

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.: 2015-5613 Revision No.: 34 Date Of Last Revision: 8/20/2026

OCCUPATION NOTES:

Heating, Air Conditioning, and Refrigeration services: Occupational wage rates and fringe benefits may be found on WD 1986-0879.

Laundry services: Occupational wage rates and fringe benefits may be found on WD 1977-1297.

State: California

Area: California Counties of Los Angeles

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.44
01012 - Accounting Clerk II		25.18
01013 - Accounting Clerk III		28.17
01020 - Administrative Assistant		39.83
01035 - Court Reporter		41.59
01041 - Customer Service Representative I		19.18
01042 - Customer Service Representative II		20.93
01043 - Customer Service Representative III		23.48
01051 - Data Entry Operator I		20.72
01052 - Data Entry Operator II		22.61
01060 - Dispatcher, Motor Vehicle		25.08
01070 - Document Preparation Clerk		23.18
01090 - Duplicating Machine Operator		23.18
01111 - General Clerk I		18.89
01112 - General Clerk II		20.62
01113 - General Clerk III		23.13
01120 - Housing Referral Assistant		27.86
01141 - Messenger Courier		21.04
01191 - Order Clerk I		20.53
01192 - Order Clerk II		22.40
01261 - Personnel Assistant (Employment) I		22.19
01262 - Personnel Assistant (Employment) II		24.83
01263 - Personnel Assistant (Employment) III		27.69
01270 - Production Control Clerk		29.72
01290 - Rental Clerk		20.85
01300 - Scheduler, Maintenance		22.35
01311 - Secretary I		22.35
01312 - Secretary II		25.00
01313 - Secretary III		27.86
01320 - Service Order Dispatcher		22.42
01410 - Supply Technician		39.83
01420 - Survey Worker		26.82
01460 - Switchboard Operator/Receptionist		20.81
01531 - Travel Clerk I		20.02
01532 - Travel Clerk II		21.79
01533 - Travel Clerk III		24.25
01611 - Word Processor I		22.09
01612 - Word Processor II		24.79
01613 - Word Processor III		27.73
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		32.26
05010 - Automotive Electrician		28.45
05040 - Automotive Glass Installer		26.73
05070 - Automotive Worker		26.73
05110 - Mobile Equipment Servicer		23.19
05130 - Motor Equipment Metal Mechanic		30.20
05160 - Motor Equipment Metal Worker		26.73
05190 - Motor Vehicle Mechanic		30.20
05220 - Motor Vehicle Mechanic Helper		22.24
05250 - Motor Vehicle Upholstery Worker		24.97
05280 - Motor Vehicle Wrecker		26.73
05310 - Painter, Automotive		28.45

