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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

Wage Determination No.: 2015-5631
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Daniel W. Simms
Director

Division of
Wage Determinations

State: California

Area: California Counties of El Dorado, Placer, Sacramento and Yolo

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.85
01012 - Accounting Clerk II		24.52
01013 - Accounting Clerk III		27.42
01020 - Administrative Assistant		38.41
01035 - Court Reporter		49.46
01041 - Customer Service Representative I		18.74
01042 - Customer Service Representative II		20.46
01043 - Customer Service Representative III		22.96
01051 - Data Entry Operator I		20.69
01052 - Data Entry Operator II		22.58
01060 - Dispatcher, Motor Vehicle		24.00
01070 - Document Preparation Clerk		22.75

01090 - Duplicating Machine Operator	22.75
01111 - General Clerk I	18.84
01112 - General Clerk II	20.56
01113 - General Clerk III	23.08
01120 - Housing Referral Assistant	25.97
01141 - Messenger Courier	20.60
01191 - Order Clerk I	21.73
01192 - Order Clerk II	23.71
01261 - Personnel Assistant (Employment) I	21.71
01262 - Personnel Assistant (Employment) II	24.29
01263 - Personnel Assistant (Employment) III	27.07
01270 - Production Control Clerk	28.97
01290 - Rental Clerk	20.00
01300 - Scheduler, Maintenance	20.82
01311 - Secretary I	20.82
01312 - Secretary II	23.29
01313 - Secretary III	25.97
01320 - Service Order Dispatcher	21.46
01410 - Supply Technician	38.41
01420 - Survey Worker	25.36
01460 - Switchboard Operator/Receptionist	20.96
01531 - Travel Clerk I	21.83
01532 - Travel Clerk II	23.50
01533 - Travel Clerk III	25.26
01611 - Word Processor I	18.60
01612 - Word Processor II	20.87
01613 - Word Processor III	23.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.92
05010 - Automotive Electrician	29.42
05040 - Automotive Glass Installer	27.61
05070 - Automotive Worker	27.61
05110 - Mobile Equipment Servicer	24.00
05130 - Motor Equipment Metal Mechanic	31.22
05160 - Motor Equipment Metal Worker	27.61
05190 - Motor Vehicle Mechanic	31.22
05220 - Motor Vehicle Mechanic Helper	22.21
05250 - Motor Vehicle Upholstery Worker	25.78
05280 - Motor Vehicle Wrecker	27.61
05310 - Painter, Automotive	29.42
05340 - Radiator Repair Specialist	27.61
05370 - Tire Repairer	18.53
05400 - Transmission Repair Specialist	31.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.10
07041 - Cook I	21.69
07042 - Cook II	24.95
07070 - Dishwasher	17.52

07130 - Food Service Worker	18.37
07210 - Meat Cutter	22.75
07260 - Waiter/Waitress	16.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.71
09040 - Furniture Handler	13.96
09080 - Furniture Refinisher	22.15
09090 - Furniture Refinisher Helper	16.72
09110 - Furniture Repairer, Minor	19.41
09130 - Upholsterer	23.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.69
11060 - Elevator Operator	18.68
11090 - Gardener	27.19
11122 - Housekeeping Aide	18.68
11150 - Janitor	18.68
11210 - Laborer, Grounds Maintenance	21.01
11240 - Maid or Houseman	18.31
11260 - Pruner	19.25
11270 - Tractor Operator	25.17
11330 - Trail Maintenance Worker	21.01
11360 - Window Cleaner	20.39
12000 - Health Occupations	
12010 - Ambulance Driver	27.05
12011 - Breath Alcohol Technician	34.28
12012 - Certified Occupational Therapist Assistant	44.25
12015 - Certified Physical Therapist Assistant	42.64
12020 - Dental Assistant	28.50
12025 - Dental Hygienist	58.32
12030 - EKG Technician	41.00
12035 - Electroneurodiagnostic Technologist	41.00
12040 - Emergency Medical Technician	27.05
12071 - Licensed Practical Nurse I	30.64
12072 - Licensed Practical Nurse II	34.28
12073 - Licensed Practical Nurse III	38.20
12100 - Medical Assistant	30.08
12130 - Medical Laboratory Technician	38.54
12160 - Medical Record Clerk	30.46
12190 - Medical Record Technician	34.07
12195 - Medical Transcriptionist	23.22
12210 - Nuclear Medicine Technologist	80.18
12221 - Nursing Assistant I	16.14
12222 - Nursing Assistant II	18.16
12223 - Nursing Assistant III	19.81
12224 - Nursing Assistant IV	22.24
12235 - Optical Dispenser	27.90
12236 - Optical Technician	21.04

