Media Specialist I 27.97
13062 - Media Specialist II 31.31
13063 - Media Specialist III 34.90
13071 - Photographer I 19.08
13072 - Photographer II 21.34
13073 - Photographer III 26.21
13074 - Photographer IV 32.06
13075 - Photographer V 38.79
13090 - Technical Order Library Clerk 25.22
13110 - Video Teleconference Technician 28.75

14000 - Information Technology Occupations
14041 - Computer Operator I 22.66
14042 - Computer Operator II 25.34
14043 - Computer Operator III 28.26
14044 - Computer Operator IV 31.39
14045 - Computer Operator V 34.77
14071 - Computer Programmer I (see 1) 23.84
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 22.66
14160 - Personal Computer Support Technician 31.39
14170 - System Support Specialist 35.98

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 33.19
15020 - Aircrew Training Devices Instructor (Rated) 40.15
15030 - Air Crew Training Devices Instructor (Pilot) 48.14
15050 - Computer Based Training Specialist / Instructor 33.19
15060 - Educational Technologist 49.81
15070 - Flight Instructor (Pilot) 48.14
15080 - Graphic Artist 28.50
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 48.14
15086 - Maintenance Test Pilot, Rotary Wing 48.14

15088 - Non-Maintenance Test/Co-Pilot 48.14
15090 - Technical Instructor 24.53
15095 - Technical Instructor/Course Developer 30.00
15110 - Test Proctor 19.80
15120 - Tutor 19.80

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 18.43
16030 - Counter Attendant 18.43
16040 - Dry Cleaner 21.05
16070 - Finisher, Flatwork, Machine 18.43
16090 - Presser, Hand 18.43
16110 - Presser, Machine, Drycleaning 18.43
16130 - Presser, Machine, Shirts 18.43
16160 - Presser, Machine, Wearing Apparel, Laundry 18.43
16190 - Sewing Machine Operator 21.93
16220 - Tailor 22.80
16250 - Washer, Machine 19.31

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 32.73
19040 - Tool And Die Maker 40.05

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.70
21030 - Material Coordinator 26.09
21040 - Material Expediter 26.09
21050 - Material Handling Laborer 17.86
21071 - Order Filler 18.34
21080 - Production Line Worker (Food Processing) 20.70
21110 - Shipping Packer 19.80
21130 - Shipping/Receiving Clerk 19.80
21140 - Store Worker I 17.91
21150 - Stock Clerk 20.60
21210 - Tools And Parts Attendant 20.70
21410 - Warehouse Specialist 20.70

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.56
23019 - Aircraft Logs and Records Technician 28.34
23021 - Aircraft Mechanic I 33.76
23022 - Aircraft Mechanic II 35.56
23023 - Aircraft Mechanic III 37.35
23040 - Aircraft Mechanic Helper 24.86
23050 - Aircraft, Painter 31.94
23060 - Aircraft Servicer 28.34
23070 - Aircraft Survival Flight Equipment
Technician 31.94
23080 - Aircraft Worker 30.11
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 30.11
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 33.76
23110 - Appliance Mechanic 30.26

23120 - Bicycle Repairer 21.34
23125 - Cable Splicer 41.27
23130 - Carpenter, Maintenance 28.91
23140 - Carpet Layer 22.79
23160 - Electrician, Maintenance 32.89
23181 - Electronics Technician Maintenance I 35.17
23182 - Electronics Technician Maintenance II 37.33
23183 - Electronics Technician Maintenance III 39.43
23260 - Fabric Worker 28.99
23290 - Fire Alarm System Mechanic 28.10
23310 - Fire Extinguisher Repairer 27.15
23311 - Fuel Distribution System Mechanic 38.10
23312 - Fuel Distribution System Operator 28.84
23370 - General Maintenance Worker 22.66
23380 - Ground Support Equipment Mechanic 33.76
23381 - Ground Support Equipment Servicer 28.34
23382 - Ground Support Equipment Worker 30.11
23391 - Gunsmith I 27.15
23392 - Gunsmith II 30.83
23393 - Gunsmith III 34.57
23410 - Heating, Ventilation And Air-Conditioning
Mechanic 29.10
23411 - Heating, Ventilation And Air Contidioning
Mechanic (Research Facility) 30.65
23430 - Heavy Equipment Mechanic 33.48
23440 - Heavy Equipment Operator 39.44
23460 - Instrument Mechanic 34.57
23465 - Laboratory/Shelter Mechanic 32.73
23470 - Laborer 17.86
23510 - Locksmith 31.78
23530 - Machinery Maintenance Mechanic 31.50
23550 - Machinist, Maintenance 23.88
23580 - Maintenance Trades Helper 18.73
23591 - Metrology Technician I 34.57
23592 - Metrology Technician II 36.41
23593 - Metrology Technician III 38.27
23640 - Millwright 32.06
23710 - Office Appliance Repairer 22.07
23760 - Painter, Maintenance 22.92
23790 - Pipefitter, Maintenance 30.61
23810 - Plumber, Maintenance 28.96
23820 - Pneudraulic Systems Mechanic 34.57
23850 - Rigger 34.57
23870 - Scale Mechanic 30.83
23890 - Sheet-Metal Worker, Maintenance 35.56
23910 - Small Engine Mechanic 23.18
23931 - Telecommunications Mechanic I 31.72
23932 - Telecommunications Mechanic II 33.41
23950 - Telephone Lineman 45.02
23960 - Welder, Combination, Maintenance 23.39
23965 - Well Driller 27.50
23970 - Woodcraft Worker 34.57
23980 - Woodworker 27.15

