"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.: 2015-5655
Revision No.: 25
Date Of Last Revision: 12/03/2025

State: California

Area: California County of Solano

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.76
01012 - Accounting Clerk II		25.55
01013 - Accounting Clerk III		28.58
01020 - Administrative Assistant		40.11
01035 - Court Reporter		26.73
01041 - Customer Service Representative I		18.93
01042 - Customer Service Representative II		20.66
01043 - Customer Service Representative III		23.19
01051 - Data Entry Operator I		20.47
01052 - Data Entry Operator II		22.34
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		21.03
01090 - Duplicating Machine Operator		21.03
01111 - General Clerk I		19.67
01112 - General Clerk II		21.46
01113 - General Clerk III		24.09
01120 - Housing Referral Assistant		29.42
01141 - Messenger Courier		17.13
01191 - Order Clerk I		20.22
01192 - Order Clerk II		22.07
01261 - Personnel Assistant (Employment) I		23.80
01262 - Personnel Assistant (Employment) II		26.63
01263 - Personnel Assistant (Employment) III		29.70
01270 - Production Control Clerk		31.02
01290 - Rental Clerk		20.75
01300 - Scheduler, Maintenance		23.60
01311 - Secretary I		23.60
01312 - Secretary II		26.40
01313 - Secretary III		29.42
01320 - Service Order Dispatcher		23.48
01410 - Supply Technician		40.11
01420 - Survey Worker		29.42
01460 - Switchboard Operator/Receptionist		21.91
01531 - Travel Clerk I		20.72
01532 - Travel Clerk II		22.50
01533 - Travel Clerk III		24.30
01611 - Word Processor I		21.48
01612 - Word Processor II		24.11
01613 - Word Processor III		26.97
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		31.09
05010 - Automotive Electrician		28.93

05040 - Automotive Glass Installer	27.36
05070 - Automotive Worker	27.36
05110 - Mobile Equipment Servicer	24.13
05130 - Motor Equipment Metal Mechanic	30.50
05160 - Motor Equipment Metal Worker	27.36
05190 - Motor Vehicle Mechanic	30.50
05220 - Motor Vehicle Mechanic Helper	22.30
05250 - Motor Vehicle Upholstery Worker	25.81
05280 - Motor Vehicle Wrecker	27.36
05310 - Painter, Automotive	28.93
05340 - Radiator Repair Specialist	27.36
05370 - Tire Repairer	19.34
05400 - Transmission Repair Specialist	30.50
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.66
07041 - Cook I	21.98
07042 - Cook II	24.93
07070 - Dishwasher	17.76
07130 - Food Service Worker	18.17
07210 - Meat Cutter	22.25
07260 - Waiter/Waitress	17.39
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.75
09040 - Furniture Handler	17.81
09080 - Furniture Refinisher	27.75
09090 - Furniture Refinisher Helper	21.40
09110 - Furniture Repairer, Minor	24.76
09130 - Upholsterer	27.75
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.14
11060 - Elevator Operator	18.97
11090 - Gardener	27.28
11122 - Housekeeping Aide	18.97
11150 - Janitor	18.97
11210 - Laborer, Grounds Maintenance	20.99
11240 - Maid or Houseman	20.56
11260 - Pruner	18.89
11270 - Tractor Operator	25.21
11330 - Trail Maintenance Worker	20.99
11360 - Window Cleaner	21.08
12000 - Health Occupations	
12010 - Ambulance Driver	25.66
12011 - Breath Alcohol Technician	34.67
12012 - Certified Occupational Therapist Assistant	47.57
12015 - Certified Physical Therapist Assistant	38.99
12020 - Dental Assistant	28.95
12025 - Dental Hygienist	64.64
12030 - EKG Technician	44.26
12035 - Electroneurodiagnostic Technologist	44.26
12040 - Emergency Medical Technician	25.66
12071 - Licensed Practical Nurse I	31.00
12072 - Licensed Practical Nurse II	34.67
12073 - Licensed Practical Nurse III	38.64
12100 - Medical Assistant	36.15
12130 - Medical Laboratory Technician	42.20
12160 - Medical Record Clerk	31.48
12190 - Medical Record Technician	35.21
12195 - Medical Transcriptionist	31.00
12210 - Nuclear Medicine Technologist	76.19
12221 - Nursing Assistant I	16.60
12222 - Nursing Assistant II	18.68
12223 - Nursing Assistant III	20.38
12224 - Nursing Assistant IV	22.88
12235 - Optical Dispenser	30.96
12236 - Optical Technician	31.00

