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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5673
Revision No.: 26
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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 $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 1
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))."""