

Attachment 3

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5503
Revision No.: 1
Date Of Revision: 01/17/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 calendar year 2017. 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: Idaho

Area: Idaho Counties of Ada, Boise, Canyon, Gem, Owyhee

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.13
01012 - Accounting Clerk II		14.73
01013 - Accounting Clerk III		16.49
01020 - Administrative Assistant		18.88
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		10.67
01042 - Customer Service Representative II		12.00
01043 - Customer Service Representative III		13.09
01051 - Data Entry Operator I		11.51
01052 - Data Entry Operator II		12.57
01060 - Dispatcher, Motor Vehicle		18.20
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		12.29
01112 - General Clerk II		13.41
01113 - General Clerk III		15.05
01120 - Housing Referral Assistant		17.96
01141 - Messenger Courier		11.46
01191 - Order Clerk I		16.24
01192 - Order Clerk II		17.72
01261 - Personnel Assistant (Employment) I		14.91
01262 - Personnel Assistant (Employment) II		16.67
01263 - Personnel Assistant (Employment) III		18.58
01270 - Production Control Clerk		18.51
01290 - Rental Clerk		12.35
01300 - Scheduler, Maintenance		14.40

01311 - Secretary I	14.40
01312 - Secretary II	16.12
01313 - Secretary III	17.96
01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	18.88
01420 - Survey Worker	12.54
01460 - Switchboard Operator/Receptionist	12.66
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	12.92
01533 - Travel Clerk III	14.02
01611 - Word Processor I	13.05
01612 - Word Processor II	14.64
01613 - Word Processor III	16.39
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.91
05010 - Automotive Electrician	15.87
05040 - Automotive Glass Installer	15.66
05070 - Automotive Worker	15.48
05110 - Mobile Equipment Servicer	12.65
05130 - Motor Equipment Metal Mechanic	17.41
05160 - Motor Equipment Metal Worker	15.48
05190 - Motor Vehicle Mechanic	17.41
05220 - Motor Vehicle Mechanic Helper	12.65
05250 - Motor Vehicle Upholstery Worker	14.63
05280 - Motor Vehicle Wrecker	15.48
05310 - Painter, Automotive	16.53
05340 - Radiator Repair Specialist	16.35
05370 - Tire Repairer	11.02
05400 - Transmission Repair Specialist	17.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.89
07041 - Cook I	10.78
07042 - Cook II	12.51
07070 - Dishwasher	8.57
07130 - Food Service Worker	9.41
07210 - Meat Cutter	16.04
07260 - Waiter/Waitress	8.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.60
09040 - Furniture Handler	10.99
09080 - Furniture Refinisher	13.05
09090 - Furniture Refinisher Helper	11.51
09110 - Furniture Repairer, Minor	11.54
09130 - Upholsterer	12.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.85
11060 - Elevator Operator	9.85
11090 - Gardener	15.70
11122 - Housekeeping Aide	11.06
11150 - Janitor	11.06
11210 - Laborer, Grounds Maintenance	12.72
11240 - Maid or Houseman	9.68
11260 - Pruner	11.15
11270 - Tractor Operator	15.49
11330 - Trail Maintenance Worker	12.72
11360 - Window Cleaner	12.32
12000 - Health Occupations	

12010 - Ambulance Driver	16.58
12011 - Breath Alcohol Technician	16.58
12012 - Certified Occupational Therapist Assistant	26.84
12015 - Certified Physical Therapist Assistant	21.99
12020 - Dental Assistant	16.43
12025 - Dental Hygienist	34.77
12030 - EKG Technician	27.40
12035 - Electroneurodiagnostic Technologist	27.40
12040 - Emergency Medical Technician	16.58
12071 - Licensed Practical Nurse I	15.43
12072 - Licensed Practical Nurse II	17.27
12073 - Licensed Practical Nurse III	19.24
12100 - Medical Assistant	14.79
12130 - Medical Laboratory Technician	17.53
12160 - Medical Record Clerk	14.82
12190 - Medical Record Technician	16.58
12195 - Medical Transcriptionist	16.47
12210 - Nuclear Medicine Technologist	35.53
12221 - Nursing Assistant I	10.66
12222 - Nursing Assistant II	11.99
12223 - Nursing Assistant III	13.08
12224 - Nursing Assistant IV	14.66
12235 - Optical Dispenser	16.24
12236 - Optical Technician	14.50
12250 - Pharmacy Technician	15.76
12280 - Phlebotomist	14.66
12305 - Radiologic Technologist	24.29
12311 - Registered Nurse I	22.72
12312 - Registered Nurse II	27.78
12313 - Registered Nurse II, Specialist	27.78
12314 - Registered Nurse III	33.61
12315 - Registered Nurse III, Anesthetist	33.61
12316 - Registered Nurse IV	40.02
12317 - Scheduler (Drug and Alcohol Testing)	20.53
12320 - Substance Abuse Treatment Counselor	19.72
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.36
13012 - Exhibits Specialist II	20.27
13013 - Exhibits Specialist III	24.80
13041 - Illustrator I	16.36
13042 - Illustrator II	20.27
13043 - Illustrator III	24.80
13047 - Librarian	22.59
13050 - Library Aide/Clerk	13.53
13054 - Library Information Technology Systems Administrator	20.57
13058 - Library Technician	13.31
13061 - Media Specialist I	14.72
13062 - Media Specialist II	16.48
13063 - Media Specialist III	18.36
13071 - Photographer I	13.38
13072 - Photographer II	16.76
13073 - Photographer III	18.78
13074 - Photographer IV	23.09
13075 - Photographer V	28.39
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	19.92

14000 - Information Technology Occupations	
14041 - Computer Operator I	14.69
14042 - Computer Operator II	16.43
14043 - Computer Operator III	18.32
14044 - Computer Operator IV	20.50
14045 - Computer Operator V	22.54
14071 - Computer Programmer I	(see 1) 17.66
14072 - Computer Programmer II	(see 1) 22.88
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	14.69
14160 - Personal Computer Support Technician	20.50
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.58
15020 - Aircrew Training Devices Instructor (Rated)	33.36
15030 - Air Crew Training Devices Instructor (Pilot)	36.79
15050 - Computer Based Training Specialist / Instructor	27.58
15060 - Educational Technologist	22.81
15070 - Flight Instructor (Pilot)	36.79
15080 - Graphic Artist	18.46
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	36.79
15086 - Maintenance Test Pilot, Rotary Wing	36.79
15088 - Non-Maintenance Test/Co-Pilot	36.79
15090 - Technical Instructor	18.84
15095 - Technical Instructor/Course Developer	23.04
15110 - Test Proctor	15.21
15120 - Tutor	15.21
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.45
16030 - Counter Attendant	9.45
16040 - Dry Cleaner	11.26
16070 - Finisher, Flatwork, Machine	9.45
16090 - Presser, Hand	9.45
16110 - Presser, Machine, Drycleaning	9.45
16130 - Presser, Machine, Shirts	9.45
16160 - Presser, Machine, Wearing Apparel, Laundry	9.45
16190 - Sewing Machine Operator	11.88
16220 - Tailor	12.54
16250 - Washer, Machine	9.89
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.40
19040 - Tool And Die Maker	24.56
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.25
21030 - Material Coordinator	18.51
21040 - Material Expediter	18.51
21050 - Material Handling Laborer	11.94
21071 - Order Filler	11.95
21080 - Production Line Worker (Food Processing)	14.25
21110 - Shipping Packer	12.93
21130 - Shipping/Receiving Clerk	12.93
21140 - Store Worker I	11.05
21150 - Stock Clerk	15.87

21210 - Tools And Parts Attendant	14.25
21410 - Warehouse Specialist	14.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.32
23019 - Aircraft Logs and Records Technician	18.29
23021 - Aircraft Mechanic I	22.21
23022 - Aircraft Mechanic II	23.32
23023 - Aircraft Mechanic III	24.49
23040 - Aircraft Mechanic Helper	14.99
23050 - Aircraft, Painter	20.91
23060 - Aircraft Servicer	18.29
23070 - Aircraft Survival Flight Equipment Technician	20.91
23080 - Aircraft Worker	19.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	19.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.21
23110 - Appliance Mechanic	17.03
23120 - Bicycle Repairer	11.25
23125 - Cable Splicer	32.74
23130 - Carpenter, Maintenance	17.46
23140 - Carpet Layer	19.20
23160 - Electrician, Maintenance	22.40
23181 - Electronics Technician Maintenance I	21.33
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	26.15
23260 - Fabric Worker	18.22
23290 - Fire Alarm System Mechanic	20.48
23310 - Fire Extinguisher Repairer	16.86
23311 - Fuel Distribution System Mechanic	21.65
23312 - Fuel Distribution System Operator	17.67
23370 - General Maintenance Worker	16.45
23380 - Ground Support Equipment Mechanic	22.21
23381 - Ground Support Equipment Servicer	18.29
23382 - Ground Support Equipment Worker	19.36
23391 - Gunsmith I	16.86
23392 - Gunsmith II	19.42
23393 - Gunsmith III	22.55
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.73
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.77
23430 - Heavy Equipment Mechanic	20.48
23440 - Heavy Equipment Operator	19.16
23460 - Instrument Mechanic	22.53
23465 - Laboratory/Shelter Mechanic	20.61
23470 - Laborer	11.94
23510 - Locksmith	19.23
23530 - Machinery Maintenance Mechanic	22.06
23550 - Machinist, Maintenance	19.18
23580 - Maintenance Trades Helper	13.09
23591 - Metrology Technician I	22.53
23592 - Metrology Technician II	23.66
23593 - Metrology Technician III	24.78
23640 - Millwright	22.55
23710 - Office Appliance Repairer	18.11
23760 - Painter, Maintenance	16.06

23790 - Pipefitter, Maintenance	23.91
23810 - Plumber, Maintenance	21.51
23820 - Pneudraulic Systems Mechanic	22.55
23850 - Rigger	22.55
23870 - Scale Mechanic	19.42
23890 - Sheet-Metal Worker, Maintenance	21.66
23910 - Small Engine Mechanic	15.96
23931 - Telecommunications Mechanic I	25.37
23932 - Telecommunications Mechanic II	26.95
23950 - Telephone Lineman	22.37
23960 - Welder, Combination, Maintenance	16.65
23965 - Well Driller	20.48
23970 - Woodcraft Worker	22.55
23980 - Woodworker	15.71
24000 - Personal Needs Occupations	
24550 - Case Manager	13.29
24570 - Child Care Attendant	8.80
24580 - Child Care Center Clerk	12.47
24610 - Chore Aide	9.77
24620 - Family Readiness And Support Services Coordinator	13.29
24630 - Homemaker	11.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.82
25040 - Sewage Plant Operator	16.81
25070 - Stationary Engineer	21.82
25190 - Ventilation Equipment Tender	15.35
25210 - Water Treatment Plant Operator	16.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.67
27007 - Baggage Inspector	13.20
27008 - Corrections Officer	18.72
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	18.72
27070 - Firefighter	18.98
27101 - Guard I	13.20
27102 - Guard II	15.80
27131 - Police Officer I	24.49
27132 - Police Officer II	27.20
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.03
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Worker	10.11
28210 - Gate Attendant/Gate Tender	14.60
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.36
28510 - Recreation Aide/Health Facility Attendant	11.92
28515 - Recreation Specialist	16.36
28630 - Sports Official	13.01
28690 - Swimming Pool Operator	17.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.92
29020 - Hatch Tender	19.92
29030 - Line Handler	19.92
29041 - Stevedore I	18.67
29042 - Stevedore II	21.15

30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.04
30021 - Archeological Technician I	17.79
30022 - Archeological Technician II	20.76
30023 - Archeological Technician III	24.38
30030 - Cartographic Technician	24.39
30040 - Civil Engineering Technician	24.19
30051 - Cryogenic Technician I	21.68
30052 - Cryogenic Technician II	23.95
30061 - Drafter/CAD Operator I	17.59
30062 - Drafter/CAD Operator II	20.76
30063 - Drafter/CAD Operator III	21.94
30064 - Drafter/CAD Operator IV	25.54
30081 - Engineering Technician I	13.93
30082 - Engineering Technician II	15.62
30083 - Engineering Technician III	18.43
30084 - Engineering Technician IV	21.66
30085 - Engineering Technician V	26.49
30086 - Engineering Technician VI	30.94
30090 - Environmental Technician	24.03
30095 - Evidence Control Specialist	19.58
30210 - Laboratory Technician	20.67
30221 - Latent Fingerprint Technician I	23.08
30222 - Latent Fingerprint Technician II	25.49
30240 - Mathematical Technician	24.45
30361 - Paralegal/Legal Assistant I	17.30
30362 - Paralegal/Legal Assistant II	21.42
30363 - Paralegal/Legal Assistant III	26.20
30364 - Paralegal/Legal Assistant IV	31.71
30375 - Petroleum Supply Specialist	23.95
30390 - Photo-Optics Technician	24.45
30395 - Radiation Control Technician	23.95
30461 - Technical Writer I	22.89
30462 - Technical Writer II	28.00
30463 - Technical Writer III	30.53
30491 - Unexploded Ordnance (UXO) Technician I	23.46
30492 - Unexploded Ordnance (UXO) Technician II	28.39
30493 - Unexploded Ordnance (UXO) Technician III	34.03
30494 - Unexploded (UXO) Safety Escort	23.46
30495 - Unexploded (UXO) Sweep Personnel	23.46
30501 - Weather Forecaster I	25.54
30502 - Weather Forecaster II	31.07
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)	21.57
30621 - Weather Observer, Senior (see 2)	23.97
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.39
31020 - Bus Aide	10.06
31030 - Bus Driver	12.58
31043 - Driver Courier	12.40
31260 - Parking and Lot Attendant	9.37
31290 - Shuttle Bus Driver	13.52
31310 - Taxi Driver	10.76
31361 - Truckdriver, Light	13.52
31362 - Truckdriver, Medium	14.62

31363 - Truckdriver, Heavy	17.63
31364 - Truckdriver, Tractor-Trailer	17.63
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.84
99030 - Cashier	9.14
99050 - Desk Clerk	9.20
99095 - Embalmer	25.86
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	10.89
99252 - Laboratory Animal Caretaker II	11.88
99260 - Marketing Analyst	25.96
99310 - Mortician	25.86
99410 - Pest Controller	16.64
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.56
99711 - Recycling Specialist	19.88
99730 - Refuse Collector	15.39
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	11.85
99830 - Survey Party Chief	22.30
99831 - Surveying Aide	15.11
99832 - Surveying Technician	20.27
99840 - Vending Machine Attendant	12.67
99841 - Vending Machine Repairer	16.29
99842 - Vending Machine Repairer Helper	12.24

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: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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)).

