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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.: 2015-5647
Revision No.: 29
Date Of Last Revision: 8/27/2026

State: California

Area: California Counties of Santa Barbara

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		23.05
01012 - Accounting Clerk II		25.86
01013 - Accounting Clerk III		28.93
01020 - Administrative Assistant		39.78
01035 - Court Reporter		28.24
01041 - Customer Service Representative I		19.27
01042 - Customer Service Representative II		21.03
01043 - Customer Service Representative III		23.59
01051 - Data Entry Operator I		17.49
01052 - Data Entry Operator II		19.09

01060 - Dispatcher, Motor Vehicle	24.10
01070 - Document Preparation Clerk	19.84
01090 - Duplicating Machine Operator	19.84
01111 - General Clerk I	21.84
01112 - General Clerk II	23.83
01113 - General Clerk III	26.74
01120 - Housing Referral Assistant	27.77
01141 - Messenger Courier	19.05
01191 - Order Clerk I	21.34
01192 - Order Clerk II	23.29
01261 - Personnel Assistant (Employment) I	22.26
01262 - Personnel Assistant (Employment) II	24.90
01263 - Personnel Assistant (Employment) III	27.77
01270 - Production Control Clerk	32.44
01290 - Rental Clerk	20.38
01300 - Scheduler, Maintenance	22.26
01311 - Secretary I	22.26
01312 - Secretary II	24.90
01313 - Secretary III	27.77
01320 - Service Order Dispatcher	21.54
01410 - Supply Technician	39.78
01420 - Survey Worker	26.42
01460 - Switchboard Operator/Receptionist	21.28
01531 - Travel Clerk I	21.17
01532 - Travel Clerk II	22.73
01533 - Travel Clerk III	25.42
01611 - Word Processor I	22.15
01612 - Word Processor II	24.85
01613 - Word Processor III	27.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	30.46
05010 - Automotive Electrician	29.62
05040 - Automotive Glass Installer	28.36
05070 - Automotive Worker	28.36
05110 - Mobile Equipment Servicer	25.48
05130 - Motor Equipment Metal Mechanic	30.80
05160 - Motor Equipment Metal Worker	28.36
05190 - Motor Vehicle Mechanic	30.80
05220 - Motor Vehicle Mechanic Helper	23.39
05250 - Motor Vehicle Upholstery Worker	26.99
05280 - Motor Vehicle Wrecker	28.36
05310 - Painter, Automotive	29.62
05340 - Radiator Repair Specialist	28.36
05370 - Tire Repairer	19.38
05400 - Transmission Repair Specialist	30.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	20.59
07041 - Cook I	23.18

07042 - Cook II	26.79
07070 - Dishwasher	17.93
07130 - Food Service Worker	18.50
07210 - Meat Cutter	21.33
07260 - Waiter/Waitress	16.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.41
09040 - Furniture Handler	17.14
09080 - Furniture Refinisher	25.41
09090 - Furniture Refinisher Helper	20.05
09110 - Furniture Repairer, Minor	23.14
09130 - Upholsterer	25.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.75
11060 - Elevator Operator	18.22
11090 - Gardener	27.51
11122 - Housekeeping Aide	18.22
11150 - Janitor	18.22
11210 - Laborer, Grounds Maintenance	21.74
11240 - Maid or Houseman	18.46
11260 - Pruner	20.75
11270 - Tractor Operator	25.26
11330 - Trail Maintenance Worker	21.74
11360 - Window Cleaner	19.69
12000 - Health Occupations	
12010 - Ambulance Driver	23.86
12011 - Breath Alcohol Technician	34.07
12012 - Certified Occupational Therapist Assistant	41.68
12015 - Certified Physical Therapist Assistant	40.94
12020 - Dental Assistant	27.33
12025 - Dental Hygienist	65.38
12030 - EKG Technician	35.18
12035 - Electroneurodiagnostic Technologist	35.18
12040 - Emergency Medical Technician	23.86
12071 - Licensed Practical Nurse I	30.45
12072 - Licensed Practical Nurse II	34.07
12073 - Licensed Practical Nurse III	37.99
12100 - Medical Assistant	23.90
12130 - Medical Laboratory Technician	29.91
12160 - Medical Record Clerk	26.62
12190 - Medical Record Technician	29.78
12195 - Medical Transcriptionist	23.20
12210 - Nuclear Medicine Technologist	74.88
12221 - Nursing Assistant I	16.46
12222 - Nursing Assistant II	18.51
12223 - Nursing Assistant III	20.20
12224 - Nursing Assistant IV	22.66