12250 - Pharmacy Technician		27.07
12280 - Phlebotomist		25.04
12305 - Radiologic Technologist		69.91
12311 - Registered Nurse I		52.16
12312 - Registered Nurse II		63.79
12313 - Registered Nurse II, Specialist		63.79
12314 - Registered Nurse III		77.18
12315 - Registered Nurse III, Anesthetist		77.18
12316 - Registered Nurse IV		92.53
12317 - Scheduler (Drug and Alcohol Testing)		42.95
12320 - Substance Abuse Treatment Counselor		29.47
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		29.15
13012 - Exhibits Specialist II		37.66
13013 - Exhibits Specialist III		46.06
13041 - Illustrator I		30.40
13042 - Illustrator II		37.66
13043 - Illustrator III		46.06
13047 - Librarian		41.71
13050 - Library Aide/Clerk		22.88
13054 - Library Information Technology Systems Administrator		37.66
13058 - Library Technician		27.88
13061 - Media Specialist I		27.17
13062 - Media Specialist II		30.40
13063 - Media Specialist III		33.89
13071 - Photographer I		22.95
13072 - Photographer II		25.67
13073 - Photographer III		31.80
13074 - Photographer IV		38.89
13075 - Photographer V		47.05
13090 - Technical Order Library Clerk		27.68
13110 - Video Teleconference Technician		23.05
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.44
14042 - Computer Operator II		26.22
14043 - Computer Operator III		29.22
14044 - Computer Operator IV		32.48
14045 - Computer Operator V		35.97
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		23.44
14160 - Personal Computer Support Technician		32.48
14170 - System Support Specialist		35.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		43.47
15020 - Aircrew Training Devices Instructor (Rated)		52.60
15030 - Air Crew Training Devices Instructor (Pilot)		63.06
15050 - Computer Based Training Specialist / Instructor		43.47
15060 - Educational Technologist		46.34
15070 - Flight Instructor (Pilot)		63.06
15080 - Graphic Artist		31.93
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		63.06
15086 - Maintenance Test Pilot, Rotary Wing		63.06
15088 - Non-Maintenance Test/Co-Pilot		63.06
15090 - Technical Instructor		30.05
15095 - Technical Instructor/Course Developer		37.63
15110 - Test Proctor		24.84
15120 - Tutor		24.84
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)	36.10
19040 - Tool And Die Maker	43.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.78
21030 - Material Coordinator	31.02
21040 - Material Expediter	31.02
21050 - Material Handling Laborer	20.96
21071 - Order Filler	19.29
21080 - Production Line Worker (Food Processing)	22.78
21110 - Shipping Packer	21.33
21130 - Shipping/Receiving Clerk	21.33
21140 - Store Worker I	21.04
21150 - Stock Clerk	27.31
21210 - Tools And Parts Attendant	22.78
21410 - Warehouse Specialist	22.78
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	45.30
23019 - Aircraft Logs and Records Technician	36.48
23021 - Aircraft Mechanic I	43.10
23022 - Aircraft Mechanic II	45.30
23023 - Aircraft Mechanic III	47.21
23040 - Aircraft Mechanic Helper	31.51
23050 - Aircraft, Painter	40.88
23060 - Aircraft Servicer	36.48
23070 - Aircraft Survival Flight Equipment Technician	40.88
23080 - Aircraft Worker	38.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	38.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	43.10
23110 - Appliance Mechanic	36.10
23120 - Bicycle Repairer	30.11
23125 - Cable Splicer	46.12
23130 - Carpenter, Maintenance	36.88
23140 - Carpet Layer	34.15
23160 - Electrician, Maintenance	38.63
23181 - Electronics Technician Maintenance I	41.79
23182 - Electronics Technician Maintenance II	44.17
23183 - Electronics Technician Maintenance III	46.56
23260 - Fabric Worker	32.21
23290 - Fire Alarm System Mechanic	33.80
23310 - Fire Extinguisher Repairer	30.11
23311 - Fuel Distribution System Mechanic	42.82
23312 - Fuel Distribution System Operator	33.87
23370 - General Maintenance Worker	29.09
23380 - Ground Support Equipment Mechanic	43.10
23381 - Ground Support Equipment Servicer	36.48
23382 - Ground Support Equipment Worker	38.67
23391 - Gunsmith I	30.11
23392 - Gunsmith II	34.15
23393 - Gunsmith III	38.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	31.89

