"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.: 2015-5537
Revision No.: 27
Date Of Last Revision: 12/03/2025

State: Washington

Area: Washington Counties of Spokane, Stevens

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE FOOTNOTE
RATE

01000 - Administrative Support And Clerical Occupations
01011 - Accounting Clerk I
20.47
01012 - Accounting Clerk II
22.98
01013 - Accounting Clerk III
25.70
01020 - Administrative Assistant
31.81
01035 - Court Reporter
22.24
01041 - Customer Service Representative I
17.82
01042 - Customer Service Representative II
19.45
01043 - Customer Service Representative III
21.83
01051 - Data Entry Operator I
18.06
01052 - Data Entry Operator II
19.70
01060 - Dispatcher, Motor Vehicle
24.43
01070 - Document Preparation Clerk
18.96
01090 - Duplicating Machine Operator
18.96
01111 - General Clerk I
18.56
01112 - General Clerk II
20.26
01113 - General Clerk III
22.74

01120 - Housing Referral Assistant
24.78
01141 - Messenger Courier
19.83
01191 - Order Clerk I
20.62
01192 - Order Clerk II
22.50
01261 - Personnel Assistant (Employment) I
19.89
01262 - Personnel Assistant (Employment) II
22.25
01263 - Personnel Assistant (Employment) III
24.80
01270 - Production Control Clerk
26.94
01290 - Rental Clerk
21.34
01300 - Scheduler, Maintenance
19.87
01311 - Secretary I
19.87
01312 - Secretary II
22.24
01313 - Secretary III
24.78
01320 - Service Order Dispatcher
21.84
01410 - Supply Technician
31.81
01420 - Survey Worker
22.00
01460 - Switchboard Operator/Receptionist
18.90
01531 - Travel Clerk I
18.91
01532 - Travel Clerk II
20.20
01533 - Travel Clerk III
22.46
01611 - Word Processor I
17.71
01612 - Word Processor II
19.87
01613 - Word Processor III
22.24
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
24.75
05010 - Automotive Electrician
24.82
05040 - Automotive Glass Installer
23.48
05070 - Automotive Worker
23.48
05110 - Mobile Equipment Servicer
20.81

05130 - Motor Equipment Metal Mechanic
26.14
05160 - Motor Equipment Metal Worker
23.48
05190 - Motor Vehicle Mechanic
26.14
05220 - Motor Vehicle Mechanic Helper
19.48
05250 - Motor Vehicle Upholstery Worker
22.13
05280 - Motor Vehicle Wrecker
23.48
05310 - Painter, Automotive
24.82
05340 - Radiator Repair Specialist
23.48
05370 - Tire Repairer
18.61
05400 - Transmission Repair Specialist
26.14
07000 - Food Preparation And Service Occupations
07010 - Baker
18.60
07041 - Cook I
21.08
07042 - Cook II
23.79
07070 - Dishwasher
16.78
07130 - Food Service Worker
17.46
07210 - Meat Cutter
22.72
07260 - Waiter/Waitress
20.05
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
22.48
09040 - Furniture Handler
14.45
09080 - Furniture Refinisher
21.00
09090 - Furniture Refinisher Helper
16.49
09110 - Furniture Repairer, Minor
18.73
09130 - Upholsterer
22.48
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
18.43
11060 - Elevator Operator
18.11
11090 - Gardener
25.77
11122 - Housekeeping Aide
18.11

11150 - Janitor
18.11
11210 - Laborer, Grounds Maintenance
21.18
11240 - Maid or Houseman
17.33
11260 - Pruner
20.21
11270 - Tractor Operator
24.13
11330 - Trail Maintenance Worker
21.18
11360 - Window Cleaner
18.98
12000 - Health Occupations
12010 - Ambulance Driver
21.54
12011 - Breath Alcohol Technician
32.98
12012 - Certified Occupational Therapist Assistant
34.86
12015 - Certified Physical Therapist Assistant
30.80
12020 - Dental Assistant
22.95
12025 - Dental Hygienist
50.43
12030 - EKG Technician
40.98
12035 - Electroneurodiagnostic Technologist
40.98
12040 - Emergency Medical Technician
21.54
12071 - Licensed Practical Nurse I
29.48
12072 - Licensed Practical Nurse II
32.98
12073 - Licensed Practical Nurse III
36.75
12100 - Medical Assistant
22.69
12130 - Medical Laboratory Technician
29.15
12160 - Medical Record Clerk
22.79
12190 - Medical Record Technician
25.50
12195 - Medical Transcriptionist
18.98
12210 - Nuclear Medicine Technologist
64.46
12221 - Nursing Assistant I
15.86
12222 - Nursing Assistant II
17.83
12223 - Nursing Assistant III
19.46

