"

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.: 2015-5643
Revision No.: 26
Date Of Last Revision: 3/30/2026

State: California

Area: California Counties of San Luis Obispo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.12
01012 - Accounting Clerk II		23.72
01013 - Accounting Clerk III		26.52
01020 - Administrative Assistant		36.97
01035 - Court Reporter		28.24
01041 - Customer Service Representative I		17.58
01042 - Customer Service Representative II		19.18
01043 - Customer Service Representative III		21.53
01051 - Data Entry Operator I		19.24
01052 - Data Entry Operator II		21.00
01060 - Dispatcher, Motor Vehicle		26.97
01070 - Document Preparation Clerk		19.50
01090 - Duplicating Machine Operator		19.50
01111 - General Clerk I		18.61
01112 - General Clerk II		20.31
01113 - General Clerk III		22.81
01120 - Housing Referral Assistant		27.28
01141 - Messenger Courier		21.32
01191 - Order Clerk I		19.43
01192 - Order Clerk II		21.20
01261 - Personnel Assistant (Employment) I		22.61
01262 - Personnel Assistant (Employment) II		25.29
01263 - Personnel Assistant (Employment) III		28.20
01270 - Production Control Clerk		28.55
01290 - Rental Clerk		19.41
01300 - Scheduler, Maintenance		21.89
01311 - Secretary I		21.89

01312 - Secretary II	24.48
01313 - Secretary III	27.28
01320 - Service Order Dispatcher	24.11
01410 - Supply Technician	36.97
01420 - Survey Worker	24.94
01460 - Switchboard Operator/Receptionist	19.05
01531 - Travel Clerk I	19.50
01532 - Travel Clerk II	20.66
01533 - Travel Clerk III	22.01
01611 - Word Processor I	19.50
01612 - Word Processor II	21.89
01613 - Word Processor III	24.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	30.55
05010 - Automotive Electrician	28.33
05040 - Automotive Glass Installer	27.12
05070 - Automotive Worker	27.12
05110 - Mobile Equipment Servicer	24.37
05130 - Motor Equipment Metal Mechanic	29.46
05160 - Motor Equipment Metal Worker	27.12
05190 - Motor Vehicle Mechanic	29.46
05220 - Motor Vehicle Mechanic Helper	22.37
05250 - Motor Vehicle Upholstery Worker	25.81
05280 - Motor Vehicle Wrecker	27.12
05310 - Painter, Automotive	28.33
05340 - Radiator Repair Specialist	27.12
05370 - Tire Repairer	18.05
05400 - Transmission Repair Specialist	29.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.40
07041 - Cook I	20.96
07042 - Cook II	23.33
07070 - Dishwasher	17.26
07130 - Food Service Worker	17.73
07210 - Meat Cutter	20.21
07260 - Waiter/Waitress	16.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.67
09040 - Furniture Handler	16.63
09080 - Furniture Refinisher	25.67
09090 - Furniture Refinisher Helper	20.27
09110 - Furniture Repairer, Minor	23.40
09130 - Upholsterer	25.67
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.57
11060 - Elevator Operator	18.21
11090 - Gardener	27.40
11122 - Housekeeping Aide	18.21
11150 - Janitor	18.21
11210 - Laborer, Grounds Maintenance	20.63
11240 - Maid or Houseman	17.61
11260 - Pruner	18.92
11270 - Tractor Operator	25.15
11330 - Trail Maintenance Worker	20.63
11360 - Window Cleaner	19.86
12000 - Health Occupations	
12010 - Ambulance Driver	30.23
12011 - Breath Alcohol Technician	33.43
12012 - Certified Occupational Therapist Assistant	45.87
12015 - Certified Physical Therapist Assistant	39.26

