"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.: 2015-5563
Revision No.: 27
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States: Oregon, Washington

Area: Oregon Counties of Clackamas, Columbia, Multnomah, Washington, Yamhill
Washington Counties of Clark, Skamania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.31
01012 - Accounting Clerk II		22.80
01013 - Accounting Clerk III		25.50
01020 - Administrative Assistant		36.04
01035 - Court Reporter		23.43
01041 - Customer Service Representative I		18.56
01042 - Customer Service Representative II		20.25
01043 - Customer Service Representative III		22.73
01051 - Data Entry Operator I		20.32
01052 - Data Entry Operator II		22.18
01060 - Dispatcher, Motor Vehicle		25.02
01070 - Document Preparation Clerk		20.04
01090 - Duplicating Machine Operator		20.04
01111 - General Clerk I		19.72
01112 - General Clerk II		21.52
01113 - General Clerk III		24.15
01120 - Housing Referral Assistant		26.13
01141 - Messenger Courier		21.48
01191 - Order Clerk I		21.58
01192 - Order Clerk II		23.55
01261 - Personnel Assistant (Employment) I		20.20
01262 - Personnel Assistant (Employment) II		22.60
01263 - Personnel Assistant (Employment) III		25.20
01270 - Production Control Clerk		28.57
01290 - Rental Clerk		21.68
01300 - Scheduler, Maintenance		20.96
01311 - Secretary I		20.96
01312 - Secretary II		23.43
01313 - Secretary III		26.13
01320 - Service Order Dispatcher		22.37
01410 - Supply Technician		36.04
01420 - Survey Worker		25.02
01460 - Switchboard Operator/Receptionist		20.23
01531 - Travel Clerk I		19.79
01532 - Travel Clerk II		22.22
01533 - Travel Clerk III		24.85
01611 - Word Processor I		19.08
01612 - Word Processor II		21.42
01613 - Word Processor III		23.97
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.89

05010 - Automotive Electrician	27.03
05040 - Automotive Glass Installer	25.43
05070 - Automotive Worker	25.43
05110 - Mobile Equipment Servicer	22.39
05130 - Motor Equipment Metal Mechanic	28.56
05160 - Motor Equipment Metal Worker	25.43
05190 - Motor Vehicle Mechanic	28.56
05220 - Motor Vehicle Mechanic Helper	20.84
05250 - Motor Vehicle Upholstery Worker	23.95
05280 - Motor Vehicle Wrecker	25.43
05310 - Painter, Automotive	27.03
05340 - Radiator Repair Specialist	25.43
05370 - Tire Repairer	22.04
05400 - Transmission Repair Specialist	28.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.41
07041 - Cook I	21.52
07042 - Cook II	24.44
07070 - Dishwasher	17.24
07130 - Food Service Worker	17.92
07210 - Meat Cutter	23.51
07260 - Waiter/Waitress	17.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.72
09040 - Furniture Handler	13.19
09080 - Furniture Refinisher	20.19
09090 - Furniture Refinisher Helper	15.57
09110 - Furniture Repairer, Minor	17.88
09130 - Upholsterer	20.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.59
11060 - Elevator Operator	18.35
11090 - Gardener	27.50
11122 - Housekeeping Aide	18.35
11150 - Janitor	18.35
11210 - Laborer, Grounds Maintenance	21.69
11240 - Maid or Houseman	18.38
11260 - Pruner	19.81
11270 - Tractor Operator	25.60
11330 - Trail Maintenance Worker	21.69
11360 - Window Cleaner	20.09
12000 - Health Occupations	
12010 - Ambulance Driver	24.16
12011 - Breath Alcohol Technician	34.02
12012 - Certified Occupational Therapist Assistant	36.91
12015 - Certified Physical Therapist Assistant	34.08
12020 - Dental Assistant	28.50
12025 - Dental Hygienist	57.19
12030 - EKG Technician	41.85
12035 - Electroneurodiagnostic Technologist	41.85
12040 - Emergency Medical Technician	24.16
12071 - Licensed Practical Nurse I	30.42
12072 - Licensed Practical Nurse II	34.02
12073 - Licensed Practical Nurse III	37.92
12100 - Medical Assistant	25.02
12130 - Medical Laboratory Technician	37.58
12160 - Medical Record Clerk	26.54
12190 - Medical Record Technician	29.69
12195 - Medical Transcriptionist	19.98
12210 - Nuclear Medicine Technologist	55.43
12221 - Nursing Assistant I	16.93
12222 - Nursing Assistant II	19.05
12223 - Nursing Assistant III	20.79
12224 - Nursing Assistant IV	23.33
12235 - Optical Dispenser	28.09

12236 - Optical Technician		21.33
12250 - Pharmacy Technician		26.32
12280 - Phlebotomist		23.44
12305 - Radiologic Technologist		49.21
12311 - Registered Nurse I		34.68
12312 - Registered Nurse II		42.42
12313 - Registered Nurse II, Specialist		42.42
12314 - Registered Nurse III		51.32
12315 - Registered Nurse III, Anesthetist		51.32
12316 - Registered Nurse IV		61.53
12317 - Scheduler (Drug and Alcohol Testing)		42.14
12320 - Substance Abuse Treatment Counselor		32.92
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.80
13012 - Exhibits Specialist II		34.45
13013 - Exhibits Specialist III		42.14
13041 - Illustrator I		23.43
13042 - Illustrator II		29.03
13043 - Illustrator III		35.51
13047 - Librarian		38.15
13050 - Library Aide/Clerk		22.63
13054 - Library Information Technology Systems Administrator		34.45
13058 - Library Technician		24.74
13061 - Media Specialist I		24.86
13062 - Media Specialist II		27.80
13063 - Media Specialist III		31.01
13071 - Photographer I		19.51
13072 - Photographer II		21.84
13073 - Photographer III		27.05
13074 - Photographer IV		33.09
13075 - Photographer V		40.03
13090 - Technical Order Library Clerk		28.41
13110 - Video Teleconference Technician		27.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.27
14042 - Computer Operator II		26.03
14043 - Computer Operator III		29.02
14044 - Computer Operator IV		32.24
14045 - Computer Operator V		35.71
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		23.27
14160 - Personal Computer Support Technician		32.24
14170 - System Support Specialist		35.71
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		40.53
15020 - Aircrew Training Devices Instructor (Rated)		49.04
15030 - Air Crew Training Devices Instructor (Pilot)		58.80
15050 - Computer Based Training Specialist / Instructor		40.53
15060 - Educational Technologist		43.19
15070 - Flight Instructor (Pilot)		58.80
15080 - Graphic Artist		33.03
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		58.80
15086 - Maintenance Test Pilot, Rotary Wing		58.80
15088 - Non-Maintenance Test/Co-Pilot		58.80
15090 - Technical Instructor		27.57
15095 - Technical Instructor/Course Developer		33.72
15110 - Test Proctor		22.26
15120 - Tutor		22.26

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	18.97
16030 - Counter Attendant	18.97
16040 - Dry Cleaner	21.69
16070 - Finisher, Flatwork, Machine	18.97
16090 - Presser, Hand	18.97
16110 - Presser, Machine, Drycleaning	18.97
16130 - Presser, Machine, Shirts	18.97
16160 - Presser, Machine, Wearing Apparel, Laundry	18.97
16190 - Sewing Machine Operator	22.60
16220 - Tailor	23.49
16250 - Washer, Machine	19.88
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	30.31
19040 - Tool And Die Maker	36.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.74
21030 - Material Coordinator	28.57
21040 - Material Expediter	28.57
21050 - Material Handling Laborer	21.90
21071 - Order Filler	20.77
21080 - Production Line Worker (Food Processing)	24.74
21110 - Shipping Packer	22.52
21130 - Shipping/Receiving Clerk	22.52
21140 - Store Worker I	17.63
21150 - Stock Clerk	22.62
21210 - Tools And Parts Attendant	24.74
21410 - Warehouse Specialist	24.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	42.03
23019 - Aircraft Logs and Records Technician	33.43
23021 - Aircraft Mechanic I	39.87
23022 - Aircraft Mechanic II	42.03
23023 - Aircraft Mechanic III	44.16
23040 - Aircraft Mechanic Helper	29.10
23050 - Aircraft, Painter	37.73
23060 - Aircraft Servicer	33.43
23070 - Aircraft Survival Flight Equipment Technician	37.73
23080 - Aircraft Worker	35.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	39.87
23110 - Appliance Mechanic	24.41
23120 - Bicycle Repairer	22.13
23125 - Cable Splicer	60.18
23130 - Carpenter, Maintenance	31.64
23140 - Carpet Layer	26.51
23160 - Electrician, Maintenance	49.07
23181 - Electronics Technician Maintenance I	38.17
23182 - Electronics Technician Maintenance II	40.57
23183 - Electronics Technician Maintenance III	42.86
23260 - Fabric Worker	30.15
23290 - Fire Alarm System Mechanic	37.56
23310 - Fire Extinguisher Repairer	30.48
23311 - Fuel Distribution System Mechanic	43.00
23312 - Fuel Distribution System Operator	33.72
23370 - General Maintenance Worker	26.25
23380 - Ground Support Equipment Mechanic	39.87
23381 - Ground Support Equipment Servicer	33.43
23382 - Ground Support Equipment Worker	35.50
23391 - Gunsmith I	30.48
23392 - Gunsmith II	34.62
23393 - Gunsmith III	38.88
23410 - Heating, Ventilation And Air-Conditioning	30.91

Mechanic
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 32.58
23430 - Heavy Equipment Mechanic 36.63
23440 - Heavy Equipment Operator 36.92
23460 - Instrument Mechanic 36.77
23465 - Laboratory/Shelter Mechanic 36.80
23470 - Laborer 21.90
23510 - Locksmith 23.70
23530 - Machinery Maintenance Mechanic 35.30
23550 - Machinist, Maintenance 29.98
23580 - Maintenance Trades Helper 20.17
23591 - Metrology Technician I 36.77
23592 - Metrology Technician II 38.75
23593 - Metrology Technician III 40.73
23640 - Millwright 37.00
23710 - Office Appliance Repairer 23.34
23760 - Painter, Maintenance 24.81
23790 - Pipefitter, Maintenance 46.19
23810 - Plumber, Maintenance 43.70
23820 - Pneudraulic Systems Mechanic 38.88
23850 - Rigger 39.27
23870 - Scale Mechanic 34.62
23890 - Sheet-Metal Worker, Maintenance 37.64
23910 - Small Engine Mechanic 24.86
23931 - Telecommunications Mechanic I 33.96
23932 - Telecommunications Mechanic II 35.80
23950 - Telephone Lineman 35.31
23960 - Welder, Combination, Maintenance 29.30
23965 - Well Driller 34.00
23970 - Woodcraft Worker 38.88
23980 - Woodworker 30.48
24000 - Personal Needs Occupations
24550 - Case Manager 24.21
24570 - Child Care Attendant 18.05
24580 - Child Care Center Clerk 22.50
24610 - Chore Aide 19.59
24620 - Family Readiness And Support Services Coordinator 24.21
24630 - Homemaker 24.21
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 39.40
25040 - Sewage Plant Operator 38.29
25070 - Stationary Engineer 39.40
25190 - Ventilation Equipment Tender 28.75
25210 - Water Treatment Plant Operator 38.29
27000 - Protective Service Occupations
27004 - Alarm Monitor 37.64
27007 - Baggage Inspector 19.32
27008 - Corrections Officer 42.11
27010 - Court Security Officer 41.56
27030 - Detection Dog Handler 21.61
27040 - Detention Officer 42.11
27070 - Firefighter 41.34
27101 - Guard I 19.32
27102 - Guard II 21.61
27131 - Police Officer I 41.99
27132 - Police Officer II 46.67
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 21.35
28042 - Carnival Equipment Repairer 22.93
28043 - Carnival Worker 16.52
28210 - Gate Attendant/Gate Tender 23.90
28310 - Lifeguard 17.26
28350 - Park Attendant (Aide) 26.73

28510 - Recreation Aide/Health Facility Attendant		19.52
28515 - Recreation Specialist		33.13
28630 - Sports Official		21.30
28690 - Swimming Pool Operator		26.05
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		43.10
29020 - Hatch Tender		43.10
29030 - Line Handler		43.10
29041 - Stevedore I		40.57
29042 - Stevedore II		45.80
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	49.64
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	34.23
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	37.70
30021 - Archeological Technician I		21.45
30022 - Archeological Technician II		24.00
30023 - Archeological Technician III		29.72
30030 - Cartographic Technician		29.72
30040 - Civil Engineering Technician		40.98
30051 - Cryogenic Technician I		32.92
30052 - Cryogenic Technician II		36.35
30061 - Drafter/CAD Operator I		21.45
30062 - Drafter/CAD Operator II		24.00
30063 - Drafter/CAD Operator III		26.74
30064 - Drafter/CAD Operator IV		32.92
30081 - Engineering Technician I		19.59
30082 - Engineering Technician II		21.98
30083 - Engineering Technician III		24.59
30084 - Engineering Technician IV		30.46
30085 - Engineering Technician V		37.25
30086 - Engineering Technician VI		45.07
30090 - Environmental Technician		30.04
30095 - Evidence Control Specialist		29.72
30210 - Laboratory Technician		24.83
30221 - Latent Fingerprint Technician I		39.76
30222 - Latent Fingerprint Technician II		43.92
30240 - Mathematical Technician		34.29
30361 - Paralegal/Legal Assistant I		23.63
30362 - Paralegal/Legal Assistant II		29.27
30363 - Paralegal/Legal Assistant III		35.80
30364 - Paralegal/Legal Assistant IV		43.31
30375 - Petroleum Supply Specialist		36.35
30390 - Photo-Optics Technician		29.72
30395 - Radiation Control Technician		36.35
30461 - Technical Writer I		28.62
30462 - Technical Writer II		35.01
30463 - Technical Writer III		42.35
30491 - Unexploded Ordnance (UXO) Technician I		31.55
30492 - Unexploded Ordnance (UXO) Technician II		38.17
30493 - Unexploded Ordnance (UXO) Technician III		45.75
30494 - Unexploded (UXO) Safety Escort		31.55
30495 - Unexploded (UXO) Sweep Personnel		31.55
30501 - Weather Forecaster I		32.92
30502 - Weather Forecaster II		40.04
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.74
30621 - Weather Observer, Senior	(see 2)	29.72
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		38.17
31020 - Bus Aide		24.19
31030 - Bus Driver		32.80
31043 - Driver Courier		20.86
31260 - Parking and Lot Attendant		18.84
31290 - Shuttle Bus Driver		19.34
31310 - Taxi Driver		16.50

31361 - Truckdriver, Light	22.41
31362 - Truckdriver, Medium	23.97
31363 - Truckdriver, Heavy	30.53
31364 - Truckdriver, Tractor-Trailer	30.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.61
99030 - Cashier	17.17
99050 - Desk Clerk	18.21
99095 - Embalmer	29.76
99130 - Flight Follower	31.55
99251 - Laboratory Animal Caretaker I	20.45
99252 - Laboratory Animal Caretaker II	21.97
99260 - Marketing Analyst	41.62
99310 - Mortician	29.76
99410 - Pest Controller	22.84
99510 - Photofinishing Worker	24.28
99710 - Recycling Laborer	33.46
99711 - Recycling Specialist	39.50
99730 - Refuse Collector	30.56
99810 - Sales Clerk	17.68
99820 - School Crossing Guard	21.91
99830 - Survey Party Chief	36.65
99831 - Surveying Aide	21.61
99832 - Surveying Technician	29.59
99840 - Vending Machine Attendant	20.83
99841 - Vending Machine Repairer	25.42
99842 - Vending Machine Repairer Helper	20.83

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 $13.30 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))."

"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.: 2015-5545
Revision No.: 29
Date Of Last Revision: 12/03/2025

State: Washington

Area: Washington Counties of Clallam, Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.46
01012 - Accounting Clerk II		22.97
01013 - Accounting Clerk III		25.69
01020 - Administrative Assistant		34.00
01035 - Court Reporter		22.67
01041 - Customer Service Representative I		17.64
01042 - Customer Service Representative II		19.25
01043 - Customer Service Representative III		21.60
01051 - Data Entry Operator I		20.57
01052 - Data Entry Operator II		22.44
01060 - Dispatcher, Motor Vehicle		27.03
01070 - Document Preparation Clerk		18.05
01090 - Duplicating Machine Operator		18.05
01111 - General Clerk I		18.50
01112 - General Clerk II		20.19
01113 - General Clerk III		22.66
01120 - Housing Referral Assistant		25.26
01141 - Messenger Courier		16.04
01191 - Order Clerk I		19.30
01192 - Order Clerk II		21.06
01261 - Personnel Assistant (Employment) I		20.75
01262 - Personnel Assistant (Employment) II		23.20
01263 - Personnel Assistant (Employment) III		25.86
01270 - Production Control Clerk		26.06
01290 - Rental Clerk		19.77
01300 - Scheduler, Maintenance		20.26

01311 - Secretary I	20.26
01312 - Secretary II	22.67
01313 - Secretary III	25.26
01320 - Service Order Dispatcher	24.16
01410 - Supply Technician	34.00
01420 - Survey Worker	20.91
01460 - Switchboard Operator/Receptionist	18.86
01531 - Travel Clerk I	18.10
01532 - Travel Clerk II	20.32
01533 - Travel Clerk III	22.73
01611 - Word Processor I	18.64
01612 - Word Processor II	20.92
01613 - Word Processor III	23.40
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.94
05010 - Automotive Electrician	25.21
05040 - Automotive Glass Installer	24.11
05070 - Automotive Worker	24.11
05110 - Mobile Equipment Servicer	21.92
05130 - Motor Equipment Metal Mechanic	26.26
05160 - Motor Equipment Metal Worker	24.11
05190 - Motor Vehicle Mechanic	26.26
05220 - Motor Vehicle Mechanic Helper	20.73
05250 - Motor Vehicle Upholstery Worker	22.83
05280 - Motor Vehicle Wrecker	24.11
05310 - Painter, Automotive	25.21
05340 - Radiator Repair Specialist	24.11
05370 - Tire Repairer	21.57
05400 - Transmission Repair Specialist	26.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.39
07041 - Cook I	22.30
07042 - Cook II	25.06
07070 - Dishwasher	17.02
07130 - Food Service Worker	18.14
07210 - Meat Cutter	22.74
07260 - Waiter/Waitress	19.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.34
09040 - Furniture Handler	17.77
09080 - Furniture Refinisher	24.34
09090 - Furniture Refinisher Helper	19.65
09110 - Furniture Repairer, Minor	21.88
09130 - Upholsterer	24.34
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.18
11060 - Elevator Operator	20.00
11090 - Gardener	25.33
11122 - Housekeeping Aide	20.00

11150 - Janitor	20.00
11210 - Laborer, Grounds Maintenance	20.52
11240 - Maid or Houseman	17.44
11260 - Pruner	19.07
11270 - Tractor Operator	23.75
11330 - Trail Maintenance Worker	20.52
11360 - Window Cleaner	21.52
12000 - Health Occupations	
12010 - Ambulance Driver	25.41
12011 - Breath Alcohol Technician	33.46
12012 - Certified Occupational Therapist Assistant	41.75
12015 - Certified Physical Therapist Assistant	31.98
12020 - Dental Assistant	24.08
12025 - Dental Hygienist	56.75
12030 - EKG Technician	46.10
12035 - Electroneurodiagnostic Technologist	46.10
12040 - Emergency Medical Technician	25.41
12071 - Licensed Practical Nurse I	29.92
12072 - Licensed Practical Nurse II	33.46
12073 - Licensed Practical Nurse III	37.30
12100 - Medical Assistant	23.36
12130 - Medical Laboratory Technician	34.81
12160 - Medical Record Clerk	24.00
12190 - Medical Record Technician	26.84
12195 - Medical Transcriptionist	28.03
12210 - Nuclear Medicine Technologist	73.56
12221 - Nursing Assistant I	16.09
12222 - Nursing Assistant II	18.11
12223 - Nursing Assistant III	19.76
12224 - Nursing Assistant IV	22.18
12235 - Optical Dispenser	22.40
12236 - Optical Technician	29.92
12250 - Pharmacy Technician	23.65
12280 - Phlebotomist	23.85
12305 - Radiologic Technologist	45.05
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)	41.47
12320 - Substance Abuse Treatment Counselor	29.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.09
13012 - Exhibits Specialist II	29.83
13013 - Exhibits Specialist III	36.50
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83

