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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.: 2015-5537 Revision No.: 28 Date Of Last Revision: 3/30/2026

State: Washington

Area: Washington Counties of Spokane and Stevens

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.47
01012 - Accounting Clerk II		22.98
01013 - Accounting Clerk III		25.70
01020 - Administrative Assistant		31.81
01035 - Court Reporter		22.24
01041 - Customer Service Representative I		17.82
01042 - Customer Service Representative II		19.45
01043 - Customer Service Representative III		21.83
01051 - Data Entry Operator I		18.06
01052 - Data Entry Operator II		19.70
01060 - Dispatcher, Motor Vehicle		24.43
01070 - Document Preparation Clerk		18.96
01090 - Duplicating Machine Operator		18.96
01111 - General Clerk I		18.56
01112 - General Clerk II		20.26
01113 - General Clerk III		22.74
01120 - Housing Referral Assistant		24.78
01141 - Messenger Courier		19.83
01191 - Order Clerk I		20.62
01192 - Order Clerk II		22.50
01261 - Personnel Assistant (Employment) I		19.89
01262 - Personnel Assistant (Employment) II		22.25
01263 - Personnel Assistant (Employment) III		24.80
01270 - Production Control Clerk		26.94
01290 - Rental Clerk		21.34
01300 - Scheduler, Maintenance		19.87

01311 - Secretary I	19.87
01312 - Secretary II	22.24
01313 - Secretary III	24.78
01320 - Service Order Dispatcher	21.84
01410 - Supply Technician	31.81
01420 - Survey Worker	22.00
01460 - Switchboard Operator/Receptionist	18.90
01531 - Travel Clerk I	18.91
01532 - Travel Clerk II	20.20
01533 - Travel Clerk III	22.46
01611 - Word Processor I	17.71
01612 - Word Processor II	19.87
01613 - Word Processor III	22.24
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.75
05010 - Automotive Electrician	24.82
05040 - Automotive Glass Installer	23.48
05070 - Automotive Worker	23.48
05110 - Mobile Equipment Servicer	20.81
05130 - Motor Equipment Metal Mechanic	26.14
05160 - Motor Equipment Metal Worker	23.48
05190 - Motor Vehicle Mechanic	26.14
05220 - Motor Vehicle Mechanic Helper	19.48
05250 - Motor Vehicle Upholstery Worker	22.13
05280 - Motor Vehicle Wrecker	23.48
05310 - Painter, Automotive	24.82
05340 - Radiator Repair Specialist	23.48
05370 - Tire Repairer	18.61
05400 - Transmission Repair Specialist	26.14
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.60
07041 - Cook I	21.08
07042 - Cook II	23.79
07070 - Dishwasher	16.78
07130 - Food Service Worker	17.46
07210 - Meat Cutter	22.72
07260 - Waiter/Waitress	20.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.48
09040 - Furniture Handler	14.45
09080 - Furniture Refinisher	21.00
09090 - Furniture Refinisher Helper	16.49
09110 - Furniture Repairer, Minor	18.73
09130 - Upholsterer	22.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.43
11060 - Elevator Operator	18.11
11090 - Gardener	25.77
11122 - Housekeeping Aide	18.11
11150 - Janitor	18.11
11210 - Laborer, Grounds Maintenance	21.18
11240 - Maid or Houseman	17.33
11260 - Pruner	20.21
11270 - Tractor Operator	24.13
11330 - Trail Maintenance Worker	21.18
11360 - Window Cleaner	18.98
12000 - Health Occupations	
12010 - Ambulance Driver	21.54
12011 - Breath Alcohol Technician	32.98
12012 - Certified Occupational Therapist Assistant	34.86

