REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	EMPLOYMENT STANDARDS ADMINISTRATION
	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5665
Daniel W. Simms Division of	Revision No.: 30
Director Wage Determinations	Date Of Last Revision: 5/13/2026

State: California

Area: California Counties of Calaveras and Tuolumne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.71
01012 - Accounting Clerk II		21.00
01013 - Accounting Clerk III		23.49
01020 - Administrative Assistant		36.80
01035 - Court Reporter		23.54
01041 - Customer Service Representative I		17.26
01042 - Customer Service Representative II		18.83
01043 - Customer Service Representative III		21.13
01051 - Data Entry Operator I		18.47
01052 - Data Entry Operator II		20.15
01060 - Dispatcher, Motor Vehicle		26.20
01070 - Document Preparation Clerk		18.75
01090 - Duplicating Machine Operator		18.75
01111 - General Clerk I		17.90
01112 - General Clerk II		19.53
01113 - General Clerk III		21.92
01120 - Housing Referral Assistant		26.23
01141 - Messenger Courier		15.27
01191 - Order Clerk I		17.18
01192 - Order Clerk II		18.75
01261 - Personnel Assistant (Employment) I		20.86
01262 - Personnel Assistant (Employment) II		23.33
01263 - Personnel Assistant (Employment) III		26.00
01270 - Production Control Clerk		28.02
01290 - Rental Clerk		19.55
01300 - Scheduler, Maintenance		21.04
01311 - Secretary I		21.04
01312 - Secretary II		23.54
01313 - Secretary III		26.23
01320 - Service Order Dispatcher		23.42

01410 - Supply Technician	36.80
01420 - Survey Worker	24.40
01460 - Switchboard Operator/Receptionist	20.01
01531 - Travel Clerk I	18.75
01532 - Travel Clerk II	21.04
01533 - Travel Clerk III	23.54
01611 - Word Processor I	18.75
01612 - Word Processor II	21.04
01613 - Word Processor III	23.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	30.55
05010 - Automotive Electrician	25.83
05040 - Automotive Glass Installer	24.42
05070 - Automotive Worker	24.42
05110 - Mobile Equipment Servicer	21.62
05130 - Motor Equipment Metal Mechanic	27.20
05160 - Motor Equipment Metal Worker	24.42
05190 - Motor Vehicle Mechanic	27.20
05220 - Motor Vehicle Mechanic Helper	20.20
05250 - Motor Vehicle Upholstery Worker	23.02
05280 - Motor Vehicle Wrecker	24.42
05310 - Painter, Automotive	25.83
05340 - Radiator Repair Specialist	24.42
05370 - Tire Repairer	18.00
05400 - Transmission Repair Specialist	27.20
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.78
07041 - Cook I	21.71
07042 - Cook II	24.52
07070 - Dishwasher	17.20
07130 - Food Service Worker	17.93

07210 - Meat Cutter	20.54
07260 - Waiter/Waitress	16.63
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	34.06
09040 - Furniture Handler	22.87
09080 - Furniture Refinisher	34.06
09090 - Furniture Refinisher Helper	26.64
09110 - Furniture Repairer, Minor	30.36
09130 - Upholsterer	34.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.58
11060 - Elevator Operator	18.72
11090 - Gardener	24.56
11122 - Housekeeping Aide	18.72
11150 - Janitor	18.72
11210 - Laborer, Grounds Maintenance	19.71
11240 - Maid or Houseman	17.79
11260 - Pruner	18.26
11270 - Tractor Operator	22.95
11330 - Trail Maintenance Worker	19.71
11360 - Window Cleaner	20.22
12000 - Health Occupations	
12010 - Ambulance Driver	21.19
12011 - Breath Alcohol Technician	32.60
12012 - Certified Occupational Therapist Assistant	44.72
12015 - Certified Physical Therapist Assistant	44.72
12020 - Dental Assistant	27.57
12025 - Dental Hygienist	57.24
12030 - EKG Technician	49.38
12035 - Electroneurodiagnostic Technologist	49.38

12040 - Emergency Medical Technician	21.19
12071 - Licensed Practical Nurse I	29.14
12072 - Licensed Practical Nurse II	32.60
12073 - Licensed Practical Nurse III	36.33
12100 - Medical Assistant	23.17
12130 - Medical Laboratory Technician	27.96
12160 - Medical Record Clerk	22.86
12190 - Medical Record Technician	25.57
12195 - Medical Transcriptionist	29.14
12210 - Nuclear Medicine Technologist	71.63
12221 - Nursing Assistant I	16.34
12222 - Nursing Assistant II	18.37
12223 - Nursing Assistant III	20.04
12224 - Nursing Assistant IV	22.51
12235 - Optical Dispenser	32.51
12236 - Optical Technician	29.14
12250 - Pharmacy Technician	23.78
12280 - Phlebotomist	27.12
12305 - Radiologic Technologist	51.43
12311 - Registered Nurse I	36.48
12312 - Registered Nurse II	44.62
12313 - Registered Nurse II, Specialist	44.62
12314 - Registered Nurse III	53.98
12315 - Registered Nurse III, Anesthetist	53.98
12316 - Registered Nurse IV	64.72
12317 - Scheduler (Drug and Alcohol Testing)	40.38
12320 - Substance Abuse Treatment Counselor	31.87
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.47
13012 - Exhibits Specialist II	32.22
13013 - Exhibits Specialist III	39.41
13041 - Illustrator I	25.48