13043 - Illustrator III		36.50
13047 - Librarian		33.98
13050 - Library Aide/Clerk		21.49
13054 - Library Information Technology Systems Administrator		28.67
13058 - Library Technician		26.61
13061 - Media Specialist I		21.53
13062 - Media Specialist II		24.09
13063 - Media Specialist III		26.85
13071 - Photographer I		22.15
13072 - Photographer II		24.77
13073 - Photographer III		30.68
13074 - Photographer IV		37.53
13075 - Photographer V		45.42
13090 - Technical Order Library Clerk		26.98
13110 - Video Teleconference Technician		22.15
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.48
14042 - Computer Operator II		25.15
14043 - Computer Operator III		28.04
14044 - Computer Operator IV		31.17
14045 - Computer Operator V		34.51
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		22.48
14160 - Personal Computer Support Technician		31.17
14170 - System Support Specialist		36.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.52
15020 - Aircrew Training Devices Instructor (Rated)		42.97
15030 - Air Crew Training Devices Instructor (Pilot)		51.51
15050 - Computer Based Training Specialist / Instructor		35.52
15060 - Educational Technologist		34.68
15070 - Flight Instructor (Pilot)		51.51
15080 - Graphic Artist		27.03
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.51
15086 - Maintenance Test Pilot, Rotary Wing		51.51
15088 - Non-Maintenance Test/Co-Pilot		51.51
15090 - Technical Instructor		30.62
15095 - Technical Instructor/Course Developer		37.46
15110 - Test Proctor		24.73
15120 - Tutor		24.73
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		23.17

16030 - Counter Attendant	23.17
16040 - Dry Cleaner	26.47
16070 - Finisher, Flatwork, Machine	23.17
16090 - Presser, Hand	23.17
16110 - Presser, Machine, Drycleaning	23.17
16130 - Presser, Machine, Shirts	23.17
16160 - Presser, Machine, Wearing Apparel, Laundry	23.17
16190 - Sewing Machine Operator	27.57
16220 - Tailor	28.67
16250 - Washer, Machine	24.27
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	35.68
19040 - Tool And Die Maker	41.62
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.29
21030 - Material Coordinator	26.06
21040 - Material Expediter	26.06
21050 - Material Handling Laborer	19.41
21071 - Order Filler	19.80
21080 - Production Line Worker (Food Processing)	23.29
21110 - Shipping Packer	22.74
21130 - Shipping/Receiving Clerk	22.74
21140 - Store Worker I	20.29
21150 - Stock Clerk	24.95
21210 - Tools And Parts Attendant	23.29
21410 - Warehouse Specialist	23.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.94
23019 - Aircraft Logs and Records Technician	32.94
23021 - Aircraft Mechanic I	38.32
23022 - Aircraft Mechanic II	39.94
23023 - Aircraft Mechanic III	41.38
23040 - Aircraft Mechanic Helper	29.11
23050 - Aircraft, Painter	36.65
23060 - Aircraft Servicer	32.94
23070 - Aircraft Survival Flight Equipment Technician	36.65
23080 - Aircraft Worker	34.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.32
23110 - Appliance Mechanic	35.68
23120 - Bicycle Repairer	27.46
23125 - Cable Splicer	62.46
23130 - Carpenter, Maintenance	29.88
23140 - Carpet Layer	30.00
23160 - Electrician, Maintenance	37.70
23181 - Electronics Technician Maintenance I	35.77
23182 - Electronics Technician Maintenance II	37.57

23183 - Electronics Technician Maintenance III 39.28
23260 - Fabric Worker 32.08
23290 - Fire Alarm System Mechanic 37.31
23310 - Fire Extinguisher Repairer 30.23
23311 - Fuel Distribution System Mechanic 42.02
23312 - Fuel Distribution System Operator 34.05
23370 - General Maintenance Worker 24.86
23380 - Ground Support Equipment Mechanic 38.32
23381 - Ground Support Equipment Servicer 32.94
23382 - Ground Support Equipment Worker 34.90
23391 - Gunsmith I 30.23
23392 - Gunsmith II 33.98
23393 - Gunsmith III 37.31
23410 - Heating, Ventilation And Air-Conditioning Mechanic 29.23
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 30.47
23430 - Heavy Equipment Mechanic 34.34
23440 - Heavy Equipment Operator 34.97
23460 - Instrument Mechanic 37.31
23465 - Laboratory/Shelter Mechanic 35.68
23470 - Laborer 19.41
23510 - Locksmith 35.68
23530 - Machinery Maintenance Mechanic 33.13
23550 - Machinist, Maintenance 29.60
23580 - Maintenance Trades Helper 24.35
23591 - Metrology Technician I 37.31
23592 - Metrology Technician II 38.90
23593 - Metrology Technician III 40.29
23640 - Millwright 35.88
23710 - Office Appliance Repairer 35.68
23760 - Painter, Maintenance 25.88
23790 - Pipefitter, Maintenance 34.85
23810 - Plumber, Maintenance 33.33
23820 - Pneudraulic Systems Mechanic 37.31
23850 - Rigger 37.31
23870 - Scale Mechanic 33.98
23890 - Sheet-Metal Worker, Maintenance 37.37
23910 - Small Engine Mechanic 26.53
23931 - Telecommunications Mechanic I 32.22
23932 - Telecommunications Mechanic II 33.58
23950 - Telephone Lineman 33.13
23960 - Welder, Combination, Maintenance 27.28
23965 - Well Driller 36.36
23970 - Woodcraft Worker 37.31
23980 - Woodworker 30.23
24000 - Personal Needs Occupations
24550 - Case Manager 22.47
24570 - Child Care Attendant 17.44

24580 - Child Care Center Clerk	21.74
24610 - Chore Aide	20.90
24620 - Family Readiness And Support Services Coordinator	22.47
24630 - Homemaker	22.47
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.49
25040 - Sewage Plant Operator	33.32
25070 - Stationary Engineer	32.49
25190 - Ventilation Equipment Tender	24.68
25210 - Water Treatment Plant Operator	33.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.28
27007 - Baggage Inspector	21.49
27008 - Corrections Officer	32.41
27010 - Court Security Officer	33.53
27030 - Detection Dog Handler	24.23
27040 - Detention Officer	32.41
27070 - Firefighter	34.99
27101 - Guard I	21.49
27102 - Guard II	24.23
27131 - Police Officer I	35.95
27132 - Police Officer II	39.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.25
28042 - Carnival Equipment Repairer	22.66
28043 - Carnival Worker	17.00
28210 - Gate Attendant/Gate Tender	22.24
28310 - Lifeguard	16.70
28350 - Park Attendant (Aide)	24.88
28510 - Recreation Aide/Health Facility Attendant	18.16
28515 - Recreation Specialist	30.82
28630 - Sports Official	19.82
28690 - Swimming Pool Operator	25.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	34.25
29020 - Hatch Tender	34.25
29030 - Line Handler	34.25
29041 - Stevedore I	32.33
29042 - Stevedore II	35.97
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	23.68
30022 - Archeological Technician II	26.49
30023 - Archeological Technician III	32.81
30030 - Cartographic Technician	32.81
30040 - Civil Engineering Technician	32.69

30051 - Cryogenic Technician I		35.89
30052 - Cryogenic Technician II		39.64
30061 - Drafter/CAD Operator I		23.68
30062 - Drafter/CAD Operator II		26.49
30063 - Drafter/CAD Operator III		29.52
30064 - Drafter/CAD Operator IV		36.34
30081 - Engineering Technician I		20.27
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		32.42
30095 - Evidence Control Specialist		32.42
30210 - Laboratory Technician		29.52
30221 - Latent Fingerprint Technician I		35.89
30222 - Latent Fingerprint Technician II		39.64
30240 - Mathematical Technician		33.95
30361 - Paralegal/Legal Assistant I		24.12
30362 - Paralegal/Legal Assistant II		29.87
30363 - Paralegal/Legal Assistant III		36.53
30364 - Paralegal/Legal Assistant IV		44.20
30375 - Petroleum Supply Specialist		39.64
30390 - Photo-Optics Technician		32.81
30395 - Radiation Control Technician		39.64
30461 - Technical Writer I		32.42
30462 - Technical Writer II		39.64
30463 - Technical Writer III		47.96
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		36.34
30502 - Weather Forecaster II		44.20
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.17
30621 - Weather Observer, Senior	(see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.82
31020 - Bus Aide		20.05
31030 - Bus Driver		26.26
31043 - Driver Courier		20.52
31260 - Parking and Lot Attendant		16.79
31290 - Shuttle Bus Driver		20.27
31310 - Taxi Driver		20.82
31361 - Truckdriver, Light		21.88
31362 - Truckdriver, Medium		23.21
31363 - Truckdriver, Heavy		29.68

31364 - Truckdriver, Tractor-Trailer	29.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.41
99030 - Cashier	17.23
99050 - Desk Clerk	17.27
99095 - Embalmer	30.55
99130 - Flight Follower	32.91
99251 - Laboratory Animal Caretaker I	18.19
99252 - Laboratory Animal Caretaker II	19.40
99260 - Marketing Analyst	31.12
99310 - Mortician	30.55
99410 - Pest Controller	23.08
99510 - Photofinishing Worker	17.30
99710 - Recycling Laborer	31.14
99711 - Recycling Specialist	36.04
99730 - Refuse Collector	28.87
99810 - Sales Clerk	17.51
99820 - School Crossing Guard	27.42
99830 - Survey Party Chief	40.11
99831 - Surveying Aide	19.00
99832 - Surveying Technician	28.68
99840 - Vending Machine Attendant	26.06
99841 - Vending Machine Repairer	31.24
99842 - Vending Machine Repairer Helper	26.06

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))."

"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.: 2015-5577
Revision No.: 29
Date Of Last Revision: 12/03/2025

State: Oregon

Area: Oregon Counties of Clatsop, Tillamook

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.88
01012 - Accounting Clerk II		20.07
01013 - Accounting Clerk III		22.45
01020 - Administrative Assistant		30.75
01035 - Court Reporter		20.49
01041 - Customer Service Representative I		15.98
01042 - Customer Service Representative II		17.44
01043 - Customer Service Representative III		19.57
01051 - Data Entry Operator I		17.40
01052 - Data Entry Operator II		18.99
01060 - Dispatcher, Motor Vehicle		22.40
01070 - Document Preparation Clerk		16.31
01090 - Duplicating Machine Operator		16.31
01111 - General Clerk I		18.22
01112 - General Clerk II		19.87
01113 - General Clerk III		22.31
01120 - Housing Referral Assistant		22.85
01141 - Messenger Courier		17.08
01191 - Order Clerk I		16.95
01192 - Order Clerk II		18.50
01261 - Personnel Assistant (Employment) I		18.70
01262 - Personnel Assistant (Employment) II		20.92
01263 - Personnel Assistant (Employment) III		23.31
01270 - Production Control Clerk		23.89
01290 - Rental Clerk		19.39
01300 - Scheduler, Maintenance		18.31
01311 - Secretary I		18.31
01312 - Secretary II		20.49
01313 - Secretary III		22.85
01320 - Service Order Dispatcher		20.02
01410 - Supply Technician		30.75
01420 - Survey Worker		23.66
01460 - Switchboard Operator/Receptionist		17.91
01531 - Travel Clerk I		18.02
01532 - Travel Clerk II		19.87
01533 - Travel Clerk III		21.74
01611 - Word Processor I		16.31
01612 - Word Processor II		18.31
01613 - Word Processor III		20.49
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.97
05010 - Automotive Electrician		22.10

05040 - Automotive Glass Installer	20.90
05070 - Automotive Worker	20.90
05110 - Mobile Equipment Servicer	18.40
05130 - Motor Equipment Metal Mechanic	23.33
05160 - Motor Equipment Metal Worker	20.90
05190 - Motor Vehicle Mechanic	23.33
05220 - Motor Vehicle Mechanic Helper	17.18
05250 - Motor Vehicle Upholstery Worker	19.64
05280 - Motor Vehicle Wrecker	20.90
05310 - Painter, Automotive	22.10
05340 - Radiator Repair Specialist	20.90
05370 - Tire Repairer	19.94
05400 - Transmission Repair Specialist	23.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.57
07041 - Cook I	18.01
07042 - Cook II	20.45
07070 - Dishwasher	16.03
07130 - Food Service Worker	15.94
07210 - Meat Cutter	20.60
07260 - Waiter/Waitress	14.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.07
09040 - Furniture Handler	15.93
09080 - Furniture Refinisher	24.07
09090 - Furniture Refinisher Helper	18.69
09110 - Furniture Repairer, Minor	21.36
09130 - Upholsterer	24.07
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.65
11060 - Elevator Operator	17.32
11090 - Gardener	23.70
11122 - Housekeeping Aide	17.32
11150 - Janitor	17.32
11210 - Laborer, Grounds Maintenance	18.83
11240 - Maid or Houseman	16.76
11260 - Pruner	17.20
11270 - Tractor Operator	22.12
11330 - Trail Maintenance Worker	18.83
11360 - Window Cleaner	18.96
12000 - Health Occupations	
12010 - Ambulance Driver	21.45
12011 - Breath Alcohol Technician	30.98
12012 - Certified Occupational Therapist Assistant	42.52
12015 - Certified Physical Therapist Assistant	37.85
12020 - Dental Assistant	24.38
12025 - Dental Hygienist	49.67
12030 - EKG Technician	46.96
12035 - Electroneurodiagnostic Technologist	46.96
12040 - Emergency Medical Technician	21.45
12071 - Licensed Practical Nurse I	27.70
12072 - Licensed Practical Nurse II	30.98
12073 - Licensed Practical Nurse III	34.55
12100 - Medical Assistant	22.68
12130 - Medical Laboratory Technician	33.18
12160 - Medical Record Clerk	21.55
12190 - Medical Record Technician	24.10
12195 - Medical Transcriptionist	27.70
12210 - Nuclear Medicine Technologist	68.09
12221 - Nursing Assistant I	16.44
12222 - Nursing Assistant II	18.50
12223 - Nursing Assistant III	20.19
12224 - Nursing Assistant IV	22.66
12235 - Optical Dispenser	21.48
12236 - Optical Technician	27.70

12250 - Pharmacy Technician		23.93
12280 - Phlebotomist		22.14
12305 - Radiologic Technologist		47.71
12311 - Registered Nurse I		29.04
12312 - Registered Nurse II		35.53
12313 - Registered Nurse II, Specialist		35.53
12314 - Registered Nurse III		42.99
12315 - Registered Nurse III, Anesthetist		42.99
12316 - Registered Nurse IV		51.52
12317 - Scheduler (Drug and Alcohol Testing)		38.39
12320 - Substance Abuse Treatment Counselor		31.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.00
13012 - Exhibits Specialist II		24.77
13013 - Exhibits Specialist III		29.97
13041 - Illustrator I		19.78
13042 - Illustrator II		24.50
13043 - Illustrator III		29.97
13047 - Librarian		27.14
13050 - Library Aide/Clerk		16.80
13054 - Library Information Technology Systems Administrator		24.50
13058 - Library Technician		19.22
13061 - Media Specialist I		17.69
13062 - Media Specialist II		19.78
13063 - Media Specialist III		22.05
13071 - Photographer I		17.69
13072 - Photographer II		19.78
13073 - Photographer III		24.50
13074 - Photographer IV		29.97
13075 - Photographer V		36.26
13090 - Technical Order Library Clerk		21.09
13110 - Video Teleconference Technician		17.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.52
14042 - Computer Operator II		21.83
14043 - Computer Operator III		24.33
14044 - Computer Operator IV		27.04
14045 - Computer Operator V		29.95
14071 - Computer Programmer I	(see 1)	20.22
14072 - Computer Programmer II	(see 1)	25.04
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		19.52
14160 - Personal Computer Support Technician		27.04
14170 - System Support Specialist		30.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.27
15020 - Aircrew Training Devices Instructor (Rated)		41.46
15030 - Air Crew Training Devices Instructor (Pilot)		49.71
15050 - Computer Based Training Specialist / Instructor		34.27
15060 - Educational Technologist		35.52
15070 - Flight Instructor (Pilot)		49.71
15080 - Graphic Artist		25.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.71
15086 - Maintenance Test Pilot, Rotary Wing		49.71
15088 - Non-Maintenance Test/Co-Pilot		49.71
15090 - Technical Instructor		23.49
15095 - Technical Instructor/Course Developer		28.73
15110 - Test Proctor		19.57
15120 - Tutor		19.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler 18.92
16030 - Counter Attendant 18.92
16040 - Dry Cleaner 21.58
16070 - Finisher, Flatwork, Machine 18.92
16090 - Presser, Hand 18.92
16110 - Presser, Machine, Drycleaning 18.92
16130 - Presser, Machine, Shirts 18.92
16160 - Presser, Machine, Wearing Apparel, Laundry 18.92
16190 - Sewing Machine Operator 22.47
16220 - Tailor 23.38
16250 - Washer, Machine 19.77
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 30.70
19040 - Tool And Die Maker 37.39
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.80
21030 - Material Coordinator 23.89
21040 - Material Expediter 23.89
21050 - Material Handling Laborer 17.67
21071 - Order Filler 18.05
21080 - Production Line Worker (Food Processing) 23.80
21110 - Shipping Packer 20.52
21130 - Shipping/Receiving Clerk 20.52
21140 - Store Worker I 17.02
21150 - Stock Clerk 21.75
21210 - Tools And Parts Attendant 23.80
21410 - Warehouse Specialist 23.80
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.12
23019 - Aircraft Logs and Records Technician 27.28
23021 - Aircraft Mechanic I 32.41
23022 - Aircraft Mechanic II 34.12
23023 - Aircraft Mechanic III 35.86
23040 - Aircraft Mechanic Helper 23.87
23050 - Aircraft, Painter 30.70
23060 - Aircraft Servicer 27.28
23070 - Aircraft Survival Flight Equipment Technician 30.70
23080 - Aircraft Worker 29.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.03
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.41
23110 - Appliance Mechanic 26.37
23120 - Bicycle Repairer 25.57
23125 - Cable Splicer 58.94
23130 - Carpenter, Maintenance 25.06
23140 - Carpet Layer 29.03
23160 - Electrician, Maintenance 39.51
23181 - Electronics Technician Maintenance I 37.05
23182 - Electronics Technician Maintenance II 39.35
23183 - Electronics Technician Maintenance III 41.55
23260 - Fabric Worker 27.28
23290 - Fire Alarm System Mechanic 32.41
23310 - Fire Extinguisher Repairer 25.57
23311 - Fuel Distribution System Mechanic 32.41
23312 - Fuel Distribution System Operator 25.57
23370 - General Maintenance Worker 21.67
23380 - Ground Support Equipment Mechanic 32.41
23381 - Ground Support Equipment Servicer 27.28
23382 - Ground Support Equipment Worker 29.03
23391 - Gunsmith I 25.57
23392 - Gunsmith II 29.03
23393 - Gunsmith III 32.41
23410 - Heating, Ventilation And Air-Conditioning Mechanic 25.39

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.73
23430 - Heavy Equipment Mechanic	30.00
23440 - Heavy Equipment Operator	28.35
23460 - Instrument Mechanic	32.41
23465 - Laboratory/Shelter Mechanic	30.70
23470 - Laborer	17.67
23510 - Locksmith	30.70
23530 - Machinery Maintenance Mechanic	34.31
23550 - Machinist, Maintenance	27.63
23580 - Maintenance Trades Helper	20.10
23591 - Metrology Technician I	32.41
23592 - Metrology Technician II	34.12
23593 - Metrology Technician III	35.86
23640 - Millwright	30.87
23710 - Office Appliance Repairer	30.70
23760 - Painter, Maintenance	23.18
23790 - Pipefitter, Maintenance	35.01
23810 - Plumber, Maintenance	33.17
23820 - Pneudraulic Systems Mechanic	32.41
23850 - Rigger	32.41
23870 - Scale Mechanic	29.03
23890 - Sheet-Metal Worker, Maintenance	30.87
23910 - Small Engine Mechanic	20.58
23931 - Telecommunications Mechanic I	32.75
23932 - Telecommunications Mechanic II	34.48
23950 - Telephone Lineman	30.83
23960 - Welder, Combination, Maintenance	25.32
23965 - Well Driller	32.41
23970 - Woodcraft Worker	32.41
23980 - Woodworker	25.57
24000 - Personal Needs Occupations	
24550 - Case Manager	22.29
24570 - Child Care Attendant	16.43
24580 - Child Care Center Clerk	20.48
24610 - Chore Aide	18.29
24620 - Family Readiness And Support Services Coordinator	22.29
24630 - Homemaker	22.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.70
25040 - Sewage Plant Operator	29.11
25070 - Stationary Engineer	28.70
25190 - Ventilation Equipment Tender	21.05
25210 - Water Treatment Plant Operator	29.11
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.79
27007 - Baggage Inspector	17.62
27008 - Corrections Officer	34.81
27010 - Court Security Officer	30.74
27030 - Detection Dog Handler	19.71
27040 - Detention Officer	34.81
27070 - Firefighter	31.36
27101 - Guard I	17.62
27102 - Guard II	19.71
27131 - Police Officer I	33.43
27132 - Police Officer II	37.16
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	20.96
28042 - Carnival Equipment Repairer	22.45
28043 - Carnival Worker	16.30
28210 - Gate Attendant/Gate Tender	20.44
28310 - Lifeguard	16.00
28350 - Park Attendant (Aide)	22.86
28510 - Recreation Aide/Health Facility Attendant	16.69

