"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.: 2015-5645
Revision No.: 30
Date Of Last Revision: 12/03/2025

State: California

Area: California County of Orange

OCCUPATION NOTES:

Heating, Air Conditioning, and Refrigeration services: Occupational wage rates and fringe benefits may be found on WD 1986-0879.

Laundry services: Occupational wage rates and fringe benefits may be found on WD 1977-1297.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.73
01012 - Accounting Clerk II		24.39
01013 - Accounting Clerk III		27.28
01020 - Administrative Assistant		38.63
01035 - Court Reporter		36.21
01041 - Customer Service Representative I		18.60
01042 - Customer Service Representative II		20.30
01043 - Customer Service Representative III		22.78
01051 - Data Entry Operator I		20.10
01052 - Data Entry Operator II		21.92
01060 - Dispatcher, Motor Vehicle		23.78
01070 - Document Preparation Clerk		21.07
01090 - Duplicating Machine Operator		21.07
01111 - General Clerk I		18.52
01112 - General Clerk II		20.21
01113 - General Clerk III		22.68
01120 - Housing Referral Assistant		27.86
01141 - Messenger Courier		19.87
01191 - Order Clerk I		19.77
01192 - Order Clerk II		21.58
01261 - Personnel Assistant (Employment) I		21.55
01262 - Personnel Assistant (Employment) II		24.11
01263 - Personnel Assistant (Employment) III		26.87
01270 - Production Control Clerk		29.03
01290 - Rental Clerk		18.95
01300 - Scheduler, Maintenance		22.35
01311 - Secretary I		22.35
01312 - Secretary II		25.00
01313 - Secretary III		27.86
01320 - Service Order Dispatcher		21.26
01410 - Supply Technician		38.63
01420 - Survey Worker		24.65

01460 - Switchboard Operator/Receptionist	20.27
01531 - Travel Clerk I	20.02
01532 - Travel Clerk II	21.79
01533 - Travel Clerk III	23.55
01611 - Word Processor I	20.43
01612 - Word Processor II	22.93
01613 - Word Processor III	25.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.94
05010 - Automotive Electrician	28.56
05040 - Automotive Glass Installer	26.83
05070 - Automotive Worker	26.83
05110 - Mobile Equipment Servicer	23.21
05130 - Motor Equipment Metal Mechanic	30.31
05160 - Motor Equipment Metal Worker	26.83
05190 - Motor Vehicle Mechanic	30.31
05220 - Motor Vehicle Mechanic Helper	22.24
05250 - Motor Vehicle Upholstery Worker	25.05
05280 - Motor Vehicle Wrecker	26.83
05310 - Painter, Automotive	28.56
05340 - Radiator Repair Specialist	26.83
05370 - Tire Repairer	19.26
05400 - Transmission Repair Specialist	30.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.48
07041 - Cook I	21.57
07042 - Cook II	24.93
07070 - Dishwasher	18.02
07130 - Food Service Worker	18.07
07210 - Meat Cutter	20.53
07260 - Waiter/Waitress	16.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.02
09040 - Furniture Handler	15.67
09080 - Furniture Refinisher	21.91
09090 - Furniture Refinisher Helper	17.10
09110 - Furniture Repairer, Minor	19.22
09130 - Upholsterer	22.81
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.53
11060 - Elevator Operator	17.73
11090 - Gardener	23.05
11122 - Housekeeping Aide	17.73
11150 - Janitor	17.73
11210 - Laborer, Grounds Maintenance	19.67
11240 - Maid or Houseman	20.00
11260 - Pruner	18.78
11270 - Tractor Operator	21.45
11330 - Trail Maintenance Worker	19.67
11360 - Window Cleaner	18.57
12000 - Health Occupations	
12010 - Ambulance Driver	21.56
12011 - Breath Alcohol Technician	32.91
12012 - Certified Occupational Therapist Assistant	38.87
12015 - Certified Physical Therapist Assistant	38.74
12020 - Dental Assistant	22.34
12025 - Dental Hygienist	58.00
12030 - EKG Technician	38.81
12035 - Electroneurodiagnostic Technologist	38.81
12040 - Emergency Medical Technician	21.56
12071 - Licensed Practical Nurse I	29.42
12072 - Licensed Practical Nurse II	32.91
12073 - Licensed Practical Nurse III	36.68
12100 - Medical Assistant	22.11
12130 - Medical Laboratory Technician	30.02

