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REGISTER OF WAGE DETERMINATIONS UNDER  |        U.S. DEPARTMENT OF LABOR
       THE SERVICE CONTRACT ACT        |  EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor |         WAGE AND HOUR DIVISION
                                       |         WASHINGTON D.C.  20210
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                                       | Wage Determination No.: 1996-0223
Daniel W. Simms          Division of   |           Revision No.: 69
Director            Wage Determinations|  Date Of Last Revision: 5/13/2026
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NATIONWIDE: Applicable in the continental U.S. and Hawaii

Regions are defined as follows:

MIDWEST REGION: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin;

NORTHEAST REGION: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Pureto Rico, Rhode Island, Vermont and Virgin Islands;

SOUTH REGION: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia;

WEST REGION: Arizona, California, Colorado, Guam, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Employed on contracts for removal of oil spills, hazardous waste materials and related cleanup services.

State: Virginia, West Virginia, Alabama, Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, Florida, Georgia, Hawaii, Idaho, Illinois,

Area: Virginia Counties of Accomack, Albemarle, Alleghany, Amelia, Amherst, Appomattox, Arlington, Augusta, Bath, Bedford, Bland, Botetourt, Brunswick, Buchanan, Buckingham, Campbell, Caroline, Carroll, Charlotte, Chesterfield, Clarke, Craig, Culpeper, Cumberland, Dickenson, Dinwiddie, Essex, Fairfax, Fauquier, Floyd, Fluvanna, Franklin, Frederick, Giles, Gloucester, Goochland, Grayson, Greene, Greensville, Halifax, Hampton city, Hanover, Henrico, Henry, Highland, Isle of Wight, King And Queen, King George, King William, Lancaster, Lee, Loudoun, Louisa, Lunenburg, Madison, Mathews, Mecklenburg, Middlesex, Montgomery, Nelson, New Kent, Northampton, Northumberland, Nottoway, Orange, Page, Patrick, Pittsylvania, Powhatan, Prince Edward, Prince George, Prince William, Pulaski, Rappahannock, Richmond, Richmond city, Roanoke, Roanoke city, Rockbridge, Rockingham, Russell, Scott, Shenandoah, Smyth, Southampton, Spotsylvania, Stafford, Surry, Sussex, Tazewell, Warren, Washington, Westmoreland, Wise, Wythe and York

West Virginia Counties of Barbour, Berkeley, Boone, Braxton, Brooke, Cabell, Calhoun, Clay, Doddridge, Fayette, Gilmer, Grant, Greenbrier, Hampshire, Hancock, Hardy, Harrison, Jackson, Jefferson, Kanawha, Lewis, Lincoln, Logan, Marion, Marshall, Mason, McDowell, Mercer, Mineral, Mingo, Monongalia, Monroe, Morgan, Nicholas, Ohio, Pendleton, Pleasants, Pocahontas, Preston, Putnam, Raleigh, Randolph, Ritchie, Roane, Summers, Taylor, Tucker, Tyler, Upshur, Wayne, Webster, Wetzel, Wirt, Wood and Wyoming

Alabama Counties of Autauga, Baldwin, Barbour, Bibb, Blount, Bullock, Butler, Calhoun, Chambers, Cherokee, Chilton, Choctaw, Clarke, Clay, Cleburne, Coffee, Colbert, Conecuh, Coosa, Covington, Crenshaw, Cullman, Dale, Dallas, De Kalb, Elmore, Escambia, Etowah, Fayette, Franklin, Geneva, Greene, Hale, Henry, Houston, Jackson, Jefferson, Lamar, Lauderdale, Lawrence, Lee, Limestone, Lowndes, Macon, Madison, Marengo, Marion,

Marshall, Mobile, Monroe, Montgomery,
Morgan, Perry, Pickens, Pike, Randolph,
Russell, Shelby, St Clair, Sumter,
Talladega, Tallapoosa, Tuscaloosa,
Walker, Washington, Wilcox and Winston

Alaska Counties of Aleutians East, Aleutians West,
Anchorage, Bethel, Bristol Bay, Chugach
Census Area, Copper River Census Area,
Denali, Dillingham, Fairbanks North
Star, Haines, Juneau, Kenai Peninsula,
Ketchikan Gateway, Kodiak Island,
Kusilvak Census Area, Nome, North Slope,
Northwest Artic, Petersburg Borough,
Sitka, Skagway Municipality, Southeast
Fairbanks, Wrangell City and Borough and
Yakutat City and Borough

Arizona Counties of Apache, Cochise, Coconino, Gila, Graham,
Greenlee, La Paz, Maricopa, Mohave,
Navajo, Pima, Pinal, Santa Cruz, Yavapai
and Yuma

Arkansas Counties of Arkansas, Ashley, Baxter, Benton, Boone,
Bradley, Calhoun, Carroll, Chicot,
Clark, Clay, Cleburne, Cleveland,
Columbia, Conway, Craighead, Crawford,
Crittenden, Cross, Dallas, Desha, Drew,
Faulkner, Franklin, Fulton, Garland,
Grant, Greene, Hempstead, Hot Spring,
Howard, Independence, Izard, Jackson,
Jefferson, Johnson, Lafayette, Lawrence,
Lee, Lincoln, Little River, Logan,
Lonoke, Madison, Marion, Miller,
Mississippi, Monroe, Montgomery, Nevada,
Newton, Ouachita, Perry, Phillips, Pike,
Poinsett, Polk, Pope, Prairie, Pulaski,
Randolph, Saline, Scott, Searcy,
Sebastian, Sevier, Sharp, St Francis,
Stone, Union, Van Buren, Washington,
White, Woodruff and Yell