WD 15-5536 (Rev.-1) was first posted on www.wdol.gov on 01/17/2017

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 Division of
Director Wage Determinations

Wage Determination No.: 2015-5536
Revision No.: 1
Date Of Revision: 01/12/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 calendar year 2017. 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 King, Snohomish

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.97
01012 - Accounting Clerk II		17.93
01013 - Accounting Clerk III		20.06
01020 - Administrative Assistant		26.09
01035 - Court Reporter		20.91
01041 - Customer Service Representative I		14.31
01042 - Customer Service Representative II		16.09
01043 - Customer Service Representative III		17.55
01051 - Data Entry Operator I		15.81
01052 - Data Entry Operator II		17.26
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		13.56
01112 - General Clerk II		14.80
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		14.58
01191 - Order Clerk I		15.84
01192 - Order Clerk II		17.28
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		22.85
01290 - Rental Clerk		16.18
01300 - Scheduler, Maintenance		17.49

01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	18.50
01410 - Supply Technician	25.71
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	15.36
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	18.71
01612 - Word Processor II	21.00
01613 - Word Processor III	23.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.56
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	21.36
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	16.61
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	15.45
07042 - Cook II	17.32
07070 - Dishwasher	10.65
07130 - Food Service Worker	11.74
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	13.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.11
09040 - Furniture Handler	17.88
09080 - Furniture Refinisher	22.11
09090 - Furniture Refinisher Helper	19.16
09110 - Furniture Repairer, Minor	20.52
09130 - Upholsterer	22.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.13
11060 - Elevator Operator	13.13
11090 - Gardener	18.28
11122 - Housekeeping Aide	15.32
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.18
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.44
12000 - Health Occupations	

12010 - Ambulance Driver	22.91
12011 - Breath Alcohol Technician	22.36
12012 - Certified Occupational Therapist Assistant	27.14
12015 - Certified Physical Therapist Assistant	25.43
12020 - Dental Assistant	19.89
12025 - Dental Hygienist	45.08
12030 - EKG Technician	32.30
12035 - Electroneurodiagnostic Technologist	32.30
12040 - Emergency Medical Technician	22.91
12071 - Licensed Practical Nurse I	19.99
12072 - Licensed Practical Nurse II	22.36
12073 - Licensed Practical Nurse III	24.93
12100 - Medical Assistant	17.84
12130 - Medical Laboratory Technician	20.78
12160 - Medical Record Clerk	17.96
12190 - Medical Record Technician	20.10
12195 - Medical Transcriptionist	19.77
12210 - Nuclear Medicine Technologist	42.91
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	22.18
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	20.37
12280 - Phlebotomist	17.05
12305 - Radiologic Technologist	33.05
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)	27.70
12320 - Substance Abuse Treatment Counselor	18.54
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	23.97
13042 - Illustrator II	27.87
13043 - Illustrator III	34.10
13047 - Librarian	33.66
13050 - Library Aide/Clerk	13.62
13054 - Library Information Technology Systems Administrator	28.67
13058 - Library Technician	20.66
13061 - Media Specialist I	21.41
13062 - Media Specialist II	23.97
13063 - Media Specialist III	26.71
13071 - Photographer I	20.35
13072 - Photographer II	22.76
13073 - Photographer III	28.20
13074 - Photographer IV	34.50
13075 - Photographer V	41.74
13090 - Technical Order Library Clerk	17.11
13110 - Video Teleconference Technician	22.47

14000 - Information Technology Occupations	
14041 - Computer Operator I	18.22
14042 - Computer Operator II	20.39
14043 - Computer Operator III	22.73
14044 - Computer Operator IV	25.25
14045 - Computer Operator V	27.97
14071 - Computer Programmer I	(see 1) 26.92
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	18.22
14160 - Personal Computer Support Technician	25.25
14170 - System Support Specialist	35.14
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.20
15020 - Aircrew Training Devices Instructor (Rated)	41.38
15030 - Air Crew Training Devices Instructor (Pilot)	49.60
15050 - Computer Based Training Specialist / Instructor	34.20
15060 - Educational Technologist	29.85
15070 - Flight Instructor (Pilot)	49.60
15080 - Graphic Artist	28.05
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	46.79
15086 - Maintenance Test Pilot, Rotary Wing	46.79
15088 - Non-Maintenance Test/Co-Pilot	46.79
15090 - Technical Instructor	26.62
15095 - Technical Instructor/Course Developer	32.56
15110 - Test Proctor	21.49
15120 - Tutor	21.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.41
16030 - Counter Attendant	11.41
16040 - Dry Cleaner	14.38
16070 - Finisher, Flatwork, Machine	11.41
16090 - Presser, Hand	11.41
16110 - Presser, Machine, Drycleaning	11.41
16130 - Presser, Machine, Shirts	11.41
16160 - Presser, Machine, Wearing Apparel, Laundry	11.41
16190 - Sewing Machine Operator	15.39
16220 - Tailor	16.38
16250 - Washer, Machine	12.39
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.93
19040 - Tool And Die Maker	31.64
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.02
21030 - Material Coordinator	22.85
21040 - Material Expediter	22.85
21050 - Material Handling Laborer	15.41
21071 - Order Filler	14.63
21080 - Production Line Worker (Food Processing)	20.02
21110 - Shipping Packer	18.13
21130 - Shipping/Receiving Clerk	18.13
21140 - Store Worker I	16.69
21150 - Stock Clerk	21.08

21210 - Tools And Parts Attendant	20.02
21410 - Warehouse Specialist	20.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.85
23019 - Aircraft Logs and Records Technician	25.33
23021 - Aircraft Mechanic I	28.91
23022 - Aircraft Mechanic II	29.85
23023 - Aircraft Mechanic III	30.72
23040 - Aircraft Mechanic Helper	22.45
23050 - Aircraft, Painter	27.93
23060 - Aircraft Servicer	25.33
23070 - Aircraft Survival Flight Equipment Technician	27.93
23080 - Aircraft Worker	26.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.91
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	18.25
23125 - Cable Splicer	34.85
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	33.51
23181 - Electronics Technician Maintenance I	30.89
23182 - Electronics Technician Maintenance II	32.23
23183 - Electronics Technician Maintenance III	33.36
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	23.88
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	21.80
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	28.91
23381 - Ground Support Equipment Servicer	25.33
23382 - Ground Support Equipment Worker	26.77
23391 - Gunsmith I	23.88
23392 - Gunsmith II	26.77
23393 - Gunsmith III	28.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.31
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	30.26
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	31.78
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	27.93
23470 - Laborer	14.22
23510 - Locksmith	25.88
23530 - Machinery Maintenance Mechanic	28.62
23550 - Machinist, Maintenance	24.25
23580 - Maintenance Trades Helper	20.79
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.23
23593 - Metrology Technician III	31.12
23640 - Millwright	30.50
23710 - Office Appliance Repairer	27.93
23760 - Painter, Maintenance	25.88

23790 - Pipefitter, Maintenance	31.08
23810 - Plumber, Maintenance	30.03
23820 - Pneudraulic Systems Mechanic	28.91
23850 - Rigger	26.78
23870 - Scale Mechanic	26.77
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.21
23950 - Telephone Lineman	24.84
23960 - Welder, Combination, Maintenance	26.78
23965 - Well Driller	34.15
23970 - Woodcraft Worker	28.91
23980 - Woodworker	23.88
24000 - Personal Needs Occupations	
24550 - Case Manager	16.14
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	11.70
24620 - Family Readiness And Support Services Coordinator	16.14
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.02
25040 - Sewage Plant Operator	31.04
25070 - Stationary Engineer	29.02
25190 - Ventilation Equipment Tender	22.53
25210 - Water Treatment Plant Operator	31.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.28
27007 - Baggage Inspector	14.59
27008 - Corrections Officer	25.81
27010 - Court Security Officer	32.10
27030 - Detection Dog Handler	17.12
27040 - Detention Officer	25.81
27070 - Firefighter	31.09
27101 - Guard I	14.59
27102 - Guard II	22.54
27131 - Police Officer I	35.62
27132 - Police Officer II	39.58
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.67
28042 - Carnival Equipment Repairer	14.55
28043 - Carnival Worker	11.17
28210 - Gate Attendant/Gate Tender	15.17
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.97
28510 - Recreation Aide/Health Facility Attendant	12.38
28515 - Recreation Specialist	21.02
28630 - Sports Official	13.51
28690 - Swimming Pool Operator	22.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.76
29020 - Hatch Tender	32.76
29030 - Line Handler	32.76
29041 - Stevedore I	31.01
29042 - Stevedore II	34.20

30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.47
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.22
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.98
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	29.99
30051 - Cryogenic Technician I	27.31
30052 - Cryogenic Technician II	30.17
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	24.66
30210 - Laboratory Technician	27.78
30221 - Latent Fingerprint Technician I	29.19
30222 - Latent Fingerprint Technician II	32.25
30240 - Mathematical Technician	30.86
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant III	33.72
30364 - Paralegal/Legal Assistant IV	41.93
30375 - Petroleum Supply Specialist	30.17
30390 - Photo-Optics Technician	30.86
30395 - Radiation Control Technician	30.17
30461 - Technical Writer I	26.44
30462 - Technical Writer II	32.34
30463 - Technical Writer III	39.12
30491 - Unexploded Ordnance (UXO) Technician I	25.09
30492 - Unexploded Ordnance (UXO) Technician II	30.35
30493 - Unexploded Ordnance (UXO) Technician III	36.38
30494 - Unexploded (UXO) Safety Escort	25.09
30495 - Unexploded (UXO) Sweep Personnel	25.09
30501 - Weather Forecaster I	34.17
30502 - Weather Forecaster II	41.57
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)	23.99
30621 - Weather Observer, Senior (see 2)	27.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.35
31020 - Bus Aide	16.70
31030 - Bus Driver	21.65
31043 - Driver Courier	17.32
31260 - Parking and Lot Attendant	11.22
31290 - Shuttle Bus Driver	18.43
31310 - Taxi Driver	13.29
31361 - Truckdriver, Light	18.43
31362 - Truckdriver, Medium	21.42

31363 - Truckdriver, Heavy	22.63
31364 - Truckdriver, Tractor-Trailer	22.63
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.80
99030 - Cashier	12.32
99050 - Desk Clerk	11.79
99095 - Embalmer	28.38
99130 - Flight Follower	25.09
99251 - Laboratory Animal Caretaker I	13.46
99252 - Laboratory Animal Caretaker II	14.32
99260 - Marketing Analyst	35.48
99310 - Mortician	28.38
99410 - Pest Controller	20.98
99510 - Photofinishing Worker	15.58
99710 - Recycling Laborer	23.45
99711 - Recycling Specialist	26.93
99730 - Refuse Collector	21.70
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	17.17
99830 - Survey Party Chief	31.57
99831 - Surveying Aide	18.11
99832 - Surveying Technician	24.82
99840 - Vending Machine Attendant	18.44
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	18.44

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: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.27 per hour computed on the basis of all hours worked by service employees employed on the contract.

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)).

