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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

William W.Gross                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2005-2569  
Revision No.: 5  
Date Of Revision: 10/01/2007

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union,  
Wallowa, Wheeler

Washington Counties of Benton, Franklin, Walla Walla, Yakima

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.61
01012 - Accounting Clerk II	14.16
01013 - Accounting Clerk III	16.65
01020 - Administrative Assistant	21.85
01040 - Court Reporter	16.86
01051 - Data Entry Operator I	12.21
01052 - Data Entry Operator II	13.23
01060 - Dispatcher, Motor Vehicle	16.86
01070 - Document Preparation Clerk	12.94
01090 - Duplicating Machine Operator	12.94
01111 - General Clerk I	12.16
01112 - General Clerk II	13.26
01113 - General Clerk III	14.89
01120 - Housing Referral Assistant	19.50
01141 - Messenger Courier	10.59
01191 - Order Clerk I	12.21
01192 - Order Clerk II	13.32
01261 - Personnel Assistant (Employment) I	15.06
01262 - Personnel Assistant (Employment) II	16.86
01263 - Personnel Assistant (Employment) III	18.80
01270 - Production Control Clerk	21.52
01280 - Receptionist	12.56
01290 - Rental Clerk	14.55
01300 - Scheduler, Maintenance	14.95
01311 - Secretary I	14.95
01312 - Secretary II	16.73
01313 - Secretary III	19.50
01320 - Service Order Dispatcher	16.93
01410 - Supply Technician	21.86
01420 - Survey Worker	16.71
01531 - Travel Clerk I	12.96
01532 - Travel Clerk II	13.94
01533 - Travel Clerk III	14.91
01611 - Word Processor I	13.42
01612 - Word Processor II	15.07
01613 - Word Processor III	16.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.71
05010 - Automotive Electrician	18.82
05040 - Automotive Glass Installer	17.82

05070 - Automotive Worker	17.82
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.80
05160 - Motor Equipment Metal Worker	17.82
05190 - Motor Vehicle Mechanic	19.80
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter, Automotive	18.82
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	19.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	13.97
07042 - Cook II	15.66
07070 - Dishwasher	9.89
07130 - Food Service Worker	9.89
07210 - Meat Cutter	17.18
07260 - Waiter/Waitress	11.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.78
09040 - Furniture Handler	11.71
09080 - Furniture Refinisher	17.78
09090 - Furniture Refinisher Helper	14.00
09110 - Furniture Repairer, Minor	15.88
09130 - Upholsterer	17.78
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.39
11060 - Elevator Operator	10.88
11090 - Gardener	15.35
11122 - Housekeeping Aide	10.39
11150 - Janitor	12.80
11210 - Laborer, Grounds Maintenance	12.13
11240 - Maid or Houseman	9.39
11260 - Pruner	11.97
11270 - Tractor Operator	14.51
11330 - Trail Maintenance Worker	12.13
11360 - Window Cleaner	14.28
12000 - Health Occupations	
12010 - Ambulance Driver	15.74
12011 - Breath Alcohol Technician	15.74
12012 - Certified Occupational Therapist Assistant	21.59
12015 - Certified Physical Therapist Assistant	21.59
12020 - Dental Assistant	16.53
12025 - Dental Hygienist	36.58
12030 - EKG Technician	23.84
12035 - Electroneurodiagnostic Technologist	23.84
12040 - Emergency Medical Technician	15.46
12071 - Licensed Practical Nurse I	14.07
12072 - Licensed Practical Nurse II	15.74
12073 - Licensed Practical Nurse III	17.55
12100 - Medical Assistant	13.25
12130 - Medical Laboratory Technician	15.52
12160 - Medical Record Clerk	13.72
12190 - Medical Record Technician	15.35
12195 - Medical Transcriptionist	14.81
12210 - Nuclear Medicine Technologist	36.58
12221 - Nursing Assistant I	9.20
12222 - Nursing Assistant II	10.34
12223 - Nursing Assistant III	11.28
12224 - Nursing Assistant IV	12.67
12235 - Optical Dispenser	15.47
12236 - Optical Technician	13.82
12250 - Pharmacy Technician	15.49
12280 - Phlebotomist	13.01

