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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.: 2015-5651
Revision No.: 26
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State: California

Area: California Counties of Sonoma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.95
01012 - Accounting Clerk II		25.77
01013 - Accounting Clerk III		28.82
01020 - Administrative Assistant		40.48
01035 - Court Reporter		26.73
01041 - Customer Service Representative I		18.90
01042 - Customer Service Representative II		20.62
01043 - Customer Service Representative III		23.15
01051 - Data Entry Operator I		21.09
01052 - Data Entry Operator II		23.02
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		21.69
01090 - Duplicating Machine Operator		21.69
01111 - General Clerk I		19.57
01112 - General Clerk II		21.36
01113 - General Clerk III		23.97
01120 - Housing Referral Assistant		29.67
01141 - Messenger Courier		22.73
01191 - Order Clerk I		21.58
01192 - Order Clerk II		23.55
01261 - Personnel Assistant (Employment) I		22.41
01262 - Personnel Assistant (Employment) II		25.06
01263 - Personnel Assistant (Employment) III		27.95
01270 - Production Control Clerk		29.45
01290 - Rental Clerk		21.22
01300 - Scheduler, Maintenance		23.80

01311 - Secretary I	23.80
01312 - Secretary II	26.62
01313 - Secretary III	29.67
01320 - Service Order Dispatcher	24.68
01410 - Supply Technician	40.48
01420 - Survey Worker	27.96
01460 - Switchboard Operator/Receptionist	21.84
01531 - Travel Clerk I	20.24
01532 - Travel Clerk II	22.04
01533 - Travel Clerk III	24.65
01611 - Word Processor I	21.20
01612 - Word Processor II	23.80
01613 - Word Processor III	26.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	39.50
05010 - Automotive Electrician	31.72
05040 - Automotive Glass Installer	30.01
05070 - Automotive Worker	30.01
05110 - Mobile Equipment Servicer	26.47
05130 - Motor Equipment Metal Mechanic	33.45
05160 - Motor Equipment Metal Worker	30.01
05190 - Motor Vehicle Mechanic	33.45
05220 - Motor Vehicle Mechanic Helper	24.45
05250 - Motor Vehicle Upholstery Worker	28.30
05280 - Motor Vehicle Wrecker	30.01
05310 - Painter, Automotive	31.72
05340 - Radiator Repair Specialist	30.01
05370 - Tire Repairer	20.36
05400 - Transmission Repair Specialist	33.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	20.54
07041 - Cook I	21.76
07042 - Cook II	24.68
07070 - Dishwasher	18.26
07130 - Food Service Worker	19.62
07210 - Meat Cutter	22.44
07260 - Waiter/Waitress	17.46
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.37
09040 - Furniture Handler	17.29
09080 - Furniture Refinisher	24.30
09090 - Furniture Refinisher Helper	19.73
09110 - Furniture Repairer, Minor	21.87
09130 - Upholsterer	29.01
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.64
11060 - Elevator Operator	18.38
11090 - Gardener	29.10
11122 - Housekeeping Aide	18.38
11150 - Janitor	18.38
11210 - Laborer, Grounds Maintenance	22.39
11240 - Maid or Houseman	19.06
11260 - Pruner	20.15
11270 - Tractor Operator	26.90
11330 - Trail Maintenance Worker	22.39
11360 - Window Cleaner	20.42
12000 - Health Occupations	
12010 - Ambulance Driver	23.33
12011 - Breath Alcohol Technician	34.59
12012 - Certified Occupational Therapist Assistant	47.45