24000 - Personal Needs Occupations
24550 - Case Manager 22.54
24570 - Child Care Attendant 16.53
24580 - Child Care Center Clerk 20.61
24610 - Chore Aide 16.00
24620 - Family Readiness And Support Services Coordinator 22.54
24630 - Homemaker 22.54

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 40.06
25040 - Sewage Plant Operator 34.50
25070 - Stationary Engineer 40.06
25190 - Ventilation Equipment Tender 29.77
25210 - Water Treatment Plant Operator 34.50

27000 - Protective Service Occupations
27004 - Alarm Monitor 30.80
27007 - Baggage Inspector 17.67
27008 - Corrections Officer 42.46
27010 - Court Security Officer 38.61
27030 - Detection Dog Handler 19.77
27040 - Detention Officer 42.46
27070 - Firefighter 35.84
27101 - Guard I 17.67
27102 - Guard II 19.77
27131 - Police Officer I 44.70
27132 - Police Officer II 49.66

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.35
28042 - Carnival Equipment Repairer 19.38
28043 - Carnival Worker 16.00
28210 - Gate Attendant/Gate Tender 20.22
28310 - Lifeguard 17.17
28350 - Park Attendant (Aide) 22.62
28510 - Recreation Aide/Health Facility Attendant 16.50
28515 - Recreation Specialist 28.03
28630 - Sports Official 18.01
28690 - Swimming Pool Operator 22.01

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.46
29020 - Hatch Tender 31.46
29030 - Line Handler 31.46
29041 - Stevedore I 29.60
29042 - Stevedore II 33.36

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.31
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.93
30012 - Air Traffic Control Specialist, Terminal

(HFO) (see 2) 35.16
30021 - Archeological Technician I 19.14
30022 - Archeological Technician II 21.40
30023 - Archeological Technician III 26.52
30030 - Cartographic Technician 26.52
30040 - Civil Engineering Technician 36.28
30051 - Cryogenic Technician I 29.37
30052 - Cryogenic Technician II 32.43
30061 - Drafter/CAD Operator I 19.14
30062 - Drafter/CAD Operator II 21.40
30063 - Drafter/CAD Operator III 23.86
30064 - Drafter/CAD Operator IV 29.37
30081 - Engineering Technician I 16.90
30082 - Engineering Technician II 18.97
30083 - Engineering Technician III 21.22
30084 - Engineering Technician IV 26.29
30085 - Engineering Technician V 32.15
30086 - Engineering Technician VI 38.90
30090 - Environmental Technician 32.78
30095 - Evidence Control Specialist 26.52
30210 - Laboratory Technician 22.36
30221 - Latent Fingerprint Technician I 33.12
30222 - Latent Fingerprint Technician II 36.59
30240 - Mathematical Technician 26.52
30361 - Paralegal/Legal Assistant I 23.46
30362 - Paralegal/Legal Assistant II 29.06
30363 - Paralegal/Legal Assistant III 35.54
30364 - Paralegal/Legal Assistant IV 43.00
30375 - Petroleum Supply Specialist 32.43
30390 - Photo-Optics Technician 26.52
30395 - Radiation Control Technician 32.43
30461 - Technical Writer I 28.65
30462 - Technical Writer II 35.04
30463 - Technical Writer III 42.40
30491 - Unexploded Ordnance (UXO) Technician I 29.43
30492 - Unexploded Ordnance (UXO) Technician II 35.61
30493 - Unexploded Ordnance (UXO) Technician III 42.68
30494 - Unexploded (UXO) Safety Escort 29.43
30495 - Unexploded (UXO) Sweep Personnel 29.43
30501 - Weather Forecaster I 29.37
30502 - Weather Forecaster II 35.72
30620 - Weather Observer, Combined Upper Air Or
Surface Programs (see 2) 23.86
30621 - Weather Observer, Senior (see 2) 26.52

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.61
31020 - Bus Aide 23.36
31030 - Bus Driver 31.75
31043 - Driver Courier 18.49
31260 - Parking and Lot Attendant 16.15
31290 - Shuttle Bus Driver 17.52
31310 - Taxi Driver 14.40
31361 - Truckdriver, Light 19.53

31362 - Truckdriver, Medium 20.85
31363 - Truckdriver, Heavy 24.69
31364 - Truckdriver, Tractor-Trailer 24.69

99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.36
99030 - Cashier 16.51
99050 - Desk Clerk 16.93
99095 - Embalmer 29.37
99130 - Flight Follower 29.43
99251 - Laboratory Animal Caretaker I 18.07
99252 - Laboratory Animal Caretaker II 19.08
99260 - Marketing Analyst 32.38
99310 - Mortician 29.37
99410 - Pest Controller 19.14
99510 - Photofinishing Worker 15.47
99710 - Recycling Laborer 25.82
99711 - Recycling Specialist 28.28
99730 - Refuse Collector 24.66
99810 - Sales Clerk 16.86
99820 - School Crossing Guard 20.68
99830 - Survey Party Chief 34.51
99831 - Surveying Aide 22.95
99832 - Surveying Technician 31.37
99840 - Vending Machine Attendant 21.49
99841 - Vending Machine Repairer 26.09
99842 - Vending Machine Repairer Helper 21.49

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 $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. 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 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))."""