12250 - Pharmacy Technician		26.83
12280 - Phlebotomist		25.15
12305 - Radiologic Technologist		62.84
12311 - Registered Nurse I		45.85
12312 - Registered Nurse II		56.08
12313 - Registered Nurse II, Specialist		56.08
12314 - Registered Nurse III		67.85
12315 - Registered Nurse III, Anesthetist		67.85
12316 - Registered Nurse IV		81.35
12317 - Scheduler (Drug and Alcohol Testing)		42.46
12320 - Substance Abuse Treatment Counselor		32.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.21
13012 - Exhibits Specialist II		33.71
13013 - Exhibits Specialist III		41.24
13041 - Illustrator I		28.96
13042 - Illustrator II		35.89
13043 - Illustrator III		43.90
13047 - Librarian		39.74
13050 - Library Aide/Clerk		21.93
13054 - Library Information Technology Systems Administrator		35.89
13058 - Library Technician		25.10
13061 - Media Specialist I		25.89
13062 - Media Specialist II		28.96
13063 - Media Specialist III		32.30
13071 - Photographer I		20.86
13072 - Photographer II		23.33
13073 - Photographer III		28.91
13074 - Photographer IV		35.37
13075 - Photographer V		42.78
13090 - Technical Order Library Clerk		27.53
13110 - Video Teleconference Technician		26.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		26.79
14042 - Computer Operator II		29.98
14043 - Computer Operator III		33.42
14044 - Computer Operator IV		37.15
14045 - Computer Operator V		41.13
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		26.79
14160 - Personal Computer Support Technician		37.15

14170 - System Support Specialist	41.28
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	40.41
15020 - Aircrew Training Devices Instructor (Rated)	48.88
15030 - Air Crew Training Devices Instructor (Pilot)	58.60
15050 - Computer Based Training Specialist / Instructor	40.41
15060 - Educational Technologist	54.43
15070 - Flight Instructor (Pilot)	58.60
15080 - Graphic Artist	35.59
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	58.60
15086 - Maintenance Test Pilot, Rotary Wing	58.60
15088 - Non-Maintenance Test/Co-Pilot	58.60
15090 - Technical Instructor	30.17
15095 - Technical Instructor/Course Developer	36.90
15110 - Test Proctor	24.35
15120 - Tutor	24.35
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	18.77
16030 - Counter Attendant	18.77
16040 - Dry Cleaner	21.45
16070 - Finisher, Flatwork, Machine	18.77
16090 - Presser, Hand	18.77
16110 - Presser, Machine, Drycleaning	18.77
16130 - Presser, Machine, Shirts	18.77
16160 - Presser, Machine, Wearing Apparel, Laundry	18.77
16190 - Sewing Machine Operator	22.35
16220 - Tailor	23.25
16250 - Washer, Machine	19.66
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	32.09
19040 - Tool And Die Maker	39.93
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.82
21030 - Material Coordinator	28.97
21040 - Material Expediter	28.97
21050 - Material Handling Laborer	21.11
21071 - Order Filler	18.83
21080 - Production Line Worker (Food Processing)	23.82
21110 - Shipping Packer	21.65
21130 - Shipping/Receiving Clerk	21.65
21140 - Store Worker I	17.87
21150 - Stock Clerk	22.54
21210 - Tools And Parts Attendant	23.82