12160 - Medical Record Clerk		23.18
12190 - Medical Record Technician		25.93
12195 - Medical Transcriptionist		23.63
12210 - Nuclear Medicine Technologist		69.80
12221 - Nursing Assistant I		16.10
12222 - Nursing Assistant II		18.12
12223 - Nursing Assistant III		19.77
12224 - Nursing Assistant IV		22.19
12235 - Optical Dispenser		27.95
12236 - Optical Technician		25.19
12250 - Pharmacy Technician		23.64
12280 - Phlebotomist		25.92
12305 - Radiologic Technologist		47.93
12311 - Registered Nurse I		36.17
12312 - Registered Nurse II		44.23
12313 - Registered Nurse II, Specialist		44.23
12314 - Registered Nurse III		53.51
12315 - Registered Nurse III, Anesthetist		53.51
12316 - Registered Nurse IV		64.16
12317 - Scheduler (Drug and Alcohol Testing)		40.77
12320 - Substance Abuse Treatment Counselor		28.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		28.81
13012 - Exhibits Specialist II		35.70
13013 - Exhibits Specialist III		43.66
13041 - Illustrator I		33.68
13042 - Illustrator II		41.76
13043 - Illustrator III		51.02
13047 - Librarian		43.46
13050 - Library Aide/Clerk		23.04
13054 - Library Information Technology Systems Administrator		39.24
13058 - Library Technician		23.48
13061 - Media Specialist I		28.32
13062 - Media Specialist II		31.68
13063 - Media Specialist III		35.31
13071 - Photographer I		23.78
13072 - Photographer II		26.60
13073 - Photographer III		32.96
13074 - Photographer IV		40.31
13075 - Photographer V		48.77
13090 - Technical Order Library Clerk		28.93
13110 - Video Teleconference Technician		31.79
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.19
14042 - Computer Operator II		25.94
14043 - Computer Operator III		28.91
14044 - Computer Operator IV		32.13
14045 - Computer Operator V		35.59
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		23.19
14160 - Personal Computer Support Technician		32.13
14170 - System Support Specialist		35.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		41.93
15020 - Aircrew Training Devices Instructor (Rated)		50.74
15030 - Air Crew Training Devices Instructor (Pilot)		60.83
15050 - Computer Based Training Specialist / Instructor		41.93
15060 - Educational Technologist		45.04