12235 - Optical Dispenser	26.77
12236 - Optical Technician	30.45
12250 - Pharmacy Technician	27.20
12280 - Phlebotomist	29.50
12305 - Radiologic Technologist	53.26
12311 - Registered Nurse I	37.22
12312 - Registered Nurse II	45.53
12313 - Registered Nurse II, Specialist	45.53
12314 - Registered Nurse III	55.10
12315 - Registered Nurse III, Anesthetist	55.10
12316 - Registered Nurse IV	66.04
12317 - Scheduler (Drug and Alcohol Testing)	42.20
12320 - Substance Abuse Treatment Counselor	30.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	33.07
13012 - Exhibits Specialist II	40.97
13013 - Exhibits Specialist III	50.11
13041 - Illustrator I	33.07
13042 - Illustrator II	40.97
13043 - Illustrator III	50.11
13047 - Librarian	45.37
13050 - Library Aide/Clerk	24.97
13054 - Library Information Technology Systems Administrator	40.97
13058 - Library Technician	27.00
13061 - Media Specialist I	29.56
13062 - Media Specialist II	33.07
13063 - Media Specialist III	36.88
13071 - Photographer I	24.32
13072 - Photographer II	27.21
13073 - Photographer III	33.71
13074 - Photographer IV	41.24
13075 - Photographer V	48.69
13090 - Technical Order Library Clerk	30.62
13110 - Video Teleconference Technician	33.14
14000 - Information Technology Occupations	
14041 - Computer Operator I	27.72
14042 - Computer Operator II	31.01
14043 - Computer Operator III	34.55
14044 - Computer Operator IV	38.40
14045 - Computer Operator V	42.54
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	27.72
14160 - Personal Computer Support Technician	38.40
14170 - System Support Specialist	42.54
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	41.13
15020 - Aircrew Training Devices Instructor (Rated)	49.76
15030 - Air Crew Training Devices Instructor (Pilot)	59.66
15050 - Computer Based Training Specialist / Instructor	41.13
15060 - Educational Technologist	46.05
15070 - Flight Instructor (Pilot)	59.66
15080 - Graphic Artist	36.58
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	59.66
15086 - Maintenance Test Pilot, Rotary Wing	59.66
15088 - Non-Maintenance Test/Co-Pilot	59.66
15090 - Technical Instructor	29.82
15095 - Technical Instructor/Course Developer	36.48
15110 - Test Proctor	24.07
15120 - Tutor	24.07
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	18.78
16030 - Counter Attendant	18.78
16040 - Dry Cleaner	21.47
16070 - Finisher, Flatwork, Machine	18.78
16090 - Presser, Hand	18.78
16110 - Presser, Machine, Drycleaning	18.78
16130 - Presser, Machine, Shirts	18.78
16160 - Presser, Machine, Wearing Apparel, Laundry	18.78
16190 - Sewing Machine Operator	22.35
16220 - Tailor	23.25
16250 - Washer, Machine	19.68
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	35.12
19040 - Tool And Die Maker	41.63
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.94
21030 - Material Coordinator	32.44
21040 - Material Expediter	32.44
21050 - Material Handling Laborer	20.46
21071 - Order Filler	18.25
21080 - Production Line Worker (Food Processing)	20.94
21110 - Shipping Packer	23.13
21130 - Shipping/Receiving Clerk	23.13
21140 - Store Worker I	19.48

