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

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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5545
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State: Washington

Area: Washington Counties of Clallam and Jefferson

Fringe Benefits Required Follow the Occupational Listing

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

01262 - Personnel Assistant (Employment) II	23.20
01263 - Personnel Assistant (Employment) III	25.86
01270 - Production Control Clerk	26.06
01290 - Rental Clerk	19.77
01300 - Scheduler, Maintenance	20.26
01311 - Secretary I	20.26
01312 - Secretary II	22.67
01313 - Secretary III	25.26
01320 - Service Order Dispatcher	24.16
01410 - Supply Technician	34.00
01420 - Survey Worker	20.91
01460 - Switchboard Operator/Receptionist	18.86
01531 - Travel Clerk I	18.10
01532 - Travel Clerk II	20.32
01533 - Travel Clerk III	22.73
01611 - Word Processor I	18.64
01612 - Word Processor II	20.92
01613 - Word Processor III	23.40
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.94
05010 - Automotive Electrician	25.21
05040 - Automotive Glass Installer	24.11
05070 - Automotive Worker	24.11
05110 - Mobile Equipment Servicer	21.92
05130 - Motor Equipment Metal Mechanic	26.26
05160 - Motor Equipment Metal Worker	24.11
05190 - Motor Vehicle Mechanic	26.26
05220 - Motor Vehicle Mechanic Helper	20.73
05250 - Motor Vehicle Upholstery Worker	22.83
05280 - Motor Vehicle Wrecker	24.11
05310 - Painter, Automotive	25.21
05340 - Radiator Repair Specialist	24.11
05370 - Tire Repairer	21.57
05400 - Transmission Repair Specialist	26.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.39
07041 - Cook I	22.30
07042 - Cook II	25.06
07070 - Dishwasher	17.02
07130 - Food Service Worker	18.14
07210 - Meat Cutter	22.74
07260 - Waiter/Waitress	19.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.34
09040 - Furniture Handler	17.77
09080 - Furniture Refinisher	24.34
09090 - Furniture Refinisher Helper	19.65
09110 - Furniture Repairer, Minor	21.88
09130 - Upholsterer	24.34
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.18
11060 - Elevator Operator	20.00
11090 - Gardener	25.33

11122 - Housekeeping Aide	20.00
11150 - Janitor	20.00
11210 - Laborer, Grounds Maintenance	20.52
11240 - Maid or Houseman	17.44
11260 - Pruner	19.07
11270 - Tractor Operator	23.75
11330 - Trail Maintenance Worker	20.52
11360 - Window Cleaner	21.52
12000 - Health Occupations	
12010 - Ambulance Driver	25.41
12011 - Breath Alcohol Technician	33.46
12012 - Certified Occupational Therapist Assistant	41.75
12015 - Certified Physical Therapist Assistant	31.98
12020 - Dental Assistant	24.08
12025 - Dental Hygienist	56.75
12030 - EKG Technician	46.10
12035 - Electroneurodiagnostic Technologist	46.10
12040 - Emergency Medical Technician	25.41
12071 - Licensed Practical Nurse I	29.92
12072 - Licensed Practical Nurse II	33.46
12073 - Licensed Practical Nurse III	37.30
12100 - Medical Assistant	23.36
12130 - Medical Laboratory Technician	34.81
12160 - Medical Record Clerk	24.00
12190 - Medical Record Technician	26.84
12195 - Medical Transcriptionist	28.03
12210 - Nuclear Medicine Technologist	73.56
12221 - Nursing Assistant I	16.09
12222 - Nursing Assistant II	18.11
12223 - Nursing Assistant III	19.76
12224 - Nursing Assistant IV	22.18
12235 - Optical Dispenser	22.40
12236 - Optical Technician	29.92
12250 - Pharmacy Technician	23.65
12280 - Phlebotomist	23.85
12305 - Radiologic Technologist	45.05
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II, Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III, Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	41.47
12320 - Substance Abuse Treatment Counselor	29.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.09
13012 - Exhibits Specialist II	29.83
13013 - Exhibits Specialist III	36.50
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13043 - Illustrator III	36.50
13047 - Librarian	33.98
13050 - Library Aide/Clerk	21.49
13054 - Library Information Technology Systems Administrator	28.67