12015 - Certified Physical Therapist Assistant		30.80
12020 - Dental Assistant		22.95
12025 - Dental Hygienist		50.43
12030 - EKG Technician		40.98
12035 - Electroneurodiagnostic Technologist		40.98
12040 - Emergency Medical Technician		21.54
12071 - Licensed Practical Nurse I		29.48
12072 - Licensed Practical Nurse II		32.98
12073 - Licensed Practical Nurse III		36.75
12100 - Medical Assistant		22.69
12130 - Medical Laboratory Technician		29.15
12160 - Medical Record Clerk		22.79
12190 - Medical Record Technician		25.50
12195 - Medical Transcriptionist		18.98
12210 - Nuclear Medicine Technologist		64.46
12221 - Nursing Assistant I		15.86
12222 - Nursing Assistant II		17.83
12223 - Nursing Assistant III		19.46
12224 - Nursing Assistant IV		21.86
12235 - Optical Dispenser		21.88
12236 - Optical Technician		29.28
12250 - Pharmacy Technician		24.81
12280 - Phlebotomist		21.22
12305 - Radiologic Technologist		38.60
12311 - Registered Nurse I		27.46
12312 - Registered Nurse II		33.59
12313 - Registered Nurse II, Specialist		33.59
12314 - Registered Nurse III		40.64
12315 - Registered Nurse III, Anesthetist		40.64
12316 - Registered Nurse IV		48.71
12317 - Scheduler (Drug and Alcohol Testing)		40.84
12320 - Substance Abuse Treatment Counselor		28.33
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.06
13012 - Exhibits Specialist II		33.52
13013 - Exhibits Specialist III		41.00
13041 - Illustrator I		27.06
13042 - Illustrator II		33.52
13043 - Illustrator III		41.00
13047 - Librarian		37.13
13050 - Library Aide/Clerk		22.14
13054 - Library Information Technology Systems Administrator		33.52
13058 - Library Technician		23.55
13061 - Media Specialist I		24.20
13062 - Media Specialist II		27.06
13063 - Media Specialist III		30.16
13071 - Photographer I		18.09
13072 - Photographer II		20.25
13073 - Photographer III		25.08
13074 - Photographer IV		30.67
13075 - Photographer V		37.02
13090 - Technical Order Library Clerk		27.80
13110 - Video Teleconference Technician		26.52
14000 - Information Technology Occupations		
14041 - Computer Operator I		24.99
14042 - Computer Operator II		27.94
14043 - Computer Operator III		31.54
14044 - Computer Operator IV		35.00
14045 - Computer Operator V		38.80
14071 - Computer Programmer I	(see 1)	24.29
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		24.99
14160 - Personal Computer Support Technician		36.19
14170 - System Support Specialist		40.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.45
15020 - Aircrew Training Devices Instructor (Rated)		42.90
15030 - Air Crew Training Devices Instructor (Pilot)		51.41
15050 - Computer Based Training Specialist / Instructor		35.45
15060 - Educational Technologist		35.04
15070 - Flight Instructor (Pilot)		51.41
15080 - Graphic Artist		26.82
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.41
15086 - Maintenance Test Pilot, Rotary Wing		51.41
15088 - Non-Maintenance Test/Co-Pilot		51.41
15090 - Technical Instructor		30.14
15095 - Technical Instructor/Course Developer		36.87
15110 - Test Proctor		24.34
15120 - Tutor		24.34
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.94
16030 - Counter Attendant		18.94
16040 - Dry Cleaner		21.65
16070 - Finisher, Flatwork, Machine		18.94
16090 - Presser, Hand		18.94
16110 - Presser, Machine, Drycleaning		18.94
16130 - Presser, Machine, Shirts		18.94
16160 - Presser, Machine, Wearing Apparel, Laundry		18.94
16190 - Sewing Machine Operator		22.54
16220 - Tailor		23.45
16250 - Washer, Machine		19.83
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		34.09
19040 - Tool And Die Maker		41.37
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.89
21030 - Material Coordinator		26.94
21040 - Material Expediter		26.94
21050 - Material Handling Laborer		20.89
21071 - Order Filler		19.60
21080 - Production Line Worker (Food Processing)		22.89
21110 - Shipping Packer		21.70
21130 - Shipping/Receiving Clerk		21.70
21140 - Store Worker I		17.98
21150 - Stock Clerk		21.09
21210 - Tools And Parts Attendant		22.89
21410 - Warehouse Specialist		22.89
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		35.32
23019 - Aircraft Logs and Records Technician		28.46
23021 - Aircraft Mechanic I		33.61
23022 - Aircraft Mechanic II		35.32
23023 - Aircraft Mechanic III		37.05
23040 - Aircraft Mechanic Helper		25.05