21150 - Stock Clerk	24.74
21210 - Tools And Parts Attendant	20.94
21410 - Warehouse Specialist	20.94
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	40.28
23019 - Aircraft Logs and Records Technician	33.85
23021 - Aircraft Mechanic I	38.64
23022 - Aircraft Mechanic II	40.28
23023 - Aircraft Mechanic III	41.70
23040 - Aircraft Mechanic Helper	29.34
23050 - Aircraft, Painter	37.16
23060 - Aircraft Servicer	33.85
23070 - Aircraft Survival Flight Equipment Technician	37.16
23080 - Aircraft Worker	35.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.64
23110 - Appliance Mechanic	35.12
23120 - Bicycle Repairer	27.31
23125 - Cable Splicer	37.04
23130 - Carpenter, Maintenance	35.10
23140 - Carpet Layer	32.28
23160 - Electrician, Maintenance	36.43
23181 - Electronics Technician Maintenance I	35.63
23182 - Electronics Technician Maintenance II	37.24
23183 - Electronics Technician Maintenance III	39.54
23260 - Fabric Worker	32.00
23290 - Fire Alarm System Mechanic	34.67
23310 - Fire Extinguisher Repairer	30.21
23311 - Fuel Distribution System Mechanic	42.54
23312 - Fuel Distribution System Operator	35.19
23370 - General Maintenance Worker	25.37
23380 - Ground Support Equipment Mechanic	38.64
23381 - Ground Support Equipment Servicer	33.85
23382 - Ground Support Equipment Worker	35.58
23391 - Gunsmith I	30.21
23392 - Gunsmith II	33.63
23393 - Gunsmith III	36.52
23410 - Heating, Ventilation And Air-Conditioning Mechanic	36.32
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	37.86
23430 - Heavy Equipment Mechanic	37.29
23440 - Heavy Equipment Operator	39.18
23460 - Instrument Mechanic	36.52
23465 - Laboratory/Shelter Mechanic	35.12
23470 - Laborer	20.46

23510 - Locksmith	29.83
23530 - Machinery Maintenance Mechanic	32.64
23550 - Machinist, Maintenance	28.21
23580 - Maintenance Trades Helper	20.52
23591 - Metrology Technician I	36.52
23592 - Metrology Technician II	38.63
23593 - Metrology Technician III	40.13
23640 - Millwright	36.52
23710 - Office Appliance Repairer	24.47
23760 - Painter, Maintenance	26.09
23790 - Pipefitter, Maintenance	32.84
23810 - Plumber, Maintenance	31.60
23820 - Pneudraulic Systems Mechanic	36.52
23850 - Rigger	36.52
23870 - Scale Mechanic	33.63
23890 - Sheet-Metal Worker, Maintenance	36.75
23910 - Small Engine Mechanic	32.28
23931 - Telecommunications Mechanic I	36.39
23932 - Telecommunications Mechanic II	38.28
23950 - Telephone Lineman	37.87
23960 - Welder, Combination, Maintenance	27.32
23965 - Well Driller	36.52
23970 - Woodcraft Worker	36.52
23980 - Woodworker	30.21
24000 - Personal Needs Occupations	
24550 - Case Manager	26.52
24570 - Child Care Attendant	18.46
24580 - Child Care Center Clerk	23.03
24610 - Chore Aide	16.50
24620 - Family Readiness And Support Services Coordinator	26.52
24630 - Homemaker	26.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.84
25040 - Sewage Plant Operator	41.33
25070 - Stationary Engineer	30.84
25190 - Ventilation Equipment Tender	22.79
25210 - Water Treatment Plant Operator	41.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	40.58
27007 - Baggage Inspector	20.79
27008 - Corrections Officer	45.55
27010 - Court Security Officer	45.12
27030 - Detection Dog Handler	23.26
27040 - Detention Officer	45.55
27070 - Firefighter	44.53
27101 - Guard I	20.79