California Counties of Alameda, Alpine, Amador, Butte,
Calaveras, Colusa, Contra Costa, Del
Norte, El Dorado, Fresno, Glenn,
Humboldt, Imperial, Inyo, Kern, Kings,
Lake, Lassen, Los Angeles, Madera,
Marin, Mariposa, Mendocino, Merced,
Modoc, Mono, Monterey, Napa, Nevada,
Orange, Placer, Plumas, Riverside,
Sacramento, San Benito, San Bernardino,
San Diego, San Francisco, San Joaquin,
San Luis Obispo, San Mateo, Santa
Barbara, Santa Clara, Santa Cruz,
Shasta, Sierra, Siskiyou, Solano,
Sonoma, Stanislaus, Sutter, Tehama,
Trinity, Tulare, Tuolumne, Ventura, Yolo
and Yuba

Colorado Counties of Adams, Alamosa, Arapahoe, Archuleta,
Baca, Bent, Boulder, Broomfield,
Chaffee, Cheyenne, Clear Creek, Conejos,
Costilla, Crowley, Custer, Delta,
Denver, Dolores, Douglas, Eagle, El
Paso, Elbert, Fremont, Garfield, Gilpin,
Grand, Gunnison, Hinsdale, Huerfano,
Jackson, Jefferson, Kiowa, Kit Carson,
La Plata, Lake, Larimer, Las Animas,
Lincoln, Logan, Mesa, Mineral, Moffat,
Montezuma, Montrose, Morgan, Otero,
Ouray, Park, Phillips, Pitkin, Prowers,
Pueblo, Rio Blanco, Rio Grande, Routt,
Saguache, San Juan, San Miguel,
Sedgwick, Summit, Teller, Washington,
Weld and Yuma

Connecticut Counties of Fairfield, Hartford, Litchfield,
Middlesex, New Haven, New London,
Tolland and Windham

Delaware Counties of Kent, New Castle and Sussex

Florida Counties of Alachua, Baker, Bay, Bradford, Brevard,
Broward, Calhoun, Charlotte, Citrus,
Clay, Collier, Columbia, De Soto, Dixie,
Duval, Escambia, Flagler, Franklin,
Gadsden, Gilchrist, Glades, Gulf,
Hamilton, Hardee, Hendry, Hernando,
Highlands, Hillsborough, Holmes, Indian
River, Jackson, Jefferson, Lafayette,
Lake, Lee, Leon, Levy, Liberty, Madison,
Manatee, Marion, Martin, Monroe, Nassau,
Okaloosa, Okeechobee, Orange, Osceola,
Palm Beach, Pasco, Pinellas, Polk,
Putnam, Santa Rosa, Sarasota, Seminole,
St Johns, St Lucie, Sumter, Suwannee,
Taylor, Union, Volusia, Wakulla, Walton
and Washington

Georgia Counties of Appling, Atkinson, Bacon, Baker,
Baldwin, Banks, Barrow, Bartow, Ben
Hill, Berrien, Bibb, Bleckley, Brantley,
Brooks, Bryan, Bulloch, Burke, Butts,
Calhoun, Camden, Candler, Carroll,
Catoosa, Charlton, Chatham,
Chattahoochee, Chattooga, Cherokee,
Clarke, Clay, Clayton, Clinch, Cobb,
Coffee, Colquitt, Columbia, Cook,
Coweta, Crawford, Crisp, Dade, Dawson,
Decatur, Dekalb, Dodge, Dooly,
Dougherty, Douglas, Early, Echols,
Effingham, Elbert, Emanuel, Evans,
Fannin, Fayette, Floyd, Forsyth,
Franklin, Fulton, Gilmer, Glascock,
Glynn, Gordon, Grady, Greene, Gwinnett,
Habersham, Hall, Hancock, Haralson,
Harris, Hart, Heard, Henry, Houston,
Irwin, Jackson, Jasper, Jeff Davis,
Jefferson, Jenkins, Johnson, Jones,
Lamar, Lanier, Laurens, Lee, Liberty,
Lincoln, Long, Lowndes, Lumpkin, Macon,
Madison, Marion, McDuffie, McIntosh,
Meriwether, Miller, Mitchell, Monroe,
Montgomery, Morgan, Murray, Muscogee,
Newton, Oconee, Oglethorpe, Paulding,
Peach, Pickens, Pierce, Pike, Polk,
Pulaski, Putnam, Quitman, Rabun,
Randolph, Richmond, Rockdale, Schley,
Screven, Seminole, Spalding, Stephens,
Stewart, Sumter, Talbot, Taliaferro,
Tattnall, Taylor, Telfair, Terrell,
Thomas, Tift, Toombs, Towns, Treutlen,
Troup, Turner, Twiggs, Union, Upson,
Walker, Walton, Ware, Warren,
Washington, Wayne, Webster, Wheeler,
White, Whitfield, Wilcox, Wilkes,
Wilkinson and Worth

Hawaii Counties of Hawaii, Honolulu, Kalawao, Kauai and
Maui

Idaho Counties of Ada, Adams, Bannock, Bear Lake, Benewah,
Bingham, Blaine, Boise, Bonner,
Bonneville, Boundary, Butte, Camas,
Canyon, Caribou, Cassia, Clark,
Clearwater, Custer, Elmore, Franklin,
Fremont, Gem, Gooding, Idaho, Jefferson,
Jerome, Kootenai, Latah, Lemhi, Lewis,
Lincoln, Madison, Minidoka, Nez Perce,
Oneida, Owyhee, Payette, Power,
Shoshone, Teton, Twin Falls, Valley and
Washington