12020 - Dental Assistant		25.19
12025 - Dental Hygienist		59.65
12030 - EKG Technician		50.65
12035 - Electroneurodiagnostic Technologist		50.65
12040 - Emergency Medical Technician		30.23
12071 - Licensed Practical Nurse I		29.89
12072 - Licensed Practical Nurse II		33.43
12073 - Licensed Practical Nurse III		37.26
12100 - Medical Assistant		23.15
12130 - Medical Laboratory Technician		30.63
12160 - Medical Record Clerk		21.32
12190 - Medical Record Technician		23.85
12195 - Medical Transcriptionist		28.91
12210 - Nuclear Medicine Technologist		73.47
12221 - Nursing Assistant I		15.83
12222 - Nursing Assistant II		17.81
12223 - Nursing Assistant III		19.43
12224 - Nursing Assistant IV		21.81
12235 - Optical Dispenser		26.25
12236 - Optical Technician		29.89
12250 - Pharmacy Technician		24.03
12280 - Phlebotomist		24.14
12305 - Radiologic Technologist		49.48
12311 - Registered Nurse I		36.24
12312 - Registered Nurse II		44.33
12313 - Registered Nurse II, Specialist		44.33
12314 - Registered Nurse III		53.63
12315 - Registered Nurse III, Anesthetist		53.63
12316 - Registered Nurse IV		64.28
12317 - Scheduler (Drug and Alcohol Testing)		41.41
12320 - Substance Abuse Treatment Counselor		30.00
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		31.22
13012 - Exhibits Specialist II		38.67
13013 - Exhibits Specialist III		47.29
13041 - Illustrator I		31.22
13042 - Illustrator II		38.67
13043 - Illustrator III		47.29
13047 - Librarian		42.83
13050 - Library Aide/Clerk		22.90
13054 - Library Information Technology Systems Administrator		38.67
13058 - Library Technician		26.61
13061 - Media Specialist I		27.91
13062 - Media Specialist II		31.22
13063 - Media Specialist III		34.79
13071 - Photographer I		24.91
13072 - Photographer II		27.86
13073 - Photographer III		34.52
13074 - Photographer IV		42.23
13075 - Photographer V		51.09
13090 - Technical Order Library Clerk		28.20
13110 - Video Teleconference Technician		26.15
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.51
14042 - Computer Operator II		26.29
14043 - Computer Operator III		29.30
14044 - Computer Operator IV		32.57
14045 - Computer Operator V		36.07
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		23.51
14160 - Personal Computer Support Technician		32.57
14170 - System Support Specialist		36.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.06
15020 - Aircrew Training Devices Instructor (Rated)		44.83
15030 - Air Crew Training Devices Instructor (Pilot)		53.74
15050 - Computer Based Training Specialist / Instructor		37.70
15060 - Educational Technologist		44.96
15070 - Flight Instructor (Pilot)		53.74
15080 - Graphic Artist		31.01
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		53.74
15086 - Maintenance Test Pilot, Rotary Wing		53.74
15088 - Non-Maintenance Test/Co-Pilot		53.74
15090 - Technical Instructor		35.50
15095 - Technical Instructor/Course Developer		43.43
15110 - Test Proctor		28.66
15120 - Tutor		28.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.59
16030 - Counter Attendant		18.59
16040 - Dry Cleaner		21.25
16070 - Finisher, Flatwork, Machine		18.59
16090 - Presser, Hand		18.59
16110 - Presser, Machine, Drycleaning		18.59
16130 - Presser, Machine, Shirts		18.59
16160 - Presser, Machine, Wearing Apparel, Laundry		18.59
16190 - Sewing Machine Operator		22.12
16220 - Tailor		23.01
16250 - Washer, Machine		19.48
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		37.06
19040 - Tool And Die Maker		43.12
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.36
21030 - Material Coordinator		28.55
21040 - Material Expediter		28.55
21050 - Material Handling Laborer		18.57
21071 - Order Filler		18.56
21080 - Production Line Worker (Food Processing)		21.36
21110 - Shipping Packer		21.27
21130 - Shipping/Receiving Clerk		21.27
21140 - Store Worker I		17.71
21150 - Stock Clerk		22.49
21210 - Tools And Parts Attendant		21.36
21410 - Warehouse Specialist		21.36
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		39.49
23019 - Aircraft Logs and Records Technician		33.19
23021 - Aircraft Mechanic I		37.88
23022 - Aircraft Mechanic II		39.49
23023 - Aircraft Mechanic III		40.89
23040 - Aircraft Mechanic Helper		28.77
23050 - Aircraft, Painter		36.43

