

"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  Wage Determination No.: 2015-5537 Revision No.: 9 Date Of Last Revision: 12/23/2019
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Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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](http://www.dol.gov/whd/govcontracts).

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State: Washington

Area: Washington Counties of Pend Oreille Spokane Stevens

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.04
01012 - Accounting Clerk II		16.89
01013 - Accounting Clerk III		18.90
01020 - Administrative Assistant		22.82
01035 - Court Reporter		17.53
01041 - Customer Service Representative I		13.41
01042 - Customer Service Representative II		15.08
01043 - Customer Service Representative III		16.45
01051 - Data Entry Operator I		13.68
01052 - Data Entry Operator II		14.93
01060 - Dispatcher Motor Vehicle		20.88
01070 - Document Preparation Clerk		16.45
01090 - Duplicating Machine Operator		16.45
01111 - General Clerk I		13.54
01112 - General Clerk II		14.78
01113 - General Clerk III		16.59
01120 - Housing Referral Assistant		19.56
01141 - Messenger Courier		16.59
01191 - Order Clerk I		15.64
01192 - Order Clerk II		17.06
01261 - Personnel Assistant (Employment) I		16.71
01262 - Personnel Assistant (Employment) II		18.69
01263 - Personnel Assistant (Employment) III		20.84
01270 - Production Control Clerk		23.71
01290 - Rental Clerk		16.30
01300 - Scheduler Maintenance		15.68

01311 - Secretary I	15.68
01312 - Secretary II	17.53
01313 - Secretary III	19.56
01320 - Service Order Dispatcher	18.66
01410 - Supply Technician	22.82
01420 - Survey Worker	14.15
01460 - Switchboard Operator/Receptionist	14.47
01531 - Travel Clerk I	15.32
01532 - Travel Clerk II	16.36
01533 - Travel Clerk III	17.51
01611 - Word Processor I	15.06
01612 - Word Processor II	16.91
01613 - Word Processor III	18.89
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.28
05010 - Automotive Electrician	20.95
05040 - Automotive Glass Installer	19.82
05070 - Automotive Worker	19.82
05110 - Mobile Equipment Servicer	17.57
05130 - Motor Equipment Metal Mechanic	22.07
05160 - Motor Equipment Metal Worker	19.82
05190 - Motor Vehicle Mechanic	22.07
05220 - Motor Vehicle Mechanic Helper	16.45
05250 - Motor Vehicle Upholstery Worker	18.70
05280 - Motor Vehicle Wrecker	19.82
05310 - Painter Automotive	20.95
05340 - Radiator Repair Specialist	19.82
05370 - Tire Repairer	14.82
05400 - Transmission Repair Specialist	22.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.12
07041 - Cook I	15.10
07042 - Cook II	17.04
07070 - Dishwasher	11.93
07130 - Food Service Worker	12.59
07210 - Meat Cutter	19.19
07260 - Waiter/Waitress	12.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.39
09040 - Furniture Handler	13.14
09080 - Furniture Refinisher	17.39
09090 - Furniture Refinisher Helper	14.32
09110 - Furniture Repairer Minor	15.76
09130 - Upholsterer	17.39
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.82
11060 - Elevator Operator	12.82
11090 - Gardener	18.06
11122 - Housekeeping Aide	14.81
11150 - Janitor	14.81
11210 - Laborer Grounds Maintenance	14.59
11240 - Maid or Houseman	12.04
11260 - Pruner	13.37
11270 - Tractor Operator	16.91
11330 - Trail Maintenance Worker	14.59
11360 - Window Cleaner	16.16
12000 - Health Occupations	
12010 - Ambulance Driver	19.58
12011 - Breath Alcohol Technician	21.67
12012 - Certified Occupational Therapist Assistant	26.59
12015 - Certified Physical Therapist Assistant	24.20
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	41.38
12030 - EKG Technician	30.78
12035 - Electroneurodiagnostic Technologist	30.78

12040 - Emergency Medical Technician	19.58
12071 - Licensed Practical Nurse I	20.69
12072 - Licensed Practical Nurse II	23.15
12073 - Licensed Practical Nurse III	25.80
12100 - Medical Assistant	17.30
12130 - Medical Laboratory Technician	24.12
12160 - Medical Record Clerk	17.05
12190 - Medical Record Technician	19.08
12195 - Medical Transcriptionist	17.29
12210 - Nuclear Medicine Technologist	44.03
12221 - Nursing Assistant I	11.74
12222 - Nursing Assistant II	13.20
12223 - Nursing Assistant III	14.40
12224 - Nursing Assistant IV	16.17
12235 - Optical Dispenser	19.10
12236 - Optical Technician	18.18
12250 - Pharmacy Technician	19.35
12280 - Phlebotomist	17.99
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21
12313 - Registered Nurse II Specialist	29.21
12314 - Registered Nurse III	35.35
12315 - Registered Nurse III Anesthetist	35.35
12316 - Registered Nurse IV	42.35
12317 - Scheduler (Drug and Alcohol Testing)	28.67
12320 - Substance Abuse Treatment Counselor	20.49
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.68
13012 - Exhibits Specialist II	26.85
13013 - Exhibits Specialist III	32.85
13041 - Illustrator I	21.68
13042 - Illustrator II	26.85
13043 - Illustrator III	32.85
13047 - Librarian	29.74
13050 - Library Aide/Clerk	15.28
13054 - Library Information Technology Systems Administrator	26.85
13058 - Library Technician	18.60
13061 - Media Specialist I	19.38
13062 - Media Specialist II	21.68
13063 - Media Specialist III	24.16
13071 - Photographer I	15.82
13072 - Photographer II	17.70
13073 - Photographer III	21.88
13074 - Photographer IV	26.77
13075 - Photographer V	30.59
13090 - Technical Order Library Clerk	19.21
13110 - Video Teleconference Technician	21.80
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.06
14042 - Computer Operator II	19.08
14043 - Computer Operator III	21.54
14044 - Computer Operator IV	23.91
14045 - Computer Operator V	26.50
14071 - Computer Programmer I	(see 1) 22.26
14072 - Computer Programmer II	(see 1) 27.58
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	17.06
14160 - Personal Computer Support Technician	27.57
14170 - System Support Specialist	33.09