Illinois Counties of Adams, Alexander, Bond, Boone, Brown,
Bureau, Calhoun, Carroll, Cass,
Champaign, Christian, Clark, Clay,
Clinton, Coles, Cook, Crawford,
Cumberland, De Kalb, De Witt, Douglas,
Du Page, Edgar, Edwards, Effingham,
Fayette, Ford, Franklin, Fulton,
Gallatin, Greene, Grundy, Hamilton,
Hancock, Hardin, Henderson, Henry,
Iroquois, Jackson, Jasper, Jefferson,
Jersey, Jo Daviess, Johnson, Kane,
Kankakee, Kendall, Knox, La Salle, Lake,
Lawrence, Lee, Livingston, Logan, Macon,
Macoupin, Madison, Marion, Marshall,
Mason, Massac, McDonough, McHenry,
McLean, Menard, Mercer, Monroe,
Montgomery, Morgan, Moultrie, Ogle,
Peoria, Perry, Piatt, Pike, Pope,
Pulaski, Putnam, Randolph, Richland,
Rock Island, Saline, Sangamon, Schuyler,
Scott, Shelby, St Clair, Stark,
Stephenson, Tazewell, Union, Vermilion,
Wabash, Warren, Washington, Wayne,
White, Whiteside, Will, Williamson,
Winnebago and Woodford

Indiana Counties of Adams, Allen, Bartholomew, Benton,
Blackford, Boone, Brown, Carroll, Cass,
Clark, Clay, Clinton, Crawford, Daviess,
Dearborn, Decatur, DeKalb, Delaware,
Dubois, Elkhart, Fayette, Floyd,
Fountain, Franklin, Fulton, Gibson,
Grant, Greene, Hamilton, Hancock,
Harrison, Hendricks, Henry, Howard,
Huntington, Jackson, Jasper, Jay,
Jefferson, Jennings, Johnson, Knox,
Kosciusko, La Porte, Lagrange, Lake,
Lawrence, Madison, Marion, Marshall,
Martin, Miami, Monroe, Montgomery,
Morgan, Newton, Noble, Ohio, Orange,
Owen, Parke, Perry, Pike, Porter, Posey,
Pulaski, Putnam, Randolph, Ripley, Rush,
Scott, Shelby, Spencer, St Joseph,

Starke, Steuben, Sullivan, Switzerland,
Tippecanoe, Tipton, Union, Vanderburgh,
Vermillion, Vigo, Wabash, Warren,
Warrick, Washington, Wayne, Wells, White
and Whitley

Iowa Counties of Adair, Adams, Allamakee, Appanoose,
Audubon, Benton, Black Hawk, Boone,
Bremer, Buchanan, Buena Vista, Butler,
Calhoun, Carroll, Cass, Cedar, Cerro
Gordo, Cherokee, Chickasaw, Clarke,
Clay, Clayton, Clinton, Crawford,
Dallas, Davis, Decatur, Delaware, Des
Moines, Dickinson, Dubuque, Emmet,
Fayette, Floyd, Franklin, Fremont,
Greene, Grundy, Guthrie, Hamilton,
Hancock, Hardin, Harrison, Henry,
Howard, Humboldt, Ida, Iowa, Jackson,
Jasper, Jefferson, Johnson, Jones,
Keokuk, Kossuth, Lee, Linn, Louisa,
Lucas, Lyon, Madison, Mahaska, Marion,
Marshall, Mills, Mitchell, Monona,
Monroe, Montgomery, Muscatine, Osceola,
Page, Palo Alto, Plymouth, Pocahontas,
Polk, Pottawattamie, Poweshiek,
Ringgold, Sac, Scott, Shelby, Sioux,
Story, Tama, Taylor, Union, Van Buren,
Wapello, Warren, Washington, Wayne,
Webster, Winnebago, Winneshiek,
Woodbury, Worth and Wright

Kansas Counties of Allen, Anderson, Atchison, Barber,
Barton, Bourbon, Brown, Butler, Chase,
Chautauqua, Cherokee, Cheyenne, Clark,
Clay, Cloud, Coffey, Comanche, Cowley,
Crawford, Decatur, Dickinson, Doniphan,
Douglas, Edwards, Elk, Ellis, Ellsworth,
Finney, Ford, Franklin, Geary, Gove,
Graham, Grant, Gray, Greeley, Greenwood,
Hamilton, Harper, Harvey, Haskell,
Hodgeman, Jackson, Jefferson, Jewell,
Johnson, Kearny, Kingman, Kiowa,
Labette, Lane, Leavenworth, Lincoln,
Linn, Logan, Lyon, Marion, Marshall,
McPherson, Meade, Miami, Mitchell,
Montgomery, Morris, Morton, Nemaha,
Neosho, Ness, Norton, Osage, Osborne,
Ottawa, Pawnee, Phillips, Pottawatomie,
Pratt, Rawlins, Reno, Republic, Rice,
Riley, Rooks, Rush, Russell, Saline,
Scott, Sedgwick, Seward, Shawnee,
Sheridan, Sherman, Smith, Stafford,
Stanton, Stevens, Sumner, Thomas, Trego,
Wabaunsee, Wallace, Washington, Wichita,
Wilson, Woodson and Wyandotte

Kentucky Counties of Adair, Allen, Anderson, Ballard, Barren,
Bath, Bell, Boone, Bourbon, Boyd, Boyle,
Bracken, Breathitt, Breckinridge,
Bullitt, Butler, Caldwell, Calloway,
Campbell, Carlisle, Carroll, Carter,
Casey, Christian, Clark, Clay, Clinton,
Crittenden, Cumberland, Daviess,
Edmonson, Elliott, Estill, Fayette,
Fleming, Floyd, Franklin, Fulton,
Gallatin, Garrard, Grant, Graves,
Grayson, Green, Greenup, Hancock,
Hardin, Harlan, Harrison, Hart,
Henderson, Henry, Hickman, Hopkins,
Jackson, Jefferson, Jessamine, Johnson,
Kenton, Knott, Knox, Larue, Laurel,
Lawrence, Lee, Leslie, Letcher, Lewis,
Lincoln, Livingston, Logan, Lyon,
Madison, Magoffin, Marion, Marshall,
Martin, Mason, McCracken, McCreary,
McLean, Meade, Menifee, Mercer,
Metcalfe, Monroe, Montgomery, Morgan,
Muhlenberg, Nelson, Nicholas, Ohio,
Oldham, Owen, Owsley, Pendleton, Perry,
Pike, Powell, Pulaski, Robertson,
Rockcastle, Rowan, Russell, Scott,
Shelby, Simpson, Spencer, Taylor, Todd,
Trigg, Trimble, Union, Warren,
Washington, Wayne, Webster, Whitley,
Wolfe and Woodford