28515 - Recreation Specialist		28.32
28630 - Sports Official		18.21
28690 - Swimming Pool Operator		25.53
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.62
29020 - Hatch Tender		30.62
29030 - Line Handler		30.62
29041 - Stevedore I		28.72
29042 - Stevedore II		32.44
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		19.28
30022 - Archeological Technician II		21.56
30023 - Archeological Technician III		26.71
30030 - Cartographic Technician		26.71
30040 - Civil Engineering Technician		40.77
30051 - Cryogenic Technician I		29.58
30052 - Cryogenic Technician II		32.66
30061 - Drafter/CAD Operator I		19.28
30062 - Drafter/CAD Operator II		21.56
30063 - Drafter/CAD Operator III		24.03
30064 - Drafter/CAD Operator IV		29.58
30081 - Engineering Technician I		17.17
30082 - Engineering Technician II		19.28
30083 - Engineering Technician III		21.56
30084 - Engineering Technician IV		26.71
30085 - Engineering Technician V		32.66
30086 - Engineering Technician VI		39.52
30090 - Environmental Technician		26.71
30095 - Evidence Control Specialist		26.71
30210 - Laboratory Technician		24.03
30221 - Latent Fingerprint Technician I		29.58
30222 - Latent Fingerprint Technician II		32.66
30240 - Mathematical Technician		26.71
30361 - Paralegal/Legal Assistant I		22.10
30362 - Paralegal/Legal Assistant II		27.38
30363 - Paralegal/Legal Assistant III		33.49
30364 - Paralegal/Legal Assistant IV		40.51
30375 - Petroleum Supply Specialist		32.66
30390 - Photo-Optics Technician		26.71
30395 - Radiation Control Technician		32.66
30461 - Technical Writer I		26.71
30462 - Technical Writer II		32.66
30463 - Technical Writer III		39.52
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		29.58
30502 - Weather Forecaster II		35.98
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.03
30621 - Weather Observer, Senior	(see 2)	26.71
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.34
31030 - Bus Driver		20.59
31043 - Driver Courier		19.44
31260 - Parking and Lot Attendant		15.93
31290 - Shuttle Bus Driver		17.70
31310 - Taxi Driver		17.05
31361 - Truckdriver, Light		20.83

31362 - Truckdriver, Medium	22.22
31363 - Truckdriver, Heavy	27.77
31364 - Truckdriver, Tractor-Trailer	27.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	15.38
99050 - Desk Clerk	16.84
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	18.56
99252 - Laboratory Animal Caretaker II	19.88
99260 - Marketing Analyst	29.21
99310 - Mortician	29.28
99410 - Pest Controller	24.75
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	29.59
99711 - Recycling Specialist	34.76
99730 - Refuse Collector	27.04
99810 - Sales Clerk	16.90
99820 - School Crossing Guard	21.73
99830 - Survey Party Chief	29.08
99831 - Surveying Aide	17.15
99832 - Surveying Technician	23.49
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	19.15

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))."

"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.: 2015-5579
Revision No.: 27
Date Of Last Revision: 12/03/2025

State: Oregon

Area: Oregon Counties of Coos, Curry, Douglas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.88
01012 - Accounting Clerk II		20.07
01013 - Accounting Clerk III		22.45
01020 - Administrative Assistant		30.75
01035 - Court Reporter		20.49
01041 - Customer Service Representative I		15.98
01042 - Customer Service Representative II		17.44
01043 - Customer Service Representative III		19.57
01051 - Data Entry Operator I		17.40
01052 - Data Entry Operator II		18.99
01060 - Dispatcher, Motor Vehicle		22.66
01070 - Document Preparation Clerk		16.31
01090 - Duplicating Machine Operator		16.31
01111 - General Clerk I		18.22
01112 - General Clerk II		19.87
01113 - General Clerk III		22.31
01120 - Housing Referral Assistant		22.85
01141 - Messenger Courier		16.09
01191 - Order Clerk I		16.95
01192 - Order Clerk II		18.50
01261 - Personnel Assistant (Employment) I		18.70
01262 - Personnel Assistant (Employment) II		20.92
01263 - Personnel Assistant (Employment) III		23.31
01270 - Production Control Clerk		24.28
01290 - Rental Clerk		19.39
01300 - Scheduler, Maintenance		18.31
01311 - Secretary I		18.31
01312 - Secretary II		20.49
01313 - Secretary III		22.85
01320 - Service Order Dispatcher		20.25
01410 - Supply Technician		30.75
01420 - Survey Worker		23.21
01460 - Switchboard Operator/Receptionist		17.91
01531 - Travel Clerk I		18.02
01532 - Travel Clerk II		19.87
01533 - Travel Clerk III		21.74
01611 - Word Processor I		16.31
01612 - Word Processor II		18.31
01613 - Word Processor III		20.49
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.79
05010 - Automotive Electrician		22.10

05040 - Automotive Glass Installer	20.90
05070 - Automotive Worker	20.90
05110 - Mobile Equipment Servicer	18.40
05130 - Motor Equipment Metal Mechanic	23.33
05160 - Motor Equipment Metal Worker	20.90
05190 - Motor Vehicle Mechanic	23.33
05220 - Motor Vehicle Mechanic Helper	17.18
05250 - Motor Vehicle Upholstery Worker	19.64
05280 - Motor Vehicle Wrecker	20.90
05310 - Painter, Automotive	22.10
05340 - Radiator Repair Specialist	20.90
05370 - Tire Repairer	19.94
05400 - Transmission Repair Specialist	23.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.57
07041 - Cook I	18.01
07042 - Cook II	20.45
07070 - Dishwasher	16.03
07130 - Food Service Worker	15.94
07210 - Meat Cutter	20.60
07260 - Waiter/Waitress	14.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.07
09040 - Furniture Handler	15.91
09080 - Furniture Refinisher	24.07
09090 - Furniture Refinisher Helper	18.69
09110 - Furniture Repairer, Minor	21.36
09130 - Upholsterer	24.07
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.65
11060 - Elevator Operator	17.32
11090 - Gardener	23.70
11122 - Housekeeping Aide	17.32
11150 - Janitor	17.32
11210 - Laborer, Grounds Maintenance	18.83
11240 - Maid or Houseman	16.76
11260 - Pruner	17.20
11270 - Tractor Operator	22.12
11330 - Trail Maintenance Worker	18.83
11360 - Window Cleaner	18.96
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	30.98
12012 - Certified Occupational Therapist Assistant	42.52
12015 - Certified Physical Therapist Assistant	37.85
12020 - Dental Assistant	24.38
12025 - Dental Hygienist	49.67
12030 - EKG Technician	46.96
12035 - Electroneurodiagnostic Technologist	46.96
12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	27.70
12072 - Licensed Practical Nurse II	30.98
12073 - Licensed Practical Nurse III	34.55
12100 - Medical Assistant	22.68
12130 - Medical Laboratory Technician	33.02
12160 - Medical Record Clerk	21.55
12190 - Medical Record Technician	24.10
12195 - Medical Transcriptionist	27.70
12210 - Nuclear Medicine Technologist	68.09
12221 - Nursing Assistant I	16.44
12222 - Nursing Assistant II	18.50
12223 - Nursing Assistant III	20.19
12224 - Nursing Assistant IV	22.66
12235 - Optical Dispenser	21.48
12236 - Optical Technician	27.70

12250 - Pharmacy Technician		23.93
12280 - Phlebotomist		22.14
12305 - Radiologic Technologist		47.71
12311 - Registered Nurse I		28.94
12312 - Registered Nurse II		35.40
12313 - Registered Nurse II, Specialist		35.40
12314 - Registered Nurse III		42.83
12315 - Registered Nurse III, Anesthetist		42.83
12316 - Registered Nurse IV		51.35
12317 - Scheduler (Drug and Alcohol Testing)		38.39
12320 - Substance Abuse Treatment Counselor		31.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.78
13012 - Exhibits Specialist II		24.50
13013 - Exhibits Specialist III		29.97
13041 - Illustrator I		19.78
13042 - Illustrator II		24.50
13043 - Illustrator III		29.97
13047 - Librarian		27.14
13050 - Library Aide/Clerk		16.87
13054 - Library Information Technology Systems Administrator		24.50
13058 - Library Technician		20.45
13061 - Media Specialist I		17.69
13062 - Media Specialist II		19.78
13063 - Media Specialist III		22.05
13071 - Photographer I		17.69
13072 - Photographer II		19.78
13073 - Photographer III		24.50
13074 - Photographer IV		29.97
13075 - Photographer V		36.26
13090 - Technical Order Library Clerk		21.09
13110 - Video Teleconference Technician		17.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.52
14042 - Computer Operator II		21.83
14043 - Computer Operator III		24.33
14044 - Computer Operator IV		27.04
14045 - Computer Operator V		29.95
14071 - Computer Programmer I	(see 1)	20.22
14072 - Computer Programmer II	(see 1)	25.04
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		19.52
14160 - Personal Computer Support Technician		27.40
14170 - System Support Specialist		30.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.27
15020 - Aircrew Training Devices Instructor (Rated)		41.46
15030 - Air Crew Training Devices Instructor (Pilot)		49.71
15050 - Computer Based Training Specialist / Instructor		34.27
15060 - Educational Technologist		35.52
15070 - Flight Instructor (Pilot)		49.71
15080 - Graphic Artist		26.43
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.71
15086 - Maintenance Test Pilot, Rotary Wing		49.71
15088 - Non-Maintenance Test/Co-Pilot		49.71
15090 - Technical Instructor		23.63
15095 - Technical Instructor/Course Developer		29.07
15110 - Test Proctor		19.07
15120 - Tutor		19.07
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler 18.92
16030 - Counter Attendant 18.92
16040 - Dry Cleaner 21.58
16070 - Finisher, Flatwork, Machine 18.92
16090 - Presser, Hand 18.92
16110 - Presser, Machine, Drycleaning 18.92
16130 - Presser, Machine, Shirts 18.92
16160 - Presser, Machine, Wearing Apparel, Laundry 18.92
16190 - Sewing Machine Operator 22.47
16220 - Tailor 23.38
16250 - Washer, Machine 19.77
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 30.70
19040 - Tool And Die Maker 37.39
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.80
21030 - Material Coordinator 24.28
21040 - Material Expediter 24.28
21050 - Material Handling Laborer 17.67
21071 - Order Filler 18.05
21080 - Production Line Worker (Food Processing) 23.80
21110 - Shipping Packer 20.52
21130 - Shipping/Receiving Clerk 20.52
21140 - Store Worker I 17.02
21150 - Stock Clerk 21.75
21210 - Tools And Parts Attendant 23.80
21410 - Warehouse Specialist 23.80
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.12
23019 - Aircraft Logs and Records Technician 27.28
23021 - Aircraft Mechanic I 32.41
23022 - Aircraft Mechanic II 34.12
23023 - Aircraft Mechanic III 35.86
23040 - Aircraft Mechanic Helper 23.87
23050 - Aircraft, Painter 30.70
23060 - Aircraft Servicer 27.28
23070 - Aircraft Survival Flight Equipment Technician 30.70
23080 - Aircraft Worker 29.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.03
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.41
23110 - Appliance Mechanic 26.37
23120 - Bicycle Repairer 25.57
23125 - Cable Splicer 58.94
23130 - Carpenter, Maintenance 25.06
23140 - Carpet Layer 29.03
23160 - Electrician, Maintenance 39.51
23181 - Electronics Technician Maintenance I 36.45
23182 - Electronics Technician Maintenance II 38.61
23183 - Electronics Technician Maintenance III 40.74
23260 - Fabric Worker 27.28
23290 - Fire Alarm System Mechanic 32.41
23310 - Fire Extinguisher Repairer 25.57
23311 - Fuel Distribution System Mechanic 32.41
23312 - Fuel Distribution System Operator 25.57
23370 - General Maintenance Worker 21.67
23380 - Ground Support Equipment Mechanic 32.41
23381 - Ground Support Equipment Servicer 27.28
23382 - Ground Support Equipment Worker 29.03
23391 - Gunsmith I 25.57
23392 - Gunsmith II 29.03
23393 - Gunsmith III 32.41
23410 - Heating, Ventilation And Air-Conditioning Mechanic 26.00

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.34
23430 - Heavy Equipment Mechanic	30.00
23440 - Heavy Equipment Operator	28.35
23460 - Instrument Mechanic	32.41
23465 - Laboratory/Shelter Mechanic	30.70
23470 - Laborer	17.67
23510 - Locksmith	30.70
23530 - Machinery Maintenance Mechanic	34.31
23550 - Machinist, Maintenance	27.57
23580 - Maintenance Trades Helper	19.68
23591 - Metrology Technician I	32.41
23592 - Metrology Technician II	34.12
23593 - Metrology Technician III	35.86
23640 - Millwright	30.61
23710 - Office Appliance Repairer	30.70
23760 - Painter, Maintenance	23.18
23790 - Pipefitter, Maintenance	35.01
23810 - Plumber, Maintenance	33.17
23820 - Pneudraulic Systems Mechanic	32.41
23850 - Rigger	32.41
23870 - Scale Mechanic	29.03
23890 - Sheet-Metal Worker, Maintenance	29.30
23910 - Small Engine Mechanic	21.81
23931 - Telecommunications Mechanic I	32.75
23932 - Telecommunications Mechanic II	34.48
23950 - Telephone Lineman	30.83
23960 - Welder, Combination, Maintenance	25.32
23965 - Well Driller	32.41
23970 - Woodcraft Worker	32.41
23980 - Woodworker	25.57
24000 - Personal Needs Occupations	
24550 - Case Manager	22.29
24570 - Child Care Attendant	16.43
24580 - Child Care Center Clerk	20.48
24610 - Chore Aide	18.29
24620 - Family Readiness And Support Services Coordinator	22.29
24630 - Homemaker	22.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.58
25040 - Sewage Plant Operator	29.11
25070 - Stationary Engineer	28.58
25190 - Ventilation Equipment Tender	21.05
25210 - Water Treatment Plant Operator	29.11
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.79
27007 - Baggage Inspector	17.62
27008 - Corrections Officer	34.81
27010 - Court Security Officer	30.74
27030 - Detection Dog Handler	19.71
27040 - Detention Officer	34.81
27070 - Firefighter	31.36
27101 - Guard I	17.62
27102 - Guard II	19.71
27131 - Police Officer I	33.43
27132 - Police Officer II	37.16
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	20.96
28042 - Carnival Equipment Repairer	22.45
28043 - Carnival Worker	16.30
28210 - Gate Attendant/Gate Tender	20.22
28310 - Lifeguard	16.00
28350 - Park Attendant (Aide)	22.63
28510 - Recreation Aide/Health Facility Attendant	16.50

28515 - Recreation Specialist		28.03
28630 - Sports Official		18.01
28690 - Swimming Pool Operator		25.53
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.36
29020 - Hatch Tender		29.36
29030 - Line Handler		29.36
29041 - Stevedore I		27.59
29042 - Stevedore II		31.10
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		19.28
30022 - Archeological Technician II		21.56
30023 - Archeological Technician III		26.71
30030 - Cartographic Technician		26.71
30040 - Civil Engineering Technician		40.77
30051 - Cryogenic Technician I		29.58
30052 - Cryogenic Technician II		32.66
30061 - Drafter/CAD Operator I		19.28
30062 - Drafter/CAD Operator II		21.56
30063 - Drafter/CAD Operator III		24.03
30064 - Drafter/CAD Operator IV		29.58
30081 - Engineering Technician I		17.17
30082 - Engineering Technician II		19.28
30083 - Engineering Technician III		21.56
30084 - Engineering Technician IV		26.71
30085 - Engineering Technician V		32.66
30086 - Engineering Technician VI		39.52
30090 - Environmental Technician		26.71
30095 - Evidence Control Specialist		26.71
30210 - Laboratory Technician		24.03
30221 - Latent Fingerprint Technician I		29.58
30222 - Latent Fingerprint Technician II		32.66
30240 - Mathematical Technician		26.71
30361 - Paralegal/Legal Assistant I		22.10
30362 - Paralegal/Legal Assistant II		27.38
30363 - Paralegal/Legal Assistant III		33.49
30364 - Paralegal/Legal Assistant IV		40.51
30375 - Petroleum Supply Specialist		32.66
30390 - Photo-Optics Technician		26.71
30395 - Radiation Control Technician		32.66
30461 - Technical Writer I		26.71
30462 - Technical Writer II		32.66
30463 - Technical Writer III		39.52
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		29.58
30502 - Weather Forecaster II		35.98
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.03
30621 - Weather Observer, Senior	(see 2)	26.71
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.34
31030 - Bus Driver		20.59
31043 - Driver Courier		19.44
31260 - Parking and Lot Attendant		15.93
31290 - Shuttle Bus Driver		17.70
31310 - Taxi Driver		17.05
31361 - Truckdriver, Light		20.83

31362 - Truckdriver, Medium	22.22
31363 - Truckdriver, Heavy	27.77
31364 - Truckdriver, Tractor-Trailer	27.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	15.38
99050 - Desk Clerk	16.84
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	18.56
99252 - Laboratory Animal Caretaker II	19.88
99260 - Marketing Analyst	29.21
99310 - Mortician	29.28
99410 - Pest Controller	24.75
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	29.59
99711 - Recycling Specialist	34.76
99730 - Refuse Collector	27.04
99810 - Sales Clerk	16.90
99820 - School Crossing Guard	21.73
99830 - Survey Party Chief	27.48
99831 - Surveying Aide	17.25
99832 - Surveying Technician	23.49
99840 - Vending Machine Attendant	18.79
99841 - Vending Machine Repairer	22.93
99842 - Vending Machine Repairer Helper	18.79

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))."

