"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.: 2015-5603
Revision No.: 29
Date Of Last Revision: 12/03/2025

State: California

Area: California County of Kern

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.64
01012 - Accounting Clerk II		22.05
01013 - Accounting Clerk III		24.66
01020 - Administrative Assistant		34.66
01035 - Court Reporter		47.09
01041 - Customer Service Representative I		17.20
01042 - Customer Service Representative II		18.77
01043 - Customer Service Representative III		21.07
01051 - Data Entry Operator I		19.11
01052 - Data Entry Operator II		20.85
01060 - Dispatcher, Motor Vehicle		23.92
01070 - Document Preparation Clerk		23.38
01090 - Duplicating Machine Operator		23.38
01111 - General Clerk I		17.51
01112 - General Clerk II		19.11
01113 - General Clerk III		21.45
01120 - Housing Referral Assistant		26.62
01141 - Messenger Courier		19.80
01191 - Order Clerk I		20.85
01192 - Order Clerk II		22.75
01261 - Personnel Assistant (Employment) I		21.56
01262 - Personnel Assistant (Employment) II		24.12
01263 - Personnel Assistant (Employment) III		26.88
01270 - Production Control Clerk		29.11
01290 - Rental Clerk		18.51
01300 - Scheduler, Maintenance		21.36
01311 - Secretary I		21.36
01312 - Secretary II		23.89
01313 - Secretary III		26.62
01320 - Service Order Dispatcher		21.38
01410 - Supply Technician		34.66
01420 - Survey Worker		23.60
01460 - Switchboard Operator/Receptionist		18.38
01531 - Travel Clerk I		17.88
01532 - Travel Clerk II		18.73
01533 - Travel Clerk III		20.28
01611 - Word Processor I		19.62
01612 - Word Processor II		22.02
01613 - Word Processor III		24.63
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		29.64
05010 - Automotive Electrician		25.70

05040 - Automotive Glass Installer	24.15
05070 - Automotive Worker	24.15
05110 - Mobile Equipment Servicer	20.90
05130 - Motor Equipment Metal Mechanic	27.29
05160 - Motor Equipment Metal Worker	24.15
05190 - Motor Vehicle Mechanic	27.29
05220 - Motor Vehicle Mechanic Helper	20.06
05250 - Motor Vehicle Upholstery Worker	22.56
05280 - Motor Vehicle Wrecker	24.15
05310 - Painter, Automotive	25.70
05340 - Radiator Repair Specialist	24.15
05370 - Tire Repairer	17.88
05400 - Transmission Repair Specialist	27.29
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.29
07041 - Cook I	19.22
07042 - Cook II	22.22
07070 - Dishwasher	16.72
07130 - Food Service Worker	17.17
07210 - Meat Cutter	19.90
07260 - Waiter/Waitress	16.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.28
09040 - Furniture Handler	16.66
09080 - Furniture Refinisher	23.28
09090 - Furniture Refinisher Helper	18.17
09110 - Furniture Repairer, Minor	20.43
09130 - Upholsterer	23.28
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.39
11060 - Elevator Operator	18.81
11090 - Gardener	22.58
11122 - Housekeeping Aide	18.81
11150 - Janitor	18.81
11210 - Laborer, Grounds Maintenance	19.07
11240 - Maid or Houseman	17.12
11260 - Pruner	18.20
11270 - Tractor Operator	20.79
11330 - Trail Maintenance Worker	19.07
11360 - Window Cleaner	19.70
12000 - Health Occupations	
12010 - Ambulance Driver	22.11
12011 - Breath Alcohol Technician	32.18
12012 - Certified Occupational Therapist Assistant	41.17
12015 - Certified Physical Therapist Assistant	38.03
12020 - Dental Assistant	22.76
12025 - Dental Hygienist	49.12
12030 - EKG Technician	42.43
12035 - Electroneurodiagnostic Technologist	42.43
12040 - Emergency Medical Technician	22.11
12071 - Licensed Practical Nurse I	28.77
12072 - Licensed Practical Nurse II	32.18
12073 - Licensed Practical Nurse III	35.86
12100 - Medical Assistant	20.83
12130 - Medical Laboratory Technician	28.91
12160 - Medical Record Clerk	21.42
12190 - Medical Record Technician	23.96
12195 - Medical Transcriptionist	21.85
12210 - Nuclear Medicine Technologist	64.41
12221 - Nursing Assistant I	15.20
12222 - Nursing Assistant II	17.11
12223 - Nursing Assistant III	18.67
12224 - Nursing Assistant IV	20.95
12235 - Optical Dispenser	22.69
12236 - Optical Technician	28.77