Louisiana Counties of Acadia, Allen, Ascension, Assumption,
Avoyelles, Beauregard, Bienville,
Bossier, Caddo, Calcasieu, Caldwell,
Cameron, Catahoula, Claiborne,
Concordia, De Soto, East Baton Rouge,
East Carroll, East Feliciana,
Evangeline, Franklin, Grant, Iberia,
Iberville, Jackson, Jefferson, Jefferson
Davis, La Salle, Lafayette, Lafourche,
Lincoln, Livingston, Madison, Morehouse,
Natchitoches, Orleans, Ouachita,
Plaquemines, Pointe Coupee, Rapides, Red

River, Richland, Sabine, St Bernard, St
Charles, St Helena, St James, St John
the Baptist, St Landry, St Martin, St
Mary, St Tammany, Tangipahoa, Tensas,
Terrebonne, Union, Vermilion, Vernon,
Washington, Webster, West Baton Rouge,
West Carroll, West Feliciana and Winn

Maine Counties of Androscoggin, Aroostook, Cumberland,
Franklin, Hancock, Kennebec, Knox,
Lincoln, Oxford, Penobscot, Piscataquis,
Sagadahoc, Somerset, Waldo, Washington
and York

Maryland Counties of Allegany, Anne Arundel, Baltimore,
Baltimore City, Calvert, Caroline,
Carroll, Cecil, Charles, Dorchester,
Frederick, Garrett, Harford, Howard,
Kent, Montgomery, Somerset, Talbot,
Washington, Wicomico and Worcester

Massachusetts Counties of Barnstable, Berkshire, Bristol, Dukes,
Essex, Franklin, Hampden, Hampshire,
Middlesex, Nantucket, Norfolk, Plymouth,
Suffolk and Worcester

Michigan Counties of Alcona, Alger, Allegan, Alpena, Antrim,
Arenac, Baraga, Barry, Bay, Benzie,
Berrien, Branch, Calhoun, Cass,
Charlevoix, Cheboygan, Chippewa, Clare,
Clinton, Crawford, Delta, Dickinson,
Eaton, Emmet, Genesee, Gladwin, Gogebic,
Grand Traverse, Gratiot, Hillsdale,
Houghton, Huron, Ingham, Ionia, Iosco,
Iron, Isabella, Jackson, Kalamazoo,
Kalkaska, Kent, Keweenaw, Lake, Lapeer,
Leelanau, Lenawee, Livingston, Luce,
Mackinac, Macomb, Manistee, Marquette,
Mason, Mecosta, Menominee, Midland,
Missaukee, Monroe, Montcalm,
Montmorency, Muskegon, Newaygo, Oakland,
Oceana, Ogemaw, Ontonagon, Osceola,
Oscoda, Otsego, Ottawa, Presque Isle,
Roscommon, Saginaw, Sanilac,
Schoolcraft, Shiawassee, St Clair, St
Joseph, Tuscola, Van Buren, Washtenaw,
Wayne and Wexford

Minnesota Counties of Aitkin, Anoka, Becker, Beltrami, Benton,
Big Stone, Blue Earth, Brown, Carlton,
Carver, Cass, Chippewa, Chisago, Clay,
Clearwater, Cook, Cottonwood, Crow Wing,
Dakota, Dodge, Douglas, Faribault,
Fillmore, Freeborn, Goodhue, Grant,
Hennepin, Houston, Hubbard, Isanti,
Itasca, Jackson, Kanabec, Kandiyohi,
Kittson, Koochiching, Lac Qui Parle,
Lake, Lake of the Woods, Le Sueur,
Lincoln, Lyon, Mahnomen, Marshall,
Martin, McLeod, Meeker, Mille Lacs,
Morrison, Mower, Murray, Nicollet,
Nobles, Norman, Olmsted, Otter Tail,
Pennington, Pine, Pipestone, Polk, Pope,
Ramsey, Red Lake, Redwood, Renville,
Rice, Rock, Roseau, Scott, Sherburne,
Sibley, St Louis, Stearns, Steele,
Stevens, Swift, Todd, Traverse, Wabasha,
Wadena, Waseca, Washington, Watonwan,
Wilkin, Winona, Wright and Yellow
Medicine

Mississippi Counties of Adams, Alcorn, Amite, Attala, Benton,
Bolivar, Calhoun, Carroll, Chickasaw,
Choctaw, Claiborne, Clarke, Clay,
Coahoma, Copiah, Covington, De Soto,
Forrest, Franklin, George, Greene,
Grenada, Hancock, Harrison, Hinds,
Holmes, Humphreys, Issaquena, Itawamba,
Jackson, Jasper, Jefferson, Jefferson
Davis, Jones, Kemper, Lafayette, Lamar,
Lauderdale, Lawrence, Leake, Lee,
Leflore, Lincoln, Lowndes, Madison,
Marion, Marshall, Monroe, Montgomery,
Neshoba, Newton, Noxubee, Oktibbeha,
Panola, Pearl River, Perry, Pike,
Pontotoc, Prentiss, Quitman, Rankin,
Scott, Sharkey, Simpson, Smith, Stone,
Sunflower, Tallahatchie, Tate, Tippah,
Tishomingo, Tunica, Union, Walthall,
Warren, Washington, Wayne, Webster,
Wilkinson, Winston, Yalobusha and Yazoo