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.40
15020 - Aircrew Training Devices Instructor (Rated)	34.36
15030 - Air Crew Training Devices Instructor (Pilot)	37.80
15050 - Computer Based Training Specialist / Instructor	28.40
15060 - Educational Technologist	30.38
15070 - Flight Instructor (Pilot)	37.80
15080 - Graphic Artist	22.86
15085 - Maintenance Test Pilot Fixed Jet/Prop	37.30
15086 - Maintenance Test Pilot Rotary Wing	37.30
15088 - Non-Maintenance Test/Co-Pilot	37.30
15090 - Technical Instructor	27.80
15095 - Technical Instructor/Course Developer	34.01
15110 - Test Proctor	22.45
15120 - Tutor	22.45
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.13
16030 - Counter Attendant	13.13
16040 - Dry Cleaner	15.02
16070 - Finisher Flatwork Machine	13.13
16090 - Presser Hand	13.13
16110 - Presser Machine Drycleaning	13.13
16130 - Presser Machine Shirts	13.13
16160 - Presser Machine Wearing Apparel Laundry	13.13
16190 - Sewing Machine Operator	15.65
16220 - Tailor	16.28
16250 - Washer Machine	13.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.56
19040 - Tool And Die Maker	28.60
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.64
21030 - Material Coordinator	23.71
21040 - Material Expediter	23.71
21050 - Material Handling Laborer	15.10
21071 - Order Filler	14.11
21080 - Production Line Worker (Food Processing)	18.64
21110 - Shipping Packer	16.55
21130 - Shipping/Receiving Clerk	16.55
21140 - Store Worker I	13.48
21150 - Stock Clerk	17.48
21210 - Tools And Parts Attendant	18.64
21410 - Warehouse Specialist	18.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.66
23019 - Aircraft Logs and Records Technician	23.10
23021 - Aircraft Mechanic I	27.27
23022 - Aircraft Mechanic II	28.66
23023 - Aircraft Mechanic III	30.04
23040 - Aircraft Mechanic Helper	20.33
23050 - Aircraft Painter	25.70
23060 - Aircraft Servicer	23.10
23070 - Aircraft Survival Flight Equipment Technician	25.70
23080 - Aircraft Worker	24.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.27
23110 - Appliance Mechanic	19.38
23120 - Bicycle Repairer	20.61
23125 - Cable Splicer	38.84
23130 - Carpenter Maintenance	24.32
23140 - Carpet Layer	23.26
23160 - Electrician Maintenance	27.92
23181 - Electronics Technician Maintenance I	28.52

23182 - Electronics Technician Maintenance II	30.14
23183 - Electronics Technician Maintenance III	31.75
23260 - Fabric Worker	21.94
23290 - Fire Alarm System Mechanic	22.71
23310 - Fire Extinguisher Repairer	20.61
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	20.94
23370 - General Maintenance Worker	18.48
23380 - Ground Support Equipment Mechanic	27.27
23381 - Ground Support Equipment Servicer	23.10
23382 - Ground Support Equipment Worker	24.50
23391 - Gunsmith I	20.61
23392 - Gunsmith II	23.26
23393 - Gunsmith III	25.89
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.26
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.40
23430 - Heavy Equipment Mechanic	27.16
23440 - Heavy Equipment Operator	27.24
23460 - Instrument Mechanic	25.89
23465 - Laboratory/Shelter Mechanic	24.58
23470 - Laborer	15.10
23510 - Locksmith	24.58
23530 - Machinery Maintenance Mechanic	23.68
23550 - Machinist Maintenance	20.27
23580 - Maintenance Trades Helper	15.13
23591 - Metrology Technician I	25.89
23592 - Metrology Technician II	27.22
23593 - Metrology Technician III	28.52
23640 - Millwright	25.12
23710 - Office Appliance Repairer	20.66
23760 - Painter Maintenance	18.21
23790 - Pipefitter Maintenance	26.71
23810 - Plumber Maintenance	25.36
23820 - Pneudraulic Systems Mechanic	25.89
23850 - Rigger	25.89
23870 - Scale Mechanic	23.26
23890 - Sheet-Metal Worker Maintenance	25.63
23910 - Small Engine Mechanic	18.30
23931 - Telecommunications Mechanic I	27.75
23932 - Telecommunications Mechanic II	29.17
23950 - Telephone Lineman	25.56
23960 - Welder Combination Maintenance	20.89
23965 - Well Driller	24.30
23970 - Woodcraft Worker	25.89
23980 - Woodworker	20.61
24000 - Personal Needs Occupations	
24550 - Case Manager	16.38
24570 - Child Care Attendant	12.04
24580 - Child Care Center Clerk	15.01
24610 - Chore Aide	13.44
24620 - Family Readiness And Support Services Coordinator	16.38
24630 - Homemaker	16.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.73
25040 - Sewage Plant Operator	28.90
25070 - Stationary Engineer	29.73
25190 - Ventilation Equipment Tender	22.00
25210 - Water Treatment Plant Operator	28.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.13
27007 - Baggage Inspector	13.04
27008 - Corrections Officer	26.21