12224 - Nursing Assistant IV
21.86
12235 - Optical Dispenser
21.88
12236 - Optical Technician
29.28
12250 - Pharmacy Technician
24.81
12280 - Phlebotomist
21.22
12305 - Radiologic Technologist
38.60
12311 - Registered Nurse I
27.46
12312 - Registered Nurse II
33.59
12313 - Registered Nurse II, Specialist
33.59
12314 - Registered Nurse III
40.64
12315 - Registered Nurse III, Anesthetist
40.64
12316 - Registered Nurse IV
48.71
12317 - Scheduler (Drug and Alcohol Testing)
40.84
12320 - Substance Abuse Treatment Counselor
28.33
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
27.06
13012 - Exhibits Specialist II
33.52
13013 - Exhibits Specialist III
41.00
13041 - Illustrator I
27.06
13042 - Illustrator II
33.52
13043 - Illustrator III
41.00
13047 - Librarian
37.13
13050 - Library Aide/Clerk
22.14
13054 - Library Information Technology Systems
33.52
Administrator
13058 - Library Technician
23.55
13061 - Media Specialist I
24.20
13062 - Media Specialist II
27.06
13063 - Media Specialist III
30.16

13071 - Photographer I
18.09
13072 - Photographer II
20.25
13073 - Photographer III
25.08
13074 - Photographer IV
30.67
13075 - Photographer V
37.02
13090 - Technical Order Library Clerk
27.80
13110 - Video Teleconference Technician
26.52
14000 - Information Technology Occupations
14041 - Computer Operator I
24.99
14042 - Computer Operator II
27.94
14043 - Computer Operator III
31.54
14044 - Computer Operator IV
35.00
14045 - Computer Operator V
38.80
14071 - Computer Programmer I (see 1)
24.29
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
24.99
14160 - Personal Computer Support Technician
36.19
14170 - System Support Specialist
40.08
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated)
35.45
15020 - Aircrew Training Devices Instructor (Rated)
42.90
15030 - Air Crew Training Devices Instructor (Pilot)
51.41
15050 - Computer Based Training Specialist / Instructor
35.45
15060 - Educational Technologist
35.04
15070 - Flight Instructor (Pilot)
51.41
15080 - Graphic Artist
26.82
15085 - Maintenance Test Pilot, Fixed, Jet/Prop
51.41

15086 - Maintenance Test Pilot, Rotary Wing
51.41
15088 - Non-Maintenance Test/Co-Pilot
51.41
15090 - Technical Instructor
30.14
15095 - Technical Instructor/Course Developer
36.87
15110 - Test Proctor
24.34
15120 - Tutor
24.34
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
18.94
16030 - Counter Attendant
18.94
16040 - Dry Cleaner
21.65
16070 - Finisher, Flatwork, Machine
18.94
16090 - Presser, Hand
18.94
16110 - Presser, Machine, Drycleaning
18.94
16130 - Presser, Machine, Shirts
18.94
16160 - Presser, Machine, Wearing Apparel, Laundry
18.94
16190 - Sewing Machine Operator
22.54
16220 - Tailor
23.45
16250 - Washer, Machine
19.83
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
34.09
19040 - Tool And Die Maker
41.37
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
22.89
21030 - Material Coordinator
26.94
21040 - Material Expediter
26.94
21050 - Material Handling Laborer
20.89
21071 - Order Filler
19.60
21080 - Production Line Worker (Food Processing)
22.89
21110 - Shipping Packer
21.70
21130 - Shipping/Receiving Clerk
21.70

