"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.: 2015-5629
Revision No.: 28
Date Of Last Revision: 12/03/2025

State: California

Area: California Counties of Riverside, San Bernardino

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.89
01012 - Accounting Clerk II		22.32
01013 - Accounting Clerk III		24.97
01020 - Administrative Assistant		36.74
01035 - Court Reporter		51.68
01041 - Customer Service Representative I		17.81
01042 - Customer Service Representative II		19.44
01043 - Customer Service Representative III		21.82
01051 - Data Entry Operator I		19.50
01052 - Data Entry Operator II		21.28
01060 - Dispatcher, Motor Vehicle		23.57
01070 - Document Preparation Clerk		21.55
01090 - Duplicating Machine Operator		21.55
01111 - General Clerk I		17.92
01112 - General Clerk II		19.56
01113 - General Clerk III		21.95
01120 - Housing Referral Assistant		26.95
01141 - Messenger Courier		19.37
01191 - Order Clerk I		19.55
01192 - Order Clerk II		21.34
01261 - Personnel Assistant (Employment) I		22.38
01262 - Personnel Assistant (Employment) II		25.03
01263 - Personnel Assistant (Employment) III		27.90
01270 - Production Control Clerk		26.62
01290 - Rental Clerk		18.66
01300 - Scheduler, Maintenance		21.62
01311 - Secretary I		21.62
01312 - Secretary II		24.18
01313 - Secretary III		26.95
01320 - Service Order Dispatcher		21.07
01410 - Supply Technician		36.74
01420 - Survey Worker		23.30
01460 - Switchboard Operator/Receptionist		18.75
01531 - Travel Clerk I		18.89
01532 - Travel Clerk II		21.20
01533 - Travel Clerk III		23.71
01611 - Word Processor I		19.39
01612 - Word Processor II		21.77
01613 - Word Processor III		24.35
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		30.14
05010 - Automotive Electrician		28.92

05040 - Automotive Glass Installer	27.02
05070 - Automotive Worker	27.02
05110 - Mobile Equipment Servicer	23.09
05130 - Motor Equipment Metal Mechanic	30.57
05160 - Motor Equipment Metal Worker	27.02
05190 - Motor Vehicle Mechanic	30.57
05220 - Motor Vehicle Mechanic Helper	21.55
05250 - Motor Vehicle Upholstery Worker	25.09
05280 - Motor Vehicle Wrecker	27.02
05310 - Painter, Automotive	28.92
05340 - Radiator Repair Specialist	27.02
05370 - Tire Repairer	17.81
05400 - Transmission Repair Specialist	30.57
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.50
07041 - Cook I	21.25
07042 - Cook II	24.86
07070 - Dishwasher	17.10
07130 - Food Service Worker	18.26
07210 - Meat Cutter	19.91
07260 - Waiter/Waitress	16.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.80
09040 - Furniture Handler	14.14
09080 - Furniture Refinisher	21.55
09090 - Furniture Refinisher Helper	16.06
09110 - Furniture Repairer, Minor	18.70
09130 - Upholsterer	22.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.19
11060 - Elevator Operator	18.32
11090 - Gardener	22.59
11122 - Housekeeping Aide	18.32
11150 - Janitor	18.32
11210 - Laborer, Grounds Maintenance	19.27
11240 - Maid or Houseman	18.28
11260 - Pruner	18.39
11270 - Tractor Operator	21.08
11330 - Trail Maintenance Worker	19.27
11360 - Window Cleaner	19.19
12000 - Health Occupations	
12010 - Ambulance Driver	20.81
12011 - Breath Alcohol Technician	32.60
12012 - Certified Occupational Therapist Assistant	38.11
12015 - Certified Physical Therapist Assistant	38.58
12020 - Dental Assistant	23.57
12025 - Dental Hygienist	52.42
12030 - EKG Technician	36.85
12035 - Electroneurodiagnostic Technologist	36.85
12040 - Emergency Medical Technician	20.81
12071 - Licensed Practical Nurse I	29.14
12072 - Licensed Practical Nurse II	32.60
12073 - Licensed Practical Nurse III	36.33
12100 - Medical Assistant	20.54
12130 - Medical Laboratory Technician	30.67
12160 - Medical Record Clerk	22.99
12190 - Medical Record Technician	25.71
12195 - Medical Transcriptionist	22.89
12210 - Nuclear Medicine Technologist	64.85
12221 - Nursing Assistant I	15.68
12222 - Nursing Assistant II	17.64
12223 - Nursing Assistant III	19.25
12224 - Nursing Assistant IV	21.61
12235 - Optical Dispenser	26.99
12236 - Optical Technician	24.11