27010 - Court Security Officer	29.35
27030 - Detection Dog Handler	17.58
27040 - Detention Officer	26.21
27070 - Firefighter	29.29
27101 - Guard I	13.04
27102 - Guard II	17.58
27131 - Police Officer I	31.93
27132 - Police Officer II	35.48
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.71
28042 - Carnival Equipment Repairer	16.71
28043 - Carnival Worker	12.42
28210 - Gate Attendant/Gate Tender	15.43
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.27
28510 - Recreation Aide/Health Facility Attendant	12.60
28515 - Recreation Specialist	21.39
28630 - Sports Official	13.75
28690 - Swimming Pool Operator	18.93
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.56
29020 - Hatch Tender	28.56
29030 - Line Handler	28.56
29041 - Stevedore I	26.94
29042 - Stevedore II	30.18
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	16.81
30022 - Archeological Technician II	18.80
30023 - Archeological Technician III	23.29
30030 - Cartographic Technician	23.29
30040 - Civil Engineering Technician	29.58
30051 - Cryogenic Technician I	23.65
30052 - Cryogenic Technician II	26.12
30061 - Drafter/CAD Operator I	16.81
30062 - Drafter/CAD Operator II	18.80
30063 - Drafter/CAD Operator III	20.97
30064 - Drafter/CAD Operator IV	25.80
30081 - Engineering Technician I	15.16
30082 - Engineering Technician II	16.93
30083 - Engineering Technician III	19.01
30084 - Engineering Technician IV	23.58
30085 - Engineering Technician V	28.75
30086 - Engineering Technician VI	34.90
30090 - Environmental Technician	25.54
30095 - Evidence Control Specialist	21.36
30210 - Laboratory Technician	25.68
30221 - Latent Fingerprint Technician I	23.65
30222 - Latent Fingerprint Technician II	26.12
30240 - Mathematical Technician	23.29
30361 - Paralegal/Legal Assistant I	19.64
30362 - Paralegal/Legal Assistant II	24.33
30363 - Paralegal/Legal Assistant III	29.77
30364 - Paralegal/Legal Assistant IV	36.02
30375 - Petroleum Supply Specialist	26.12
30390 - Photo-Optics Technician	23.29
30395 - Radiation Control Technician	26.12
30461 - Technical Writer I	22.79
30462 - Technical Writer II	28.54
30463 - Technical Writer III	34.52
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74

30494 - Unexploded (UX0) Safety Escort	24.65
30495 - Unexploded (UX0) Sweep Personnel	24.65
30501 - Weather Forecaster I	23.65
30502 - Weather Forecaster II	28.77
30620 - Weather Observer Combined Upper Air Or	(see 2) 20.97
Surface Programs	
30621 - Weather Observer Senior	(see 2) 23.29
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	16.54
31030 - Bus Driver	21.79
31043 - Driver Courier	16.39
31260 - Parking and Lot Attendant	12.75
31290 - Shuttle Bus Driver	17.50
31310 - Taxi Driver	13.63
31361 - Truckdriver Light	17.50
31362 - Truckdriver Medium	18.63
31363 - Truckdriver Heavy	22.32
31364 - Truckdriver Tractor-Trailer	22.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	12.10
99050 - Desk Clerk	12.65
99095 - Embalmer	26.66
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	13.64
99252 - Laboratory Animal Caretaker II	14.56
99260 - Marketing Analyst	26.62
99310 - Mortician	26.66
99410 - Pest Controller	21.34
99510 - Photofinishing Worker	14.21
99710 - Recycling Laborer	20.92
99711 - Recycling Specialist	22.14
99730 - Refuse Collector	19.31
99810 - Sales Clerk	13.51
99820 - School Crossing Guard	16.06
99830 - Survey Party Chief	30.47
99831 - Surveying Aide	17.03
99832 - Surveying Technician	23.30
99840 - Vending Machine Attendant	17.74
99841 - Vending Machine Repairer	21.38
99842 - Vending Machine Repairer Helper	17.74

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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](http://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 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 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))."