21140 - Store Worker I
17.98
21150 - Stock Clerk
21.09
21210 - Tools And Parts Attendant
22.89
21410 - Warehouse Specialist
22.89
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
35.32
23019 - Aircraft Logs and Records Technician
28.46
23021 - Aircraft Mechanic I
33.61
23022 - Aircraft Mechanic II
35.32
23023 - Aircraft Mechanic III
37.05
23040 - Aircraft Mechanic Helper
25.05
23050 - Aircraft, Painter
31.92
23060 - Aircraft Servicer
28.46
23070 - Aircraft Survival Flight Equipment Technician
31.92
23080 - Aircraft Worker
30.19
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
30.19
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
33.61
II
23110 - Appliance Mechanic
22.74
23120 - Bicycle Repairer
26.43
23125 - Cable Splicer
59.83
23130 - Carpenter, Maintenance
29.20
23140 - Carpet Layer
32.24
23160 - Electrician, Maintenance
38.09
23181 - Electronics Technician Maintenance I
34.14
23182 - Electronics Technician Maintenance II
36.09
23183 - Electronics Technician Maintenance III
38.00
23260 - Fabric Worker
30.39
23290 - Fire Alarm System Mechanic
30.79

23310 - Fire Extinguisher Repairer
28.57
23311 - Fuel Distribution System Mechanic
36.64
23312 - Fuel Distribution System Operator
29.17
23370 - General Maintenance Worker
24.74
23380 - Ground Support Equipment Mechanic
33.61
23381 - Ground Support Equipment Servicer
28.46
23382 - Ground Support Equipment Worker
30.19
23391 - Gunsmith I
28.57
23392 - Gunsmith II
32.24
23393 - Gunsmith III
35.89
23410 - Heating, Ventilation And Air-Conditioning
29.61
Mechanic
23411 - Heating, Ventilation And Air Contidioning
31.12
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
33.70
23440 - Heavy Equipment Operator
34.47
23460 - Instrument Mechanic
35.89
23465 - Laboratory/Shelter Mechanic
34.09
23470 - Laborer
20.89
23510 - Locksmith
34.09
23530 - Machinery Maintenance Mechanic
31.04
23550 - Machinist, Maintenance
28.22
23580 - Maintenance Trades Helper
20.93
23591 - Metrology Technician I
35.89
23592 - Metrology Technician II
37.72
23593 - Metrology Technician III
39.56
23640 - Millwright
34.90
23710 - Office Appliance Repairer
23.97
23760 - Painter, Maintenance
27.10

23790 - Pipefitter, Maintenance
34.29
23810 - Plumber, Maintenance
32.55
23820 - Pneudraulic Systems Mechanic
35.89
23850 - Rigger
35.89
23870 - Scale Mechanic
32.24
23890 - Sheet-Metal Worker, Maintenance
33.25
23910 - Small Engine Mechanic
23.48
23931 - Telecommunications Mechanic I
31.60
23932 - Telecommunications Mechanic II
33.21
23950 - Telephone Lineman
31.16
23960 - Welder, Combination, Maintenance
28.42
23965 - Well Driller
32.04
23970 - Woodcraft Worker
35.89
23980 - Woodworker
28.57
24000 - Personal Needs Occupations
24550 - Case Manager
21.70
24570 - Child Care Attendant
17.15
24580 - Child Care Center Clerk
21.38
24610 - Chore Aide
19.94
24620 - Family Readiness And Support Services
21.70
Coordinator
24630 - Homemaker
21.70
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
34.09
25040 - Sewage Plant Operator
37.38
25070 - Stationary Engineer
34.09
25190 - Ventilation Equipment Tender
25.41
25210 - Water Treatment Plant Operator
37.38
27000 - Protective Service Occupations
27004 - Alarm Monitor
32.34

