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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.: 2015-5559 Revision No.: 30 Date Of Last Revision: 8/22/2026

State: Washington

Area: Washington Counties of Adams, Ferry, Garfield, Grant, Lincoln
and Whitman

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.33
01012 - Accounting Clerk II		23.94
01013 - Accounting Clerk III		26.77
01020 - Administrative Assistant		34.50
01035 - Court Reporter		22.40
01041 - Customer Service Representative I		19.06
01042 - Customer Service Representative II		20.80
01043 - Customer Service Representative III		23.34
01051 - Data Entry Operator I		18.39
01052 - Data Entry Operator II		20.08
01060 - Dispatcher, Motor Vehicle		28.06
01070 - Document Preparation Clerk		17.84
01090 - Duplicating Machine Operator		17.84
01111 - General Clerk I		18.38
01112 - General Clerk II		20.05
01113 - General Clerk III		22.50
01120 - Housing Referral Assistant		24.98
01141 - Messenger Courier		17.39
01191 - Order Clerk I		16.35
01192 - Order Clerk II		17.84
01261 - Personnel Assistant (Employment) I		19.47
01262 - Personnel Assistant (Employment) II		21.78
01263 - Personnel Assistant (Employment) III		24.29
01270 - Production Control Clerk		25.87
01290 - Rental Clerk		21.97
01300 - Scheduler, Maintenance		20.02
01311 - Secretary I		20.02
01312 - Secretary II		22.40
01313 - Secretary III		24.98
01320 - Service Order Dispatcher		25.08
01410 - Supply Technician		34.50
01420 - Survey Worker		21.10
01460 - Switchboard Operator/Receptionist		20.24
01531 - Travel Clerk I		17.84
01532 - Travel Clerk II		20.02
01533 - Travel Clerk III		22.40
01611 - Word Processor I		17.84
01612 - Word Processor II		20.02
01613 - Word Processor III		22.40
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.38
05010 - Automotive Electrician		24.93
05040 - Automotive Glass Installer		23.46
05070 - Automotive Worker		23.46
05110 - Mobile Equipment Servicer		20.49
05130 - Motor Equipment Metal Mechanic		26.40
05160 - Motor Equipment Metal Worker		23.46
05190 - Motor Vehicle Mechanic		26.40
05220 - Motor Vehicle Mechanic Helper		19.02
05250 - Motor Vehicle Upholstery Worker		21.97
05280 - Motor Vehicle Wrecker		23.46
05310 - Painter, Automotive		24.93
05340 - Radiator Repair Specialist		23.46
05370 - Tire Repairer		18.98
05400 - Transmission Repair Specialist		26.40
07000 - Food Preparation And Service Occupations		

