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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5633 Revision No.: 26 Date Of Last Revision: 5/13/2026

State: California

Area: California Counties of Monterey

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.37
01012 - Accounting Clerk II		25.10
01013 - Accounting Clerk III		28.08
01020 - Administrative Assistant		38.39
01035 - Court Reporter		25.90
01041 - Customer Service Representative I		18.07
01042 - Customer Service Representative II		19.72
01043 - Customer Service Representative III		22.13
01051 - Data Entry Operator I		19.31
01052 - Data Entry Operator II		21.07
01060 - Dispatcher, Motor Vehicle		24.45
01070 - Document Preparation Clerk		20.63
01090 - Duplicating Machine Operator		20.63
01111 - General Clerk I		19.05
01112 - General Clerk II		20.79
01113 - General Clerk III		23.34
01120 - Housing Referral Assistant		28.86
01141 - Messenger Courier		17.93
01191 - Order Clerk I		21.74
01192 - Order Clerk II		23.73
01261 - Personnel Assistant (Employment) I		22.70
01262 - Personnel Assistant (Employment) II		25.39
01263 - Personnel Assistant (Employment) III		28.32
01270 - Production Control Clerk		27.61
01290 - Rental Clerk		19.85
01300 - Scheduler, Maintenance		23.15
01311 - Secretary I		23.15
01312 - Secretary II		25.90
01313 - Secretary III		28.86
01320 - Service Order Dispatcher		21.86
01410 - Supply Technician		38.39
01420 - Survey Worker		28.41
01460 - Switchboard Operator/Receptionist		20.41
01531 - Travel Clerk I		20.63
01532 - Travel Clerk II		22.87
01533 - Travel Clerk III		24.41
01611 - Word Processor I		21.38
01612 - Word Processor II		24.00
01613 - Word Processor III		26.84
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		33.12
05010 - Automotive Electrician		28.60
05040 - Automotive Glass Installer		27.20
05070 - Automotive Worker		27.20
05110 - Mobile Equipment Servicer		24.39
05130 - Motor Equipment Metal Mechanic		30.00
05160 - Motor Equipment Metal Worker		27.20
05190 - Motor Vehicle Mechanic		30.00
05220 - Motor Vehicle Mechanic Helper		22.99
05250 - Motor Vehicle Upholstery Worker		25.80
05280 - Motor Vehicle Wrecker		27.20
05310 - Painter, Automotive		28.60
05340 - Radiator Repair Specialist		27.20
05370 - Tire Repairer		20.28
05400 - Transmission Repair Specialist		30.00
07000 - Food Preparation And Service Occupations		
07010 - Baker		19.31

07041 - Cook I 21.84
07042 - Cook II 24.35
07070 - Dishwasher 17.75
07130 - Food Service Worker 18.59
07210 - Meat Cutter 20.45
07260 - Waiter/Waitress 17.01

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 28.16
09040 - Furniture Handler 19.87
09080 - Furniture Refinisher 28.16
09090 - Furniture Refinisher Helper 22.64
09110 - Furniture Repairer, Minor 25.40
09130 - Upholsterer 28.16

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 18.25
11060 - Elevator Operator 18.98
11090 - Gardener 25.85
11122 - Housekeeping Aide 18.98
11150 - Janitor 18.98
11210 - Laborer, Grounds Maintenance 21.40
11240 - Maid or Houseman 18.65
11260 - Pruner 19.93
11270 - Tractor Operator 24.37
11330 - Trail Maintenance Worker 21.40
11360 - Window Cleaner 20.38

