

"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.: 2015-5535 Revision No.: 20 Date Of Last Revision: 07/26/2023

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Washington

Area: Washington Counties of King, Snohomish

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.62
01012 - Accounting Clerk II		22.03
01013 - Accounting Clerk III		24.64
01020 - Administrative Assistant		36.36
01035 - Court Reporter		25.30
01041 - Customer Service Representative I		18.26
01042 - Customer Service Representative II		19.93
01043 - Customer Service Representative III		22.36
01051 - Data Entry Operator I		19.13
01052 - Data Entry Operator II		20.89
01060 - Dispatcher, Motor Vehicle		27.12
01070 - Document Preparation Clerk		19.92
01090 - Duplicating Machine Operator		19.92
01111 - General Clerk I		18.65
01112 - General Clerk II		20.34
01113 - General Clerk III		22.85

01120 - Housing Referral Assistant	25.69
01141 - Messenger Courier	19.18
01191 - Order Clerk I	21.43
01192 - Order Clerk II	23.38
01261 - Personnel Assistant (Employment) I	21.37
01262 - Personnel Assistant (Employment) II	23.91
01263 - Personnel Assistant (Employment) III	26.65
01270 - Production Control Clerk	28.36
01290 - Rental Clerk	19.39
01300 - Scheduler, Maintenance	22.39
01311 - Secretary I	22.39
01312 - Secretary II	22.89
01313 - Secretary III	27.88
01320 - Service Order Dispatcher	24.25
01410 - Supply Technician	36.36
01420 - Survey Worker	22.75
01460 - Switchboard Operator/Receptionist	19.01
01531 - Travel Clerk I	23.45
01532 - Travel Clerk II	25.55
01533 - Travel Clerk III	27.49
01611 - Word Processor I	20.58
01612 - Word Processor II	23.10
01613 - Word Processor III	25.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.31
05010 - Automotive Electrician	27.99
05040 - Automotive Glass Installer	26.80
05070 - Automotive Worker	26.80
05110 - Mobile Equipment Servicer	23.92
05130 - Motor Equipment Metal Mechanic	28.96
05160 - Motor Equipment Metal Worker	26.80
05190 - Motor Vehicle Mechanic	28.96
05220 - Motor Vehicle Mechanic Helper	22.48
05250 - Motor Vehicle Upholstery Worker	25.38
05280 - Motor Vehicle Wrecker	26.80
05310 - Painter, Automotive	27.99
05340 - Radiator Repair Specialist	26.80
05370 - Tire Repairer	18.13
05400 - Transmission Repair Specialist	28.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.72
07041 - Cook I	21.46
07042 - Cook II	24.05
07070 - Dishwasher	17.55
07130 - Food Service Worker	18.39
07210 - Meat Cutter	24.24
07260 - Waiter/Waitress	18.27
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.86
09040 - Furniture Handler	17.88
09080 - Furniture Refinisher	22.11
09090 - Furniture Refinisher Helper	19.16
09110 - Furniture Repairer, Minor	20.52
09130 - Upholsterer	25.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.69
11060 - Elevator Operator	17.69
11090 - Gardener	27.41
11122 - Housekeeping Aide	18.50
11150 - Janitor	18.50
11210 - Laborer, Grounds Maintenance	22.45
11240 - Maid or Houseman	17.73
11260 - Pruner	20.78
11270 - Tractor Operator	25.76
11330 - Trail Maintenance Worker	22.45

11360 - Window Cleaner	20.00
12000 - Health Occupations	
12010 - Ambulance Driver	30.49
12011 - Breath Alcohol Technician	30.02
12012 - Certified Occupational Therapist Assistant	31.19
12015 - Certified Physical Therapist Assistant	31.56
12020 - Dental Assistant	24.64
12025 - Dental Hygienist	53.11
12030 - EKG Technician	39.08
12035 - Electroneurodiagnostic Technologist	39.08
12040 - Emergency Medical Technician	30.49
12071 - Licensed Practical Nurse I	26.83
12072 - Licensed Practical Nurse II	30.02
12073 - Licensed Practical Nurse III	33.46
12100 - Medical Assistant	25.30
12130 - Medical Laboratory Technician	30.16
12160 - Medical Record Clerk	25.61
12190 - Medical Record Technician	28.64
12195 - Medical Transcriptionist	22.47
12210 - Nuclear Medicine Technologist	56.06
12221 - Nursing Assistant I	14.55***
12222 - Nursing Assistant II	16.36
12223 - Nursing Assistant III	17.85
12224 - Nursing Assistant IV	20.03
12235 - Optical Dispenser	26.47
12236 - Optical Technician	24.24
12250 - Pharmacy Technician	24.23
12280 - Phlebotomist	22.43
12305 - Radiologic Technologist	40.08
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II, Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III, Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	37.19
12320 - Substance Abuse Treatment Counselor	26.38
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.79
13012 - Exhibits Specialist II	26.22
13013 - Exhibits Specialist III	32.07
13041 - Illustrator I	27.11
13042 - Illustrator II	33.60
13043 - Illustrator III	41.08
13047 - Librarian	46.29
13050 - Library Aide/Clerk	18.29
13054 - Library Information Technology Systems Administrator	41.81
13058 - Library Technician	27.10
13061 - Media Specialist I	30.16
13062 - Media Specialist II	33.73
13063 - Media Specialist III	37.61
13071 - Photographer I	21.46
13072 - Photographer II	24.00
13073 - Photographer III	29.74
13074 - Photographer IV	36.37
13075 - Photographer V	44.01
13090 - Technical Order Library Clerk	22.96
13110 - Video Teleconference Technician	33.62
14000 - Information Technology Occupations	
14041 - Computer Operator I	26.01
14042 - Computer Operator II	29.08
14043 - Computer Operator III	32.42
14044 - Computer Operator IV	36.04
14045 - Computer Operator V	39.91

