"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5659
Revision No.: 25
Date Of Last Revision: 12/03/2025

State: California

Area: California Counties of Sutter, Yuba

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.40
01012 - Accounting Clerk II		22.90
01013 - Accounting Clerk III		25.61
01020 - Administrative Assistant		37.64
01035 - Court Reporter		22.75
01041 - Customer Service Representative I		18.15
01042 - Customer Service Representative II		19.81
01043 - Customer Service Representative III		22.23
01051 - Data Entry Operator I		17.88
01052 - Data Entry Operator II		19.50
01060 - Dispatcher, Motor Vehicle		24.76
01070 - Document Preparation Clerk		18.12
01090 - Duplicating Machine Operator		18.12
01111 - General Clerk I		18.30
01112 - General Clerk II		19.97
01113 - General Clerk III		22.41
01120 - Housing Referral Assistant		25.37
01141 - Messenger Courier		14.76
01191 - Order Clerk I		17.33
01192 - Order Clerk II		18.91
01261 - Personnel Assistant (Employment) I		19.44
01262 - Personnel Assistant (Employment) II		21.74
01263 - Personnel Assistant (Employment) III		24.23
01270 - Production Control Clerk		25.32
01290 - Rental Clerk		19.10
01300 - Scheduler, Maintenance		20.34
01311 - Secretary I		20.34
01312 - Secretary II		22.75
01313 - Secretary III		25.37
01320 - Service Order Dispatcher		22.13
01410 - Supply Technician		37.64
01420 - Survey Worker		21.36
01460 - Switchboard Operator/Receptionist		19.27
01531 - Travel Clerk I		18.12
01532 - Travel Clerk II		20.24
01533 - Travel Clerk III		21.77
01611 - Word Processor I		18.12
01612 - Word Processor II		20.34
01613 - Word Processor III		22.75
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		30.80
05010 - Automotive Electrician		25.85

05040 - Automotive Glass Installer	24.49
05070 - Automotive Worker	24.49
05110 - Mobile Equipment Servicer	21.77
05130 - Motor Equipment Metal Mechanic	27.21
05160 - Motor Equipment Metal Worker	24.49
05190 - Motor Vehicle Mechanic	27.06
05220 - Motor Vehicle Mechanic Helper	20.42
05250 - Motor Vehicle Upholstery Worker	23.12
05280 - Motor Vehicle Wrecker	24.49
05310 - Painter, Automotive	25.85
05340 - Radiator Repair Specialist	24.49
05370 - Tire Repairer	18.95
05400 - Transmission Repair Specialist	27.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	27.80
07041 - Cook I	19.21
07042 - Cook II	22.09
07070 - Dishwasher	16.85
07130 - Food Service Worker	17.27
07210 - Meat Cutter	20.53
07260 - Waiter/Waitress	16.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.92
09040 - Furniture Handler	18.22
09080 - Furniture Refinisher	28.92
09090 - Furniture Refinisher Helper	21.82
09110 - Furniture Repairer, Minor	25.36
09130 - Upholsterer	28.92
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.37
11060 - Elevator Operator	18.39
11090 - Gardener	26.49
11122 - Housekeeping Aide	18.39
11150 - Janitor	18.39
11210 - Laborer, Grounds Maintenance	20.47
11240 - Maid or Houseman	17.35
11260 - Pruner	18.52
11270 - Tractor Operator	24.50
11330 - Trail Maintenance Worker	20.47
11360 - Window Cleaner	20.08
12000 - Health Occupations	
12010 - Ambulance Driver	24.27
12011 - Breath Alcohol Technician	31.93
12012 - Certified Occupational Therapist Assistant	43.82
12015 - Certified Physical Therapist Assistant	37.66
12020 - Dental Assistant	23.92
12025 - Dental Hygienist	58.50
12030 - EKG Technician	48.41
12035 - Electroneurodiagnostic Technologist	48.41
12040 - Emergency Medical Technician	24.27
12071 - Licensed Practical Nurse I	28.56
12072 - Licensed Practical Nurse II	31.93
12073 - Licensed Practical Nurse III	35.62
12100 - Medical Assistant	22.89
12130 - Medical Laboratory Technician	28.74
12160 - Medical Record Clerk	21.19
12190 - Medical Record Technician	23.70
12195 - Medical Transcriptionist	28.56
12210 - Nuclear Medicine Technologist	70.19
12221 - Nursing Assistant I	15.71
12222 - Nursing Assistant II	17.67
12223 - Nursing Assistant III	19.29
12224 - Nursing Assistant IV	21.65
12235 - Optical Dispenser	31.93
12236 - Optical Technician	28.56

