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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.: 2015-5525 Revision No.: 30 Date Of Last Revision: 5/13/2026

State: Washington

Area: Washington Counties of Kitsap

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.87
01012 - Accounting Clerk II		24.54
01013 - Accounting Clerk III		27.46
01020 - Administrative Assistant		36.32
01035 - Court Reporter		24.43
01041 - Customer Service Representative I		17.74
01042 - Customer Service Representative II		19.35
01043 - Customer Service Representative III		21.74
01051 - Data Entry Operator I		17.83
01052 - Data Entry Operator II		19.46
01060 - Dispatcher, Motor Vehicle		27.85
01070 - Document Preparation Clerk		19.46
01090 - Duplicating Machine Operator		19.46
01111 - General Clerk I		18.96
01112 - General Clerk II		20.70
01113 - General Clerk III		23.23
01120 - Housing Referral Assistant		27.23
01141 - Messenger Courier		15.97
01191 - Order Clerk I		17.83
01192 - Order Clerk II		19.46
01261 - Personnel Assistant (Employment) I		20.42
01262 - Personnel Assistant (Employment) II		22.84
01263 - Personnel Assistant (Employment) III		25.47
01270 - Production Control Clerk		35.75
01290 - Rental Clerk		20.19
01300 - Scheduler, Maintenance		21.84
01311 - Secretary I		21.84
01312 - Secretary II		24.43
01313 - Secretary III		27.23
01320 - Service Order Dispatcher		24.90
01410 - Supply Technician		36.32
01420 - Survey Worker		24.43
01460 - Switchboard Operator/Receptionist		20.24
01531 - Travel Clerk I		19.46
01532 - Travel Clerk II		21.84
01533 - Travel Clerk III		24.43
01611 - Word Processor I		19.46
01612 - Word Processor II		21.84
01613 - Word Processor III		24.43
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		27.82
05010 - Automotive Electrician		25.57
05040 - Automotive Glass Installer		24.48
05070 - Automotive Worker		24.48
05110 - Mobile Equipment Servicer		21.84
05130 - Motor Equipment Metal Mechanic		26.45
05160 - Motor Equipment Metal Worker		24.48
05190 - Motor Vehicle Mechanic		26.45
05220 - Motor Vehicle Mechanic Helper		20.53
05250 - Motor Vehicle Upholstery Worker		23.17
05280 - Motor Vehicle Wrecker		24.48
05310 - Painter, Automotive		25.57
05340 - Radiator Repair Specialist		24.48
05370 - Tire Repairer		18.57
05400 - Transmission Repair Specialist		26.45
07000 - Food Preparation And Service Occupations		
07010 - Baker		19.77