13042 - Illustrator II		32.22
13043 - Illustrator III		39.41
13047 - Librarian		35.69
13050 - Library Aide/Clerk		19.28
13054 - Library Information Technology Systems Administrator		32.22
13058 - Library Technician		22.61
13061 - Media Specialist I		21.33
13062 - Media Specialist II		23.85
13063 - Media Specialist III		26.58
13071 - Photographer I		19.97
13072 - Photographer II		22.01
13073 - Photographer III		27.43
13074 - Photographer IV		33.54
13075 - Photographer V		40.58
13090 - Technical Order Library Clerk		24.21
13110 - Video Teleconference Technician		21.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.07
14042 - Computer Operator II		24.69
14043 - Computer Operator III		27.54
14044 - Computer Operator IV		30.59
14045 - Computer Operator V		33.88
14071 - Computer Programmer I	(see 1)	20.21
14072 - Computer Programmer II	(see 1)	25.48
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		22.07
14160 - Personal Computer Support Technician		30.59

14170 - System Support Specialist	33.88
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	37.04
15020 - Aircrew Training Devices Instructor (Rated)	44.82
15030 - Air Crew Training Devices Instructor (Pilot)	53.74
15050 - Computer Based Training Specialist / Instructor	37.04
15060 - Educational Technologist	44.52
15070 - Flight Instructor (Pilot)	53.74
15080 - Graphic Artist	29.20
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	53.74
15086 - Maintenance Test Pilot, Rotary Wing	53.74
15088 - Non-Maintenance Test/Co-Pilot	53.74
15090 - Technical Instructor	26.10
15095 - Technical Instructor/Course Developer	31.92
15110 - Test Proctor	21.07
15120 - Tutor	21.07
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)	34.06
19040 - Tool And Die Maker	41.12
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.16
21030 - Material Coordinator	28.18
21040 - Material Expediter	28.18
21050 - Material Handling Laborer	18.83
21071 - Order Filler	19.27
21080 - Production Line Worker (Food Processing)	23.16
21110 - Shipping Packer	21.50
21130 - Shipping/Receiving Clerk	21.50
21140 - Store Worker I	18.38
21150 - Stock Clerk	22.99
21210 - Tools And Parts Attendant	23.16
21410 - Warehouse Specialist	23.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.71
23019 - Aircraft Logs and Records Technician	30.36
23021 - Aircraft Mechanic I	35.87
23022 - Aircraft Mechanic II	37.71
23023 - Aircraft Mechanic III	39.49
23040 - Aircraft Mechanic Helper	26.64
23050 - Aircraft, Painter	34.06
23060 - Aircraft Servicer	30.36
23070 - Aircraft Survival Flight Equipment Technician	34.06
23080 - Aircraft Worker	32.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.20

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.87
23110 - Appliance Mechanic	34.06
23120 - Bicycle Repairer	28.51
23125 - Cable Splicer	45.13
23130 - Carpenter, Maintenance	37.42
23140 - Carpet Layer	32.20
23160 - Electrician, Maintenance	37.22
23181 - Electronics Technician Maintenance I	32.20
23182 - Electronics Technician Maintenance II	34.06
23183 - Electronics Technician Maintenance III	35.87
23260 - Fabric Worker	30.36
23290 - Fire Alarm System Mechanic	35.87
23310 - Fire Extinguisher Repairer	28.51
23311 - Fuel Distribution System Mechanic	35.87
23312 - Fuel Distribution System Operator	28.51
23370 - General Maintenance Worker	23.61
23380 - Ground Support Equipment Mechanic	35.87
23381 - Ground Support Equipment Servicer	30.36
23382 - Ground Support Equipment Worker	32.20
23391 - Gunsmith I	28.51
23392 - Gunsmith II	32.20
23393 - Gunsmith III	35.87
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.13
23430 - Heavy Equipment Mechanic	34.27
23440 - Heavy Equipment Operator	33.00
23460 - Instrument Mechanic	35.87
23465 - Laboratory/Shelter Mechanic	34.06
23470 - Laborer	18.83
23510 - Locksmith	34.06

23530 - Machinery Maintenance Mechanic	39.78
23550 - Machinist, Maintenance	28.55
23580 - Maintenance Trades Helper	21.16
23591 - Metrology Technician I	35.87
23592 - Metrology Technician II	37.71
23593 - Metrology Technician III	39.49
23640 - Millwright	35.87
23710 - Office Appliance Repairer	34.06
23760 - Painter, Maintenance	28.80
23790 - Pipefitter, Maintenance	32.42
23810 - Plumber, Maintenance	30.79
23820 - Pneudraulic Systems Mechanic	35.87
23850 - Rigger	35.87
23870 - Scale Mechanic	32.20
23890 - Sheet-Metal Worker, Maintenance	35.87
23910 - Small Engine Mechanic	27.58
23931 - Telecommunications Mechanic I	31.20
23932 - Telecommunications Mechanic II	32.79
23950 - Telephone Lineman	46.60
23960 - Welder, Combination, Maintenance	25.73
23965 - Well Driller	35.87
23970 - Woodcraft Worker	35.87
23980 - Woodworker	28.51

