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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
Director

Division of Wage Determinations

Wage Determination No.: 2015-5631
Revision No.: 27
Date Of Last Revision: 5/13/2026

State: California

Area: California Counties of El Dorado, Placer, Sacramento and Yolo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.85
01012 - Accounting Clerk II		24.52
01013 - Accounting Clerk III		27.42
01020 - Administrative Assistant		38.41
01035 - Court Reporter		49.46
01041 - Customer Service Representative I		18.74
01042 - Customer Service Representative II		20.46
01043 - Customer Service Representative III		22.96
01051 - Data Entry Operator I		20.69
01052 - Data Entry Operator II		22.58
01060 - Dispatcher, Motor Vehicle		24.00
01070 - Document Preparation Clerk		22.75
01090 - Duplicating Machine Operator		22.75
01111 - General Clerk I		18.84
01112 - General Clerk II		20.56
01113 - General Clerk III		23.08
01120 - Housing Referral Assistant		25.97
01141 - Messenger Courier		20.60
01191 - Order Clerk I		21.73
01192 - Order Clerk II		23.71
01261 - Personnel Assistant (Employment) I		21.71
01262 - Personnel Assistant (Employment) II		24.29
01263 - Personnel Assistant (Employment) III		27.07
01270 - Production Control Clerk		28.97
01290 - Rental Clerk		20.00
01300 - Scheduler, Maintenance		20.82
01311 - Secretary I		20.82
01312 - Secretary II		23.29
01313 - Secretary III		25.97
01320 - Service Order Dispatcher		21.46
01410 - Supply Technician		38.41
01420 - Survey Worker		25.36
01460 - Switchboard Operator/Receptionist		20.96
01531 - Travel Clerk I		21.83
01532 - Travel Clerk II		23.50
01533 - Travel Clerk III		25.26
01611 - Word Processor I		18.60
01612 - Word Processor II		20.87
01613 - Word Processor III		23.35
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		29.92
05010 - Automotive Electrician		29.42
05040 - Automotive Glass Installer		27.61
05070 - Automotive Worker		27.61
05110 - Mobile Equipment Servicer		24.00
05130 - Motor Equipment Metal Mechanic		31.22
05160 - Motor Equipment Metal Worker		27.61
05190 - Motor Vehicle Mechanic		31.22
05220 - Motor Vehicle Mechanic Helper		22.21
05250 - Motor Vehicle Upholstery Worker		25.78
05280 - Motor Vehicle Wrecker		27.61
05310 - Painter, Automotive		29.42
05340 - Radiator Repair Specialist		27.61
05370 - Tire Repairer		18.53
05400 - Transmission Repair Specialist		31.22
07000 - Food Preparation And Service Occupations		
07010 - Baker		19.10