05340 - Radiator Repair Specialist	26.73
05370 - Tire Repairer	19.26
05400 - Transmission Repair Specialist	30.20
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.88
07041 - Cook I	21.83
07042 - Cook II	25.23
07070 - Dishwasher	18.07
07130 - Food Service Worker	19.12
07210 - Meat Cutter	20.53
07260 - Waiter/Waitress	17.24
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.38
09040 - Furniture Handler	16.40
09080 - Furniture Refinisher	22.91
09090 - Furniture Refinisher Helper	17.88
09110 - Furniture Repairer, Minor	20.11
09130 - Upholsterer	22.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.05
11060 - Elevator Operator	18.62
11090 - Gardener	24.38
11122 - Housekeeping Aide	18.62
11150 - Janitor	18.62
11210 - Laborer, Grounds Maintenance	21.46
11240 - Maid or Houseman	20.93
11260 - Pruner	20.49
11270 - Tractor Operator	23.40
11330 - Trail Maintenance Worker	21.46
11360 - Window Cleaner	19.50
12000 - Health Occupations	
12010 - Ambulance Driver	21.68
12011 - Breath Alcohol Technician	34.19
12012 - Certified Occupational Therapist Assistant	38.87
12015 - Certified Physical Therapist Assistant	39.49
12020 - Dental Assistant	22.55
12025 - Dental Hygienist	59.12
12030 - EKG Technician	38.81
12035 - Electroneurodiagnostic Technologist	38.81
12040 - Emergency Medical Technician	21.68
12071 - Licensed Practical Nurse I	30.56
12072 - Licensed Practical Nurse II	34.19
12073 - Licensed Practical Nurse III	38.13
12100 - Medical Assistant	22.96
12130 - Medical Laboratory Technician	32.42
12160 - Medical Record Clerk	25.40
12190 - Medical Record Technician	28.42
12195 - Medical Transcriptionist	23.63
12210 - Nuclear Medicine Technologist	75.20
12221 - Nursing Assistant I	16.54
12222 - Nursing Assistant II	18.61
12223 - Nursing Assistant III	20.30
12224 - Nursing Assistant IV	22.78
12235 - Optical Dispenser	27.95
12236 - Optical Technician	25.19
12250 - Pharmacy Technician	24.40
12280 - Phlebotomist	25.92
12305 - Radiologic Technologist	51.94
12311 - Registered Nurse I	36.73
12312 - Registered Nurse II	44.94
12313 - Registered Nurse II, Specialist	44.94
12314 - Registered Nurse III	54.38
12315 - Registered Nurse III, Anesthetist	54.38
12316 - Registered Nurse IV	65.18
12317 - Scheduler (Drug and Alcohol Testing)	42.36
12320 - Substance Abuse Treatment Counselor	28.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	31.69
13012 - Exhibits Specialist II	39.27
13013 - Exhibits Specialist III	48.03
13041 - Illustrator I	34.17
13042 - Illustrator II	42.33
13043 - Illustrator III	51.78
13047 - Librarian	46.88
13050 - Library Aide/Clerk	23.04
13054 - Library Information Technology Systems Administrator	42.33
13058 - Library Technician	24.03
13061 - Media Specialist I	30.54
13062 - Media Specialist II	34.17
13063 - Media Specialist III	38.11
13071 - Photographer I	23.78
13072 - Photographer II	26.60
13073 - Photographer III	32.96
13074 - Photographer IV	40.31
13075 - Photographer V	48.77
13090 - Technical Order Library Clerk	28.93
13110 - Video Teleconference Technician	31.79
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.19
14042 - Computer Operator II	25.94
14043 - Computer Operator III	28.91

14044 - Computer Operator IV	32.13
14045 - Computer Operator V	35.59
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	23.19
14160 - Personal Computer Support Technician	32.13
14170 - System Support Specialist	35.59
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	41.93
15020 - Aircrew Training Devices Instructor (Rated)	50.74
15030 - Air Crew Training Devices Instructor (Pilot)	60.83
15050 - Computer Based Training Specialist / Instructor	41.93
15060 - Educational Technologist	45.04
15070 - Flight Instructor (Pilot)	60.83
15080 - Graphic Artist	36.45
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	60.83
15086 - Maintenance Test Pilot, Rotary Wing	60.83
15088 - Non-Maintenance Test/Co-Pilot	60.83
15090 - Technical Instructor	28.84
15095 - Technical Instructor/Course Developer	35.27
15110 - Test Proctor	23.28
15120 - Tutor	23.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	
16030 - Counter Attendant	
16040 - Dry Cleaner	
16070 - Finisher, Flatwork, Machine	
16090 - Presser, Hand	
16110 - Presser, Machine, Drycleaning	
16130 - Presser, Machine, Shirts	
16160 - Presser, Machine, Wearing Apparel, Laundry	
16190 - Sewing Machine Operator	
16220 - Tailor	
16250 - Washer, Machine	
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	30.95
19040 - Tool And Die Maker	37.51
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.41
21030 - Material Coordinator	29.72
21040 - Material Expediter	29.72
21050 - Material Handling Laborer	20.38
21071 - Order Filler	18.58
21080 - Production Line Worker (Food Processing)	22.41
21110 - Shipping Packer	22.11
21130 - Shipping/Receiving Clerk	22.11
21140 - Store Worker I	21.87
21150 - Stock Clerk	25.13
21210 - Tools And Parts Attendant	22.41
21410 - Warehouse Specialist	22.41
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	43.55
23019 - Aircraft Logs and Records Technician	34.00
23021 - Aircraft Mechanic I	41.13
23022 - Aircraft Mechanic II	43.55
23023 - Aircraft Mechanic III	45.26
23040 - Aircraft Mechanic Helper	30.23
23050 - Aircraft, Painter	38.74
23060 - Aircraft Servicer	34.00
23070 - Aircraft Survival Flight Equipment Technician	38.74
23080 - Aircraft Worker	36.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	36.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	41.13
23110 - Appliance Mechanic	27.21
23120 - Bicycle Repairer	21.56
23125 - Cable Splicer	62.71
23130 - Carpenter, Maintenance	36.41
23140 - Carpet Layer	26.36
23160 - Electrician, Maintenance	37.78
23181 - Electronics Technician Maintenance I	34.01
23182 - Electronics Technician Maintenance II	36.20
23183 - Electronics Technician Maintenance III	38.43
23260 - Fabric Worker	42.22
23290 - Fire Alarm System Mechanic	34.41
23310 - Fire Extinguisher Repairer	29.93
23311 - Fuel Distribution System Mechanic	43.63
23312 - Fuel Distribution System Operator	33.41
23370 - General Maintenance Worker	27.17
23380 - Ground Support Equipment Mechanic	41.13
23381 - Ground Support Equipment Servicer	34.00
23382 - Ground Support Equipment Worker	36.40
23391 - Gunsmith I	29.93