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07010 - Baker	18.72
07041 - Cook I	22.45
07042 - Cook II	25.71
07070 - Dishwasher	17.92
07130 - Food Service Worker	18.00
07210 - Meat Cutter	21.86
07260 - Waiter/Waitress	22.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.91
09040 - Furniture Handler	17.68
09080 - Furniture Refinisher	26.91
09090 - Furniture Refinisher Helper	20.53
09110 - Furniture Repairer, Minor	23.72
09130 - Upholsterer	26.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	20.41
11060 - Elevator Operator	20.35
11090 - Gardener	25.55
11122 - Housekeeping Aide	20.35
11150 - Janitor	20.35
11210 - Laborer, Grounds Maintenance	20.65
11240 - Maid or Houseman	18.66
11260 - Pruner	19.28
11270 - Tractor Operator	23.93
11330 - Trail Maintenance Worker	20.65
11360 - Window Cleaner	21.68
12000 - Health Occupations	
12010 - Ambulance Driver	19.21
12011 - Breath Alcohol Technician	32.48
12012 - Certified Occupational Therapist Assistant	44.56
12015 - Certified Physical Therapist Assistant	30.71
12020 - Dental Assistant	23.77
12025 - Dental Hygienist	59.38
12030 - EKG Technician	49.22
12035 - Electroneurodiagnostic Technologist	49.22
12040 - Emergency Medical Technician	19.21
12071 - Licensed Practical Nurse I	29.03
12072 - Licensed Practical Nurse II	32.48
12073 - Licensed Practical Nurse III	36.22
12100 - Medical Assistant	24.27
12130 - Medical Laboratory Technician	34.98
12160 - Medical Record Clerk	24.90
12190 - Medical Record Technician	27.86
12195 - Medical Transcriptionist	26.16
12210 - Nuclear Medicine Technologist	71.39
12221 - Nursing Assistant I	16.17
12222 - Nursing Assistant II	18.19
12223 - Nursing Assistant III	19.85
12224 - Nursing Assistant IV	22.27
12235 - Optical Dispenser	23.28
12236 - Optical Technician	29.03
12250 - Pharmacy Technician	24.50
12280 - Phlebotomist	22.41
12305 - Radiologic Technologist	40.33
12311 - Registered Nurse I	28.39
12312 - Registered Nurse II	34.73
12313 - Registered Nurse II, Specialist	34.73
12314 - Registered Nurse III	42.03
12315 - Registered Nurse III, Anesthetist	42.03
12316 - Registered Nurse IV	50.38
12317 - Scheduler (Drug and Alcohol Testing)	40.23
12320 - Substance Abuse Treatment Counselor	33.84
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.33
13012 - Exhibits Specialist II	31.37
13013 - Exhibits Specialist III	38.38
13041 - Illustrator I	25.33
13042 - Illustrator II	31.37
13043 - Illustrator III	38.38
13047 - Librarian	34.75
13050 - Library Aide/Clerk	21.95
13054 - Library Information Technology Systems Administrator	31.37
13058 - Library Technician	25.80
13061 - Media Specialist I	22.64
13062 - Media Specialist II	25.33
13063 - Media Specialist III	28.24
13071 - Photographer I	22.64
13072 - Photographer II	25.33
13073 - Photographer III	31.37
13074 - Photographer IV	38.38
13075 - Photographer V	44.79
13090 - Technical Order Library Clerk	27.55
13110 - Video Teleconference Technician	22.64
14000 - Information Technology Occupations	
14041 - Computer Operator I	27.81
14042 - Computer Operator II	31.10
14043 - Computer Operator III	36.70
14044 - Computer Operator IV	38.51
14045 - Computer Operator V	42.67
14071 - Computer Programmer I	(see 1) 24.49
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)

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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		27.81
14160 - Personal Computer Support Technician		42.65
14170 - System Support Specialist		42.68
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.01
15030 - Air Crew Training Devices Instructor (Pilot)		50.36
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		40.16
15070 - Flight Instructor (Pilot)		50.36
15080 - Graphic Artist		31.58
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.36
15086 - Maintenance Test Pilot, Rotary Wing		50.36
15088 - Non-Maintenance Test/Co-Pilot		50.36
15090 - Technical Instructor		28.29
15095 - Technical Instructor/Course Developer		34.61
15110 - Test Proctor		22.84
15120 - Tutor		22.84
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		23.68
16030 - Counter Attendant		23.68
16040 - Dry Cleaner		27.07
16070 - Finisher, Flatwork, Machine		23.68
16090 - Presser, Hand		23.68
16110 - Presser, Machine, Drycleaning		23.68
16130 - Presser, Machine, Shirts		23.68
16160 - Presser, Machine, Wearing Apparel, Laundry		23.68
16190 - Sewing Machine Operator		28.20
16220 - Tailor		29.33
16250 - Washer, Machine		24.81
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		36.57
19040 - Tool And Die Maker		44.98
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.76
21030 - Material Coordinator		25.87
21040 - Material Expediter		25.87
21050 - Material Handling Laborer		19.03
21071 - Order Filler		19.29
21080 - Production Line Worker (Food Processing)		21.76
21110 - Shipping Packer		22.39
21130 - Shipping/Receiving Clerk		22.39
21140 - Store Worker I		18.17
21150 - Stock Clerk		21.78
21210 - Tools And Parts Attendant		21.76
21410 - Warehouse Specialist		21.76
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		39.63
23019 - Aircraft Logs and Records Technician		31.32
23021 - Aircraft Mechanic I		37.64
23022 - Aircraft Mechanic II		39.63
23023 - Aircraft Mechanic III		41.74
23040 - Aircraft Mechanic Helper		27.21
23050 - Aircraft, Painter		35.54
23060 - Aircraft Servicer		31.32
23070 - Aircraft Survival Flight Equipment Technician		35.54
23080 - Aircraft Worker		33.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		33.45
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		37.64
23110 - Appliance Mechanic		36.57
23120 - Bicycle Repairer		30.06
23125 - Cable Splicer		60.77
23130 - Carpenter, Maintenance		29.38
23140 - Carpet Layer		34.42
23160 - Electrician, Maintenance		39.49
23181 - Electronics Technician Maintenance I		29.50
23182 - Electronics Technician Maintenance II		31.34
23183 - Electronics Technician Maintenance III		33.19
23260 - Fabric Worker		32.23
23290 - Fire Alarm System Mechanic		38.73
23310 - Fire Extinguisher Repairer		30.06
23311 - Fuel Distribution System Mechanic		38.73
23312 - Fuel Distribution System Operator		30.62
23370 - General Maintenance Worker		26.17
23380 - Ground Support Equipment Mechanic		37.64
23381 - Ground Support Equipment Servicer		31.32
23382 - Ground Support Equipment Worker		33.45
23391 - Gunsmith I		30.06
23392 - Gunsmith II		34.42
23393 - Gunsmith III		38.73
23410 - Heating, Ventilation And Air-Conditioning Mechanic		32.26
23411 - Heating, Ventilation And Air Contidioning		