23050 - Aircraft, Painter	31.92
23060 - Aircraft Servicer	28.46
23070 - Aircraft Survival Flight Equipment Technician	31.92
23080 - Aircraft Worker	30.19
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.19
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.61
23110 - Appliance Mechanic	22.74
23120 - Bicycle Repairer	26.43
23125 - Cable Splicer	59.83
23130 - Carpenter, Maintenance	29.20
23140 - Carpet Layer	32.24
23160 - Electrician, Maintenance	38.09
23181 - Electronics Technician Maintenance I	34.14
23182 - Electronics Technician Maintenance II	36.09
23183 - Electronics Technician Maintenance III	38.00
23260 - Fabric Worker	30.39
23290 - Fire Alarm System Mechanic	30.79
23310 - Fire Extinguisher Repairer	28.57
23311 - Fuel Distribution System Mechanic	36.64
23312 - Fuel Distribution System Operator	29.17
23370 - General Maintenance Worker	24.74
23380 - Ground Support Equipment Mechanic	33.61
23381 - Ground Support Equipment Servicer	28.46
23382 - Ground Support Equipment Worker	30.19
23391 - Gunsmith I	28.57
23392 - Gunsmith II	32.24
23393 - Gunsmith III	35.89
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.61
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.12
23430 - Heavy Equipment Mechanic	33.70
23440 - Heavy Equipment Operator	34.47
23460 - Instrument Mechanic	35.89
23465 - Laboratory/Shelter Mechanic	34.09
23470 - Laborer	20.89
23510 - Locksmith	34.09
23530 - Machinery Maintenance Mechanic	31.04
23550 - Machinist, Maintenance	28.22
23580 - Maintenance Trades Helper	20.93
23591 - Metrology Technician I	35.89
23592 - Metrology Technician II	37.72
23593 - Metrology Technician III	39.56
23640 - Millwright	34.90
23710 - Office Appliance Repairer	23.97
23760 - Painter, Maintenance	27.10
23790 - Pipefitter, Maintenance	34.29
23810 - Plumber, Maintenance	32.55
23820 - Pneudraulic Systems Mechanic	35.89
23850 - Rigger	35.89
23870 - Scale Mechanic	32.24
23890 - Sheet-Metal Worker, Maintenance	33.25
23910 - Small Engine Mechanic	23.48
23931 - Telecommunications Mechanic I	31.60
23932 - Telecommunications Mechanic II	33.21
23950 - Telephone Lineman	31.16
23960 - Welder, Combination, Maintenance	28.42
23965 - Well Driller	32.04
23970 - Woodcraft Worker	35.89
23980 - Woodworker	28.57