15070 - Flight Instructor (Pilot)	60.83
15080 - Graphic Artist	36.45
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	60.83
15086 - Maintenance Test Pilot, Rotary Wing	60.83
15088 - Non-Maintenance Test/Co-Pilot	60.83
15090 - Technical Instructor	28.84
15095 - Technical Instructor/Course Developer	35.27
15110 - Test Proctor	23.28
15120 - Tutor	23.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	
16030 - Counter Attendant	
16040 - Dry Cleaner	
16070 - Finisher, Flatwork, Machine	
16090 - Presser, Hand	
16110 - Presser, Machine, Drycleaning	
16130 - Presser, Machine, Shirts	
16160 - Presser, Machine, Wearing Apparel, Laundry	
16190 - Sewing Machine Operator	
16220 - Tailor	
16250 - Washer, Machine	
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	30.83
19040 - Tool And Die Maker	37.37
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.39
21030 - Material Coordinator	29.03
21040 - Material Expediter	29.03
21050 - Material Handling Laborer	18.85
21071 - Order Filler	18.49
21080 - Production Line Worker (Food Processing)	22.39
21110 - Shipping Packer	21.10
21130 - Shipping/Receiving Clerk	21.10
21140 - Store Worker I	21.43
21150 - Stock Clerk	24.63
21210 - Tools And Parts Attendant	22.39
21410 - Warehouse Specialist	22.39
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	43.55
23019 - Aircraft Logs and Records Technician	34.00
23021 - Aircraft Mechanic I	41.13
23022 - Aircraft Mechanic II	43.55
23023 - Aircraft Mechanic III	45.26
23040 - Aircraft Mechanic Helper	30.23
23050 - Aircraft, Painter	38.74
23060 - Aircraft Servicer	34.00
23070 - Aircraft Survival Flight Equipment Technician	38.74
23080 - Aircraft Worker	36.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	36.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	41.13
23110 - Appliance Mechanic	24.45
23120 - Bicycle Repairer	21.63
23125 - Cable Splicer	60.18
23130 - Carpenter, Maintenance	34.71
23140 - Carpet Layer	26.36
23160 - Electrician, Maintenance	37.78
23181 - Electronics Technician Maintenance I	32.37
23182 - Electronics Technician Maintenance II	34.45
23183 - Electronics Technician Maintenance III	36.58
23260 - Fabric Worker	38.38
23290 - Fire Alarm System Mechanic	31.60
23310 - Fire Extinguisher Repairer	28.62
23311 - Fuel Distribution System Mechanic	40.11

23312 - Fuel Distribution System Operator	30.72
23370 - General Maintenance Worker	25.14
23380 - Ground Support Equipment Mechanic	41.13
23381 - Ground Support Equipment Servicer	34.00
23382 - Ground Support Equipment Worker	36.40
23391 - Gunsmith I	28.62
23392 - Gunsmith II	33.08
23393 - Gunsmith III	37.38
23410 - Heating, Ventilation And Air-Conditioning Mechanic	
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	39.73
23440 - Heavy Equipment Operator	44.82
23460 - Instrument Mechanic	32.82
23465 - Laboratory/Shelter Mechanic	35.21
23470 - Laborer	18.85
23510 - Locksmith	29.48
23530 - Machinery Maintenance Mechanic	33.59
23550 - Machinist, Maintenance	25.95
23580 - Maintenance Trades Helper	19.49
23591 - Metrology Technician I	32.82
23592 - Metrology Technician II	34.76
23593 - Metrology Technician III	36.12
23640 - Millwright	34.28
23710 - Office Appliance Repairer	23.65
23760 - Painter, Maintenance	27.91
23790 - Pipefitter, Maintenance	33.23
23810 - Plumber, Maintenance	31.30
23820 - Pneudraulic Systems Mechanic	37.38
23850 - Rigger	41.35
23870 - Scale Mechanic	33.08
23890 - Sheet-Metal Worker, Maintenance	36.42
23910 - Small Engine Mechanic	24.86
23931 - Telecommunications Mechanic I	35.62
23932 - Telecommunications Mechanic II	37.72
23950 - Telephone Lineman	38.89
23960 - Welder, Combination, Maintenance	27.98
23965 - Well Driller	31.90
23970 - Woodcraft Worker	37.38
23980 - Woodworker	28.62
24000 - Personal Needs Occupations	
24550 - Case Manager	23.96
24570 - Child Care Attendant	18.30
24580 - Child Care Center Clerk	22.81
24610 - Chore Aide	16.64
24620 - Family Readiness And Support Services Coordinator	23.96
24630 - Homemaker	23.96
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.56
25040 - Sewage Plant Operator	38.79
25070 - Stationary Engineer	37.56
25190 - Ventilation Equipment Tender	26.33
25210 - Water Treatment Plant Operator	38.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	37.40
27007 - Baggage Inspector	20.36
27008 - Corrections Officer	38.32
27010 - Court Security Officer	43.01
27030 - Detection Dog Handler	23.77
27040 - Detention Officer	38.32
27070 - Firefighter	47.70
27101 - Guard I	20.36
27102 - Guard II	23.77