12250 - Pharmacy Technician		22.92
12280 - Phlebotomist		28.56
12305 - Radiologic Technologist		49.68
12311 - Registered Nurse I		40.86
12312 - Registered Nurse II		49.98
12313 - Registered Nurse II, Specialist		49.98
12314 - Registered Nurse III		60.45
12315 - Registered Nurse III, Anesthetist		60.45
12316 - Registered Nurse IV		69.34
12317 - Scheduler (Drug and Alcohol Testing)		39.58
12320 - Substance Abuse Treatment Counselor		29.65
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.61
13012 - Exhibits Specialist II		29.25
13013 - Exhibits Specialist III		36.92
13041 - Illustrator I		22.71
13042 - Illustrator II		28.14
13043 - Illustrator III		34.42
13047 - Librarian		31.43
13050 - Library Aide/Clerk		16.05
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician		23.48
13061 - Media Specialist I		20.48
13062 - Media Specialist II		22.91
13063 - Media Specialist III		25.53
13071 - Photographer I		17.88
13072 - Photographer II		21.38
13073 - Photographer III		26.50
13074 - Photographer IV		33.56
13075 - Photographer V		39.20
13090 - Technical Order Library Clerk		17.04
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.10
14042 - Computer Operator II		22.48
14043 - Computer Operator III		25.06
14044 - Computer Operator IV		27.85
14045 - Computer Operator V		30.84
14071 - Computer Programmer I	(see 1)	23.09
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		20.10
14160 - Personal Computer Support Technician		27.85
14170 - System Support Specialist		30.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.94
15020 - Aircrew Training Devices Instructor (Rated)		44.69
15030 - Air Crew Training Devices Instructor (Pilot)		53.56
15050 - Computer Based Training Specialist / Instructor		36.94
15060 - Educational Technologist		53.92
15070 - Flight Instructor (Pilot)		53.56
15080 - Graphic Artist		35.24
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		53.56
15086 - Maintenance Test Pilot, Rotary Wing		53.56
15088 - Non-Maintenance Test/Co-Pilot		53.56
15090 - Technical Instructor		28.75
15095 - Technical Instructor/Course Developer		35.24
15110 - Test Proctor		23.74
15120 - Tutor		23.74
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)	30.69
19040 - Tool And Die Maker	38.20
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.88
21030 - Material Coordinator	25.32
21040 - Material Expediter	25.32
21050 - Material Handling Laborer	18.42
21071 - Order Filler	18.09
21080 - Production Line Worker (Food Processing)	20.88
21110 - Shipping Packer	22.43
21130 - Shipping/Receiving Clerk	22.43
21140 - Store Worker I	17.87
21150 - Stock Clerk	22.54
21210 - Tools And Parts Attendant	20.88
21410 - Warehouse Specialist	20.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	46.49
23019 - Aircraft Logs and Records Technician	36.32
23021 - Aircraft Mechanic I	43.96
23022 - Aircraft Mechanic II	46.49
23023 - Aircraft Mechanic III	49.07
23040 - Aircraft Mechanic Helper	31.28
23050 - Aircraft, Painter	41.42
23060 - Aircraft Servicer	36.32
23070 - Aircraft Survival Flight Equipment Technician	41.42
23080 - Aircraft Worker	38.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	38.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	43.96
23110 - Appliance Mechanic	30.69
23120 - Bicycle Repairer	25.04
23125 - Cable Splicer	34.38
23130 - Carpenter, Maintenance	32.32
23140 - Carpet Layer	28.80
23160 - Electrician, Maintenance	34.93
23181 - Electronics Technician Maintenance I	29.71
23182 - Electronics Technician Maintenance II	31.67
23183 - Electronics Technician Maintenance III	34.83
23260 - Fabric Worker	26.90
23290 - Fire Alarm System Mechanic	32.57
23310 - Fire Extinguisher Repairer	25.04
23311 - Fuel Distribution System Mechanic	33.61
23312 - Fuel Distribution System Operator	25.84
23370 - General Maintenance Worker	24.17
23380 - Ground Support Equipment Mechanic	43.96
23381 - Ground Support Equipment Servicer	36.32
23382 - Ground Support Equipment Worker	38.87
23391 - Gunsmith I	25.04
23392 - Gunsmith II	28.80
23393 - Gunsmith III	32.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.89

