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

Daniel W. Simms	Division of		Wage Determination No.: 2015-5535
Director	Wage Determinations		Revision No.: 5
			Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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		16.80
01012 - Accounting Clerk II		18.86
01013 - Accounting Clerk III		21.09
01020 - Administrative Assistant		28.70
01035 - Court Reporter		20.91
01041 - Customer Service Representative I		15.01
01042 - Customer Service Representative II		16.87
01043 - Customer Service Representative III		18.41
01051 - Data Entry Operator I		17.39
01052 - Data Entry Operator II		18.99
01060 - Dispatcher, Motor Vehicle		24.63
01070 - Document Preparation Clerk		16.46
01090 - Duplicating Machine Operator		16.46
01111 - General Clerk I		14.44
01112 - General Clerk II		15.76
01113 - General Clerk III		17.69
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		15.50
01191 - Order Clerk I		16.48
01192 - Order Clerk II		17.98
01261 - Personnel Assistant (Employment) I		17.32
01262 - Personnel Assistant (Employment) II		19.38
01263 - Personnel Assistant (Employment) III		21.60
01270 - Production Control Clerk		23.26
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	20.35
01410 - Supply Technician	28.28
01420 - Survey Worker	19.01
01460 - Switchboard Operator/Receptionist	16.16
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	20.58
01612 - Word Processor II	23.10
01613 - Word Processor III	25.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.92
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	16.14
07042 - Cook II	18.09
07070 - Dishwasher	11.72
07130 - Food Service Worker	12.63
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	13.30
11060 - Elevator Operator	13.30
11090 - Gardener	18.86
11122 - Housekeeping Aide	15.32
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.44
11240 - Maid or Houseman	12.25
11260 - Pruner	14.29
11270 - Tractor Operator	17.73
11330 - Trail Maintenance Worker	15.44
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	25.20
12011 - Breath Alcohol Technician	23.56
12012 - Certified Occupational Therapist Assistant	27.95
12015 - Certified Physical Therapist Assistant	27.97
12020 - Dental Assistant	19.89
12025 - Dental Hygienist	45.62
12030 - EKG Technician	32.30

12035	- Electroneurodiagnostic Technologist	32.30
12040	- Emergency Medical Technician	25.20
12071	- Licensed Practical Nurse I	21.06
12072	- Licensed Practical Nurse II	23.56
12073	- Licensed Practical Nurse III	26.26
12100	- Medical Assistant	19.15
12130	- Medical Laboratory Technician	21.00
12160	- Medical Record Clerk	19.57
12190	- Medical Record Technician	21.89
12195	- Medical Transcriptionist	21.12
12210	- Nuclear Medicine Technologist	45.30
12221	- Nursing Assistant I	12.26
12222	- Nursing Assistant II	13.78
12223	- Nursing Assistant III	15.04
12224	- Nursing Assistant IV	16.89
12235	- Optical Dispenser	24.40
12236	- Optical Technician	18.57
12250	- Pharmacy Technician	21.02
12280	- Phlebotomist	17.96
12305	- Radiologic Technologist	33.37
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)	29.19
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	34.59
13050	- Library Aide/Clerk	13.93
13054	- Library Information Technology Systems Administrator	31.24
13058	- Library Technician	21.86
13061	- Media Specialist I	22.54
13062	- Media Specialist II	25.21
13063	- Media Specialist III	28.11
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	17.49
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)
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		32.11
15070	- Flight Instructor (Pilot)		49.60
15080	- Graphic Artist		28.27
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		27.60
15095	- Technical Instructor/Course Developer		33.76
15110	- Test Proctor		22.28
15120	- Tutor		22.28
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	- Assembler		12.55
16030	- Counter Attendant		12.55
16040	- Dry Cleaner		15.82
16070	- Finisher, Flatwork, Machine		12.55
16090	- Presser, Hand		12.55
16110	- Presser, Machine, Drycleaning		12.55
16130	- Presser, Machine, Shirts		12.55
16160	- Presser, Machine, Wearing Apparel, Laundry		12.55
16190	- Sewing Machine Operator		16.93
16220	- Tailor		18.02
16250	- Washer, Machine		13.63
19000	- Machine Tool Operation And Repair Occupations		
19010	- Machine-Tool Operator (Tool Room)		28.49
19040	- Tool And Die Maker		32.27
21000	- Materials Handling And Packing Occupations		
21020	- Forklift Operator		20.15
21030	- Material Coordinator		23.26
21040	- Material Expediter		23.26
21050	- Material Handling Laborer		15.41
21071	- Order Filler		14.63
21080	- Production Line Worker (Food Processing)		20.15
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		20.15
21410	- Warehouse Specialist		20.15
23000	- Mechanics And Maintenance And Repair Occupations		
23010	- Aerospace Structural Welder		30.45
23019	- Aircraft Logs and Records Technician		25.84
23021	- Aircraft Mechanic I		29.49
23022	- Aircraft Mechanic II		30.45
23023	- Aircraft Mechanic III		31.34
23040	- Aircraft Mechanic Helper		22.89
23050	- Aircraft, Painter		28.49
23060	- Aircraft Servicer		25.84
23070	- Aircraft Survival Flight Equipment Technician		28.49
23080	- Aircraft Worker		27.31
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I		27.31

