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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5651
Revision No.: 28
Date Of Last Revision: 8/27/2026

State: California

Area: California Counties of Sonoma

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		23.41
01012 - Accounting Clerk II		26.27
01013 - Accounting Clerk III		29.39
01020 - Administrative Assistant		44.34
01035 - Court Reporter		26.73
01041 - Customer Service Representative I		20.35
01042 - Customer Service Representative II		22.20
01043 - Customer Service Representative III		24.91
01051 - Data Entry Operator I		21.31
01052 - Data Entry Operator II		23.25
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		21.69

01090 - Duplicating Machine Operator	21.69
01111 - General Clerk I	20.34
01112 - General Clerk II	22.19
01113 - General Clerk III	24.90
01120 - Housing Referral Assistant	29.67
01141 - Messenger Courier	22.73
01191 - Order Clerk I	21.58
01192 - Order Clerk II	23.55
01261 - Personnel Assistant (Employment) I	22.41
01262 - Personnel Assistant (Employment) II	25.06
01263 - Personnel Assistant (Employment) III	27.95
01270 - Production Control Clerk	30.32
01290 - Rental Clerk	22.01
01300 - Scheduler, Maintenance	23.80
01311 - Secretary I	23.80
01312 - Secretary II	26.62
01313 - Secretary III	29.67
01320 - Service Order Dispatcher	24.68
01410 - Supply Technician	44.34
01420 - Survey Worker	29.14
01460 - Switchboard Operator/Receptionist	21.90
01531 - Travel Clerk I	20.24
01532 - Travel Clerk II	22.24
01533 - Travel Clerk III	24.88
01611 - Word Processor I	21.20
01612 - Word Processor II	23.80
01613 - Word Processor III	26.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	39.50
05010 - Automotive Electrician	34.24
05040 - Automotive Glass Installer	32.39
05070 - Automotive Worker	32.39
05110 - Mobile Equipment Servicer	28.56
05130 - Motor Equipment Metal Mechanic	36.10
05160 - Motor Equipment Metal Worker	32.39
05190 - Motor Vehicle Mechanic	36.10
05220 - Motor Vehicle Mechanic Helper	26.39
05250 - Motor Vehicle Upholstery Worker	30.55
05280 - Motor Vehicle Wrecker	32.39
05310 - Painter, Automotive	34.24
05340 - Radiator Repair Specialist	32.39
05370 - Tire Repairer	20.36
05400 - Transmission Repair Specialist	36.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	21.47
07041 - Cook I	22.72
07042 - Cook II	25.76
07070 - Dishwasher	18.66

07130 - Food Service Worker	20.50
07210 - Meat Cutter	22.88
07260 - Waiter/Waitress	17.71
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.00
09040 - Furniture Handler	17.97
09080 - Furniture Refinisher	26.73
09090 - Furniture Refinisher Helper	21.58
09110 - Furniture Repairer, Minor	24.06
09130 - Upholsterer	29.01
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	19.04
11060 - Elevator Operator	18.85
11090 - Gardener	29.21
11122 - Housekeeping Aide	18.85
11150 - Janitor	18.85
11210 - Laborer, Grounds Maintenance	22.47
11240 - Maid or Houseman	20.55
11260 - Pruner	20.23
11270 - Tractor Operator	26.99
11330 - Trail Maintenance Worker	22.47
11360 - Window Cleaner	20.94
12000 - Health Occupations	
12010 - Ambulance Driver	23.33
12011 - Breath Alcohol Technician	38.05
12012 - Certified Occupational Therapist Assistant	52.20
12015 - Certified Physical Therapist Assistant	43.27
12020 - Dental Assistant	30.48
12025 - Dental Hygienist	65.49
12030 - EKG Technician	44.28
12035 - Electroneurodiagnostic Technologist	44.28
12040 - Emergency Medical Technician	23.33
12071 - Licensed Practical Nurse I	34.01
12072 - Licensed Practical Nurse II	38.05
12073 - Licensed Practical Nurse III	42.41
12100 - Medical Assistant	31.16
12130 - Medical Laboratory Technician	40.48
12160 - Medical Record Clerk	26.50
12190 - Medical Record Technician	29.65
12195 - Medical Transcriptionist	30.92
12210 - Nuclear Medicine Technologist	83.61
12221 - Nursing Assistant I	17.19
12222 - Nursing Assistant II	19.33
12223 - Nursing Assistant III	21.10
12224 - Nursing Assistant IV	23.67
12235 - Optical Dispenser	32.14
12236 - Optical Technician	34.01