"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.: 2015-5565
Revision No.: 27
Date Of Last Revision: 12/03/2025

State: Oregon

Area: Oregon County of Deschutes

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.88
01012 - Accounting Clerk II		21.19
01013 - Accounting Clerk III		23.70
01020 - Administrative Assistant		31.94
01035 - Court Reporter		21.87
01041 - Customer Service Representative I		17.70
01042 - Customer Service Representative II		19.32
01043 - Customer Service Representative III		21.69
01051 - Data Entry Operator I		19.21
01052 - Data Entry Operator II		20.96
01060 - Dispatcher, Motor Vehicle		24.04
01070 - Document Preparation Clerk		17.41
01090 - Duplicating Machine Operator		17.41
01111 - General Clerk I		18.56
01112 - General Clerk II		20.25
01113 - General Clerk III		22.75
01120 - Housing Referral Assistant		24.38
01141 - Messenger Courier		15.63
01191 - Order Clerk I		20.45
01192 - Order Clerk II		22.13
01261 - Personnel Assistant (Employment) I		19.91
01262 - Personnel Assistant (Employment) II		22.26
01263 - Personnel Assistant (Employment) III		24.82
01270 - Production Control Clerk		25.33
01290 - Rental Clerk		20.51
01300 - Scheduler, Maintenance		19.55

01311 - Secretary I	19.55
01312 - Secretary II	21.87
01313 - Secretary III	24.38
01320 - Service Order Dispatcher	21.48
01410 - Supply Technician	31.94
01420 - Survey Worker	23.37
01460 - Switchboard Operator/Receptionist	18.86
01531 - Travel Clerk I	18.56
01532 - Travel Clerk II	20.19
01533 - Travel Clerk III	21.77
01611 - Word Processor I	17.41
01612 - Word Processor II	19.55
01613 - Word Processor III	21.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.72
05010 - Automotive Electrician	24.08
05040 - Automotive Glass Installer	22.81
05070 - Automotive Worker	22.81
05110 - Mobile Equipment Servicer	20.15
05130 - Motor Equipment Metal Mechanic	25.40
05160 - Motor Equipment Metal Worker	22.81
05190 - Motor Vehicle Mechanic	25.40
05220 - Motor Vehicle Mechanic Helper	18.84
05250 - Motor Vehicle Upholstery Worker	21.48
05280 - Motor Vehicle Wrecker	22.81
05310 - Painter, Automotive	24.08
05340 - Radiator Repair Specialist	22.81
05370 - Tire Repairer	21.00
05400 - Transmission Repair Specialist	25.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.39
07041 - Cook I	19.65
07042 - Cook II	22.24
07070 - Dishwasher	16.89
07130 - Food Service Worker	17.42
07210 - Meat Cutter	22.51
07260 - Waiter/Waitress	15.72
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.97
09040 - Furniture Handler	15.51
09080 - Furniture Refinisher	22.97
09090 - Furniture Refinisher Helper	17.97
09110 - Furniture Repairer, Minor	20.49
09130 - Upholsterer	22.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.89
11060 - Elevator Operator	19.16
11090 - Gardener	25.96
11122 - Housekeeping Aide	19.16

11150 - Janitor	19.16
11210 - Laborer, Grounds Maintenance	20.69
11240 - Maid or Houseman	17.47
11260 - Pruner	19.01
11270 - Tractor Operator	24.28
11330 - Trail Maintenance Worker	20.69
11360 - Window Cleaner	20.86
12000 - Health Occupations	
12010 - Ambulance Driver	21.42
12011 - Breath Alcohol Technician	29.57
12012 - Certified Occupational Therapist Assistant	40.58
12015 - Certified Physical Therapist Assistant	32.59
12020 - Dental Assistant	27.54
12025 - Dental Hygienist	57.01
12030 - EKG Technician	44.83
12035 - Electroneurodiagnostic Technologist	44.83
12040 - Emergency Medical Technician	21.42
12071 - Licensed Practical Nurse I	26.43
12072 - Licensed Practical Nurse II	29.57
12073 - Licensed Practical Nurse III	32.98
12100 - Medical Assistant	24.03
12130 - Medical Laboratory Technician	38.07
12160 - Medical Record Clerk	23.73
12190 - Medical Record Technician	26.54
12195 - Medical Transcriptionist	29.66
12210 - Nuclear Medicine Technologist	64.99
12221 - Nursing Assistant I	16.53
12222 - Nursing Assistant II	18.60
12223 - Nursing Assistant III	20.30
12224 - Nursing Assistant IV	22.78
12235 - Optical Dispenser	23.55
12236 - Optical Technician	26.43
12250 - Pharmacy Technician	25.52
12280 - Phlebotomist	23.21
12305 - Radiologic Technologist	41.79
12311 - Registered Nurse I	34.46
12312 - Registered Nurse II	42.15
12313 - Registered Nurse II, Specialist	42.15
12314 - Registered Nurse III	51.00
12315 - Registered Nurse III, Anesthetist	51.00
12316 - Registered Nurse IV	61.13
12317 - Scheduler (Drug and Alcohol Testing)	36.64
12320 - Substance Abuse Treatment Counselor	29.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.96
13012 - Exhibits Specialist II	32.16
13013 - Exhibits Specialist III	39.35
13041 - Illustrator I	25.96
13042 - Illustrator II	32.16

13043 - Illustrator III		39.35
13047 - Librarian		35.62
13050 - Library Aide/Clerk		20.68
13054 - Library Information Technology Systems Administrator		32.16
13058 - Library Technician		23.00
13061 - Media Specialist I		23.21
13062 - Media Specialist II		25.96
13063 - Media Specialist III		28.95
13071 - Photographer I		21.10
13072 - Photographer II		23.60
13073 - Photographer III		29.24
13074 - Photographer IV		35.77
13075 - Photographer V		43.27
13090 - Technical Order Library Clerk		25.96
13110 - Video Teleconference Technician		25.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		24.09
14042 - Computer Operator II		26.94
14043 - Computer Operator III		30.02
14044 - Computer Operator IV		33.37
14045 - Computer Operator V		36.96
14071 - Computer Programmer I	(see 1)	24.79
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		24.09
14160 - Personal Computer Support Technician		33.37
14170 - System Support Specialist		36.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.20
15020 - Aircrew Training Devices Instructor (Rated)		40.16
15030 - Air Crew Training Devices Instructor (Pilot)		48.14
15050 - Computer Based Training Specialist / Instructor		33.20
15060 - Educational Technologist		40.40
15070 - Flight Instructor (Pilot)		48.14
15080 - Graphic Artist		27.57
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.14
15086 - Maintenance Test Pilot, Rotary Wing		48.14
15088 - Non-Maintenance Test/Co-Pilot		48.14
15090 - Technical Instructor		26.23
15095 - Technical Instructor/Course Developer		32.08
15110 - Test Proctor		21.18
15120 - Tutor		21.18
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.97

16030 - Counter Attendant	18.97
16040 - Dry Cleaner	21.69
16070 - Finisher, Flatwork, Machine	18.97
16090 - Presser, Hand	18.97
16110 - Presser, Machine, Drycleaning	18.97
16130 - Presser, Machine, Shirts	18.97
16160 - Presser, Machine, Wearing Apparel, Laundry	18.97
16190 - Sewing Machine Operator	22.60
16220 - Tailor	23.49
16250 - Washer, Machine	19.88
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.67
19040 - Tool And Die Maker	38.59
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.48
21030 - Material Coordinator	25.33
21040 - Material Expediter	25.33
21050 - Material Handling Laborer	19.81
21071 - Order Filler	19.79
21080 - Production Line Worker (Food Processing)	23.48
21110 - Shipping Packer	22.41
21130 - Shipping/Receiving Clerk	22.41
21140 - Store Worker I	16.42
21150 - Stock Clerk	21.35
21210 - Tools And Parts Attendant	23.48
21410 - Warehouse Specialist	23.48
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.72
23019 - Aircraft Logs and Records Technician	26.33
23021 - Aircraft Mechanic I	31.14
23022 - Aircraft Mechanic II	32.72
23023 - Aircraft Mechanic III	34.37
23040 - Aircraft Mechanic Helper	23.10
23050 - Aircraft, Painter	29.52
23060 - Aircraft Servicer	26.33
23070 - Aircraft Survival Flight Equipment Technician	29.52
23080 - Aircraft Worker	27.96
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.96
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.14
23110 - Appliance Mechanic	30.04
23120 - Bicycle Repairer	22.26
23125 - Cable Splicer	57.73
23130 - Carpenter, Maintenance	28.75
23140 - Carpet Layer	28.39
23160 - Electrician, Maintenance	39.16
23181 - Electronics Technician Maintenance I	29.99
23182 - Electronics Technician Maintenance II	31.67

23183 - Electronics Technician Maintenance III 33.41
23260 - Fabric Worker 28.24
23290 - Fire Alarm System Mechanic 32.61
23310 - Fire Extinguisher Repairer 26.49
23311 - Fuel Distribution System Mechanic 33.41
23312 - Fuel Distribution System Operator 26.49
23370 - General Maintenance Worker 23.69
23380 - Ground Support Equipment Mechanic 31.14
23381 - Ground Support Equipment Servicer 26.33
23382 - Ground Support Equipment Worker 27.96
23391 - Gunsmith I 26.49
23392 - Gunsmith II 29.99
23393 - Gunsmith III 33.41
23410 - Heating, Ventilation And Air-Conditioning Mechanic 30.20
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 31.73
23430 - Heavy Equipment Mechanic 35.28
23440 - Heavy Equipment Operator 30.63
23460 - Instrument Mechanic 33.41
23465 - Laboratory/Shelter Mechanic 31.67
23470 - Laborer 19.81
23510 - Locksmith 31.67
23530 - Machinery Maintenance Mechanic 31.13
23550 - Machinist, Maintenance 29.68
23580 - Maintenance Trades Helper 20.10
23591 - Metrology Technician I 33.41
23592 - Metrology Technician II 35.10
23593 - Metrology Technician III 36.87
23640 - Millwright 33.41
23710 - Office Appliance Repairer 30.04
23760 - Painter, Maintenance 23.01
23790 - Pipefitter, Maintenance 38.27
23810 - Plumber, Maintenance 36.28
23820 - Pneudraulic Systems Mechanic 33.41
23850 - Rigger 33.41
23870 - Scale Mechanic 29.99
23890 - Sheet-Metal Worker, Maintenance 27.73
23910 - Small Engine Mechanic 28.01
23931 - Telecommunications Mechanic I 29.67
23932 - Telecommunications Mechanic II 31.17
23950 - Telephone Lineman 31.70
23960 - Welder, Combination, Maintenance 25.70
23965 - Well Driller 33.41
23970 - Woodcraft Worker 33.41
23980 - Woodworker 26.49
24000 - Personal Needs Occupations
24550 - Case Manager 22.29
24570 - Child Care Attendant 16.92

24580 - Child Care Center Clerk	21.09
24610 - Chore Aide	18.96
24620 - Family Readiness And Support Services Coordinator	22.29
24630 - Homemaker	22.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.09
25040 - Sewage Plant Operator	31.37
25070 - Stationary Engineer	33.09
25190 - Ventilation Equipment Tender	24.55
25210 - Water Treatment Plant Operator	31.37
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.72
27007 - Baggage Inspector	17.52
27008 - Corrections Officer	34.14
27010 - Court Security Officer	34.14
27030 - Detection Dog Handler	19.60
27040 - Detention Officer	34.14
27070 - Firefighter	31.04
27101 - Guard I	17.52
27102 - Guard II	19.60
27131 - Police Officer I	40.98
27132 - Police Officer II	45.55
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.25
28042 - Carnival Equipment Repairer	22.72
28043 - Carnival Worker	16.64
28210 - Gate Attendant/Gate Tender	22.55
28310 - Lifeguard	16.81
28350 - Park Attendant (Aide)	25.22
28510 - Recreation Aide/Health Facility Attendant	18.41
28515 - Recreation Specialist	31.25
28630 - Sports Official	20.10
28690 - Swimming Pool Operator	25.72
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.99
29020 - Hatch Tender	29.99
29030 - Line Handler	29.99
29041 - Stevedore I	28.24
29042 - Stevedore II	31.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.99
30021 - Archeological Technician I	20.19
30022 - Archeological Technician II	22.58
30023 - Archeological Technician III	27.97
30030 - Cartographic Technician	27.97
30040 - Civil Engineering Technician	41.14

30051 - Cryogenic Technician I		30.98
30052 - Cryogenic Technician II		34.21
30061 - Drafter/CAD Operator I		20.19
30062 - Drafter/CAD Operator II		22.58
30063 - Drafter/CAD Operator III		25.17
30064 - Drafter/CAD Operator IV		30.98
30081 - Engineering Technician I		17.99
30082 - Engineering Technician II		20.19
30083 - Engineering Technician III		22.58
30084 - Engineering Technician IV		27.97
30085 - Engineering Technician V		34.21
30086 - Engineering Technician VI		41.39
30090 - Environmental Technician		27.97
30095 - Evidence Control Specialist		27.97
30210 - Laboratory Technician		25.17
30221 - Latent Fingerprint Technician I		30.98
30222 - Latent Fingerprint Technician II		34.21
30240 - Mathematical Technician		27.97
30361 - Paralegal/Legal Assistant I		22.06
30362 - Paralegal/Legal Assistant II		27.32
30363 - Paralegal/Legal Assistant III		33.41
30364 - Paralegal/Legal Assistant IV		40.43
30375 - Petroleum Supply Specialist		34.21
30390 - Photo-Optics Technician		27.97
30395 - Radiation Control Technician		34.21
30461 - Technical Writer I		27.97
30462 - Technical Writer II		34.21
30463 - Technical Writer III		41.39
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		30.98
30502 - Weather Forecaster II		37.68
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.17
30621 - Weather Observer, Senior	(see 2)	27.97
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		18.00
31030 - Bus Driver		24.07
31043 - Driver Courier		20.48
31260 - Parking and Lot Attendant		17.13
31290 - Shuttle Bus Driver		18.50
31310 - Taxi Driver		15.33
31361 - Truckdriver, Light		21.90
31362 - Truckdriver, Medium		23.35
31363 - Truckdriver, Heavy		30.36

31364 - Truckdriver, Tractor-Trailer	30.36
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	17.06
99050 - Desk Clerk	17.51
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	20.20
99252 - Laboratory Animal Caretaker II	21.59
99260 - Marketing Analyst	36.11
99310 - Mortician	29.28
99410 - Pest Controller	25.62
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	31.51
99711 - Recycling Specialist	36.97
99730 - Refuse Collector	28.95
99810 - Sales Clerk	17.81
99820 - School Crossing Guard	18.08
99830 - Survey Party Chief	36.22
99831 - Surveying Aide	22.75
99832 - Surveying Technician	30.97
99840 - Vending Machine Attendant	23.09
99841 - Vending Machine Repairer	27.95
99842 - Vending Machine Repairer Helper	23.09

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))."

"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.: 2015-5551
Revision No.: 29
Date Of Last Revision: 12/03/2025

State: Washington

Area: Washington Counties of Grays Harbor, Mason

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.46
01012 - Accounting Clerk II		22.97
01013 - Accounting Clerk III		25.69
01020 - Administrative Assistant		34.00
01035 - Court Reporter		22.67
01041 - Customer Service Representative I		17.64
01042 - Customer Service Representative II		19.25
01043 - Customer Service Representative III		21.60
01051 - Data Entry Operator I		20.57
01052 - Data Entry Operator II		22.44
01060 - Dispatcher, Motor Vehicle		27.03
01070 - Document Preparation Clerk		18.05
01090 - Duplicating Machine Operator		18.05
01111 - General Clerk I		18.50
01112 - General Clerk II		20.19
01113 - General Clerk III		22.66
01120 - Housing Referral Assistant		25.26
01141 - Messenger Courier		16.04
01191 - Order Clerk I		19.30
01192 - Order Clerk II		21.06
01261 - Personnel Assistant (Employment) I		20.75
01262 - Personnel Assistant (Employment) II		23.20
01263 - Personnel Assistant (Employment) III		25.86
01270 - Production Control Clerk		26.06
01290 - Rental Clerk		19.77
01300 - Scheduler, Maintenance		20.26
01311 - Secretary I		20.26
01312 - Secretary II		22.67
01313 - Secretary III		25.26
01320 - Service Order Dispatcher		24.16
01410 - Supply Technician		34.00
01420 - Survey Worker		20.91
01460 - Switchboard Operator/Receptionist		18.86
01531 - Travel Clerk I		18.10
01532 - Travel Clerk II		20.32
01533 - Travel Clerk III		22.73
01611 - Word Processor I		18.64
01612 - Word Processor II		20.92
01613 - Word Processor III		23.40
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.94
05010 - Automotive Electrician		24.85

05040 - Automotive Glass Installer	23.66
05070 - Automotive Worker	23.66
05110 - Mobile Equipment Servicer	21.92
05130 - Motor Equipment Metal Mechanic	25.98
05160 - Motor Equipment Metal Worker	23.66
05190 - Motor Vehicle Mechanic	25.98
05220 - Motor Vehicle Mechanic Helper	20.73
05250 - Motor Vehicle Upholstery Worker	22.72
05280 - Motor Vehicle Wrecker	23.66
05310 - Painter, Automotive	24.85
05340 - Radiator Repair Specialist	23.66
05370 - Tire Repairer	20.66
05400 - Transmission Repair Specialist	25.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.39
07041 - Cook I	22.30
07042 - Cook II	25.06
07070 - Dishwasher	17.02
07130 - Food Service Worker	18.14
07210 - Meat Cutter	22.74
07260 - Waiter/Waitress	19.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.85
09040 - Furniture Handler	18.71
09080 - Furniture Refinisher	24.85
09090 - Furniture Refinisher Helper	21.64
09110 - Furniture Repairer, Minor	24.49
09130 - Upholsterer	24.85
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.18
11060 - Elevator Operator	20.00
11090 - Gardener	25.33
11122 - Housekeeping Aide	20.00
11150 - Janitor	20.00
11210 - Laborer, Grounds Maintenance	20.52
11240 - Maid or Houseman	17.44
11260 - Pruner	19.07
11270 - Tractor Operator	23.75
11330 - Trail Maintenance Worker	20.52
11360 - Window Cleaner	21.52
12000 - Health Occupations	
12010 - Ambulance Driver	27.95
12011 - Breath Alcohol Technician	33.46
12012 - Certified Occupational Therapist Assistant	41.75
12015 - Certified Physical Therapist Assistant	31.98
12020 - Dental Assistant	24.08
12025 - Dental Hygienist	56.75
12030 - EKG Technician	46.10
12035 - Electroneurodiagnostic Technologist	46.10
12040 - Emergency Medical Technician	27.95
12071 - Licensed Practical Nurse I	29.92
12072 - Licensed Practical Nurse II	33.46
12073 - Licensed Practical Nurse III	37.30
12100 - Medical Assistant	23.36
12130 - Medical Laboratory Technician	35.04
12160 - Medical Record Clerk	24.00
12190 - Medical Record Technician	26.84
12195 - Medical Transcriptionist	28.03
12210 - Nuclear Medicine Technologist	73.56
12221 - Nursing Assistant I	16.09
12222 - Nursing Assistant II	18.11
12223 - Nursing Assistant III	19.76
12224 - Nursing Assistant IV	22.18
12235 - Optical Dispenser	22.40
12236 - Optical Technician	29.92

12250 - Pharmacy Technician		23.65
12280 - Phlebotomist		23.85
12305 - Radiologic Technologist		45.05
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)		41.47
12320 - Substance Abuse Treatment Counselor		28.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.09
13012 - Exhibits Specialist II		29.83
13013 - Exhibits Specialist III		36.50
13041 - Illustrator I		24.09
13042 - Illustrator II		29.83
13043 - Illustrator III		36.50
13047 - Librarian		33.98
13050 - Library Aide/Clerk		21.49
13054 - Library Information Technology Systems Administrator		28.67
13058 - Library Technician		26.61
13061 - Media Specialist I		21.53
13062 - Media Specialist II		24.09
13063 - Media Specialist III		26.85
13071 - Photographer I		22.15
13072 - Photographer II		24.77
13073 - Photographer III		30.68
13074 - Photographer IV		37.53
13075 - Photographer V		45.42
13090 - Technical Order Library Clerk		26.98
13110 - Video Teleconference Technician		22.15
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.48
14042 - Computer Operator II		25.15
14043 - Computer Operator III		28.04
14044 - Computer Operator IV		31.17
14045 - Computer Operator V		34.51
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		22.48
14160 - Personal Computer Support Technician		31.17
14170 - System Support Specialist		34.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.52
15020 - Aircrew Training Devices Instructor (Rated)		42.97
15030 - Air Crew Training Devices Instructor (Pilot)		51.51
15050 - Computer Based Training Specialist / Instructor		35.52
15060 - Educational Technologist		34.68
15070 - Flight Instructor (Pilot)		51.51
15080 - Graphic Artist		28.30
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.51
15086 - Maintenance Test Pilot, Rotary Wing		51.51
15088 - Non-Maintenance Test/Co-Pilot		51.51
15090 - Technical Instructor		30.62
15095 - Technical Instructor/Course Developer		37.46
15110 - Test Proctor		24.73
15120 - Tutor		24.73
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler 23.17
16030 - Counter Attendant 23.17
16040 - Dry Cleaner 26.47
16070 - Finisher, Flatwork, Machine 23.17
16090 - Presser, Hand 23.17
16110 - Presser, Machine, Drycleaning 23.17
16130 - Presser, Machine, Shirts 23.17
16160 - Presser, Machine, Wearing Apparel, Laundry 23.17
16190 - Sewing Machine Operator 27.57
16220 - Tailor 28.67
16250 - Washer, Machine 24.27
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 35.68
19040 - Tool And Die Maker 41.62
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.29
21030 - Material Coordinator 26.06
21040 - Material Expediter 26.06
21050 - Material Handling Laborer 19.41
21071 - Order Filler 19.80
21080 - Production Line Worker (Food Processing) 23.29
21110 - Shipping Packer 22.74
21130 - Shipping/Receiving Clerk 22.74
21140 - Store Worker I 20.29
21150 - Stock Clerk 24.95
21210 - Tools And Parts Attendant 23.29
21410 - Warehouse Specialist 23.29
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.94
23019 - Aircraft Logs and Records Technician 32.94
23021 - Aircraft Mechanic I 38.32
23022 - Aircraft Mechanic II 39.94
23023 - Aircraft Mechanic III 41.38
23040 - Aircraft Mechanic Helper 29.11
23050 - Aircraft, Painter 36.65
23060 - Aircraft Servicer 32.94
23070 - Aircraft Survival Flight Equipment Technician 36.65
23080 - Aircraft Worker 34.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.32
23110 - Appliance Mechanic 35.68
23120 - Bicycle Repairer 27.46
23125 - Cable Splicer 62.46
23130 - Carpenter, Maintenance 29.88
23140 - Carpet Layer 28.50
23160 - Electrician, Maintenance 37.70
23181 - Electronics Technician Maintenance I 35.77
23182 - Electronics Technician Maintenance II 37.57
23183 - Electronics Technician Maintenance III 39.28
23260 - Fabric Worker 32.08
23290 - Fire Alarm System Mechanic 37.31
23310 - Fire Extinguisher Repairer 30.23
23311 - Fuel Distribution System Mechanic 42.02
23312 - Fuel Distribution System Operator 34.05
23370 - General Maintenance Worker 24.86
23380 - Ground Support Equipment Mechanic 38.32
23381 - Ground Support Equipment Servicer 32.94
23382 - Ground Support Equipment Worker 34.90
23391 - Gunsmith I 30.23
23392 - Gunsmith II 33.98
23393 - Gunsmith III 37.31
23410 - Heating, Ventilation And Air-Conditioning Mechanic 29.23