12015 - Certified Physical Therapist Assistant		43.27
12020 - Dental Assistant		30.48
12025 - Dental Hygienist		63.27
12030 - EKG Technician		43.42
12035 - Electroneurodiagnostic Technologist		43.42
12040 - Emergency Medical Technician		23.33
12071 - Licensed Practical Nurse I		30.92
12072 - Licensed Practical Nurse II		34.59
12073 - Licensed Practical Nurse III		38.55
12100 - Medical Assistant		30.24
12130 - Medical Laboratory Technician		37.58
12160 - Medical Record Clerk		26.14
12190 - Medical Record Technician		29.24
12195 - Medical Transcriptionist		30.92
12210 - Nuclear Medicine Technologist		76.01
12221 - Nursing Assistant I		16.53
12222 - Nursing Assistant II		18.60
12223 - Nursing Assistant III		20.30
12224 - Nursing Assistant IV		22.78
12235 - Optical Dispenser		29.22
12236 - Optical Technician		30.92
12250 - Pharmacy Technician		29.47
12280 - Phlebotomist		26.72
12305 - Radiologic Technologist		63.44
12311 - Registered Nurse I		44.50
12312 - Registered Nurse II		54.43
12313 - Registered Nurse II, Specialist		54.43
12314 - Registered Nurse III		65.84
12315 - Registered Nurse III, Anesthetist		65.84
12316 - Registered Nurse IV		78.93
12317 - Scheduler (Drug and Alcohol Testing)		42.84
12320 - Substance Abuse Treatment Counselor		30.35
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.92
13012 - Exhibits Specialist II		34.60
13013 - Exhibits Specialist III		42.31
13041 - Illustrator I		27.92
13042 - Illustrator II		34.60
13043 - Illustrator III		42.31
13047 - Librarian		38.31
13050 - Library Aide/Clerk		23.00
13054 - Library Information Technology Systems Administrator		34.60
13058 - Library Technician		28.50
13061 - Media Specialist I		24.96
13062 - Media Specialist II		27.92
13063 - Media Specialist III		31.12
13071 - Photographer I		24.03
13072 - Photographer II		26.88
13073 - Photographer III		33.29
13074 - Photographer IV		40.72
13075 - Photographer V		49.27
13090 - Technical Order Library Clerk		28.39
13110 - Video Teleconference Technician		29.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		26.24
14042 - Computer Operator II		29.35
14043 - Computer Operator III		32.71
14044 - Computer Operator IV		36.36
14045 - Computer Operator V		40.27
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		26.24
14160 - Personal Computer Support Technician		36.36
14170 - System Support Specialist		40.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		38.26
15020 - Aircrew Training Devices Instructor (Rated)		46.29
15030 - Air Crew Training Devices Instructor (Pilot)		55.50
15050 - Computer Based Training Specialist / Instructor		38.26
15060 - Educational Technologist		43.51
15070 - Flight Instructor (Pilot)		55.50
15080 - Graphic Artist		32.71
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		55.50
15086 - Maintenance Test Pilot, Rotary Wing		55.50
15088 - Non-Maintenance Test/Co-Pilot		55.50
15090 - Technical Instructor		26.99
15095 - Technical Instructor/Course Developer		33.01
15110 - Test Proctor		21.78
15120 - Tutor		21.78
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)		34.80
19040 - Tool And Die Maker		41.78
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.92
21030 - Material Coordinator		29.45
21040 - Material Expediter		29.45
21050 - Material Handling Laborer		21.41
21071 - Order Filler		20.11
21080 - Production Line Worker (Food Processing)		22.92
21110 - Shipping Packer		23.03
21130 - Shipping/Receiving Clerk		23.03
21140 - Store Worker I		21.04
21150 - Stock Clerk		27.31
21210 - Tools And Parts Attendant		22.92
21410 - Warehouse Specialist		22.92
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		42.01
23019 - Aircraft Logs and Records Technician		33.83
23021 - Aircraft Mechanic I		39.97
23022 - Aircraft Mechanic II		42.01
23023 - Aircraft Mechanic III		43.78
23040 - Aircraft Mechanic Helper		29.22

23050 - Aircraft, Painter	37.91
23060 - Aircraft Servicer	33.83
23070 - Aircraft Survival Flight Equipment Technician	37.91
23080 - Aircraft Worker	35.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	39.97
23110 - Appliance Mechanic	34.80
23120 - Bicycle Repairer	24.34
23125 - Cable Splicer	36.70
23130 - Carpenter, Maintenance	39.04
23140 - Carpet Layer	32.79
23160 - Electrician, Maintenance	38.32
23181 - Electronics Technician Maintenance I	39.52
23182 - Electronics Technician Maintenance II	41.79
23183 - Electronics Technician Maintenance III	44.06
23260 - Fabric Worker	31.04
23290 - Fire Alarm System Mechanic	36.41
23310 - Fire Extinguisher Repairer	29.02
23311 - Fuel Distribution System Mechanic	50.20
23312 - Fuel Distribution System Operator	39.69
23370 - General Maintenance Worker	26.43
23380 - Ground Support Equipment Mechanic	39.97
23381 - Ground Support Equipment Servicer	33.83
23382 - Ground Support Equipment Worker	35.86
23391 - Gunsmith I	29.02
23392 - Gunsmith II	32.93
23393 - Gunsmith III	36.70
23410 - Heating, Ventilation And Air-Conditioning Mechanic	34.23
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	35.98
23430 - Heavy Equipment Mechanic	36.38
23440 - Heavy Equipment Operator	47.51
23460 - Instrument Mechanic	36.70
23465 - Laboratory/Shelter Mechanic	34.80
23470 - Laborer	21.41
23510 - Locksmith	29.51
23530 - Machinery Maintenance Mechanic	34.25
23550 - Machinist, Maintenance	30.01
23580 - Maintenance Trades Helper	22.00
23591 - Metrology Technician I	36.70
23592 - Metrology Technician II	38.57
23593 - Metrology Technician III	40.19
23640 - Millwright	33.36
23710 - Office Appliance Repairer	26.21
23760 - Painter, Maintenance	28.12
23790 - Pipefitter, Maintenance	35.60
23810 - Plumber, Maintenance	33.77
23820 - Pneudraulic Systems Mechanic	36.70
23850 - Rigger	36.70
23870 - Scale Mechanic	32.93
23890 - Sheet-Metal Worker, Maintenance	37.75
23910 - Small Engine Mechanic	29.94
23931 - Telecommunications Mechanic I	36.89
23932 - Telecommunications Mechanic II	38.77
23950 - Telephone Lineman	40.37
23960 - Welder, Combination, Maintenance	28.48
23965 - Well Driller	32.52
23970 - Woodcraft Worker	36.70
23980 - Woodworker	29.02