12250 - Pharmacy Technician	29.71
12280 - Phlebotomist	29.39
12305 - Radiologic Technologist	66.12
12311 - Registered Nurse I	47.30
12312 - Registered Nurse II	57.86
12313 - Registered Nurse II, Specialist	57.86
12314 - Registered Nurse III	70.02
12315 - Registered Nurse III, Anesthetist	70.02
12316 - Registered Nurse IV	83.92
12317 - Scheduler (Drug and Alcohol Testing)	47.12
12320 - Substance Abuse Treatment Counselor	30.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	28.70
13012 - Exhibits Specialist II	35.55
13013 - Exhibits Specialist III	43.48
13041 - Illustrator I	28.70
13042 - Illustrator II	35.55
13043 - Illustrator III	43.48
13047 - Librarian	39.37
13050 - Library Aide/Clerk	23.51
13054 - Library Information Technology Systems Administrator	35.55
13058 - Library Technician	29.55
13061 - Media Specialist I	25.65
13062 - Media Specialist II	28.70
13063 - Media Specialist III	32.00
13071 - Photographer I	24.28
13072 - Photographer II	27.16
13073 - Photographer III	33.65
13074 - Photographer IV	41.16
13075 - Photographer V	49.81
13090 - Technical Order Library Clerk	29.51
13110 - Video Teleconference Technician	29.85
14000 - Information Technology Occupations	
14041 - Computer Operator I	26.24
14042 - Computer Operator II	29.35
14043 - Computer Operator III	32.71
14044 - Computer Operator IV	36.36
14045 - Computer Operator V	40.27
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	26.24
14160 - Personal Computer Support Technician	36.36

14170 - System Support Specialist	40.27
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	38.26
15020 - Aircrew Training Devices Instructor (Rated)	46.29
15030 - Air Crew Training Devices Instructor (Pilot)	55.50
15050 - Computer Based Training Specialist / Instructor	38.26
15060 - Educational Technologist	44.92
15070 - Flight Instructor (Pilot)	55.50
15080 - Graphic Artist	35.98
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	55.50
15086 - Maintenance Test Pilot, Rotary Wing	55.50
15088 - Non-Maintenance Test/Co-Pilot	55.50
15090 - Technical Instructor	29.69
15095 - Technical Instructor/Course Developer	36.31
15110 - Test Proctor	23.96
15120 - Tutor	23.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	22.31
16030 - Counter Attendant	22.31
16040 - Dry Cleaner	25.49
16070 - Finisher, Flatwork, Machine	22.31
16090 - Presser, Hand	22.31
16110 - Presser, Machine, Drycleaning	22.31
16130 - Presser, Machine, Shirts	22.31
16160 - Presser, Machine, Wearing Apparel, Laundry	22.31
16190 - Sewing Machine Operator	26.55
16220 - Tailor	27.61
16250 - Washer, Machine	23.38
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	35.38
19040 - Tool And Die Maker	42.48
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.92
21030 - Material Coordinator	30.32
21040 - Material Expediter	30.32
21050 - Material Handling Laborer	22.42
21071 - Order Filler	20.11
21080 - Production Line Worker (Food Processing)	22.92
21110 - Shipping Packer	23.66
21130 - Shipping/Receiving Clerk	23.66
21140 - Store Worker I	21.26
21150 - Stock Clerk	27.59
21210 - Tools And Parts Attendant	22.92