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.47
23430 - Heavy Equipment Mechanic	34.34
23440 - Heavy Equipment Operator	34.97
23460 - Instrument Mechanic	37.31
23465 - Laboratory/Shelter Mechanic	35.68
23470 - Laborer	19.41
23510 - Locksmith	35.68
23530 - Machinery Maintenance Mechanic	33.13
23550 - Machinist, Maintenance	29.60
23580 - Maintenance Trades Helper	22.88
23591 - Metrology Technician I	37.31
23592 - Metrology Technician II	38.90
23593 - Metrology Technician III	40.29
23640 - Millwright	35.88
23710 - Office Appliance Repairer	35.68
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	34.85
23810 - Plumber, Maintenance	33.33
23820 - Pneudraulic Systems Mechanic	37.31
23850 - Rigger	37.31
23870 - Scale Mechanic	33.98
23890 - Sheet-Metal Worker, Maintenance	38.96
23910 - Small Engine Mechanic	26.21
23931 - Telecommunications Mechanic I	32.22
23932 - Telecommunications Mechanic II	33.58
23950 - Telephone Lineman	33.13
23960 - Welder, Combination, Maintenance	27.28
23965 - Well Driller	36.36
23970 - Woodcraft Worker	37.31
23980 - Woodworker	30.23
24000 - Personal Needs Occupations	
24550 - Case Manager	22.47
24570 - Child Care Attendant	17.44
24580 - Child Care Center Clerk	21.74
24610 - Chore Aide	20.90
24620 - Family Readiness And Support Services Coordinator	22.47
24630 - Homemaker	22.47
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.49
25040 - Sewage Plant Operator	33.32
25070 - Stationary Engineer	32.49
25190 - Ventilation Equipment Tender	24.68
25210 - Water Treatment Plant Operator	33.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.66
27007 - Baggage Inspector	21.49
27008 - Corrections Officer	32.41
27010 - Court Security Officer	33.53
27030 - Detection Dog Handler	24.23
27040 - Detention Officer	32.41
27070 - Firefighter	35.08
27101 - Guard I	21.49
27102 - Guard II	24.23
27131 - Police Officer I	35.95
27132 - Police Officer II	39.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.25
28042 - Carnival Equipment Repairer	22.66
28043 - Carnival Worker	17.00
28210 - Gate Attendant/Gate Tender	22.24
28310 - Lifeguard	16.70
28350 - Park Attendant (Aide)	24.88
28510 - Recreation Aide/Health Facility Attendant	18.16

28515 - Recreation Specialist		30.82
28630 - Sports Official		19.82
28690 - Swimming Pool Operator		25.47
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		34.25
29020 - Hatch Tender		34.25
29030 - Line Handler		34.25
29041 - Stevedore I		32.33
29042 - Stevedore II		35.97
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		23.68
30022 - Archeological Technician II		26.49
30023 - Archeological Technician III		32.81
30030 - Cartographic Technician		32.81
30040 - Civil Engineering Technician		32.69
30051 - Cryogenic Technician I		35.89
30052 - Cryogenic Technician II		39.64
30061 - Drafter/CAD Operator I		23.68
30062 - Drafter/CAD Operator II		26.49
30063 - Drafter/CAD Operator III		29.52
30064 - Drafter/CAD Operator IV		36.34
30081 - Engineering Technician I		20.27
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		32.42
30095 - Evidence Control Specialist		32.42
30210 - Laboratory Technician		29.52
30221 - Latent Fingerprint Technician I		35.89
30222 - Latent Fingerprint Technician II		39.64
30240 - Mathematical Technician		33.95
30361 - Paralegal/Legal Assistant I		24.12
30362 - Paralegal/Legal Assistant II		29.87
30363 - Paralegal/Legal Assistant III		36.53
30364 - Paralegal/Legal Assistant IV		44.20
30375 - Petroleum Supply Specialist		39.64
30390 - Photo-Optics Technician		32.81
30395 - Radiation Control Technician		39.64
30461 - Technical Writer I		32.42
30462 - Technical Writer II		39.64
30463 - Technical Writer III		47.96
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		35.89
30502 - Weather Forecaster II		43.66
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.17
30621 - Weather Observer, Senior	(see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.82
31020 - Bus Aide		20.05
31030 - Bus Driver		26.26
31043 - Driver Courier		20.52
31260 - Parking and Lot Attendant		16.79
31290 - Shuttle Bus Driver		20.27
31310 - Taxi Driver		20.82
31361 - Truckdriver, Light		21.88

31362 - Truckdriver, Medium	23.21
31363 - Truckdriver, Heavy	29.68
31364 - Truckdriver, Tractor-Trailer	29.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.41
99030 - Cashier	17.23
99050 - Desk Clerk	17.27
99095 - Embalmer	30.55
99130 - Flight Follower	32.91
99251 - Laboratory Animal Caretaker I	18.19
99252 - Laboratory Animal Caretaker II	19.40
99260 - Marketing Analyst	31.12
99310 - Mortician	30.55
99410 - Pest Controller	24.50
99510 - Photofinishing Worker	17.30
99710 - Recycling Laborer	31.14
99711 - Recycling Specialist	36.04
99730 - Refuse Collector	28.87
99810 - Sales Clerk	17.51
99820 - School Crossing Guard	27.42
99830 - Survey Party Chief	40.10
99831 - Surveying Aide	18.99
99832 - Surveying Technician	28.68
99840 - Vending Machine Attendant	26.06
99841 - Vending Machine Repairer	31.24
99842 - Vending Machine Repairer Helper	26.06

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))."

"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.: 2015-5583
Revision No.: 29
Date Of Last Revision: 12/03/2025

State: Oregon

Area: Oregon Counties of Hood River, Sherman, Wasco

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.91
01012 - Accounting Clerk II		20.10
01013 - Accounting Clerk III		22.48
01020 - Administrative Assistant		32.33
01035 - Court Reporter		20.75
01041 - Customer Service Representative I		15.37
01042 - Customer Service Representative II		16.78
01043 - Customer Service Representative III		18.83
01051 - Data Entry Operator I		14.64
01052 - Data Entry Operator II		15.97
01060 - Dispatcher, Motor Vehicle		20.87
01070 - Document Preparation Clerk		15.97
01090 - Duplicating Machine Operator		15.97
01111 - General Clerk I		17.75
01112 - General Clerk II		19.37
01113 - General Clerk III		21.74
01120 - Housing Referral Assistant		22.46
01141 - Messenger Courier		16.62
01191 - Order Clerk I		17.17
01192 - Order Clerk II		18.74
01261 - Personnel Assistant (Employment) I		18.61
01262 - Personnel Assistant (Employment) II		20.97
01263 - Personnel Assistant (Employment) III		23.21
01270 - Production Control Clerk		24.12
01290 - Rental Clerk		19.02
01300 - Scheduler, Maintenance		18.02
01311 - Secretary I		18.02
01312 - Secretary II		20.15
01313 - Secretary III		22.46
01320 - Service Order Dispatcher		18.66
01410 - Supply Technician		32.33
01420 - Survey Worker		21.08
01460 - Switchboard Operator/Receptionist		17.88
01531 - Travel Clerk I		16.42
01532 - Travel Clerk II		17.50
01533 - Travel Clerk III		19.89
01611 - Word Processor I		15.97
01612 - Word Processor II		17.94
01613 - Word Processor III		20.75
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.56
05010 - Automotive Electrician		22.00

05040 - Automotive Glass Installer	20.72
05070 - Automotive Worker	20.72
05110 - Mobile Equipment Servicer	18.08
05130 - Motor Equipment Metal Mechanic	23.31
05160 - Motor Equipment Metal Worker	20.72
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	16.77
05250 - Motor Vehicle Upholstery Worker	19.39
05280 - Motor Vehicle Wrecker	20.72
05310 - Painter, Automotive	22.00
05340 - Radiator Repair Specialist	20.72
05370 - Tire Repairer	18.87
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.59
07041 - Cook I	17.75
07042 - Cook II	20.34
07070 - Dishwasher	15.76
07130 - Food Service Worker	16.39
07210 - Meat Cutter	21.44
07260 - Waiter/Waitress	14.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.26
09040 - Furniture Handler	15.12
09080 - Furniture Refinisher	23.26
09090 - Furniture Refinisher Helper	17.73
09110 - Furniture Repairer, Minor	20.50
09130 - Upholsterer	23.26
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.97
11060 - Elevator Operator	17.32
11090 - Gardener	23.95
11122 - Housekeeping Aide	17.32
11150 - Janitor	17.32
11210 - Laborer, Grounds Maintenance	18.95
11240 - Maid or Houseman	16.71
11260 - Pruner	17.55
11270 - Tractor Operator	22.22
11330 - Trail Maintenance Worker	18.95
11360 - Window Cleaner	18.70
12000 - Health Occupations	
12010 - Ambulance Driver	23.52
12011 - Breath Alcohol Technician	31.58
12012 - Certified Occupational Therapist Assistant	43.32
12015 - Certified Physical Therapist Assistant	43.32
12020 - Dental Assistant	24.31
12025 - Dental Hygienist	46.25
12030 - EKG Technician	47.83
12035 - Electroneurodiagnostic Technologist	47.83
12040 - Emergency Medical Technician	23.52
12071 - Licensed Practical Nurse I	28.23
12072 - Licensed Practical Nurse II	31.58
12073 - Licensed Practical Nurse III	35.19
12100 - Medical Assistant	22.48
12130 - Medical Laboratory Technician	38.89
12160 - Medical Record Clerk	24.95
12190 - Medical Record Technician	27.90
12195 - Medical Transcriptionist	27.09
12210 - Nuclear Medicine Technologist	69.39
12221 - Nursing Assistant I	15.78
12222 - Nursing Assistant II	17.76
12223 - Nursing Assistant III	19.38
12224 - Nursing Assistant IV	21.75
12235 - Optical Dispenser	23.31
12236 - Optical Technician	28.23

12250 - Pharmacy Technician		23.25
12280 - Phlebotomist		20.68
12305 - Radiologic Technologist		41.87
12311 - Registered Nurse I		29.06
12312 - Registered Nurse II		35.54
12313 - Registered Nurse II, Specialist		35.54
12314 - Registered Nurse III		43.00
12315 - Registered Nurse III, Anesthetist		43.00
12316 - Registered Nurse IV		51.56
12317 - Scheduler (Drug and Alcohol Testing)		39.11
12320 - Substance Abuse Treatment Counselor		30.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.10
13012 - Exhibits Specialist II		26.16
13013 - Exhibits Specialist III		31.53
13041 - Illustrator I		20.19
13042 - Illustrator II		25.01
13043 - Illustrator III		30.59
13047 - Librarian		28.75
13050 - Library Aide/Clerk		15.02
13054 - Library Information Technology Systems Administrator		25.96
13058 - Library Technician		19.58
13061 - Media Specialist I		18.74
13062 - Media Specialist II		20.97
13063 - Media Specialist III		23.36
13071 - Photographer I		17.59
13072 - Photographer II		19.68
13073 - Photographer III		24.38
13074 - Photographer IV		29.82
13075 - Photographer V		36.08
13090 - Technical Order Library Clerk		18.86
13110 - Video Teleconference Technician		18.87
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.04
14042 - Computer Operator II		24.65
14043 - Computer Operator III		27.49
14044 - Computer Operator IV		30.54
14045 - Computer Operator V		33.82
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	24.95
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		22.04
14160 - Personal Computer Support Technician		30.54
14170 - System Support Specialist		33.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.11
15020 - Aircrew Training Devices Instructor (Rated)		42.47
15030 - Air Crew Training Devices Instructor (Pilot)		50.91
15050 - Computer Based Training Specialist / Instructor		35.11
15060 - Educational Technologist		35.11
15070 - Flight Instructor (Pilot)		50.91
15080 - Graphic Artist		28.67
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.91
15086 - Maintenance Test Pilot, Rotary Wing		50.91
15088 - Non-Maintenance Test/Co-Pilot		50.91
15090 - Technical Instructor		25.06
15095 - Technical Instructor/Course Developer		30.66
15110 - Test Proctor		21.53
15120 - Tutor		21.53
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler 18.60
16030 - Counter Attendant 18.60
16040 - Dry Cleaner 21.25
16070 - Finisher, Flatwork, Machine 18.60
16090 - Presser, Hand 18.60
16110 - Presser, Machine, Drycleaning 18.60
16130 - Presser, Machine, Shirts 18.60
16160 - Presser, Machine, Wearing Apparel, Laundry 18.60
16190 - Sewing Machine Operator 22.15
16220 - Tailor 23.03
16250 - Washer, Machine 19.48
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 33.14
19040 - Tool And Die Maker 40.81
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.58
21030 - Material Coordinator 24.12
21040 - Material Expediter 24.12
21050 - Material Handling Laborer 18.01
21071 - Order Filler 18.02
21080 - Production Line Worker (Food Processing) 22.58
21110 - Shipping Packer 20.45
21130 - Shipping/Receiving Clerk 20.45
21140 - Store Worker I 17.34
21150 - Stock Clerk 21.51
21210 - Tools And Parts Attendant 22.58
21410 - Warehouse Specialist 22.58
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.03
23019 - Aircraft Logs and Records Technician 31.64
23021 - Aircraft Mechanic I 38.03
23022 - Aircraft Mechanic II 40.03
23023 - Aircraft Mechanic III 42.18
23040 - Aircraft Mechanic Helper 27.36
23050 - Aircraft, Painter 35.89
23060 - Aircraft Servicer 31.64
23070 - Aircraft Survival Flight Equipment Technician 35.89
23080 - Aircraft Worker 33.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.03
23110 - Appliance Mechanic 33.14
23120 - Bicycle Repairer 27.23
23125 - Cable Splicer 59.22
23130 - Carpenter, Maintenance 26.99
23140 - Carpet Layer 31.20
23160 - Electrician, Maintenance 39.97
23181 - Electronics Technician Maintenance I 39.89
23182 - Electronics Technician Maintenance II 42.36
23183 - Electronics Technician Maintenance III 44.89
23260 - Fabric Worker 29.21
23290 - Fire Alarm System Mechanic 35.11
23310 - Fire Extinguisher Repairer 27.23
23311 - Fuel Distribution System Mechanic 35.11
23312 - Fuel Distribution System Operator 27.23
23370 - General Maintenance Worker 22.92
23380 - Ground Support Equipment Mechanic 38.03
23381 - Ground Support Equipment Servicer 31.64
23382 - Ground Support Equipment Worker 33.80
23391 - Gunsmith I 27.23
23392 - Gunsmith II 31.20
23393 - Gunsmith III 35.11
23410 - Heating, Ventilation And Air-Conditioning Mechanic 28.88

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.40
23430 - Heavy Equipment Mechanic	32.58
23440 - Heavy Equipment Operator	29.46
23460 - Instrument Mechanic	35.11
23465 - Laboratory/Shelter Mechanic	33.14
23470 - Laborer	18.01
23510 - Locksmith	33.14
23530 - Machinery Maintenance Mechanic	31.21
23550 - Machinist, Maintenance	32.12
23580 - Maintenance Trades Helper	17.57
23591 - Metrology Technician I	35.11
23592 - Metrology Technician II	36.96
23593 - Metrology Technician III	38.95
23640 - Millwright	35.11
23710 - Office Appliance Repairer	33.14
23760 - Painter, Maintenance	23.28
23790 - Pipefitter, Maintenance	37.44
23810 - Plumber, Maintenance	35.46
23820 - Pneudraulic Systems Mechanic	35.11
23850 - Rigger	35.11
23870 - Scale Mechanic	31.20
23890 - Sheet-Metal Worker, Maintenance	35.11
23910 - Small Engine Mechanic	31.20
23931 - Telecommunications Mechanic I	32.37
23932 - Telecommunications Mechanic II	34.08
23950 - Telephone Lineman	32.08
23960 - Welder, Combination, Maintenance	24.81
23965 - Well Driller	35.11
23970 - Woodcraft Worker	35.11
23980 - Woodworker	27.23
24000 - Personal Needs Occupations	
24550 - Case Manager	22.82
24570 - Child Care Attendant	16.24
24580 - Child Care Center Clerk	20.24
24610 - Chore Aide	18.49
24620 - Family Readiness And Support Services Coordinator	22.82
24630 - Homemaker	22.82
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.33
25040 - Sewage Plant Operator	28.86
25070 - Stationary Engineer	31.33
25190 - Ventilation Equipment Tender	22.46
25210 - Water Treatment Plant Operator	28.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.64
27007 - Baggage Inspector	18.90
27008 - Corrections Officer	31.18
27010 - Court Security Officer	31.92
27030 - Detection Dog Handler	21.14
27040 - Detention Officer	31.18
27070 - Firefighter	32.71
27101 - Guard I	18.90
27102 - Guard II	21.14
27131 - Police Officer I	33.08
27132 - Police Officer II	36.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.56
28042 - Carnival Equipment Repairer	21.08
28043 - Carnival Worker	15.46
28210 - Gate Attendant/Gate Tender	21.23
28310 - Lifeguard	16.84
28350 - Park Attendant (Aide)	23.75
28510 - Recreation Aide/Health Facility Attendant	17.34

28515 - Recreation Specialist		29.43
28630 - Sports Official		18.92
28690 - Swimming Pool Operator		24.16
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		31.20
29020 - Hatch Tender		31.20
29030 - Line Handler		31.20
29041 - Stevedore I		29.21
29042 - Stevedore II		33.14
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		17.88
30022 - Archeological Technician II		19.99
30023 - Archeological Technician III		24.77
30030 - Cartographic Technician		24.77
30040 - Civil Engineering Technician		33.09
30051 - Cryogenic Technician I		27.43
30052 - Cryogenic Technician II		30.30
30061 - Drafter/CAD Operator I		17.88
30062 - Drafter/CAD Operator II		19.99
30063 - Drafter/CAD Operator III		22.28
30064 - Drafter/CAD Operator IV		27.43
30081 - Engineering Technician I		16.14
30082 - Engineering Technician II		18.13
30083 - Engineering Technician III		20.29
30084 - Engineering Technician IV		25.76
30085 - Engineering Technician V		31.76
30086 - Engineering Technician VI		37.19
30090 - Environmental Technician		24.77
30095 - Evidence Control Specialist		24.77
30210 - Laboratory Technician		22.28
30221 - Latent Fingerprint Technician I		27.43
30222 - Latent Fingerprint Technician II		30.30
30240 - Mathematical Technician		24.77
30361 - Paralegal/Legal Assistant I		21.74
30362 - Paralegal/Legal Assistant II		26.94
30363 - Paralegal/Legal Assistant III		32.96
30364 - Paralegal/Legal Assistant IV		39.86
30375 - Petroleum Supply Specialist		30.30
30390 - Photo-Optics Technician		24.77
30395 - Radiation Control Technician		30.30
30461 - Technical Writer I		24.77
30462 - Technical Writer II		30.30
30463 - Technical Writer III		36.66
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		27.43
30502 - Weather Forecaster II		33.37
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.28
30621 - Weather Observer, Senior	(see 2)	24.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.97
31030 - Bus Driver		21.87
31043 - Driver Courier		19.54
31260 - Parking and Lot Attendant		15.43
31290 - Shuttle Bus Driver		17.83
31310 - Taxi Driver		14.72
31361 - Truckdriver, Light		21.06

31362 - Truckdriver, Medium	22.59
31363 - Truckdriver, Heavy	27.14
31364 - Truckdriver, Tractor-Trailer	27.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	15.32
99050 - Desk Clerk	16.76
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	19.03
99252 - Laboratory Animal Caretaker II	20.52
99260 - Marketing Analyst	32.27
99310 - Mortician	29.28
99410 - Pest Controller	27.06
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	30.89
99711 - Recycling Specialist	36.21
99730 - Refuse Collector	28.60
99810 - Sales Clerk	17.11
99820 - School Crossing Guard	18.48
99830 - Survey Party Chief	30.04
99831 - Surveying Aide	17.71
99832 - Surveying Technician	24.26
99840 - Vending Machine Attendant	23.40
99841 - Vending Machine Repairer	28.90
99842 - Vending Machine Repairer Helper	23.40

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))."

