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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5567
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Daniel W. Simms
Director

Division of
Wage Determinations

State: Oregon

Area: Oregon Counties of Benton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.26
01012 - Accounting Clerk II		20.50
01013 - Accounting Clerk III		22.93
01020 - Administrative Assistant		38.32
01035 - Court Reporter		23.32
01041 - Customer Service Representative I		17.19
01042 - Customer Service Representative II		18.75
01043 - Customer Service Representative III		21.05
01051 - Data Entry Operator I		17.02
01052 - Data Entry Operator II		18.56
01060 - Dispatcher, Motor Vehicle		22.91
01070 - Document Preparation Clerk		18.56

01090 - Duplicating Machine Operator	18.56
01111 - General Clerk I	17.60
01112 - General Clerk II	19.21
01113 - General Clerk III	21.55
01120 - Housing Referral Assistant	25.99
01141 - Messenger Courier	15.91
01191 - Order Clerk I	17.02
01192 - Order Clerk II	18.56
01261 - Personnel Assistant (Employment) I	22.42
01262 - Personnel Assistant (Employment) II	25.08
01263 - Personnel Assistant (Employment) III	27.95
01270 - Production Control Clerk	25.39
01290 - Rental Clerk	21.42
01300 - Scheduler, Maintenance	20.84
01311 - Secretary I	20.84
01312 - Secretary II	23.32
01313 - Secretary III	25.99
01320 - Service Order Dispatcher	20.48
01410 - Supply Technician	38.32
01420 - Survey Worker	20.85
01460 - Switchboard Operator/Receptionist	17.46
01531 - Travel Clerk I	18.45
01532 - Travel Clerk II	20.07
01533 - Travel Clerk III	21.61
01611 - Word Processor I	18.56
01612 - Word Processor II	20.84
01613 - Word Processor III	23.32
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.17
05010 - Automotive Electrician	23.86
05040 - Automotive Glass Installer	22.55
05070 - Automotive Worker	22.55
05110 - Mobile Equipment Servicer	19.88
05130 - Motor Equipment Metal Mechanic	25.17
05160 - Motor Equipment Metal Worker	22.55
05190 - Motor Vehicle Mechanic	25.17
05220 - Motor Vehicle Mechanic Helper	18.56
05250 - Motor Vehicle Upholstery Worker	21.19
05280 - Motor Vehicle Wrecker	22.55
05310 - Painter, Automotive	23.86
05340 - Radiator Repair Specialist	22.55
05370 - Tire Repairer	20.17
05400 - Transmission Repair Specialist	25.17
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.64
07041 - Cook I	17.64
07042 - Cook II	19.99
07070 - Dishwasher	15.39

07130 - Food Service Worker	16.97
07210 - Meat Cutter	24.67
07260 - Waiter/Waitress	14.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	32.09
09040 - Furniture Handler	21.45
09080 - Furniture Refinisher	32.09
09090 - Furniture Refinisher Helper	25.01
09110 - Furniture Repairer, Minor	28.49
09130 - Upholsterer	32.09
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.02
11060 - Elevator Operator	16.49
11090 - Gardener	24.01
11122 - Housekeeping Aide	16.65
11150 - Janitor	16.65
11210 - Laborer, Grounds Maintenance	19.24
11240 - Maid or Houseman	16.49
11260 - Pruner	17.67
11270 - Tractor Operator	22.43
11330 - Trail Maintenance Worker	19.24
11360 - Window Cleaner	18.13
12000 - Health Occupations	
12010 - Ambulance Driver	29.95
12011 - Breath Alcohol Technician	29.95
12012 - Certified Occupational Therapist Assistant	41.11
12015 - Certified Physical Therapist Assistant	41.11
12020 - Dental Assistant	25.10
12025 - Dental Hygienist	51.73
12030 - EKG Technician	45.40
12035 - Electroneurodiagnostic Technologist	45.40
12040 - Emergency Medical Technician	29.95
12071 - Licensed Practical Nurse I	26.79
12072 - Licensed Practical Nurse II	29.95
12073 - Licensed Practical Nurse III	33.40
12100 - Medical Assistant	22.84
12130 - Medical Laboratory Technician	34.19
12160 - Medical Record Clerk	27.43
12190 - Medical Record Technician	32.58
12195 - Medical Transcriptionist	24.94
12210 - Nuclear Medicine Technologist	65.85
12221 - Nursing Assistant I	15.28
12222 - Nursing Assistant II	17.19
12223 - Nursing Assistant III	18.76
12224 - Nursing Assistant IV	21.06
12235 - Optical Dispenser	29.67
12236 - Optical Technician	26.79