21410 - Warehouse Specialist	22.92
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	42.01
23019 - Aircraft Logs and Records Technician	33.83
23021 - Aircraft Mechanic I	39.97
23022 - Aircraft Mechanic II	42.01
23023 - Aircraft Mechanic III	43.78
23040 - Aircraft Mechanic Helper	29.22
23050 - Aircraft, Painter	37.91
23060 - Aircraft Servicer	33.83
23070 - Aircraft Survival Flight Equipment Technician	37.91
23080 - Aircraft Worker	35.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	39.97
23110 - Appliance Mechanic	34.80
23120 - Bicycle Repairer	26.77
23125 - Cable Splicer	37.30
23130 - Carpenter, Maintenance	39.04
23140 - Carpet Layer	33.46
23160 - Electrician, Maintenance	38.32
23181 - Electronics Technician Maintenance I	43.24
23182 - Electronics Technician Maintenance II	45.72
23183 - Electronics Technician Maintenance III	48.20
23260 - Fabric Worker	31.57
23290 - Fire Alarm System Mechanic	36.41
23310 - Fire Extinguisher Repairer	29.51
23311 - Fuel Distribution System Mechanic	50.20
23312 - Fuel Distribution System Operator	39.69
23370 - General Maintenance Worker	27.97
23380 - Ground Support Equipment Mechanic	39.97
23381 - Ground Support Equipment Servicer	33.83
23382 - Ground Support Equipment Worker	35.86
23391 - Gunsmith I	29.51
23392 - Gunsmith II	33.46
23393 - Gunsmith III	37.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	37.65
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	39.58
23430 - Heavy Equipment Mechanic	37.96
23440 - Heavy Equipment Operator	50.52
23460 - Instrument Mechanic	37.30
23465 - Laboratory/Shelter Mechanic	35.38
23470 - Laborer	22.42
23510 - Locksmith	29.51
23530 - Machinery Maintenance Mechanic	37.03

23550 - Machinist, Maintenance	30.01
23580 - Maintenance Trades Helper	22.77
23591 - Metrology Technician I	37.30
23592 - Metrology Technician II	39.20
23593 - Metrology Technician III	40.85
23640 - Millwright	33.36
23710 - Office Appliance Repairer	26.21
23760 - Painter, Maintenance	30.19
23790 - Pipefitter, Maintenance	35.60
23810 - Plumber, Maintenance	33.77
23820 - Pneudraulic Systems Mechanic	37.30
23850 - Rigger	37.30
23870 - Scale Mechanic	33.46
23890 - Sheet-Metal Worker, Maintenance	37.75
23910 - Small Engine Mechanic	29.94
23931 - Telecommunications Mechanic I	38.18
23932 - Telecommunications Mechanic II	40.13
23950 - Telephone Lineman	44.41
23960 - Welder, Combination, Maintenance	28.48
23965 - Well Driller	35.77
23970 - Woodcraft Worker	37.30
23980 - Woodworker	29.51
24000 - Personal Needs Occupations	
24550 - Case Manager	28.16
24570 - Child Care Attendant	19.84
24580 - Child Care Center Clerk	24.75
24610 - Chore Aide	17.72
24620 - Family Readiness And Support Services Coordinator	28.16
24630 - Homemaker	28.16
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	39.05
25040 - Sewage Plant Operator	41.57
25070 - Stationary Engineer	39.05
25190 - Ventilation Equipment Tender	28.54
25210 - Water Treatment Plant Operator	41.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	39.96
27007 - Baggage Inspector	21.71
27008 - Corrections Officer	42.41
27010 - Court Security Officer	42.52
27030 - Detection Dog Handler	24.29
27040 - Detention Officer	42.41
27070 - Firefighter	42.41
27101 - Guard I	21.71
27102 - Guard II	24.29
27131 - Police Officer I	54.49