27102 - Guard II		23.26
27131 - Police Officer I		52.33
27132 - Police Officer II		58.13
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		22.34
28042 - Carnival Equipment Repairer		24.34
28043 - Carnival Worker		16.89
28210 - Gate Attendant/Gate Tender		22.88
28310 - Lifeguard		19.03
28350 - Park Attendant (Aide)		25.60
28510 - Recreation Aide/Health Facility Attendant		18.69
28515 - Recreation Specialist		31.71
28630 - Sports Official		20.39
28690 - Swimming Pool Operator		27.09
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		33.63
29020 - Hatch Tender		33.63
29030 - Line Handler		33.63
29041 - Stevedore I		32.00
29042 - Stevedore II		35.12
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		23.15
30022 - Archeological Technician II		25.91
30023 - Archeological Technician III		32.09
30030 - Cartographic Technician		32.09
30040 - Civil Engineering Technician		42.00
30051 - Cryogenic Technician I		35.54
30052 - Cryogenic Technician II		39.25
30061 - Drafter/CAD Operator I		23.15
30062 - Drafter/CAD Operator II		25.91
30063 - Drafter/CAD Operator III		28.89
30064 - Drafter/CAD Operator IV		35.54
30081 - Engineering Technician I		21.61
30082 - Engineering Technician II		24.25
30083 - Engineering Technician III		27.13
30084 - Engineering Technician IV		33.61
30085 - Engineering Technician V		41.11
30086 - Engineering Technician VI		49.75
30090 - Environmental Technician		31.90
30095 - Evidence Control Specialist		32.09
30210 - Laboratory Technician		27.70

30221 - Latent Fingerprint Technician I	35.54
30222 - Latent Fingerprint Technician II	39.25
30240 - Mathematical Technician	32.09
30361 - Paralegal/Legal Assistant I	25.68
30362 - Paralegal/Legal Assistant II	31.81
30363 - Paralegal/Legal Assistant III	38.91
30364 - Paralegal/Legal Assistant IV	47.09
30375 - Petroleum Supply Specialist	39.25
30390 - Photo-Optics Technician	32.09
30395 - Radiation Control Technician	39.25
30461 - Technical Writer I	35.57
30462 - Technical Writer II	43.51
30463 - Technical Writer III	52.64
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	35.54
30502 - Weather Forecaster II	43.23
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 28.89
30621 - Weather Observer, Senior	(see 2) 32.09
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	41.72
31020 - Bus Aide	19.33
31030 - Bus Driver	27.49
31043 - Driver Courier	20.20
31260 - Parking and Lot Attendant	17.84
31290 - Shuttle Bus Driver	19.50
31310 - Taxi Driver	15.84
31361 - Truckdriver, Light	21.63
31362 - Truckdriver, Medium	22.91
31363 - Truckdriver, Heavy	27.51
31364 - Truckdriver, Tractor-Trailer	27.51
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	20.34
99030 - Cashier	17.60
99050 - Desk Clerk	18.20
99095 - Embalmer	32.16
99130 - Flight Follower	34.48
99251 - Laboratory Animal Caretaker I	21.87
99252 - Laboratory Animal Caretaker II	22.79
99260 - Marketing Analyst	38.32
99310 - Mortician	32.16
99410 - Pest Controller	22.62
99510 - Photofinishing Worker	18.12
99710 - Recycling Laborer	33.69

99711 - Recycling Specialist	39.39
99730 - Refuse Collector	32.16
99810 - Sales Clerk	17.89
99820 - School Crossing Guard	21.78
99830 - Survey Party Chief	42.18
99831 - Surveying Aide	27.77
99832 - Surveying Technician	38.11
99840 - Vending Machine Attendant	26.21
99841 - Vending Machine Repairer	31.56
99842 - Vending Machine Repairer Helper	26.21

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: 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 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)).