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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.: 2015-5653
Revision No.: 26
Date Of Last Revision: 5/13/2026

State: California

Area: California Counties of San Joaquin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.23
01012 - Accounting Clerk II		23.83
01013 - Accounting Clerk III		26.65
01020 - Administrative Assistant		38.14
01035 - Court Reporter		28.23
01041 - Customer Service Representative I		18.48
01042 - Customer Service Representative II		20.16
01043 - Customer Service Representative III		22.63
01051 - Data Entry Operator I		18.47
01052 - Data Entry Operator II		20.15
01060 - Dispatcher, Motor Vehicle		25.75
01070 - Document Preparation Clerk		20.77
01090 - Duplicating Machine Operator		20.77
01111 - General Clerk I		19.14
01112 - General Clerk II		20.88
01113 - General Clerk III		23.45
01120 - Housing Referral Assistant		27.40
01141 - Messenger Courier		20.65
01191 - Order Clerk I		19.83
01192 - Order Clerk II		21.64
01261 - Personnel Assistant (Employment) I		22.74
01262 - Personnel Assistant (Employment) II		25.43
01263 - Personnel Assistant (Employment) III		28.36
01270 - Production Control Clerk		24.73
01290 - Rental Clerk		18.20
01300 - Scheduler, Maintenance		21.98
01311 - Secretary I		21.98
01312 - Secretary II		24.59
01313 - Secretary III		27.40
01320 - Service Order Dispatcher		23.03
01410 - Supply Technician		38.14
01420 - Survey Worker		27.37
01460 - Switchboard Operator/Receptionist		19.58
01531 - Travel Clerk I		19.59
01532 - Travel Clerk II		21.98
01533 - Travel Clerk III		24.59
01611 - Word Processor I		19.33
01612 - Word Processor II		21.70
01613 - Word Processor III		24.27
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		30.23
05010 - Automotive Electrician		28.57
05040 - Automotive Glass Installer		27.10
05070 - Automotive Worker		27.10
05110 - Mobile Equipment Servicer		24.15
05130 - Motor Equipment Metal Mechanic		29.83
05160 - Motor Equipment Metal Worker		27.10
05190 - Motor Vehicle Mechanic		29.83
05220 - Motor Vehicle Mechanic Helper		22.70
05250 - Motor Vehicle Upholstery Worker		25.66
05280 - Motor Vehicle Wrecker		27.10
05310 - Painter, Automotive		28.57
05340 - Radiator Repair Specialist		27.10
05370 - Tire Repairer		19.18
05400 - Transmission Repair Specialist		29.83
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.78

07041 - Cook I		20.27
07042 - Cook II		22.76
07070 - Dishwasher		16.78
07130 - Food Service Worker		17.57
07210 - Meat Cutter		21.02
07260 - Waiter/Waitress		16.23
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		23.40
09040 - Furniture Handler		16.18
09080 - Furniture Refinisher		23.40
09090 - Furniture Refinisher Helper		18.59
09110 - Furniture Repairer, Minor		21.01
09130 - Upholsterer		23.40
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		17.48
11060 - Elevator Operator		18.84
11090 - Gardener		23.29
11122 - Housekeeping Aide		18.84
11150 - Janitor		18.84
11210 - Laborer, Grounds Maintenance		19.05
11240 - Maid or Houseman		17.68
11260 - Pruner		17.64
11270 - Tractor Operator		21.89
11330 - Trail Maintenance Worker		19.05
11360 - Window Cleaner		20.35
12000 - Health Occupations		
12010 - Ambulance Driver		22.61
12011 - Breath Alcohol Technician		32.60
12012 - Certified Occupational Therapist Assistant		43.01
12015 - Certified Physical Therapist Assistant		39.15
12020 - Dental Assistant		23.19
12025 - Dental Hygienist		59.88
12030 - EKG Technician		39.86
12035 - Electroneurodiagnostic Technologist		39.86
