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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.: 2015-5659
Daniel W. Simms Division of | Revision No.: 26
Director Wage Determinations| Date Of Last Revision: 5/13/2026

State: California

Area: California Counties of Sutter and Yuba

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.40
01012 - Accounting Clerk II		22.90
01013 - Accounting Clerk III		25.61
01020 - Administrative Assistant		37.64
01035 - Court Reporter		22.75
01041 - Customer Service Representative I		18.15
01042 - Customer Service Representative II		19.81
01043 - Customer Service Representative III		22.23
01051 - Data Entry Operator I		17.88
01052 - Data Entry Operator II		19.50
01060 - Dispatcher, Motor Vehicle		24.76
01070 - Document Preparation Clerk		18.12
01090 - Duplicating Machine Operator		18.12
01111 - General Clerk I		18.30
01112 - General Clerk II		19.97

01113 - General Clerk III 22.41
01120 - Housing Referral Assistant 25.37
01141 - Messenger Courier 14.76
01191 - Order Clerk I 17.33
01192 - Order Clerk II 18.91
01261 - Personnel Assistant (Employment) I 19.44
01262 - Personnel Assistant (Employment) II 21.74
01263 - Personnel Assistant (Employment) III 24.23
01270 - Production Control Clerk 25.32
01290 - Rental Clerk 19.10
01300 - Scheduler, Maintenance 20.34
01311 - Secretary I 20.34
01312 - Secretary II 22.75
01313 - Secretary III 25.37
01320 - Service Order Dispatcher 22.13
01410 - Supply Technician 37.64
01420 - Survey Worker 21.36
01460 - Switchboard Operator/Receptionist 19.27
01531 - Travel Clerk I 18.12
01532 - Travel Clerk II 20.24
01533 - Travel Clerk III 21.77
01611 - Word Processor I 18.12
01612 - Word Processor II 20.34
01613 - Word Processor III 22.75

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 30.80
05010 - Automotive Electrician 25.85
05040 - Automotive Glass Installer 24.49
05070 - Automotive Worker 24.49
05110 - Mobile Equipment Servicer 21.77
05130 - Motor Equipment Metal Mechanic 27.21
05160 - Motor Equipment Metal Worker 24.49
05190 - Motor Vehicle Mechanic 27.06
05220 - Motor Vehicle Mechanic Helper 20.42
05250 - Motor Vehicle Upholstery Worker 23.12
05280 - Motor Vehicle Wrecker 24.49
05310 - Painter, Automotive 25.85
05340 - Radiator Repair Specialist 24.49
05370 - Tire Repairer 18.95
05400 - Transmission Repair Specialist 27.21

07000 - Food Preparation And Service Occupations
07010 - Baker 27.80
07041 - Cook I 19.21
07042 - Cook II 22.09
07070 - Dishwasher 16.85
07130 - Food Service Worker 17.27
07210 - Meat Cutter 20.53
07260 - Waiter/Waitress 16.20

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 28.92
09040 - Furniture Handler 18.22

09080 - Furniture Refinisher 28.92
09090 - Furniture Refinisher Helper 21.82
09110 - Furniture Repairer, Minor 25.36
09130 - Upholsterer 28.92

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.37
11060 - Elevator Operator 18.39
11090 - Gardener 26.49
11122 - Housekeeping Aide 18.39
11150 - Janitor 18.39
11210 - Laborer, Grounds Maintenance 20.47
11240 - Maid or Houseman 17.35
11260 - Pruner 18.52
11270 - Tractor Operator 24.50
11330 - Trail Maintenance Worker 20.47
11360 - Window Cleaner 20.08

12000 - Health Occupations
12010 - Ambulance Driver 24.27
12011 - Breath Alcohol Technician 31.93
12012 - Certified Occupational Therapist Assistant 43.82
12015 - Certified Physical Therapist Assistant 37.66
12020 - Dental Assistant 23.92
12025 - Dental Hygienist 58.50
12030 - EKG Technician 48.41
12035 - Electroneurodiagnostic Technologist 48.41
12040 - Emergency Medical Technician 24.27
12071 - Licensed Practical Nurse I 28.56
12072 - Licensed Practical Nurse II 31.93
12073 - Licensed Practical Nurse III 35.62
12100 - Medical Assistant 22.89
12130 - Medical Laboratory Technician 28.74
12160 - Medical Record Clerk 21.19
12190 - Medical Record Technician 23.70
12195 - Medical Transcriptionist 28.56
12210 - Nuclear Medicine Technologist 70.19
12221 - Nursing Assistant I 15.71
12222 - Nursing Assistant II 17.67
12223 - Nursing Assistant III 19.29
12224 - Nursing Assistant IV 21.65
12235 - Optical Dispenser 31.93
12236 - Optical Technician 28.56
12250 - Pharmacy Technician 22.92
12280 - Phlebotomist 28.56
12305 - Radiologic Technologist 49.68
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 69.34
12317 - Scheduler (Drug and Alcohol Testing) 39.58
12320 - Substance Abuse Treatment Counselor 29.65

