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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.: 2015-5649
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Daniel W. Simms
Director

Division of
Wage Determinations

State: California

Area: California Counties of Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		23.06
01012 - Accounting Clerk II		25.88
01013 - Accounting Clerk III		28.95
01020 - Administrative Assistant		37.34
01035 - Court Reporter		26.67
01041 - Customer Service Representative I		18.54
01042 - Customer Service Representative II		20.23
01043 - Customer Service Representative III		22.71
01051 - Data Entry Operator I		19.83
01052 - Data Entry Operator II		21.64
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		21.24
01090 - Duplicating Machine Operator		21.24
01111 - General Clerk I		19.01
01112 - General Clerk II		20.74
01113 - General Clerk III		23.28
01120 - Housing Referral Assistant		29.72
01141 - Messenger Courier		17.95
01191 - Order Clerk I		20.13
01192 - Order Clerk II		21.96
01261 - Personnel Assistant (Employment) I		23.70
01262 - Personnel Assistant (Employment) II		26.51
01263 - Personnel Assistant (Employment) III		29.54
01270 - Production Control Clerk		30.04
01290 - Rental Clerk		19.88
01300 - Scheduler, Maintenance		23.84
01311 - Secretary I		23.84
01312 - Secretary II		26.67
01313 - Secretary III		29.72
01320 - Service Order Dispatcher		23.54
01410 - Supply Technician		37.34
01420 - Survey Worker		24.99
01460 - Switchboard Operator/Receptionist		19.54
01531 - Travel Clerk I		21.24
01532 - Travel Clerk II		22.87
01533 - Travel Clerk III		24.41
01611 - Word Processor I		21.24
01612 - Word Processor II		23.84
01613 - Word Processor III		26.67
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		29.96
05010 - Automotive Electrician		30.17
05040 - Automotive Glass Installer		28.54
05070 - Automotive Worker		28.54
05110 - Mobile Equipment Servicer		25.16
05130 - Motor Equipment Metal Mechanic		31.81
05160 - Motor Equipment Metal Worker		28.54
05190 - Motor Vehicle Mechanic		31.81
05220 - Motor Vehicle Mechanic Helper		23.26
05250 - Motor Vehicle Upholstery Worker		26.92
05280 - Motor Vehicle Wrecker		28.54
05310 - Painter, Automotive		30.17
05340 - Radiator Repair Specialist		28.54
05370 - Tire Repairer		20.63
05400 - Transmission Repair Specialist		31.81
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.43
07041 - Cook I		22.12
07042 - Cook II		25.09
07070 - Dishwasher		17.56
07130 - Food Service Worker		17.79
07210 - Meat Cutter		19.74
07260 - Waiter/Waitress		16.96
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		28.02

09040 - Furniture Handler 17.98
09080 - Furniture Refinisher 28.02
09090 - Furniture Refinisher Helper 21.60
09110 - Furniture Repairer, Minor 25.00
09130 - Upholsterer 28.02

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.76
11060 - Elevator Operator 18.57
11090 - Gardener 28.74
11122 - Housekeeping Aide 18.57
11150 - Janitor 18.57
11210 - Laborer, Grounds Maintenance 22.11
11240 - Maid or Houseman 18.00
11260 - Pruner 19.89
11270 - Tractor Operator 26.55
11330 - Trail Maintenance Worker 22.11
11360 - Window Cleaner 20.63

12000 - Health Occupations
12010 - Ambulance Driver 28.41
12011 - Breath Alcohol Technician 34.32
12012 - Certified Occupational Therapist Assistant 47.09
12015 - Certified Physical Therapist Assistant 40.30
12020 - Dental Assistant 24.56
12025 - Dental Hygienist 61.11
12030 - EKG Technician 52.00
12035 - Electroneurodiagnostic Technologist 52.00
12040 - Emergency Medical Technician 28.41
12071 - Licensed Practical Nurse I 30.69
12072 - Licensed Practical Nurse II 34.32
12073 - Licensed Practical Nurse III 38.26
12100 - Medical Assistant 23.59
12130 - Medical Laboratory Technician 35.23
12160 - Medical Record Clerk 23.10
12190 - Medical Record Technician 25.85
12195 - Medical Transcriptionist 25.36
12210 - Nuclear Medicine Technologist 75.43
12221 - Nursing Assistant I 16.30
12222 - Nursing Assistant II 18.34
12223 - Nursing Assistant III 20.02
12224 - Nursing Assistant IV 22.47
12235 - Optical Dispenser 25.85
12236 - Optical Technician 30.69
12250 - Pharmacy Technician 23.76
12280 - Phlebotomist 27.63
12305 - Radiologic Technologist 55.18
12311 - Registered Nurse I 48.48
12312 - Registered Nurse II 59.29
12313 - Registered Nurse II, Specialist 59.29
12314 - Registered Nurse III 71.74
12315 - Registered Nurse III, Anesthetist 71.74
12316 - Registered Nurse IV 86.01
12317 - Scheduler (Drug and Alcohol Testing) 42.52
12320 - Substance Abuse Treatment Counselor 28.03