"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.: 2015-5535
Revision No.: 27
Date Of Last Revision: 12/03/2025

State: Washington

Area: Washington Counties of King, Snohomish

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.36
01012 - Accounting Clerk II		25.09
01013 - Accounting Clerk III		28.07
01020 - Administrative Assistant		39.00
01035 - Court Reporter		30.10
01041 - Customer Service Representative I		20.05
01042 - Customer Service Representative II		21.88
01043 - Customer Service Representative III		24.56
01051 - Data Entry Operator I		20.28
01052 - Data Entry Operator II		22.13
01060 - Dispatcher, Motor Vehicle		28.38
01070 - Document Preparation Clerk		21.80
01090 - Duplicating Machine Operator		21.80
01111 - General Clerk I		21.05
01112 - General Clerk II		22.98
01113 - General Clerk III		25.79
01120 - Housing Referral Assistant		28.26
01141 - Messenger Courier		22.07
01191 - Order Clerk I		21.50
01192 - Order Clerk II		23.46
01261 - Personnel Assistant (Employment) I		22.93
01262 - Personnel Assistant (Employment) II		25.65
01263 - Personnel Assistant (Employment) III		28.60
01270 - Production Control Clerk		33.14
01290 - Rental Clerk		23.34
01300 - Scheduler, Maintenance		24.46
01311 - Secretary I		24.46
01312 - Secretary II		27.36
01313 - Secretary III		30.50
01320 - Service Order Dispatcher		25.37
01410 - Supply Technician		39.00
01420 - Survey Worker		25.51
01460 - Switchboard Operator/Receptionist		21.78
01531 - Travel Clerk I		25.34
01532 - Travel Clerk II		28.45
01533 - Travel Clerk III		31.82
01611 - Word Processor I		20.58
01612 - Word Processor II		23.10
01613 - Word Processor III		25.84
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.82
05010 - Automotive Electrician		28.09

05040 - Automotive Glass Installer	26.89
05070 - Automotive Worker	26.89
05110 - Mobile Equipment Servicer	24.00
05130 - Motor Equipment Metal Mechanic	29.06
05160 - Motor Equipment Metal Worker	26.89
05190 - Motor Vehicle Mechanic	29.06
05220 - Motor Vehicle Mechanic Helper	22.56
05250 - Motor Vehicle Upholstery Worker	25.46
05280 - Motor Vehicle Wrecker	26.89
05310 - Painter, Automotive	28.09
05340 - Radiator Repair Specialist	26.89
05370 - Tire Repairer	21.31
05400 - Transmission Repair Specialist	29.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	21.72
07041 - Cook I	24.18
07042 - Cook II	27.10
07070 - Dishwasher	18.98
07130 - Food Service Worker	20.23
07210 - Meat Cutter	27.82
07260 - Waiter/Waitress	22.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.64
09040 - Furniture Handler	17.88
09080 - Furniture Refinisher	22.58
09090 - Furniture Refinisher Helper	19.16
09110 - Furniture Repairer, Minor	20.52
09130 - Upholsterer	27.63
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	20.47
11060 - Elevator Operator	21.41
11090 - Gardener	28.16
11122 - Housekeeping Aide	21.55
11150 - Janitor	21.55
11210 - Laborer, Grounds Maintenance	23.07
11240 - Maid or Houseman	20.61
11260 - Pruner	21.35
11270 - Tractor Operator	26.47
11330 - Trail Maintenance Worker	23.07
11360 - Window Cleaner	23.28
12000 - Health Occupations	
12010 - Ambulance Driver	30.49
12011 - Breath Alcohol Technician	34.72
12012 - Certified Occupational Therapist Assistant	36.54
12015 - Certified Physical Therapist Assistant	35.69
12020 - Dental Assistant	29.27
12025 - Dental Hygienist	63.41
12030 - EKG Technician	40.38
12035 - Electroneurodiagnostic Technologist	40.38
12040 - Emergency Medical Technician	30.49
12071 - Licensed Practical Nurse I	31.04
12072 - Licensed Practical Nurse II	34.72
12073 - Licensed Practical Nurse III	38.69
12100 - Medical Assistant	28.29
12130 - Medical Laboratory Technician	35.33
12160 - Medical Record Clerk	29.14
12190 - Medical Record Technician	32.59
12195 - Medical Transcriptionist	22.98
12210 - Nuclear Medicine Technologist	61.80
12221 - Nursing Assistant I	17.61
12222 - Nursing Assistant II	19.80
12223 - Nursing Assistant III	21.60
12224 - Nursing Assistant IV	24.23
12235 - Optical Dispenser	26.47
12236 - Optical Technician	24.24

12250 - Pharmacy Technician		28.83
12280 - Phlebotomist		24.13
12305 - Radiologic Technologist		47.85
12311 - Registered Nurse I		32.13
12312 - Registered Nurse II		39.29
12313 - Registered Nurse II, Specialist		39.29
12314 - Registered Nurse III		47.54
12315 - Registered Nurse III, Anesthetist		47.54
12316 - Registered Nurse IV		57.00
12317 - Scheduler (Drug and Alcohol Testing)		43.00
12320 - Substance Abuse Treatment Counselor		31.39
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.86
13012 - Exhibits Specialist II		30.79
13013 - Exhibits Specialist III		37.66
13041 - Illustrator I		27.11
13042 - Illustrator II		33.60
13043 - Illustrator III		41.08
13047 - Librarian		48.47
13050 - Library Aide/Clerk		22.13
13054 - Library Information Technology Systems Administrator		43.76
13058 - Library Technician		29.25
13061 - Media Specialist I		31.59
13062 - Media Specialist II		35.33
13063 - Media Specialist III		39.38
13071 - Photographer I		21.46
13072 - Photographer II		24.00
13073 - Photographer III		29.74
13074 - Photographer IV		36.37
13075 - Photographer V		44.01
13090 - Technical Order Library Clerk		27.79
13110 - Video Teleconference Technician		36.76
14000 - Information Technology Occupations		
14041 - Computer Operator I		30.45
14042 - Computer Operator II		34.06
14043 - Computer Operator III		37.96
14044 - Computer Operator IV		42.19
14045 - Computer Operator V		46.73
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		30.45
14160 - Personal Computer Support Technician		42.19
14170 - System Support Specialist		46.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		44.24
15020 - Aircrew Training Devices Instructor (Rated)		53.53
15030 - Air Crew Training Devices Instructor (Pilot)		64.15
15050 - Computer Based Training Specialist / Instructor		44.24
15060 - Educational Technologist		46.17
15070 - Flight Instructor (Pilot)		64.15
15080 - Graphic Artist		39.55
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		64.15
15086 - Maintenance Test Pilot, Rotary Wing		64.15
15088 - Non-Maintenance Test/Co-Pilot		64.15
15090 - Technical Instructor		36.44
15095 - Technical Instructor/Course Developer		44.57
15110 - Test Proctor		29.42
15120 - Tutor		29.42
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler 23.17
16030 - Counter Attendant 23.17
16040 - Dry Cleaner 26.47
16070 - Finisher, Flatwork, Machine 23.17
16090 - Presser, Hand 23.17
16110 - Presser, Machine, Drycleaning 23.17
16130 - Presser, Machine, Shirts 23.17
16160 - Presser, Machine, Wearing Apparel, Laundry 23.17
16190 - Sewing Machine Operator 27.57
16220 - Tailor 28.67
16250 - Washer, Machine 24.27
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 43.36
19040 - Tool And Die Maker 49.12
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 25.21
21030 - Material Coordinator 33.14
21040 - Material Expediter 33.14
21050 - Material Handling Laborer 22.92
21071 - Order Filler 21.35
21080 - Production Line Worker (Food Processing) 25.21
21110 - Shipping Packer 25.00
21130 - Shipping/Receiving Clerk 25.00
21140 - Store Worker I 21.63
21150 - Stock Clerk 26.99
21210 - Tools And Parts Attendant 25.21
21410 - Warehouse Specialist 25.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 42.69
23019 - Aircraft Logs and Records Technician 36.23
23021 - Aircraft Mechanic I 41.35
23022 - Aircraft Mechanic II 42.69
23023 - Aircraft Mechanic III 43.93
23040 - Aircraft Mechanic Helper 32.10
23050 - Aircraft, Painter 39.97
23060 - Aircraft Servicer 36.23
23070 - Aircraft Survival Flight Equipment Technician 39.97
23080 - Aircraft Worker 38.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 38.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 41.35
23110 - Appliance Mechanic 28.86
23120 - Bicycle Repairer 25.36
23125 - Cable Splicer 62.49
23130 - Carpenter, Maintenance 36.90
23140 - Carpet Layer 30.00
23160 - Electrician, Maintenance 48.85
23181 - Electronics Technician Maintenance I 45.39
23182 - Electronics Technician Maintenance II 47.40
23183 - Electronics Technician Maintenance III 49.04
23260 - Fabric Worker 35.75
23290 - Fire Alarm System Mechanic 32.49
23310 - Fire Extinguisher Repairer 33.69
23311 - Fuel Distribution System Mechanic 46.36
23312 - Fuel Distribution System Operator 38.28
23370 - General Maintenance Worker 28.65
23380 - Ground Support Equipment Mechanic 41.35
23381 - Ground Support Equipment Servicer 36.23
23382 - Ground Support Equipment Worker 38.27
23391 - Gunsmith I 33.69
23392 - Gunsmith II 37.76
23393 - Gunsmith III 40.80
23410 - Heating, Ventilation And Air-Conditioning Mechanic 36.30

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	37.47
23430 - Heavy Equipment Mechanic	38.19
23440 - Heavy Equipment Operator	41.93
23460 - Instrument Mechanic	38.39
23465 - Laboratory/Shelter Mechanic	39.44
23470 - Laborer	22.92
23510 - Locksmith	31.32
23530 - Machinery Maintenance Mechanic	37.35
23550 - Machinist, Maintenance	35.02
23580 - Maintenance Trades Helper	23.03
23591 - Metrology Technician I	38.39
23592 - Metrology Technician II	39.64
23593 - Metrology Technician III	40.80
23640 - Millwright	42.31
23710 - Office Appliance Repairer	28.49
23760 - Painter, Maintenance	28.49
23790 - Pipefitter, Maintenance	41.90
23810 - Plumber, Maintenance	40.50
23820 - Pneudraulic Systems Mechanic	40.80
23850 - Rigger	37.11
23870 - Scale Mechanic	37.76
23890 - Sheet-Metal Worker, Maintenance	49.36
23910 - Small Engine Mechanic	26.57
23931 - Telecommunications Mechanic I	37.12
23932 - Telecommunications Mechanic II	38.32
23950 - Telephone Lineman	38.80
23960 - Welder, Combination, Maintenance	31.01
23965 - Well Driller	38.01
23970 - Woodcraft Worker	40.80
23980 - Woodworker	33.69
24000 - Personal Needs Occupations	
24550 - Case Manager	25.40
24570 - Child Care Attendant	19.32
24580 - Child Care Center Clerk	24.08
24610 - Chore Aide	22.31
24620 - Family Readiness And Support Services Coordinator	25.40
24630 - Homemaker	25.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	45.68
25040 - Sewage Plant Operator	42.52
25070 - Stationary Engineer	45.68
25190 - Ventilation Equipment Tender	35.46
25210 - Water Treatment Plant Operator	42.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	38.00
27007 - Baggage Inspector	20.80
27008 - Corrections Officer	38.60
27010 - Court Security Officer	43.87
27030 - Detection Dog Handler	23.27
27040 - Detention Officer	38.60
27070 - Firefighter	49.14
27101 - Guard I	20.80
27102 - Guard II	23.27
27131 - Police Officer I	49.40
27132 - Police Officer II	54.90
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	23.10
28042 - Carnival Equipment Repairer	24.58
28043 - Carnival Worker	18.64
28210 - Gate Attendant/Gate Tender	26.59
28310 - Lifeguard	19.13
28350 - Park Attendant (Aide)	29.75
28510 - Recreation Aide/Health Facility Attendant	21.71

28515 - Recreation Specialist		36.84
28630 - Sports Official		23.69
28690 - Swimming Pool Operator		27.54
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		46.74
29020 - Hatch Tender		46.74
29030 - Line Handler		46.74
29041 - Stevedore I		44.25
29042 - Stevedore II		48.80
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		22.27
30022 - Archeological Technician II		24.91
30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		40.06
30051 - Cryogenic Technician I		32.83
30052 - Cryogenic Technician II		36.25
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.07
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30095 - Evidence Control Specialist		29.64
30210 - Laboratory Technician		27.78
30221 - Latent Fingerprint Technician I		35.96
30222 - Latent Fingerprint Technician II		39.71
30240 - Mathematical Technician		37.35
30361 - Paralegal/Legal Assistant I		25.05
30362 - Paralegal/Legal Assistant II		31.04
30363 - Paralegal/Legal Assistant III		37.97
30364 - Paralegal/Legal Assistant IV		45.93
30375 - Petroleum Supply Specialist		36.25
30390 - Photo-Optics Technician		30.86
30395 - Radiation Control Technician		36.25
30461 - Technical Writer I		33.56
30462 - Technical Writer II		41.05
30463 - Technical Writer III		49.66
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		34.17
30502 - Weather Forecaster II		41.57
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.67
30621 - Weather Observer, Senior	(see 2)	29.64
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.82
31020 - Bus Aide		30.22
31030 - Bus Driver		39.13
31043 - Driver Courier		21.79
31260 - Parking and Lot Attendant		20.07
31290 - Shuttle Bus Driver		21.85
31310 - Taxi Driver		18.89
31361 - Truckdriver, Light		23.18

31362 - Truckdriver, Medium	24.59
31363 - Truckdriver, Heavy	33.31
31364 - Truckdriver, Tractor-Trailer	33.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.41
99030 - Cashier	18.93
99050 - Desk Clerk	20.97
99095 - Embalmer	30.25
99130 - Flight Follower	32.91
99251 - Laboratory Animal Caretaker I	21.87
99252 - Laboratory Animal Caretaker II	23.27
99260 - Marketing Analyst	49.23
99310 - Mortician	30.39
99410 - Pest Controller	28.20
99510 - Photofinishing Worker	30.36
99710 - Recycling Laborer	40.15
99711 - Recycling Specialist	46.06
99730 - Refuse Collector	37.16
99810 - Sales Clerk	18.84
99820 - School Crossing Guard	25.17
99830 - Survey Party Chief	37.71
99831 - Surveying Aide	21.63
99832 - Surveying Technician	29.65
99840 - Vending Machine Attendant	22.31
99841 - Vending Machine Repairer	26.32
99842 - Vending Machine Repairer Helper	22.31

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))."

"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.: 2015-5569
Revision No.: 27
Date Of Last Revision: 12/03/2025

State: Oregon

Area: Oregon County of Lane

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.35
01012 - Accounting Clerk II		20.60
01013 - Accounting Clerk III		23.04
01020 - Administrative Assistant		30.68
01035 - Court Reporter		21.53
01041 - Customer Service Representative I		17.14
01042 - Customer Service Representative II		18.71
01043 - Customer Service Representative III		21.00
01051 - Data Entry Operator I		18.59
01052 - Data Entry Operator II		20.29
01060 - Dispatcher, Motor Vehicle		22.00
01070 - Document Preparation Clerk		20.53
01090 - Duplicating Machine Operator		20.53
01111 - General Clerk I		17.72
01112 - General Clerk II		19.34
01113 - General Clerk III		21.70
01120 - Housing Referral Assistant		24.00
01141 - Messenger Courier		18.03
01191 - Order Clerk I		20.46
01192 - Order Clerk II		22.33
01261 - Personnel Assistant (Employment) I		19.24
01262 - Personnel Assistant (Employment) II		21.51
01263 - Personnel Assistant (Employment) III		23.98
01270 - Production Control Clerk		26.11
01290 - Rental Clerk		19.22
01300 - Scheduler, Maintenance		19.25
01311 - Secretary I		19.25
01312 - Secretary II		21.53
01313 - Secretary III		24.00
01320 - Service Order Dispatcher		19.67
01410 - Supply Technician		30.68
01420 - Survey Worker		20.39
01460 - Switchboard Operator/Receptionist		18.00
01531 - Travel Clerk I		17.99
01532 - Travel Clerk II		20.20
01533 - Travel Clerk III		22.59
01611 - Word Processor I		17.14
01612 - Word Processor II		19.25
01613 - Word Processor III		21.53
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.79
05010 - Automotive Electrician		22.50

05040 - Automotive Glass Installer	21.31
05070 - Automotive Worker	21.31
05110 - Mobile Equipment Servicer	18.83
05130 - Motor Equipment Metal Mechanic	23.74
05160 - Motor Equipment Metal Worker	21.31
05190 - Motor Vehicle Mechanic	23.74
05220 - Motor Vehicle Mechanic Helper	17.61
05250 - Motor Vehicle Upholstery Worker	20.07
05280 - Motor Vehicle Wrecker	21.31
05310 - Painter, Automotive	22.50
05340 - Radiator Repair Specialist	21.31
05370 - Tire Repairer	20.52
05400 - Transmission Repair Specialist	23.74
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.46
07041 - Cook I	19.08
07042 - Cook II	21.60
07070 - Dishwasher	15.71
07130 - Food Service Worker	16.93
07210 - Meat Cutter	22.57
07260 - Waiter/Waitress	14.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.53
09040 - Furniture Handler	14.99
09080 - Furniture Refinisher	22.53
09090 - Furniture Refinisher Helper	17.59
09110 - Furniture Repairer, Minor	20.05
09130 - Upholsterer	22.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.41
11060 - Elevator Operator	17.12
11090 - Gardener	22.95
11122 - Housekeeping Aide	17.12
11150 - Janitor	17.12
11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	16.79
11260 - Pruner	16.80
11270 - Tractor Operator	21.46
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	18.64
12000 - Health Occupations	
12010 - Ambulance Driver	21.05
12011 - Breath Alcohol Technician	31.60
12012 - Certified Occupational Therapist Assistant	43.36
12015 - Certified Physical Therapist Assistant	33.51
12020 - Dental Assistant	25.97
12025 - Dental Hygienist	50.20
12030 - EKG Technician	43.87
12035 - Electroneurodiagnostic Technologist	43.87
12040 - Emergency Medical Technician	21.05
12071 - Licensed Practical Nurse I	28.25
12072 - Licensed Practical Nurse II	31.60
12073 - Licensed Practical Nurse III	35.22
12100 - Medical Assistant	22.88
12130 - Medical Laboratory Technician	33.03
12160 - Medical Record Clerk	22.55
12190 - Medical Record Technician	25.22
12195 - Medical Transcriptionist	21.37
12210 - Nuclear Medicine Technologist	69.44
12221 - Nursing Assistant I	16.29
12222 - Nursing Assistant II	18.32
12223 - Nursing Assistant III	19.99
12224 - Nursing Assistant IV	22.45
12235 - Optical Dispenser	22.63
12236 - Optical Technician	22.42

