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

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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5539
Revision No.: 31
Date Of Last Revision: 5/13/2026

State: Washington

Area: Washington Counties of Pierce

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		20.07
01612 - Word Processor II		23.03
01613 - Word Processor III		25.76
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.43
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		21.98
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		28.64
09040 - Furniture Handler		16.86
09080 - Furniture Refinisher		22.40
09090 - Furniture Refinisher Helper		18.13
09110 - Furniture Repairer, Minor		20.31
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		31.13
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		40.84
12035 - Electroneurodiagnostic Technologist		40.84
12040 - Emergency Medical Technician		31.13
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		25.48
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		25.24
13012 - Exhibits Specialist II		31.26
13013 - Exhibits Specialist III		38.24
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		24.15
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		31.64
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		40.45
23710 - Office Appliance Repairer		27.08
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		30.76
30095 - Evidence Control Specialist		29.64
30210 - Laboratory Technician		26.57
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		45.63
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		32.83
30502 - Weather Forecaster II		39.93
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		18.66
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		48.11
99310 - Mortician		30.39
99410 - Pest Controller		28.20
99510 - Photofinishing Worker		26.93
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		22.08
99841 - Vending Machine Repairer		26.32
99842 - Vending Machine Repairer Helper		22.08

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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