12000 - Health Occupations
12010 - Ambulance Driver 30.35
12011 - Breath Alcohol Technician 34.77
12012 - Certified Occupational Therapist Assistant 47.70
12015 - Certified Physical Therapist Assistant 41.45
12020 - Dental Assistant 25.74
12025 - Dental Hygienist 60.16
12030 - EKG Technician 52.67
12035 - Electroneurodiagnostic Technologist 52.67
12040 - Emergency Medical Technician 30.35
12071 - Licensed Practical Nurse I 31.08
12072 - Licensed Practical Nurse II 34.77
12073 - Licensed Practical Nurse III 38.75
12100 - Medical Assistant 22.85
12130 - Medical Laboratory Technician 30.98
12160 - Medical Record Clerk 24.60
12190 - Medical Record Technician 27.53
12195 - Medical Transcriptionist 31.08
12210 - Nuclear Medicine Technologist 76.40
12221 - Nursing Assistant I 16.57
12222 - Nursing Assistant II 18.65
12223 - Nursing Assistant III 20.35
12224 - Nursing Assistant IV 22.84
12235 - Optical Dispenser 24.89
12236 - Optical Technician 31.08
12250 - Pharmacy Technician 23.87
12280 - Phlebotomist 27.24
12305 - Radiologic Technologist 51.37
12311 - Registered Nurse I 37.39
12312 - Registered Nurse II 45.73
12313 - Registered Nurse II, Specialist 45.73
12314 - Registered Nurse III 56.13
12315 - Registered Nurse III, Anesthetist 56.13
12316 - Registered Nurse IV 66.32
12317 - Scheduler (Drug and Alcohol Testing) 43.07
12320 - Substance Abuse Treatment Counselor 29.50

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 27.81
13012 - Exhibits Specialist II 34.46
13013 - Exhibits Specialist III 42.14
13041 - Illustrator I 27.81
13042 - Illustrator II 34.46
13043 - Illustrator III 42.14
13047 - Librarian 38.16
13050 - Library Aide/Clerk 21.53
13054 - Library Information Technology Systems
Administrator 34.46
13058 - Library Technician 27.50
13061 - Media Specialist I 24.87
13062 - Media Specialist II 27.81
13063 - Media Specialist III 31.00
13071 - Photographer I 25.52
13072 - Photographer II 28.54
13073 - Photographer III 35.36
13074 - Photographer IV 43.26
13075 - Photographer V 52.33
13090 - Technical Order Library Clerk 27.02
13110 - Video Teleconference Technician 27.55

