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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

Wage Determination No.: 2015-5629
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Daniel W. Simms
Director

Division of
Wage Determinations

State: California

Area: California Counties of Riverside and San Bernardino

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.89
01012 - Accounting Clerk II		22.32
01013 - Accounting Clerk III		24.97
01020 - Administrative Assistant		36.74
01035 - Court Reporter		51.68
01041 - Customer Service Representative I		17.81
01042 - Customer Service Representative II		19.44
01043 - Customer Service Representative III		21.82
01051 - Data Entry Operator I		19.50
01052 - Data Entry Operator II		21.28
01060 - Dispatcher, Motor Vehicle		23.57
01070 - Document Preparation Clerk		21.55
01090 - Duplicating Machine Operator		21.55
01111 - General Clerk I		17.92
01112 - General Clerk II		19.56
01113 - General Clerk III		21.95
01120 - Housing Referral Assistant		26.95
01141 - Messenger Courier		19.37
01191 - Order Clerk I		19.55
01192 - Order Clerk II		21.34
01261 - Personnel Assistant (Employment) I		22.38
01262 - Personnel Assistant (Employment) II		25.03
01263 - Personnel Assistant (Employment) III		27.90
01270 - Production Control Clerk		26.62
01290 - Rental Clerk		18.66
01300 - Scheduler, Maintenance		21.62
01311 - Secretary I		21.62
01312 - Secretary II		24.18
01313 - Secretary III		26.95
01320 - Service Order Dispatcher		21.07
01410 - Supply Technician		36.74
01420 - Survey Worker		23.30
01460 - Switchboard Operator/Receptionist		18.75
01531 - Travel Clerk I		18.89
01532 - Travel Clerk II		21.20
01533 - Travel Clerk III		23.71
01611 - Word Processor I		19.39
01612 - Word Processor II		21.77
01613 - Word Processor III		24.35
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		30.14
05010 - Automotive Electrician		28.92
05040 - Automotive Glass Installer		27.02
05070 - Automotive Worker		27.02
05110 - Mobile Equipment Servicer		23.09
05130 - Motor Equipment Metal Mechanic		30.57
05160 - Motor Equipment Metal Worker		27.02
05190 - Motor Vehicle Mechanic		30.57
05220 - Motor Vehicle Mechanic Helper		21.55
05250 - Motor Vehicle Upholstery Worker		25.09
05280 - Motor Vehicle Wrecker		27.02
05310 - Painter, Automotive		28.92
05340 - Radiator Repair Specialist		27.02
05370 - Tire Repairer		17.81
05400 - Transmission Repair Specialist		30.57
07000 - Food Preparation And Service Occupations		
07010 - Baker		18.50

07041 - Cook I 21.25
07042 - Cook II 24.86
07070 - Dishwasher 17.10
07130 - Food Service Worker 18.26
07210 - Meat Cutter 19.91
07260 - Waiter/Waitress 16.52

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.80
09040 - Furniture Handler 14.14
09080 - Furniture Refinisher 21.55
09090 - Furniture Refinisher Helper 16.06
09110 - Furniture Repairer, Minor 18.70
09130 - Upholsterer 22.03

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.19
11060 - Elevator Operator 18.32
11090 - Gardener 22.59
11122 - Housekeeping Aide 18.32
11150 - Janitor 18.32
11210 - Laborer, Grounds Maintenance 19.27
11240 - Maid or Houseman 18.28
11260 - Pruner 18.39
11270 - Tractor Operator 21.08
11330 - Trail Maintenance Worker 19.27
11360 - Window Cleaner 19.19