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 23.61
13012 - Exhibits Specialist II 29.25
13013 - Exhibits Specialist III 36.92
13041 - Illustrator I 22.71
13042 - Illustrator II 28.14
13043 - Illustrator III 34.42
13047 - Librarian 31.43
13050 - Library Aide/Clerk 16.05
13054 - Library Information Technology Systems Administrator 25.79
13058 - Library Technician 23.48
13061 - Media Specialist I 20.48
13062 - Media Specialist II 22.91
13063 - Media Specialist III 25.53
13071 - Photographer I 17.88
13072 - Photographer II 21.38
13073 - Photographer III 26.50
13074 - Photographer IV 33.56
13075 - Photographer V 39.20
13090 - Technical Order Library Clerk 17.04
13110 - Video Teleconference Technician 20.53

14000 - Information Technology Occupations
14041 - Computer Operator I 20.10
14042 - Computer Operator II 22.48
14043 - Computer Operator III 25.06
14044 - Computer Operator IV 27.85
14045 - Computer Operator V 30.84
14071 - Computer Programmer I (see 1) 23.09
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 20.10
14160 - Personal Computer Support Technician 27.85
14170 - System Support Specialist 30.84

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 36.94
15020 - Aircrew Training Devices Instructor (Rated) 44.69
15030 - Air Crew Training Devices Instructor (Pilot) 53.56
15050 - Computer Based Training Specialist / Instructor 36.94
15060 - Educational Technologist 53.92
15070 - Flight Instructor (Pilot) 53.56
15080 - Graphic Artist 35.24
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 53.56
15086 - Maintenance Test Pilot, Rotary Wing 53.56

15088 - Non-Maintenance Test/Co-Pilot 53.56
15090 - Technical Instructor 28.75
15095 - Technical Instructor/Course Developer 35.24
15110 - Test Proctor 23.74
15120 - Tutor 23.74

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) 30.69
19040 - Tool And Die Maker 38.20

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.88
21030 - Material Coordinator 25.32
21040 - Material Expediter 25.32
21050 - Material Handling Laborer 18.42
21071 - Order Filler 18.09
21080 - Production Line Worker (Food Processing) 20.88
21110 - Shipping Packer 22.43
21130 - Shipping/Receiving Clerk 22.43
21140 - Store Worker I 17.87
21150 - Stock Clerk 22.54
21210 - Tools And Parts Attendant 20.88
21410 - Warehouse Specialist 20.88

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 46.49
23019 - Aircraft Logs and Records Technician 36.32
23021 - Aircraft Mechanic I 43.96
23022 - Aircraft Mechanic II 46.49
23023 - Aircraft Mechanic III 49.07
23040 - Aircraft Mechanic Helper 31.28
23050 - Aircraft, Painter 41.42
23060 - Aircraft Servicer 36.32
23070 - Aircraft Survival Flight Equipment
Technician 41.42
23080 - Aircraft Worker 38.87
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 38.87
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 43.96
23110 - Appliance Mechanic 30.69

23120 - Bicycle Repairer 25.04
23125 - Cable Splicer 34.38
23130 - Carpenter, Maintenance 32.32
23140 - Carpet Layer 28.80
23160 - Electrician, Maintenance 34.93
23181 - Electronics Technician Maintenance I 29.71
23182 - Electronics Technician Maintenance II 31.67
23183 - Electronics Technician Maintenance III 34.83
23260 - Fabric Worker 26.90
23290 - Fire Alarm System Mechanic 32.57
23310 - Fire Extinguisher Repairer 25.04
23311 - Fuel Distribution System Mechanic 33.61
23312 - Fuel Distribution System Operator 25.84
23370 - General Maintenance Worker 24.17
23380 - Ground Support Equipment Mechanic 43.96
23381 - Ground Support Equipment Servicer 36.32
23382 - Ground Support Equipment Worker 38.87
23391 - Gunsmith I 25.04
23392 - Gunsmith II 28.80
23393 - Gunsmith III 32.57
23410 - Heating, Ventilation And Air-Conditioning
Mechanic 27.89
23411 - Heating, Ventilation And Air Contidioning
Mechanic (Research Facility) 29.48
23430 - Heavy Equipment Mechanic 37.37
23440 - Heavy Equipment Operator 33.00
23460 - Instrument Mechanic 32.57
23465 - Laboratory/Shelter Mechanic 30.69
23470 - Laborer 18.42
23510 - Locksmith 30.69
23530 - Machinery Maintenance Mechanic 32.42
23550 - Machinist, Maintenance 24.67
23580 - Maintenance Trades Helper 20.56
23591 - Metrology Technician I 32.57
23592 - Metrology Technician II 34.43
23593 - Metrology Technician III 36.34
23640 - Millwright 32.57
23710 - Office Appliance Repairer 30.69
23760 - Painter, Maintenance 27.41
23790 - Pipefitter, Maintenance 33.98
23810 - Plumber, Maintenance 32.01
23820 - Pneudraulic Systems Mechanic 32.57
23850 - Rigger 32.57
23870 - Scale Mechanic 28.80
23890 - Sheet-Metal Worker, Maintenance 32.57
23910 - Small Engine Mechanic 28.80
23931 - Telecommunications Mechanic I 42.39
23932 - Telecommunications Mechanic II 44.81
23950 - Telephone Lineman 36.11
23960 - Welder, Combination, Maintenance 23.05
23965 - Well Driller 32.57
23970 - Woodcraft Worker 32.57
23980 - Woodworker 25.04