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Mechanic (Research Facility)	33.96
23430 - Heavy Equipment Mechanic	32.05
23440 - Heavy Equipment Operator	30.23
23460 - Instrument Mechanic	38.73
23465 - Laboratory/Shelter Mechanic	36.57
23470 - Laborer	19.03
23510 - Locksmith	36.57
23530 - Machinery Maintenance Mechanic	35.05
23550 - Machinist, Maintenance	28.85
23580 - Maintenance Trades Helper	24.60
23591 - Metrology Technician I	38.73
23592 - Metrology Technician II	40.77
23593 - Metrology Technician III	42.94
23640 - Millwright	39.24
23710 - Office Appliance Repairer	36.57
23760 - Painter, Maintenance	26.32
23790 - Pipefitter, Maintenance	31.57
23810 - Plumber, Maintenance	29.85
23820 - Pneudraulic Systems Mechanic	38.73
23850 - Rigger	38.73
23870 - Scale Mechanic	34.42
23890 - Sheet-Metal Worker, Maintenance	38.73
23910 - Small Engine Mechanic	27.19
23931 - Telecommunications Mechanic I	36.21
23932 - Telecommunications Mechanic II	38.11
23950 - Telephone Lineman	31.70
23960 - Welder, Combination, Maintenance	29.27
23965 - Well Driller	38.73
23970 - Woodcraft Worker	38.73
23980 - Woodworker	30.06
24000 - Personal Needs Occupations	
24550 - Case Manager	23.68
24570 - Child Care Attendant	18.37
24580 - Child Care Center Clerk	22.92
24610 - Chore Aide	21.54
24620 - Family Readiness And Support Services Coordinator	23.68
24630 - Homemaker	23.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	36.47
25040 - Sewage Plant Operator	34.48
25070 - Stationary Engineer	36.47
25190 - Ventilation Equipment Tender	26.44
25210 - Water Treatment Plant Operator	34.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.48
27007 - Baggage Inspector	19.66
27008 - Corrections Officer	31.03
27010 - Court Security Officer	31.85
27030 - Detection Dog Handler	21.99
27040 - Detention Officer	31.03
27070 - Firefighter	33.07
27101 - Guard I	19.66
27102 - Guard II	21.99
27131 - Police Officer I	36.05
27132 - Police Officer II	40.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.89
28042 - Carnival Equipment Repairer	23.58
28043 - Carnival Worker	17.69
28210 - Gate Attendant/Gate Tender	23.05
28310 - Lifeguard	19.59
28350 - Park Attendant (Aide)	25.79
28510 - Recreation Aide/Health Facility Attendant	18.82
28515 - Recreation Specialist	31.94
28630 - Sports Official	20.54
28690 - Swimming Pool Operator	27.00
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	34.42
29020 - Hatch Tender	34.42
29030 - Line Handler	34.42
29041 - Stevedore I	32.23
29042 - Stevedore II	36.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 46.78
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 32.26
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 35.52
30021 - Archeological Technician I	21.41
30022 - Archeological Technician II	23.96
30023 - Archeological Technician III	29.67
30030 - Cartographic Technician	29.67
30040 - Civil Engineering Technician	31.79
30051 - Cryogenic Technician I	32.86
30052 - Cryogenic Technician II	36.30
30061 - Drafter/CAD Operator I	21.41
30062 - Drafter/CAD Operator II	23.96
30063 - Drafter/CAD Operator III	26.71
30064 - Drafter/CAD Operator IV	32.86
30081 - Engineering Technician I	19.07