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.48
23430 - Heavy Equipment Mechanic	37.37
23440 - Heavy Equipment Operator	33.00
23460 - Instrument Mechanic	32.57
23465 - Laboratory/Shelter Mechanic	30.69
23470 - Laborer	18.42
23510 - Locksmith	30.69
23530 - Machinery Maintenance Mechanic	32.42
23550 - Machinist, Maintenance	24.67
23580 - Maintenance Trades Helper	20.56
23591 - Metrology Technician I	32.57
23592 - Metrology Technician II	34.43
23593 - Metrology Technician III	36.34
23640 - Millwright	32.57
23710 - Office Appliance Repairer	30.69
23760 - Painter, Maintenance	27.41
23790 - Pipefitter, Maintenance	33.98
23810 - Plumber, Maintenance	32.01
23820 - Pneudraulic Systems Mechanic	32.57
23850 - Rigger	32.57
23870 - Scale Mechanic	28.80
23890 - Sheet-Metal Worker, Maintenance	32.57
23910 - Small Engine Mechanic	28.80
23931 - Telecommunications Mechanic I	42.39
23932 - Telecommunications Mechanic II	44.81
23950 - Telephone Lineman	36.11
23960 - Welder, Combination, Maintenance	23.05
23965 - Well Driller	32.57
23970 - Woodcraft Worker	32.57
23980 - Woodworker	25.04
24000 - Personal Needs Occupations	
24550 - Case Manager	28.93
24570 - Child Care Attendant	17.14
24580 - Child Care Center Clerk	21.37
24610 - Chore Aide	16.06
24620 - Family Readiness And Support Services Coordinator	28.93
24630 - Homemaker	28.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	41.23
25040 - Sewage Plant Operator	38.85
25070 - Stationary Engineer	41.23
25190 - Ventilation Equipment Tender	29.33
25210 - Water Treatment Plant Operator	38.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	32.57
27007 - Baggage Inspector	18.06
27008 - Corrections Officer	33.85
27010 - Court Security Officer	33.85
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	33.85
27070 - Firefighter	33.85
27101 - Guard I	18.06
27102 - Guard II	21.22
27131 - Police Officer I	36.31
27132 - Police Officer II	40.35
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	20.92
28042 - Carnival Equipment Repairer	22.61
28043 - Carnival Worker	16.00
28210 - Gate Attendant/Gate Tender	22.39
28310 - Lifeguard	19.95
28350 - Park Attendant (Aide)	25.05
28510 - Recreation Aide/Health Facility Attendant	18.28

28515 - Recreation Specialist 31.02
28630 - Sports Official 19.95
28690 - Swimming Pool Operator 26.01
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.80
29020 - Hatch Tender 28.80
29030 - Line Handler 28.80
29041 - Stevedore I 26.90
29042 - Stevedore II 30.69
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 20.33
30022 - Archeological Technician II 22.74
30023 - Archeological Technician III 28.16
30030 - Cartographic Technician 28.16
30040 - Civil Engineering Technician 33.97
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.74
30063 - Drafter/CAD Operator III 25.34
30064 - Drafter/CAD Operator IV 31.19
30081 - Engineering Technician I 16.86
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.17
30084 - Engineering Technician IV 26.23
30085 - Engineering Technician V 32.20
30086 - Engineering Technician VI 38.82
30090 - Environmental Technician 23.61
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 19.51
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 28.16
30361 - Paralegal/Legal Assistant I 23.32
30362 - Paralegal/Legal Assistant II 28.89
30363 - Paralegal/Legal Assistant III 35.34
30364 - Paralegal/Legal Assistant IV 42.75
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 28.16
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 24.40
30462 - Technical Writer II 29.85
30463 - Technical Writer III 36.10
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 31.19
30502 - Weather Forecaster II 37.94
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 25.34
30621 - Weather Observer, Senior (see 2) 27.83
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 39.27
31020 - Bus Aide 15.77
31030 - Bus Driver 21.95
31043 - Driver Courier 18.90
31260 - Parking and Lot Attendant 14.44
31290 - Shuttle Bus Driver 18.05
31310 - Taxi Driver 18.05
31361 - Truckdriver, Light 20.43

31362 - Truckdriver, Medium	21.95
31363 - Truckdriver, Heavy	29.08
31364 - Truckdriver, Tractor-Trailer	29.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.15
99030 - Cashier	16.81
99050 - Desk Clerk	17.81
99095 - Embalmer	32.46
99130 - Flight Follower	32.46
99251 - Laboratory Animal Caretaker I	18.37
99252 - Laboratory Animal Caretaker II	19.85
99260 - Marketing Analyst	32.28
99310 - Mortician	32.46
99410 - Pest Controller	22.09
99510 - Photofinishing Worker	17.06
99710 - Recycling Laborer	21.81
99711 - Recycling Specialist	26.05
99730 - Refuse Collector	19.70
99810 - Sales Clerk	17.23
99820 - School Crossing Guard	18.77
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	24.54
99841 - Vending Machine Repairer	30.51
99842 - Vending Machine Repairer Helper	24.54

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))."