24000 - Personal Needs Occupations	
24550 - Case Manager	22.02
24570 - Child Care Attendant	18.23
24580 - Child Care Center Clerk	22.73
24610 - Chore Aide	16.06
24620 - Family Readiness And Support Services Coordinator	22.02
24630 - Homemaker	22.02

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	36.19
25040 - Sewage Plant Operator	36.91
25070 - Stationary Engineer	36.19
25190 - Ventilation Equipment Tender	26.88
25210 - Water Treatment Plant Operator	36.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.00
27007 - Baggage Inspector	20.53
27008 - Corrections Officer	50.04
27010 - Court Security Officer	40.34
27030 - Detection Dog Handler	22.96
27040 - Detention Officer	50.04
27070 - Firefighter	29.98
27101 - Guard I	20.53
27102 - Guard II	22.96
27131 - Police Officer I	41.96
27132 - Police Officer II	46.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.92
28042 - Carnival Equipment Repairer	23.46
28043 - Carnival Worker	17.41
28210 - Gate Attendant/Gate Tender	21.42
28310 - Lifeguard	19.83
28350 - Park Attendant (Aide)	23.96
28510 - Recreation Aide/Health Facility Attendant	17.49
28515 - Recreation Specialist	29.68
28630 - Sports Official	19.09
28690 - Swimming Pool Operator	26.49
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer		32.20
29020 - Hatch Tender		32.20
29030 - Line Handler		32.20
29041 - Stevedore I		30.36
29042 - Stevedore II		34.06
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		19.89
30022 - Archeological Technician II		22.25
30023 - Archeological Technician III		27.58
30030 - Cartographic Technician		27.58
30040 - Civil Engineering Technician		37.40
30051 - Cryogenic Technician I		29.98
30052 - Cryogenic Technician II		33.10
30061 - Drafter/CAD Operator I		19.89
30062 - Drafter/CAD Operator II		22.25
30063 - Drafter/CAD Operator III		24.82
30064 - Drafter/CAD Operator IV		30.53
30081 - Engineering Technician I		17.66
30082 - Engineering Technician II		19.82
30083 - Engineering Technician III		22.17
30084 - Engineering Technician IV		27.47
30085 - Engineering Technician V		33.59
30086 - Engineering Technician VI		40.64
30090 - Environmental Technician		32.79
30095 - Evidence Control Specialist		27.06
30210 - Laboratory Technician		24.82

30221 - Latent Fingerprint Technician I		29.98
30222 - Latent Fingerprint Technician II		33.10
30240 - Mathematical Technician		27.58
30361 - Paralegal/Legal Assistant I		23.06
30362 - Paralegal/Legal Assistant II		28.56
30363 - Paralegal/Legal Assistant III		34.93
30364 - Paralegal/Legal Assistant IV		42.26
30375 - Petroleum Supply Specialist		33.10
30390 - Photo-Optics Technician		27.47
30395 - Radiation Control Technician		33.10
30461 - Technical Writer I		27.47
30462 - Technical Writer II		33.59
30463 - Technical Writer III		40.64
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		29.98
30502 - Weather Forecaster II		36.44
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.82
30621 - Weather Observer, Senior	(see 2)	27.47
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.27
31020 - Bus Aide		17.25
31030 - Bus Driver		22.90
31043 - Driver Courier		22.11
31260 - Parking and Lot Attendant		17.57
31290 - Shuttle Bus Driver		18.17
31310 - Taxi Driver		16.62
31361 - Truckdriver, Light		23.67

31362 - Truckdriver, Medium	25.20
31363 - Truckdriver, Heavy	28.73
31364 - Truckdriver, Tractor-Trailer	28.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.15
99030 - Cashier	17.26
99050 - Desk Clerk	17.72
99095 - Embalmer	32.46
99130 - Flight Follower	32.46
99251 - Laboratory Animal Caretaker I	20.17
99252 - Laboratory Animal Caretaker II	21.59
99260 - Marketing Analyst	28.66
99310 - Mortician	32.46
99410 - Pest Controller	22.28
99510 - Photofinishing Worker	17.06
99710 - Recycling Laborer	26.92
99711 - Recycling Specialist	31.37
99730 - Refuse Collector	24.92
99810 - Sales Clerk	18.00
99820 - School Crossing Guard	19.66
99830 - Survey Party Chief	36.48
99831 - Surveying Aide	22.02
99832 - Surveying Technician	30.18
99840 - Vending Machine Attendant	18.60
99841 - Vending Machine Repairer	23.56
99842 - Vending Machine Repairer Helper	19.48

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)).