23392 - Gunsmith II	34.59
23393 - Gunsmith III	39.08
23410 - Heating, Ventilation And Air-Conditioning Mechanic	
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	39.73
23440 - Heavy Equipment Operator	44.82
23460 - Instrument Mechanic	32.82
23465 - Laboratory/Shelter Mechanic	36.81
23470 - Laborer	20.38
23510 - Locksmith	29.48
23530 - Machinery Maintenance Mechanic	34.66
23550 - Machinist, Maintenance	26.76
23580 - Maintenance Trades Helper	21.44
23591 - Metrology Technician I	32.82
23592 - Metrology Technician II	34.76
23593 - Metrology Technician III	36.12
23640 - Millwright	37.71
23710 - Office Appliance Repairer	26.02
23760 - Painter, Maintenance	28.41
23790 - Pipefitter, Maintenance	36.30
23810 - Plumber, Maintenance	34.19
23820 - Pneudraulic Systems Mechanic	39.08
23850 - Rigger	46.58
23870 - Scale Mechanic	34.59
23890 - Sheet-Metal Worker, Maintenance	37.77
23910 - Small Engine Mechanic	24.86
23931 - Telecommunications Mechanic I	35.62
23932 - Telecommunications Mechanic II	37.72
23950 - Telephone Lineman	42.85
23960 - Welder, Combination, Maintenance	27.98
23965 - Well Driller	35.09
23970 - Woodcraft Worker	39.08
23980 - Woodworker	29.93
24000 - Personal Needs Occupations	
24550 - Case Manager	24.20
24570 - Child Care Attendant	19.18
24580 - Child Care Center Clerk	23.93
24610 - Chore Aide	16.64
24620 - Family Readiness And Support Services Coordinator	24.20
24630 - Homemaker	24.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.56
25040 - Sewage Plant Operator	39.64
25070 - Stationary Engineer	37.56
25190 - Ventilation Equipment Tender	26.33
25210 - Water Treatment Plant Operator	39.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	38.64
27007 - Baggage Inspector	20.36
27008 - Corrections Officer	38.32
27010 - Court Security Officer	43.01
27030 - Detection Dog Handler	23.77
27040 - Detention Officer	38.32
27070 - Firefighter	47.70
27101 - Guard I	20.36
27102 - Guard II	23.77
27131 - Police Officer I	52.79
27132 - Police Officer II	58.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	20.66
28042 - Carnival Equipment Repairer	21.53
28043 - Carnival Worker	18.09
28210 - Gate Attendant/Gate Tender	22.83
28310 - Lifeguard	21.06
28350 - Park Attendant (Aide)	25.55
28510 - Recreation Aide/Health Facility Attendant	18.65
28515 - Recreation Specialist	31.65
28630 - Sports Official	20.35
28690 - Swimming Pool Operator	24.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	36.81
29020 - Hatch Tender	36.81
29030 - Line Handler	36.81
29041 - Stevedore I	34.39
29042 - Stevedore II	39.18
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 54.25
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 37.41
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 41.19
30021 - Archeological Technician I	24.86
30022 - Archeological Technician II	27.81
30023 - Archeological Technician III	34.46
30030 - Cartographic Technician	34.46
30040 - Civil Engineering Technician	40.38
30051 - Cryogenic Technician I	36.84
30052 - Cryogenic Technician II	40.69