27131 - Police Officer I		50.19
27132 - Police Officer II		55.78
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.65
28042 - Carnival Equipment Repairer		20.47
28043 - Carnival Worker		17.20
28210 - Gate Attendant/Gate Tender		21.88
28310 - Lifeguard		19.61
28350 - Park Attendant (Aide)		24.47
28510 - Recreation Aide/Health Facility Attendant		17.86
28515 - Recreation Specialist		30.31
28630 - Sports Official		19.49
28690 - Swimming Pool Operator		23.65
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		35.40
29020 - Hatch Tender		35.40
29030 - Line Handler		35.40
29041 - Stevedore I		33.06
29042 - Stevedore II		37.68
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	53.71
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	37.04
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	40.79
30021 - Archeological Technician I		24.86
30022 - Archeological Technician II		27.81
30023 - Archeological Technician III		34.46
30030 - Cartographic Technician		34.46
30040 - Civil Engineering Technician		40.13
30051 - Cryogenic Technician I		34.07
30052 - Cryogenic Technician II		37.63
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.81
30063 - Drafter/CAD Operator III		31.00
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		20.56
30082 - Engineering Technician II		23.08
30083 - Engineering Technician III		25.81
30084 - Engineering Technician IV		31.97
30085 - Engineering Technician V		39.10
30086 - Engineering Technician VI		47.31
30090 - Environmental Technician		28.87
30095 - Evidence Control Specialist		30.77
30210 - Laboratory Technician		25.09
30221 - Latent Fingerprint Technician I		45.21
30222 - Latent Fingerprint Technician II		49.94
30240 - Mathematical Technician		45.14
30361 - Paralegal/Legal Assistant I		24.49
30362 - Paralegal/Legal Assistant II		30.34
30363 - Paralegal/Legal Assistant III		37.11
30364 - Paralegal/Legal Assistant IV		44.89
30375 - Petroleum Supply Specialist		37.63
30390 - Photo-Optics Technician		33.92
30395 - Radiation Control Technician		37.63
30461 - Technical Writer I		32.63
30462 - Technical Writer II		39.91
30463 - Technical Writer III		48.29
30491 - Unexploded Ordnance (UXO) Technician I		34.14
30492 - Unexploded Ordnance (UXO) Technician II		41.30
30493 - Unexploded Ordnance (UXO) Technician III		49.50
30494 - Unexploded (UXO) Safety Escort		34.14
30495 - Unexploded (UXO) Sweep Personnel		34.14
30501 - Weather Forecaster I		34.07
30502 - Weather Forecaster II		41.44
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	31.00

30621 - Weather Observer, Senior	(see 2)	33.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		41.30
31020 - Bus Aide		23.46
31030 - Bus Driver		30.98
31043 - Driver Courier		20.46
31260 - Parking and Lot Attendant		17.46
31290 - Shuttle Bus Driver		19.08
31310 - Taxi Driver		16.86
31361 - Truckdriver, Light		21.31
31362 - Truckdriver, Medium		23.01
31363 - Truckdriver, Heavy		28.63
31364 - Truckdriver, Tractor-Trailer		28.63
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		20.14
99030 - Cashier		17.37
99050 - Desk Clerk		19.81
99095 - Embalmer		29.82
99130 - Flight Follower		34.14
99251 - Laboratory Animal Caretaker I		20.52
99252 - Laboratory Animal Caretaker II		21.37
99260 - Marketing Analyst		38.28
99310 - Mortician		34.35
99410 - Pest Controller		22.14
99510 - Photofinishing Worker		23.36
99710 - Recycling Laborer		30.40
99711 - Recycling Specialist		36.07
99730 - Refuse Collector		29.02
99810 - Sales Clerk		17.59
99820 - School Crossing Guard		23.54
99830 - Survey Party Chief		58.01
99831 - Surveying Aide		32.48
99832 - Surveying Technician		42.69
99840 - Vending Machine Attendant		20.23
99841 - Vending Machine Repairer		24.36
99842 - Vending Machine Repairer Helper		20.23

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))."