

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 WASHINGTON D.C. 20210

Daniel W. Simms Division of Wage Determinations | Wage Determination No.: 2015-5527
 Director | Revision No.: 11
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Washington

Area: Washington Counties of Benton Franklin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.65
01012 - Accounting Clerk II		18.69
01013 - Accounting Clerk III		20.91
01020 - Administrative Assistant		29.68
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		15.39
01042 - Customer Service Representative II		17.30
01043 - Customer Service Representative III		18.87
01051 - Data Entry Operator I		17.46
01052 - Data Entry Operator II		19.05
01060 - Dispatcher Motor Vehicle		22.72
01070 - Document Preparation Clerk		14.78
01090 - Duplicating Machine Operator		14.78
01111 - General Clerk I		13.69
01112 - General Clerk II		14.94
01113 - General Clerk III		16.77
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		14.91
01191 - Order Clerk I		15.31
01192 - Order Clerk II		16.70
01261 - Personnel Assistant (Employment) I		18.08
01262 - Personnel Assistant (Employment) II		20.24
01263 - Personnel Assistant (Employment) III		22.56
01270 - Production Control Clerk		31.09
01290 - Rental Clerk		15.17
01300 - Scheduler Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.56
01313 - Secretary III		20.69

01320 - Service Order Dispatcher	20.38
01410 - Supply Technician	29.68
01420 - Survey Worker	18.07
01460 - Switchboard Operator/Receptionist	15.57
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.49
05010 - Automotive Electrician	22.33
05040 - Automotive Glass Installer	20.86
05070 - Automotive Worker	20.86
05110 - Mobile Equipment Servicer	17.88
05130 - Motor Equipment Metal Mechanic	23.83
05160 - Motor Equipment Metal Worker	20.86
05190 - Motor Vehicle Mechanic	23.83
05220 - Motor Vehicle Mechanic Helper	16.39
05250 - Motor Vehicle Upholstery Worker	19.38
05280 - Motor Vehicle Wrecker	20.86
05310 - Painter Automotive	22.33
05340 - Radiator Repair Specialist	20.86
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	23.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	16.37
07042 - Cook II	19.10
07070 - Dishwasher	12.41
07130 - Food Service Worker	13.65
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	13.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.34
09040 - Furniture Handler	17.81
09080 - Furniture Refinisher	27.34
09090 - Furniture Refinisher Helper	21.97
09110 - Furniture Repairer Minor	25.99
09130 - Upholsterer	27.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.77
11060 - Elevator Operator	16.03
11090 - Gardener	20.30
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer Grounds Maintenance	15.09
11240 - Maid or Houseman	12.71
11260 - Pruner	13.59
11270 - Tractor Operator	18.61
11330 - Trail Maintenance Worker	15.09
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	23.80
12011 - Breath Alcohol Technician	24.74
12012 - Certified Occupational Therapist Assistant	33.94
12015 - Certified Physical Therapist Assistant	30.63
12020 - Dental Assistant	19.44
12025 - Dental Hygienist	44.23
12030 - EKG Technician	34.97
12035 - Electroneurodiagnostic Technologist	34.97
12040 - Emergency Medical Technician	23.80
12071 - Licensed Practical Nurse I	22.11
12072 - Licensed Practical Nurse II	24.74

12073 - Licensed Practical Nurse III	27.58
12100 - Medical Assistant	17.69
12130 - Medical Laboratory Technician	23.16
12160 - Medical Record Clerk	18.15
12190 - Medical Record Technician	20.31
12195 - Medical Transcriptionist	21.67
12210 - Nuclear Medicine Technologist	54.36
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	19.06
12236 - Optical Technician	22.11
12250 - Pharmacy Technician	21.68
12280 - Phlebotomist	18.31
12305 - Radiologic Technologist	33.22
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	30.64
12320 - Substance Abuse Treatment Counselor	18.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.32
13012 - Exhibits Specialist II	33.84
13013 - Exhibits Specialist III	41.40
13041 - Illustrator I	27.32
13042 - Illustrator II	33.84
13043 - Illustrator III	41.40
13047 - Librarian	37.48
13050 - Library Aide/Clerk	21.19
13054 - Library Information Technology Systems Administrator	33.84
13058 - Library Technician	27.32
13061 - Media Specialist I	24.42
13062 - Media Specialist II	27.32
13063 - Media Specialist III	30.46
13071 - Photographer I	24.42
13072 - Photographer II	27.32
13073 - Photographer III	33.84
13074 - Photographer IV	41.40
13075 - Photographer V	50.09
13090 - Technical Order Library Clerk	22.67
13110 - Video Teleconference Technician	24.42
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.45
14042 - Computer Operator II	21.76
14043 - Computer Operator III	24.28
14044 - Computer Operator IV	26.98
14045 - Computer Operator V	29.87
14071 - Computer Programmer I	(see 1) 22.85
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	19.45
14160 - Personal Computer Support Technician	26.98
14170 - System Support Specialist	33.83
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.26
15020 - Aircrew Training Devices Instructor (Rated)	37.82