27007 - Baggage Inspector
18.27
27008 - Corrections Officer
33.22
27010 - Court Security Officer
38.63
27030 - Detection Dog Handler
20.44
27040 - Detention Officer
33.22
27070 - Firefighter
40.72
27101 - Guard I
18.27
27102 - Guard II
20.44
27131 - Police Officer I
39.91
27132 - Police Officer II
44.36
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
20.00
28042 - Carnival Equipment Repairer
21.36
28043 - Carnival Worker
16.75
28210 - Gate Attendant/Gate Tender
22.62
28310 - Lifeguard
16.58
28350 - Park Attendant (Aide)
25.31
28510 - Recreation Aide/Health Facility Attendant
18.47
28515 - Recreation Specialist
31.35
28630 - Sports Official
20.16
28690 - Swimming Pool Operator
24.10
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
35.27
29020 - Hatch Tender
35.27
29030 - Line Handler
35.27
29041 - Stevedore I
33.24
29042 - Stevedore II
37.28
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
46.32
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
31.94

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
35.16
30021 - Archeological Technician I
18.90
30022 - Archeological Technician II
21.14
30023 - Archeological Technician III
26.18
30030 - Cartographic Technician
26.18
30040 - Civil Engineering Technician
31.97
30051 - Cryogenic Technician I
29.00
30052 - Cryogenic Technician II
32.02
30061 - Drafter/CAD Operator I
18.90
30062 - Drafter/CAD Operator II
21.14
30063 - Drafter/CAD Operator III
23.56
30064 - Drafter/CAD Operator IV
29.00
30081 - Engineering Technician I
17.24
30082 - Engineering Technician II
19.35
30083 - Engineering Technician III
21.64
30084 - Engineering Technician IV
26.81
30085 - Engineering Technician V
32.80
30086 - Engineering Technician VI
39.68
30090 - Environmental Technician
26.18
30095 - Evidence Control Specialist
26.18
30210 - Laboratory Technician
30.04
30221 - Latent Fingerprint Technician I
29.00
30222 - Latent Fingerprint Technician II
32.02
30240 - Mathematical Technician
26.18
30361 - Paralegal/Legal Assistant I
21.04
30362 - Paralegal/Legal Assistant II
26.08
30363 - Paralegal/Legal Assistant III
31.89
30364 - Paralegal/Legal Assistant IV
38.58

30375 - Petroleum Supply Specialist
32.02
30390 - Photo-Optics Technician
26.18
30395 - Radiation Control Technician
32.02
30461 - Technical Writer I
27.85
30462 - Technical Writer II
34.07
30463 - Technical Writer III
41.21
30491 - Unexploded Ordnance (UXO) Technician I
29.43
30492 - Unexploded Ordnance (UXO) Technician II
35.61
30493 - Unexploded Ordnance (UXO) Technician III
42.68
30494 - Unexploded (UXO) Safety Escort
29.43
30495 - Unexploded (UXO) Sweep Personnel
29.43
30501 - Weather Forecaster I
29.00
30502 - Weather Forecaster II
35.27
30620 - Weather Observer, Combined Upper Air Or (see 2)
23.56
Surface Programs
30621 - Weather Observer, Senior (see 2)
26.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot
35.61
31020 - Bus Aide
22.35
31030 - Bus Driver
28.92
31043 - Driver Courier
19.66
31260 - Parking and Lot Attendant
17.43
31290 - Shuttle Bus Driver
19.53
31310 - Taxi Driver
16.49
31361 - Truckdriver, Light
21.00
31362 - Truckdriver, Medium
22.34
31363 - Truckdriver, Heavy
29.48
31364 - Truckdriver, Tractor-Trailer
29.48
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
17.36

99030 - Cashier
17.02
99050 - Desk Clerk
17.60
99095 - Embalmer
28.66
99130 - Flight Follower
29.43
99251 - Laboratory Animal Caretaker I
18.29
99252 - Laboratory Animal Caretaker II
19.53
99260 - Marketing Analyst
34.18
99310 - Mortician
28.66
99410 - Pest Controller
23.37
99510 - Photofinishing Worker
15.47
99710 - Recycling Laborer
31.26
99711 - Recycling Specialist
35.61
99730 - Refuse Collector
29.83
99810 - Sales Clerk
17.23
99820 - School Crossing Guard
25.84
99830 - Survey Party Chief
34.37
99831 - Surveying Aide
19.22
99832 - Surveying Technician
26.28
99840 - Vending Machine Attendant
19.78
99841 - Vending Machine Repairer
23.84
99842 - Vending Machine Repairer Helper
19.78

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 $13.30 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
2025. 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))."