"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210
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| Wage Determination No.: 2015-5637
Daniel W. Simms Division of | Revision No.: 31
Director Wage Determinations| Date Of Last Revision: 12/03/2025

State: California

Area: California Counties of San Francisco, San Mateo

OCCUPATION NOTE:

Janitor: The rate listed on this WD for the ""Janitor"" occupation applies only to San Mateo county. Please refer to WD 1974-1257 to obtain the wage rate and fringe benefits applicable to the ""Janitor"" occupation in San Francisco County.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		24.69
01012 - Accounting Clerk II		27.71
01013 - Accounting Clerk III		31.00
01020 - Administrative Assistant		48.62
01035 - Court Reporter		62.05
01041 - Customer Service Representative I		22.14
01042 - Customer Service Representative II		24.16
01043 - Customer Service Representative III		27.12
01051 - Data Entry Operator I		23.38
01052 - Data Entry Operator II		25.51
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		22.21
01090 - Duplicating Machine Operator		22.21
01111 - General Clerk I		21.90
01112 - General Clerk II		23.89
01113 - General Clerk III		26.82
01120 - Housing Referral Assistant		31.71
01141 - Messenger Courier		23.05
01191 - Order Clerk I		22.55
01192 - Order Clerk II		24.61
01261 - Personnel Assistant (Employment) I		24.85
01262 - Personnel Assistant (Employment) II		27.79

01263 - Personnel Assistant (Employment) III 30.98
01270 - Production Control Clerk 35.73
01290 - Rental Clerk 22.10
01300 - Scheduler, Maintenance 25.43
01311 - Secretary I 25.43
01312 - Secretary II 28.45
01313 - Secretary III 31.71
01320 - Service Order Dispatcher 28.67
01410 - Supply Technician 48.62
01420 - Survey Worker 29.45
01460 - Switchboard Operator/Receptionist 23.11
01531 - Travel Clerk I 24.40
01532 - Travel Clerk II 26.57
01533 - Travel Clerk III 29.01
01611 - Word Processor I 26.14
01612 - Word Processor II 29.33
01613 - Word Processor III 32.81
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 31.75
05010 - Automotive Electrician 33.13
05040 - Automotive Glass Installer 31.35
05070 - Automotive Worker 31.35
05110 - Mobile Equipment Servicer 27.64
05130 - Motor Equipment Metal Mechanic 34.94
05160 - Motor Equipment Metal Worker 31.35
05190 - Motor Vehicle Mechanic 34.94
05220 - Motor Vehicle Mechanic Helper 25.54
05250 - Motor Vehicle Upholstery Worker 29.57
05280 - Motor Vehicle Wrecker 31.35
05310 - Painter, Automotive 33.13
05340 - Radiator Repair Specialist 31.35
05370 - Tire Repairer 22.14
05400 - Transmission Repair Specialist 34.94
07000 - Food Preparation And Service Occupations
07010 - Baker 21.93
07041 - Cook I 23.04
07042 - Cook II 26.13
07070 - Dishwasher 19.32
07130 - Food Service Worker 19.17
07210 - Meat Cutter 22.28
07260 - Waiter/Waitress 18.03
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 29.90
09040 - Furniture Handler 16.69
09080 - Furniture Refinisher 26.00
09090 - Furniture Refinisher Helper 20.04
09110 - Furniture Repairer, Minor 23.20
09130 - Upholsterer 27.81
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 20.86
11060 - Elevator Operator 20.93
11090 - Gardener 30.13
11122 - Housekeeping Aide 20.93
11150 - Janitor (see 1) 20.93