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30082 - Engineering Technician II	21.41
30083 - Engineering Technician III	23.96
30084 - Engineering Technician IV	29.67
30085 - Engineering Technician V	36.30
30086 - Engineering Technician VI	43.92
30090 - Environmental Technician	29.67
30095 - Evidence Control Specialist	29.67
30210 - Laboratory Technician	31.19
30221 - Latent Fingerprint Technician I	32.86
30222 - Latent Fingerprint Technician II	36.30
30240 - Mathematical Technician	29.67
30361 - Paralegal/Legal Assistant I	23.70
30362 - Paralegal/Legal Assistant II	29.36
30363 - Paralegal/Legal Assistant III	35.91
30364 - Paralegal/Legal Assistant IV	43.44
30375 - Petroleum Supply Specialist	36.30
30390 - Photo-Optics Technician	29.67
30395 - Radiation Control Technician	36.30
30461 - Technical Writer I	27.59
30462 - Technical Writer II	36.10
30463 - Technical Writer III	43.69
30491 - Unexploded Ordnance (UXO) Technician I	29.73
30492 - Unexploded Ordnance (UXO) Technician II	35.97
30493 - Unexploded Ordnance (UXO) Technician III	43.11
30494 - Unexploded (UXO) Safety Escort	29.73
30495 - Unexploded (UXO) Sweep Personnel	29.73
30501 - Weather Forecaster I	32.86
30502 - Weather Forecaster II	39.98
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 26.71
30621 - Weather Observer, Senior	(see 2) 29.67
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.97
31020 - Bus Aide	16.93
31030 - Bus Driver	22.71
31043 - Driver Courier	19.66
31260 - Parking and Lot Attendant	16.79
31290 - Shuttle Bus Driver	19.15
31310 - Taxi Driver	20.60
31361 - Truckdriver, Light	21.18
31362 - Truckdriver, Medium	22.71
31363 - Truckdriver, Heavy	29.42
31364 - Truckdriver, Tractor-Trailer	29.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.54
99030 - Cashier	17.63
99050 - Desk Clerk	18.32
99095 - Embalmer	29.73
99130 - Flight Follower	29.73
99251 - Laboratory Animal Caretaker I	18.71
99252 - Laboratory Animal Caretaker II	20.16
99260 - Marketing Analyst	34.56
99310 - Mortician	29.73
99410 - Pest Controller	27.31
99510 - Photofinishing Worker	15.62
99710 - Recycling Laborer	31.12
99711 - Recycling Specialist	36.14
99730 - Refuse Collector	29.21
99810 - Sales Clerk	18.41
99820 - School Crossing Guard	27.10
99830 - Survey Party Chief	36.87
99831 - Surveying Aide	20.60
99832 - Surveying Technician	28.19
99840 - Vending Machine Attendant	23.65
99841 - Vending Machine Repairer	29.17
99842 - Vending Machine Repairer Helper	23.65

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. 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: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per

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week, or \$939.46 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 employee (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)).""