12250 - Pharmacy Technician		23.46
12280 - Phlebotomist		24.28
12305 - Radiologic Technologist		49.03
12311 - Registered Nurse I		35.27
12312 - Registered Nurse II		43.14
12313 - Registered Nurse II, Specialist		43.14
12314 - Registered Nurse III		52.20
12315 - Registered Nurse III, Anesthetist		52.20
12316 - Registered Nurse IV		62.58
12317 - Scheduler (Drug and Alcohol Testing)		40.38
12320 - Substance Abuse Treatment Counselor		29.26
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.28
13012 - Exhibits Specialist II		32.56
13013 - Exhibits Specialist III		40.02
13041 - Illustrator I		28.69
13042 - Illustrator II		35.54
13043 - Illustrator III		43.47
13047 - Librarian		36.82
13050 - Library Aide/Clerk		19.46
13054 - Library Information Technology Systems Administrator		33.24
13058 - Library Technician		26.55
13061 - Media Specialist I		23.99
13062 - Media Specialist II		26.84
13063 - Media Specialist III		29.91
13071 - Photographer I		20.21
13072 - Photographer II		22.61
13073 - Photographer III		28.00
13074 - Photographer IV		34.24
13075 - Photographer V		41.43
13090 - Technical Order Library Clerk		24.43
13110 - Video Teleconference Technician		28.13
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.96
14042 - Computer Operator II		26.80
14043 - Computer Operator III		29.90
14044 - Computer Operator IV		33.24
14045 - Computer Operator V		36.81
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		23.96
14160 - Personal Computer Support Technician		33.24
14170 - System Support Specialist		36.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		38.20
15020 - Aircrew Training Devices Instructor (Rated)		46.23
15030 - Air Crew Training Devices Instructor (Pilot)		55.41
15050 - Computer Based Training Specialist / Instructor		38.20
15060 - Educational Technologist		53.91
15070 - Flight Instructor (Pilot)		55.41
15080 - Graphic Artist		29.83
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		55.17
15086 - Maintenance Test Pilot, Rotary Wing		55.17
15088 - Non-Maintenance Test/Co-Pilot		55.17
15090 - Technical Instructor		25.33
15095 - Technical Instructor/Course Developer		30.98
15110 - Test Proctor		20.44
15120 - Tutor		20.44
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) 26.08
19040 - Tool And Die Maker 31.13
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 24.76
21030 - Material Coordinator 26.62
21040 - Material Expediter 26.62
21050 - Material Handling Laborer 21.62
21071 - Order Filler 20.36
21080 - Production Line Worker (Food Processing) 24.76
21110 - Shipping Packer 18.85
21130 - Shipping/Receiving Clerk 18.85
21140 - Store Worker I 20.30
21150 - Stock Clerk 23.34
21210 - Tools And Parts Attendant 24.76
21410 - Warehouse Specialist 24.76
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.79
23019 - Aircraft Logs and Records Technician 31.90
23021 - Aircraft Mechanic I 38.86
23022 - Aircraft Mechanic II 40.79
23023 - Aircraft Mechanic III 42.35
23040 - Aircraft Mechanic Helper 27.39
23050 - Aircraft, Painter 36.76
23060 - Aircraft Servicer 31.90
23070 - Aircraft Survival Flight Equipment Technician 36.76
23080 - Aircraft Worker 34.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.34
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.86
23110 - Appliance Mechanic 25.14
23120 - Bicycle Repairer 21.32
23125 - Cable Splicer 53.29
23130 - Carpenter, Maintenance 31.28
23140 - Carpet Layer 25.73
23160 - Electrician, Maintenance 35.56
23181 - Electronics Technician Maintenance I 32.61
23182 - Electronics Technician Maintenance II 34.91
23183 - Electronics Technician Maintenance III 36.90
23260 - Fabric Worker 28.71
23290 - Fire Alarm System Mechanic 30.51
23310 - Fire Extinguisher Repairer 26.42
23311 - Fuel Distribution System Mechanic 39.04
23312 - Fuel Distribution System Operator 29.49
23370 - General Maintenance Worker 26.16
23380 - Ground Support Equipment Mechanic 38.86
23381 - Ground Support Equipment Servicer 31.90
23382 - Ground Support Equipment Worker 34.34
23391 - Gunsmith I 26.42
23392 - Gunsmith II 30.91
23393 - Gunsmith III 34.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic 29.83

