"

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.: 2015-5673
Revision No.: 26
Date Of Last Revision: 3/30/2026

State: California

Area: California Counties of Del Norte, Humboldt, Lake and Mendocino

---

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.66
01012 - Accounting Clerk II		22.06
01013 - Accounting Clerk III		24.68
01020 - Administrative Assistant		34.38
01035 - Court Reporter		21.49
01041 - Customer Service Representative I		17.39
01042 - Customer Service Representative II		18.98
01043 - Customer Service Representative III		21.30
01051 - Data Entry Operator I		18.96
01052 - Data Entry Operator II		20.69
01060 - Dispatcher, Motor Vehicle		21.74
01070 - Document Preparation Clerk		17.12
01090 - Duplicating Machine Operator		17.12
01111 - General Clerk I		17.81
01112 - General Clerk II		19.44
01113 - General Clerk III		21.82
01120 - Housing Referral Assistant		24.63
01141 - Messenger Courier		22.34
01191 - Order Clerk I		19.72
01192 - Order Clerk II		21.52
01261 - Personnel Assistant (Employment) I		19.87
01262 - Personnel Assistant (Employment) II		22.23
01263 - Personnel Assistant (Employment) III		24.77
01270 - Production Control Clerk		28.18
01290 - Rental Clerk		19.34
01300 - Scheduler, Maintenance		19.61

01311 - Secretary I	19.61
01312 - Secretary II	21.49
01313 - Secretary III	24.63
01320 - Service Order Dispatcher	19.44
01410 - Supply Technician	34.38
01420 - Survey Worker	23.55
01460 - Switchboard Operator/Receptionist	19.34
01531 - Travel Clerk I	17.12
01532 - Travel Clerk II	19.21
01533 - Travel Clerk III	21.49
01611 - Word Processor I	17.12
01612 - Word Processor II	19.21
01613 - Word Processor III	21.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.11
05010 - Automotive Electrician	25.94
05040 - Automotive Glass Installer	24.32
05070 - Automotive Worker	24.32
05110 - Mobile Equipment Servicer	21.19
05130 - Motor Equipment Metal Mechanic	27.63
05160 - Motor Equipment Metal Worker	24.32
05190 - Motor Vehicle Mechanic	27.63
05220 - Motor Vehicle Mechanic Helper	19.59
05250 - Motor Vehicle Upholstery Worker	22.76
05280 - Motor Vehicle Wrecker	24.32
05310 - Painter, Automotive	25.94
05340 - Radiator Repair Specialist	24.32
05370 - Tire Repairer	18.16
05400 - Transmission Repair Specialist	27.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.78
07041 - Cook I	21.21
07042 - Cook II	24.35
07070 - Dishwasher	16.87
07130 - Food Service Worker	17.80
07210 - Meat Cutter	20.54
07260 - Waiter/Waitress	16.57
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.49
09040 - Furniture Handler	16.36
09080 - Furniture Refinisher	24.49
09090 - Furniture Refinisher Helper	19.34
09110 - Furniture Repairer, Minor	21.92
09130 - Upholsterer	24.49
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.23
11060 - Elevator Operator	18.75
11090 - Gardener	24.93
11122 - Housekeeping Aide	18.75
11150 - Janitor	18.75
11210 - Laborer, Grounds Maintenance	19.40
11240 - Maid or Houseman	17.19
11260 - Pruner	18.48
11270 - Tractor Operator	23.05
11330 - Trail Maintenance Worker	19.40
11360 - Window Cleaner	19.68
12000 - Health Occupations	
12010 - Ambulance Driver	21.25
12011 - Breath Alcohol Technician	32.59
12012 - Certified Occupational Therapist Assistant	44.72