07041 - Cook I		21.69
07042 - Cook II		24.95
07070 - Dishwasher		17.52
07130 - Food Service Worker		18.37
07210 - Meat Cutter		22.75
07260 - Waiter/Waitress		16.86
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		26.71
09040 - Furniture Handler		13.96
09080 - Furniture Refinisher		22.15
09090 - Furniture Refinisher Helper		16.72
09110 - Furniture Repairer, Minor		19.41
09130 - Upholsterer		23.50
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		17.69
11060 - Elevator Operator		18.68
11090 - Gardener		27.19
11122 - Housekeeping Aide		18.68
11150 - Janitor		18.68
11210 - Laborer, Grounds Maintenance		21.01
11240 - Maid or Houseman		18.31
11260 - Pruner		19.25
11270 - Tractor Operator		25.17
11330 - Trail Maintenance Worker		21.01
11360 - Window Cleaner		20.39
12000 - Health Occupations		
12010 - Ambulance Driver		27.05
12011 - Breath Alcohol Technician		34.28
12012 - Certified Occupational Therapist Assistant		44.25
12015 - Certified Physical Therapist Assistant		42.64
12020 - Dental Assistant		28.50
12025 - Dental Hygienist		58.32
12030 - EKG Technician		41.00
12035 - Electroneurodiagnostic Technologist		41.00
12040 - Emergency Medical Technician		27.05
12071 - Licensed Practical Nurse I		30.64
12072 - Licensed Practical Nurse II		34.28
12073 - Licensed Practical Nurse III		38.20
12100 - Medical Assistant		30.08
12130 - Medical Laboratory Technician		38.54
12160 - Medical Record Clerk		30.46
12190 - Medical Record Technician		34.07
12195 - Medical Transcriptionist		23.22
12210 - Nuclear Medicine Technologist		80.18
12221 - Nursing Assistant I		16.14
12222 - Nursing Assistant II		18.16
12223 - Nursing Assistant III		19.81
12224 - Nursing Assistant IV		22.24
12235 - Optical Dispenser		27.90
12236 - Optical Technician		21.04
12250 - Pharmacy Technician		26.83
12280 - Phlebotomist		25.15
12305 - Radiologic Technologist		62.84
12311 - Registered Nurse I		45.85
12312 - Registered Nurse II		56.08
12313 - Registered Nurse II, Specialist		56.08
12314 - Registered Nurse III		67.85
12315 - Registered Nurse III, Anesthetist		67.85
12316 - Registered Nurse IV		81.35
12317 - Scheduler (Drug and Alcohol Testing)		42.46
12320 - Substance Abuse Treatment Counselor		32.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.21
13012 - Exhibits Specialist II		33.71
13013 - Exhibits Specialist III		41.24
13041 - Illustrator I		28.96
13042 - Illustrator II		35.89
13043 - Illustrator III		43.90
13047 - Librarian		39.74
13050 - Library Aide/Clerk		21.93
13054 - Library Information Technology Systems Administrator		35.89
13058 - Library Technician		25.10
13061 - Media Specialist I		25.89
13062 - Media Specialist II		28.96
13063 - Media Specialist III		32.30
13071 - Photographer I		20.86
13072 - Photographer II		23.33
13073 - Photographer III		28.91
13074 - Photographer IV		35.37
13075 - Photographer V		42.78
13090 - Technical Order Library Clerk		27.53
13110 - Video Teleconference Technician		26.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		26.79
14042 - Computer Operator II		29.98
14043 - Computer Operator III		33.42
14044 - Computer Operator IV		37.15
14045 - Computer Operator V		41.13
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		26.79
14160 - Personal Computer Support Technician		37.15
14170 - System Support Specialist		41.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		40.41
15020 - Aircrew Training Devices Instructor (Rated)		48.88
15030 - Air Crew Training Devices Instructor (Pilot)		58.60
15050 - Computer Based Training Specialist / Instructor		40.41
15060 - Educational Technologist		54.43
15070 - Flight Instructor (Pilot)		58.60
15080 - Graphic Artist		35.59
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		58.60
15086 - Maintenance Test Pilot, Rotary Wing		58.60
15088 - Non-Maintenance Test/Co-Pilot		58.60
15090 - Technical Instructor		30.17
15095 - Technical Instructor/Course Developer		36.90
15110 - Test Proctor		24.35
15120 - Tutor		24.35
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)		32.09
19040 - Tool And Die Maker		39.93
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.82
21030 - Material Coordinator		28.97
21040 - Material Expediter		28.97
21050 - Material Handling Laborer		21.11
21071 - Order Filler		18.83
21080 - Production Line Worker (Food Processing)		23.82
21110 - Shipping Packer		21.65
21130 - Shipping/Receiving Clerk		21.65
21140 - Store Worker I		17.87
21150 - Stock Clerk		22.54
21210 - Tools And Parts Attendant		23.82
21410 - Warehouse Specialist		23.82
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		42.13
23019 - Aircraft Logs and Records Technician		32.91
23021 - Aircraft Mechanic I		39.85
23022 - Aircraft Mechanic II		42.13
23023 - Aircraft Mechanic III		44.46
23040 - Aircraft Mechanic Helper		28.35
23050 - Aircraft, Painter		37.55
23060 - Aircraft Servicer		32.91
23070 - Aircraft Survival Flight Equipment Technician		37.55
23080 - Aircraft Worker		35.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		35.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		39.85
23110 - Appliance Mechanic		27.35
23120 - Bicycle Repairer		22.98
23125 - Cable Splicer		53.49
23130 - Carpenter, Maintenance		34.63
23140 - Carpet Layer		32.33
23160 - Electrician, Maintenance		36.44
23181 - Electronics Technician Maintenance I		33.33
23182 - Electronics Technician Maintenance II		35.52
23183 - Electronics Technician Maintenance III		37.69
23260 - Fabric Worker		30.19
23290 - Fire Alarm System Mechanic		31.87
23310 - Fire Extinguisher Repairer		28.11
23311 - Fuel Distribution System Mechanic		48.16
23312 - Fuel Distribution System Operator		37.02
23370 - General Maintenance Worker		26.49
23380 - Ground Support Equipment Mechanic		39.85
23381 - Ground Support Equipment Servicer		32.91
23382 - Ground Support Equipment Worker		35.24
23391 - Gunsmith I		28.11
23392 - Gunsmith II		32.33
23393 - Gunsmith III		36.56
23410 - Heating, Ventilation And Air-Conditioning Mechanic		31.15
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		32.93