12250 - Pharmacy Technician		23.41
12280 - Phlebotomist		22.43
12305 - Radiologic Technologist		42.70
12311 - Registered Nurse I		34.55
12312 - Registered Nurse II		42.26
12313 - Registered Nurse II, Specialist		42.26
12314 - Registered Nurse III		51.13
12315 - Registered Nurse III, Anesthetist		51.13
12316 - Registered Nurse IV		61.30
12317 - Scheduler (Drug and Alcohol Testing)		39.86
12320 - Substance Abuse Treatment Counselor		28.61
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.23
13012 - Exhibits Specialist II		33.73
13013 - Exhibits Specialist III		41.25
13041 - Illustrator I		27.23
13042 - Illustrator II		33.73
13043 - Illustrator III		41.25
13047 - Librarian		37.36
13050 - Library Aide/Clerk		19.45
13054 - Library Information Technology Systems Administrator		33.73
13058 - Library Technician		21.25
13061 - Media Specialist I		24.35
13062 - Media Specialist II		27.23
13063 - Media Specialist III		30.35
13071 - Photographer I		20.98
13072 - Photographer II		23.47
13073 - Photographer III		29.07
13074 - Photographer IV		35.55
13075 - Photographer V		43.01
13090 - Technical Order Library Clerk		24.42
13110 - Video Teleconference Technician		24.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		24.22
14042 - Computer Operator II		27.09
14043 - Computer Operator III		30.19
14044 - Computer Operator IV		33.55
14045 - Computer Operator V		37.16
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		24.22
14160 - Personal Computer Support Technician		33.55
14170 - System Support Specialist		37.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		40.11
15020 - Aircrew Training Devices Instructor (Rated)		48.53
15030 - Air Crew Training Devices Instructor (Pilot)		58.18
15050 - Computer Based Training Specialist / Instructor		40.11
15060 - Educational Technologist		51.50
15070 - Flight Instructor (Pilot)		58.18
15080 - Graphic Artist		28.44
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		58.18
15086 - Maintenance Test Pilot, Rotary Wing		58.18
15088 - Non-Maintenance Test/Co-Pilot		58.18
15090 - Technical Instructor		24.78
15095 - Technical Instructor/Course Developer		30.32
15110 - Test Proctor		20.01
15120 - Tutor		20.01
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) 33.22
19040 - Tool And Die Maker 40.26
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.11
21030 - Material Coordinator 29.11
21040 - Material Expediter 29.11
21050 - Material Handling Laborer 22.50
21071 - Order Filler 18.45
21080 - Production Line Worker (Food Processing) 23.11
21110 - Shipping Packer 20.29
21130 - Shipping/Receiving Clerk 20.29
21140 - Store Worker I 21.43
21150 - Stock Clerk 24.63
21210 - Tools And Parts Attendant 23.11
21410 - Warehouse Specialist 23.11
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 45.93
23019 - Aircraft Logs and Records Technician 35.85
23021 - Aircraft Mechanic I 43.37
23022 - Aircraft Mechanic II 45.93
23023 - Aircraft Mechanic III 47.73
23040 - Aircraft Mechanic Helper 31.88
23050 - Aircraft, Painter 40.85
23060 - Aircraft Servicer 35.85
23070 - Aircraft Survival Flight Equipment Technician 40.85
23080 - Aircraft Worker 38.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 38.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 43.37
23110 - Appliance Mechanic 29.86
23120 - Bicycle Repairer 27.00
23125 - Cable Splicer 59.20
23130 - Carpenter, Maintenance 32.19
23140 - Carpet Layer 31.21
23160 - Electrician, Maintenance 36.21
23181 - Electronics Technician Maintenance I 35.69
23182 - Electronics Technician Maintenance II 37.99
23183 - Electronics Technician Maintenance III 40.33
23260 - Fabric Worker 29.15
23290 - Fire Alarm System Mechanic 27.86
23310 - Fire Extinguisher Repairer 27.00
23311 - Fuel Distribution System Mechanic 46.75
23312 - Fuel Distribution System Operator 35.79
23370 - General Maintenance Worker 23.67
23380 - Ground Support Equipment Mechanic 43.37
23381 - Ground Support Equipment Servicer 35.85
23382 - Ground Support Equipment Worker 38.38
23391 - Gunsmith I 27.00
23392 - Gunsmith II 31.21
23393 - Gunsmith III 35.27
23410 - Heating, Ventilation And Air-Conditioning Mechanic 30.61