12015 - Certified Physical Therapist Assistant		38.56
12020 - Dental Assistant		27.69
12025 - Dental Hygienist		57.10
12030 - EKG Technician		49.49
12035 - Electroneurodiagnostic Technologist		49.49
12040 - Emergency Medical Technician		21.25
12071 - Licensed Practical Nurse I		29.14
12072 - Licensed Practical Nurse II		32.59
12073 - Licensed Practical Nurse III		36.34
12100 - Medical Assistant		23.32
12130 - Medical Laboratory Technician		31.21
12160 - Medical Record Clerk		21.20
12190 - Medical Record Technician		23.71
12195 - Medical Transcriptionist		29.14
12210 - Nuclear Medicine Technologist		71.62
12221 - Nursing Assistant I		15.96
12222 - Nursing Assistant II		17.96
12223 - Nursing Assistant III		19.60
12224 - Nursing Assistant IV		22.00
12235 - Optical Dispenser		23.94
12236 - Optical Technician		29.14
12250 - Pharmacy Technician		23.67
12280 - Phlebotomist		25.04
12305 - Radiologic Technologist		49.56
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		68.50
12317 - Scheduler (Drug and Alcohol Testing)		40.38
12320 - Substance Abuse Treatment Counselor		27.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.70
13012 - Exhibits Specialist II		31.84
13013 - Exhibits Specialist III		38.93
13041 - Illustrator I		25.41
13042 - Illustrator II		31.49
13043 - Illustrator III		38.52
13047 - Librarian		34.87
13050 - Library Aide/Clerk		18.48
13054 - Library Information Technology Systems Administrator		31.49
13058 - Library Technician		22.46
13061 - Media Specialist I		22.72
13062 - Media Specialist II		25.41
13063 - Media Specialist III		28.34
13071 - Photographer I		22.72
13072 - Photographer II		25.41
13073 - Photographer III		31.49
13074 - Photographer IV		38.52
13075 - Photographer V		46.60
13090 - Technical Order Library Clerk		23.20
13110 - Video Teleconference Technician		22.72
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.84
14042 - Computer Operator II		25.55
14043 - Computer Operator III		28.47
14044 - Computer Operator IV		31.65
14045 - Computer Operator V		35.05
14071 - Computer Programmer I	(see 1)	24.68
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		22.84
14160 - Personal Computer Support Technician		31.65
14170 - System Support Specialist		35.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		45.07
15070 - Flight Instructor (Pilot)		51.27
15080 - Graphic Artist		27.12
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.11
15086 - Maintenance Test Pilot, Rotary Wing		48.11
15088 - Non-Maintenance Test/Co-Pilot		48.11
15090 - Technical Instructor		26.07
15095 - Technical Instructor/Course Developer		31.89
15110 - Test Proctor		21.04
15120 - Tutor		21.04
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)		31.43
19040 - Tool And Die Maker		39.03
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.01
21030 - Material Coordinator		28.18
21040 - Material Expediter		28.18
21050 - Material Handling Laborer		18.68
21071 - Order Filler		18.08
21080 - Production Line Worker (Food Processing)		23.01
21110 - Shipping Packer		21.48
21130 - Shipping/Receiving Clerk		21.48
21140 - Store Worker I		19.32
21150 - Stock Clerk		23.20
21210 - Tools And Parts Attendant		23.01
21410 - Warehouse Specialist		23.01
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		35.39
23019 - Aircraft Logs and Records Technician		27.57
23021 - Aircraft Mechanic I		33.47
23022 - Aircraft Mechanic II		35.39
23023 - Aircraft Mechanic III		37.27
23040 - Aircraft Mechanic Helper		23.73

23050 - Aircraft, Painter	31.43
23060 - Aircraft Servicer	27.57
23070 - Aircraft Survival Flight Equipment Technician	31.43
23080 - Aircraft Worker	29.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.47
23110 - Appliance Mechanic	31.43
23120 - Bicycle Repairer	25.67
23125 - Cable Splicer	41.60
23130 - Carpenter, Maintenance	34.58
23140 - Carpet Layer	29.19
23160 - Electrician, Maintenance	38.08
23181 - Electronics Technician Maintenance I	30.75
23182 - Electronics Technician Maintenance II	32.80
23183 - Electronics Technician Maintenance III	34.93
23260 - Fabric Worker	27.57
23290 - Fire Alarm System Mechanic	33.47
23310 - Fire Extinguisher Repairer	25.67
23311 - Fuel Distribution System Mechanic	36.58
23312 - Fuel Distribution System Operator	28.39
23370 - General Maintenance Worker	22.88
23380 - Ground Support Equipment Mechanic	33.47
23381 - Ground Support Equipment Servicer	27.57
23382 - Ground Support Equipment Worker	29.47
23391 - Gunsmith I	25.67
23392 - Gunsmith II	29.47
23393 - Gunsmith III	33.47
23410 - Heating, Ventilation And Air-Conditioning Mechanic	31.16
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.93
23430 - Heavy Equipment Mechanic	34.51
23440 - Heavy Equipment Operator	33.00
23460 - Instrument Mechanic	33.47
23465 - Laboratory/Shelter Mechanic	31.43
23470 - Laborer	18.68
23510 - Locksmith	31.43
23530 - Machinery Maintenance Mechanic	35.28
23550 - Machinist, Maintenance	24.30
23580 - Maintenance Trades Helper	20.80
23591 - Metrology Technician I	33.47
23592 - Metrology Technician II	35.39
23593 - Metrology Technician III	37.27
23640 - Millwright	32.15
23710 - Office Appliance Repairer	29.54
23760 - Painter, Maintenance	28.91
23790 - Pipefitter, Maintenance	35.71
23810 - Plumber, Maintenance	33.53
23820 - Pneudraulic Systems Mechanic	33.47
23850 - Rigger	33.47
23870 - Scale Mechanic	29.47
23890 - Sheet-Metal Worker, Maintenance	29.35
23910 - Small Engine Mechanic	29.19
23931 - Telecommunications Mechanic I	33.38
23932 - Telecommunications Mechanic II	35.28
23950 - Telephone Lineman	46.23
23960 - Welder, Combination, Maintenance	27.83
23965 - Well Driller	33.47
23970 - Woodcraft Worker	33.47
23980 - Woodworker	25.67