WD 15-5539 (Rev.-2) was first posted on www.wdol.gov on 01/03/2017

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 Division of
Director Wage Determinations

Wage Determination No.: 2015-5539
Revision No.: 2
Date Of Revision: 12/30/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 calendar year 2017. 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 County of Pierce

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		26.09
01035 - Court Reporter		19.57
01041 - Customer Service Representative I		12.98
01042 - Customer Service Representative II		14.58
01043 - Customer Service Representative III		15.91
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		13.15
01112 - General Clerk II		14.80
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		14.58
01191 - Order Clerk I		15.99
01192 - Order Clerk II		17.45
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		23.15
01290 - Rental Clerk		16.18
01300 - Scheduler, Maintenance		17.49

01311 - Secretary I	17.49
01312 - Secretary II	19.57
01313 - Secretary III	21.81
01320 - Service Order Dispatcher	18.43
01410 - Supply Technician	25.71
01420 - Survey Worker	19.50
01460 - Switchboard Operator/Receptionist	14.47
01531 - Travel Clerk I	13.68
01532 - Travel Clerk II	14.90
01533 - Travel Clerk III	16.03
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.34
05010 - Automotive Electrician	22.06
05040 - Automotive Glass Installer	19.83
05070 - Automotive Worker	21.36
05110 - Mobile Equipment Servicer	19.93
05130 - Motor Equipment Metal Mechanic	22.82
05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	14.81
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.65
07041 - Cook I	14.42
07042 - Cook II	17.17
07070 - Dishwasher	10.65
07130 - Food Service Worker	11.52
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	12.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.20
09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	19.20
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer, Minor	18.01
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	13.18
11090 - Gardener	18.28
11122 - Housekeeping Aide	15.32
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.43
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.54
12000 - Health Occupations	

12010 - Ambulance Driver	23.39
12011 - Breath Alcohol Technician	21.22
12012 - Certified Occupational Therapist Assistant	27.14
12015 - Certified Physical Therapist Assistant	25.43
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	32.14
12035 - Electroneurodiagnostic Technologist	32.14
12040 - Emergency Medical Technician	23.39
12071 - Licensed Practical Nurse I	18.96
12072 - Licensed Practical Nurse II	21.22
12073 - Licensed Practical Nurse III	23.65
12100 - Medical Assistant	17.13
12130 - Medical Laboratory Technician	20.78
12160 - Medical Record Clerk	17.96
12190 - Medical Record Technician	19.78
12195 - Medical Transcriptionist	19.48
12210 - Nuclear Medicine Technologist	42.91
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	19.98
12236 - Optical Technician	18.96
12250 - Pharmacy Technician	19.67
12280 - Phlebotomist	16.61
12305 - Radiologic Technologist	33.30
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)	26.28
12320 - Substance Abuse Treatment Counselor	20.77
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.29
13012 - Exhibits Specialist II	28.84
13013 - Exhibits Specialist III	35.28
13041 - Illustrator I	22.51
13042 - Illustrator II	27.87
13043 - Illustrator III	34.10
13047 - Librarian	32.74
13050 - Library Aide/Clerk	14.96
13054 - Library Information Technology Systems Administrator	28.67
13058 - Library Technician	20.66
13061 - Media Specialist I	20.15
13062 - Media Specialist II	22.58
13063 - Media Specialist III	25.16
13071 - Photographer I	20.35
13072 - Photographer II	22.76
13073 - Photographer III	28.20
13074 - Photographer IV	34.50
13075 - Photographer V	41.74
13090 - Technical Order Library Clerk	19.06
13110 - Video Teleconference Technician	20.43

14000 - Information Technology Occupations	
14041 - Computer Operator I	18.22
14042 - Computer Operator II	20.39
14043 - Computer Operator III	22.73
14044 - Computer Operator IV	25.25
14045 - Computer Operator V	27.97
14071 - Computer Programmer I	24.47
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	18.22
14160 - Personal Computer Support Technician	25.25
14170 - System Support Specialist	27.95
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.20
15020 - Aircrew Training Devices Instructor (Rated)	41.38
15030 - Air Crew Training Devices Instructor (Pilot)	49.60
15050 - Computer Based Training Specialist / Instructor	34.20
15060 - Educational Technologist	30.07
15070 - Flight Instructor (Pilot)	49.60
15080 - Graphic Artist	25.73
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	36.90
15086 - Maintenance Test Pilot, Rotary Wing	36.90
15088 - Non-Maintenance Test/Co-Pilot	36.90
15090 - Technical Instructor	26.41
15095 - Technical Instructor/Course Developer	30.26
15110 - Test Proctor	21.33
15120 - Tutor	21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.86
16030 - Counter Attendant	10.86
16040 - Dry Cleaner	13.24
16070 - Finisher, Flatwork, Machine	10.86
16090 - Presser, Hand	10.86
16110 - Presser, Machine, Drycleaning	10.86
16130 - Presser, Machine, Shirts	10.86
16160 - Presser, Machine, Wearing Apparel, Laundry	10.86
16190 - Sewing Machine Operator	14.13
16220 - Tailor	15.00
16250 - Washer, Machine	11.89
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.45
19040 - Tool And Die Maker	32.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	23.15
21040 - Material Expediter	23.15
21050 - Material Handling Laborer	16.29
21071 - Order Filler	14.71
21080 - Production Line Worker (Food Processing)	19.87
21110 - Shipping Packer	18.13
21130 - Shipping/Receiving Clerk	18.13
21140 - Store Worker I	16.26
21150 - Stock Clerk	20.53

21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.17
23019 - Aircraft Logs and Records Technician	27.31
23021 - Aircraft Mechanic I	31.17
23022 - Aircraft Mechanic II	32.17
23023 - Aircraft Mechanic III	33.12
23040 - Aircraft Mechanic Helper	24.20
23050 - Aircraft, Painter	30.11
23060 - Aircraft Servicer	27.31
23070 - Aircraft Survival Flight Equipment Technician	30.11
23080 - Aircraft Worker	28.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.85
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.17
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	16.29
23125 - Cable Splicer	31.68
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	28.34
23181 - Electronics Technician Maintenance I	30.87
23182 - Electronics Technician Maintenance II	32.22
23183 - Electronics Technician Maintenance III	33.35
23260 - Fabric Worker	25.19
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	23.75
23311 - Fuel Distribution System Mechanic	29.00
23312 - Fuel Distribution System Operator	26.40
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	31.17
23381 - Ground Support Equipment Servicer	27.31
23382 - Ground Support Equipment Worker	28.85
23391 - Gunsmith I	23.75
23392 - Gunsmith II	16.62
23393 - Gunsmith III	28.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	31.14
23430 - Heavy Equipment Mechanic	28.85
23440 - Heavy Equipment Operator	30.34
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	27.77
23470 - Laborer	15.63
23510 - Locksmith	25.61
23530 - Machinery Maintenance Mechanic	27.51
23550 - Machinist, Maintenance	26.68
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88

23790 - Pipefitter, Maintenance	32.75
23810 - Plumber, Maintenance	30.16
23820 - Pneudraulic Systems Mechanic	28.75
23850 - Rigger	28.75
23870 - Scale Mechanic	26.62
23890 - Sheet-Metal Worker, Maintenance	31.31
23910 - Small Engine Mechanic	23.95
23931 - Telecommunications Mechanic I	27.86
23932 - Telecommunications Mechanic II	28.76
23950 - Telephone Lineman	24.51
23960 - Welder, Combination, Maintenance	26.32
23965 - Well Driller	32.28
23970 - Woodcraft Worker	28.75
23980 - Woodworker	23.75
24000 - Personal Needs Occupations	
24550 - Case Manager	15.37
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	11.81
24620 - Family Readiness And Support Services Coordinator	15.37
24630 - Homemaker	18.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.02
25040 - Sewage Plant Operator	31.04
25070 - Stationary Engineer	29.02
25190 - Ventilation Equipment Tender	22.53
25210 - Water Treatment Plant Operator	31.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.28
27007 - Baggage Inspector	14.43
27008 - Corrections Officer	25.31
27010 - Court Security Officer	31.41
27030 - Detection Dog Handler	16.90
27040 - Detention Officer	25.31
27070 - Firefighter	34.20
27101 - Guard I	14.43
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.67
28042 - Carnival Equipment Repairer	14.55
28043 - Carnival Worker	11.02
28210 - Gate Attendant/Gate Tender	14.84
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.27
28510 - Recreation Aide/Health Facility Attendant	11.98
28515 - Recreation Specialist	20.15
28630 - Sports Official	12.95
28690 - Swimming Pool Operator	16.80
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.78
29020 - Hatch Tender	29.78
29030 - Line Handler	29.78
29041 - Stevedore I	28.19
29042 - Stevedore II	31.09

30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.47
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.22
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.98
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	30.82
30051 - Cryogenic Technician I	26.54
30052 - Cryogenic Technician II	29.32
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	23.97
30210 - Laboratory Technician	25.04
30221 - Latent Fingerprint Technician I	28.19
30222 - Latent Fingerprint Technician II	31.14
30240 - Mathematical Technician	30.86
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant III	32.99
30364 - Paralegal/Legal Assistant IV	36.96
30375 - Petroleum Supply Specialist	29.32
30390 - Photo-Optics Technician	30.86
30395 - Radiation Control Technician	29.32
30461 - Technical Writer I	26.15
30462 - Technical Writer II	31.99
30463 - Technical Writer III	38.71
30491 - Unexploded Ordnance (UXO) Technician I	25.09
30492 - Unexploded Ordnance (UXO) Technician II	30.35
30493 - Unexploded Ordnance (UXO) Technician III	36.38
30494 - Unexploded (UXO) Safety Escort	25.09
30495 - Unexploded (UXO) Sweep Personnel	25.09
30501 - Weather Forecaster I	26.54
30502 - Weather Forecaster II	32.29
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.99
30621 - Weather Observer, Senior	(see 2) 27.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.35
31020 - Bus Aide	15.18
31030 - Bus Driver	19.68
31043 - Driver Courier	17.32
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	18.43
31310 - Taxi Driver	14.02
31361 - Truckdriver, Light	18.43
31362 - Truckdriver, Medium	21.42

31363 - Truckdriver, Heavy	22.63
31364 - Truckdriver, Tractor-Trailer	22.63
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.80
99030 - Cashier	12.33
99050 - Desk Clerk	11.97
99095 - Embalmer	28.38
99130 - Flight Follower	25.09
99251 - Laboratory Animal Caretaker I	12.75
99252 - Laboratory Animal Caretaker II	13.56
99260 - Marketing Analyst	22.52
99310 - Mortician	28.38
99410 - Pest Controller	21.55
99510 - Photofinishing Worker	13.73
99710 - Recycling Laborer	23.45
99711 - Recycling Specialist	26.93
99730 - Refuse Collector	21.70
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	17.17
99830 - Survey Party Chief	31.57
99831 - Surveying Aide	18.11
99832 - Surveying Technician	24.82
99840 - Vending Machine Attendant	16.39
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	17.90

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: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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.

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 2014, 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)).

WD 15-5537 (Rev.-1) was first posted on www.wdol.gov on 01/17/2017

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 Division of
Director Wage Determinations

Wage Determination No.: 2015-5537
Revision No.: 1
Date Of Revision: 01/12/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 calendar year 2017. 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 Pend Oreille, Spokane, Stevens

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.16
01013 - Accounting Clerk III		18.07
01020 - Administrative Assistant		21.94
01035 - Court Reporter		17.53
01041 - Customer Service Representative I		12.72
01042 - Customer Service Representative II		14.30
01043 - Customer Service Representative III		15.60
01051 - Data Entry Operator I		12.27
01052 - Data Entry Operator II		13.85
01060 - Dispatcher, Motor Vehicle		17.68
01070 - Document Preparation Clerk		14.95
01090 - Duplicating Machine Operator		14.95
01111 - General Clerk I		11.77
01112 - General Clerk II		12.84
01113 - General Clerk III		14.41
01120 - Housing Referral Assistant		19.56
01141 - Messenger Courier		12.46
01191 - Order Clerk I		14.14
01192 - Order Clerk II		15.42
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		20.28
01290 - Rental Clerk		13.17
01300 - Scheduler, Maintenance		15.68

01311 - Secretary I	15.68
01312 - Secretary II	17.53
01313 - Secretary III	19.56
01320 - Service Order Dispatcher	17.27
01410 - Supply Technician	21.94
01420 - Survey Worker	12.86
01460 - Switchboard Operator/Receptionist	13.04
01531 - Travel Clerk I	12.92
01532 - Travel Clerk II	13.80
01533 - Travel Clerk III	14.77
01611 - Word Processor I	13.69
01612 - Word Processor II	15.37
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.28
05010 - Automotive Electrician	20.13
05040 - Automotive Glass Installer	19.04
05070 - Automotive Worker	19.04
05110 - Mobile Equipment Servicer	17.25
05130 - Motor Equipment Metal Mechanic	21.20
05160 - Motor Equipment Metal Worker	19.04
05190 - Motor Vehicle Mechanic	21.20
05220 - Motor Vehicle Mechanic Helper	15.81
05250 - Motor Vehicle Upholstery Worker	17.96
05280 - Motor Vehicle Wrecker	19.04
05310 - Painter, Automotive	20.13
05340 - Radiator Repair Specialist	19.04
05370 - Tire Repairer	13.59
05400 - Transmission Repair Specialist	21.20
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.12
07041 - Cook I	13.24
07042 - Cook II	14.83
07070 - Dishwasher	10.40
07130 - Food Service Worker	10.83
07210 - Meat Cutter	18.06
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	11.34
11060 - Elevator Operator	11.34
11090 - Gardener	14.71
11122 - Housekeeping Aide	11.89
11150 - Janitor	13.48
11210 - Laborer, Grounds Maintenance	12.51
11240 - Maid or Houseman	10.72
11260 - Pruner	11.87
11270 - Tractor Operator	13.88
11330 - Trail Maintenance Worker	12.51
11360 - Window Cleaner	14.11
12000 - Health Occupations	