11210 - Laborer, Grounds Maintenance 23.18
11240 - Maid or Houseman 21.96
11260 - Pruner 20.86
11270 - Tractor Operator 27.85
11330 - Trail Maintenance Worker 23.18
11360 - Window Cleaner 23.26
12000 - Health Occupations
12010 - Ambulance Driver 24.06
12011 - Breath Alcohol Technician 39.18
12012 - Certified Occupational Therapist Assistant 46.60
12015 - Certified Physical Therapist Assistant 46.74
12020 - Dental Assistant 30.33
12025 - Dental Hygienist 72.69
12030 - EKG Technician 44.07
12035 - Electroneurodiagnostic Technologist 44.07
12040 - Emergency Medical Technician 24.06
12071 - Licensed Practical Nurse I 35.02
12072 - Licensed Practical Nurse II 39.18
12073 - Licensed Practical Nurse III 43.66
12100 - Medical Assistant 28.80
12130 - Medical Laboratory Technician 39.13
12160 - Medical Record Clerk 31.45
12190 - Medical Record Technician 35.18
12195 - Medical Transcriptionist 27.36
12210 - Nuclear Medicine Technologist 87.76
12221 - Nursing Assistant I 18.84
12222 - Nursing Assistant II 21.19
12223 - Nursing Assistant III 23.13
12224 - Nursing Assistant IV 25.96
12235 - Optical Dispenser 29.43
12236 - Optical Technician 32.23
12250 - Pharmacy Technician 29.80
12280 - Phlebotomist 28.78
12305 - Radiologic Technologist 65.74
12311 - Registered Nurse I 50.96
12312 - Registered Nurse II 62.32
12313 - Registered Nurse II, Specialist 62.32
12314 - Registered Nurse III 75.40
12315 - Registered Nurse III, Anesthetist 75.40
12316 - Registered Nurse IV 90.40
12317 - Scheduler (Drug and Alcohol Testing) 48.52
12320 - Substance Abuse Treatment Counselor 32.85
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 28.27
13012 - Exhibits Specialist II 35.02
13013 - Exhibits Specialist III 42.83
13041 - Illustrator I 29.13
13042 - Illustrator II 36.10
13043 - Illustrator III 44.14
13047 - Librarian 47.43
13050 - Library Aide/Clerk 30.01
13054 - Library Information Technology Systems Administrator 42.82
13058 - Library Technician 30.82

13061 - Media Specialist I 30.91
13062 - Media Specialist II 34.57
13063 - Media Specialist III 38.53
13071 - Photographer I 26.05
13072 - Photographer II 29.14
13073 - Photographer III 36.09
13074 - Photographer IV 44.14
13075 - Photographer V 53.40
13090 - Technical Order Library Clerk 35.93
13110 - Video Teleconference Technician 34.36
14000 - Information Technology Occupations
14041 - Computer Operator I 30.61
14042 - Computer Operator II 34.24
14043 - Computer Operator III 38.19
14044 - Computer Operator IV 42.44
14045 - Computer Operator V 46.99
14071 - Computer Programmer I (see 2)
14072 - Computer Programmer II (see 2)
14073 - Computer Programmer III (see 2)
14074 - Computer Programmer IV (see 2)
14101 - Computer Systems Analyst I (see 2)
14102 - Computer Systems Analyst II (see 2)
14103 - Computer Systems Analyst III (see 2)
14150 - Peripheral Equipment Operator 30.61
14160 - Personal Computer Support Technician 42.44
14170 - System Support Specialist 47.43
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 48.20
15020 - Aircrew Training Devices Instructor (Rated) 58.32
15030 - Air Crew Training Devices Instructor (Pilot) 69.92
15050 - Computer Based Training Specialist / Instructor 48.20
15060 - Educational Technologist 47.99
15070 - Flight Instructor (Pilot) 69.92
15080 - Graphic Artist 44.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 69.92
15086 - Maintenance Test Pilot, Rotary Wing 69.92
15088 - Non-Maintenance Test/Co-Pilot 69.92
15090 - Technical Instructor 36.32
15095 - Technical Instructor/Course Developer 44.42
15110 - Test Proctor 29.32
15120 - Tutor 29.32
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) 33.25
19040 - Tool And Die Maker 39.92
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 27.53
21030 - Material Coordinator 35.73
21040 - Material Expediter 35.73
21050 - Material Handling Laborer 23.18
21071 - Order Filler 21.46
21080 - Production Line Worker (Food Processing) 27.53
21110 - Shipping Packer 23.56
21130 - Shipping/Receiving Clerk 23.56
21140 - Store Worker I 21.04
21150 - Stock Clerk 27.31
21210 - Tools And Parts Attendant 27.53
21410 - Warehouse Specialist 27.53
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 48.51
23019 - Aircraft Logs and Records Technician 39.06
23021 - Aircraft Mechanic I 46.16
23022 - Aircraft Mechanic II 48.51
23023 - Aircraft Mechanic III 50.56
23040 - Aircraft Mechanic Helper 33.75
23050 - Aircraft, Painter 43.78
23060 - Aircraft Servicer 39.06
23070 - Aircraft Survival Flight Equipment Technician 43.78
23080 - Aircraft Worker 41.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 41.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 46.16
23110 - Appliance Mechanic 28.11
23120 - Bicycle Repairer 25.04
23125 - Cable Splicer 61.77
23130 - Carpenter, Maintenance 38.92
23140 - Carpet Layer 31.96
23160 - Electrician, Maintenance 50.38
23181 - Electronics Technician Maintenance I 39.74
23182 - Electronics Technician Maintenance II 42.02
23183 - Electronics Technician Maintenance III 44.30
23260 - Fabric Worker 37.83
23290 - Fire Alarm System Mechanic 36.67
23310 - Fire Extinguisher Repairer 35.04
23311 - Fuel Distribution System Mechanic 50.23
23312 - Fuel Distribution System Operator 39.73
23370 - General Maintenance Worker 30.52
23380 - Ground Support Equipment Mechanic 46.16
23381 - Ground Support Equipment Servicer 39.06
23382 - Ground Support Equipment Worker 41.42
23391 - Gunsmith I 35.04
23392 - Gunsmith II 39.73
23393 - Gunsmith III 44.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic 36.90
23411 - Heating, Ventilation And Air Contidioning 38.78

Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 44.36
23440 - Heavy Equipment Operator 56.42
23460 - Instrument Mechanic 41.91
23465 - Laboratory/Shelter Mechanic 42.01
23470 - Laborer 23.18
23510 - Locksmith 31.85
23530 - Machinery Maintenance Mechanic 41.41
23550 - Machinist, Maintenance 31.89
23580 - Maintenance Trades Helper 22.11
23591 - Metrology Technician I 41.91
23592 - Metrology Technician II 44.04
23593 - Metrology Technician III 45.91
23640 - Millwright 51.65
23710 - Office Appliance Repairer 30.30
23760 - Painter, Maintenance 30.71
23790 - Pipefitter, Maintenance 41.14
23810 - Plumber, Maintenance 39.02
23820 - Pneudraulic Systems Mechanic 44.29
23850 - Rigger 46.00
23870 - Scale Mechanic 39.73
23890 - Sheet-Metal Worker, Maintenance 47.18
23910 - Small Engine Mechanic 28.19
23931 - Telecommunications Mechanic I 41.19
23932 - Telecommunications Mechanic II 43.29
23950 - Telephone Lineman 49.79
23960 - Welder, Combination, Maintenance 32.75
23965 - Well Driller 36.77
23970 - Woodcraft Worker 44.29
23980 - Woodworker 35.04
24000 - Personal Needs Occupations
24550 - Case Manager 27.51
24570 - Child Care Attendant 21.62
24580 - Child Care Center Clerk 26.95
24610 - Chore Aide 17.24
24620 - Family Readiness And Support Services Coordinator 27.51
24630 - Homemaker 27.51
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 59.67
25040 - Sewage Plant Operator 54.98
25070 - Stationary Engineer 59.67
25190 - Ventilation Equipment Tender 43.63
25210 - Water Treatment Plant Operator 54.98
27000 - Protective Service Occupations
27004 - Alarm Monitor 50.29
27007 - Baggage Inspector 22.47
27008 - Corrections Officer 48.34
27010 - Court Security Officer 53.32
27030 - Detection Dog Handler 25.35
27040 - Detention Officer 48.34
27070 - Firefighter 58.08
27101 - Guard I 22.47
27102 - Guard II 25.35