24000 - Personal Needs Occupations

24550 - Case Manager 22.02
24570 - Child Care Attendant 18.54
24580 - Child Care Center Clerk 23.11
24610 - Chore Aide 16.55
24620 - Family Readiness And Support Services Coordinator 22.02
24630 - Homemaker 22.02

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 33.45
25040 - Sewage Plant Operator 31.46
25070 - Stationary Engineer 33.45
25190 - Ventilation Equipment Tender 23.72
25210 - Water Treatment Plant Operator 31.46

27000 - Protective Service Occupations
27004 - Alarm Monitor 29.31
27007 - Baggage Inspector 19.11
27008 - Corrections Officer 43.89
27010 - Court Security Officer 38.02
27030 - Detection Dog Handler 21.38
27040 - Detention Officer 43.89
27070 - Firefighter 32.15
27101 - Guard I 19.11
27102 - Guard II 21.38
27131 - Police Officer I 37.48
27132 - Police Officer II 41.65

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 21.04
28042 - Carnival Equipment Repairer 22.76
28043 - Carnival Worker 16.87
28210 - Gate Attendant/Gate Tender 23.17
28310 - Lifeguard 19.94
28350 - Park Attendant (Aide) 25.92
28510 - Recreation Aide/Health Facility Attendant 18.92
28515 - Recreation Specialist 32.11
28630 - Sports Official 20.65
28690 - Swimming Pool Operator 26.13

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 30.75
29020 - Hatch Tender 30.75
29030 - Line Handler 30.75
29041 - Stevedore I 28.77
29042 - Stevedore II 32.80

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
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 30.07
30051 - Cryogenic Technician I 28.50
30052 - Cryogenic Technician II 31.47
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		17.10
30082 - Engineering Technician II		19.19
30083 - Engineering Technician III		21.47
30084 - Engineering Technician IV		26.61
30085 - Engineering Technician V		32.55
30086 - Engineering Technician VI		39.37
30090 - Environmental Technician		25.60
30095 - Evidence Control Specialist		25.73
30210 - Laboratory Technician		24.61
30221 - Latent Fingerprint Technician I		28.50
30222 - Latent Fingerprint Technician II		31.47
30240 - Mathematical Technician		28.16
30361 - Paralegal/Legal Assistant I		19.44
30362 - Paralegal/Legal Assistant II		24.85
30363 - Paralegal/Legal Assistant III		30.39
30364 - Paralegal/Legal Assistant IV		36.76
30375 - Petroleum Supply Specialist		31.47
30390 - Photo-Optics Technician		28.16
30395 - Radiation Control Technician		31.47
30461 - Technical Writer I		25.73
30462 - Technical Writer II		31.47
30463 - Technical Writer III		38.08
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
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		35.43
31020 - Bus Aide		17.20
31030 - Bus Driver		23.74
31043 - Driver Courier		20.20
31260 - Parking and Lot Attendant		16.20
31290 - Shuttle Bus Driver		19.02
31310 - Taxi Driver		16.70
31361 - Truckdriver, Light		21.85
31362 - Truckdriver, Medium		23.47
31363 - Truckdriver, Heavy		28.31
31364 - Truckdriver, Tractor-Trailer		28.31
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		17.21
99050 - Desk Clerk		17.76
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		19.32
99252 - Laboratory Animal Caretaker II		20.90
99260 - Marketing Analyst		30.76
99310 - Mortician		29.28
99410 - Pest Controller		20.57
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		26.96
99711 - Recycling Specialist		32.03
99730 - Refuse Collector		25.68
99810 - Sales Clerk		17.65
99820 - School Crossing Guard		22.86
99830 - Survey Party Chief		40.47
99831 - Surveying Aide		21.97

99832 - Surveying Technician	30.16
99840 - Vending Machine Attendant	15.87
99841 - Vending Machine Repairer	19.71
99842 - Vending Machine Repairer Helper	15.87

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))."""