24000 - Personal Needs Occupations

24550 - Case Manager		21.70
24570 - Child Care Attendant		17.15
24580 - Child Care Center Clerk		21.38
24610 - Chore Aide		19.94
24620 - Family Readiness And Support Services Coordinator		21.70
24630 - Homemaker		21.70
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		34.09
25040 - Sewage Plant Operator		37.38
25070 - Stationary Engineer		34.09
25190 - Ventilation Equipment Tender		25.41
25210 - Water Treatment Plant Operator		37.38
27000 - Protective Service Occupations		
27004 - Alarm Monitor		32.34
27007 - Baggage Inspector		18.27
27008 - Corrections Officer		33.22
27010 - Court Security Officer		38.63
27030 - Detection Dog Handler		20.44
27040 - Detention Officer		33.22
27070 - Firefighter		40.72
27101 - Guard I		18.27
27102 - Guard II		20.44
27131 - Police Officer I		39.91
27132 - Police Officer II		44.36
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		20.00
28042 - Carnival Equipment Repairer		21.36
28043 - Carnival Worker		16.75
28210 - Gate Attendant/Gate Tender		22.62
28310 - Lifeguard		16.58
28350 - Park Attendant (Aide)		25.31
28510 - Recreation Aide/Health Facility Attendant		18.47
28515 - Recreation Specialist		31.35
28630 - Sports Official		20.16
28690 - Swimming Pool Operator		24.10
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		35.27
29020 - Hatch Tender		35.27
29030 - Line Handler		35.27
29041 - Stevedore I		33.24
29042 - Stevedore II		37.28
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.32
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.94
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.16
30021 - Archeological Technician I		18.90
30022 - Archeological Technician II		21.14
30023 - Archeological Technician III		26.18
30030 - Cartographic Technician		26.18
30040 - Civil Engineering Technician		31.97
30051 - Cryogenic Technician I		29.00
30052 - Cryogenic Technician II		32.02
30061 - Drafter/CAD Operator I		18.90
30062 - Drafter/CAD Operator II		21.14
30063 - Drafter/CAD Operator III		23.56
30064 - Drafter/CAD Operator IV		29.00

30081 - Engineering Technician I		17.24
30082 - Engineering Technician II		19.35
30083 - Engineering Technician III		21.64
30084 - Engineering Technician IV		26.81
30085 - Engineering Technician V		32.80
30086 - Engineering Technician VI		39.68
30090 - Environmental Technician		26.18
30095 - Evidence Control Specialist		26.18
30210 - Laboratory Technician		30.04
30221 - Latent Fingerprint Technician I		29.00
30222 - Latent Fingerprint Technician II		32.02
30240 - Mathematical Technician		26.18
30361 - Paralegal/Legal Assistant I		21.04
30362 - Paralegal/Legal Assistant II		26.08
30363 - Paralegal/Legal Assistant III		31.89
30364 - Paralegal/Legal Assistant IV		38.58
30375 - Petroleum Supply Specialist		32.02
30390 - Photo-Optics Technician		26.18
30395 - Radiation Control Technician		32.02
30461 - Technical Writer I		27.85
30462 - Technical Writer II		34.07
30463 - Technical Writer III		41.21
30491 - Unexploded Ordnance (UXO) Technician I		29.43
30492 - Unexploded Ordnance (UXO) Technician II		35.61
30493 - Unexploded Ordnance (UXO) Technician III		42.68
30494 - Unexploded (UXO) Safety Escort		29.43
30495 - Unexploded (UXO) Sweep Personnel		29.43
30501 - Weather Forecaster I		29.00
30502 - Weather Forecaster II		35.27
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.56
30621 - Weather Observer, Senior	(see 2)	26.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.61
31020 - Bus Aide		22.35
31030 - Bus Driver		28.92
31043 - Driver Courier		19.66
31260 - Parking and Lot Attendant		17.43
31290 - Shuttle Bus Driver		19.53
31310 - Taxi Driver		16.49
31361 - Truckdriver, Light		21.00
31362 - Truckdriver, Medium		22.34
31363 - Truckdriver, Heavy		29.48
31364 - Truckdriver, Tractor-Trailer		29.48
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.36
99030 - Cashier		17.02
99050 - Desk Clerk		17.60
99095 - Embalmer		28.66
99130 - Flight Follower		29.43
99251 - Laboratory Animal Caretaker I		18.29
99252 - Laboratory Animal Caretaker II		19.53
99260 - Marketing Analyst		34.18
99310 - Mortician		28.66
99410 - Pest Controller		23.37
99510 - Photofinishing Worker		15.47
99710 - Recycling Laborer		31.26
99711 - Recycling Specialist		35.61
99730 - Refuse Collector		29.83
99810 - Sales Clerk		17.23
99820 - School Crossing Guard		25.84
99830 - Survey Party Chief		34.37
99831 - Surveying Aide		19.22

99832 - Surveying Technician	26.28
99840 - Vending Machine Attendant	19.78
99841 - Vending Machine Repairer	23.84
99842 - Vending Machine Repairer Helper	19.78

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 $13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. 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: $5.55 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))."""