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.49
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	20.08
23125 - Cable Splicer	38.34
23130 - Carpenter, Maintenance	27.75
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	34.40
23181 - Electronics Technician Maintenance I	32.27
23182 - Electronics Technician Maintenance II	33.67
23183 - Electronics Technician Maintenance III	34.85
23260 - Fabric Worker	25.82
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	24.36
23311 - Fuel Distribution System Mechanic	28.93
23312 - Fuel Distribution System Operator	23.98
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	29.49
23381 - Ground Support Equipment Servicer	25.84
23382 - Ground Support Equipment Worker	27.31
23391 - Gunsmith I	24.36
23392 - Gunsmith II	27.31
23393 - Gunsmith III	29.49
23410 - Heating, Ventilation And Air-Conditioning Mechanic	32.24
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.29
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	32.54
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	28.49
23470 - Laborer	14.38
23510 - Locksmith	25.88
23530 - Machinery Maintenance Mechanic	28.82
23550 - Machinist, Maintenance	24.37
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	33.55
23710 - Office Appliance Repairer	28.49
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	31.08
23810 - Plumber, Maintenance	30.03
23820 - Pneudraulic Systems Mechanic	29.49
23850 - Rigger	28.42
23870 - Scale Mechanic	27.31
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic I	27.54
23932 - Telecommunications Mechanic II	28.43
23950 - Telephone Lineman	24.84
23960 - Welder, Combination, Maintenance	26.78
23965 - Well Driller	34.15
23970 - Woodcraft Worker	29.49
23980 - Woodworker	24.36
24000 - Personal Needs Occupations	
24550 - Case Manager	17.75
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	12.52

24620 - Family Readiness And Support Services Coordinator	17.75
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.92
25040 - Sewage Plant Operator	34.14
25070 - Stationary Engineer	31.92
25190 - Ventilation Equipment Tender	24.78
25210 - Water Treatment Plant Operator	34.14
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.81
27007 - Baggage Inspector	15.18
27008 - Corrections Officer	28.12
27010 - Court Security Officer	33.60
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	28.12
27070 - Firefighter	34.20
27101 - Guard I	15.18
27102 - Guard II	22.54
27131 - Police Officer I	36.71
27132 - Police Officer II	40.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.18
28042 - Carnival Equipment Repairer	15.09
28043 - Carnival Worker	11.43
28210 - Gate Attendant/Gate Tender	16.27
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	18.20
28510 - Recreation Aide/Health Facility Attendant	13.28
28515 - Recreation Specialist	22.54
28630 - Sports Official	14.49
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)	40.51
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.94
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.77
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	30.68
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	30.60
30222 - Latent Fingerprint Technician II	33.80
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	25.75
30492 - Unexploded Ordnance (UXO) Technician II	31.15
30493 - Unexploded Ordnance (UXO) Technician III	37.34
30494 - Unexploded (UXO) Safety Escort	25.75
30495 - Unexploded (UXO) Sweep Personnel	25.75
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	31.15
31020 - Bus Aide	18.37
31030 - Bus Driver	23.82
31043 - Driver Courier	17.32
31260 - Parking and Lot Attendant	11.59
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	15.19
99030 - Cashier	12.32
99050 - Desk Clerk	12.38
99095 - Embalmer	28.38
99130 - Flight Follower	25.75
99251 - Laboratory Animal Caretaker I	14.54
99252 - Laboratory Animal Caretaker II	15.47
99260 - Marketing Analyst	36.48
99310 - Mortician	28.38
99410 - Pest Controller	20.98
99510 - Photofinishing Worker	17.14
99710 - Recycling Laborer	23.45
99711 - Recycling Specialist	26.93
99730 - Refuse Collector	21.70
99810 - Sales Clerk	13.82
99820 - School Crossing Guard	18.89
99830 - Survey Party Chief	34.33
99831 - Surveying Aide	19.69
99832 - Surveying Technician	26.99
99840 - Vending Machine Attendant	18.44
99841 - Vending Machine Repairer	21.16
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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

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

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).