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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.: 2015-5651
Revision No.: 26
Date Of Last Revision: 5/13/2026

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 $13.65 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 11, 2026, through December 31, 2026. 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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