21410 - Warehouse Specialist	23.82
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	42.13
23019 - Aircraft Logs and Records Technician	32.91
23021 - Aircraft Mechanic I	39.85
23022 - Aircraft Mechanic II	42.13
23023 - Aircraft Mechanic III	44.46
23040 - Aircraft Mechanic Helper	28.35
23050 - Aircraft, Painter	37.55
23060 - Aircraft Servicer	32.91
23070 - Aircraft Survival Flight Equipment Technician	37.55
23080 - Aircraft Worker	35.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	39.85
23110 - Appliance Mechanic	27.35
23120 - Bicycle Repairer	22.98
23125 - Cable Splicer	53.49
23130 - Carpenter, Maintenance	34.63
23140 - Carpet Layer	32.33
23160 - Electrician, Maintenance	36.44
23181 - Electronics Technician Maintenance I	33.33
23182 - Electronics Technician Maintenance II	35.52
23183 - Electronics Technician Maintenance III	37.69
23260 - Fabric Worker	30.19
23290 - Fire Alarm System Mechanic	31.87
23310 - Fire Extinguisher Repairer	28.11
23311 - Fuel Distribution System Mechanic	48.16
23312 - Fuel Distribution System Operator	37.02
23370 - General Maintenance Worker	26.49
23380 - Ground Support Equipment Mechanic	39.85
23381 - Ground Support Equipment Servicer	32.91
23382 - Ground Support Equipment Worker	35.24
23391 - Gunsmith I	28.11
23392 - Gunsmith II	32.33
23393 - Gunsmith III	36.56
23410 - Heating, Ventilation And Air-Conditioning Mechanic	31.15
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.93
23430 - Heavy Equipment Mechanic	36.20
23440 - Heavy Equipment Operator	39.87
23460 - Instrument Mechanic	37.19
23465 - Laboratory/Shelter Mechanic	34.45
23470 - Laborer	21.11
23510 - Locksmith	28.99
23530 - Machinery Maintenance Mechanic	35.67

23550 - Machinist, Maintenance	26.81
23580 - Maintenance Trades Helper	19.48
23591 - Metrology Technician I	37.19
23592 - Metrology Technician II	39.31
23593 - Metrology Technician III	41.48
23640 - Millwright	37.91
23710 - Office Appliance Repairer	22.99
23760 - Painter, Maintenance	28.06
23790 - Pipefitter, Maintenance	32.55
23810 - Plumber, Maintenance	30.67
23820 - Pneudraulic Systems Mechanic	36.56
23850 - Rigger	36.56
23870 - Scale Mechanic	32.33
23890 - Sheet-Metal Worker, Maintenance	34.72
23910 - Small Engine Mechanic	24.35
23931 - Telecommunications Mechanic I	34.82
23932 - Telecommunications Mechanic II	36.81
23950 - Telephone Lineman	39.94
23960 - Welder, Combination, Maintenance	28.28
23965 - Well Driller	30.30
23970 - Woodcraft Worker	36.56
23980 - Woodworker	28.11
24000 - Personal Needs Occupations	
24550 - Case Manager	25.49
24570 - Child Care Attendant	17.45
24580 - Child Care Center Clerk	21.75
24610 - Chore Aide	16.00
24620 - Family Readiness And Support Services Coordinator	25.49
24630 - Homemaker	25.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	43.95
25040 - Sewage Plant Operator	40.85
25070 - Stationary Engineer	43.95
25190 - Ventilation Equipment Tender	31.26
25210 - Water Treatment Plant Operator	40.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	37.80
27007 - Baggage Inspector	19.66
27008 - Corrections Officer	41.79
27010 - Court Security Officer	46.94
27030 - Detection Dog Handler	21.99
27040 - Detention Officer	41.79
27070 - Firefighter	47.78
27101 - Guard I	19.66
27102 - Guard II	21.99
27131 - Police Officer I	48.72