12000 - Health Occupations
12010 - Ambulance Driver 20.81
12011 - Breath Alcohol Technician 32.60
12012 - Certified Occupational Therapist Assistant 38.11
12015 - Certified Physical Therapist Assistant 38.58
12020 - Dental Assistant 23.57
12025 - Dental Hygienist 52.42
12030 - EKG Technician 36.85
12035 - Electroneurodiagnostic Technologist 36.85
12040 - Emergency Medical Technician 20.81
12071 - Licensed Practical Nurse I 29.14
12072 - Licensed Practical Nurse II 32.60
12073 - Licensed Practical Nurse III 36.33
12100 - Medical Assistant 20.54
12130 - Medical Laboratory Technician 30.67
12160 - Medical Record Clerk 22.99
12190 - Medical Record Technician 25.71
12195 - Medical Transcriptionist 22.89
12210 - Nuclear Medicine Technologist 64.85
12221 - Nursing Assistant I 15.68
12222 - Nursing Assistant II 17.64
12223 - Nursing Assistant III 19.25
12224 - Nursing Assistant IV 21.61
12235 - Optical Dispenser 26.99
12236 - Optical Technician 24.11
12250 - Pharmacy Technician 23.46
12280 - Phlebotomist 24.28
12305 - Radiologic Technologist 49.03
12311 - Registered Nurse I 35.27
12312 - Registered Nurse II 43.14
12313 - Registered Nurse II, Specialist 43.14
12314 - Registered Nurse III 52.20
12315 - Registered Nurse III, Anesthetist 52.20
12316 - Registered Nurse IV 62.58
12317 - Scheduler (Drug and Alcohol Testing) 40.38
12320 - Substance Abuse Treatment Counselor 29.26

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 26.28
13012 - Exhibits Specialist II 32.56
13013 - Exhibits Specialist III 40.02
13041 - Illustrator I 28.69
13042 - Illustrator II 35.54
13043 - Illustrator III 43.47
13047 - Librarian 36.82
13050 - Library Aide/Clerk 19.46
13054 - Library Information Technology Systems Administrator 33.24
13058 - Library Technician 26.55
13061 - Media Specialist I 23.99
13062 - Media Specialist II 26.84
13063 - Media Specialist III 29.91
13071 - Photographer I 20.21
13072 - Photographer II 22.61
13073 - Photographer III 28.00
13074 - Photographer IV 34.24
13075 - Photographer V 41.43
13090 - Technical Order Library Clerk 24.43
13110 - Video Teleconference Technician 28.13

14000 - Information Technology Occupations
14041 - Computer Operator I 23.96
14042 - Computer Operator II 26.80
14043 - Computer Operator III 29.90
14044 - Computer Operator IV 33.24
14045 - Computer Operator V 36.81
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		23.96
14160 - Personal Computer Support Technician		33.24
14170 - System Support Specialist		36.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		38.20
15020 - Aircrew Training Devices Instructor (Rated)		46.23
15030 - Air Crew Training Devices Instructor (Pilot)		55.41
15050 - Computer Based Training Specialist / Instructor		38.20
15060 - Educational Technologist		53.91
15070 - Flight Instructor (Pilot)		55.41
15080 - Graphic Artist		29.83
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		55.17
15086 - Maintenance Test Pilot, Rotary Wing		55.17
15088 - Non-Maintenance Test/Co-Pilot		55.17
15090 - Technical Instructor		25.33
15095 - Technical Instructor/Course Developer		30.98
15110 - Test Proctor		20.44
15120 - Tutor		20.44
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.59
16030 - Counter Attendant		18.59
16040 - Dry Cleaner		21.25
16070 - Finisher, Flatwork, Machine		18.59
16090 - Presser, Hand		18.59
16110 - Presser, Machine, Drycleaning		18.59
16130 - Presser, Machine, Shirts		18.59
16160 - Presser, Machine, Wearing Apparel, Laundry		18.59
16190 - Sewing Machine Operator		22.12
16220 - Tailor		23.01
16250 - Washer, Machine		19.48
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.08
19040 - Tool And Die Maker		31.13
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		24.76
21030 - Material Coordinator		26.62
21040 - Material Expediter		26.62
21050 - Material Handling Laborer		21.62
21071 - Order Filler		20.36
21080 - Production Line Worker (Food Processing)		24.76
21110 - Shipping Packer		18.85
21130 - Shipping/Receiving Clerk		18.85
21140 - Store Worker I		20.30
21150 - Stock Clerk		23.34
21210 - Tools And Parts Attendant		24.76
21410 - Warehouse Specialist		24.76
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		40.79
23019 - Aircraft Logs and Records Technician		31.90
23021 - Aircraft Mechanic I		38.86
23022 - Aircraft Mechanic II		40.79
23023 - Aircraft Mechanic III		42.35
23040 - Aircraft Mechanic Helper		27.39
23050 - Aircraft, Painter		36.76
23060 - Aircraft Servicer		31.90
23070 - Aircraft Survival Flight Equipment Technician		36.76
23080 - Aircraft Worker		34.34
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		34.34
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		38.86
23110 - Appliance Mechanic		25.14
23120 - Bicycle Repairer		21.32
23125 - Cable Splicer		53.29
23130 - Carpenter, Maintenance		31.28
23140 - Carpet Layer		25.73
23160 - Electrician, Maintenance		35.56
23181 - Electronics Technician Maintenance I		32.61
23182 - Electronics Technician Maintenance II		34.91
23183 - Electronics Technician Maintenance III		36.90
23260 - Fabric Worker		28.71
23290 - Fire Alarm System Mechanic		30.51
23310 - Fire Extinguisher Repairer		26.42
23311 - Fuel Distribution System Mechanic		39.04
23312 - Fuel Distribution System Operator		29.49
23370 - General Maintenance Worker		26.16
23380 - Ground Support Equipment Mechanic		38.86
23381 - Ground Support Equipment Servicer		31.90
23382 - Ground Support Equipment Worker		34.34
23391 - Gunsmith I		26.42
23392 - Gunsmith II		30.91
23393 - Gunsmith III		34.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic		29.83
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		32.07