12040 - Emergency Medical Technician		22.61
12071 - Licensed Practical Nurse I		29.14
12072 - Licensed Practical Nurse II		32.60
12073 - Licensed Practical Nurse III		36.33
12100 - Medical Assistant		22.48
12130 - Medical Laboratory Technician		36.83
12160 - Medical Record Clerk		30.45
12190 - Medical Record Technician		34.05
12195 - Medical Transcriptionist		25.23
12210 - Nuclear Medicine Technologist		71.63
12221 - Nursing Assistant I		16.90
12222 - Nursing Assistant II		19.02
12223 - Nursing Assistant III		20.75
12224 - Nursing Assistant IV		23.29
12235 - Optical Dispenser		27.00
12236 - Optical Technician		29.14
12250 - Pharmacy Technician		23.08
12280 - Phlebotomist		25.72
12305 - Radiologic Technologist		60.66
12311 - Registered Nurse I		36.89
12312 - Registered Nurse II		45.12
12313 - Registered Nurse II, Specialist		45.12
12314 - Registered Nurse III		54.59
12315 - Registered Nurse III, Anesthetist		54.59
12316 - Registered Nurse IV		65.43
12317 - Scheduler (Drug and Alcohol Testing)		40.38
12320 - Substance Abuse Treatment Counselor		32.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.57
13012 - Exhibits Specialist II		32.91
13013 - Exhibits Specialist III		40.25
13041 - Illustrator I		26.57
13042 - Illustrator II		32.91
13043 - Illustrator III		40.25
13047 - Librarian		36.45
13050 - Library Aide/Clerk		19.03
13054 - Library Information Technology Systems Administrator		32.91
13058 - Library Technician		22.63
13061 - Media Specialist I		23.75
13062 - Media Specialist II		26.57
13063 - Media Specialist III		29.61
13071 - Photographer I		22.06
13072 - Photographer II		24.68
13073 - Photographer III		30.56
13074 - Photographer IV		37.38
13075 - Photographer V		45.23
13090 - Technical Order Library Clerk		23.90
13110 - Video Teleconference Technician		27.05
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.73
14042 - Computer Operator II		26.55
14043 - Computer Operator III		29.59
14044 - Computer Operator IV		32.88
14045 - Computer Operator V		36.42
14071 - Computer Programmer I	(see 1)	26.50
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		23.73
14160 - Personal Computer Support Technician		32.88
14170 - System Support Specialist		36.42
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		38.98
15020 - Aircrew Training Devices Instructor (Rated)		47.17
15030 - Air Crew Training Devices Instructor (Pilot)		56.55
15050 - Computer Based Training Specialist / Instructor		38.98
15060 - Educational Technologist		50.05
15070 - Flight Instructor (Pilot)		56.55
15080 - Graphic Artist		29.55
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		56.55
15086 - Maintenance Test Pilot, Rotary Wing		56.55
15088 - Non-Maintenance Test/Co-Pilot		56.55
15090 - Technical Instructor		24.09
15095 - Technical Instructor/Course Developer		29.47
15110 - Test Proctor		19.44
15120 - Tutor		19.44
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.85
16030 - Counter Attendant		18.85
16040 - Dry Cleaner		21.54
16070 - Finisher, Flatwork, Machine		18.85
16090 - Presser, Hand		18.85
16110 - Presser, Machine, Drycleaning		18.85
16130 - Presser, Machine, Shirts		18.85
16160 - Presser, Machine, Wearing Apparel, Laundry		18.85
16190 - Sewing Machine Operator		22.44
16220 - Tailor		23.34
16250 - Washer, Machine		19.75
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		33.23
19040 - Tool And Die Maker		38.59
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		27.18
21030 - Material Coordinator		24.73
21040 - Material Expediter		24.73
21050 - Material Handling Laborer		22.14