24000 - Personal Needs Occupations
24550 - Case Manager 28.93
24570 - Child Care Attendant 17.14
24580 - Child Care Center Clerk 21.37
24610 - Chore Aide 16.06
24620 - Family Readiness And Support Services Coordinator 28.93
24630 - Homemaker 28.93

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 41.23
25040 - Sewage Plant Operator 38.85
25070 - Stationary Engineer 41.23
25190 - Ventilation Equipment Tender 29.33
25210 - Water Treatment Plant Operator 38.85

27000 - Protective Service Occupations
27004 - Alarm Monitor 32.57
27007 - Baggage Inspector 18.06
27008 - Corrections Officer 33.85
27010 - Court Security Officer 33.85
27030 - Detection Dog Handler 21.22
27040 - Detention Officer 33.85
27070 - Firefighter 33.85
27101 - Guard I 18.06
27102 - Guard II 21.22
27131 - Police Officer I 36.31
27132 - Police Officer II 40.35

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 20.92
28042 - Carnival Equipment Repairer 22.61
28043 - Carnival Worker 16.00
28210 - Gate Attendant/Gate Tender 22.39
28310 - Lifeguard 19.95
28350 - Park Attendant (Aide) 25.05
28510 - Recreation Aide/Health Facility Attendant 18.28
28515 - Recreation Specialist 31.02
28630 - Sports Official 19.95
28690 - Swimming Pool Operator 26.01

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.80
29020 - Hatch Tender 28.80
29030 - Line Handler 28.80
29041 - Stevedore I 26.90
29042 - Stevedore II 30.69

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 51.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 35.22
30012 - Air Traffic Control Specialist, Terminal

(HFO) (see 2) 38.79
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 33.97
30051 - Cryogenic Technician I 21.24
30052 - Cryogenic Technician II 23.46
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 16.86
30082 - Engineering Technician II 18.93
30083 - Engineering Technician III 21.17
30084 - Engineering Technician IV 26.23
30085 - Engineering Technician V 32.20
30086 - Engineering Technician VI 38.82
30090 - Environmental Technician 23.61
30095 - Evidence Control Specialist 19.18
30210 - Laboratory Technician 19.51
30221 - Latent Fingerprint Technician I 21.24
30222 - Latent Fingerprint Technician II 23.46
30240 - Mathematical Technician 28.16
30361 - Paralegal/Legal Assistant I 23.32
30362 - Paralegal/Legal Assistant II 28.89
30363 - Paralegal/Legal Assistant III 35.34
30364 - Paralegal/Legal Assistant IV 42.75
30375 - Petroleum Supply Specialist 23.46
30390 - Photo-Optics Technician 28.16
30395 - Radiation Control Technician 23.46
30461 - Technical Writer I 24.40
30462 - Technical Writer II 29.85
30463 - Technical Writer III 36.10
30491 - Unexploded Ordnance (UXO) Technician I 32.46
30492 - Unexploded Ordnance (UXO) Technician II 39.27
30493 - Unexploded Ordnance (UXO) Technician III 47.07
30494 - Unexploded (UXO) Safety Escort 32.46
30495 - Unexploded (UXO) Sweep Personnel 32.46
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 39.27
31020 - Bus Aide 15.77
31030 - Bus Driver 21.95
31043 - Driver Courier 18.90
31260 - Parking and Lot Attendant 14.44
31290 - Shuttle Bus Driver 18.05
31310 - Taxi Driver 18.05
31361 - Truckdriver, Light 20.43

31362 - Truckdriver, Medium 21.95
31363 - Truckdriver, Heavy 29.08
31364 - Truckdriver, Tractor-Trailer 29.08

99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.15
99030 - Cashier 16.81
99050 - Desk Clerk 17.81
99095 - Embalmer 32.46
99130 - Flight Follower 32.46
99251 - Laboratory Animal Caretaker I 18.37
99252 - Laboratory Animal Caretaker II 19.85
99260 - Marketing Analyst 32.28
99310 - Mortician 32.46
99410 - Pest Controller 22.09
99510 - Photofinishing Worker 17.06
99710 - Recycling Laborer 21.81
99711 - Recycling Specialist 26.05
99730 - Refuse Collector 19.70
99810 - Sales Clerk 17.23
99820 - School Crossing Guard 18.77
99830 - Survey Party Chief 38.36
99831 - Surveying Aide 20.83
99832 - Surveying Technician 28.59
99840 - Vending Machine Attendant 24.54
99841 - Vending Machine Repairer 30.51
99842 - Vending Machine Repairer Helper 24.54

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: 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))."""