12250 - Pharmacy Technician		23.60
12280 - Phlebotomist		21.87
12305 - Radiologic Technologist		42.28
12311 - Registered Nurse I		28.87
12312 - Registered Nurse II		35.31
12313 - Registered Nurse II, Specialist		35.31
12314 - Registered Nurse III		42.72
12315 - Registered Nurse III, Anesthetist		42.72
12316 - Registered Nurse IV		51.22
12317 - Scheduler (Drug and Alcohol Testing)		39.14
12320 - Substance Abuse Treatment Counselor		30.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.41
13012 - Exhibits Specialist II		32.71
13013 - Exhibits Specialist III		40.00
13041 - Illustrator I		26.41
13042 - Illustrator II		32.71
13043 - Illustrator III		40.00
13047 - Librarian		36.23
13050 - Library Aide/Clerk		22.55
13054 - Library Information Technology Systems Administrator		32.71
13058 - Library Technician		24.44
13061 - Media Specialist I		23.61
13062 - Media Specialist II		26.41
13063 - Media Specialist III		29.43
13071 - Photographer I		21.53
13072 - Photographer II		24.07
13073 - Photographer III		29.83
13074 - Photographer IV		36.48
13075 - Photographer V		44.13
13090 - Technical Order Library Clerk		28.32
13110 - Video Teleconference Technician		23.95
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.72
14042 - Computer Operator II		23.18
14043 - Computer Operator III		25.83
14044 - Computer Operator IV		28.71
14045 - Computer Operator V		31.80
14071 - Computer Programmer I	(see 1)	25.95
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		20.72
14160 - Personal Computer Support Technician		28.71
14170 - System Support Specialist		31.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.44
15020 - Aircrew Training Devices Instructor (Rated)		43.96
15030 - Air Crew Training Devices Instructor (Pilot)		52.68
15050 - Computer Based Training Specialist / Instructor		36.44
15060 - Educational Technologist		40.87
15070 - Flight Instructor (Pilot)		52.68
15080 - Graphic Artist		26.39
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		52.68
15086 - Maintenance Test Pilot, Rotary Wing		52.68
15088 - Non-Maintenance Test/Co-Pilot		52.68
15090 - Technical Instructor		25.09
15095 - Technical Instructor/Course Developer		30.68
15110 - Test Proctor		20.25
15120 - Tutor		20.25
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler 18.92
16030 - Counter Attendant 18.92
16040 - Dry Cleaner 21.58
16070 - Finisher, Flatwork, Machine 18.92
16090 - Presser, Hand 18.92
16110 - Presser, Machine, Drycleaning 18.92
16130 - Presser, Machine, Shirts 18.92
16160 - Presser, Machine, Wearing Apparel, Laundry 18.92
16190 - Sewing Machine Operator 22.47
16220 - Tailor 23.38
16250 - Washer, Machine 19.77
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 32.43
19040 - Tool And Die Maker 39.52
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.85
21030 - Material Coordinator 26.11
21040 - Material Expediter 26.11
21050 - Material Handling Laborer 18.43
21071 - Order Filler 18.17
21080 - Production Line Worker (Food Processing) 23.85
21110 - Shipping Packer 21.15
21130 - Shipping/Receiving Clerk 21.15
21140 - Store Worker I 16.42
21150 - Stock Clerk 21.35
21210 - Tools And Parts Attendant 23.85
21410 - Warehouse Specialist 23.85
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 38.12
23019 - Aircraft Logs and Records Technician 30.60
23021 - Aircraft Mechanic I 36.28
23022 - Aircraft Mechanic II 38.12
23023 - Aircraft Mechanic III 40.04
23040 - Aircraft Mechanic Helper 26.85
23050 - Aircraft, Painter 34.38
23060 - Aircraft Servicer 30.60
23070 - Aircraft Survival Flight Equipment Technician 34.38
23080 - Aircraft Worker 32.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.28
23110 - Appliance Mechanic 24.00
23120 - Bicycle Repairer 23.45
23125 - Cable Splicer 60.03
23130 - Carpenter, Maintenance 28.84
23140 - Carpet Layer 30.71
23160 - Electrician, Maintenance 40.60
23181 - Electronics Technician Maintenance I 35.56
23182 - Electronics Technician Maintenance II 37.55
23183 - Electronics Technician Maintenance III 39.61
23260 - Fabric Worker 28.92
23290 - Fire Alarm System Mechanic 38.17
23310 - Fire Extinguisher Repairer 27.13
23311 - Fuel Distribution System Mechanic 40.57
23312 - Fuel Distribution System Operator 32.18
23370 - General Maintenance Worker 23.10
23380 - Ground Support Equipment Mechanic 36.28
23381 - Ground Support Equipment Servicer 30.60
23382 - Ground Support Equipment Worker 32.50
23391 - Gunsmith I 27.13
23392 - Gunsmith II 30.71
23393 - Gunsmith III 34.21
23410 - Heating, Ventilation And Air-Conditioning Mechanic 28.85

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.31
23430 - Heavy Equipment Mechanic	33.97
23440 - Heavy Equipment Operator	29.90
23460 - Instrument Mechanic	34.21
23465 - Laboratory/Shelter Mechanic	32.43
23470 - Laborer	18.43
23510 - Locksmith	24.65
23530 - Machinery Maintenance Mechanic	31.18
23550 - Machinist, Maintenance	28.05
23580 - Maintenance Trades Helper	18.99
23591 - Metrology Technician I	34.21
23592 - Metrology Technician II	35.95
23593 - Metrology Technician III	37.76
23640 - Millwright	34.21
23710 - Office Appliance Repairer	22.17
23760 - Painter, Maintenance	22.62
23790 - Pipefitter, Maintenance	39.13
23810 - Plumber, Maintenance	37.08
23820 - Pneudraulic Systems Mechanic	34.21
23850 - Rigger	34.21
23870 - Scale Mechanic	30.71
23890 - Sheet-Metal Worker, Maintenance	33.78
23910 - Small Engine Mechanic	24.00
23931 - Telecommunications Mechanic I	33.98
23932 - Telecommunications Mechanic II	35.70
23950 - Telephone Lineman	28.94
23960 - Welder, Combination, Maintenance	26.27
23965 - Well Driller	28.68
23970 - Woodcraft Worker	34.21
23980 - Woodworker	27.13
24000 - Personal Needs Occupations	
24550 - Case Manager	22.46
24570 - Child Care Attendant	16.44
24580 - Child Care Center Clerk	20.49
24610 - Chore Aide	19.01
24620 - Family Readiness And Support Services Coordinator	22.46
24630 - Homemaker	22.46
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.94
25040 - Sewage Plant Operator	37.31
25070 - Stationary Engineer	28.94
25190 - Ventilation Equipment Tender	21.47
25210 - Water Treatment Plant Operator	37.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	34.42
27007 - Baggage Inspector	17.63
27008 - Corrections Officer	38.38
27010 - Court Security Officer	37.40
27030 - Detection Dog Handler	19.72
27040 - Detention Officer	38.38
27070 - Firefighter	36.12
27101 - Guard I	17.63
27102 - Guard II	19.72
27131 - Police Officer I	39.17
27132 - Police Officer II	43.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.68
28042 - Carnival Equipment Repairer	21.04
28043 - Carnival Worker	15.41
28210 - Gate Attendant/Gate Tender	20.65
28310 - Lifeguard	16.19
28350 - Park Attendant (Aide)	23.10
28510 - Recreation Aide/Health Facility Attendant	16.86

28515 - Recreation Specialist		28.61
28630 - Sports Official		18.40
28690 - Swimming Pool Operator		23.82
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		33.47
29020 - Hatch Tender		33.47
29030 - Line Handler		33.47
29041 - Stevedore I		31.52
29042 - Stevedore II		35.41
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		19.41
30022 - Archeological Technician II		21.71
30023 - Archeological Technician III		26.90
30030 - Cartographic Technician		26.90
30040 - Civil Engineering Technician		38.05
30051 - Cryogenic Technician I		29.79
30052 - Cryogenic Technician II		32.89
30061 - Drafter/CAD Operator I		19.41
30062 - Drafter/CAD Operator II		21.71
30063 - Drafter/CAD Operator III		24.20
30064 - Drafter/CAD Operator IV		29.79
30081 - Engineering Technician I		16.50
30082 - Engineering Technician II		18.52
30083 - Engineering Technician III		20.71
30084 - Engineering Technician IV		25.65
30085 - Engineering Technician V		31.37
30086 - Engineering Technician VI		37.96
30090 - Environmental Technician		26.90
30095 - Evidence Control Specialist		26.90
30210 - Laboratory Technician		29.08
30221 - Latent Fingerprint Technician I		29.79
30222 - Latent Fingerprint Technician II		32.89
30240 - Mathematical Technician		26.90
30361 - Paralegal/Legal Assistant I		21.43
30362 - Paralegal/Legal Assistant II		26.54
30363 - Paralegal/Legal Assistant III		32.46
30364 - Paralegal/Legal Assistant IV		39.27
30375 - Petroleum Supply Specialist		32.89
30390 - Photo-Optics Technician		26.90
30395 - Radiation Control Technician		32.89
30461 - Technical Writer I		26.63
30462 - Technical Writer II		32.58
30463 - Technical Writer III		39.41
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		29.79
30502 - Weather Forecaster II		36.23
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.20
30621 - Weather Observer, Senior	(see 2)	26.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		22.31
31030 - Bus Driver		29.94
31043 - Driver Courier		19.81
31260 - Parking and Lot Attendant		16.18
31290 - Shuttle Bus Driver		17.46
31310 - Taxi Driver		15.50
31361 - Truckdriver, Light		21.18

31362 - Truckdriver, Medium	22.58
31363 - Truckdriver, Heavy	28.11
31364 - Truckdriver, Tractor-Trailer	28.11
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	15.59
99050 - Desk Clerk	16.94
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	18.22
99252 - Laboratory Animal Caretaker II	19.48
99260 - Marketing Analyst	31.10
99310 - Mortician	29.28
99410 - Pest Controller	23.29
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	29.34
99711 - Recycling Specialist	34.42
99730 - Refuse Collector	26.95
99810 - Sales Clerk	16.90
99820 - School Crossing Guard	22.66
99830 - Survey Party Chief	35.72
99831 - Surveying Aide	22.42
99832 - Surveying Technician	30.53
99840 - Vending Machine Attendant	20.39
99841 - Vending Machine Repairer	24.77
99842 - Vending Machine Repairer Helper	20.39

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))."

"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.: 2015-5575
Revision No.: 29
Date Of Last Revision: 12/03/2025

State: Oregon

Area: Oregon County of Lincoln

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.88
01012 - Accounting Clerk II		20.07
01013 - Accounting Clerk III		22.45
01020 - Administrative Assistant		30.75
01035 - Court Reporter		20.49
01041 - Customer Service Representative I		15.98
01042 - Customer Service Representative II		17.44
01043 - Customer Service Representative III		19.57
01051 - Data Entry Operator I		17.40
01052 - Data Entry Operator II		18.99
01060 - Dispatcher, Motor Vehicle		22.16
01070 - Document Preparation Clerk		16.31
01090 - Duplicating Machine Operator		16.31
01111 - General Clerk I		18.22
01112 - General Clerk II		19.87
01113 - General Clerk III		22.31
01120 - Housing Referral Assistant		22.85
01141 - Messenger Courier		16.09
01191 - Order Clerk I		16.95
01192 - Order Clerk II		18.50
01261 - Personnel Assistant (Employment) I		18.70
01262 - Personnel Assistant (Employment) II		20.92
01263 - Personnel Assistant (Employment) III		23.31
01270 - Production Control Clerk		23.89
01290 - Rental Clerk		19.39
01300 - Scheduler, Maintenance		18.31
01311 - Secretary I		18.31
01312 - Secretary II		20.49
01313 - Secretary III		22.85
01320 - Service Order Dispatcher		19.81
01410 - Supply Technician		30.75
01420 - Survey Worker		23.21
01460 - Switchboard Operator/Receptionist		17.91
01531 - Travel Clerk I		18.02
01532 - Travel Clerk II		19.87
01533 - Travel Clerk III		21.74
01611 - Word Processor I		16.31
01612 - Word Processor II		18.31
01613 - Word Processor III		20.49
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.79
05010 - Automotive Electrician		22.10

05040 - Automotive Glass Installer	20.90
05070 - Automotive Worker	20.90
05110 - Mobile Equipment Servicer	18.40
05130 - Motor Equipment Metal Mechanic	23.33
05160 - Motor Equipment Metal Worker	20.90
05190 - Motor Vehicle Mechanic	23.33
05220 - Motor Vehicle Mechanic Helper	17.18
05250 - Motor Vehicle Upholstery Worker	19.64
05280 - Motor Vehicle Wrecker	20.90
05310 - Painter, Automotive	22.10
05340 - Radiator Repair Specialist	20.90
05370 - Tire Repairer	19.94
05400 - Transmission Repair Specialist	23.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.57
07041 - Cook I	18.01
07042 - Cook II	20.45
07070 - Dishwasher	16.03
07130 - Food Service Worker	15.94
07210 - Meat Cutter	20.60
07260 - Waiter/Waitress	14.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.07
09040 - Furniture Handler	15.91
09080 - Furniture Refinisher	24.07
09090 - Furniture Refinisher Helper	18.69
09110 - Furniture Repairer, Minor	21.36
09130 - Upholsterer	24.07
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.65
11060 - Elevator Operator	17.32
11090 - Gardener	23.70
11122 - Housekeeping Aide	17.32
11150 - Janitor	17.32
11210 - Laborer, Grounds Maintenance	18.83
11240 - Maid or Houseman	16.76
11260 - Pruner	17.20
11270 - Tractor Operator	22.12
11330 - Trail Maintenance Worker	18.83
11360 - Window Cleaner	18.96
12000 - Health Occupations	
12010 - Ambulance Driver	21.45
12011 - Breath Alcohol Technician	30.98
12012 - Certified Occupational Therapist Assistant	42.52
12015 - Certified Physical Therapist Assistant	37.85
12020 - Dental Assistant	24.38
12025 - Dental Hygienist	49.67
12030 - EKG Technician	46.96
12035 - Electroneurodiagnostic Technologist	46.96
12040 - Emergency Medical Technician	21.45
12071 - Licensed Practical Nurse I	27.70
12072 - Licensed Practical Nurse II	30.98
12073 - Licensed Practical Nurse III	34.55
12100 - Medical Assistant	22.68
12130 - Medical Laboratory Technician	33.02
12160 - Medical Record Clerk	21.55
12190 - Medical Record Technician	24.10
12195 - Medical Transcriptionist	27.70
12210 - Nuclear Medicine Technologist	68.09
12221 - Nursing Assistant I	16.44
12222 - Nursing Assistant II	18.50
12223 - Nursing Assistant III	20.19
12224 - Nursing Assistant IV	22.66
12235 - Optical Dispenser	21.48
12236 - Optical Technician	27.70

12250 - Pharmacy Technician		23.93
12280 - Phlebotomist		22.14
12305 - Radiologic Technologist		47.71
12311 - Registered Nurse I		28.94
12312 - Registered Nurse II		35.40
12313 - Registered Nurse II, Specialist		35.40
12314 - Registered Nurse III		45.27
12315 - Registered Nurse III, Anesthetist		45.27
12316 - Registered Nurse IV		51.35
12317 - Scheduler (Drug and Alcohol Testing)		38.39
12320 - Substance Abuse Treatment Counselor		31.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.78
13012 - Exhibits Specialist II		24.50
13013 - Exhibits Specialist III		29.97
13041 - Illustrator I		19.78
13042 - Illustrator II		24.50
13043 - Illustrator III		29.97
13047 - Librarian		27.14
13050 - Library Aide/Clerk		16.87
13054 - Library Information Technology Systems Administrator		24.50
13058 - Library Technician		19.22
13061 - Media Specialist I		17.69
13062 - Media Specialist II		19.78
13063 - Media Specialist III		22.05
13071 - Photographer I		17.69
13072 - Photographer II		19.78
13073 - Photographer III		24.50
13074 - Photographer IV		29.97
13075 - Photographer V		36.26
13090 - Technical Order Library Clerk		21.09
13110 - Video Teleconference Technician		17.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.52
14042 - Computer Operator II		21.83
14043 - Computer Operator III		24.33
14044 - Computer Operator IV		27.04
14045 - Computer Operator V		29.95
14071 - Computer Programmer I	(see 1)	20.22
14072 - Computer Programmer II	(see 1)	25.04
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		19.52
14160 - Personal Computer Support Technician		27.40
14170 - System Support Specialist		30.34
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.27
15020 - Aircrew Training Devices Instructor (Rated)		41.46
15030 - Air Crew Training Devices Instructor (Pilot)		49.71
15050 - Computer Based Training Specialist / Instructor		34.27
15060 - Educational Technologist		35.52
15070 - Flight Instructor (Pilot)		49.71
15080 - Graphic Artist		25.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.71
15086 - Maintenance Test Pilot, Rotary Wing		49.71
15088 - Non-Maintenance Test/Co-Pilot		49.71
15090 - Technical Instructor		22.43
15095 - Technical Instructor/Course Developer		28.73
15110 - Test Proctor		18.88
15120 - Tutor		18.88
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler 18.92
16030 - Counter Attendant 18.92
16040 - Dry Cleaner 21.58
16070 - Finisher, Flatwork, Machine 18.92
16090 - Presser, Hand 18.92
16110 - Presser, Machine, Drycleaning 18.92
16130 - Presser, Machine, Shirts 18.92
16160 - Presser, Machine, Wearing Apparel, Laundry 18.92
16190 - Sewing Machine Operator 22.47
16220 - Tailor 23.38
16250 - Washer, Machine 19.77
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 30.70
19040 - Tool And Die Maker 37.39
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.80
21030 - Material Coordinator 23.89
21040 - Material Expediter 23.89
21050 - Material Handling Laborer 17.67
21071 - Order Filler 18.05
21080 - Production Line Worker (Food Processing) 23.80
21110 - Shipping Packer 20.52
21130 - Shipping/Receiving Clerk 20.52
21140 - Store Worker I 17.02
21150 - Stock Clerk 21.75
21210 - Tools And Parts Attendant 23.80
21410 - Warehouse Specialist 23.80
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.12
23019 - Aircraft Logs and Records Technician 27.28
23021 - Aircraft Mechanic I 32.41
23022 - Aircraft Mechanic II 34.12
23023 - Aircraft Mechanic III 35.86
23040 - Aircraft Mechanic Helper 23.87
23050 - Aircraft, Painter 30.70
23060 - Aircraft Servicer 27.28
23070 - Aircraft Survival Flight Equipment Technician 30.70
23080 - Aircraft Worker 29.03
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.03
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.41
23110 - Appliance Mechanic 26.37
23120 - Bicycle Repairer 25.57
23125 - Cable Splicer 58.94
23130 - Carpenter, Maintenance 25.06
23140 - Carpet Layer 29.03
23160 - Electrician, Maintenance 39.51
23181 - Electronics Technician Maintenance I 37.52
23182 - Electronics Technician Maintenance II 39.73
23183 - Electronics Technician Maintenance III 41.94
23260 - Fabric Worker 27.28
23290 - Fire Alarm System Mechanic 32.41
23310 - Fire Extinguisher Repairer 25.57
23311 - Fuel Distribution System Mechanic 32.41
23312 - Fuel Distribution System Operator 25.57
23370 - General Maintenance Worker 21.67
23380 - Ground Support Equipment Mechanic 32.41
23381 - Ground Support Equipment Servicer 27.28
23382 - Ground Support Equipment Worker 29.03
23391 - Gunsmith I 25.57
23392 - Gunsmith II 29.03
23393 - Gunsmith III 32.41
23410 - Heating, Ventilation And Air-Conditioning Mechanic 25.39