Missouri Counties of Adair, Andrew, Atchison, Audrain, Barry,
Barton, Bates, Benton, Bollinger, Boone,
Buchanan, Butler, Caldwell, Callaway,
Camden, Cape Girardeau, Carroll, Carter,
Cass, Cedar, Chariton, Christian, Clark,
Clay, Clinton, Cole, Cooper, Crawford,

Dade, Dallas, Daviess, De Kalb, Dent,
Douglas, Dunklin, Franklin, Gasconade,
Gentry, Greene, Grundy, Harrison, Henry,
Hickory, Holt, Howard, Howell, Iron,
Jackson, Jasper, Jefferson, Johnson,
Knox, Laclede, Lafayette, Lawrence,
Lewis, Lincoln, Linn, Livingston, Macon,
Madison, Maries, Marion, McDonald,
Mercer, Miller, Mississippi, Moniteau,
Monroe, Montgomery, Morgan, New Madrid,
Newton, Nodaway, Oregon, Osage, Ozark,
Pemiscot, Perry, Pettis, Phelps, Pike,
Platte, Polk, Pulaski, Putnam, Ralls,
Randolph, Ray, Reynolds, Ripley, Saline,
Schuyler, Scotland, Scott, Shannon,
Shelby, St Charles, St Clair, St
Francois, St Louis, St Louis City, Ste
Genevieve, Stoddard, Stone, Sullivan,
Taney, Texas, Vernon, Warren,
Washington, Wayne, Webster, Worth and
Wright

Montana Counties of Beaverhead, Big Horn, Blaine,
Broadwater, Carbon, Carter, Cascade,
Chouteau, Custer, Daniels, Dawson, Deer
Lodge, Fallon, Fergus, Flathead,
Gallatin, Garfield, Glacier, Golden
Valley, Granite, Hill, Jefferson, Judith
Basin, Lake, Lewis And Clark, Liberty,
Lincoln, Madison, McCone, Meagher,
Mineral, Missoula, Musselshell, Park,
Petroleum, Phillips, Pondera, Powder
River, Powell, Prairie, Ravalli,
Richland, Roosevelt, Rosebud, Sanders,
Sheridan, Silver Bow, Stillwater, Sweet
Grass, Teton, Toole, Treasure, Valley,
Wheatland, Wibaux and Yellowstone

Nebraska Counties of Adams, Antelope, Arthur, Banner, Blaine,
Boone, Box Butte, Boyd, Brown, Buffalo,
Burt, Butler, Cass, Cedar, Chase,
Cherry, Cheyenne, Clay, Colfax, Cuming,
Custer, Dakota, Dawes, Dawson, Deuel,
Dixon, Dodge, Douglas, Dundy, Fillmore,
Franklin, Frontier, Furnas, Gage,
Garden, Garfield, Gosper, Grant,
Greeley, Hall, Hamilton, Harlan, Hayes,
Hitchcock, Holt, Hooker, Howard,
Jefferson, Johnson, Kearney, Keith, Keya
Paha, Kimball, Knox, Lancaster, Lincoln,
Logan, Loup, Madison, McPherson,
Merrick, Morrill, Nance, Nemaha,
Nuckolls, Otoe, Pawnee, Perkins, Phelps,
Pierce, Platte, Polk, Red Willow,
Richardson, Rock, Saline, Sarpy,
Saunders, Scotts Bluff, Seward,
Sheridan, Sherman, Sioux, Stanton,
Thayer, Thomas, Thurston, Valley,
Washington, Wayne, Webster, Wheeler and
York

Nevada Counties of Carson City, Churchill, Clark, Douglas,
Elko, Esmeralda, Eureka, Humboldt,
Lander, Lincoln, Lyon, Mineral, Nye,
Pershing, Storey, Washoe and White Pine

New Hampshire Counties of Belknap, Carroll, Cheshire, Coos,
Grafton, Hillsborough, Merrimack,
Rockingham, Strafford and Sullivan

New Jersey Counties of Atlantic, Bergen, Burlington, Camden,
Cape May, Cumberland, Essex, Gloucester,
Hudson, Hunterdon, Mercer, Middlesex,
Monmouth, Morris, Ocean, Passaic, Salem,
Somerset, Sussex, Union and Warren

New Mexico Counties of Bernalillo, Catron, Chaves, Cibola,
Colfax, Curry, De Baca, Dona Ana, Eddy,
Grant, Guadalupe, Harding, Hidalgo, Lea,
Lincoln, Los Alamos, Luna, McKinley,
Mora, Otero, Quay, Rio Arriba,
Roosevelt, San Juan, San Miguel,
Sandoval, Santa Fe, Sierra, Socorro,
Taos, Torrance, Union and Valencia

New York Counties of Albany, Allegany, Bronx, Broome,
Cattaraugus, Cayuga, Chautauqua,
Chemung, Chenango, Clinton, Columbia,
Cortland, Delaware, Dutchess, Erie,
Essex, Franklin, Fulton, Genesee,
Greene, Hamilton, Herkimer, Jefferson,
Kings, Lewis, Livingston, Madison,
Monroe, Montgomery, Nassau, New York,
Niagara, Oneida, Onondaga, Ontario,
Orange, Orleans, Oswego, Otsego, Putnam,
Queens, Rensselaer, Richmond, Rockland,
Saratoga, Schenectady, Schoharie,
Schuyler, Seneca, St Lawrence, Steuben,

Suffolk, Sullivan, Tioga, Tompkins,
Ulster, Warren, Washington, Wayne,
Westchester, Wyoming and Yates