30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.81
30063 - Drafter/CAD Operator III	31.00
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	20.71
30082 - Engineering Technician II	23.23
30083 - Engineering Technician III	25.99
30084 - Engineering Technician IV	32.20
30085 - Engineering Technician V	39.39
30086 - Engineering Technician VI	47.67
30090 - Environmental Technician	30.22
30095 - Evidence Control Specialist	33.26
30210 - Laboratory Technician	27.60
30221 - Latent Fingerprint Technician I	45.45
30222 - Latent Fingerprint Technician II	50.20
30240 - Mathematical Technician	45.14
30361 - Paralegal/Legal Assistant I	24.60
30362 - Paralegal/Legal Assistant II	30.47
30363 - Paralegal/Legal Assistant III	37.27
30364 - Paralegal/Legal Assistant IV	45.10
30375 - Petroleum Supply Specialist	40.69
30390 - Photo-Optics Technician	33.92
30395 - Radiation Control Technician	40.69
30461 - Technical Writer I	33.77
30462 - Technical Writer II	41.32
30463 - Technical Writer III	50.00
30491 - Unexploded Ordnance (UXO) Technician I	34.48
30492 - Unexploded Ordnance (UXO) Technician II	41.72
30493 - Unexploded Ordnance (UXO) Technician III	50.00
30494 - Unexploded (UXO) Safety Escort	34.48
30495 - Unexploded (UXO) Sweep Personnel	34.48
30501 - Weather Forecaster I	36.84
30502 - Weather Forecaster II	44.81
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 31.00
30621 - Weather Observer, Senior	(see 2) 33.79
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	41.72
31020 - Bus Aide	25.60
31030 - Bus Driver	32.70
31043 - Driver Courier	21.46
31260 - Parking and Lot Attendant	17.92
31290 - Shuttle Bus Driver	20.99
31310 - Taxi Driver	16.86
31361 - Truckdriver, Light	22.36
31362 - Truckdriver, Medium	24.14
31363 - Truckdriver, Heavy	29.01
31364 - Truckdriver, Tractor-Trailer	29.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	20.34
99030 - Cashier	17.78
99050 - Desk Clerk	19.81
99095 - Embalmer	29.82
99130 - Flight Follower	34.48
99251 - Laboratory Animal Caretaker I	22.15
99252 - Laboratory Animal Caretaker II	23.08
99260 - Marketing Analyst	39.90
99310 - Mortician	34.35
99410 - Pest Controller	22.69
99510 - Photofinishing Worker	23.36
99710 - Recycling Laborer	31.47
99711 - Recycling Specialist	36.07
99730 - Refuse Collector	30.04
99810 - Sales Clerk	18.13
99820 - School Crossing Guard	25.89
99830 - Survey Party Chief	60.54
99831 - Surveying Aide	33.91
99832 - Surveying Technician	44.57
99840 - Vending Machine Attendant	20.74
99841 - Vending Machine Repairer	24.97
99842 - Vending Machine Repairer Helper	20.74

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. 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: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per week, or \$939.46 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 employee (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))."