12010 - Ambulance Driver	19.58
12011 - Breath Alcohol Technician	20.00
12012 - Certified Occupational Therapist Assistant	24.01
12015 - Certified Physical Therapist Assistant	23.42
12020 - Dental Assistant	19.25
12025 - Dental Hygienist	39.95
12030 - EKG Technician	27.98
12035 - Electroneurodiagnostic Technologist	27.98
12040 - Emergency Medical Technician	19.58
12071 - Licensed Practical Nurse I	17.81
12072 - Licensed Practical Nurse II	20.00
12073 - Licensed Practical Nurse III	22.33
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	20.56
12160 - Medical Record Clerk	14.27
12190 - Medical Record Technician	15.95
12195 - Medical Transcriptionist	17.04
12210 - Nuclear Medicine Technologist	44.03
12221 - Nursing Assistant I	10.29
12222 - Nursing Assistant II	11.57
12223 - Nursing Assistant III	12.62
12224 - Nursing Assistant IV	14.17
12235 - Optical Dispenser	18.93
12236 - Optical Technician	16.53
12250 - Pharmacy Technician	17.59
12280 - Phlebotomist	14.48
12305 - Radiologic Technologist	27.61
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)	22.91
12320 - Substance Abuse Treatment Counselor	16.94
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.16
13012 - Exhibits Specialist II	26.21
13013 - Exhibits Specialist III	32.05
13041 - Illustrator I	21.16
13042 - Illustrator II	26.21
13043 - Illustrator III	32.05
13047 - Librarian	29.02
13050 - Library Aide/Clerk	12.63
13054 - Library Information Technology Systems Administrator	26.21
13058 - Library Technician	17.49
13061 - Media Specialist I	18.91
13062 - Media Specialist II	21.16
13063 - Media Specialist III	23.58
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	15.87
13110 - Video Teleconference Technician	17.31

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	28.55
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	34.77
15086 - Maintenance Test Pilot, Rotary Wing	34.77
15088 - Non-Maintenance Test/Co-Pilot	34.77
15090 - Technical Instructor	21.76
15095 - Technical Instructor/Course Developer	26.62
15110 - Test Proctor	17.62
15120 - Tutor	17.62
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.66
16030 - Counter Attendant	10.66
16040 - Dry Cleaner	12.76
16070 - Finisher, Flatwork, Machine	10.66
16090 - Presser, Hand	10.66
16110 - Presser, Machine, Drycleaning	10.66
16130 - Presser, Machine, Shirts	10.66
16160 - Presser, Machine, Wearing Apparel, Laundry	10.66
16190 - Sewing Machine Operator	13.52
16220 - Tailor	14.29
16250 - Washer, Machine	11.21
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.44
19040 - Tool And Die Maker	23.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.65
21030 - Material Coordinator	20.28
21040 - Material Expediter	20.28
21050 - Material Handling Laborer	12.52
21071 - Order Filler	14.11
21080 - Production Line Worker (Food Processing)	15.65
21110 - Shipping Packer	14.98
21130 - Shipping/Receiving Clerk	14.98
21140 - Store Worker I	13.03
21150 - Stock Clerk	16.72

21210 - Tools And Parts Attendant	15.65
21410 - Warehouse Specialist	15.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.88
23019 - Aircraft Logs and Records Technician	21.66
23021 - Aircraft Mechanic I	25.57
23022 - Aircraft Mechanic II	26.88
23023 - Aircraft Mechanic III	28.17
23040 - Aircraft Mechanic Helper	19.06
23050 - Aircraft, Painter	23.33
23060 - Aircraft Servicer	21.66
23070 - Aircraft Survival Flight Equipment Technician	23.33
23080 - Aircraft Worker	22.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.97
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.57
23110 - Appliance Mechanic	19.38
23120 - Bicycle Repairer	15.98
23125 - Cable Splicer	29.18
23130 - Carpenter, Maintenance	22.37
23140 - Carpet Layer	20.72
23160 - Electrician, Maintenance	23.46
23181 - Electronics Technician Maintenance I	23.57
23182 - Electronics Technician Maintenance II	24.91
23183 - Electronics Technician Maintenance III	26.24
23260 - Fabric Worker	19.54
23290 - Fire Alarm System Mechanic	21.16
23310 - Fire Extinguisher Repairer	18.37
23311 - Fuel Distribution System Mechanic	22.46
23312 - Fuel Distribution System Operator	18.37
23370 - General Maintenance Worker	17.69
23380 - Ground Support Equipment Mechanic	25.57
23381 - Ground Support Equipment Servicer	21.66
23382 - Ground Support Equipment Worker	22.97
23391 - Gunsmith I	18.37
23392 - Gunsmith II	20.72
23393 - Gunsmith III	23.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.70
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.76
23430 - Heavy Equipment Mechanic	23.62
23440 - Heavy Equipment Operator	23.64
23460 - Instrument Mechanic	23.88
23465 - Laboratory/Shelter Mechanic	21.90
23470 - Laborer	12.52
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.03
23550 - Machinist, Maintenance	17.88
23580 - Maintenance Trades Helper	14.32
23591 - Metrology Technician I	23.88
23592 - Metrology Technician II	25.10
23593 - Metrology Technician III	26.31
23640 - Millwright	23.41
23710 - Office Appliance Repairer	20.66
23760 - Painter, Maintenance	17.99

23790 - Pipefitter, Maintenance	26.03
23810 - Plumber, Maintenance	23.76
23820 - Pneudraulic Systems Mechanic	23.07
23850 - Rigger	23.07
23870 - Scale Mechanic	20.72
23890 - Sheet-Metal Worker, Maintenance	22.46
23910 - Small Engine Mechanic	17.41
23931 - Telecommunications Mechanic I	27.25
23932 - Telecommunications Mechanic II	28.64
23950 - Telephone Lineman	21.13
23960 - Welder, Combination, Maintenance	17.40
23965 - Well Driller	19.94
23970 - Woodcraft Worker	23.07
23980 - Woodworker	18.27
24000 - Personal Needs Occupations	
24550 - Case Manager	13.01
24570 - Child Care Attendant	10.59
24580 - Child Care Center Clerk	13.21
24610 - Chore Aide	11.08
24620 - Family Readiness And Support Services Coordinator	13.01
24630 - Homemaker	16.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.03
25040 - Sewage Plant Operator	22.62
25070 - Stationary Engineer	27.03
25190 - Ventilation Equipment Tender	19.40
25210 - Water Treatment Plant Operator	22.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.66
27007 - Baggage Inspector	12.98
27008 - Corrections Officer	24.11
27010 - Court Security Officer	27.43
27030 - Detection Dog Handler	17.58
27040 - Detention Officer	24.11
27070 - Firefighter	22.01
27101 - Guard I	12.98
27102 - Guard II	15.98
27131 - Police Officer I	30.69
27132 - Police Officer II	34.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.94
28042 - Carnival Equipment Repairer	12.55
28043 - Carnival Worker	11.06
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.57
28515 - Recreation Specialist	18.27
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.73
29020 - Hatch Tender	22.73
29030 - Line Handler	22.52
29041 - Stevedore I	21.29
29042 - Stevedore II	24.21

30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.04
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	25.32
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	22.59
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	20.72
30462 - Technical Writer II	27.13
30463 - Technical Writer III	32.83
30491 - Unexploded Ordnance (UXO) Technician I	23.46
30492 - Unexploded Ordnance (UXO) Technician II	28.39
30493 - Unexploded Ordnance (UXO) Technician III	34.03
30494 - Unexploded (UXO) Safety Escort	23.46
30495 - Unexploded (UXO) Sweep Personnel	23.46
30501 - Weather Forecaster I	23.65
30502 - Weather Forecaster II	28.77
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)	20.97
30621 - Weather Observer, Senior (see 2)	23.29
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.39
31020 - Bus Aide	14.11
31030 - Bus Driver	18.71
31043 - Driver Courier	13.46
31260 - Parking and Lot Attendant	11.05
31290 - Shuttle Bus Driver	14.39
31310 - Taxi Driver	12.53
31361 - Truckdriver, Light	14.39
31362 - Truckdriver, Medium	17.52

31363 - Truckdriver, Heavy	19.38
31364 - Truckdriver, Tractor-Trailer	19.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.84
99030 - Cashier	11.01
99050 - Desk Clerk	10.54
99095 - Embalmer	23.46
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	11.67
99252 - Laboratory Animal Caretaker II	12.46
99260 - Marketing Analyst	24.20
99310 - Mortician	23.46
99410 - Pest Controller	18.67
99510 - Photofinishing Worker	13.38
99710 - Recycling Laborer	17.29
99711 - Recycling Specialist	18.30
99730 - Refuse Collector	15.95
99810 - Sales Clerk	13.51
99820 - School Crossing Guard	14.29
99830 - Survey Party Chief	25.18
99831 - Surveying Aide	14.07
99832 - Surveying Technician	19.25
99840 - Vending Machine Attendant	14.44
99841 - Vending Machine Repairer	16.59
99842 - Vending Machine Repairer Helper	14.44

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: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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)).

WD 15-5564 (Rev.-1) was first posted on www.wdol.gov on 01/17/2017

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 Division of
Director Wage Determinations

Wage Determination No.: 2015-5564
Revision No.: 1
Date Of Revision: 01/12/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 calendar year 2017. 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.

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Columbia, Multnomah, Washington, Yamhill
Washington Counties of Clark, Skamania

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.96
01012 - Accounting Clerk II		16.80
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		23.84
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		13.73
01042 - Customer Service Representative II		15.43
01043 - Customer Service Representative III		16.83
01051 - Data Entry Operator I		13.02
01052 - Data Entry Operator II		14.28
01060 - Dispatcher, Motor Vehicle		19.88
01070 - Document Preparation Clerk		14.71
01090 - Duplicating Machine Operator		14.71
01111 - General Clerk I		13.18
01112 - General Clerk II		14.37
01113 - General Clerk III		17.33
01120 - Housing Referral Assistant		20.42
01141 - Messenger Courier		15.53
01191 - Order Clerk I		14.32
01192 - Order Clerk II		16.53
01261 - Personnel Assistant (Employment) I		15.71
01262 - Personnel Assistant (Employment) II		19.59
01263 - Personnel Assistant (Employment) III		20.55
01270 - Production Control Clerk		22.23
01290 - Rental Clerk		15.98

01300 - Scheduler, Maintenance	16.38
01311 - Secretary I	16.38
01312 - Secretary II	18.32
01313 - Secretary III	20.42
01320 - Service Order Dispatcher	17.40
01410 - Supply Technician	23.84
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	14.41
01531 - Travel Clerk I	13.60
01532 - Travel Clerk II	16.64
01533 - Travel Clerk III	15.93
01611 - Word Processor I	14.37
01612 - Word Processor II	16.14
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	19.90
05040 - Automotive Glass Installer	18.97
05070 - Automotive Worker	18.97
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal Mechanic	21.03
05160 - Motor Equipment Metal Worker	18.97
05190 - Motor Vehicle Mechanic	21.03
05220 - Motor Vehicle Mechanic Helper	16.04
05250 - Motor Vehicle Upholstery Worker	18.04
05280 - Motor Vehicle Wrecker	18.97
05310 - Painter, Automotive	19.90
05340 - Radiator Repair Specialist	18.97
05370 - Tire Repairer	14.74
05400 - Transmission Repair Specialist	21.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.87
07041 - Cook I	14.02
07042 - Cook II	15.74
07070 - Dishwasher	9.93
07130 - Food Service Worker	11.06
07210 - Meat Cutter	17.81
07260 - Waiter/Waitress	10.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.58
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	16.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.67
11060 - Elevator Operator	12.49
11090 - Gardener	16.58
11122 - Housekeeping Aide	12.49
11150 - Janitor	12.49
11210 - Laborer, Grounds Maintenance	13.16
11240 - Maid or Houseman	11.47
11260 - Pruner	12.06
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.16
11360 - Window Cleaner	13.68

12000 - Health Occupations	
12010 - Ambulance Driver	20.59
12011 - Breath Alcohol Technician	20.59
12012 - Certified Occupational Therapist Assistant	24.78
12015 - Certified Physical Therapist Assistant	24.18
12020 - Dental Assistant	19.49
12025 - Dental Hygienist	36.69
12030 - EKG Technician	32.62
12035 - Electroneurodiagnostic Technologist	32.62
12040 - Emergency Medical Technician	20.59
12071 - Licensed Practical Nurse I	19.65
12072 - Licensed Practical Nurse II	21.98
12073 - Licensed Practical Nurse III	24.51
12100 - Medical Assistant	16.70
12130 - Medical Laboratory Technician	20.05
12160 - Medical Record Clerk	15.75
12190 - Medical Record Technician	17.62
12195 - Medical Transcriptionist	19.98
12210 - Nuclear Medicine Technologist	41.69
12221 - Nursing Assistant I	10.35
12222 - Nursing Assistant II	11.63
12223 - Nursing Assistant III	12.68
12224 - Nursing Assistant IV	14.25
12235 - Optical Dispenser	17.51
12236 - Optical Technician	15.09
12250 - Pharmacy Technician	17.09
12280 - Phlebotomist	14.25
12305 - Radiologic Technologist	33.05
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II, Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III, Anesthetist	42.99
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	25.52
12320 - Substance Abuse Treatment Counselor	20.16
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.73
13012 - Exhibits Specialist II	26.93
13013 - Exhibits Specialist III	31.53
13041 - Illustrator I	18.35
13042 - Illustrator II	22.74
13043 - Illustrator III	27.81
13047 - Librarian	28.75
13050 - Library Aide/Clerk	14.88
13054 - Library Information Technology Systems Administrator	25.96
13058 - Library Technician	17.07
13061 - Media Specialist I	18.74
13062 - Media Specialist II	20.97
13063 - Media Specialist III	23.36
13071 - Photographer I	16.64
13072 - Photographer II	18.61
13073 - Photographer III	23.06
13074 - Photographer IV	28.20
13075 - Photographer V	34.12
13090 - Technical Order Library Clerk	19.68