24000 - Personal Needs Occupations

24550 - Case Manager		27.26
24570 - Child Care Attendant		18.97
24580 - Child Care Center Clerk		23.65
24610 - Chore Aide		16.78
24620 - Family Readiness And Support Services Coordinator		27.26
24630 - Homemaker		27.26
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		39.05
25040 - Sewage Plant Operator		41.57
25070 - Stationary Engineer		39.05
25190 - Ventilation Equipment Tender		28.54
25210 - Water Treatment Plant Operator		41.57
27000 - Protective Service Occupations		
27004 - Alarm Monitor		39.96
27007 - Baggage Inspector		21.02
27008 - Corrections Officer		42.41
27010 - Court Security Officer		42.52
27030 - Detection Dog Handler		23.51
27040 - Detention Officer		42.41
27070 - Firefighter		42.41
27101 - Guard I		21.02
27102 - Guard II		23.51
27131 - Police Officer I		52.50
27132 - Police Officer II		58.35
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		23.39
28042 - Carnival Equipment Repairer		25.30
28043 - Carnival Worker		17.52
28210 - Gate Attendant/Gate Tender		22.48
28310 - Lifeguard		18.45
28350 - Park Attendant (Aide)		25.14
28510 - Recreation Aide/Health Facility Attendant		18.35
28515 - Recreation Specialist		31.14
28630 - Sports Official		20.03
28690 - Swimming Pool Operator		28.69
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		37.58
29020 - Hatch Tender		37.58
29030 - Line Handler		37.58
29041 - Stevedore I		35.43
29042 - Stevedore II		39.72
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		38.74
30051 - Cryogenic Technician I		36.92
30052 - Cryogenic Technician II		40.77
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		21.43
30082 - Engineering Technician II		24.06
30083 - Engineering Technician III		26.91
30084 - Engineering Technician IV		33.33
30085 - Engineering Technician V		40.77
30086 - Engineering Technician VI		49.32
30090 - Environmental Technician		30.39
30095 - Evidence Control Specialist		33.33
30210 - Laboratory Technician		25.68
30221 - Latent Fingerprint Technician I		39.58
30222 - Latent Fingerprint Technician II		43.71
30240 - Mathematical Technician		39.48
30361 - Paralegal/Legal Assistant I		27.69
30362 - Paralegal/Legal Assistant II		34.31
30363 - Paralegal/Legal Assistant III		41.97
30364 - Paralegal/Legal Assistant IV		50.78
30375 - Petroleum Supply Specialist		40.77
30390 - Photo-Optics Technician		35.89
30395 - Radiation Control Technician		40.77
30461 - Technical Writer I		34.99
30462 - Technical Writer II		42.79
30463 - Technical Writer III		51.77
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		21.44
31030 - Bus Driver		29.80
31043 - Driver Courier		20.92
31260 - Parking and Lot Attendant		17.81
31290 - Shuttle Bus Driver		20.23
31310 - Taxi Driver		19.53
31361 - Truckdriver, Light		22.64
31362 - Truckdriver, Medium		24.21
31363 - Truckdriver, Heavy		29.56
31364 - Truckdriver, Tractor-Trailer		29.56
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		21.59
99030 - Cashier		18.16
99050 - Desk Clerk		18.94
99095 - Embalmer		36.61
99130 - Flight Follower		36.61
99251 - Laboratory Animal Caretaker I		21.05
99252 - Laboratory Animal Caretaker II		22.78
99260 - Marketing Analyst		39.68
99310 - Mortician		36.61
99410 - Pest Controller		24.71
99510 - Photofinishing Worker		19.24
99710 - Recycling Laborer		31.72
99711 - Recycling Specialist		38.10
99730 - Refuse Collector		28.55
99810 - Sales Clerk		18.64
99820 - School Crossing Guard		26.00
99830 - Survey Party Chief		48.31
99831 - Surveying Aide		22.99

99832 - Surveying Technician	31.55
99840 - Vending Machine Attendant	25.27
99841 - Vending Machine Repairer	31.01
99842 - Vending Machine Repairer Helper	25.27

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))."
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