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.07
23430 - Heavy Equipment Mechanic	34.34
23440 - Heavy Equipment Operator	39.51
23460 - Instrument Mechanic	40.96
23465 - Laboratory/Shelter Mechanic	33.08
23470 - Laborer	21.62
23510 - Locksmith	29.17
23530 - Machinery Maintenance Mechanic	33.60
23550 - Machinist, Maintenance	24.78
23580 - Maintenance Trades Helper	19.70
23591 - Metrology Technician I	40.96
23592 - Metrology Technician II	42.99
23593 - Metrology Technician III	44.64
23640 - Millwright	32.96
23710 - Office Appliance Repairer	22.67
23760 - Painter, Maintenance	23.43
23790 - Pipefitter, Maintenance	31.32
23810 - Plumber, Maintenance	29.63
23820 - Pneudraulic Systems Mechanic	34.97
23850 - Rigger	34.56
23870 - Scale Mechanic	30.91
23890 - Sheet-Metal Worker, Maintenance	34.39
23910 - Small Engine Mechanic	23.72
23931 - Telecommunications Mechanic I	33.99
23932 - Telecommunications Mechanic II	35.68
23950 - Telephone Lineman	35.92
23960 - Welder, Combination, Maintenance	24.12
23965 - Well Driller	37.50
23970 - Woodcraft Worker	34.97
23980 - Woodworker	26.42
24000 - Personal Needs Occupations	
24550 - Case Manager	22.77
24570 - Child Care Attendant	18.00
24580 - Child Care Center Clerk	22.45
24610 - Chore Aide	16.00
24620 - Family Readiness And Support Services Coordinator	22.77
24630 - Homemaker	22.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.90
25040 - Sewage Plant Operator	39.66
25070 - Stationary Engineer	37.90
25190 - Ventilation Equipment Tender	26.06
25210 - Water Treatment Plant Operator	39.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	35.52
27007 - Baggage Inspector	18.31
27008 - Corrections Officer	45.04
27010 - Court Security Officer	40.61
27030 - Detection Dog Handler	20.48
27040 - Detention Officer	45.04
27070 - Firefighter	36.17
27101 - Guard I	18.31
27102 - Guard II	20.48
27131 - Police Officer I	46.22
27132 - Police Officer II	51.37
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.18
28042 - Carnival Equipment Repairer	20.56
28043 - Carnival Worker	16.41
28210 - Gate Attendant/Gate Tender	21.29
28310 - Lifeguard	17.75
28350 - Park Attendant (Aide)	23.81
28510 - Recreation Aide/Health Facility Attendant	17.38

28515 - Recreation Specialist		29.50
28630 - Sports Official		18.97
28690 - Swimming Pool Operator		24.05
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.91
29020 - Hatch Tender		32.91
29030 - Line Handler		32.91
29041 - Stevedore I		30.57
29042 - Stevedore II		35.23
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		24.64
30022 - Archeological Technician II		27.72
30023 - Archeological Technician III		34.21
30030 - Cartographic Technician		34.35
30040 - Civil Engineering Technician		37.91
30051 - Cryogenic Technician I		34.20
30052 - Cryogenic Technician II		37.77
30061 - Drafter/CAD Operator I		24.64
30062 - Drafter/CAD Operator II		27.72
30063 - Drafter/CAD Operator III		30.79
30064 - Drafter/CAD Operator IV		37.88
30081 - Engineering Technician I		20.57
30082 - Engineering Technician II		23.09
30083 - Engineering Technician III		25.82
30084 - Engineering Technician IV		31.99
30085 - Engineering Technician V		39.12
30086 - Engineering Technician VI		47.33
30090 - Environmental Technician		26.89
30095 - Evidence Control Specialist		30.89
30210 - Laboratory Technician		23.86
30221 - Latent Fingerprint Technician I		34.82
30222 - Latent Fingerprint Technician II		38.46
30240 - Mathematical Technician		41.04
30361 - Paralegal/Legal Assistant I		23.85
30362 - Paralegal/Legal Assistant II		29.56
30363 - Paralegal/Legal Assistant III		36.15
30364 - Paralegal/Legal Assistant IV		43.73
30375 - Petroleum Supply Specialist		37.77
30390 - Photo-Optics Technician		33.63
30395 - Radiation Control Technician		37.77
30461 - Technical Writer I		30.27
30462 - Technical Writer II		37.03
30463 - Technical Writer III		44.79
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		34.20
30502 - Weather Forecaster II		41.61
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.79
30621 - Weather Observer, Senior	(see 2)	33.39
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		41.30
31020 - Bus Aide		20.88
31030 - Bus Driver		28.19
31043 - Driver Courier		19.99
31260 - Parking and Lot Attendant		16.72
31290 - Shuttle Bus Driver		18.74
31310 - Taxi Driver		14.93
31361 - Truckdriver, Light		21.42

31362 - Truckdriver, Medium	23.27
31363 - Truckdriver, Heavy	29.17
31364 - Truckdriver, Tractor-Trailer	29.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	20.14
99030 - Cashier	16.85
99050 - Desk Clerk	17.73
99095 - Embalmer	33.96
99130 - Flight Follower	34.14
99251 - Laboratory Animal Caretaker I	18.45
99252 - Laboratory Animal Caretaker II	19.77
99260 - Marketing Analyst	34.47
99310 - Mortician	33.96
99410 - Pest Controller	22.07
99510 - Photofinishing Worker	22.64
99710 - Recycling Laborer	30.28
99711 - Recycling Specialist	36.94
99730 - Refuse Collector	28.90
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	19.83
99830 - Survey Party Chief	42.89
99831 - Surveying Aide	22.67
99832 - Surveying Technician	31.00
99840 - Vending Machine Attendant	18.57
99841 - Vending Machine Repairer	23.28
99842 - Vending Machine Repairer Helper	18.57

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.

** 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))."