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.73
23430 - Heavy Equipment Mechanic	30.00
23440 - Heavy Equipment Operator	28.35
23460 - Instrument Mechanic	32.41
23465 - Laboratory/Shelter Mechanic	30.70
23470 - Laborer	17.67
23510 - Locksmith	30.70
23530 - Machinery Maintenance Mechanic	34.31
23550 - Machinist, Maintenance	27.57
23580 - Maintenance Trades Helper	20.10
23591 - Metrology Technician I	32.41
23592 - Metrology Technician II	34.12
23593 - Metrology Technician III	35.86
23640 - Millwright	30.87
23710 - Office Appliance Repairer	30.70
23760 - Painter, Maintenance	23.18
23790 - Pipefitter, Maintenance	35.01
23810 - Plumber, Maintenance	33.17
23820 - Pneudraulic Systems Mechanic	32.41
23850 - Rigger	32.41
23870 - Scale Mechanic	29.03
23890 - Sheet-Metal Worker, Maintenance	30.87
23910 - Small Engine Mechanic	21.81
23931 - Telecommunications Mechanic I	32.75
23932 - Telecommunications Mechanic II	34.48
23950 - Telephone Lineman	30.83
23960 - Welder, Combination, Maintenance	25.32
23965 - Well Driller	32.41
23970 - Woodcraft Worker	32.41
23980 - Woodworker	25.57
24000 - Personal Needs Occupations	
24550 - Case Manager	22.29
24570 - Child Care Attendant	16.43
24580 - Child Care Center Clerk	20.48
24610 - Chore Aide	18.29
24620 - Family Readiness And Support Services Coordinator	22.29
24630 - Homemaker	22.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.58
25040 - Sewage Plant Operator	29.11
25070 - Stationary Engineer	28.58
25190 - Ventilation Equipment Tender	21.05
25210 - Water Treatment Plant Operator	29.11
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.79
27007 - Baggage Inspector	17.62
27008 - Corrections Officer	34.81
27010 - Court Security Officer	30.74
27030 - Detection Dog Handler	19.71
27040 - Detention Officer	34.81
27070 - Firefighter	29.92
27101 - Guard I	17.62
27102 - Guard II	19.71
27131 - Police Officer I	33.43
27132 - Police Officer II	37.16
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	20.96
28042 - Carnival Equipment Repairer	22.45
28043 - Carnival Worker	16.30
28210 - Gate Attendant/Gate Tender	20.44
28310 - Lifeguard	16.00
28350 - Park Attendant (Aide)	22.86
28510 - Recreation Aide/Health Facility Attendant	16.69

28515 - Recreation Specialist		28.32
28630 - Sports Official		18.21
28690 - Swimming Pool Operator		25.53
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.62
29020 - Hatch Tender		30.62
29030 - Line Handler		30.62
29041 - Stevedore I		28.72
29042 - Stevedore II		32.44
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		19.28
30022 - Archeological Technician II		21.56
30023 - Archeological Technician III		26.71
30030 - Cartographic Technician		26.71
30040 - Civil Engineering Technician		40.77
30051 - Cryogenic Technician I		29.58
30052 - Cryogenic Technician II		32.66
30061 - Drafter/CAD Operator I		19.28
30062 - Drafter/CAD Operator II		21.56
30063 - Drafter/CAD Operator III		24.03
30064 - Drafter/CAD Operator IV		29.58
30081 - Engineering Technician I		17.17
30082 - Engineering Technician II		19.28
30083 - Engineering Technician III		21.56
30084 - Engineering Technician IV		26.71
30085 - Engineering Technician V		32.66
30086 - Engineering Technician VI		39.52
30090 - Environmental Technician		26.71
30095 - Evidence Control Specialist		26.71
30210 - Laboratory Technician		24.03
30221 - Latent Fingerprint Technician I		29.58
30222 - Latent Fingerprint Technician II		32.66
30240 - Mathematical Technician		26.71
30361 - Paralegal/Legal Assistant I		22.10
30362 - Paralegal/Legal Assistant II		27.38
30363 - Paralegal/Legal Assistant III		33.49
30364 - Paralegal/Legal Assistant IV		40.51
30375 - Petroleum Supply Specialist		32.66
30390 - Photo-Optics Technician		26.71
30395 - Radiation Control Technician		32.66
30461 - Technical Writer I		26.71
30462 - Technical Writer II		32.66
30463 - Technical Writer III		39.52
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		29.58
30502 - Weather Forecaster II		35.98
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.03
30621 - Weather Observer, Senior	(see 2)	26.71
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.34
31030 - Bus Driver		20.59
31043 - Driver Courier		19.44
31260 - Parking and Lot Attendant		15.93
31290 - Shuttle Bus Driver		17.70
31310 - Taxi Driver		17.70
31361 - Truckdriver, Light		20.83

31362 - Truckdriver, Medium	22.22
31363 - Truckdriver, Heavy	27.77
31364 - Truckdriver, Tractor-Trailer	27.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	15.38
99050 - Desk Clerk	16.84
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	18.56
99252 - Laboratory Animal Caretaker II	19.88
99260 - Marketing Analyst	29.21
99310 - Mortician	29.28
99410 - Pest Controller	24.75
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	29.59
99711 - Recycling Specialist	34.76
99730 - Refuse Collector	27.04
99810 - Sales Clerk	16.90
99820 - School Crossing Guard	21.73
99830 - Survey Party Chief	27.47
99831 - Surveying Aide	17.26
99832 - Surveying Technician	23.49
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	19.15

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))."

"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.: 2015-5587
Revision No.: 27
Date Of Last Revision: 12/03/2025

State: Oregon

Area: Oregon County of Linn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.71
01012 - Accounting Clerk II		21.00
01013 - Accounting Clerk III		23.49
01020 - Administrative Assistant		30.25
01035 - Court Reporter		22.94
01041 - Customer Service Representative I		15.90
01042 - Customer Service Representative II		17.35
01043 - Customer Service Representative III		19.48
01051 - Data Entry Operator I		16.74
01052 - Data Entry Operator II		18.27
01060 - Dispatcher, Motor Vehicle		26.47
01070 - Document Preparation Clerk		18.27
01090 - Duplicating Machine Operator		18.27
01111 - General Clerk I		17.94
01112 - General Clerk II		19.57
01113 - General Clerk III		21.97
01120 - Housing Referral Assistant		25.57
01141 - Messenger Courier		14.88
01191 - Order Clerk I		18.48
01192 - Order Clerk II		20.15
01261 - Personnel Assistant (Employment) I		20.05
01262 - Personnel Assistant (Employment) II		22.43
01263 - Personnel Assistant (Employment) III		25.00
01270 - Production Control Clerk		27.43
01290 - Rental Clerk		19.87
01300 - Scheduler, Maintenance		20.51
01311 - Secretary I		20.51
01312 - Secretary II		22.94
01313 - Secretary III		25.57
01320 - Service Order Dispatcher		23.67
01410 - Supply Technician		30.25
01420 - Survey Worker		22.94
01460 - Switchboard Operator/Receptionist		18.40
01531 - Travel Clerk I		18.45
01532 - Travel Clerk II		20.51
01533 - Travel Clerk III		22.94
01611 - Word Processor I		18.27
01612 - Word Processor II		20.51
01613 - Word Processor III		22.94
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.29
05010 - Automotive Electrician		23.70

05040 - Automotive Glass Installer	22.40
05070 - Automotive Worker	22.40
05110 - Mobile Equipment Servicer	19.77
05130 - Motor Equipment Metal Mechanic	25.00
05160 - Motor Equipment Metal Worker	22.40
05190 - Motor Vehicle Mechanic	25.00
05220 - Motor Vehicle Mechanic Helper	18.47
05250 - Motor Vehicle Upholstery Worker	21.05
05280 - Motor Vehicle Wrecker	22.40
05310 - Painter, Automotive	23.70
05340 - Radiator Repair Specialist	22.40
05370 - Tire Repairer	21.01
05400 - Transmission Repair Specialist	25.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.42
07041 - Cook I	18.70
07042 - Cook II	21.19
07070 - Dishwasher	15.89
07130 - Food Service Worker	17.21
07210 - Meat Cutter	21.60
07260 - Waiter/Waitress	14.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.13
09040 - Furniture Handler	15.51
09080 - Furniture Refinisher	23.13
09090 - Furniture Refinisher Helper	18.03
09110 - Furniture Repairer, Minor	20.54
09130 - Upholsterer	23.13
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.21
11060 - Elevator Operator	17.97
11090 - Gardener	22.67
11122 - Housekeeping Aide	17.97
11150 - Janitor	17.97
11210 - Laborer, Grounds Maintenance	18.17
11240 - Maid or Houseman	17.07
11260 - Pruner	16.69
11270 - Tractor Operator	21.19
11330 - Trail Maintenance Worker	18.17
11360 - Window Cleaner	19.56
12000 - Health Occupations	
12010 - Ambulance Driver	29.28
12011 - Breath Alcohol Technician	30.80
12012 - Certified Occupational Therapist Assistant	42.26
12015 - Certified Physical Therapist Assistant	42.26
12020 - Dental Assistant	26.35
12025 - Dental Hygienist	52.41
12030 - EKG Technician	46.70
12035 - Electroneurodiagnostic Technologist	46.70
12040 - Emergency Medical Technician	29.28
12071 - Licensed Practical Nurse I	27.54
12072 - Licensed Practical Nurse II	30.80
12073 - Licensed Practical Nurse III	34.35
12100 - Medical Assistant	23.50
12130 - Medical Laboratory Technician	28.59
12160 - Medical Record Clerk	24.94
12190 - Medical Record Technician	31.98
12195 - Medical Transcriptionist	27.54
12210 - Nuclear Medicine Technologist	67.71
12221 - Nursing Assistant I	16.42
12222 - Nursing Assistant II	18.48
12223 - Nursing Assistant III	20.16
12224 - Nursing Assistant IV	22.63
12235 - Optical Dispenser	28.00
12236 - Optical Technician	27.54

12250 - Pharmacy Technician		23.69
12280 - Phlebotomist		27.54
12305 - Radiologic Technologist		42.45
12311 - Registered Nurse I		29.27
12312 - Registered Nurse II		35.79
12313 - Registered Nurse II, Specialist		35.79
12314 - Registered Nurse III		43.30
12315 - Registered Nurse III, Anesthetist		43.30
12316 - Registered Nurse IV		51.92
12317 - Scheduler (Drug and Alcohol Testing)		38.17
12320 - Substance Abuse Treatment Counselor		32.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.60
13012 - Exhibits Specialist II		29.23
13013 - Exhibits Specialist III		35.75
13041 - Illustrator I		23.60
13042 - Illustrator II		29.23
13043 - Illustrator III		35.75
13047 - Librarian		32.38
13050 - Library Aide/Clerk		18.80
13054 - Library Information Technology Systems Administrator		29.23
13058 - Library Technician		20.56
13061 - Media Specialist I		21.10
13062 - Media Specialist II		23.60
13063 - Media Specialist III		26.30
13071 - Photographer I		21.10
13072 - Photographer II		23.60
13073 - Photographer III		29.23
13074 - Photographer IV		35.75
13075 - Photographer V		43.26
13090 - Technical Order Library Clerk		23.60
13110 - Video Teleconference Technician		21.10
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.78
14042 - Computer Operator II		22.12
14043 - Computer Operator III		24.66
14044 - Computer Operator IV		27.42
14045 - Computer Operator V		30.36
14071 - Computer Programmer I	(see 1)	19.56
14072 - Computer Programmer II	(see 1)	24.77
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		19.78
14160 - Personal Computer Support Technician		30.44
14170 - System Support Specialist		30.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.71
15020 - Aircrew Training Devices Instructor (Rated)		43.21
15030 - Air Crew Training Devices Instructor (Pilot)		50.71
15050 - Computer Based Training Specialist / Instructor		35.71
15060 - Educational Technologist		39.19
15070 - Flight Instructor (Pilot)		50.71
15080 - Graphic Artist		26.96
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.81
15086 - Maintenance Test Pilot, Rotary Wing		51.81
15088 - Non-Maintenance Test/Co-Pilot		51.81
15090 - Technical Instructor		19.22
15095 - Technical Instructor/Course Developer		24.26
15110 - Test Proctor		15.60
15120 - Tutor		15.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler 18.97
16030 - Counter Attendant 18.97
16040 - Dry Cleaner 21.69
16070 - Finisher, Flatwork, Machine 18.97
16090 - Presser, Hand 18.97
16110 - Presser, Machine, Drycleaning 18.97
16130 - Presser, Machine, Shirts 18.97
16160 - Presser, Machine, Wearing Apparel, Laundry 18.97
16190 - Sewing Machine Operator 22.60
16220 - Tailor 23.49
16250 - Washer, Machine 19.88
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 32.73
19040 - Tool And Die Maker 39.88
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.18
21030 - Material Coordinator 27.43
21040 - Material Expediter 27.43
21050 - Material Handling Laborer 22.10
21071 - Order Filler 19.28
21080 - Production Line Worker (Food Processing) 23.18
21110 - Shipping Packer 22.05
21130 - Shipping/Receiving Clerk 22.05
21140 - Store Worker I 16.64
21150 - Stock Clerk 21.54
21210 - Tools And Parts Attendant 23.18
21410 - Warehouse Specialist 23.18
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.28
23019 - Aircraft Logs and Records Technician 29.06
23021 - Aircraft Mechanic I 34.52
23022 - Aircraft Mechanic II 36.28
23023 - Aircraft Mechanic III 38.10
23040 - Aircraft Mechanic Helper 25.51
23050 - Aircraft, Painter 32.73
23060 - Aircraft Servicer 29.06
23070 - Aircraft Survival Flight Equipment Technician 32.73
23080 - Aircraft Worker 30.93
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.93
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.52
23110 - Appliance Mechanic 32.73
23120 - Bicycle Repairer 27.29
23125 - Cable Splicer 54.57
23130 - Carpenter, Maintenance 24.23
23140 - Carpet Layer 30.93
23160 - Electrician, Maintenance 46.02
23181 - Electronics Technician Maintenance I 39.27
23182 - Electronics Technician Maintenance II 41.56
23183 - Electronics Technician Maintenance III 43.83
23260 - Fabric Worker 29.06
23290 - Fire Alarm System Mechanic 34.52
23310 - Fire Extinguisher Repairer 27.29
23311 - Fuel Distribution System Mechanic 34.52
23312 - Fuel Distribution System Operator 27.29
23370 - General Maintenance Worker 24.30
23380 - Ground Support Equipment Mechanic 34.52
23381 - Ground Support Equipment Servicer 29.06
23382 - Ground Support Equipment Worker 30.93
23391 - Gunsmith I 27.29
23392 - Gunsmith II 30.93
23393 - Gunsmith III 34.52
23410 - Heating, Ventilation And Air-Conditioning Mechanic 28.77

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.24
23430 - Heavy Equipment Mechanic	33.52
23440 - Heavy Equipment Operator	29.59
23460 - Instrument Mechanic	34.52
23465 - Laboratory/Shelter Mechanic	32.73
23470 - Laborer	22.10
23510 - Locksmith	32.73
23530 - Machinery Maintenance Mechanic	37.80
23550 - Machinist, Maintenance	31.54
23580 - Maintenance Trades Helper	19.47
23591 - Metrology Technician I	34.52
23592 - Metrology Technician II	36.28
23593 - Metrology Technician III	38.10
23640 - Millwright	30.46
23710 - Office Appliance Repairer	32.73
23760 - Painter, Maintenance	22.65
23790 - Pipefitter, Maintenance	39.10
23810 - Plumber, Maintenance	37.05
23820 - Pneudraulic Systems Mechanic	34.52
23850 - Rigger	34.52
23870 - Scale Mechanic	30.93
23890 - Sheet-Metal Worker, Maintenance	28.09
23910 - Small Engine Mechanic	30.93
23931 - Telecommunications Mechanic I	32.00
23932 - Telecommunications Mechanic II	33.65
23950 - Telephone Lineman	34.52
23960 - Welder, Combination, Maintenance	29.24
23965 - Well Driller	34.52
23970 - Woodcraft Worker	34.52
23980 - Woodworker	27.29
24000 - Personal Needs Occupations	
24550 - Case Manager	26.07
24570 - Child Care Attendant	15.15
24580 - Child Care Center Clerk	18.89
24610 - Chore Aide	19.01
24620 - Family Readiness And Support Services Coordinator	26.07
24630 - Homemaker	26.07
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.21
25040 - Sewage Plant Operator	33.92
25070 - Stationary Engineer	31.96
25190 - Ventilation Equipment Tender	23.78
25210 - Water Treatment Plant Operator	33.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.57
27007 - Baggage Inspector	18.34
27008 - Corrections Officer	35.79
27010 - Court Security Officer	35.79
27030 - Detection Dog Handler	20.60
27040 - Detention Officer	35.79
27070 - Firefighter	35.79
27101 - Guard I	18.34
27102 - Guard II	20.60
27131 - Police Officer I	36.67
27132 - Police Officer II	40.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.67
28042 - Carnival Equipment Repairer	19.98
28043 - Carnival Worker	14.71
28210 - Gate Attendant/Gate Tender	21.15
28310 - Lifeguard	17.44
28350 - Park Attendant (Aide)	23.66
28510 - Recreation Aide/Health Facility Attendant	17.27

28515 - Recreation Specialist		29.31
28630 - Sports Official		18.85
28690 - Swimming Pool Operator		22.64
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.93
29020 - Hatch Tender		30.93
29030 - Line Handler		30.93
29041 - Stevedore I		29.06
29042 - Stevedore II		32.73
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	49.64
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	34.23
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	37.70
30021 - Archeological Technician I		19.47
30022 - Archeological Technician II		21.78
30023 - Archeological Technician III		26.98
30030 - Cartographic Technician		26.98
30040 - Civil Engineering Technician		26.98
30051 - Cryogenic Technician I		29.26
30052 - Cryogenic Technician II		32.32
30061 - Drafter/CAD Operator I		19.47
30062 - Drafter/CAD Operator II		21.78
30063 - Drafter/CAD Operator III		24.28
30064 - Drafter/CAD Operator IV		29.88
30081 - Engineering Technician I		17.51
30082 - Engineering Technician II		19.66
30083 - Engineering Technician III		21.99
30084 - Engineering Technician IV		27.24
30085 - Engineering Technician V		33.32
30086 - Engineering Technician VI		40.31
30090 - Environmental Technician		26.98
30095 - Evidence Control Specialist		26.42
30210 - Laboratory Technician		24.28
30221 - Latent Fingerprint Technician I		29.26
30222 - Latent Fingerprint Technician II		32.32
30240 - Mathematical Technician		26.98
30361 - Paralegal/Legal Assistant I		22.11
30362 - Paralegal/Legal Assistant II		27.39
30363 - Paralegal/Legal Assistant III		33.50
30364 - Paralegal/Legal Assistant IV		40.54
30375 - Petroleum Supply Specialist		32.32
30390 - Photo-Optics Technician		26.98
30395 - Radiation Control Technician		32.32
30461 - Technical Writer I		26.42
30462 - Technical Writer II		32.32
30463 - Technical Writer III		39.10
30491 - Unexploded Ordnance (UXO) Technician I		31.55
30492 - Unexploded Ordnance (UXO) Technician II		38.17
30493 - Unexploded Ordnance (UXO) Technician III		45.75
30494 - Unexploded (UXO) Safety Escort		31.55
30495 - Unexploded (UXO) Sweep Personnel		31.55
30501 - Weather Forecaster I		29.26
30502 - Weather Forecaster II		35.59
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.28
30621 - Weather Observer, Senior	(see 2)	26.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		38.17
31020 - Bus Aide		16.43
31030 - Bus Driver		21.84
31043 - Driver Courier		19.16
31260 - Parking and Lot Attendant		15.28
31290 - Shuttle Bus Driver		17.21
31310 - Taxi Driver		16.86
31361 - Truckdriver, Light		20.50

31362 - Truckdriver, Medium	21.84
31363 - Truckdriver, Heavy	28.82
31364 - Truckdriver, Tractor-Trailer	28.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.61
99030 - Cashier	15.67
99050 - Desk Clerk	17.19
99095 - Embalmer	31.55
99130 - Flight Follower	31.55
99251 - Laboratory Animal Caretaker I	17.44
99252 - Laboratory Animal Caretaker II	18.66
99260 - Marketing Analyst	31.68
99310 - Mortician	31.55
99410 - Pest Controller	26.48
99510 - Photofinishing Worker	16.58
99710 - Recycling Laborer	26.63
99711 - Recycling Specialist	31.05
99730 - Refuse Collector	25.95
99810 - Sales Clerk	17.11
99820 - School Crossing Guard	18.31
99830 - Survey Party Chief	24.35
99831 - Surveying Aide	15.30
99832 - Surveying Technician	20.82
99840 - Vending Machine Attendant	23.24
99841 - Vending Machine Repairer	28.18
99842 - Vending Machine Repairer Helper	23.24

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))."