21071 - Order Filler		19.97
21080 - Production Line Worker (Food Processing)		27.18
21110 - Shipping Packer		20.00
21130 - Shipping/Receiving Clerk		20.00
21140 - Store Worker I		19.72
21150 - Stock Clerk		24.93
21210 - Tools And Parts Attendant		27.18
21410 - Warehouse Specialist		27.18
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		40.06
23019 - Aircraft Logs and Records Technician		33.17
23021 - Aircraft Mechanic I		38.58
23022 - Aircraft Mechanic II		40.06
23023 - Aircraft Mechanic III		41.60
23040 - Aircraft Mechanic Helper		29.36
23050 - Aircraft, Painter		36.95
23060 - Aircraft Servicer		33.17
23070 - Aircraft Survival Flight Equipment Technician		36.95
23080 - Aircraft Worker		35.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		35.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		38.58
23110 - Appliance Mechanic		35.63
23120 - Bicycle Repairer		30.12
23125 - Cable Splicer		37.61
23130 - Carpenter, Maintenance		30.41
23140 - Carpet Layer		30.45
23160 - Electrician, Maintenance		35.96
23181 - Electronics Technician Maintenance I		34.20
23182 - Electronics Technician Maintenance II		36.05
23183 - Electronics Technician Maintenance III		37.64
23260 - Fabric Worker		32.00
23290 - Fire Alarm System Mechanic		29.60
23310 - Fire Extinguisher Repairer		30.12
23311 - Fuel Distribution System Mechanic		46.29
23312 - Fuel Distribution System Operator		37.47
23370 - General Maintenance Worker		28.08
23380 - Ground Support Equipment Mechanic		38.58
23381 - Ground Support Equipment Servicer		33.17
23382 - Ground Support Equipment Worker		35.06
23391 - Gunsmith I		30.12
23392 - Gunsmith II		33.80
23393 - Gunsmith III		37.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic		31.55
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		32.78

23430 - Heavy Equipment Mechanic		34.30
23440 - Heavy Equipment Operator		40.03
23460 - Instrument Mechanic		37.20
23465 - Laboratory/Shelter Mechanic		35.63
23470 - Laborer		22.14
23510 - Locksmith		35.63
23530 - Machinery Maintenance Mechanic		36.66
23550 - Machinist, Maintenance		22.94
23580 - Maintenance Trades Helper		19.88
23591 - Metrology Technician I		37.20
23592 - Metrology Technician II		38.65
23593 - Metrology Technician III		40.11
23640 - Millwright		36.70
23710 - Office Appliance Repairer		21.65
23760 - Painter, Maintenance		23.39
23790 - Pipefitter, Maintenance		36.43
23810 - Plumber, Maintenance		34.89
23820 - Pneudraulic Systems Mechanic		37.20
23850 - Rigger		37.20
23870 - Scale Mechanic		33.80
23890 - Sheet-Metal Worker, Maintenance		32.38
23910 - Small Engine Mechanic		24.75
23931 - Telecommunications Mechanic I		34.67
23932 - Telecommunications Mechanic II		36.02
23950 - Telephone Lineman		44.47
23960 - Welder, Combination, Maintenance		24.20
23965 - Well Driller		37.20
23970 - Woodcraft Worker		37.20
23980 - Woodworker		30.12
24000 - Personal Needs Occupations		
24550 - Case Manager		24.40
24570 - Child Care Attendant		17.78
24580 - Child Care Center Clerk		22.16
24610 - Chore Aide		16.05
24620 - Family Readiness And Support Services Coordinator		24.40
24630 - Homemaker		24.40
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		42.48
25040 - Sewage Plant Operator		38.77
25070 - Stationary Engineer		42.48
25190 - Ventilation Equipment Tender		32.33
25210 - Water Treatment Plant Operator		38.77
27000 - Protective Service Occupations		
27004 - Alarm Monitor		37.53
27007 - Baggage Inspector		18.00
27008 - Corrections Officer		48.58
27010 - Court Security Officer		39.53
27030 - Detection Dog Handler		20.28