North Carolina Counties of Alamance, Alexander, Alleghany, Anson,
Ashe, Avery, Beaufort, Bertie, Bladen,
Brunswick, Buncombe, Burke, Cabarrus,
Caldwell, Camden, Carteret, Caswell,
Catawba, Chatham, Cherokee, Chowan,
Clay, Cleveland, Columbus, Craven,
Cumberland, Currituck, Dare, Davidson,
Davie, Duplin, Durham, Edgecombe,
Forsyth, Franklin, Gaston, Gates,
Graham, Granville, Greene, Guilford,
Halifax, Harnett, Haywood, Henderson,
Hertford, Hoke, Hyde, Iredell, Jackson,
Johnston, Jones, Lee, Lenoir, Lincoln,
Macon, Madison, Martin, McDowell,
Mecklenburg, Mitchell, Montgomery,
Moore, Nash, New Hanover, Northampton,
Onslow, Orange, Pamlico, Pasquotank,
Pender, Perquimans, Person, Pitt, Polk,
Randolph, Richmond, Robeson, Rockingham,
Rowan, Rutherford, Sampson, Scotland,
Stanly, Stokes, Surry, Swain,
Transylvania, Tyrrell, Union, Vance,
Wake, Warren, Washington, Watauga,
Wayne, Wilkes, Wilson, Yadkin and Yancey

North Dakota Counties of Adams, Barnes, Benson, Billings,
Bottineau, Bowman, Burke, Burleigh,
Cass, Cavalier, Dickey, Divide, Dunn,
Eddy, Emmons, Foster, Golden Valley,
Grand Forks, Grant, Griggs, Hettinger,
Kidder, La Moure, Logan, McHenry,
McIntosh, McKenzie, McLean, Mercer,
Morton, Mountrail, Nelson, Oliver,
Pembina, Pierce, Ramsey, Ransom,
Renville, Richland, Rolette, Sargent,
Sheridan, Sioux, Slope, Stark, Steele,
Stutsman, Towner, Traill, Walsh, Ward,
Wells and Williams

Ohio Counties of Adams, Allen, Ashland, Ashtabula,
Athens, Auglaize, Belmont, Brown,
Butler, Carroll, Champaign, Clark,
Clermont, Clinton, Columbiana,
Coshocton, Crawford, Cuyahoga, Darke,
Defiance, Delaware, Erie, Fairfield,
Fayette, Franklin, Fulton, Gallia,
Geauga, Greene, Guernsey, Hamilton,
Hancock, Hardin, Harrison, Henry,
Highland, Hocking, Holmes, Huron,
Jackson, Jefferson, Knox, Lake,
Lawrence, Licking, Logan, Lorain, Lucas,
Madison, Mahoning, Marion, Medina,
Meigs, Mercer, Miami, Monroe,
Montgomery, Morgan, Morrow, Muskingum,
Noble, Ottawa, Paulding, Perry,
Pickaway, Pike, Portage, Preble, Putnam,
Richland, Ross, Sandusky, Scioto,
Seneca, Shelby, Stark, Summit, Trumbull,
Tuscarawas, Union, Van Wert, Vinton,
Warren, Washington, Wayne, Williams,
Wood and Wyandot

Oklahoma Counties of Adair, Alfalfa, Atoka, Beaver, Beckham,
Blaine, Bryan, Caddo, Canadian, Carter,
Cherokee, Choctaw, Cimarron, Cleveland,
Coal, Comanche, Cotton, Craig, Creek,
Custer, Delaware, Dewey, Ellis,
Garfield, Garvin, Grady, Grant, Greer,
Harmon, Harper, Haskell, Hughes,
Jackson, Jefferson, Johnston, Kay,
Kingfisher, Kiowa, Latimer, Le Flore,
Lincoln, Logan, Love, Major, Marshall,
Mayes, McClain, McCurtain, McIntosh,
Murray, Muskogee, Noble, Nowata,
Okfuskee, Oklahoma, Okmulgee, Osage,
Ottawa, Pawnee, Payne, Pittsburg,
Pontotoc, Pottawatomie, Pushmataha,
Roger Mills, Rogers, Seminole, Sequoyah,
Stephens, Texas, Tillman, Tulsa,
Wagoner, Washington, Washita, Woods and
Woodward

Oregon Counties of Baker, Benton, Clackamas, Clatsop,
Columbia, Coos, Crook, Curry, Deschutes,
Douglas, Gilliam, Grant, Harney, Hood
River, Jackson, Jefferson, Josephine,
Klamath, Lake, Lane, Lincoln, Linn,
Malheur, Marion, Morrow, Multnomah,
Polk, Sherman, Tillamook, Umatilla,
Union, Wallowa, Wasco, Washington,
Wheeler and Yamhill

Pennsylvania Counties of Adams, Allegheny, Armstrong, Beaver,
Bedford, Berks, Blair, Bradford, Bucks,

Butler, Cambria, Cameron, Carbon,
Centre, Chester, Clarion, Clearfield,
Clinton, Columbia, Crawford, Cumberland,
Dauphin, Delaware, Elk, Erie, Fayette,
Forest, Franklin, Fulton, Greene,
Huntingdon, Indiana, Jefferson, Juniata,
Lackawanna, Lancaster, Lawrence,
Lebanon, Lehigh, Luzerne, Lycoming,
McKean, Mercer, Mifflin, Monroe,
Montgomery, Montour, Northampton,
Northumberland, Perry, Philadelphia,
Pike, Potter, Schuylkill, Snyder,
Somerset, Sullivan, Susquehanna, Tioga,
Union, Venango, Warren, Washington,
Wayne, Westmoreland, Wyoming and York

Rhode Island Counties of Bristol, Kent, Newport, Providence and
Washington

South Carolina Counties of Abbeville, Aiken, Allendale, Anderson,
Bamberg, Barnwell, Beaufort, Berkeley,
Calhoun, Charleston, Cherokee, Chester,
Chesterfield, Clarendon, Colleton,
Darlington, Dillon, Dorchester,
Edgefield, Fairfield, Florence,
Georgetown, Greenville, Greenwood,
Hampton, Horry, Jasper, Kershaw,
Lancaster, Laurens, Lee, Lexington,
Marion, Marlboro, McCormick, Newberry,
Oconee, Orangeburg, Pickens, Richland,
Saluda, Spartanburg, Sumter, Union,
Williamsburg and York

