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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.: 2015-5609
Revision No.: 29
Date Of Last Revision: 5/13/2026

State: California

Area: California Counties of Fresno

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.44
01012 - Accounting Clerk II		21.82
01013 - Accounting Clerk III		24.41
01020 - Administrative Assistant		37.39
01035 - Court Reporter		37.03
01041 - Customer Service Representative I		17.46
01042 - Customer Service Representative II		19.06
01043 - Customer Service Representative III		21.39
01051 - Data Entry Operator I		16.90
01052 - Data Entry Operator II		18.44
01060 - Dispatcher, Motor Vehicle		23.06
01070 - Document Preparation Clerk		17.74
01090 - Duplicating Machine Operator		17.74
01111 - General Clerk I		17.04
01112 - General Clerk II		18.59
01113 - General Clerk III		20.87
01120 - Housing Referral Assistant		23.12
01141 - Messenger Courier		20.30
01191 - Order Clerk I		19.25
01192 - Order Clerk II		21.01
01261 - Personnel Assistant (Employment) I		19.09
01262 - Personnel Assistant (Employment) II		21.36
01263 - Personnel Assistant (Employment) III		23.80
01270 - Production Control Clerk		26.09
01290 - Rental Clerk		18.26
01300 - Scheduler, Maintenance		18.54
01311 - Secretary I		18.54
01312 - Secretary II		20.74
01313 - Secretary III		23.12
01320 - Service Order Dispatcher		20.62
01410 - Supply Technician		37.39
01420 - Survey Worker		22.59
01460 - Switchboard Operator/Receptionist		18.13
01531 - Travel Clerk I		18.18
01532 - Travel Clerk II		20.13
01533 - Travel Clerk III		22.52
01611 - Word Processor I		18.17
01612 - Word Processor II		20.39
01613 - Word Processor III		22.81
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.13
05010 - Automotive Electrician		26.07
05040 - Automotive Glass Installer		24.56
05070 - Automotive Worker		24.56
05110 - Mobile Equipment Servicer		21.63
05130 - Motor Equipment Metal Mechanic		27.54
05160 - Motor Equipment Metal Worker		24.56
05190 - Motor Vehicle Mechanic		27.54
05220 - Motor Vehicle Mechanic Helper		20.48
05250 - Motor Vehicle Upholstery Worker		23.10
05280 - Motor Vehicle Wrecker		24.56
05310 - Painter, Automotive		26.07
05340 - Radiator Repair Specialist		24.56
05370 - Tire Repairer		18.33
05400 - Transmission Repair Specialist		27.54
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.01

07041 - Cook I 20.20
07042 - Cook II 22.94
07070 - Dishwasher 16.63
07130 - Food Service Worker 17.41
07210 - Meat Cutter 18.07
07260 - Waiter/Waitress 16.00

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.55
09040 - Furniture Handler 16.41
09080 - Furniture Refinisher 23.06
09090 - Furniture Refinisher Helper 17.91
09110 - Furniture Repairer, Minor 20.46
09130 - Upholsterer 21.90

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.21
11060 - Elevator Operator 17.51
11090 - Gardener 20.65
11122 - Housekeeping Aide 17.51
11150 - Janitor 17.51
11210 - Laborer, Grounds Maintenance 17.86
11240 - Maid or Houseman 17.18
11260 - Pruner 17.05
11270 - Tractor Operator 19.55
11330 - Trail Maintenance Worker 17.86
11360 - Window Cleaner 18.34