14071 - Computer Programmer I	(see 1)	
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		26.01
14160 - Personal Computer Support Technician		36.04
14170 - System Support Specialist		41.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		40.22
15020 - Aircrew Training Devices Instructor (Rated)		48.66
15030 - Air Crew Training Devices Instructor (Pilot)		58.32
15050 - Computer Based Training Specialist / Instructor		40.22
15060 - Educational Technologist		40.38
15070 - Flight Instructor (Pilot)		58.32
15080 - Graphic Artist		35.95
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		58.32
15086 - Maintenance Test Pilot, Rotary Wing		58.32
15088 - Non-Maintenance Test/Co-Pilot		58.32
15090 - Technical Instructor		32.23
15095 - Technical Instructor/Course Developer		39.41
15110 - Test Proctor		26.00
15120 - Tutor		26.00
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		20.84
16030 - Counter Attendant		20.84
16040 - Dry Cleaner		23.81
16070 - Finisher, Flatwork, Machine		20.84
16090 - Presser, Hand		20.84
16110 - Presser, Machine, Drycleaning		20.84
16130 - Presser, Machine, Shirts		20.84
16160 - Presser, Machine, Wearing Apparel, Laundry		20.84
16190 - Sewing Machine Operator		24.80
16220 - Tailor		25.79
16250 - Washer, Machine		21.83
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		35.84
19040 - Tool And Die Maker		40.59
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.99
21030 - Material Coordinator		28.36
21040 - Material Expediter		28.36
21050 - Material Handling Laborer		19.61
21071 - Order Filler		19.08
21080 - Production Line Worker (Food Processing)		22.99
21110 - Shipping Packer		22.39
21130 - Shipping/Receiving Clerk		22.39
21140 - Store Worker I		19.77
21150 - Stock Clerk		24.95
21210 - Tools And Parts Attendant		22.99
21410 - Warehouse Specialist		22.99
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		42.17
23019 - Aircraft Logs and Records Technician		35.79
23021 - Aircraft Mechanic I		40.84
23022 - Aircraft Mechanic II		42.17
23023 - Aircraft Mechanic III		43.41
23040 - Aircraft Mechanic Helper		31.71
23050 - Aircraft, Painter		39.48
23060 - Aircraft Servicer		35.79
23070 - Aircraft Survival Flight Equipment Technician		39.48
23080 - Aircraft Worker		37.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		37.81

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	40.84
II	
23110 - Appliance Mechanic	27.12
23120 - Bicycle Repairer	22.09
23125 - Cable Splicer	52.56
23130 - Carpenter, Maintenance	31.50
23140 - Carpet Layer	27.27
23160 - Electrician, Maintenance	41.24
23181 - Electronics Technician Maintenance I	37.51
23182 - Electronics Technician Maintenance II	39.17
23183 - Electronics Technician Maintenance III	40.53
23260 - Fabric Worker	31.84
23290 - Fire Alarm System Mechanic	30.96
23310 - Fire Extinguisher Repairer	30.01
23311 - Fuel Distribution System Mechanic	45.62
23312 - Fuel Distribution System Operator	37.68
23370 - General Maintenance Worker	24.94
23380 - Ground Support Equipment Mechanic	40.84
23381 - Ground Support Equipment Servicer	35.79
23382 - Ground Support Equipment Worker	37.81
23391 - Gunsmith I	30.01
23392 - Gunsmith II	33.63
23393 - Gunsmith III	36.34
23410 - Heating, Ventilation And Air-Conditioning Mechanic	33.36
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	34.45
23430 - Heavy Equipment Mechanic	34.10
23440 - Heavy Equipment Operator	41.93
23460 - Instrument Mechanic	31.73
23465 - Laboratory/Shelter Mechanic	35.12
23470 - Laborer	19.61
23510 - Locksmith	31.32
23530 - Machinery Maintenance Mechanic	34.99
23550 - Machinist, Maintenance	30.06
23580 - Maintenance Trades Helper	22.84
23591 - Metrology Technician I	31.73
23592 - Metrology Technician II	32.76
23593 - Metrology Technician III	33.72
23640 - Millwright	42.31
23710 - Office Appliance Repairer	28.49
23760 - Painter, Maintenance	25.98
23790 - Pipefitter, Maintenance	38.92
23810 - Plumber, Maintenance	37.62
23820 - Pneudraulic Systems Mechanic	36.34
23850 - Rigger	36.01
23870 - Scale Mechanic	33.63
23890 - Sheet-Metal Worker, Maintenance	41.58
23910 - Small Engine Mechanic	25.97
23931 - Telecommunications Mechanic I	33.58
23932 - Telecommunications Mechanic II	34.67
23950 - Telephone Lineman	33.88
23960 - Welder, Combination, Maintenance	28.71
23965 - Well Driller	35.49
23970 - Woodcraft Worker	36.34
23980 - Woodworker	30.01
24000 - Personal Needs Occupations	
24550 - Case Manager	21.48
24570 - Child Care Attendant	18.61
24580 - Child Care Center Clerk	23.20
24610 - Chore Aide	18.44
24620 - Family Readiness And Support Services Coordinator	21.48
24630 - Homemaker	21.51