South Dakota Counties of Aurora, Beadle, Bennett, Bon Homme,
Brookings, Brown, Brule, Buffalo, Butte,
Campbell, Charles Mix, Clark, Clay,
Codington, Corson, Custer, Davison, Day,
Deuel, Dewey, Douglas, Edmunds, Fall
River, Faulk, Grant, Gregory, Haakon,
Hamlin, Hand, Hanson, Harding, Hughes,
Hutchinson, Hyde, Jackson, Jerauld,
Jones, Kingsbury, Lake, Lawrence,
Lincoln, Lyman, Marshall, McCook,
McPherson, Meade, Mellette, Miner,
Minnehaha, Moody, Oglala Lakota,
Pennington, Perkins, Potter, Roberts,
Sanborn, Spink, Stanley, Sully, Todd,
Tripp, Turner, Union, Walworth, Yankton
and Ziebach

Tennessee Counties of Anderson, Bedford, Benton, Bledsoe,
Blount, Bradley, Campbell, Cannon,
Carroll, Carter, Cheatham, Chester,
Claiborne, Clay, Cocke, Coffee,
Crockett, Cumberland, Davidson, De Kalb,
Decatur, Dickson, Dyer, Fayette,
Fentress, Franklin, Gibson, Giles,
Grainger, Greene, Grundy, Hamblen,
Hamilton, Hancock, Hardeman, Hardin,
Hawkins, Haywood, Henderson, Henry,
Hickman, Houston, Humphreys, Jackson,
Jefferson, Johnson, Knox, Lake,
Lauderdale, Lawrence, Lewis, Lincoln,
Loudon, Macon, Madison, Marion,
Marshall, Maury, McMinn, McNairy, Meigs,
Monroe, Montgomery, Moore, Morgan,
Obion, Overton, Perry, Pickett, Polk,
Putnam, Rhea, Roane, Robertson,
Rutherford, Scott, Sequatchie, Sevier,
Shelby, Smith, Stewart, Sullivan,
Sumner, Tipton, Trousdale, Unicoi,
Union, Van Buren, Warren, Washington,
Wayne, Weakley, White, Williamson and
Wilson

Texas Counties of Anderson, Andrews, Angelina, Aransas,
Archer, Armstrong, Atascosa, Austin,
Bailey, Bandera, Bastrop, Baylor, Bee,
Bell, Bexar, Blanco, Borden, Bosque,
Bowie, Brazoria, Brazos, Brewster,
Briscoe, Brooks, Brown, Burleson,
Burnet, Caldwell, Calhoun, Callahan,
Cameron, Camp, Carson, Cass, Castro,
Chambers, Cherokee, Childress, Clay,
Cochran, Coke, Coleman, Collin,
Collingsworth, Colorado, Comal,
Comanche, Concho, Cooke, Coryell,
Cottle, Crane, Crockett, Crosby,
Culberson, Dallam, Dallas, Dawson, De
Witt, Deaf Smith, Delta, Denton,
Dickens, Dimmit, Donley, Duval,
Eastland, Ector, Edwards, El Paso,
Ellis, Erath, Falls, Fannin, Fayette,
Fisher, Floyd, Foard, Fort Bend,
Franklin, Freestone, Frio, Gaines,
Galveston, Garza, Gillespie, Glasscock,
Goliad, Gonzales, Gray, Grayson, Gregg,
Grimes, Guadalupe, Hale, Hall, Hamilton,

Hansford, Hardeman, Hardin, Harris,
Harrison, Hartley, Haskell, Hays,
Hemphill, Henderson, Hidalgo, Hill,
Hockley, Hood, Hopkins, Houston, Howard,
Hudspeth, Hunt, Hutchinson, Irion, Jack,
Jackson, Jasper, Jeff Davis, Jefferson,
Jim Hogg, Jim Wells, Johnson, Jones,
Karnes, Kaufman, Kendall, Kenedy, Kent,
Kerr, Kimble, King, Kinney, Kleberg,
Knox, La Salle, Lamar, Lamb, Lampasas,
Lavaca, Lee, Leon, Liberty, Limestone,
Lipscomb, Live Oak, Llano, Loving,
Lubbock, Lynn, Madison, Marion, Martin,
Mason, Matagorda, Maverick, McCulloch,
McLennan, McMullen, Medina, Menard,
Midland, Milam, Mills, Mitchell,
Montague, Montgomery, Moore, Morris,
Motley, Nacogdoches, Navarro, Newton,
Nolan, Nueces, Ochiltree, Oldham,
Orange, Palo Pinto, Panola, Parker,
Parmer, Pecos, Polk, Potter, Presidio,
Rains, Randall, Reagan, Real, Red River,
Reeves, Refugio, Roberts, Robertson,
Rockwall, Runnels, Rusk, Sabine, San
Augustine, San Jacinto, San Patricio,
San Saba, Schleicher, Scurry,
Shackelford, Shelby, Sherman, Smith,
Somervell, Starr, Stephens, Sterling,
Stonewall, Sutton, Swisher, Tarrant,
Taylor, Terrell, Terry, Throckmorton,
Titus, Tom Green, Travis, Trinity,
Tyler, Upshur, Upton, Uvalde, Val Verde,
Van Zandt, Victoria, Walker, Waller,
Ward, Washington, Webb, Wharton,
Wheeler, Wichita, Wilbarger, Willacy,
Williamson, Wilson, Winkler, Wise, Wood,
Yoakum, Young, Zapata and Zavala

Utah Counties of Beaver, Box Elder, Cache, Carbon,
Daggett, Davis, Duchesne, Emery,
Garfield, Grand, Iron, Juab, Kane,
Millard, Morgan, Piute, Rich, Salt Lake,
San Juan, Sanpete, Sevier, Summit,
Tooele, Uintah, Utah, Wasatch,
Washington, Wayne and Weber