23060 - Aircraft Servicer	33.19
23070 - Aircraft Survival Flight Equipment Technician	36.43
23080 - Aircraft Worker	34.88
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.88
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	37.88
23110 - Appliance Mechanic	36.03
23120 - Bicycle Repairer	31.89
23125 - Cable Splicer	42.08
23130 - Carpenter, Maintenance	33.87
23140 - Carpet Layer	35.49
23160 - Electrician, Maintenance	39.11
23181 - Electronics Technician Maintenance I	38.32
23182 - Electronics Technician Maintenance II	40.06
23183 - Electronics Technician Maintenance III	41.71
23260 - Fabric Worker	33.77
23290 - Fire Alarm System Mechanic	34.77
23310 - Fire Extinguisher Repairer	31.89
23311 - Fuel Distribution System Mechanic	42.44
23312 - Fuel Distribution System Operator	34.83
23370 - General Maintenance Worker	23.07
23380 - Ground Support Equipment Mechanic	37.88
23381 - Ground Support Equipment Servicer	33.19
23382 - Ground Support Equipment Worker	34.88
23391 - Gunsmith I	31.89
23392 - Gunsmith II	35.49
23393 - Gunsmith III	38.55
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.02
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.25
23430 - Heavy Equipment Mechanic	38.86
23440 - Heavy Equipment Operator	40.28
23460 - Instrument Mechanic	38.55
23465 - Laboratory/Shelter Mechanic	37.06
23470 - Laborer	18.57
23510 - Locksmith	37.06
23530 - Machinery Maintenance Mechanic	36.70
23550 - Machinist, Maintenance	27.95
23580 - Maintenance Trades Helper	20.45
23591 - Metrology Technician I	38.55
23592 - Metrology Technician II	40.18
23593 - Metrology Technician III	41.60
23640 - Millwright	38.55
23710 - Office Appliance Repairer	29.26
23760 - Painter, Maintenance	27.72
23790 - Pipefitter, Maintenance	31.20
23810 - Plumber, Maintenance	30.01
23820 - Pneudraulic Systems Mechanic	38.55
23850 - Rigger	38.55
23870 - Scale Mechanic	35.49
23890 - Sheet-Metal Worker, Maintenance	35.18
23910 - Small Engine Mechanic	32.03
23931 - Telecommunications Mechanic I	34.22
23932 - Telecommunications Mechanic II	35.67
23950 - Telephone Lineman	46.43
23960 - Welder, Combination, Maintenance	28.31
23965 - Well Driller	38.25
23970 - Woodcraft Worker	38.55
23980 - Woodworker	31.89