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.75
25040 - Sewage Plant Operator	38.44
25070 - Stationary Engineer	37.75
25190 - Ventilation Equipment Tender	29.31
25210 - Water Treatment Plant Operator	38.44
27000 - Protective Service Occupations	
27004 - Alarm Monitor	35.85
27007 - Baggage Inspector	18.88
27008 - Corrections Officer	38.23
27010 - Court Security Officer	41.11
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	38.23
27070 - Firefighter	46.75
27101 - Guard I	18.88
27102 - Guard II	22.54
27131 - Police Officer I	44.18
27132 - Police Officer II	49.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.87
28042 - Carnival Equipment Repairer	23.27
28043 - Carnival Worker	17.64
28210 - Gate Attendant/Gate Tender	23.11
28310 - Lifeguard	16.45
28350 - Park Attendant (Aide)	25.85
28510 - Recreation Aide/Health Facility Attendant	18.86
28515 - Recreation Specialist	32.03
28630 - Sports Official	20.58
28690 - Swimming Pool Operator	26.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	42.49
29020 - Hatch Tender	42.49
29030 - Line Handler	42.49
29041 - Stevedore I	40.23
29042 - Stevedore II	44.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	47.89
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	33.02
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	36.37
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	40.06
30051 - Cryogenic Technician I	29.94
30052 - Cryogenic Technician II	33.06
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.07
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21
30090 - Environmental Technician	28.91
30095 - Evidence Control Specialist	27.04
30210 - Laboratory Technician	27.78
30221 - Latent Fingerprint Technician I	33.59
30222 - Latent Fingerprint Technician II	37.10
30240 - Mathematical Technician	37.35
30361 - Paralegal/Legal Assistant I	23.48
30362 - Paralegal/Legal Assistant II	29.10
30363 - Paralegal/Legal Assistant III	35.58

30364 - Paralegal/Legal Assistant IV	43.05
30375 - Petroleum Supply Specialist	33.06
30390 - Photo-Optics Technician	30.86
30395 - Radiation Control Technician	33.06
30461 - Technical Writer I	31.27
30462 - Technical Writer II	38.25
30463 - Technical Writer III	46.27
30491 - Unexploded Ordnance (UXO) Technician I	30.44
30492 - Unexploded Ordnance (UXO) Technician II	36.83
30493 - Unexploded Ordnance (UXO) Technician III	44.14
30494 - Unexploded (UXO) Safety Escort	30.44
30495 - Unexploded (UXO) Sweep Personnel	30.44
30501 - Weather Forecaster I	34.17
30502 - Weather Forecaster II	41.57
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.32
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.83
31020 - Bus Aide	26.54
31030 - Bus Driver	34.39
31043 - Driver Courier	20.90
31260 - Parking and Lot Attendant	18.60
31290 - Shuttle Bus Driver	21.85
31310 - Taxi Driver	18.89
31361 - Truckdriver, Light	22.24
31362 - Truckdriver, Medium	23.59
31363 - Truckdriver, Heavy	29.37
31364 - Truckdriver, Tractor-Trailer	29.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.96
99030 - Cashier	17.30
99050 - Desk Clerk	17.80
99095 - Embalmer	29.76
99130 - Flight Follower	30.44
99251 - Laboratory Animal Caretaker I	18.44
99252 - Laboratory Animal Caretaker II	19.62
99260 - Marketing Analyst	48.19
99310 - Mortician	30.39
99410 - Pest Controller	28.20
99510 - Photofinishing Worker	25.09
99710 - Recycling Laborer	33.48
99711 - Recycling Specialist	38.43
99730 - Refuse Collector	30.99
99810 - Sales Clerk	17.58
99820 - School Crossing Guard	20.96
99830 - Survey Party Chief	36.31
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.55
99840 - Vending Machine Attendant	20.28
99841 - Vending Machine Repairer	23.93
99842 - Vending Machine Repairer Helper	20.28

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 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))."