"

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.: 28
Date Of Last Revision: 5/13/2026

State: Washington

Area: Washington Counties of King and 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 $13.65 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))."""