23430 - Heavy Equipment Mechanic		34.34
23440 - Heavy Equipment Operator		39.51
23460 - Instrument Mechanic		40.96
23465 - Laboratory/Shelter Mechanic		33.08
23470 - Laborer		21.62
23510 - Locksmith		29.17
23530 - Machinery Maintenance Mechanic		33.60
23550 - Machinist, Maintenance		24.78
23580 - Maintenance Trades Helper		19.70
23591 - Metrology Technician I		40.96
23592 - Metrology Technician II		42.99
23593 - Metrology Technician III		44.64
23640 - Millwright		32.96
23710 - Office Appliance Repairer		22.67
23760 - Painter, Maintenance		23.43
23790 - Pipefitter, Maintenance		31.32
23810 - Plumber, Maintenance		29.63
23820 - Pneudraulic Systems Mechanic		34.97
23850 - Rigger		34.56
23870 - Scale Mechanic		30.91
23890 - Sheet-Metal Worker, Maintenance		34.39
23910 - Small Engine Mechanic		23.72
23931 - Telecommunications Mechanic I		33.99
23932 - Telecommunications Mechanic II		35.68
23950 - Telephone Lineman		35.92
23960 - Welder, Combination, Maintenance		24.12
23965 - Well Driller		37.50
23970 - Woodcraft Worker		34.97
23980 - Woodworker		26.42
24000 - Personal Needs Occupations		
24550 - Case Manager		22.77
24570 - Child Care Attendant		18.00
24580 - Child Care Center Clerk		22.45
24610 - Chore Aide		16.00
24620 - Family Readiness And Support Services Coordinator		22.77
24630 - Homemaker		22.77
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		37.90
25040 - Sewage Plant Operator		39.66
25070 - Stationary Engineer		37.90
25190 - Ventilation Equipment Tender		26.06
25210 - Water Treatment Plant Operator		39.66
27000 - Protective Service Occupations		
27004 - Alarm Monitor		35.52
27007 - Baggage Inspector		18.31
27008 - Corrections Officer		45.04
27010 - Court Security Officer		40.61
27030 - Detection Dog Handler		20.48
27040 - Detention Officer		45.04
27070 - Firefighter		36.17
27101 - Guard I		18.31
27102 - Guard II		20.48
27131 - Police Officer I		46.22
27132 - Police Officer II		51.37
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.18
28042 - Carnival Equipment Repairer		20.56
28043 - Carnival Worker		16.41
28210 - Gate Attendant/Gate Tender		21.29
28310 - Lifeguard		17.75
28350 - Park Attendant (Aide)		23.81
28510 - Recreation Aide/Health Facility Attendant		17.38
28515 - Recreation Specialist		29.50
28630 - Sports Official		18.97
28690 - Swimming Pool Operator		24.05
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.91
29020 - Hatch Tender		32.91
29030 - Line Handler		32.91
29041 - Stevedore I		30.57
29042 - Stevedore II		35.23
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	53.71
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	37.04
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	40.79
30021 - Archeological Technician I		24.64
30022 - Archeological Technician II		27.72
30023 - Archeological Technician III		34.21
30030 - Cartographic Technician		34.35
30040 - Civil Engineering Technician		37.91
30051 - Cryogenic Technician I		34.20
30052 - Cryogenic Technician II		37.77
30061 - Drafter/CAD Operator I		24.64
30062 - Drafter/CAD Operator II		27.72
30063 - Drafter/CAD Operator III		30.79
30064 - Drafter/CAD Operator IV		37.88
30081 - Engineering Technician I		20.57
30082 - Engineering Technician II		23.09