07041 - Cook I		23.08
07042 - Cook II		25.86
07070 - Dishwasher		17.45
07130 - Food Service Worker		18.70
07210 - Meat Cutter		26.53
07260 - Waiter/Waitress		20.83
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		28.65
09040 - Furniture Handler		20.05
09080 - Furniture Refinisher		28.65
09090 - Furniture Refinisher Helper		23.01
09110 - Furniture Repairer, Minor		25.97
09130 - Upholsterer		28.65
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		17.89
11060 - Elevator Operator		21.52
11090 - Gardener		26.46
11122 - Housekeeping Aide		21.52
11150 - Janitor		21.52
11210 - Laborer, Grounds Maintenance		21.68
11240 - Maid or Houseman		18.11
11260 - Pruner		20.07
11270 - Tractor Operator		24.87
11330 - Trail Maintenance Worker		21.68
11360 - Window Cleaner		23.25
12000 - Health Occupations		
12010 - Ambulance Driver		34.33
12011 - Breath Alcohol Technician		34.33
12012 - Certified Occupational Therapist Assistant		46.11
12015 - Certified Physical Therapist Assistant		33.17
12020 - Dental Assistant		25.34
12025 - Dental Hygienist		61.59
12030 - EKG Technician		50.93
12035 - Electroneurodiagnostic Technologist		50.93
12040 - Emergency Medical Technician		34.33
12071 - Licensed Practical Nurse I		30.04
12072 - Licensed Practical Nurse II		33.61
12073 - Licensed Practical Nurse III		37.47
12100 - Medical Assistant		23.78
12130 - Medical Laboratory Technician		30.18
12160 - Medical Record Clerk		23.12
12190 - Medical Record Technician		25.86
12195 - Medical Transcriptionist		30.04
12210 - Nuclear Medicine Technologist		73.85
12221 - Nursing Assistant I		16.54
12222 - Nursing Assistant II		18.60
12223 - Nursing Assistant III		20.28
12224 - Nursing Assistant IV		22.78
12235 - Optical Dispenser		23.71
12236 - Optical Technician		30.04
12250 - Pharmacy Technician		24.85
12280 - Phlebotomist		30.04
12305 - Radiologic Technologist		42.06
12311 - Registered Nurse I		29.46
12312 - Registered Nurse II		36.05
12313 - Registered Nurse II, Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III, Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		42.52
12320 - Substance Abuse Treatment Counselor		27.40
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		34.31
13012 - Exhibits Specialist II		42.50
13013 - Exhibits Specialist III		51.97
13041 - Illustrator I		34.31
13042 - Illustrator II		42.50
13043 - Illustrator III		51.97
13047 - Librarian		47.07
13050 - Library Aide/Clerk		22.06
13054 - Library Information Technology Systems Administrator		42.50
13058 - Library Technician		25.30
13061 - Media Specialist I		30.67
13062 - Media Specialist II		34.31
13063 - Media Specialist III		38.24
13071 - Photographer I		30.67
13072 - Photographer II		34.31
13073 - Photographer III		42.50
13074 - Photographer IV		51.97
13075 - Photographer V		62.88
13090 - Technical Order Library Clerk		27.70
13110 - Video Teleconference Technician		30.67
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.15
14042 - Computer Operator II		25.90
14043 - Computer Operator III		28.87
14044 - Computer Operator IV		32.09
14045 - Computer Operator V		35.53
14071 - Computer Programmer I	(see 1)	24.47
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		23.15
14160 - Personal Computer Support Technician		32.09
14170 - System Support Specialist		35.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		41.72
15020 - Aircrew Training Devices Instructor (Rated)		50.38
15030 - Air Crew Training Devices Instructor (Pilot)		60.49
15050 - Computer Based Training Specialist / Instructor		41.72
15060 - Educational Technologist		41.87
15070 - Flight Instructor (Pilot)		60.49
15080 - Graphic Artist		33.54
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		60.49
15086 - Maintenance Test Pilot, Rotary Wing		60.49
15088 - Non-Maintenance Test/Co-Pilot		60.49
15090 - Technical Instructor		31.45
15095 - Technical Instructor/Course Developer		38.46
15110 - Test Proctor		25.39
15120 - Tutor		25.39
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		19.15
16030 - Counter Attendant		19.15
16040 - Dry Cleaner		21.88
16070 - Finisher, Flatwork, Machine		19.15
16090 - Presser, Hand		19.15
16110 - Presser, Machine, Drycleaning		19.15
16130 - Presser, Machine, Shirts		19.15
16160 - Presser, Machine, Wearing Apparel, Laundry		19.15
16190 - Sewing Machine Operator		22.79
16220 - Tailor		23.70
16250 - Washer, Machine		20.06
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		35.05
19040 - Tool And Die Maker		39.70
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		28.12
21030 - Material Coordinator		35.75
21040 - Material Expediter		35.75
21050 - Material Handling Laborer		20.96
21071 - Order Filler		19.41
21080 - Production Line Worker (Food Processing)		28.12
21110 - Shipping Packer		24.40
21130 - Shipping/Receiving Clerk		24.40
21140 - Store Worker I		21.63
21150 - Stock Clerk		26.99
21210 - Tools And Parts Attendant		28.12
21410 - Warehouse Specialist		28.12
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		37.43
23019 - Aircraft Logs and Records Technician		31.77
23021 - Aircraft Mechanic I		36.26
23022 - Aircraft Mechanic II		37.43
23023 - Aircraft Mechanic III		38.53
23040 - Aircraft Mechanic Helper		28.15
23050 - Aircraft, Painter		35.05
23060 - Aircraft Servicer		31.77
23070 - Aircraft Survival Flight Equipment Technician		35.05
23080 - Aircraft Worker		33.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		33.56
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		36.26
23110 - Appliance Mechanic		35.05
23120 - Bicycle Repairer		29.95
23125 - Cable Splicer		42.71
23130 - Carpenter, Maintenance		31.35
23140 - Carpet Layer		33.56
23160 - Electrician, Maintenance		36.42
23181 - Electronics Technician Maintenance I		36.22
23182 - Electronics Technician Maintenance II		37.83
23183 - Electronics Technician Maintenance III		39.14
23260 - Fabric Worker		31.77
23290 - Fire Alarm System Mechanic		36.26
23310 - Fire Extinguisher Repairer		29.95
23311 - Fuel Distribution System Mechanic		36.26
23312 - Fuel Distribution System Operator		29.95
23370 - General Maintenance Worker		27.51
23380 - Ground Support Equipment Mechanic		36.26
23381 - Ground Support Equipment Servicer		31.77
23382 - Ground Support Equipment Worker		33.56
23391 - Gunsmith I		29.95
23392 - Gunsmith II		33.56
23393 - Gunsmith III		36.26
23410 - Heating, Ventilation And Air-Conditioning Mechanic		32.38
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		33.43