13058 - Library Technician		26.61
13061 - Media Specialist I		21.53
13062 - Media Specialist II		24.09
13063 - Media Specialist III		26.85
13071 - Photographer I		22.15
13072 - Photographer II		24.77
13073 - Photographer III		30.68
13074 - Photographer IV		37.53
13075 - Photographer V		45.42
13090 - Technical Order Library Clerk		26.98
13110 - Video Teleconference Technician		22.15
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.48
14042 - Computer Operator II		25.15
14043 - Computer Operator III		28.04
14044 - Computer Operator IV		31.17
14045 - Computer Operator V		34.51
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		22.48
14160 - Personal Computer Support Technician		31.17
14170 - System Support Specialist		36.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.52
15020 - Aircrew Training Devices Instructor (Rated)		42.97
15030 - Air Crew Training Devices Instructor (Pilot)		51.51
15050 - Computer Based Training Specialist / Instructor		35.52
15060 - Educational Technologist		34.68
15070 - Flight Instructor (Pilot)		51.51
15080 - Graphic Artist		27.03
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.51
15086 - Maintenance Test Pilot, Rotary Wing		51.51
15088 - Non-Maintenance Test/Co-Pilot		51.51
15090 - Technical Instructor		30.62
15095 - Technical Instructor/Course Developer		37.46
15110 - Test Proctor		24.73
15120 - Tutor		24.73
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		23.17
16030 - Counter Attendant		23.17
16040 - Dry Cleaner		26.47
16070 - Finisher, Flatwork, Machine		23.17
16090 - Presser, Hand		23.17
16110 - Presser, Machine, Drycleaning		23.17
16130 - Presser, Machine, Shirts		23.17
16160 - Presser, Machine, Wearing Apparel, Laundry		23.17

16190 - Sewing Machine Operator	27.57
16220 - Tailor	28.67
16250 - Washer, Machine	24.27
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	35.68
19040 - Tool And Die Maker	41.62
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.29
21030 - Material Coordinator	26.06
21040 - Material Expediter	26.06
21050 - Material Handling Laborer	19.41
21071 - Order Filler	19.80
21080 - Production Line Worker (Food Processing)	23.29
21110 - Shipping Packer	22.74
21130 - Shipping/Receiving Clerk	22.74
21140 - Store Worker I	20.29
21150 - Stock Clerk	24.95
21210 - Tools And Parts Attendant	23.29
21410 - Warehouse Specialist	23.29
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.94
23019 - Aircraft Logs and Records Technician	32.94
23021 - Aircraft Mechanic I	38.32
23022 - Aircraft Mechanic II	39.94
23023 - Aircraft Mechanic III	41.38
23040 - Aircraft Mechanic Helper	29.11
23050 - Aircraft, Painter	36.65
23060 - Aircraft Servicer	32.94
23070 - Aircraft Survival Flight Equipment Technician	36.65
23080 - Aircraft Worker	34.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.32
23110 - Appliance Mechanic	35.68
23120 - Bicycle Repairer	27.46
23125 - Cable Splicer	62.46
23130 - Carpenter, Maintenance	29.88
23140 - Carpet Layer	30.00
23160 - Electrician, Maintenance	37.70
23181 - Electronics Technician Maintenance I	35.77
23182 - Electronics Technician Maintenance II	37.57
23183 - Electronics Technician Maintenance III	39.28
23260 - Fabric Worker	32.08
23290 - Fire Alarm System Mechanic	37.31
23310 - Fire Extinguisher Repairer	30.23
23311 - Fuel Distribution System Mechanic	42.02
23312 - Fuel Distribution System Operator	34.05
23370 - General Maintenance Worker	24.86
23380 - Ground Support Equipment Mechanic	38.32
23381 - Ground Support Equipment Servicer	32.94
23382 - Ground Support Equipment Worker	34.90
23391 - Gunsmith I	30.23

23392 - Gunsmith II	33.98
23393 - Gunsmith III	37.31
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.23
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.47
23430 - Heavy Equipment Mechanic	34.34
23440 - Heavy Equipment Operator	34.97
23460 - Instrument Mechanic	37.31
23465 - Laboratory/Shelter Mechanic	35.68
23470 - Laborer	19.41
23510 - Locksmith	35.68
23530 - Machinery Maintenance Mechanic	33.13
23550 - Machinist, Maintenance	29.60
23580 - Maintenance Trades Helper	24.35
23591 - Metrology Technician I	37.31
23592 - Metrology Technician II	38.90
23593 - Metrology Technician III	40.29
23640 - Millwright	35.88
23710 - Office Appliance Repairer	35.68
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	34.85
23810 - Plumber, Maintenance	33.33
23820 - Pneudraulic Systems Mechanic	37.31
23850 - Rigger	37.31
23870 - Scale Mechanic	33.98
23890 - Sheet-Metal Worker, Maintenance	37.37
23910 - Small Engine Mechanic	26.53
23931 - Telecommunications Mechanic I	32.22
23932 - Telecommunications Mechanic II	33.58
23950 - Telephone Lineman	33.13
23960 - Welder, Combination, Maintenance	27.28
23965 - Well Driller	36.36
23970 - Woodcraft Worker	37.31
23980 - Woodworker	30.23
24000 - Personal Needs Occupations	
24550 - Case Manager	22.47
24570 - Child Care Attendant	17.44
24580 - Child Care Center Clerk	21.74
24610 - Chore Aide	20.90
24620 - Family Readiness And Support Services Coordinator	22.47
24630 - Homemaker	22.47
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.49
25040 - Sewage Plant Operator	33.32
25070 - Stationary Engineer	32.49
25190 - Ventilation Equipment Tender	24.68
25210 - Water Treatment Plant Operator	33.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.28
27007 - Baggage Inspector	21.49
27008 - Corrections Officer	32.41
27010 - Court Security Officer	33.53