13110 - Video Teleconference Technician	19.06
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.61
14042 - Computer Operator II	18.58
14043 - Computer Operator III	20.71
14044 - Computer Operator IV	23.01
14045 - Computer Operator V	25.49
14071 - Computer Programmer I	(see 1) 21.11
14072 - Computer Programmer II	(see 1) 26.16
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	16.61
14160 - Personal Computer Support Technician	23.01
14170 - System Support Specialist	28.19
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.93
15020 - Aircrew Training Devices Instructor (Rated)	35.01
15030 - Air Crew Training Devices Instructor (Pilot)	41.96
15050 - Computer Based Training Specialist / Instructor	28.93
15060 - Educational Technologist	33.06
15070 - Flight Instructor (Pilot)	41.96
15080 - Graphic Artist	22.85
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.96
15086 - Maintenance Test Pilot, Rotary Wing	41.96
15088 - Non-Maintenance Test/Co-Pilot	41.96
15090 - Technical Instructor	22.43
15095 - Technical Instructor/Course Developer	27.45
15110 - Test Proctor	18.92
15120 - Tutor	18.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.86
16030 - Counter Attendant	10.86
16040 - Dry Cleaner	13.64
16070 - Finisher, Flatwork, Machine	10.86
16090 - Presser, Hand	10.86
16110 - Presser, Machine, Drycleaning	10.86
16130 - Presser, Machine, Shirts	10.86
16160 - Presser, Machine, Wearing Apparel, Laundry	10.86
16190 - Sewing Machine Operator	14.51
16220 - Tailor	15.09
16250 - Washer, Machine	11.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.40
19040 - Tool And Die Maker	26.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.38
21030 - Material Coordinator	21.65
21040 - Material Expediter	21.65
21050 - Material Handling Laborer	13.22
21071 - Order Filler	13.85
21080 - Production Line Worker (Food Processing)	16.38
21110 - Shipping Packer	15.30
21130 - Shipping/Receiving Clerk	15.30
21140 - Store Worker I	13.72

21150 - Stock Clerk	18.05
21210 - Tools And Parts Attendant	16.38
21410 - Warehouse Specialist	16.38
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.39
23019 - Aircraft Logs and Records Technician	23.70
23021 - Aircraft Mechanic I	26.93
23022 - Aircraft Mechanic II	28.39
23023 - Aircraft Mechanic III	29.84
23040 - Aircraft Mechanic Helper	20.63
23050 - Aircraft, Painter	24.87
23060 - Aircraft Servicer	23.70
23070 - Aircraft Survival Flight Equipment Technician	24.87
23080 - Aircraft Worker	25.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.93
23110 - Appliance Mechanic	17.48
23120 - Bicycle Repairer	13.76
23125 - Cable Splicer	34.74
23130 - Carpenter, Maintenance	22.31
23140 - Carpet Layer	21.76
23160 - Electrician, Maintenance	32.99
23181 - Electronics Technician Maintenance I	23.63
23182 - Electronics Technician Maintenance II	26.87
23183 - Electronics Technician Maintenance III	28.38
23260 - Fabric Worker	22.59
23290 - Fire Alarm System Mechanic	23.07
23310 - Fire Extinguisher Repairer	20.85
23311 - Fuel Distribution System Mechanic	26.01
23312 - Fuel Distribution System Operator	20.38
23370 - General Maintenance Worker	19.49
23380 - Ground Support Equipment Mechanic	26.93
23381 - Ground Support Equipment Servicer	23.70
23382 - Ground Support Equipment Worker	25.18
23391 - Gunsmith I	20.85
23392 - Gunsmith II	23.70
23393 - Gunsmith III	26.61
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.42
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.70
23430 - Heavy Equipment Mechanic	24.02
23440 - Heavy Equipment Operator	25.84
23460 - Instrument Mechanic	29.44
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	12.87
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	25.29
23550 - Machinist, Maintenance	25.12
23580 - Maintenance Trades Helper	14.74
23591 - Metrology Technician I	29.44
23592 - Metrology Technician II	31.01
23593 - Metrology Technician III	32.60
23640 - Millwright	28.28
23710 - Office Appliance Repairer	20.53

23760 - Painter, Maintenance	18.24
23790 - Pipefitter, Maintenance	34.05
23810 - Plumber, Maintenance	30.39
23820 - Pneudraulic Systems Mechanic	26.61
23850 - Rigger	24.74
23870 - Scale Mechanic	23.70
23890 - Sheet-Metal Worker, Maintenance	24.40
23910 - Small Engine Mechanic	16.36
23931 - Telecommunications Mechanic I	28.57
23932 - Telecommunications Mechanic II	30.12
23950 - Telephone Lineman	24.08
23960 - Welder, Combination, Maintenance	21.08
23965 - Well Driller	24.60
23970 - Woodcraft Worker	26.61
23980 - Woodworker	16.06
24000 - Personal Needs Occupations	
24550 - Case Manager	15.33
24570 - Child Care Attendant	11.08
24580 - Child Care Center Clerk	14.34
24610 - Chore Aide	11.10
24620 - Family Readiness And Support Services Coordinator	15.33
24630 - Homemaker	16.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.70
25040 - Sewage Plant Operator	24.43
25070 - Stationary Engineer	28.70
25190 - Ventilation Equipment Tender	20.98
25210 - Water Treatment Plant Operator	24.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.43
27007 - Baggage Inspector	13.41
27008 - Corrections Officer	26.05
27010 - Court Security Officer	28.02
27030 - Detection Dog Handler	16.79
27040 - Detention Officer	26.05
27070 - Firefighter	26.29
27101 - Guard I	13.41
27102 - Guard II	16.79
27131 - Police Officer I	30.39
27132 - Police Officer II	33.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.01
28042 - Carnival Equipment Repairer	13.82
28043 - Carnival Worker	10.60
28210 - Gate Attendant/Gate Tender	16.16
28310 - Lifeguard	12.65
28350 - Park Attendant (Aide)	18.07
28510 - Recreation Aide/Health Facility Attendant	12.93
28515 - Recreation Specialist	19.47
28630 - Sports Official	14.40
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.97
29020 - Hatch Tender	24.97
29030 - Line Handler	24.97
29041 - Stevedore I	23.50

29042 - Stevedore II	26.53
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.97
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.59
30021 - Archeological Technician I	16.79
30022 - Archeological Technician II	18.78
30023 - Archeological Technician III	23.28
30030 - Cartographic Technician	23.28
30040 - Civil Engineering Technician	27.79
30051 - Cryogenic Technician I	25.77
30052 - Cryogenic Technician II	28.46
30061 - Drafter/CAD Operator I	16.79
30062 - Drafter/CAD Operator II	18.78
30063 - Drafter/CAD Operator III	20.94
30064 - Drafter/CAD Operator IV	25.77
30081 - Engineering Technician I	16.14
30082 - Engineering Technician II	18.13
30083 - Engineering Technician III	20.29
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	37.19
30090 - Environmental Technician	24.40
30095 - Evidence Control Specialist	23.28
30210 - Laboratory Technician	19.18
30221 - Latent Fingerprint Technician I	29.13
30222 - Latent Fingerprint Technician II	32.17
30240 - Mathematical Technician	23.28
30361 - Paralegal/Legal Assistant I	17.68
30362 - Paralegal/Legal Assistant II	22.18
30363 - Paralegal/Legal Assistant III	27.13
30364 - Paralegal/Legal Assistant IV	32.84
30375 - Petroleum Supply Specialist	28.46
30390 - Photo-Optics Technician	23.28
30395 - Radiation Control Technician	28.46
30461 - Technical Writer I	24.08
30462 - Technical Writer II	30.48
30463 - Technical Writer III	35.64
30491 - Unexploded Ordnance (UXO) Technician I	24.76
30492 - Unexploded Ordnance (UXO) Technician II	29.96
30493 - Unexploded Ordnance (UXO) Technician III	35.91
30494 - Unexploded (UXO) Safety Escort	24.76
30495 - Unexploded (UXO) Sweep Personnel	24.76
30501 - Weather Forecaster I	25.77
30502 - Weather Forecaster II	31.34
30620 - Weather Observer, Combined Upper Air Or (see 2)	20.94
Surface Programs	
30621 - Weather Observer, Senior (see 2)	23.28
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.96
31020 - Bus Aide	13.95
31030 - Bus Driver	19.68
31043 - Driver Courier	14.29
31260 - Parking and Lot Attendant	10.48
31290 - Shuttle Bus Driver	15.36
31310 - Taxi Driver	11.15
31361 - Truckdriver, Light	15.29

31362 - Truckdriver, Medium	18.77
31363 - Truckdriver, Heavy	20.76
31364 - Truckdriver, Tractor-Trailer	20.76
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.61
99030 - Cashier	12.12
99050 - Desk Clerk	11.50
99095 - Embalmer	27.05
99130 - Flight Follower	24.76
99251 - Laboratory Animal Caretaker I	12.31
99252 - Laboratory Animal Caretaker II	13.21
99260 - Marketing Analyst	28.22
99310 - Mortician	27.05
99410 - Pest Controller	17.26
99510 - Photofinishing Worker	16.29
99710 - Recycling Laborer	21.33
99711 - Recycling Specialist	25.00
99730 - Refuse Collector	19.43
99810 - Sales Clerk	13.43
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	28.66
99831 - Surveying Aide	16.90
99832 - Surveying Technician	23.14
99840 - Vending Machine Attendant	16.64
99841 - Vending Machine Repairer	19.64
99842 - Vending Machine Repairer Helper	16.94

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: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.27 per hour computed on the basis of all hours worked by service employees employed on the contract.

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)).

WD 15-5572 (Rev.-1) was first posted on www.wdol.gov on 01/17/2017

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 Division of
Director Wage Determinations

Wage Determination No.: 2015-5572
Revision No.: 1
Date Of Revision: 01/12/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 calendar year 2017. 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: Oregon

Area: Oregon County of Jackson

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.85
01012 - Accounting Clerk II		14.42
01013 - Accounting Clerk III		16.14
01020 - Administrative Assistant		20.99
01035 - Court Reporter		17.05
01041 - Customer Service Representative I		11.38
01042 - Customer Service Representative II		12.79
01043 - Customer Service Representative III		13.96
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.29
01060 - Dispatcher, Motor Vehicle		18.24
01070 - Document Preparation Clerk		12.36
01090 - Duplicating Machine Operator		12.36
01111 - General Clerk I		12.10
01112 - General Clerk II		13.20
01113 - General Clerk III		14.82
01120 - Housing Referral Assistant		18.99
01141 - Messenger Courier		12.76
01191 - Order Clerk I		13.88
01192 - Order Clerk II		15.14
01261 - Personnel Assistant (Employment) I		14.55
01262 - Personnel Assistant (Employment) II		16.04
01263 - Personnel Assistant (Employment) III		17.87
01270 - Production Control Clerk		18.99
01290 - Rental Clerk		13.90
01300 - Scheduler, Maintenance		15.23

01311 - Secretary I	15.23
01312 - Secretary II	17.05
01313 - Secretary III	18.99
01320 - Service Order Dispatcher	16.24
01410 - Supply Technician	20.99
01420 - Survey Worker	14.09
01460 - Switchboard Operator/Receptionist	12.12
01531 - Travel Clerk I	13.72
01532 - Travel Clerk II	14.84
01533 - Travel Clerk III	15.96
01611 - Word Processor I	13.57
01612 - Word Processor II	15.23
01613 - Word Processor III	17.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	17.35
05040 - Automotive Glass Installer	16.16
05070 - Automotive Worker	16.54
05110 - Mobile Equipment Servicer	14.57
05130 - Motor Equipment Metal Mechanic	18.14
05160 - Motor Equipment Metal Worker	16.54
05190 - Motor Vehicle Mechanic	18.14
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.72
05280 - Motor Vehicle Wrecker	16.54
05310 - Painter, Automotive	18.65
05340 - Radiator Repair Specialist	16.54
05370 - Tire Repairer	13.61
05400 - Transmission Repair Specialist	18.14
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.30
07041 - Cook I	11.34
07042 - Cook II	12.84
07070 - Dishwasher	9.93
07130 - Food Service Worker	9.73
07210 - Meat Cutter	15.54
07260 - Waiter/Waitress	9.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.29
09040 - Furniture Handler	11.65
09080 - Furniture Refinisher	15.39
09090 - Furniture Refinisher Helper	12.25
09110 - Furniture Repairer, Minor	13.73
09130 - Upholsterer	15.49
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.21
11060 - Elevator Operator	11.34
11090 - Gardener	16.23
11122 - Housekeeping Aide	11.34
11150 - Janitor	11.34
11210 - Laborer, Grounds Maintenance	13.06
11240 - Maid or Houseman	10.60
11260 - Pruner	12.52
11270 - Tractor Operator	15.18
11330 - Trail Maintenance Worker	13.06
11360 - Window Cleaner	12.34
12000 - Health Occupations	