27131 - Police Officer I 58.36
27132 - Police Officer II 64.84
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 25.07
28042 - Carnival Equipment Repairer 27.12
28043 - Carnival Worker 18.78
28210 - Gate Attendant/Gate Tender 25.96
28310 - Lifeguard 19.37
28350 - Park Attendant (Aide) 29.03
28510 - Recreation Aide/Health Facility Attendant 21.19
28515 - Recreation Specialist 35.96
28630 - Sports Official 23.12
28690 - Swimming Pool Operator 30.76
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 42.43
29020 - Hatch Tender 42.43
29030 - Line Handler 42.43
29041 - Stevedore I 39.97
29042 - Stevedore II 44.83
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 3) 57.59
30011 - Air Traffic Control Specialist, Station (HFO) (see 3) 39.72
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3) 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 46.48
30051 - Cryogenic Technician I 38.13
30052 - Cryogenic Technician II 42.12
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 20.77
30082 - Engineering Technician II 23.30
30083 - Engineering Technician III 26.07
30084 - Engineering Technician IV 32.30
30085 - Engineering Technician V 39.51
30086 - Engineering Technician VI 47.80
30090 - Environmental Technician 35.57
30095 - Evidence Control Specialist 34.43
30210 - Laboratory Technician 33.89
30221 - Latent Fingerprint Technician I 45.41
30222 - Latent Fingerprint Technician II 50.16
30240 - Mathematical Technician 57.81
30361 - Paralegal/Legal Assistant I 27.05
30362 - Paralegal/Legal Assistant II 33.51
30363 - Paralegal/Legal Assistant III 40.98
30364 - Paralegal/Legal Assistant IV 49.58
30375 - Petroleum Supply Specialist 42.12
30390 - Photo-Optics Technician 35.89
30395 - Radiation Control Technician 42.12
30461 - Technical Writer I 42.52

30462 - Technical Writer II 52.00
30463 - Technical Writer III 62.91
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 38.13
30502 - Weather Forecaster II 46.38
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 3) 30.99
30621 - Weather Observer, Senior (see 3) 34.43
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 44.29
31020 - Bus Aide 27.47
31030 - Bus Driver 38.19
31043 - Driver Courier 21.91
31260 - Parking and Lot Attendant 20.34
31290 - Shuttle Bus Driver 23.14
31310 - Taxi Driver 19.72
31361 - Truckdriver, Light 23.70
31362 - Truckdriver, Medium 25.36
31363 - Truckdriver, Heavy 30.87
31364 - Truckdriver, Tractor-Trailer 30.87
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 21.59
99030 - Cashier 19.00
99050 - Desk Clerk 21.46
99095 - Embalmer 33.15
99130 - Flight Follower 36.61
99251 - Laboratory Animal Caretaker I 22.61
99252 - Laboratory Animal Caretaker II 24.46
99260 - Marketing Analyst 56.47
99310 - Mortician 29.47
99410 - Pest Controller 24.35
99510 - Photofinishing Worker 25.62
99710 - Recycling Laborer 38.67
99711 - Recycling Specialist 46.45
99730 - Refuse Collector 34.80
99810 - Sales Clerk 20.43
99820 - School Crossing Guard 28.29
99830 - Survey Party Chief 58.41
99831 - Surveying Aide 33.76
99832 - Surveying Technician 39.83
99840 - Vending Machine Attendant 20.98
99841 - Vending Machine Repairer 25.74
99842 - Vending Machine Repairer Helper 20.98

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 12 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) JANITOR: The rate listed on this WD for the ""Janitor"" occupation applies only to Marin and San Mateo counties. Please refer to WD 1974-1257 to obtain the wage rate and fringe benefits applicable to the ""Janitor"" occupation in San Francisco County.

2) 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.

3) 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))."