24000 - Personal Needs Occupations	
24550 - Case Manager	22.90

24570 - Child Care Attendant		17.73
24580 - Child Care Center Clerk		22.10
24610 - Chore Aide		16.02
24620 - Family Readiness And Support Services Coordinator		22.90
24630 - Homemaker		22.90
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		31.61
25040 - Sewage Plant Operator		38.69
25070 - Stationary Engineer		31.61
25190 - Ventilation Equipment Tender		24.01
25210 - Water Treatment Plant Operator		38.69
27000 - Protective Service Occupations		
27004 - Alarm Monitor		37.58
27007 - Baggage Inspector		22.05
27008 - Corrections Officer		36.17
27010 - Court Security Officer		36.17
27030 - Detection Dog Handler		24.66
27040 - Detention Officer		36.17
27070 - Firefighter		35.54
27101 - Guard I		22.05
27102 - Guard II		24.66
27131 - Police Officer I		44.73
27132 - Police Officer II		49.71
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		22.13
28042 - Carnival Equipment Repairer		24.11
28043 - Carnival Worker		16.65
28210 - Gate Attendant/Gate Tender		21.10
28310 - Lifeguard		17.29
28350 - Park Attendant (Aide)		23.60
28510 - Recreation Aide/Health Facility Attendant		17.23
28515 - Recreation Specialist		29.24
28630 - Sports Official		18.80
28690 - Swimming Pool Operator		26.83
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		35.49
29020 - Hatch Tender		35.49
29030 - Line Handler		35.49
29041 - Stevedore I		33.77
29042 - Stevedore II		37.06
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	53.71
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	37.04
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	40.79
30021 - Archeological Technician I		22.02
30022 - Archeological Technician II		24.62
30023 - Archeological Technician III		30.52
30030 - Cartographic Technician		30.52
30040 - Civil Engineering Technician		40.72
30051 - Cryogenic Technician I		33.00
30052 - Cryogenic Technician II		36.44
30061 - Drafter/CAD Operator I		22.02
30062 - Drafter/CAD Operator II		24.62
30063 - Drafter/CAD Operator III		27.45
30064 - Drafter/CAD Operator IV		33.79
30081 - Engineering Technician I		21.72

30082 - Engineering Technician II		24.37
30083 - Engineering Technician III		27.26
30084 - Engineering Technician IV		33.77
30085 - Engineering Technician V		41.30
30086 - Engineering Technician VI		49.97
30090 - Environmental Technician		31.70
30095 - Evidence Control Specialist		29.79
30210 - Laboratory Technician		24.75
30221 - Latent Fingerprint Technician I		33.00
30222 - Latent Fingerprint Technician II		36.44
30240 - Mathematical Technician		30.52
30361 - Paralegal/Legal Assistant I		23.72
30362 - Paralegal/Legal Assistant II		30.28
30363 - Paralegal/Legal Assistant III		37.02
30364 - Paralegal/Legal Assistant IV		44.76
30375 - Petroleum Supply Specialist		36.44
30390 - Photo-Optics Technician		30.52
30395 - Radiation Control Technician		36.44
30461 - Technical Writer I		31.97
30462 - Technical Writer II		39.11
30463 - Technical Writer III		47.31
30491 - Unexploded Ordnance (UXO) Technician I		34.14
30492 - Unexploded Ordnance (UXO) Technician II		41.30
30493 - Unexploded Ordnance (UXO) Technician III		49.50
30494 - Unexploded (UXO) Safety Escort		34.14
30495 - Unexploded (UXO) Sweep Personnel		34.14
30501 - Weather Forecaster I		33.79
30502 - Weather Forecaster II		41.10
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.45
30621 - Weather Observer, Senior	(see 2)	30.52
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		41.30
31020 - Bus Aide		20.49
31030 - Bus Driver		29.45
31043 - Driver Courier		19.90
31260 - Parking and Lot Attendant		14.97
31290 - Shuttle Bus Driver		19.89
31310 - Taxi Driver		15.97
31361 - Truckdriver, Light		21.68
31362 - Truckdriver, Medium		22.96
31363 - Truckdriver, Heavy		28.84
31364 - Truckdriver, Tractor-Trailer		28.84
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		20.14
99030 - Cashier		17.29
99050 - Desk Clerk		17.75
99095 - Embalmer		34.14
99130 - Flight Follower		34.14
99251 - Laboratory Animal Caretaker I		19.97
99252 - Laboratory Animal Caretaker II		21.75
99260 - Marketing Analyst		31.52
99310 - Mortician		34.14
99410 - Pest Controller		22.25
99510 - Photofinishing Worker		17.94
99710 - Recycling Laborer		30.25
99711 - Recycling Specialist		36.62
99730 - Refuse Collector		26.96
99810 - Sales Clerk		18.03
99820 - School Crossing Guard		20.01
99830 - Survey Party Chief		40.40
99831 - Surveying Aide		26.58
99832 - Surveying Technician		36.48

99840 - Vending Machine Attendant	24.71
99841 - Vending Machine Repairer	29.96
99842 - Vending Machine Repairer Helper	24.71

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 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 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))."""