15030 - Air Crew Training Devices Instructor (Pilot)	45.33
15050 - Computer Based Training Specialist / Instructor	31.26
15060 - Educational Technologist	37.11
15070 - Flight Instructor (Pilot)	45.33
15080 - Graphic Artist	23.41
15085 - Maintenance Test Pilot Fixed Jet/Prop	45.33
15086 - Maintenance Test Pilot Rotary Wing	45.33
15088 - Non-Maintenance Test/Co-Pilot	45.33
15090 - Technical Instructor	32.14
15095 - Technical Instructor/Course Developer	39.33
15110 - Test Proctor	25.96
15120 - Tutor	25.96
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.44
16030 - Counter Attendant	14.44
16040 - Dry Cleaner	16.52
16070 - Finisher Flatwork Machine	14.44
16090 - Presser Hand	14.44
16110 - Presser Machine Drycleaning	14.44
16130 - Presser Machine Shirts	14.44
16160 - Presser Machine Wearing Apparel Laundry	14.44
16190 - Sewing Machine Operator	17.22
16220 - Tailor	17.91
16250 - Washer Machine	15.14
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	30.32
19040 - Tool And Die Maker	38.11
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.45
21030 - Material Coordinator	31.09
21040 - Material Expediter	31.09
21050 - Material Handling Laborer	14.77
21071 - Order Filler	14.07
21080 - Production Line Worker (Food Processing)	18.45
21110 - Shipping Packer	17.25
21130 - Shipping/Receiving Clerk	17.25
21140 - Store Worker I	13.75
21150 - Stock Clerk	17.78
21210 - Tools And Parts Attendant	18.45
21410 - Warehouse Specialist	18.45
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.05
23019 - Aircraft Logs and Records Technician	26.31
23021 - Aircraft Mechanic I	32.35
23022 - Aircraft Mechanic II	34.05
23023 - Aircraft Mechanic III	36.06
23040 - Aircraft Mechanic Helper	22.25
23050 - Aircraft Painter	30.32
23060 - Aircraft Servicer	26.31
23070 - Aircraft Survival Flight Equipment Technician	30.32
23080 - Aircraft Worker	28.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.32
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.35
23110 - Appliance Mechanic	30.32
23120 - Bicycle Repairer	23.25
23125 - Cable Splicer	43.10
23130 - Carpenter Maintenance	23.92
23140 - Carpet Layer	21.40
23160 - Electrician Maintenance	40.98
23181 - Electronics Technician Maintenance I	33.15
23182 - Electronics Technician Maintenance II	35.50
23183 - Electronics Technician Maintenance III	37.87
23260 - Fabric Worker	26.31

23290 - Fire Alarm System Mechanic	32.35
23310 - Fire Extinguisher Repairer	24.27
23311 - Fuel Distribution System Mechanic	32.35
23312 - Fuel Distribution System Operator	24.27
23370 - General Maintenance Worker	20.78
23380 - Ground Support Equipment Mechanic	32.35
23381 - Ground Support Equipment Servicer	26.31
23382 - Ground Support Equipment Worker	28.32
23391 - Gunsmith I	24.27
23392 - Gunsmith II	28.32
23393 - Gunsmith III	32.35
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.47
23430 - Heavy Equipment Mechanic	26.80
23440 - Heavy Equipment Operator	28.58
23460 - Instrument Mechanic	41.99
23465 - Laboratory/Shelter Mechanic	30.32
23470 - Laborer	14.77
23510 - Locksmith	29.95
23530 - Machinery Maintenance Mechanic	27.22
23550 - Machinist Maintenance	27.85
23580 - Maintenance Trades Helper	21.97
23591 - Metrology Technician I	41.99
23592 - Metrology Technician II	44.20
23593 - Metrology Technician III	46.81
23640 - Millwright	40.89
23710 - Office Appliance Repairer	22.32
23760 - Painter Maintenance	19.88
23790 - Pipefitter Maintenance	39.82
23810 - Plumber Maintenance	37.32
23820 - Pneudraulic Systems Mechanic	32.35
23850 - Rigger	32.35
23870 - Scale Mechanic	28.32
23890 - Sheet-Metal Worker Maintenance	34.57
23910 - Small Engine Mechanic	28.32
23931 - Telecommunications Mechanic I	32.60
23932 - Telecommunications Mechanic II	34.31
23950 - Telephone Lineman	35.05
23960 - Welder Combination Maintenance	26.86
23965 - Well Driller	32.35
23970 - Woodcraft Worker	32.35
23980 - Woodworker	24.27
24000 - Personal Needs Occupations	
24550 - Case Manager	17.89
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	15.89
24610 - Chore Aide	14.04
24620 - Family Readiness And Support Services Coordinator	17.89
24630 - Homemaker	17.89
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	36.51
25040 - Sewage Plant Operator	32.75
25070 - Stationary Engineer	36.51
25190 - Ventilation Equipment Tender	25.12
25210 - Water Treatment Plant Operator	32.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.63
27007 - Baggage Inspector	19.07
27008 - Corrections Officer	27.08
27010 - Court Security Officer	31.10
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	27.08