12250 - Pharmacy Technician		23.12
12280 - Phlebotomist		26.06
12305 - Radiologic Technologist		42.28
12311 - Registered Nurse I		31.93
12312 - Registered Nurse II		39.07
12313 - Registered Nurse II, Specialist		39.07
12314 - Registered Nurse III		49.79
12315 - Registered Nurse III, Anesthetist		49.79
12316 - Registered Nurse IV		56.65
12317 - Scheduler (Drug and Alcohol Testing)		37.13
12320 - Substance Abuse Treatment Counselor		31.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		29.59
13012 - Exhibits Specialist II		36.66
13013 - Exhibits Specialist III		44.85
13041 - Illustrator I		29.59
13042 - Illustrator II		36.66
13043 - Illustrator III		44.85
13047 - Librarian		40.60
13050 - Library Aide/Clerk		23.57
13054 - Library Information Technology Systems Administrator		36.66
13058 - Library Technician		25.80
13061 - Media Specialist I		26.45
13062 - Media Specialist II		29.59
13063 - Media Specialist III		33.00
13071 - Photographer I		26.45
13072 - Photographer II		29.59
13073 - Photographer III		36.66
13074 - Photographer IV		44.85
13075 - Photographer V		54.25
13090 - Technical Order Library Clerk		29.59
13110 - Video Teleconference Technician		26.45
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.33
14042 - Computer Operator II		22.74
14043 - Computer Operator III		25.35
14044 - Computer Operator IV		28.18
14045 - Computer Operator V		31.20
14071 - Computer Programmer I	(see 1)	26.55
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		20.33
14160 - Personal Computer Support Technician		28.18

14170 - System Support Specialist	31.20
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.09
15020 - Aircrew Training Devices Instructor (Rated)	43.66
15030 - Air Crew Training Devices Instructor (Pilot)	52.33
15050 - Computer Based Training Specialist / Instructor	36.09
15060 - Educational Technologist	34.81
15070 - Flight Instructor (Pilot)	52.33
15080 - Graphic Artist	28.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	52.33
15086 - Maintenance Test Pilot, Rotary Wing	52.33
15088 - Non-Maintenance Test/Co-Pilot	52.33
15090 - Technical Instructor	25.99
15095 - Technical Instructor/Course Developer	31.79
15110 - Test Proctor	20.98
15120 - Tutor	20.98
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)	32.09
19040 - Tool And Die Maker	39.10
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.01
21030 - Material Coordinator	25.39
21040 - Material Expediter	25.39
21050 - Material Handling Laborer	17.81
21071 - Order Filler	17.83
21080 - Production Line Worker (Food Processing)	20.01
21110 - Shipping Packer	19.97
21130 - Shipping/Receiving Clerk	19.97
21140 - Store Worker I	16.64
21150 - Stock Clerk	21.54
21210 - Tools And Parts Attendant	20.01

21410 - Warehouse Specialist	20.01
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.57
23019 - Aircraft Logs and Records Technician	28.49
23021 - Aircraft Mechanic I	33.84
23022 - Aircraft Mechanic II	35.57
23023 - Aircraft Mechanic III	37.36
23040 - Aircraft Mechanic Helper	25.01
23050 - Aircraft, Painter	32.09
23060 - Aircraft Servicer	28.49
23070 - Aircraft Survival Flight Equipment Technician	32.09
23080 - Aircraft Worker	30.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.32
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.84
23110 - Appliance Mechanic	32.09
23120 - Bicycle Repairer	26.76
23125 - Cable Splicer	33.84
23130 - Carpenter, Maintenance	30.17
23140 - Carpet Layer	30.32
23160 - Electrician, Maintenance	44.58
23181 - Electronics Technician Maintenance I	30.32
23182 - Electronics Technician Maintenance II	32.09
23183 - Electronics Technician Maintenance III	33.84
23260 - Fabric Worker	28.49
23290 - Fire Alarm System Mechanic	33.84
23310 - Fire Extinguisher Repairer	26.76
23311 - Fuel Distribution System Mechanic	33.84
23312 - Fuel Distribution System Operator	26.76
23370 - General Maintenance Worker	23.15
23380 - Ground Support Equipment Mechanic	33.84
23381 - Ground Support Equipment Servicer	28.49
23382 - Ground Support Equipment Worker	30.32
23391 - Gunsmith I	26.76
23392 - Gunsmith II	30.32
23393 - Gunsmith III	33.84
23410 - Heating, Ventilation And Air-Conditioning Mechanic	31.05
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.64
23430 - Heavy Equipment Mechanic	33.84
23440 - Heavy Equipment Operator	29.00
23460 - Instrument Mechanic	33.84
23465 - Laboratory/Shelter Mechanic	32.09
23470 - Laborer	17.81
23510 - Locksmith	32.09
23530 - Machinery Maintenance Mechanic	31.75

23550 - Machinist, Maintenance 28.77
23580 - Maintenance Trades Helper 25.01
23591 - Metrology Technician I 33.84
23592 - Metrology Technician II 35.57
23593 - Metrology Technician III 37.36
23640 - Millwright 33.84
23710 - Office Appliance Repairer 32.09
23760 - Painter, Maintenance 22.85
23790 - Pipefitter, Maintenance 36.50
23810 - Plumber, Maintenance 34.61
23820 - Pneudraulic Systems Mechanic 33.84
23850 - Rigger 33.84
23870 - Scale Mechanic 30.32
23890 - Sheet-Metal Worker, Maintenance 33.84
23910 - Small Engine Mechanic 30.32
23931 - Telecommunications Mechanic I 32.91
23932 - Telecommunications Mechanic II 34.60
23950 - Telephone Lineman 35.33
23960 - Welder, Combination, Maintenance 32.12
23965 - Well Driller 33.84
23970 - Woodcraft Worker 33.84
23980 - Woodworker 26.76