Vermont Counties of Addison, Bennington, Caledonia,
Chittenden, Essex, Franklin, Grand Isle,
Lamoille, Orange, Orleans, Rutland,
Washington, Windham and Windsor

Washington Counties of Adams, Asotin, Benton, Chelan, Clallam,
Clark, Columbia, Cowlitz, Douglas,
Ferry, Franklin, Garfield, Grant, Grays
Harbor, Island, Jefferson, King, Kitsap,
Kittitas, Klickitat, Lewis, Lincoln,
Mason, Okanogan, Pacific, Pend Oreille,
Pierce, San Juan, Skagit, Skamania,
Snohomish, Spokane, Stevens, Thurston,
Wahkiakum, Walla Walla, Whatcom, Whitman
and Yakima

Wisconsin Counties of Adams, Ashland, Barron, Bayfield, Brown,
Buffalo, Burnett, Calumet, Chippewa,
Clark, Columbia, Crawford, Dane, Dodge,
Door, Douglas, Dunn, Eau Claire,
Florence, Fond Du Lac, Forest, Grant,
Green, Green Lake, Iowa, Iron, Jackson,
Jefferson, Juneau, Kenosha, Kewaunee, La
Crosse, Lafayette, Langlade, Lincoln,
Manitowoc, Marathon, Marinette,
Marquette, Menominee, Milwaukee, Monroe,
Oconto, Oneida, Outagamie, Ozaukee,
Pepin, Pierce, Polk, Portage, Price,
Racine, Richland, Rock, Rusk, Sauk,
Sawyer, Shawano, Sheboygan, St Croix,
Taylor, Trempealeau, Vernon, Vilas,
Walworth, Washburn, Washington,
Waukesha, Waupaca, Waushara, Winnebago
and Wood

Wyoming Counties of Albany, Big Horn, Campbell, Carbon,
Converse, Crook, Fremont, Goshen, Hot
Springs, Johnson, Laramie, Lincoln,
Natrona, Niobrara, Park, Platte,
Sheridan, Sublette, Sweetwater, Teton,
Uinta, Washakie and Weston

American Samoa Counties of Eastern, Rose Island, Swains Island and
Western

Guam Counties of Guam

Northern Mariana Islands Counties of Northern Islands Municipality, Rota
Municipality, Saipan Municipality and
Tinian Municipality

Puerto Rico Counties of Adjuntas, Aguada, Aguadilla, Aguas

Buenas, Aibonito, Anasco, Arecibo,
Arroyo, Barceloneta, Barranquitas, Cabo
Rojo, Caguas, Camuy, Canovanas,
Carolina, Catano, Cayey, Ceiba, Ciales,
Cidra, Coamo, Comerio, Corozal, Culebra,
Dorado, Fajardo, Florida, Guanica,
Guayama, Guayanilla, Guaynabo, Gurabo,
Hatillo, Hormigueros, Humacao, Isabela,
Jayuya, Juana Diaz, Juncos, Lajas,
Lares, Las Marias, Las Piedras, Loiza,
Luqillo, Manati, Maricao, Maunabo,
Mayaguez, Moca, Morovis, Naguabo,
Naranjito, Orocovis, Patillas, Penuelas,
Ponce, Quebradillas, Rincon, Rio Grande,
Sabana Grande, Salinas, San German, San
Juan, San Lorenzo, San Sebastian, Santa
Isabel, Toa Alta, Toa Baja, Trujillo
Alto, Utuado, Vega Alta, Vega Baja,
Vieques, Villalba, Yabucoa and Yauco

U.S. Minor Outlying Islands Counties of Midway Islands

Virgin Islands Counties of St Croix, St John and St Thomas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
23440 - Heavy Equipment Operator: MIDWEST REGION		37.28
23440 - Heavy Equipment Operator: NORTHEAST REGION		35.40
23440 - Heavy Equipment Operator: SOUTH REGION		32.47
23440 - Heavy Equipment Operator: WEST REGION		36.56
23470 - Laborer: MIDWEST REGION		20.95
23470 - Laborer: NORTHEAST REGION		21.48
23470 - Laborer: SOUTH REGION		16.36
23470 - Laborer: WEST REGION		18.71
30090 - Environmental Technician: MIDWEST REGION		33.17
30090 - Environmental Technician: NORTHEAST REGION		35.32
30090 - Environmental Technician: SOUTH REGION		31.45
30090 - Environmental Technician: WEST REGION		33.38
31010 - Airplane Pilot		35.43
31361 - Truckdriver, Light: MIDWEST REGION		18.90
31361 - Truckdriver, Light: NORTHEAST REGION		23.72
31361 - Truckdriver, Light: SOUTH REGION		15.38
31361 - Truckdriver, Light: WEST REGION		16.00
31362 - Truckdriver, Medium: MIDWEST REGION		30.49
31362 - Truckdriver, Medium: NORTHEAST REGION		30.56
31362 - Truckdriver, Medium: SOUTH REGION		25.95
31362 - Truckdriver, Medium: WEST REGION		28.65

31363 - Truckdriver, Heavy: MIDWEST REGION 31.96

31363 - Truckdriver, Heavy: NORTHEAST REGION 32.09

31363 - Truckdriver, Heavy: SOUTH REGION 27.19

31363 - Truckdriver, Heavy: WEST REGION 30.07

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

VACATION (Hawaii): 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 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)

HEALTH & WELFARE (Hawaii): $2.42 per hour, up to 40 hours per week, or $96.80 per week, or $419.47 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be $5.55 per hour, up to 40 hours per week.

HEALTH & WELFARE (Hawaii EO 13706): $1.96 per hour, up to 40 hours per week, or $78.40 per week, or $339.73 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be $5.09 per hour, up to 40 hours per week. *

*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.

** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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"""" (the Directory) 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.
"