27070 - Firefighter	35.08
27101 - Guard I	19.07
27102 - Guard II	22.01
27131 - Police Officer I	37.84
27132 - Police Officer II	42.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.36
28042 - Carnival Equipment Repairer	18.94
28043 - Carnival Worker	13.07
28210 - Gate Attendant/Gate Tender	16.59
28310 - Lifeguard	12.53
28350 - Park Attendant (Aide)	18.57
28510 - Recreation Aide/Health Facility Attendant	13.55
28515 - Recreation Specialist	22.99
28630 - Sports Official	14.78
28690 - Swimming Pool Operator	22.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	33.65
29020 - Hatch Tender	33.65
29030 - Line Handler	33.65
29041 - Stevedore I	31.24
29042 - Stevedore II	36.04
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29
30021 - Archeological Technician I	20.44
30022 - Archeological Technician II	22.87
30023 - Archeological Technician III	28.33
30030 - Cartographic Technician	28.33
30040 - Civil Engineering Technician	30.98
30051 - Cryogenic Technician I	31.38
30052 - Cryogenic Technician II	34.65
30061 - Drafter/CAD Operator I	20.44
30062 - Drafter/CAD Operator II	22.87
30063 - Drafter/CAD Operator III	25.49
30064 - Drafter/CAD Operator IV	31.38
30081 - Engineering Technician I	18.20
30082 - Engineering Technician II	20.44
30083 - Engineering Technician III	22.87
30084 - Engineering Technician IV	28.33
30085 - Engineering Technician V	34.65
30086 - Engineering Technician VI	41.92
30090 - Environmental Technician	33.59
30095 - Evidence Control Specialist	28.33
30210 - Laboratory Technician	34.99
30221 - Latent Fingerprint Technician I	31.38
30222 - Latent Fingerprint Technician II	34.65
30240 - Mathematical Technician	28.33
30361 - Paralegal/Legal Assistant I	18.71
30362 - Paralegal/Legal Assistant II	23.17
30363 - Paralegal/Legal Assistant III	28.35
30364 - Paralegal/Legal Assistant IV	34.30
30375 - Petroleum Supply Specialist	34.65
30390 - Photo-Optics Technician	28.33
30395 - Radiation Control Technician	34.65
30461 - Technical Writer I	29.57
30462 - Technical Writer II	36.18
30463 - Technical Writer III	43.77
30491 - Unexploded Ordnance (UXO) Technician I	25.35
30492 - Unexploded Ordnance (UXO) Technician II	30.67
30493 - Unexploded Ordnance (UXO) Technician III	36.76
30494 - Unexploded (UXO) Safety Escort	25.35
30495 - Unexploded (UXO) Sweep Personnel	25.35
30501 - Weather Forecaster I	31.38

30502 - Weather Forecaster II		38.15
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.49
30621 - Weather Observer Senior	(see 2)	28.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		15.19
31030 - Bus Driver		22.15
31043 - Driver Courier		17.73
31260 - Parking and Lot Attendant		13.99
31290 - Shuttle Bus Driver		19.34
31310 - Taxi Driver		17.40
31361 - Truckdriver Light		19.34
31362 - Truckdriver Medium		20.97
31363 - Truckdriver Heavy		23.12
31364 - Truckdriver Tractor-Trailer		23.12
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.95
99030 - Cashier		12.75
99050 - Desk Clerk		13.09
99095 - Embalmer		25.35
99130 - Flight Follower		25.35
99251 - Laboratory Animal Caretaker I		13.56
99252 - Laboratory Animal Caretaker II		14.79
99260 - Marketing Analyst		25.70
99310 - Mortician		25.35
99410 - Pest Controller		23.19
99510 - Photofinishing Worker		13.32
99710 - Recycling Laborer		26.14
99711 - Recycling Specialist		31.92
99730 - Refuse Collector		23.33
99810 - Sales Clerk		13.20
99820 - School Crossing Guard		14.93
99830 - Survey Party Chief		29.32
99831 - Surveying Aide		18.43
99832 - Surveying Technician		25.21
99840 - Vending Machine Attendant		19.61
99841 - Vending Machine Repairer		24.96
99842 - Vending Machine Repairer Helper		19.61

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 4 weeks after 10 years and 5 weeks after 20 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 ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."