12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	18.84
12012 - Certified Occupational Therapist Assistant	25.86
12015 - Certified Physical Therapist Assistant	25.86
12020 - Dental Assistant	19.27
12025 - Dental Hygienist	40.04
12030 - EKG Technician	30.98
12035 - Electroneurodiagnostic Technologist	30.98
12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	16.85
12072 - Licensed Practical Nurse II	18.84
12073 - Licensed Practical Nurse III	21.02
12100 - Medical Assistant	16.44
12130 - Medical Laboratory Technician	18.55
12160 - Medical Record Clerk	14.08
12190 - Medical Record Technician	15.75
12195 - Medical Transcriptionist	17.62
12210 - Nuclear Medicine Technologist	41.43
12221 - Nursing Assistant I	10.30
12222 - Nursing Assistant II	11.58
12223 - Nursing Assistant III	12.63
12224 - Nursing Assistant IV	14.18
12235 - Optical Dispenser	16.59
12236 - Optical Technician	16.85
12250 - Pharmacy Technician	17.99
12280 - Phlebotomist	14.96
12305 - Radiologic Technologist	28.82
12311 - Registered Nurse I	22.98
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II, Specialist	28.11
12314 - Registered Nurse III	34.01
12315 - Registered Nurse III, Anesthetist	34.01
12316 - Registered Nurse IV	40.76
12317 - Scheduler (Drug and Alcohol Testing)	23.35
12320 - Substance Abuse Treatment Counselor	18.44
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	14.56
13054 - Library Information Technology Systems Administrator	24.11
13058 - Library Technician	16.92
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70
13071 - Photographer I	16.33
13072 - Photographer II	18.27
13073 - Photographer III	22.63
13074 - Photographer IV	27.04
13075 - Photographer V	32.74
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	15.87

14000 - Information Technology Occupations	
14041 - Computer Operator I	15.85
14042 - Computer Operator II	17.17
14043 - Computer Operator III	19.10
14044 - Computer Operator IV	21.21
14045 - Computer Operator V	23.56
14071 - Computer Programmer I	(see 1) 19.56
14072 - Computer Programmer II	(see 1) 24.77
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	15.85
14160 - Personal Computer Support Technician	25.15
14170 - System Support Specialist	28.53
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.87
15020 - Aircrew Training Devices Instructor (Rated)	31.49
15030 - Air Crew Training Devices Instructor (Pilot)	37.75
15050 - Computer Based Training Specialist / Instructor	27.87
15060 - Educational Technologist	34.16
15070 - Flight Instructor (Pilot)	37.75
15080 - Graphic Artist	22.64
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	37.75
15086 - Maintenance Test Pilot, Rotary Wing	37.75
15088 - Non-Maintenance Test/Co-Pilot	37.75
15090 - Technical Instructor	18.54
15095 - Technical Instructor/Course Developer	24.26
15110 - Test Proctor	15.60
15120 - Tutor	15.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.76
16030 - Counter Attendant	10.76
16040 - Dry Cleaner	13.14
16070 - Finisher, Flatwork, Machine	10.76
16090 - Presser, Hand	10.76
16110 - Presser, Machine, Drycleaning	10.76
16130 - Presser, Machine, Shirts	10.76
16160 - Presser, Machine, Wearing Apparel, Laundry	10.76
16190 - Sewing Machine Operator	14.19
16220 - Tailor	15.31
16250 - Washer, Machine	11.66
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.64
19040 - Tool And Die Maker	25.20
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.17
21030 - Material Coordinator	18.46
21040 - Material Expediter	18.46
21050 - Material Handling Laborer	12.69
21071 - Order Filler	12.38
21080 - Production Line Worker (Food Processing)	16.17
21110 - Shipping Packer	14.78
21130 - Shipping/Receiving Clerk	14.78
21140 - Store Worker I	13.25
21150 - Stock Clerk	17.17

21210 - Tools And Parts Attendant	16.17
21410 - Warehouse Specialist	16.17
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.37
23019 - Aircraft Logs and Records Technician	18.91
23021 - Aircraft Mechanic I	22.23
23022 - Aircraft Mechanic II	23.37
23023 - Aircraft Mechanic III	24.53
23040 - Aircraft Mechanic Helper	16.43
23050 - Aircraft, Painter	21.07
23060 - Aircraft Servicer	18.91
23070 - Aircraft Survival Flight Equipment Technician	21.07
23080 - Aircraft Worker	19.91
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	19.91
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.23
23110 - Appliance Mechanic	18.59
23120 - Bicycle Repairer	12.57
23125 - Cable Splicer	23.89
23130 - Carpenter, Maintenance	22.27
23140 - Carpet Layer	19.55
23160 - Electrician, Maintenance	27.57
23181 - Electronics Technician Maintenance I	23.66
23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	19.95
23290 - Fire Alarm System Mechanic	23.52
23310 - Fire Extinguisher Repairer	18.72
23311 - Fuel Distribution System Mechanic	21.62
23312 - Fuel Distribution System Operator	17.10
23370 - General Maintenance Worker	16.80
23380 - Ground Support Equipment Mechanic	22.23
23381 - Ground Support Equipment Servicer	19.91
23382 - Ground Support Equipment Worker	19.91
23391 - Gunsmith I	18.72
23392 - Gunsmith II	21.19
23393 - Gunsmith III	23.65
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.11
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.14
23430 - Heavy Equipment Mechanic	25.14
23440 - Heavy Equipment Operator	22.57
23460 - Instrument Mechanic	23.65
23465 - Laboratory/Shelter Mechanic	22.41
23470 - Laborer	11.52
23510 - Locksmith	22.41
23530 - Machinery Maintenance Mechanic	24.98
23550 - Machinist, Maintenance	19.91
23580 - Maintenance Trades Helper	13.73
23591 - Metrology Technician I	23.65
23592 - Metrology Technician II	24.86
23593 - Metrology Technician III	26.10
23640 - Millwright	23.65
23710 - Office Appliance Repairer	19.90
23760 - Painter, Maintenance	15.28

23790 - Pipefitter, Maintenance	30.54
23810 - Plumber, Maintenance	28.45
23820 - Pneudraulic Systems Mechanic	23.65
23850 - Rigger	23.65
23870 - Scale Mechanic	21.19
23890 - Sheet-Metal Worker, Maintenance	24.88
23910 - Small Engine Mechanic	20.74
23931 - Telecommunications Mechanic I	26.55
23932 - Telecommunications Mechanic II	27.91
23950 - Telephone Lineman	23.65
23960 - Welder, Combination, Maintenance	16.71
23965 - Well Driller	21.82
23970 - Woodcraft Worker	23.65
23980 - Woodworker	18.72
24000 - Personal Needs Occupations	
24550 - Case Manager	15.31
24570 - Child Care Attendant	11.24
24580 - Child Care Center Clerk	14.01
24610 - Chore Aide	10.66
24620 - Family Readiness And Support Services Coordinator	15.31
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.89
25040 - Sewage Plant Operator	25.76
25070 - Stationary Engineer	23.89
25190 - Ventilation Equipment Tender	17.13
25210 - Water Treatment Plant Operator	25.76
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.65
27007 - Baggage Inspector	12.31
27008 - Corrections Officer	23.84
27010 - Court Security Officer	23.84
27030 - Detection Dog Handler	15.86
27040 - Detention Officer	23.84
27070 - Firefighter	22.48
27101 - Guard I	12.31
27102 - Guard II	15.86
27131 - Police Officer I	27.19
27132 - Police Officer II	30.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.81
28042 - Carnival Equipment Repairer	14.77
28043 - Carnival Worker	11.13
28210 - Gate Attendant/Gate Tender	14.04
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.71
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	19.45
28630 - Sports Official	12.50
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.40
29020 - Hatch Tender	21.40
29030 - Line Handler	21.40
29041 - Stevedore I	20.16
29042 - Stevedore II	22.84

30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.04
30021 - Archeological Technician I	16.29
30022 - Archeological Technician II	18.22
30023 - Archeological Technician III	22.57
30030 - Cartographic Technician	22.57
30040 - Civil Engineering Technician	26.22
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	16.29
30062 - Drafter/CAD Operator II	18.22
30063 - Drafter/CAD Operator III	20.32
30064 - Drafter/CAD Operator IV	25.00
30081 - Engineering Technician I	15.92
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.76
30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.65
30090 - Environmental Technician	22.57
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	20.32
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	22.57
30361 - Paralegal/Legal Assistant I	19.17
30362 - Paralegal/Legal Assistant II	23.75
30363 - Paralegal/Legal Assistant III	29.05
30364 - Paralegal/Legal Assistant IV	35.16
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	22.57
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	18.44
30462 - Technical Writer II	22.56
30463 - Technical Writer III	27.29
30491 - Unexploded Ordnance (UXO) Technician I	23.46
30492 - Unexploded Ordnance (UXO) Technician II	28.39
30493 - Unexploded Ordnance (UXO) Technician III	34.03
30494 - Unexploded (UXO) Safety Escort	23.46
30495 - Unexploded (UXO) Sweep Personnel	23.46
30501 - Weather Forecaster I	25.00
30502 - Weather Forecaster II	30.41
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)	20.32
30621 - Weather Observer, Senior (see 2)	22.57
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.39
31020 - Bus Aide	13.35
31030 - Bus Driver	17.73
31043 - Driver Courier	13.13
31260 - Parking and Lot Attendant	11.15
31290 - Shuttle Bus Driver	14.05
31310 - Taxi Driver	12.67
31361 - Truckdriver, Light	14.05
31362 - Truckdriver, Medium	16.83

31363 - Truckdriver, Heavy	18.41
31364 - Truckdriver, Tractor-Trailer	18.41
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.84
99030 - Cashier	10.77
99050 - Desk Clerk	11.24
99095 - Embalmer	23.46
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	11.81
99252 - Laboratory Animal Caretaker II	12.63
99260 - Marketing Analyst	24.53
99310 - Mortician	23.46
99410 - Pest Controller	21.10
99510 - Photofinishing Worker	12.33
99710 - Recycling Laborer	15.88
99711 - Recycling Specialist	18.48
99730 - Refuse Collector	15.73
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	23.75
99831 - Surveying Aide	14.92
99832 - Surveying Technician	20.31
99840 - Vending Machine Attendant	18.48
99841 - Vending Machine Repairer	22.39
99842 - Vending Machine Repairer Helper	18.48

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: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.27 per hour computed on the basis of all hours worked by service employees employed on the contract.

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)).

WD 15-5579 (Rev.-1) was first posted on www.wdol.gov on 01/17/2017

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 Division of
Director Wage Determinations

Wage Determination No.: 2015-5579
Revision No.: 1
Date Of Revision: 01/12/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 calendar year 2017. 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: Oregon

Area: Oregon Counties of Coos, Curry, Douglas

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.51
01012 - Accounting Clerk II		14.04
01013 - Accounting Clerk III		15.71
01020 - Administrative Assistant		20.99
01035 - Court Reporter		15.69
01041 - Customer Service Representative I		10.98
01042 - Customer Service Representative II		12.35
01043 - Customer Service Representative III		13.47
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.29
01060 - Dispatcher, Motor Vehicle		18.51
01070 - Document Preparation Clerk		12.43
01090 - Duplicating Machine Operator		12.43
01111 - General Clerk I		11.97
01112 - General Clerk II		13.06
01113 - General Clerk III		14.66
01120 - Housing Referral Assistant		17.50
01141 - Messenger Courier		12.76
01191 - Order Clerk I		13.88
01192 - Order Clerk II		15.14
01261 - Personnel Assistant (Employment) I		14.55
01262 - Personnel Assistant (Employment) II		15.93
01263 - Personnel Assistant (Employment) III		17.76
01270 - Production Control Clerk		20.24
01290 - Rental Clerk		13.10
01300 - Scheduler, Maintenance		14.03

01311 - Secretary I	14.03
01312 - Secretary II	15.69
01313 - Secretary III	17.50
01320 - Service Order Dispatcher	16.54
01410 - Supply Technician	20.99
01420 - Survey Worker	15.46
01460 - Switchboard Operator/Receptionist	13.11
01531 - Travel Clerk I	13.58
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	15.86
01611 - Word Processor I	12.90
01612 - Word Processor II	14.48
01613 - Word Processor III	16.19
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	17.35
05040 - Automotive Glass Installer	16.16
05070 - Automotive Worker	16.54
05110 - Mobile Equipment Servicer	14.57
05130 - Motor Equipment Metal Mechanic	18.14
05160 - Motor Equipment Metal Worker	16.54
05190 - Motor Vehicle Mechanic	18.14
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.72
05280 - Motor Vehicle Wrecker	16.54
05310 - Painter, Automotive	18.65
05340 - Radiator Repair Specialist	16.54
05370 - Tire Repairer	13.73
05400 - Transmission Repair Specialist	18.14
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.89
07041 - Cook I	12.43
07042 - Cook II	14.06
07070 - Dishwasher	9.86
07130 - Food Service Worker	9.74
07210 - Meat Cutter	16.67
07260 - Waiter/Waitress	9.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	12.25
09080 - Furniture Refinisher	16.65
09090 - Furniture Refinisher Helper	13.48
09110 - Furniture Repairer, Minor	15.10
09130 - Upholsterer	16.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.58
11060 - Elevator Operator	11.36
11090 - Gardener	15.72
11122 - Housekeeping Aide	11.36
11150 - Janitor	11.36
11210 - Laborer, Grounds Maintenance	13.06
11240 - Maid or Houseman	10.17
11260 - Pruner	12.52
11270 - Tractor Operator	14.99
11330 - Trail Maintenance Worker	13.06
11360 - Window Cleaner	12.36
12000 - Health Occupations	