24000 - Personal Needs Occupations
24550 - Case Manager 22.29
24570 - Child Care Attendant 16.41
24580 - Child Care Center Clerk 20.46
24610 - Chore Aide 18.00
24620 - Family Readiness And Support Services Coordinator 22.29
24630 - Homemaker 22.29

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 33.84
25040 - Sewage Plant Operator 32.09
25070 - Stationary Engineer 33.84
25190 - Ventilation Equipment Tender 25.01
25210 - Water Treatment Plant Operator 32.09

27000 - Protective Service Occupations
27004 - Alarm Monitor 22.65
27007 - Baggage Inspector 16.38
27008 - Corrections Officer 39.78
27010 - Court Security Officer 39.78
27030 - Detection Dog Handler 18.56
27040 - Detention Officer 39.78
27070 - Firefighter 39.78
27101 - Guard I 16.38
27102 - Guard II 18.56
27131 - Police Officer I 39.70

27132 - Police Officer II		44.11
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.80
28042 - Carnival Equipment Repairer		20.12
28043 - Carnival Worker		14.81
28210 - Gate Attendant/Gate Tender		20.95
28310 - Lifeguard		18.66
28350 - Park Attendant (Aide)		23.43
28510 - Recreation Aide/Health Facility Attendant		17.10
28515 - Recreation Specialist		29.02
28630 - Sports Official		18.66
28690 - Swimming Pool Operator		23.89
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		30.32
29020 - Hatch Tender		30.32
29030 - Line Handler		30.32
29041 - Stevedore I		28.49
29042 - Stevedore II		32.09
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		20.80
30022 - Archeological Technician II		23.25
30023 - Archeological Technician III		28.82
30030 - Cartographic Technician		28.82
30040 - Civil Engineering Technician		31.72
30051 - Cryogenic Technician I		31.91
30052 - Cryogenic Technician II		35.24
30061 - Drafter/CAD Operator I		20.80
30062 - Drafter/CAD Operator II		23.25
30063 - Drafter/CAD Operator III		25.93
30064 - Drafter/CAD Operator IV		31.91
30081 - Engineering Technician I		19.09
30082 - Engineering Technician II		21.43
30083 - Engineering Technician III		23.97
30084 - Engineering Technician IV		29.69
30085 - Engineering Technician V		36.31
30086 - Engineering Technician VI		43.93
30090 - Environmental Technician		28.82
30095 - Evidence Control Specialist		28.82
30210 - Laboratory Technician		25.93
30221 - Latent Fingerprint Technician I		31.91
30222 - Latent Fingerprint Technician II		35.24

30240 - Mathematical Technician		28.82
30361 - Paralegal/Legal Assistant I		21.86
30362 - Paralegal/Legal Assistant II		27.09
30363 - Paralegal/Legal Assistant III		33.14
30364 - Paralegal/Legal Assistant IV		40.09
30375 - Petroleum Supply Specialist		35.24
30390 - Photo-Optics Technician		28.82
30395 - Radiation Control Technician		35.24
30461 - Technical Writer I		28.82
30462 - Technical Writer II		35.24
30463 - Technical Writer III		42.64
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		31.91
30502 - Weather Forecaster II		38.82
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.93
30621 - Weather Observer, Senior	(see 2)	28.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		38.17
31020 - Bus Aide		16.46
31030 - Bus Driver		21.87
31043 - Driver Courier		19.19
31260 - Parking and Lot Attendant		15.12
31290 - Shuttle Bus Driver		17.33
31310 - Taxi Driver		17.79
31361 - Truckdriver, Light		20.54
31362 - Truckdriver, Medium		21.87
31363 - Truckdriver, Heavy		27.66
31364 - Truckdriver, Tractor-Trailer		27.66
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.61
99030 - Cashier		15.01
99050 - Desk Clerk		15.87
99095 - Embalmer		31.55
99130 - Flight Follower		31.55
99251 - Laboratory Animal Caretaker I		18.84
99252 - Laboratory Animal Caretaker II		20.16
99260 - Marketing Analyst		30.80
99310 - Mortician		31.55
99410 - Pest Controller		26.48
99510 - Photofinishing Worker		16.58
99710 - Recycling Laborer		19.93
99711 - Recycling Specialist		23.24
99730 - Refuse Collector		18.31

99810 - Sales Clerk	16.48
99820 - School Crossing Guard	18.31
99830 - Survey Party Chief	27.48
99831 - Surveying Aide	17.27
99832 - Surveying Technician	23.50
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 $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually.
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 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))."""