23430 - Heavy Equipment Mechanic		36.20
23440 - Heavy Equipment Operator		39.87
23460 - Instrument Mechanic		37.19
23465 - Laboratory/Shelter Mechanic		34.45
23470 - Laborer		21.11
23510 - Locksmith		28.99
23530 - Machinery Maintenance Mechanic		35.67
23550 - Machinist, Maintenance		26.81
23580 - Maintenance Trades Helper		19.48
23591 - Metrology Technician I		37.19
23592 - Metrology Technician II		39.31
23593 - Metrology Technician III		41.48
23640 - Millwright		37.91
23710 - Office Appliance Repairer		22.99
23760 - Painter, Maintenance		28.06
23790 - Pipefitter, Maintenance		32.55
23810 - Plumber, Maintenance		30.67
23820 - Pneudraulic Systems Mechanic		36.56
23850 - Rigger		36.56
23870 - Scale Mechanic		32.33
23890 - Sheet-Metal Worker, Maintenance		34.72
23910 - Small Engine Mechanic		24.35
23931 - Telecommunications Mechanic I		34.82
23932 - Telecommunications Mechanic II		36.81
23950 - Telephone Lineman		39.94
23960 - Welder, Combination, Maintenance		28.28
23965 - Well Driller		30.30
23970 - Woodcraft Worker		36.56
23980 - Woodworker		28.11
24000 - Personal Needs Occupations		
24550 - Case Manager		25.49
24570 - Child Care Attendant		17.45
24580 - Child Care Center Clerk		21.75
24610 - Chore Aide		16.00
24620 - Family Readiness And Support Services Coordinator		25.49
24630 - Homemaker		25.49
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		43.95
25040 - Sewage Plant Operator		40.85
25070 - Stationary Engineer		43.95
25190 - Ventilation Equipment Tender		31.26
25210 - Water Treatment Plant Operator		40.85
27000 - Protective Service Occupations		
27004 - Alarm Monitor		37.80
27007 - Baggage Inspector		19.66
27008 - Corrections Officer		41.79
27010 - Court Security Officer		46.94
27030 - Detection Dog Handler		21.99
27040 - Detention Officer		41.79
27070 - Firefighter		47.78
27101 - Guard I		19.66
27102 - Guard II		21.99
27131 - Police Officer I		48.72
27132 - Police Officer II		54.15
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		22.27
28042 - Carnival Equipment Repairer		24.06
28043 - Carnival Worker		17.03
28210 - Gate Attendant/Gate Tender		22.59
28310 - Lifeguard		17.73
28350 - Park Attendant (Aide)		25.27
28510 - Recreation Aide/Health Facility Attendant		18.44
28515 - Recreation Specialist		31.29
28630 - Sports Official		20.12
28690 - Swimming Pool Operator		27.68
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		35.19
29020 - Hatch Tender		35.19
29030 - Line Handler		35.19
29041 - Stevedore I		32.87
29042 - Stevedore II		37.50
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		22.94
30022 - Archeological Technician II		25.67
30023 - Archeological Technician III		31.79
30030 - Cartographic Technician		31.79
30040 - Civil Engineering Technician		39.74
30051 - Cryogenic Technician I		35.21
30052 - Cryogenic Technician II		38.88
30061 - Drafter/CAD Operator I		22.94
30062 - Drafter/CAD Operator II		25.67
30063 - Drafter/CAD Operator III		28.60
30064 - Drafter/CAD Operator IV		35.21
30081 - Engineering Technician I		19.26
30082 - Engineering Technician II		21.64

30083 - Engineering Technician III		24.20
30084 - Engineering Technician IV		30.00
30085 - Engineering Technician V		36.67
30086 - Engineering Technician VI		44.37
30090 - Environmental Technician		25.32
30095 - Evidence Control Specialist		31.79
30210 - Laboratory Technician		28.22
30221 - Latent Fingerprint Technician I		42.14
30222 - Latent Fingerprint Technician II		46.53
30240 - Mathematical Technician		36.63
30361 - Paralegal/Legal Assistant I		24.49
30362 - Paralegal/Legal Assistant II		30.34
30363 - Paralegal/Legal Assistant III		37.10
30364 - Paralegal/Legal Assistant IV		44.89
30375 - Petroleum Supply Specialist		38.88
30390 - Photo-Optics Technician		31.79
30395 - Radiation Control Technician		38.88
30461 - Technical Writer I		29.61
30462 - Technical Writer II		36.22
30463 - Technical Writer III		43.82
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		35.21
30502 - Weather Forecaster II		42.83
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	28.60
30621 - Weather Observer, Senior	(see 2)	31.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.27
31020 - Bus Aide		20.57
31030 - Bus Driver		28.60
31043 - Driver Courier		20.14
31260 - Parking and Lot Attendant		17.41
31290 - Shuttle Bus Driver		18.32
31310 - Taxi Driver		15.40
31361 - Truckdriver, Light		21.77
31362 - Truckdriver, Medium		23.39
31363 - Truckdriver, Heavy		29.15
31364 - Truckdriver, Tractor-Trailer		29.15
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.15
99030 - Cashier		17.36
99050 - Desk Clerk		18.53
99095 - Embalmer		27.63
99130 - Flight Follower		32.46
99251 - Laboratory Animal Caretaker I		20.28
99252 - Laboratory Animal Caretaker II		21.92
99260 - Marketing Analyst		38.19
99310 - Mortician		27.63
99410 - Pest Controller		21.00
99510 - Photofinishing Worker		21.93
99710 - Recycling Laborer		32.91
99711 - Recycling Specialist		39.42
99730 - Refuse Collector		30.15
99810 - Sales Clerk		17.86
99820 - School Crossing Guard		27.43
99830 - Survey Party Chief		52.54
99831 - Surveying Aide		28.52
99832 - Surveying Technician		39.16
99840 - Vending Machine Attendant		19.69
99841 - Vending Machine Repairer		24.48
99842 - Vending Machine Repairer Helper		19.69

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))."""