12000 - Health Occupations
12010 - Ambulance Driver 20.11
12011 - Breath Alcohol Technician 31.64
12012 - Certified Occupational Therapist Assistant 36.70
12015 - Certified Physical Therapist Assistant 37.74
12020 - Dental Assistant 22.47
12025 - Dental Hygienist 49.67
12030 - EKG Technician 36.60
12035 - Electroneurodiagnostic Technologist 36.60
12040 - Emergency Medical Technician 20.11
12071 - Licensed Practical Nurse I 28.28
12072 - Licensed Practical Nurse II 31.64
12073 - Licensed Practical Nurse III 35.26
12100 - Medical Assistant 21.49
12130 - Medical Laboratory Technician 31.31
12160 - Medical Record Clerk 21.78
12190 - Medical Record Technician 24.36
12195 - Medical Transcriptionist 21.35
12210 - Nuclear Medicine Technologist 69.00
12221 - Nursing Assistant I 14.95
12222 - Nursing Assistant II 16.82
12223 - Nursing Assistant III 18.35
12224 - Nursing Assistant IV 20.60
12235 - Optical Dispenser 22.66
12236 - Optical Technician 28.28
12250 - Pharmacy Technician 23.20
12280 - Phlebotomist 23.16
12305 - Radiologic Technologist 49.64
12311 - Registered Nurse I 35.09
12312 - Registered Nurse II 42.93
12313 - Registered Nurse II, Specialist 42.93
12314 - Registered Nurse III 52.70
12315 - Registered Nurse III, Anesthetist 52.70
12316 - Registered Nurse IV 62.26
12317 - Scheduler (Drug and Alcohol Testing) 39.19
12320 - Substance Abuse Treatment Counselor 27.29

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 31.31
13012 - Exhibits Specialist II 38.77
13013 - Exhibits Specialist III 47.42
13041 - Illustrator I 31.31
13042 - Illustrator II 38.77
13043 - Illustrator III 47.42
13047 - Librarian 42.94
13050 - Library Aide/Clerk 20.09
13054 - Library Information Technology Systems Administrator 39.43
13058 - Library Technician 22.75
13061 - Media Specialist I 27.97
13062 - Media Specialist II 31.31
13063 - Media Specialist III 34.90
13071 - Photographer I 19.08
13072 - Photographer II 21.34
13073 - Photographer III 26.21
13074 - Photographer IV 32.06
13075 - Photographer V 38.79
13090 - Technical Order Library Clerk 25.22
13110 - Video Teleconference Technician 28.75

14000 - Information Technology Occupations
14041 - Computer Operator I 22.66
14042 - Computer Operator II 25.34
14043 - Computer Operator III 28.26
14044 - Computer Operator IV 31.39
14045 - Computer Operator V 34.77
14071 - Computer Programmer I (see 1) 23.84
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 22.66
14160 - Personal Computer Support Technician 31.39
14170 - System Support Specialist 35.98

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor
(Non-Rated) 33.19
15020 - Aircrew Training Devices Instructor (Rated) 40.15
15030 - Air Crew Training Devices Instructor
(Pilot) 48.14
15050 - Computer Based Training Specialist /
Instructor 33.19
15060 - Educational Technologist 49.81
15070 - Flight Instructor (Pilot) 48.14
15080 - Graphic Artist 28.50
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 48.14
15086 - Maintenance Test Pilot, Rotary Wing 48.14
15088 - Non-Maintenance Test/Co-Pilot 48.14
15090 - Technical Instructor 24.53
15095 - Technical Instructor/Course Developer 30.00
15110 - Test Proctor 19.80
15120 - Tutor 19.80

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 18.43
16030 - Counter Attendant 18.43
16040 - Dry Cleaner 21.05
16070 - Finisher, Flatwork, Machine 18.43
16090 - Presser, Hand 18.43
16110 - Presser, Machine, Drycleaning 18.43
16130 - Presser, Machine, Shirts 18.43
16160 - Presser, Machine, Wearing Apparel, Laundry 18.43
16190 - Sewing Machine Operator 21.93
16220 - Tailor 22.80
16250 - Washer, Machine 19.31

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 32.73
19040 - Tool And Die Maker 40.05

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.70
21030 - Material Coordinator 26.09
21040 - Material Expediter 26.09
21050 - Material Handling Laborer 17.86
21071 - Order Filler 18.34
21080 - Production Line Worker (Food Processing) 20.70
21110 - Shipping Packer 19.80
21130 - Shipping/Receiving Clerk 19.80
21140 - Store Worker I 17.91
21150 - Stock Clerk 20.60
21210 - Tools And Parts Attendant 20.70
21410 - Warehouse Specialist 20.70