12305 - Radiologic Technologist	23.78
12311 - Registered Nurse I	25.08
12312 - Registered Nurse II	30.67
12313 - Registered Nurse II, Specialist	30.67
12314 - Registered Nurse III	37.11
12315 - Registered Nurse III, Anesthetist	37.11
12316 - Registered Nurse IV	44.49
12317 - Scheduler (Drug and Alcohol Testing)	19.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.36
13012 - Exhibits Specialist II	22.74
13013 - Exhibits Specialist III	27.32
13041 - Illustrator I	18.36
13042 - Illustrator II	22.74
13043 - Illustrator III	27.32
13047 - Librarian	25.18
13050 - Library Aide/Clerk	13.05
13054 - Library Information Technology Systems Administrator	22.74
13058 - Library Technician	18.10
13061 - Media Specialist I	14.73
13062 - Media Specialist II	18.10
13063 - Media Specialist III	20.16
13071 - Photographer I	16.41
13072 - Photographer II	18.36
13073 - Photographer III	22.74
13074 - Photographer IV	27.81
13075 - Photographer V	33.65
13110 - Video Teleconference Technician	16.41
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.07
14042 - Computer Operator II	16.86
14043 - Computer Operator III	20.58
14044 - Computer Operator IV	23.79
14045 - Computer Operator V	25.52
14071 - Computer Programmer I (1)	20.77
14072 - Computer Programmer II (1)	25.73
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	15.07
14160 - Personal Computer Support Technician	23.79
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.62
15020 - Aircrew Training Devices Instructor (Rated)	32.83
15030 - Air Crew Training Devices Instructor (Pilot)	36.76
15050 - Computer Based Training Specialist / Instructor	27.62
15060 - Educational Technologist	27.93
15070 - Flight Instructor (Pilot)	36.76
15080 - Graphic Artist	19.54
15090 - Technical Instructor	24.93
15095 - Technical Instructor/Course Developer	25.52
15110 - Test Proctor	16.85
15120 - Tutor	16.85
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.53
16030 - Counter Attendant	9.53
16040 - Dry Cleaner	12.03
16070 - Finisher, Flatwork, Machine	9.53
16090 - Presser, Hand	9.53
16110 - Presser, Machine, Drycleaning	9.53
16130 - Presser, Machine, Shirts	9.53
16160 - Presser, Machine, Wearing Apparel, Laundry	9.53
16190 - Sewing Machine Operator	12.87
16220 - Tailor	13.71

16250 - Washer, Machine	10.36
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.18
19040 - Tool And Die Maker	26.88
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.59
21030 - Material Coordinator	22.17
21040 - Material Expediter	22.17
21050 - Material Handling Laborer	11.73
21071 - Order Filler	12.83
21080 - Production Line Worker (Food Processing)	12.59
21110 - Shipping Packer	12.58
21130 - Shipping/Receiving Clerk	12.58
21140 - Store Worker I	10.26
21150 - Stock Clerk	14.62
21210 - Tools And Parts Attendant	12.59
21410 - Warehouse Specialist	12.76
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.34
23021 - Aircraft Mechanic I	23.12
23022 - Aircraft Mechanic II	24.49
23023 - Aircraft Mechanic III	25.80
23040 - Aircraft Mechanic Helper	17.34
23050 - Aircraft, Painter	21.81
23060 - Aircraft Servicer	19.68
23080 - Aircraft Worker	20.86
23110 - Appliance Mechanic	21.30
23120 - Bicycle Repairer	14.44
23125 - Cable Splicer	27.39
23130 - Carpenter, Maintenance	20.56
23140 - Carpet Layer	18.52
23160 - Electrician, Maintenance	27.22
23181 - Electronics Technician Maintenance I	20.24
23182 - Electronics Technician Maintenance II	21.68
23183 - Electronics Technician Maintenance III	23.12
23260 - Fabric Worker	18.80
23290 - Fire Alarm System Mechanic	23.12
23310 - Fire Extinguisher Repairer	17.35
23311 - Fuel Distribution System Mechanic	23.12
23312 - Fuel Distribution System Operator	17.35
23370 - General Maintenance Worker	16.84
23380 - Ground Support Equipment Mechanic	23.12
23381 - Ground Support Equipment Servicer	18.80
23382 - Ground Support Equipment Worker	20.37
23391 - Gunsmith I	17.35
23392 - Gunsmith II	20.24
23393 - Gunsmith III	23.12
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
19.02	
23430 - Heavy Equipment Mechanic	21.15
23440 - Heavy Equipment Operator	23.12
23460 - Instrument Mechanic	23.12
23465 - Laboratory/Shelter Mechanic	21.68
23470 - Laborer	10.66
23510 - Locksmith	17.78
23530 - Machinery Maintenance Mechanic	23.24
23550 - Machinist, Maintenance	21.72
23580 - Maintenance Trades Helper	14.00
23591 - Metrology Technician I	23.12
23592 - Metrology Technician II	24.34
23593 - Metrology Technician III	25.64
23640 - Millwright	23.12
23710 - Office Appliance Repairer	20.29
23760 - Painter, Maintenance	17.78
23790 - Pipefitter, Maintenance	25.40