14000 - Information Technology Occupations
14041 - Computer Operator I 23.99
14042 - Computer Operator II 26.84
14043 - Computer Operator III 29.91
14044 - Computer Operator IV 33.24
14045 - Computer Operator V 36.82
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		23.99
14160 - Personal Computer Support Technician		33.24
14170 - System Support Specialist		36.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		41.50
15020 - Aircrew Training Devices Instructor (Rated)		50.22
15030 - Air Crew Training Devices Instructor (Pilot)		60.20
15050 - Computer Based Training Specialist / Instructor		41.50
15060 - Educational Technologist		50.69
15070 - Flight Instructor (Pilot)		60.20
15080 - Graphic Artist		32.20
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		60.20
15086 - Maintenance Test Pilot, Rotary Wing		60.20
15088 - Non-Maintenance Test/Co-Pilot		60.20
15090 - Technical Instructor		31.36
15095 - Technical Instructor/Course Developer		38.36
15110 - Test Proctor		25.32
15120 - Tutor		25.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		21.48
16030 - Counter Attendant		21.48
16040 - Dry Cleaner		24.56
16070 - Finisher, Flatwork, Machine		21.48
16090 - Presser, Hand		21.48
16110 - Presser, Machine, Drycleaning		21.48
16130 - Presser, Machine, Shirts		21.48
16160 - Presser, Machine, Wearing Apparel, Laundry		21.48
16190 - Sewing Machine Operator		25.58
16220 - Tailor		26.62
16250 - Washer, Machine		22.50
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		33.41
19040 - Tool And Die Maker		39.65
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.31
21030 - Material Coordinator		27.36
21040 - Material Expediter		27.36
21050 - Material Handling Laborer		17.97
21071 - Order Filler		18.56
21080 - Production Line Worker (Food Processing)		20.31
21110 - Shipping Packer		21.57
21130 - Shipping/Receiving Clerk		21.57
21140 - Store Worker I		19.88
21150 - Stock Clerk		24.66
21210 - Tools And Parts Attendant		20.31
21410 - Warehouse Specialist		20.31
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		36.20
23019 - Aircraft Logs and Records Technician		30.25
23021 - Aircraft Mechanic I		35.17
23022 - Aircraft Mechanic II		36.20
23023 - Aircraft Mechanic III		37.72
23040 - Aircraft Mechanic Helper		26.97
23050 - Aircraft, Painter		33.53
23060 - Aircraft Servicer		30.25
23070 - Aircraft Survival Flight Equipment Technician		33.53
23080 - Aircraft Worker		31.89
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		31.89
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		35.17
23110 - Appliance Mechanic		33.41
23120 - Bicycle Repairer		28.50
23125 - Cable Splicer		36.89
23130 - Carpenter, Maintenance		36.61
23140 - Carpet Layer		31.77
23160 - Electrician, Maintenance		37.45
23181 - Electronics Technician Maintenance I		32.07
23182 - Electronics Technician Maintenance II		33.72
23183 - Electronics Technician Maintenance III		35.37
23260 - Fabric Worker		30.15
23290 - Fire Alarm System Mechanic		30.89
23310 - Fire Extinguisher Repairer		28.50
23311 - Fuel Distribution System Mechanic		41.39
23312 - Fuel Distribution System Operator		33.63
23370 - General Maintenance Worker		24.03
23380 - Ground Support Equipment Mechanic		35.17
23381 - Ground Support Equipment Servicer		30.25
23382 - Ground Support Equipment Worker		31.89
23391 - Gunsmith I		28.50
23392 - Gunsmith II		31.77
23393 - Gunsmith III		35.05
23410 - Heating, Ventilation And Air-Conditioning Mechanic		30.66
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		32.08

23430 - Heavy Equipment Mechanic		36.15
23440 - Heavy Equipment Operator		38.00
23460 - Instrument Mechanic		35.05
23465 - Laboratory/Shelter Mechanic		33.41
23470 - Laborer		17.97
23510 - Locksmith		33.41
23530 - Machinery Maintenance Mechanic		31.66
23550 - Machinist, Maintenance		29.26
23580 - Maintenance Trades Helper		21.12
23591 - Metrology Technician I		35.05
23592 - Metrology Technician II		36.65
23593 - Metrology Technician III		38.18
23640 - Millwright		35.05
23710 - Office Appliance Repairer		24.95
23760 - Painter, Maintenance		29.40
23790 - Pipefitter, Maintenance		32.57
23810 - Plumber, Maintenance		31.05
23820 - Pneudraulic Systems Mechanic		35.05
23850 - Rigger		35.05
23870 - Scale Mechanic		31.77
23890 - Sheet-Metal Worker, Maintenance		42.94
23910 - Small Engine Mechanic		27.52
23931 - Telecommunications Mechanic I		35.02
23932 - Telecommunications Mechanic II		36.63
23950 - Telephone Lineman		42.65
23960 - Welder, Combination, Maintenance		27.93
23965 - Well Driller		35.05
23970 - Woodcraft Worker		35.05
23980 - Woodworker		28.50
24000 - Personal Needs Occupations		
24550 - Case Manager		23.18
24570 - Child Care Attendant		18.05
24580 - Child Care Center Clerk		22.50
24610 - Chore Aide		16.15
24620 - Family Readiness And Support Services Coordinator		23.18
24630 - Homemaker		23.38
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		43.16
25040 - Sewage Plant Operator		43.56
25070 - Stationary Engineer		43.16
25190 - Ventilation Equipment Tender		33.09
25210 - Water Treatment Plant Operator		43.56
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.75
27007 - Baggage Inspector		20.34
27008 - Corrections Officer		44.81
27010 - Court Security Officer		44.21
27030 - Detection Dog Handler		22.75
27040 - Detention Officer		49.29
27070 - Firefighter		38.13
27101 - Guard I		20.34
27102 - Guard II		22.75
27131 - Police Officer I		52.91
27132 - Police Officer II		58.80
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		22.15
28042 - Carnival Equipment Repairer		23.50
28043 - Carnival Worker		18.12
28210 - Gate Attendant/Gate Tender		21.42
28310 - Lifeguard		18.08
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		26.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		31.77
29020 - Hatch Tender		31.77
29030 - Line Handler		31.77
29041 - Stevedore I		30.15
29042 - Stevedore II		33.41
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		25.29
30022 - Archeological Technician II		28.29
30023 - Archeological Technician III		35.05
30030 - Cartographic Technician		35.05
30040 - Civil Engineering Technician		36.59
30051 - Cryogenic Technician I		38.82
30052 - Cryogenic Technician II		42.88
30061 - Drafter/CAD Operator I		25.29
30062 - Drafter/CAD Operator II		28.29
30063 - Drafter/CAD Operator III		31.55
30064 - Drafter/CAD Operator IV		38.82
30081 - Engineering Technician I		20.55
30082 - Engineering Technician II		23.08