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.56
23019 - Aircraft Logs and Records Technician 28.34
23021 - Aircraft Mechanic I 33.76
23022 - Aircraft Mechanic II 35.56
23023 - Aircraft Mechanic III 37.35
23040 - Aircraft Mechanic Helper 24.86
23050 - Aircraft, Painter 31.94
23060 - Aircraft Servicer 28.34
23070 - Aircraft Survival Flight Equipment
Technician 31.94
23080 - Aircraft Worker 30.11
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 30.11
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 33.76
23110 - Appliance Mechanic 30.26
23120 - Bicycle Repairer 21.34
23125 - Cable Splicer 41.27
23130 - Carpenter, Maintenance 28.91
23140 - Carpet Layer 22.79
23160 - Electrician, Maintenance 32.89
23181 - Electronics Technician Maintenance I 35.17
23182 - Electronics Technician Maintenance II 37.33
23183 - Electronics Technician Maintenance III 39.43
23260 - Fabric Worker 28.99
23290 - Fire Alarm System Mechanic 28.10
23310 - Fire Extinguisher Repairer 27.15
23311 - Fuel Distribution System Mechanic 38.10
23312 - Fuel Distribution System Operator 28.84
23370 - General Maintenance Worker 22.66
23380 - Ground Support Equipment Mechanic 33.76
23381 - Ground Support Equipment Servicer 28.34
23382 - Ground Support Equipment Worker 30.11
23391 - Gunsmith I 27.15
23392 - Gunsmith II 30.83
23393 - Gunsmith III 34.57
23410 - Heating, Ventilation And Air-Conditioning
Mechanic 29.10
23411 - Heating, Ventilation And Air Contidioning
Mechanic (Research Facility) 30.65

23430 - Heavy Equipment Mechanic		33.48
23440 - Heavy Equipment Operator		39.44
23460 - Instrument Mechanic		34.57
23465 - Laboratory/Shelter Mechanic		32.73
23470 - Laborer		17.86
23510 - Locksmith		31.78
23530 - Machinery Maintenance Mechanic		31.50
23550 - Machinist, Maintenance		23.88
23580 - Maintenance Trades Helper		18.73
23591 - Metrology Technician I		34.57
23592 - Metrology Technician II		36.41
23593 - Metrology Technician III		38.27
23640 - Millwright		32.06
23710 - Office Appliance Repairer		22.07
23760 - Painter, Maintenance		22.92
23790 - Pipefitter, Maintenance		30.61
23810 - Plumber, Maintenance		28.96
23820 - Pneudraulic Systems Mechanic		34.57
23850 - Rigger		34.57
23870 - Scale Mechanic		30.83
23890 - Sheet-Metal Worker, Maintenance		35.56
23910 - Small Engine Mechanic		23.18
23931 - Telecommunications Mechanic I		31.72
23932 - Telecommunications Mechanic II		33.41
23950 - Telephone Lineman		45.02
23960 - Welder, Combination, Maintenance		23.39
23965 - Well Driller		27.50
23970 - Woodcraft Worker		34.57
23980 - Woodworker		27.15
24000 - Personal Needs Occupations		
24550 - Case Manager		22.54
24570 - Child Care Attendant		16.53
24580 - Child Care Center Clerk		20.61
24610 - Chore Aide		16.00
24620 - Family Readiness And Support Services Coordinator		22.54
24630 - Homemaker		22.54
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		40.06
25040 - Sewage Plant Operator		34.50
25070 - Stationary Engineer		40.06
25190 - Ventilation Equipment Tender		29.77
25210 - Water Treatment Plant Operator		34.50
27000 - Protective Service Occupations		
27004 - Alarm Monitor		30.80
27007 - Baggage Inspector		17.67
27008 - Corrections Officer		42.46
27010 - Court Security Officer		38.61
27030 - Detection Dog Handler		19.77
27040 - Detention Officer		42.46
27070 - Firefighter		35.84
27101 - Guard I		17.67
27102 - Guard II		19.77
27131 - Police Officer I		44.70
27132 - Police Officer II		49.66
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.35
28042 - Carnival Equipment Repairer		19.38
28043 - Carnival Worker		16.00
28210 - Gate Attendant/Gate Tender		20.22
28310 - Lifeguard		17.17
28350 - Park Attendant (Aide)		22.62
28510 - Recreation Aide/Health Facility Attendant		16.50
28515 - Recreation Specialist		28.03
28630 - Sports Official		18.01
28690 - Swimming Pool Operator		22.01
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		31.46
29020 - Hatch Tender		31.46
29030 - Line Handler		31.46
29041 - Stevedore I		29.60
29042 - Stevedore II		33.36
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.31
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.93
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.16
30021 - Archeological Technician I		19.14
30022 - Archeological Technician II		21.40
30023 - Archeological Technician III		26.52
30030 - Cartographic Technician		26.52
30040 - Civil Engineering Technician		36.28
30051 - Cryogenic Technician I		29.37
30052 - Cryogenic Technician II		32.43
30061 - Drafter/CAD Operator I		19.14
30062 - Drafter/CAD Operator II		21.40
30063 - Drafter/CAD Operator III		23.86
30064 - Drafter/CAD Operator IV		29.37
30081 - Engineering Technician I		16.90
30082 - Engineering Technician II		18.97