27132 - Police Officer II		54.15
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		22.27
28042 - Carnival Equipment Repairer		24.06
28043 - Carnival Worker		17.03
28210 - Gate Attendant/Gate Tender		22.59
28310 - Lifeguard		17.73
28350 - Park Attendant (Aide)		25.27
28510 - Recreation Aide/Health Facility Attendant		18.44
28515 - Recreation Specialist		31.29
28630 - Sports Official		20.12
28690 - Swimming Pool Operator		27.68
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		35.19
29020 - Hatch Tender		35.19
29030 - Line Handler		35.19
29041 - Stevedore I		32.87
29042 - Stevedore II		37.50
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	51.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	35.22
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	38.79
30021 - Archeological Technician I		22.94
30022 - Archeological Technician II		25.67
30023 - Archeological Technician III		31.79
30030 - Cartographic Technician		31.79
30040 - Civil Engineering Technician		39.74
30051 - Cryogenic Technician I		35.21
30052 - Cryogenic Technician II		38.88
30061 - Drafter/CAD Operator I		22.94
30062 - Drafter/CAD Operator II		25.67
30063 - Drafter/CAD Operator III		28.60
30064 - Drafter/CAD Operator IV		35.21
30081 - Engineering Technician I		19.26
30082 - Engineering Technician II		21.64
30083 - Engineering Technician III		24.20
30084 - Engineering Technician IV		30.00
30085 - Engineering Technician V		36.67
30086 - Engineering Technician VI		44.37
30090 - Environmental Technician		25.32
30095 - Evidence Control Specialist		31.79
30210 - Laboratory Technician		28.22
30221 - Latent Fingerprint Technician I		42.14
30222 - Latent Fingerprint Technician II		46.53

30240 - Mathematical Technician		36.63
30361 - Paralegal/Legal Assistant I		24.49
30362 - Paralegal/Legal Assistant II		30.34
30363 - Paralegal/Legal Assistant III		37.10
30364 - Paralegal/Legal Assistant IV		44.89
30375 - Petroleum Supply Specialist		38.88
30390 - Photo-Optics Technician		31.79
30395 - Radiation Control Technician		38.88
30461 - Technical Writer I		29.61
30462 - Technical Writer II		36.22
30463 - Technical Writer III		43.82
30491 - Unexploded Ordnance (UXO) Technician I		32.46
30492 - Unexploded Ordnance (UXO) Technician II		39.27
30493 - Unexploded Ordnance (UXO) Technician III		47.07
30494 - Unexploded (UXO) Safety Escort		32.46
30495 - Unexploded (UXO) Sweep Personnel		32.46
30501 - Weather Forecaster I		35.21
30502 - Weather Forecaster II		42.83
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	28.60
30621 - Weather Observer, Senior	(see 2)	31.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.27
31020 - Bus Aide		20.57
31030 - Bus Driver		28.60
31043 - Driver Courier		20.14
31260 - Parking and Lot Attendant		17.41
31290 - Shuttle Bus Driver		18.32
31310 - Taxi Driver		15.40
31361 - Truckdriver, Light		21.77
31362 - Truckdriver, Medium		23.39
31363 - Truckdriver, Heavy		29.15
31364 - Truckdriver, Tractor-Trailer		29.15
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.15
99030 - Cashier		17.36
99050 - Desk Clerk		18.53
99095 - Embalmer		27.63
99130 - Flight Follower		32.46
99251 - Laboratory Animal Caretaker I		20.28
99252 - Laboratory Animal Caretaker II		21.92
99260 - Marketing Analyst		38.19
99310 - Mortician		27.63
99410 - Pest Controller		21.00
99510 - Photofinishing Worker		21.93
99710 - Recycling Laborer		32.91
99711 - Recycling Specialist		39.42
99730 - Refuse Collector		30.15

99810 - Sales Clerk	17.86
99820 - School Crossing Guard	27.43
99830 - Survey Party Chief	52.54
99831 - Surveying Aide	28.52
99832 - Surveying Technician	39.16
99840 - Vending Machine Attendant	19.69
99841 - Vending Machine Repairer	24.48
99842 - Vending Machine Repairer Helper	19.69

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))."""