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 30.84
13012 - Exhibits Specialist II 38.23
13013 - Exhibits Specialist III 46.76
13041 - Illustrator I 30.84
13042 - Illustrator II 38.23
13043 - Illustrator III 46.76
13047 - Librarian 42.33
13050 - Library Aide/Clerk 22.60
13054 - Library Information Technology Systems Administrator 38.23
13058 - Library Technician 30.84
13061 - Media Specialist I 27.58
13062 - Media Specialist II 30.84
13063 - Media Specialist III 34.40
13071 - Photographer I 27.58
13072 - Photographer II 30.84
13073 - Photographer III 38.23
13074 - Photographer IV 46.76
13075 - Photographer V 56.56
13090 - Technical Order Library Clerk 28.37
13110 - Video Teleconference Technician 27.50

14000 - Information Technology Occupations
14041 - Computer Operator I 25.22
14042 - Computer Operator II 28.21
14043 - Computer Operator III 31.44
14044 - Computer Operator IV 34.94
14045 - Computer Operator V 38.70
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 25.22
14160 - Personal Computer Support Technician 34.94
14170 - System Support Specialist 38.70

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 41.14
15020 - Aircrew Training Devices Instructor (Rated) 49.79
15030 - Air Crew Training Devices Instructor (Pilot) 59.66
15050 - Computer Based Training Specialist / Instructor 41.14
15060 - Educational Technologist 43.27

15070 - Flight Instructor (Pilot) 59.66
15080 - Graphic Artist 33.01
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 59.50
15086 - Maintenance Test Pilot, Rotary Wing 59.50
15088 - Non-Maintenance Test/Co-Pilot 59.50
15090 - Technical Instructor 33.32
15095 - Technical Instructor/Course Developer 40.76
15110 - Test Proctor 26.90
15120 - Tutor 26.90

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) 33.48
19040 - Tool And Die Maker 40.20

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.17
21030 - Material Coordinator 29.48
21040 - Material Expediter 29.48
21050 - Material Handling Laborer 19.79
21071 - Order Filler 18.20
21080 - Production Line Worker (Food Processing) 22.17
21110 - Shipping Packer 22.00
21130 - Shipping/Receiving Clerk 22.00
21140 - Store Worker I 21.04
21150 - Stock Clerk 27.31
21210 - Tools And Parts Attendant 22.17
21410 - Warehouse Specialist 22.17

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.11
23019 - Aircraft Logs and Records Technician 29.88
23021 - Aircraft Mechanic I 35.30
23022 - Aircraft Mechanic II 37.11
23023 - Aircraft Mechanic III 38.67
23040 - Aircraft Mechanic Helper 25.81
23050 - Aircraft, Painter 33.48
23060 - Aircraft Servicer 29.88
23070 - Aircraft Survival Flight Equipment
Technician 33.48
23080 - Aircraft Worker 31.67
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 31.67
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 35.30
23110 - Appliance Mechanic 33.48
23120 - Bicycle Repairer 21.99
23125 - Cable Splicer 35.30
23130 - Carpenter, Maintenance 34.97
23140 - Carpet Layer 31.67
23160 - Electrician, Maintenance 36.99
23181 - Electronics Technician Maintenance I 31.67
23182 - Electronics Technician Maintenance II 33.48
23183 - Electronics Technician Maintenance III 35.30
23260 - Fabric Worker 29.88
23290 - Fire Alarm System Mechanic 34.14
23310 - Fire Extinguisher Repairer 27.93
23311 - Fuel Distribution System Mechanic 35.30
23312 - Fuel Distribution System Operator 27.93
23370 - General Maintenance Worker 24.03
23380 - Ground Support Equipment Mechanic 35.30
23381 - Ground Support Equipment Servicer 29.88
23382 - Ground Support Equipment Worker 31.67
23391 - Gunsmith I 27.93
23392 - Gunsmith II 31.67
23393 - Gunsmith III 35.30
23410 - Heating, Ventilation And Air-Conditioning
Mechanic 38.45
23411 - Heating, Ventilation And Air Contidioning
Mechanic (Research Facility) 40.40
23430 - Heavy Equipment Mechanic 37.50
23440 - Heavy Equipment Operator 37.69
23460 - Instrument Mechanic 35.30
23465 - Laboratory/Shelter Mechanic 33.48
23470 - Laborer 19.79
23510 - Locksmith 33.48
23530 - Machinery Maintenance Mechanic 33.72
23550 - Machinist, Maintenance 29.01
23580 - Maintenance Trades Helper 22.25
23591 - Metrology Technician I 35.30
23592 - Metrology Technician II 37.11
23593 - Metrology Technician III 38.67
23640 - Millwright 35.30
23710 - Office Appliance Repairer 33.48
23760 - Painter, Maintenance 28.63
23790 - Pipefitter, Maintenance 35.15
23810 - Plumber, Maintenance 33.34
23820 - Pneudraulic Systems Mechanic 35.30
23850 - Rigger 35.30
23870 - Scale Mechanic 31.67
23890 - Sheet-Metal Worker, Maintenance 35.92
23910 - Small Engine Mechanic 31.67
23931 - Telecommunications Mechanic I 38.32