30083 - Engineering Technician III		21.22
30084 - Engineering Technician IV		26.29
30085 - Engineering Technician V		32.15
30086 - Engineering Technician VI		38.90
30090 - Environmental Technician		32.78
30095 - Evidence Control Specialist		26.52
30210 - Laboratory Technician		22.36
30221 - Latent Fingerprint Technician I		33.12
30222 - Latent Fingerprint Technician II		36.59
30240 - Mathematical Technician		26.52
30361 - Paralegal/Legal Assistant I		23.46
30362 - Paralegal/Legal Assistant II		29.06
30363 - Paralegal/Legal Assistant III		35.54
30364 - Paralegal/Legal Assistant IV		43.00
30375 - Petroleum Supply Specialist		32.43
30390 - Photo-Optics Technician		26.52
30395 - Radiation Control Technician		32.43
30461 - Technical Writer I		28.65
30462 - Technical Writer II		35.04
30463 - Technical Writer III		42.40
30491 - Unexploded Ordnance (UXO) Technician I		29.43
30492 - Unexploded Ordnance (UXO) Technician II		35.61
30493 - Unexploded Ordnance (UXO) Technician III		42.68
30494 - Unexploded (UXO) Safety Escort		29.43
30495 - Unexploded (UXO) Sweep Personnel		29.43
30501 - Weather Forecaster I		29.37
30502 - Weather Forecaster II		35.72
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.86
30621 - Weather Observer, Senior	(see 2)	26.52
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.61
31020 - Bus Aide		23.36
31030 - Bus Driver		31.75
31043 - Driver Courier		18.49
31260 - Parking and Lot Attendant		16.15
31290 - Shuttle Bus Driver		17.52
31310 - Taxi Driver		14.40
31361 - Truckdriver, Light		19.53
31362 - Truckdriver, Medium		20.85
31363 - Truckdriver, Heavy		24.69
31364 - Truckdriver, Tractor-Trailer		24.69
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.36
99030 - Cashier		16.51
99050 - Desk Clerk		16.93
99095 - Embalmer		29.37
99130 - Flight Follower		29.43
99251 - Laboratory Animal Caretaker I		18.07
99252 - Laboratory Animal Caretaker II		19.08
99260 - Marketing Analyst		32.38
99310 - Mortician		29.37
99410 - Pest Controller		19.14
99510 - Photofinishing Worker		15.47
99710 - Recycling Laborer		25.82
99711 - Recycling Specialist		28.28
99730 - Refuse Collector		24.66
99810 - Sales Clerk		16.86
99820 - School Crossing Guard		20.68
99830 - Survey Party Chief		34.51
99831 - Surveying Aide		22.95
99832 - Surveying Technician		31.37
99840 - Vending Machine Attendant		21.49
99841 - Vending Machine Repairer		26.09
99842 - Vending Machine Repairer Helper		21.49

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 cor
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))."""