27030 - Detection Dog Handler		24.23
27040 - Detention Officer		32.41
27070 - Firefighter		34.99
27101 - Guard I		21.49
27102 - Guard II		24.23
27131 - Police Officer I		35.95
27132 - Police Officer II		39.95
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		21.25
28042 - Carnival Equipment Repairer		22.66
28043 - Carnival Worker		17.00
28210 - Gate Attendant/Gate Tender		22.24
28310 - Lifeguard		16.70
28350 - Park Attendant (Aide)		24.88
28510 - Recreation Aide/Health Facility Attendant		18.16
28515 - Recreation Specialist		30.82
28630 - Sports Official		19.82
28690 - Swimming Pool Operator		25.47
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		34.25
29020 - Hatch Tender		34.25
29030 - Line Handler		34.25
29041 - Stevedore I		32.33
29042 - Stevedore II		35.97
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	51.79
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	35.71
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	39.32
30021 - Archeological Technician I		23.68
30022 - Archeological Technician II		26.49
30023 - Archeological Technician III		32.81
30030 - Cartographic Technician		32.81
30040 - Civil Engineering Technician		32.69
30051 - Cryogenic Technician I		35.89
30052 - Cryogenic Technician II		39.64
30061 - Drafter/CAD Operator I		23.68
30062 - Drafter/CAD Operator II		26.49
30063 - Drafter/CAD Operator III		29.52
30064 - Drafter/CAD Operator IV		36.34
30081 - Engineering Technician I		20.27
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		32.42
30095 - Evidence Control Specialist		32.42
30210 - Laboratory Technician		29.52
30221 - Latent Fingerprint Technician I		35.89
30222 - Latent Fingerprint Technician II		39.64
30240 - Mathematical Technician		33.95

30361 - Paralegal/Legal Assistant I		24.12
30362 - Paralegal/Legal Assistant II		29.87
30363 - Paralegal/Legal Assistant III		36.53
30364 - Paralegal/Legal Assistant IV		44.20
30375 - Petroleum Supply Specialist		39.64
30390 - Photo-Optics Technician		32.81
30395 - Radiation Control Technician		39.64
30461 - Technical Writer I		32.42
30462 - Technical Writer II		39.64
30463 - Technical Writer III		47.96
30491 - Unexploded Ordnance (UXO) Technician I		32.91
30492 - Unexploded Ordnance (UXO) Technician II		39.82
30493 - Unexploded Ordnance (UXO) Technician III		47.73
30494 - Unexploded (UXO) Safety Escort		32.91
30495 - Unexploded (UXO) Sweep Personnel		32.91
30501 - Weather Forecaster I		36.34
30502 - Weather Forecaster II		44.20
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.17
30621 - Weather Observer, Senior	(see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.82
31020 - Bus Aide		20.05
31030 - Bus Driver		26.26
31043 - Driver Courier		20.52
31260 - Parking and Lot Attendant		16.79
31290 - Shuttle Bus Driver		20.27
31310 - Taxi Driver		20.82
31361 - Truckdriver, Light		21.88
31362 - Truckdriver, Medium		23.21
31363 - Truckdriver, Heavy		29.68
31364 - Truckdriver, Tractor-Trailer		29.68
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.41
99030 - Cashier		17.23
99050 - Desk Clerk		17.27
99095 - Embalmer		30.55
99130 - Flight Follower		32.91
99251 - Laboratory Animal Caretaker I		18.19
99252 - Laboratory Animal Caretaker II		19.40
99260 - Marketing Analyst		31.12
99310 - Mortician		30.55
99410 - Pest Controller		23.08
99510 - Photofinishing Worker		17.30
99710 - Recycling Laborer		31.14
99711 - Recycling Specialist		36.04
99730 - Refuse Collector		28.87
99810 - Sales Clerk		17.51
99820 - School Crossing Guard		27.42
99830 - Survey Party Chief		40.11
99831 - Surveying Aide		19.00
99832 - Surveying Technician		28.68
99840 - Vending Machine Attendant		26.06
99841 - Vending Machine Repairer		31.24
99842 - Vending Machine Repairer Helper		26.06

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

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 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))."""