30083 - Engineering Technician III		25.81
30084 - Engineering Technician IV		31.99
30085 - Engineering Technician V		39.12
30086 - Engineering Technician VI		47.33
30090 - Environmental Technician		30.33
30095 - Evidence Control Specialist		35.05
30210 - Laboratory Technician		30.49
30221 - Latent Fingerprint Technician I		38.82
30222 - Latent Fingerprint Technician II		42.88
30240 - Mathematical Technician		35.05
30361 - Paralegal/Legal Assistant I		26.02
30362 - Paralegal/Legal Assistant II		32.24
30363 - Paralegal/Legal Assistant III		39.44
30364 - Paralegal/Legal Assistant IV		47.71
30375 - Petroleum Supply Specialist		42.88
30390 - Photo-Optics Technician		35.05
30395 - Radiation Control Technician		42.88
30461 - Technical Writer I		34.56
30462 - Technical Writer II		42.27
30463 - Technical Writer III		51.15
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		38.82
30502 - Weather Forecaster II		47.22
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	31.55
30621 - Weather Observer, Senior	(see 2)	35.05
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		44.29
31020 - Bus Aide		26.16
31030 - Bus Driver		33.44
31043 - Driver Courier		20.77
31260 - Parking and Lot Attendant		17.60
31290 - Shuttle Bus Driver		19.69
31310 - Taxi Driver		16.46
31361 - Truckdriver, Light		22.04
31362 - Truckdriver, Medium		23.31
31363 - Truckdriver, Heavy		26.07
31364 - Truckdriver, Tractor-Trailer		26.07
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		21.59
99030 - Cashier		17.53
99050 - Desk Clerk		18.59
99095 - Embalmer		36.61
99130 - Flight Follower		36.61
99251 - Laboratory Animal Caretaker I		21.82
99252 - Laboratory Animal Caretaker II		23.16
99260 - Marketing Analyst		34.91
99310 - Mortician		36.61
99410 - Pest Controller		22.19
99510 - Photofinishing Worker		19.24
99710 - Recycling Laborer		26.76
99711 - Recycling Specialist		37.42
99730 - Refuse Collector		30.61
99810 - Sales Clerk		17.78
99820 - School Crossing Guard		23.62
99830 - Survey Party Chief		42.00
99831 - Surveying Aide		21.99
99832 - Surveying Technician		30.12
99840 - Vending Machine Attendant		26.25
99841 - Vending Machine Repairer		31.05
99842 - Vending Machine Repairer Helper		26.25

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))."""