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.52
23430 - Heavy Equipment Mechanic	38.47
23440 - Heavy Equipment Operator	44.03
23460 - Instrument Mechanic	38.06
23465 - Laboratory/Shelter Mechanic	36.10
23470 - Laborer	20.96
23510 - Locksmith	36.10
23530 - Machinery Maintenance Mechanic	41.17
23550 - Machinist, Maintenance	35.69
23580 - Maintenance Trades Helper	21.76
23591 - Metrology Technician I	38.06
23592 - Metrology Technician II	40.01
23593 - Metrology Technician III	41.69
23640 - Millwright	38.06
23710 - Office Appliance Repairer	28.83
23760 - Painter, Maintenance	29.58
23790 - Pipefitter, Maintenance	39.14
23810 - Plumber, Maintenance	37.13
23820 - Pneudraulic Systems Mechanic	38.06
23850 - Rigger	37.33
23870 - Scale Mechanic	34.15
23890 - Sheet-Metal Worker, Maintenance	36.25
23910 - Small Engine Mechanic	34.15
23931 - Telecommunications Mechanic I	36.87
23932 - Telecommunications Mechanic II	38.75
23950 - Telephone Lineman	44.81
23960 - Welder, Combination, Maintenance	30.15
23965 - Well Driller	38.06
23970 - Woodcraft Worker	38.06
23980 - Woodworker	30.11
24000 - Personal Needs Occupations	
24550 - Case Manager	23.78
24570 - Child Care Attendant	18.24
24580 - Child Care Center Clerk	22.74
24610 - Chore Aide	16.12
24620 - Family Readiness And Support Services Coordinator	23.78
24630 - Homemaker	23.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	54.41
25040 - Sewage Plant Operator	49.40
25070 - Stationary Engineer	54.41
25190 - Ventilation Equipment Tender	39.78
25210 - Water Treatment Plant Operator	49.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	41.93
27007 - Baggage Inspector	20.08
27008 - Corrections Officer	50.22
27010 - Court Security Officer	50.22
27030 - Detection Dog Handler	22.46
27040 - Detention Officer	50.22
27070 - Firefighter	50.22
27101 - Guard I	20.08
27102 - Guard II	22.46
27131 - Police Officer I	55.58
27132 - Police Officer II	61.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	23.13
28042 - Carnival Equipment Repairer	25.04
28043 - Carnival Worker	17.33
28210 - Gate Attendant/Gate Tender	21.96
28310 - Lifeguard	18.36
28350 - Park Attendant (Aide)	24.57
28510 - Recreation Aide/Health Facility Attendant	17.93

28515 - Recreation Specialist		30.43
28630 - Sports Official		19.57
28690 - Swimming Pool Operator		28.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		37.83
29020 - Hatch Tender		37.83
29030 - Line Handler		37.83
29041 - Stevedore I		35.69
29042 - Stevedore II		40.00
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		24.86
30022 - Archeological Technician II		27.80
30023 - Archeological Technician III		34.44
30030 - Cartographic Technician		34.44
30040 - Civil Engineering Technician		41.96
30051 - Cryogenic Technician I		37.05
30052 - Cryogenic Technician II		40.93
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.80
30063 - Drafter/CAD Operator III		30.99
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		21.07
30082 - Engineering Technician II		23.65
30083 - Engineering Technician III		26.46
30084 - Engineering Technician IV		32.77
30085 - Engineering Technician V		40.08
30086 - Engineering Technician VI		48.49
30090 - Environmental Technician		34.54
30095 - Evidence Control Specialist		33.46
30210 - Laboratory Technician		28.04
30221 - Latent Fingerprint Technician I		37.05
30222 - Latent Fingerprint Technician II		40.93
30240 - Mathematical Technician		35.89
30361 - Paralegal/Legal Assistant I		28.17
30362 - Paralegal/Legal Assistant II		34.90
30363 - Paralegal/Legal Assistant III		42.69
30364 - Paralegal/Legal Assistant IV		51.66
30375 - Petroleum Supply Specialist		40.93
30390 - Photo-Optics Technician		35.89
30395 - Radiation Control Technician		40.93
30461 - Technical Writer I		33.46
30462 - Technical Writer II		40.93
30463 - Technical Writer III		49.51
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		38.15
30502 - Weather Forecaster II		46.39
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		44.29
31020 - Bus Aide		20.18
31030 - Bus Driver		28.05
31043 - Driver Courier		20.69
31260 - Parking and Lot Attendant		15.50
31290 - Shuttle Bus Driver		19.42
31310 - Taxi Driver		17.20
31361 - Truckdriver, Light		22.38

31362 - Truckdriver, Medium	23.94
31363 - Truckdriver, Heavy	28.94
31364 - Truckdriver, Tractor-Trailer	28.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	21.59
99030 - Cashier	17.90
99050 - Desk Clerk	20.31
99095 - Embalmer	35.77
99130 - Flight Follower	36.61
99251 - Laboratory Animal Caretaker I	20.97
99252 - Laboratory Animal Caretaker II	22.69
99260 - Marketing Analyst	35.98
99310 - Mortician	35.77
99410 - Pest Controller	23.04
99510 - Photofinishing Worker	19.24
99710 - Recycling Laborer	32.47
99711 - Recycling Specialist	36.94
99730 - Refuse Collector	28.94
99810 - Sales Clerk	18.01
99820 - School Crossing Guard	23.97
99830 - Survey Party Chief	53.16
99831 - Surveying Aide	25.31
99832 - Surveying Technician	34.73
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 $13.30 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: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10 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))."