23810 - Plumber, Maintenance	24.14
23820 - Pneudraulic Systems Mechanic	23.12
23850 - Rigger	23.12
23870 - Scale Mechanic	20.24
23890 - Sheet-Metal Worker, Maintenance	24.48
23910 - Small Engine Mechanic	17.81
23931 - Telecommunications Mechanic I	24.69
23932 - Telecommunications Mechanic II	25.99
23950 - Telephone Lineman	21.69
23960 - Welder, Combination, Maintenance	18.71
23965 - Well Driller	23.12
23970 - Woodcraft Worker	23.12
23980 - Woodworker	17.35
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.13
24580 - Child Care Center Clerk	12.40
24610 - Chore Aide	10.51
24620 - Family Readiness And Support Services Coordinator	10.25
24630 - Homemaker	13.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.12
25040 - Sewage Plant Operator	21.39
25070 - Stationary Engineer	23.12
25190 - Ventilation Equipment Tender	18.71
25210 - Water Treatment Plant Operator	21.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.19
27007 - Baggage Inspector	14.50
27008 - Corrections Officer	21.78
27010 - Court Security Officer	24.10
27030 - Detection Dog Handler	18.19
27040 - Detention Officer	21.78
27070 - Firefighter	21.85
27101 - Guard I	14.50
27102 - Guard II	18.19
27131 - Police Officer I	26.34
27132 - Police Officer II	29.26
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.74
28042 - Carnival Equipment Repairer	14.68
28043 - Carnival Equipment Worker	10.29
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	17.13
28630 - Sports Official	11.01
28690 - Swimming Pool Operator	20.45
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.89
29020 - Hatch Tender	20.89
29030 - Line Handler	20.89
29041 - Stevedore I	19.40
29042 - Stevedore II	22.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.73
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03
30021 - Archeological Technician I	15.80
30022 - Archeological Technician II	17.66
30023 - Archeological Technician III	21.88
30030 - Cartographic Technician	23.16
30040 - Civil Engineering Technician	22.53
30061 - Drafter/CAD Operator I	14.29
30062 - Drafter/CAD Operator II	16.75
30063 - Drafter/CAD Operator III	18.68

30064 - Drafter/CAD Operator IV	21.88
30081 - Engineering Technician I	14.28
30082 - Engineering Technician II	16.03
30083 - Engineering Technician III	17.97
30084 - Engineering Technician IV	22.22
30085 - Engineering Technician V	27.17
30086 - Engineering Technician VI	35.66
30090 - Environmental Technician	20.31
30210 - Laboratory Technician	19.75
30240 - Mathematical Technician	20.14
30361 - Paralegal/Legal Assistant I	16.69
30362 - Paralegal/Legal Assistant II	19.89
30363 - Paralegal/Legal Assistant III	22.70
30364 - Paralegal/Legal Assistant IV	27.48
30390 - Photo-Optics Technician	20.14
30461 - Technical Writer I	16.87
30462 - Technical Writer II	20.64
30463 - Technical Writer III	24.97
30491 - Unexploded Ordnance (UXO) Technician I	20.95
30492 - Unexploded Ordnance (UXO) Technician II	25.35
30493 - Unexploded Ordnance (UXO) Technician III	30.39
30494 - Unexploded (UXO) Safety Escort	20.95
30495 - Unexploded (UXO) Sweep Personnel	20.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	18.68
30621 - Weather Observer, Senior (2)	20.75
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.31
31030 - Bus Driver	16.32
31043 - Driver Courier	12.28
31260 - Parking and Lot Attendant	10.18
31290 - Shuttle Bus Driver	12.63
31310 - Taxi Driver	11.88
31361 - Truckdriver, Light	12.35
31362 - Truckdriver, Medium	14.03
31363 - Truckdriver, Heavy	17.19
31364 - Truckdriver, Tractor-Trailer	17.19
99000 - Miscellaneous Occupations	
99030 - Cashier	9.31
99050 - Desk Clerk	9.13
99095 - Embalmer	20.95
99251 - Laboratory Animal Caretaker I	12.19
99252 - Laboratory Animal Caretaker II	13.28
99310 - Mortician	20.95
99410 - Pest Controller	19.00
99510 - Photofinishing Worker	11.01
99710 - Recycling Laborer	12.80
99711 - Recycling Specialist	15.62
99730 - Refuse Collector	11.97
99810 - Sales Clerk	12.30
99820 - School Crossing Guard	11.71
99830 - Survey Party Chief	23.63
99831 - Surveying Aide	14.85
99832 - Surveying Technician	20.32
99840 - Vending Machine Attendant	16.41
99841 - Vending Machine Repairer	20.45
99842 - Vending Machine Repairer Helper	16.41

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 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 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 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 regrading 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, 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 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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 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.