12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	18.84
12012 - Certified Occupational Therapist Assistant	25.86
12015 - Certified Physical Therapist Assistant	25.86
12020 - Dental Assistant	18.27
12025 - Dental Hygienist	36.45
12030 - EKG Technician	30.98
12035 - Electroneurodiagnostic Technologist	30.98
12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	16.85
12072 - Licensed Practical Nurse II	18.84
12073 - Licensed Practical Nurse III	21.02
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	18.55
12160 - Medical Record Clerk	14.64
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	16.84
12210 - Nuclear Medicine Technologist	41.43
12221 - Nursing Assistant I	10.87
12222 - Nursing Assistant II	12.22
12223 - Nursing Assistant III	13.33
12224 - Nursing Assistant IV	14.96
12235 - Optical Dispenser	16.51
12236 - Optical Technician	16.85
12250 - Pharmacy Technician	16.95
12280 - Phlebotomist	14.77
12305 - Radiologic Technologist	29.28
12311 - Registered Nurse I	22.98
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II, Specialist	28.11
12314 - Registered Nurse III	34.01
12315 - Registered Nurse III, Anesthetist	34.01
12316 - Registered Nurse IV	40.76
12317 - Scheduler (Drug and Alcohol Testing)	23.35
12320 - Substance Abuse Treatment Counselor	25.37
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	14.56
13054 - Library Information Technology Systems Administrator	24.11
13058 - Library Technician	18.59
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70
13071 - Photographer I	16.33
13072 - Photographer II	18.27
13073 - Photographer III	22.63
13074 - Photographer IV	27.38
13075 - Photographer V	33.14
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	16.15

14000 - Information Technology Occupations	
14041 - Computer Operator I	15.85
14042 - Computer Operator II	17.17
14043 - Computer Operator III	19.10
14044 - Computer Operator IV	21.21
14045 - Computer Operator V	23.56
14071 - Computer Programmer I	(see 1) 19.56
14072 - Computer Programmer II	(see 1) 24.77
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	15.85
14160 - Personal Computer Support Technician	25.15
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.87
15020 - Aircrew Training Devices Instructor (Rated)	31.49
15030 - Air Crew Training Devices Instructor (Pilot)	37.75
15050 - Computer Based Training Specialist / Instructor	27.87
15060 - Educational Technologist	33.11
15070 - Flight Instructor (Pilot)	37.75
15080 - Graphic Artist	22.64
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	36.70
15086 - Maintenance Test Pilot, Rotary Wing	36.70
15088 - Non-Maintenance Test/Co-Pilot	36.70
15090 - Technical Instructor	18.54
15095 - Technical Instructor/Course Developer	24.26
15110 - Test Proctor	15.60
15120 - Tutor	15.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.76
16030 - Counter Attendant	10.76
16040 - Dry Cleaner	13.78
16070 - Finisher, Flatwork, Machine	10.76
16090 - Presser, Hand	10.76
16110 - Presser, Machine, Drycleaning	10.76
16130 - Presser, Machine, Shirts	10.76
16160 - Presser, Machine, Wearing Apparel, Laundry	10.76
16190 - Sewing Machine Operator	14.51
16220 - Tailor	15.09
16250 - Washer, Machine	11.66
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.64
19040 - Tool And Die Maker	25.20
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.54
21030 - Material Coordinator	20.24
21040 - Material Expediter	20.24
21050 - Material Handling Laborer	13.70
21071 - Order Filler	12.32
21080 - Production Line Worker (Food Processing)	16.54
21110 - Shipping Packer	14.78
21130 - Shipping/Receiving Clerk	14.78
21140 - Store Worker I	13.25
21150 - Stock Clerk	17.17

21210 - Tools And Parts Attendant	16.54
21410 - Warehouse Specialist	16.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.19
23019 - Aircraft Logs and Records Technician	20.80
23021 - Aircraft Mechanic I	23.99
23022 - Aircraft Mechanic II	25.19
23023 - Aircraft Mechanic III	26.46
23040 - Aircraft Mechanic Helper	17.18
23050 - Aircraft, Painter	21.90
23060 - Aircraft Servicer	20.80
23070 - Aircraft Survival Flight Equipment Technician	21.90
23080 - Aircraft Worker	21.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.99
23110 - Appliance Mechanic	18.59
23120 - Bicycle Repairer	12.57
23125 - Cable Splicer	25.45
23130 - Carpenter, Maintenance	22.27
23140 - Carpet Layer	19.55
23160 - Electrician, Maintenance	27.76
23181 - Electronics Technician Maintenance I	23.66
23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	19.95
23290 - Fire Alarm System Mechanic	24.78
23310 - Fire Extinguisher Repairer	18.72
23311 - Fuel Distribution System Mechanic	23.14
23312 - Fuel Distribution System Operator	18.33
23370 - General Maintenance Worker	16.65
23380 - Ground Support Equipment Mechanic	23.99
23381 - Ground Support Equipment Servicer	20.80
23382 - Ground Support Equipment Worker	21.49
23391 - Gunsmith I	18.72
23392 - Gunsmith II	21.19
23393 - Gunsmith III	23.65
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.75
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.87
23430 - Heavy Equipment Mechanic	22.86
23440 - Heavy Equipment Operator	20.96
23460 - Instrument Mechanic	23.65
23465 - Laboratory/Shelter Mechanic	22.41
23470 - Laborer	12.67
23510 - Locksmith	22.41
23530 - Machinery Maintenance Mechanic	24.04
23550 - Machinist, Maintenance	19.03
23580 - Maintenance Trades Helper	12.48
23591 - Metrology Technician I	23.65
23592 - Metrology Technician II	24.86
23593 - Metrology Technician III	26.10
23640 - Millwright	23.65
23710 - Office Appliance Repairer	21.89
23760 - Painter, Maintenance	16.81

23790 - Pipefitter, Maintenance	27.76
23810 - Plumber, Maintenance	25.86
23820 - Pneudraulic Systems Mechanic	23.65
23850 - Rigger	23.65
23870 - Scale Mechanic	21.19
23890 - Sheet-Metal Worker, Maintenance	24.88
23910 - Small Engine Mechanic	20.74
23931 - Telecommunications Mechanic I	26.27
23932 - Telecommunications Mechanic II	27.62
23950 - Telephone Lineman	23.65
23960 - Welder, Combination, Maintenance	16.71
23965 - Well Driller	21.82
23970 - Woodcraft Worker	23.65
23980 - Woodworker	18.72
24000 - Personal Needs Occupations	
24550 - Case Manager	15.31
24570 - Child Care Attendant	11.24
24580 - Child Care Center Clerk	14.01
24610 - Chore Aide	10.72
24620 - Family Readiness And Support Services Coordinator	15.31
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.14
25040 - Sewage Plant Operator	23.42
25070 - Stationary Engineer	23.14
25190 - Ventilation Equipment Tender	16.62
25210 - Water Treatment Plant Operator	23.42
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.78
27007 - Baggage Inspector	11.59
27008 - Corrections Officer	23.84
27010 - Court Security Officer	23.84
27030 - Detection Dog Handler	15.86
27040 - Detention Officer	23.84
27070 - Firefighter	24.26
27101 - Guard I	11.59
27102 - Guard II	15.86
27131 - Police Officer I	24.72
27132 - Police Officer II	27.46
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.65
28042 - Carnival Equipment Repairer	14.51
28043 - Carnival Worker	11.13
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	18.87
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.19
29020 - Hatch Tender	22.19
29030 - Line Handler	22.19
29041 - Stevedore I	20.91
29042 - Stevedore II	23.48

30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.04
30021 - Archeological Technician I	17.10
30022 - Archeological Technician II	19.14
30023 - Archeological Technician III	23.70
30030 - Cartographic Technician	23.70
30040 - Civil Engineering Technician	23.84
30051 - Cryogenic Technician I	26.25
30052 - Cryogenic Technician II	28.99
30061 - Drafter/CAD Operator I	17.10
30062 - Drafter/CAD Operator II	19.14
30063 - Drafter/CAD Operator III	21.33
30064 - Drafter/CAD Operator IV	26.25
30081 - Engineering Technician I	15.92
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.76
30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.65
30090 - Environmental Technician	23.70
30095 - Evidence Control Specialist	23.70
30210 - Laboratory Technician	21.33
30221 - Latent Fingerprint Technician I	26.25
30222 - Latent Fingerprint Technician II	28.99
30240 - Mathematical Technician	23.70
30361 - Paralegal/Legal Assistant I	19.17
30362 - Paralegal/Legal Assistant II	23.75
30363 - Paralegal/Legal Assistant III	29.05
30364 - Paralegal/Legal Assistant IV	35.16
30375 - Petroleum Supply Specialist	28.99
30390 - Photo-Optics Technician	23.70
30395 - Radiation Control Technician	28.99
30461 - Technical Writer I	20.28
30462 - Technical Writer II	24.82
30463 - Technical Writer III	30.02
30491 - Unexploded Ordnance (UXO) Technician I	23.46
30492 - Unexploded Ordnance (UXO) Technician II	28.39
30493 - Unexploded Ordnance (UXO) Technician III	34.03
30494 - Unexploded (UXO) Safety Escort	23.46
30495 - Unexploded (UXO) Sweep Personnel	23.46
30501 - Weather Forecaster I	26.25
30502 - Weather Forecaster II	31.94
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)	21.33
30621 - Weather Observer, Senior (see 2)	23.70
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.39
31020 - Bus Aide	13.35
31030 - Bus Driver	17.73
31043 - Driver Courier	14.44
31260 - Parking and Lot Attendant	11.15
31290 - Shuttle Bus Driver	15.46
31310 - Taxi Driver	13.25
31361 - Truckdriver, Light	15.46
31362 - Truckdriver, Medium	17.19

31363 - Truckdriver, Heavy	18.41
31364 - Truckdriver, Tractor-Trailer	18.41
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.84
99030 - Cashier	10.43
99050 - Desk Clerk	11.35
99095 - Embalmer	23.46
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	12.45
99252 - Laboratory Animal Caretaker II	13.32
99260 - Marketing Analyst	23.46
99310 - Mortician	23.46
99410 - Pest Controller	21.10
99510 - Photofinishing Worker	12.33
99710 - Recycling Laborer	16.07
99711 - Recycling Specialist	18.72
99730 - Refuse Collector	15.73
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	23.75
99831 - Surveying Aide	14.92
99832 - Surveying Technician	20.31
99840 - Vending Machine Attendant	18.48
99841 - Vending Machine Repairer	22.39
99842 - Vending Machine Repairer Helper	18.48

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: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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)).

WD 05-2017 (Rev.-15) was first posted on www.wdol.gov on 06/17/2011

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

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| Wage Determination No.: 2005-2017
Diane C. Koplewski Division of | Revision No.: 15
Director Wage Determinations | Date Of Revision: 06/13/2011

State: Alaska
Area: Alaska Statewide

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I 15.33

01012 - Accounting Clerk II 18.76

01013 - Accounting Clerk III 20.98

01020 - Administrative Assistant 23.34

01040 - Court Reporter 18.84

01051 - Data Entry Operator I 14.86

01052 - Data Entry Operator II 17.86

01060 - Dispatcher, Motor Vehicle 20.25

01070 - Document Preparation Clerk 15.39

01090 - Duplicating Machine Operator 14.72

01111 - General Clerk I 15.59

01112 - General Clerk II 17.01

01113 - General Clerk III 19.09

01120 - Housing Referral Assistant 21.01

01141 - Messenger Courier 15.60

01191 - Order Clerk I 15.45

01192 - Order Clerk II 16.86

01261 - Personnel Assistant (Employment) I 19.07

01262 - Personnel Assistant (Employment) II 21.33

01263 - Personnel Assistant (Employment) III 23.79

01270 - Production Control Clerk 22.59

01280 - Receptionist 14.09

01290 - Rental Clerk 16.84

01300 - Scheduler, Maintenance 16.84

01311 - Secretary I 16.84

01312 - Secretary II 18.84

01313 - Secretary III 21.01

01320 - Service Order Dispatcher 16.48

01410 - Supply Technician 23.34

01420 - Survey Worker 18.78

01531 - Travel Clerk I 15.21

01532 - Travel Clerk II 16.80

01533 - Travel Clerk III 18.57

01611 - Word Processor I 16.18

01612 - Word Processor II 18.16

01613 - Word Processor III 20.31

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 27.64
05010 - Automotive Electrician 23.64
05040 - Automotive Glass Installer 21.87
05070 - Automotive Worker 21.87
05110 - Mobile Equipment Servicer 19.62
05130 - Motor Equipment Metal Mechanic 23.96
05160 - Motor Equipment Metal Worker 21.87
05190 - Motor Vehicle Mechanic 23.96
05220 - Motor Vehicle Mechanic Helper 18.53
05250 - Motor Vehicle Upholstery Worker 21.87
05280 - Motor Vehicle Wrecker 21.87
05310 - Painter, Automotive 22.86
05340 - Radiator Repair Specialist 21.87
05370 - Tire Repairer 17.78
05400 - Transmission Repair Specialist 23.96
07000 - Food Preparation And Service Occupations
07010 - Baker 16.67
07041 - Cook I 15.17
07042 - Cook II 17.46
07070 - Dishwasher 10.99
07130 - Food Service Worker 13.46
07210 - Meat Cutter 18.87
07260 - Waiter/Waitress 11.91
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.94
09040 - Furniture Handler 17.36
09080 - Furniture Refinisher 25.94
09090 - Furniture Refinisher Helper 19.58
09110 - Furniture Repairer, Minor 22.74
09130 - Upholsterer 25.94
Page 2