30083 - Engineering Technician III		25.82
30084 - Engineering Technician IV		31.99
30085 - Engineering Technician V		39.12
30086 - Engineering Technician VI		47.33
30090 - Environmental Technician		26.89
30095 - Evidence Control Specialist		30.89
30210 - Laboratory Technician		23.86
30221 - Latent Fingerprint Technician I		34.82
30222 - Latent Fingerprint Technician II		38.46
30240 - Mathematical Technician		41.04
30361 - Paralegal/Legal Assistant I		23.85
30362 - Paralegal/Legal Assistant II		29.56
30363 - Paralegal/Legal Assistant III		36.15
30364 - Paralegal/Legal Assistant IV		43.73
30375 - Petroleum Supply Specialist		37.77
30390 - Photo-Optics Technician		33.63
30395 - Radiation Control Technician		37.77
30461 - Technical Writer I		30.27
30462 - Technical Writer II		37.03
30463 - Technical Writer III		44.79
30491 - Unexploded Ordnance (UXO) Technician I		34.14
30492 - Unexploded Ordnance (UXO) Technician II		41.30
30493 - Unexploded Ordnance (UXO) Technician III		49.50
30494 - Unexploded (UXO) Safety Escort		34.14
30495 - Unexploded (UXO) Sweep Personnel		34.14
30501 - Weather Forecaster I		34.20
30502 - Weather Forecaster II		41.61
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.79
30621 - Weather Observer, Senior	(see 2)	33.39
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		41.30
31020 - Bus Aide		20.88
31030 - Bus Driver		28.19
31043 - Driver Courier		19.99
31260 - Parking and Lot Attendant		16.72
31290 - Shuttle Bus Driver		18.74
31310 - Taxi Driver		14.93
31361 - Truckdriver, Light		21.42
31362 - Truckdriver, Medium		23.27
31363 - Truckdriver, Heavy		29.17
31364 - Truckdriver, Tractor-Trailer		29.17
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		20.14
99030 - Cashier		16.85
99050 - Desk Clerk		17.73
99095 - Embalmer		33.96
99130 - Flight Follower		34.14
99251 - Laboratory Animal Caretaker I		18.45
99252 - Laboratory Animal Caretaker II		19.77
99260 - Marketing Analyst		34.47
99310 - Mortician		33.96
99410 - Pest Controller		22.07
99510 - Photofinishing Worker		22.64
99710 - Recycling Laborer		30.28
99711 - Recycling Specialist		36.94
99730 - Refuse Collector		28.90
99810 - Sales Clerk		17.13
99820 - School Crossing Guard		19.83
99830 - Survey Party Chief		42.89
99831 - Surveying Aide		22.67
99832 - Surveying Technician		31.00
99840 - Vending Machine Attendant		18.57
99841 - Vending Machine Repairer		23.28
99842 - Vending Machine Repairer Helper		18.57

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))."""