23932 - Telecommunications Mechanic II 40.28
23950 - Telephone Lineman 45.17
23960 - Welder, Combination, Maintenance 28.28
23965 - Well Driller 35.30
23970 - Woodcraft Worker 35.30
23980 - Woodworker 27.93

24000 - Personal Needs Occupations
24550 - Case Manager 24.81
24570 - Child Care Attendant 17.39
24580 - Child Care Center Clerk 21.68
24610 - Chore Aide 16.09
24620 - Family Readiness And Support Services Coordinator 24.81
24630 - Homemaker 24.81

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 43.48
25040 - Sewage Plant Operator 41.24
25070 - Stationary Engineer 43.48
25190 - Ventilation Equipment Tender 31.79
25210 - Water Treatment Plant Operator 41.24

27000 - Protective Service Occupations
27004 - Alarm Monitor 38.33
27007 - Baggage Inspector 19.13
27008 - Corrections Officer 39.38
27010 - Court Security Officer 39.43
27030 - Detection Dog Handler 22.72
27040 - Detention Officer 39.38
27070 - Firefighter 36.20
27101 - Guard I 19.13
27102 - Guard II 22.72
27131 - Police Officer I 52.38
27132 - Police Officer II 58.22

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 22.26
28042 - Carnival Equipment Repairer 24.09
28043 - Carnival Worker 16.68
28210 - Gate Attendant/Gate Tender 21.80
28310 - Lifeguard 18.04
28350 - Park Attendant (Aide) 24.39
28510 - Recreation Aide/Health Facility Attendant 17.80
28515 - Recreation Specialist 30.21
28630 - Sports Official 19.42
28690 - Swimming Pool Operator 27.32

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.67
29020 - Hatch Tender 31.67
29030 - Line Handler 31.67
29041 - Stevedore I 29.88
29042 - Stevedore II 33.48

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 25.69
30022 - Archeological Technician II 28.74
30023 - Archeological Technician III 34.99
30030 - Cartographic Technician 34.99
30040 - Civil Engineering Technician 36.97
30051 - Cryogenic Technician I 38.74
30052 - Cryogenic Technician II 42.80
30061 - Drafter/CAD Operator I 25.69
30062 - Drafter/CAD Operator II 28.74
30063 - Drafter/CAD Operator III 32.03
30064 - Drafter/CAD Operator IV 38.74
30081 - Engineering Technician I 22.10
30082 - Engineering Technician II 24.80
30083 - Engineering Technician III 27.74
30084 - Engineering Technician IV 34.36
30085 - Engineering Technician V 42.03
30086 - Engineering Technician VI 50.85
30090 - Environmental Technician 34.36
30095 - Evidence Control Specialist 34.99
30210 - Laboratory Technician 28.51
30221 - Latent Fingerprint Technician I 38.74
30222 - Latent Fingerprint Technician II 42.80
30240 - Mathematical Technician 35.89
30361 - Paralegal/Legal Assistant I 24.44
30362 - Paralegal/Legal Assistant II 30.29
30363 - Paralegal/Legal Assistant III 37.05
30364 - Paralegal/Legal Assistant IV 44.82
30375 - Petroleum Supply Specialist 42.80
30390 - Photo-Optics Technician 35.89
30395 - Radiation Control Technician 42.80
30461 - Technical Writer I 34.99
30462 - Technical Writer II 42.80
30463 - Technical Writer III 51.78
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 38.74
30502 - Weather Forecaster II 47.13
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 32.03
30621 - Weather Observer, Senior (see 2) 34.99

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	44.29
31020 - Bus Aide	24.64
31030 - Bus Driver	34.23
31043 - Driver Courier	20.11
31260 - Parking and Lot Attendant	17.59
31290 - Shuttle Bus Driver	21.33
31310 - Taxi Driver	21.12
31361 - Truckdriver, Light	21.76
31362 - Truckdriver, Medium	23.28
31363 - Truckdriver, Heavy	28.42
31364 - Truckdriver, Tractor-Trailer	28.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	21.59
99030 - Cashier	17.63
99050 - Desk Clerk	17.98
99095 - Embalmer	36.61
99130 - Flight Follower	36.61
99251 - Laboratory Animal Caretaker I	20.34
99252 - Laboratory Animal Caretaker II	22.01
99260 - Marketing Analyst	35.78
99310 - Mortician	36.61
99410 - Pest Controller	30.31
99510 - Photofinishing Worker	18.79
99710 - Recycling Laborer	29.90
99711 - Recycling Specialist	35.93
99730 - Refuse Collector	26.91
99810 - Sales Clerk	17.74
99820 - School Crossing Guard	22.31
99830 - Survey Party Chief	38.07
99831 - Surveying Aide	19.16
99832 - Surveying Technician	24.16
99840 - Vending Machine Attendant	29.78
99841 - Vending Machine Repairer	36.54
99842 - Vending Machine Repairer Helper	29.78

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 1
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))."""