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 11.68
11060 - Elevator Operator 11.68
11090 - Gardener 17.52
11122 - Housekeeping Aide 14.15
11150 - Janitor 14.15
11210 - Laborer, Grounds Maintenance 14.59
11240 - Maid or Houseman 10.96
11260 - Pruner 13.18
11270 - Tractor Operator 16.53
11330 - Trail Maintenance Worker 14.59
11360 - Window Cleaner 15.67
12000 - Health Occupations
12010 - Ambulance Driver 22.66
12011 - Breath Alcohol Technician 20.48
12012 - Certified Occupational Therapist Assistant 22.50
12015 - Certified Physical Therapist Assistant 21.90
12020 - Dental Assistant 20.32
12025 - Dental Hygienist 44.92
12030 - EKG Technician 29.90
12035 - Electroneurodiagnostic Technologist 29.90
12040 - Emergency Medical Technician 22.66
12071 - Licensed Practical Nurse I 18.31
12072 - Licensed Practical Nurse II 20.48

12073 - Licensed Practical Nurse III 22.84
12100 - Medical Assistant 17.49
12130 - Medical Laboratory Technician 21.01
12160 - Medical Record Clerk 16.04
12190 - Medical Record Technician 17.94
12195 - Medical Transcriptionist 20.41
12210 - Nuclear Medicine Technologist 43.70
12221 - Nursing Assistant I 13.27
12222 - Nursing Assistant II 14.92
12223 - Nursing Assistant III 16.28
12224 - Nursing Assistant IV 18.27
12235 - Optical Dispenser 20.20
12236 - Optical Technician 18.31
12250 - Pharmacy Technician 17.55
12280 - Phlebotomist 18.27
12305 - Radiologic Technologist 29.67
12311 - Registered Nurse I 28.98
12312 - Registered Nurse II 35.45
12313 - Registered Nurse II, Specialist 35.45

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12314 - Registered Nurse III 42.88
12315 - Registered Nurse III, Anesthetist 42.88
12316 - Registered Nurse IV 51.40
12317 - Scheduler (Drug and Alcohol Testing) 25.38
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.09
13012 - Exhibits Specialist II 25.29
13013 - Exhibits Specialist III 30.90
13041 - Illustrator I 21.09
13042 - Illustrator II 25.29
13043 - Illustrator III 30.90
13047 - Librarian 25.66
13050 - Library Aide/Clerk 15.59
13054 - Library Information Technology Systems 23.84
Administrator
13058 - Library Technician 19.63
13061 - Media Specialist I 16.71
13062 - Media Specialist II 18.70
13063 - Media Specialist III 20.85
13071 - Photographer I 19.50
13072 - Photographer II 23.82
13073 - Photographer III 27.01
13074 - Photographer IV 33.05
13075 - Photographer V 35.10
13110 - Video Teleconference Technician 18.43
14000 - Information Technology Occupations
14041 - Computer Operator I 17.09
14042 - Computer Operator II 19.12
14043 - Computer Operator III 24.42
14044 - Computer Operator IV 25.98
14045 - Computer Operator V 27.62
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 18.34
14160 - Personal Computer Support Technician 27.62
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.09
15020 - Aircrew Training Devices Instructor (Rated) 41.24
Page 4

15030 - Air Crew Training Devices Instructor (Pilot) 49.42
15050 - Computer Based Training Specialist / Instructor 34.09
15060 - Educational Technologist 25.26
15070 - Flight Instructor (Pilot) 44.47
15080 - Graphic Artist 25.25
15090 - Technical Instructor 23.55
15095 - Technical Instructor/Course Developer 28.83
15110 - Test Proctor 19.12
15120 - Tutor 19.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.14
16030 - Counter Attendant 11.14
16040 - Dry Cleaner 14.19
16070 - Finisher, Flatwork, Machine 11.14
16090 - Presser, Hand 11.14
16110 - Presser, Machine, Drycleaning 11.14
16130 - Presser, Machine, Shirts 11.14
16160 - Presser, Machine, Wearing Apparel, Laundry 11.14
16190 - Sewing Machine Operator 15.20
16220 - Tailor 16.24
16250 - Washer, Machine 12.16
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.22
19040 - Tool And Die Maker 32.66
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.56
21030 - Material Coordinator 22.59
21040 - Material Expediter 22.59
21050 - Material Handling Laborer 17.01
21071 - Order Filler 15.49
21080 - Production Line Worker (Food Processing) 19.56
21110 - Shipping Packer 17.80
21130 - Shipping/Receiving Clerk 17.80
21140 - Store Worker I 14.56
21150 - Stock Clerk 19.82
21210 - Tools And Parts Attendant 19.56
21410 - Warehouse Specialist 19.56
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.25
23021 - Aircraft Mechanic I 27.66
23022 - Aircraft Mechanic II 29.25
23023 - Aircraft Mechanic III 30.86
23040 - Aircraft Mechanic Helper 21.69
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23050 - Aircraft, Painter 27.45

23060 - Aircraft Servicer 24.23
 23080 - Aircraft Worker 25.48
 23110 - Appliance Mechanic 24.68
 23120 - Bicycle Repairer 19.56
 23125 - Cable Splicer 32.26
 23130 - Carpenter, Maintenance 27.35
 23140 - Carpet Layer 24.62
 23160 - Electrician, Maintenance 33.25
 23181 - Electronics Technician Maintenance I 28.23
 23182 - Electronics Technician Maintenance II 33.62
 23183 - Electronics Technician Maintenance III 35.69
 23260 - Fabric Worker 23.00
 23290 - Fire Alarm System Mechanic 25.71
 23310 - Fire Extinguisher Repairer 21.40
 23311 - Fuel Distribution System Mechanic 28.42
 23312 - Fuel Distribution System Operator 24.75
 23370 - General Maintenance Worker 21.71
 23380 - Ground Support Equipment Mechanic 27.66
 23381 - Ground Support Equipment Servicer 24.23
 23382 - Ground Support Equipment Worker 25.48
 23391 - Gunsmith I 21.40
 23392 - Gunsmith II 24.62
 23393 - Gunsmith III 27.84
 23410 - Heating, Ventilation And Air-Conditioning 26.32
 Mechanic
 23411 - Heating, Ventilation And Air Contditioning 28.62
 Mechanic (Research Facility)
 23430 - Heavy Equipment Mechanic 30.13
 23440 - Heavy Equipment Operator 29.79
 23460 - Instrument Mechanic 27.68
 23465 - Laboratory/Shelter Mechanic 26.22
 23470 - Laborer 17.01
 23510 - Locksmith 25.45
 23530 - Machinery Maintenance Mechanic 27.44
 23550 - Machinist, Maintenance 27.84
 23580 - Maintenance Trades Helper 19.42
 23591 - Metrology Technician I 27.68
 23592 - Metrology Technician II 29.27
 23593 - Metrology Technician III 30.88
 23640 - Millwright 27.84
 23710 - Office Appliance Repairer 23.24
 23760 - Painter, Maintenance 24.94
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23790 - Pipefitter, Maintenance 32.26
 23810 - Plumber, Maintenance 30.80
 23820 - Pneudraulic Systems Mechanic 27.84
 23850 - Rigger 27.84
 23870 - Scale Mechanic 24.62
 23890 - Sheet-Metal Worker, Maintenance 27.48
 23910 - Small Engine Mechanic 24.62
 23931 - Telecommunications Mechanic I 26.79
 23932 - Telecommunications Mechanic II 30.61
 23950 - Telephone Lineman 28.61
 23960 - Welder, Combination, Maintenance 25.93
 23965 - Well Driller 27.05

23970 - Woodcraft Worker 27.84
 23980 - Woodworker 21.40
 24000 - Personal Needs Occupations
 24570 - Child Care Attendant 12.47
 24580 - Child Care Center Clerk 15.54
 24610 - Chore Aide 14.06
 24620 - Family Readiness And Support Services 16.21
 Coordinator
 24630 - Homemaker 18.94
 25000 - Plant And System Operations Occupations
 25010 - Boiler Tender 29.26
 25040 - Sewage Plant Operator 28.70
 25070 - Stationary Engineer 29.26
 25190 - Ventilation Equipment Tender 21.66
 25210 - Water Treatment Plant Operator 28.70
 27000 - Protective Service Occupations
 27004 - Alarm Monitor 19.71
 27007 - Baggage Inspector 15.91
 27008 - Corrections Officer 27.17
 27010 - Court Security Officer 26.28
 27030 - Detection Dog Handler 18.14
 27040 - Detention Officer 27.17
 27070 - Firefighter 22.46
 27101 - Guard I 15.91
 27102 - Guard II 18.14
 27131 - Police Officer I 31.05
 27132 - Police Officer II 34.50
 28000 - Recreation Occupations
 28041 - Carnival Equipment Operator 14.59
 28042 - Carnival Equipment Repairer 15.47
 28043 - Carnival Equipment Worker 11.99
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28210 - Gate Attendant/Gate Tender 14.96
 28310 - Lifeguard 12.47
 28350 - Park Attendant (Aide) 17.23
 28510 - Recreation Aide/Health Facility Attendant 12.21
 28515 - Recreation Specialist 26.20
 28630 - Sports Official 13.72
 28690 - Swimming Pool Operator 21.90
 29000 - Stevedoring/Longshoremen Occupational Services
 29010 - Blocker And Bracer 24.62
 29020 - Hatch Tender 24.62
 29030 - Line Handler 24.62
 29041 - Stevedore I 27.49
 29042 - Stevedore II 30.43
 30000 - Technical Occupations
 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 35.77
 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 24.66
 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 27.16
 30021 - Archeological Technician I 21.46
 30022 - Archeological Technician II 24.90
 30023 - Archeological Technician III 29.46
 30030 - Cartographic Technician 31.78
 30040 - Civil Engineering Technician 29.63
 30061 - Drafter/CAD Operator I 23.41

30062 - Drafter/CAD Operator II 27.28
30063 - Drafter/CAD Operator III 29.19
30064 - Drafter/CAD Operator IV 34.79
30081 - Engineering Technician I 22.72
30082 - Engineering Technician II 26.56
30083 - Engineering Technician III 29.74
30084 - Engineering Technician IV 33.02
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 45.77
30090 - Environmental Technician 22.13
30210 - Laboratory Technician 26.61
30240 - Mathematical Technician 32.95
30361 - Paralegal/Legal Assistant I 21.93
30362 - Paralegal/Legal Assistant II 27.15
30363 - Paralegal/Legal Assistant III 33.22
30364 - Paralegal/Legal Assistant IV 40.20
30390 - Photo-Optics Technician 32.95
30461 - Technical Writer I 20.22
30462 - Technical Writer II 24.72
30463 - Technical Writer III 33.98

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30491 - Unexploded Ordnance (UXO) Technician I 22.74
30492 - Unexploded Ordnance (UXO) Technician II 27.51
30493 - Unexploded Ordnance (UXO) Technician III 32.97
30494 - Unexploded (UXO) Safety Escort 22.74
30495 - Unexploded (UXO) Sweep Personnel 22.74
30620 - Weather Observer, Combined Upper Air Or (see 2) 29.19
Surface Programs
30621 - Weather Observer, Senior (see 2) 32.42
31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide 12.71
31030 - Bus Driver 19.13
31043 - Driver Courier 17.79
31260 - Parking and Lot Attendant 13.19
31290 - Shuttle Bus Driver 17.89
31310 - Taxi Driver 15.74
31361 - Truckdriver, Light 17.89
31362 - Truckdriver, Medium 19.85
31363 - Truckdriver, Heavy 22.18
31364 - Truckdriver, Tractor-Trailer 22.18
99000 - Miscellaneous Occupations
99030 - Cashier 12.27
99050 - Desk Clerk 14.09
99095 - Embalmer 22.74
99251 - Laboratory Animal Caretaker I 12.34
99252 - Laboratory Animal Caretaker II 20.92
99310 - Mortician 22.74
99410 - Pest Controller 22.53
99510 - Photofinishing Worker 11.95
99710 - Recycling Laborer 25.38
99711 - Recycling Specialist 30.29
99730 - Refuse Collector 22.92
99810 - Sales Clerk 13.82
99820 - School Crossing Guard 16.32
99830 - Survey Party Chief 26.44

99831 - Surveying Aide 17.60
99832 - Surveying Technician 24.04
99840 - Vending Machine Attendant 17.01
99841 - Vending Machine Repairer 19.91
99842 - Vending Machine Repairer Helper 17.01
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.59 per hour or \$143.60 per week or \$622.27 per month

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, Good Friday, 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)

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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. The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at

<http://wdol.gov/>.

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 Page 12

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure Page 13

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. Page