23430 - Heavy Equipment Mechanic		35.07
23440 - Heavy Equipment Operator		35.77
23460 - Instrument Mechanic		36.26
23465 - Laboratory/Shelter Mechanic		35.05
23470 - Laborer		20.96
23510 - Locksmith		35.05
23530 - Machinery Maintenance Mechanic		40.76
23550 - Machinist, Maintenance		37.78
23580 - Maintenance Trades Helper		28.15
23591 - Metrology Technician I		36.26
23592 - Metrology Technician II		37.43
23593 - Metrology Technician III		38.53
23640 - Millwright		36.26
23710 - Office Appliance Repairer		34.99
23760 - Painter, Maintenance		29.57
23790 - Pipefitter, Maintenance		37.68
23810 - Plumber, Maintenance		36.42
23820 - Pneudraulic Systems Mechanic		36.26
23850 - Rigger		36.42
23870 - Scale Mechanic		33.56
23890 - Sheet-Metal Worker, Maintenance		36.91
23910 - Small Engine Mechanic		33.56
23931 - Telecommunications Mechanic I		35.30
23932 - Telecommunications Mechanic II		36.44
23950 - Telephone Lineman		36.26
23960 - Welder, Combination, Maintenance		33.24
23965 - Well Driller		36.26
23970 - Woodcraft Worker		36.26
23980 - Woodworker		29.95
24000 - Personal Needs Occupations		
24550 - Case Manager		22.34
24570 - Child Care Attendant		17.29
24580 - Child Care Center Clerk		21.57
24610 - Chore Aide		19.72
24620 - Family Readiness And Support Services Coordinator		22.34
24630 - Homemaker		22.34
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		38.11
25040 - Sewage Plant Operator		36.84
25070 - Stationary Engineer		38.11
25190 - Ventilation Equipment Tender		29.58
25210 - Water Treatment Plant Operator		36.84
27000 - Protective Service Occupations		
27004 - Alarm Monitor		32.69
27007 - Baggage Inspector		20.32
27008 - Corrections Officer		38.48
27010 - Court Security Officer		42.75
27030 - Detection Dog Handler		24.79
27040 - Detention Officer		38.48
27070 - Firefighter		48.09
27101 - Guard I		20.32
27102 - Guard II		24.79
27131 - Police Officer I		44.39
27132 - Police Officer II		49.34
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		21.18
28042 - Carnival Equipment Repairer		22.53
28043 - Carnival Worker		17.08
28210 - Gate Attendant/Gate Tender		24.06
28310 - Lifeguard		21.44
28350 - Park Attendant (Aide)		26.91
28510 - Recreation Aide/Health Facility Attendant		19.65
28515 - Recreation Specialist		33.34
28630 - Sports Official		21.44
28690 - Swimming Pool Operator		25.25
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		33.56
29020 - Hatch Tender		33.56
29030 - Line Handler		33.56
29041 - Stevedore I		31.77
29042 - Stevedore II		35.05
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	51.79
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	35.71
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	39.32
30021 - Archeological Technician I		23.71
30022 - Archeological Technician II		26.52
30023 - Archeological Technician III		32.85
30030 - Cartographic Technician		32.85
30040 - Civil Engineering Technician		39.15
30051 - Cryogenic Technician I		35.66
30052 - Cryogenic Technician II		39.40
30061 - Drafter/CAD Operator I		23.71
30062 - Drafter/CAD Operator II		26.52
30063 - Drafter/CAD Operator III		29.56
30064 - Drafter/CAD Operator IV		36.39
30081 - Engineering Technician I		20.79
30082 - Engineering Technician II		23.34