27040 - Detention Officer		48.58
27070 - Firefighter		37.07
27101 - Guard I		18.00
27102 - Guard II		20.28
27131 - Police Officer I		44.44
27132 - Police Officer II		49.39
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		20.08
28042 - Carnival Equipment Repairer		21.36
28043 - Carnival Worker		16.18
28210 - Gate Attendant/Gate Tender		21.69
28310 - Lifeguard		18.36
28350 - Park Attendant (Aide)		24.26
28510 - Recreation Aide/Health Facility Attendant		17.70
28515 - Recreation Specialist		30.06
28630 - Sports Official		19.32
28690 - Swimming Pool Operator		23.98
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.09
29020 - Hatch Tender		30.09
29030 - Line Handler		30.09
29041 - Stevedore I		28.48
29042 - Stevedore II		31.71
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		24.61
30022 - Archeological Technician II		27.53
30023 - Archeological Technician III		34.11
30030 - Cartographic Technician		34.11
30040 - Civil Engineering Technician		36.89
30051 - Cryogenic Technician I		37.77
30052 - Cryogenic Technician II		41.72
30061 - Drafter/CAD Operator I		24.61
30062 - Drafter/CAD Operator II		27.53
30063 - Drafter/CAD Operator III		30.70
30064 - Drafter/CAD Operator IV		37.77
30081 - Engineering Technician I		21.23
30082 - Engineering Technician II		23.83

30083 - Engineering Technician III		26.66
30084 - Engineering Technician IV		33.02
30085 - Engineering Technician V		40.39
30086 - Engineering Technician VI		48.87
30090 - Environmental Technician		32.40
30095 - Evidence Control Specialist		34.11
30210 - Laboratory Technician		27.95
30221 - Latent Fingerprint Technician I		34.59
30222 - Latent Fingerprint Technician II		38.21
30240 - Mathematical Technician		34.11
30361 - Paralegal/Legal Assistant I		28.75
30362 - Paralegal/Legal Assistant II		35.61
30363 - Paralegal/Legal Assistant III		43.55
30364 - Paralegal/Legal Assistant IV		52.69
30375 - Petroleum Supply Specialist		41.72
30390 - Photo-Optics Technician		34.11
30395 - Radiation Control Technician		41.72
30461 - Technical Writer I		34.11
30462 - Technical Writer II		41.72
30463 - Technical Writer III		50.48
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		37.77
30502 - Weather Forecaster II		45.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.70
30621 - Weather Observer, Senior	(see 2)	34.11
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		44.29
31020 - Bus Aide		19.71
31030 - Bus Driver		25.62
31043 - Driver Courier		20.29
31260 - Parking and Lot Attendant		16.40
31290 - Shuttle Bus Driver		19.14
31310 - Taxi Driver		17.43
31361 - Truckdriver, Light		21.58
31362 - Truckdriver, Medium		22.93
31363 - Truckdriver, Heavy		29.40
31364 - Truckdriver, Tractor-Trailer		29.40
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		21.59
99030 - Cashier		17.02
99050 - Desk Clerk		17.47
99095 - Embalmer		36.61
99130 - Flight Follower		36.61
99251 - Laboratory Animal Caretaker I		23.36
99252 - Laboratory Animal Caretaker II		24.87
99260 - Marketing Analyst		35.65
99310 - Mortician		36.61
99410 - Pest Controller		27.18
99510 - Photofinishing Worker		19.24
99710 - Recycling Laborer		30.52
99711 - Recycling Specialist		35.08
99730 - Refuse Collector		28.26
99810 - Sales Clerk		17.22
99820 - School Crossing Guard		22.67
99830 - Survey Party Chief		43.37
99831 - Surveying Aide		26.19
99832 - Surveying Technician		35.88
99840 - Vending Machine Attendant		25.73
99841 - Vending Machine Repairer		31.82
99842 - Vending Machine Repairer Helper		26.65

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))."""