27132 - Police Officer II		60.53
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		24.22
28042 - Carnival Equipment Repairer		26.21
28043 - Carnival Worker		18.15
28210 - Gate Attendant/Gate Tender		23.56
28310 - Lifeguard		18.45
28350 - Park Attendant (Aide)		26.35
28510 - Recreation Aide/Health Facility Attendant		19.24
28515 - Recreation Specialist		32.65
28630 - Sports Official		20.99
28690 - Swimming Pool Operator		29.72
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		37.58
29020 - Hatch Tender		37.58
29030 - Line Handler		37.58
29041 - Stevedore I		35.43
29042 - Stevedore II		39.72
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	58.17
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	40.11
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	44.17
30021 - Archeological Technician I		25.07
30022 - Archeological Technician II		28.05
30023 - Archeological Technician III		34.74
30030 - Cartographic Technician		34.74
30040 - Civil Engineering Technician		42.61
30051 - Cryogenic Technician I		38.48
30052 - Cryogenic Technician II		42.50
30061 - Drafter/CAD Operator I		25.07
30062 - Drafter/CAD Operator II		28.05
30063 - Drafter/CAD Operator III		31.28
30064 - Drafter/CAD Operator IV		38.48
30081 - Engineering Technician I		22.34
30082 - Engineering Technician II		25.07
30083 - Engineering Technician III		28.05
30084 - Engineering Technician IV		34.74
30085 - Engineering Technician V		42.50
30086 - Engineering Technician VI		51.44
30090 - Environmental Technician		33.43
30095 - Evidence Control Specialist		34.74
30210 - Laboratory Technician		27.59
30221 - Latent Fingerprint Technician I		39.58
30222 - Latent Fingerprint Technician II		43.71

30240 - Mathematical Technician	39.48
30361 - Paralegal/Legal Assistant I	27.69
30362 - Paralegal/Legal Assistant II	34.31
30363 - Paralegal/Legal Assistant III	41.97
30364 - Paralegal/Legal Assistant IV	50.78
30375 - Petroleum Supply Specialist	42.50
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	42.50
30461 - Technical Writer I	38.49
30462 - Technical Writer II	47.07
30463 - Technical Writer III	56.95
30491 - Unexploded Ordnance (UXO) Technician I	36.97
30492 - Unexploded Ordnance (UXO) Technician II	44.73
30493 - Unexploded Ordnance (UXO) Technician III	53.62
30494 - Unexploded (UXO) Safety Escort	36.97
30495 - Unexploded (UXO) Sweep Personnel	36.97
30501 - Weather Forecaster I	38.48
30502 - Weather Forecaster II	46.81
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 31.28
30621 - Weather Observer, Senior	(see 2) 34.74
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	44.73
31020 - Bus Aide	21.44
31030 - Bus Driver	29.80
31043 - Driver Courier	21.96
31260 - Parking and Lot Attendant	18.03
31290 - Shuttle Bus Driver	21.28
31310 - Taxi Driver	19.53
31361 - Truckdriver, Light	23.76
31362 - Truckdriver, Medium	25.42
31363 - Truckdriver, Heavy	30.11
31364 - Truckdriver, Tractor-Trailer	30.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	21.81
99030 - Cashier	18.48
99050 - Desk Clerk	19.02
99095 - Embalmer	36.97
99130 - Flight Follower	36.97
99251 - Laboratory Animal Caretaker I	22.72
99252 - Laboratory Animal Caretaker II	24.59
99260 - Marketing Analyst	39.68
99310 - Mortician	36.97
99410 - Pest Controller	24.71
99510 - Photofinishing Worker	19.43
99710 - Recycling Laborer	34.89
99711 - Recycling Specialist	41.91
99730 - Refuse Collector	31.41

99810 - Sales Clerk	19.02
99820 - School Crossing Guard	26.00
99830 - Survey Party Chief	53.15
99831 - Surveying Aide	25.29
99832 - Surveying Technician	34.71
99840 - Vending Machine Attendant	27.80
99841 - Vending Machine Repairer	34.11
99842 - Vending Machine Repairer Helper	27.80

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 from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually. 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: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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))."

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