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.41
23430 - Heavy Equipment Mechanic	32.28
23440 - Heavy Equipment Operator	33.43
23460 - Instrument Mechanic	35.27
23465 - Laboratory/Shelter Mechanic	33.22
23470 - Laborer	22.50
23510 - Locksmith	33.60
23530 - Machinery Maintenance Mechanic	31.17
23550 - Machinist, Maintenance	25.81
23580 - Maintenance Trades Helper	19.15
23591 - Metrology Technician I	35.27
23592 - Metrology Technician II	37.35
23593 - Metrology Technician III	38.81
23640 - Millwright	34.86
23710 - Office Appliance Repairer	23.65
23760 - Painter, Maintenance	26.84
23790 - Pipefitter, Maintenance	34.27
23810 - Plumber, Maintenance	32.27
23820 - Pneudraulic Systems Mechanic	35.27
23850 - Rigger	31.69
23870 - Scale Mechanic	31.21
23890 - Sheet-Metal Worker, Maintenance	36.79
23910 - Small Engine Mechanic	24.78
23931 - Telecommunications Mechanic I	31.59
23932 - Telecommunications Mechanic II	33.45
23950 - Telephone Lineman	34.11
23960 - Welder, Combination, Maintenance	28.23
23965 - Well Driller	35.27
23970 - Woodcraft Worker	35.27
23980 - Woodworker	27.00
24000 - Personal Needs Occupations	
24550 - Case Manager	22.15
24570 - Child Care Attendant	17.30
24580 - Child Care Center Clerk	21.57
24610 - Chore Aide	16.07
24620 - Family Readiness And Support Services Coordinator	22.15
24630 - Homemaker	22.15
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	40.46
25040 - Sewage Plant Operator	33.29
25070 - Stationary Engineer	40.46
25190 - Ventilation Equipment Tender	28.46
25210 - Water Treatment Plant Operator	33.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.12
27007 - Baggage Inspector	18.49
27008 - Corrections Officer	50.04
27010 - Court Security Officer	46.42
27030 - Detection Dog Handler	20.68
27040 - Detention Officer	50.04
27070 - Firefighter	46.42
27101 - Guard I	18.49
27102 - Guard II	20.68
27131 - Police Officer I	36.44
27132 - Police Officer II	40.49
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.43
28042 - Carnival Equipment Repairer	19.31
28043 - Carnival Worker	16.13
28210 - Gate Attendant/Gate Tender	21.44
28310 - Lifeguard	16.86
28350 - Park Attendant (Aide)	23.98
28510 - Recreation Aide/Health Facility Attendant	17.50

28515 - Recreation Specialist		29.70
28630 - Sports Official		19.10
28690 - Swimming Pool Operator		22.35
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.72
29020 - Hatch Tender		32.72
29030 - Line Handler		32.72
29041 - Stevedore I		30.56
29042 - Stevedore II		34.83
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		24.32
30022 - Archeological Technician II		27.21
30023 - Archeological Technician III		33.70
30030 - Cartographic Technician		33.70
30040 - Civil Engineering Technician		32.37
30051 - Cryogenic Technician I		37.32
30052 - Cryogenic Technician II		41.21
30061 - Drafter/CAD Operator I		24.32
30062 - Drafter/CAD Operator II		27.21
30063 - Drafter/CAD Operator III		30.32
30064 - Drafter/CAD Operator IV		37.32
30081 - Engineering Technician I		20.59
30082 - Engineering Technician II		23.11
30083 - Engineering Technician III		25.85
30084 - Engineering Technician IV		32.01
30085 - Engineering Technician V		39.15
30086 - Engineering Technician VI		47.37
30090 - Environmental Technician		26.99
30095 - Evidence Control Specialist		33.70
30210 - Laboratory Technician		25.08
30221 - Latent Fingerprint Technician I		32.87
30222 - Latent Fingerprint Technician II		36.29
30240 - Mathematical Technician		33.70
30361 - Paralegal/Legal Assistant I		23.66
30362 - Paralegal/Legal Assistant II		29.32
30363 - Paralegal/Legal Assistant III		35.86
30364 - Paralegal/Legal Assistant IV		43.38
30375 - Petroleum Supply Specialist		41.21
30390 - Photo-Optics Technician		33.70
30395 - Radiation Control Technician		41.21
30461 - Technical Writer I		31.50
30462 - Technical Writer II		38.53
30463 - Technical Writer III		46.62
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		37.32
30502 - Weather Forecaster II		45.40
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.32
30621 - Weather Observer, Senior	(see 2)	33.70
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		41.30
31020 - Bus Aide		17.75
31030 - Bus Driver		22.48
31043 - Driver Courier		19.20
31260 - Parking and Lot Attendant		16.81
31290 - Shuttle Bus Driver		17.23
31310 - Taxi Driver		17.03
31361 - Truckdriver, Light		20.17

31362 - Truckdriver, Medium	21.78
31363 - Truckdriver, Heavy	27.69
31364 - Truckdriver, Tractor-Trailer	27.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	20.14
99030 - Cashier	16.70
99050 - Desk Clerk	16.99
99095 - Embalmer	34.14
99130 - Flight Follower	34.14
99251 - Laboratory Animal Caretaker I	19.27
99252 - Laboratory Animal Caretaker II	20.91
99260 - Marketing Analyst	32.09
99310 - Mortician	34.14
99410 - Pest Controller	21.05
99510 - Photofinishing Worker	17.94
99710 - Recycling Laborer	28.43
99711 - Recycling Specialist	31.07
99730 - Refuse Collector	27.14
99810 - Sales Clerk	16.92
99820 - School Crossing Guard	21.07
99830 - Survey Party Chief	38.09
99831 - Surveying Aide	25.28
99832 - Surveying Technician	34.64
99840 - Vending Machine Attendant	25.69
99841 - Vending Machine Repairer	30.93
99842 - Vending Machine Repairer Helper	25.69

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 $13.30 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 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.

** 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)).

** 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."