30083 - Engineering Technician III		26.11
30084 - Engineering Technician IV		32.34
30085 - Engineering Technician V		39.55
30086 - Engineering Technician VI		47.85
30090 - Environmental Technician		32.85
30095 - Evidence Control Specialist		32.20
30210 - Laboratory Technician		29.56
30221 - Latent Fingerprint Technician I		35.66
30222 - Latent Fingerprint Technician II		39.40
30240 - Mathematical Technician		32.85
30361 - Paralegal/Legal Assistant I		24.68
30362 - Paralegal/Legal Assistant II		30.58
30363 - Paralegal/Legal Assistant III		37.41
30364 - Paralegal/Legal Assistant IV		45.25
30375 - Petroleum Supply Specialist		39.40
30390 - Photo-Optics Technician		32.85
30395 - Radiation Control Technician		39.40
30461 - Technical Writer I		32.85
30462 - Technical Writer II		40.18
30463 - Technical Writer III		48.61
30491 - Unexploded Ordnance (UXO) Technician I		32.91
30492 - Unexploded Ordnance (UXO) Technician II		39.82
30493 - Unexploded Ordnance (UXO) Technician III		47.73
30494 - Unexploded (UXO) Safety Escort		32.91
30495 - Unexploded (UXO) Sweep Personnel		32.91
30501 - Weather Forecaster I		35.66
30502 - Weather Forecaster II		43.38
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.03
30621 - Weather Observer, Senior	(see 2)	32.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.82
31020 - Bus Aide		23.68
31030 - Bus Driver		30.66
31043 - Driver Courier		20.88
31260 - Parking and Lot Attendant		17.87
31290 - Shuttle Bus Driver		23.26
31310 - Taxi Driver		20.90
31361 - Truckdriver, Light		22.21
31362 - Truckdriver, Medium		23.56
31363 - Truckdriver, Heavy		30.06
31364 - Truckdriver, Tractor-Trailer		30.06
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.41
99030 - Cashier		17.83
99050 - Desk Clerk		18.27
99095 - Embalmer		32.91
99130 - Flight Follower		32.91
99251 - Laboratory Animal Caretaker I		19.02
99252 - Laboratory Animal Caretaker II		20.23
99260 - Marketing Analyst		35.01
99310 - Mortician		32.91
99410 - Pest Controller		27.93
99510 - Photofinishing Worker		17.30
99710 - Recycling Laborer		25.13
99711 - Recycling Specialist		28.83
99730 - Refuse Collector		23.26
99810 - Sales Clerk		17.98
99820 - School Crossing Guard		23.65
99830 - Survey Party Chief		42.56
99831 - Surveying Aide		20.16
99832 - Surveying Technician		30.43
99840 - Vending Machine Attendant		28.83
99841 - Vending Machine Repairer		34.37
99842 - Vending Machine Repairer Helper		28.83

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

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of """"wash and wear"""" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the """"Service Contract Act Directory of Occupations"""", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the """"Service Contract Act Directory of Occupations"""" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."""