

Section J  
Attachment J-5

Service Contract Act Wage Determination

WD 15-5527 (Rev.-7) was first posted on www.wdol.gov on 01/01/2019

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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  
Director

Division of  
Wage Determinations

Wage Determination No.: 2015-5527  
Revision No.: 7  
Date Of Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. 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 Benton, Franklin

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.04
01012 - Accounting Clerk II		18.00
01013 - Accounting Clerk III		20.14
01020 - Administrative Assistant		27.16
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		14.08
01042 - Customer Service Representative II		15.84
01043 - Customer Service Representative III		17.28
01051 - Data Entry Operator I		16.19
01052 - Data Entry Operator II		17.67
01060 - Dispatcher, Motor Vehicle		18.77
01070 - Document Preparation Clerk		13.36
01090 - Duplicating Machine Operator		13.36
01111 - General Clerk I		13.47
01112 - General Clerk II		14.69
01113 - General Clerk III		16.49
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		14.29
01191 - Order Clerk I		15.31
01192 - Order Clerk II		16.70
01261 - Personnel Assistant (Employment) I		17.21
01262 - Personnel Assistant (Employment) II		19.25
01263 - Personnel Assistant (Employment) III		21.47
01270 - Production Control Clerk		28.26
01290 - Rental Clerk		15.00
01300 - Scheduler, Maintenance		16.45
01311 - Secretary I		16.45
01312 - Secretary II		18.40
01313 - Secretary III		20.52
01320 - Service Order Dispatcher		18.84

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01410 - Supply Technician	27.16
01420 - Survey Worker	18.07
01460 - Switchboard Operator/Receptionist	14.22
01531 - Travel Clerk I	14.84
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.09
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.54
05010 - Automotive Electrician	19.58
05040 - Automotive Glass Installer	18.28
05070 - Automotive Worker	18.28
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	20.88
05160 - Motor Equipment Metal Worker	18.28
05190 - Motor Vehicle Mechanic	20.88
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.99
05280 - Motor Vehicle Wrecker	18.28
05310 - Painter, Automotive	19.58
05340 - Radiator Repair Specialist	18.28
05370 - Tire Repairer	14.84
05400 - Transmission Repair Specialist	20.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	14.82
07042 - Cook II	17.29
07070 - Dishwasher	11.64
07130 - Food Service Worker	12.05
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.85
09040 - Furniture Handler	17.63
09080 - Furniture Refinisher	24.85
09090 - Furniture Refinisher Helper	21.53
09110 - Furniture Repairer, Minor	24.41
09130 - Upholsterer	24.85
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.07
11060 - Elevator Operator	15.92
11090 - Gardener	18.20
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer, Grounds Maintenance	13.58
11240 - Maid or Houseman	11.72
11260 - Pruner	12.06
11270 - Tractor Operator	16.68
11330 - Trail Maintenance Worker	13.58
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	22.40
12011 - Breath Alcohol Technician	22.56
12012 - Certified Occupational Therapist Assistant	30.94
12015 - Certified Physical Therapist Assistant	28.41
12020 - Dental Assistant	19.44
12025 - Dental Hygienist	44.23
12030 - EKG Technician	31.79
12035 - Electroneurodiagnostic Technologist	31.79
12040 - Emergency Medical Technician	22.40

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12071 - Licensed Practical Nurse I	20.16
12072 - Licensed Practical Nurse II	22.56
12073 - Licensed Practical Nurse III	25.15
12100 - Medical Assistant	16.35
12130 - Medical Laboratory Technician	21.31
12160 - Medical Record Clerk	16.33
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	19.70
12210 - Nuclear Medicine Technologist	48.69
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	19.06
12236 - Optical Technician	18.87
12250 - Pharmacy Technician	20.20
12280 - Phlebotomist	16.56
12305 - Radiologic Technologist	28.94
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II, Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III, Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	27.94
12320 - Substance Abuse Treatment Counselor	15.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.45
13012 - Exhibits Specialist II	30.29
13013 - Exhibits Specialist III	37.04
13041 - Illustrator I	24.45
13042 - Illustrator II	30.29
13043 - Illustrator III	37.04
13047 - Librarian	33.54
13050 - Library Aide/Clerk	17.80
13054 - Library Information Technology Systems Administrator	30.29
13058 - Library Technician	24.09
13061 - Media Specialist I	21.85
13062 - Media Specialist II	24.45
13063 - Media Specialist III	27.26
13071 - Photographer I	21.85
13072 - Photographer II	24.44
13073 - Photographer III	30.26
13074 - Photographer IV	37.02
13075 - Photographer V	44.79
13090 - Technical Order Library Clerk	18.74
13110 - Video Teleconference Technician	21.41
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.45
14042 - Computer Operator II	21.76
14043 - Computer Operator III	24.28
14044 - Computer Operator IV	26.98
14045 - Computer Operator V	29.87
14071 - Computer Programmer I	(see 1) 22.85
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	19.45

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14160 - Personal Computer Support Technician	26.98
14170 - System Support Specialist	30.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.62
15020 - Aircrew Training Devices Instructor (Rated)	37.04
15030 - Air Crew Training Devices Instructor (Pilot)	44.39
15050 - Computer Based Training Specialist / Instructor	30.62
15060 - Educational Technologist	37.11
15070 - Flight Instructor (Pilot)	44.39
15080 - Graphic Artist	23.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.14
15086 - Maintenance Test Pilot, Rotary Wing	44.14
15088 - Non-Maintenance Test/Co-Pilot	44.14
15090 - Technical Instructor	32.14
15095 - Technical Instructor/Course Developer	39.33
15110 - Test Proctor	25.96
15120 - Tutor	25.96
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.58
16030 - Counter Attendant	12.58
16040 - Dry Cleaner	14.38
16070 - Finisher, Flatwork, Machine	12.58
16090 - Presser, Hand	12.58
16110 - Presser, Machine, Drycleaning	12.58
16130 - Presser, Machine, Shirts	12.58
16160 - Presser, Machine, Wearing Apparel, Laundry	12.58
16190 - Sewing Machine Operator	14.98
16220 - Tailor	15.67
16250 - Washer, Machine	13.18
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.51
19040 - Tool And Die Maker	37.09
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.60
21030 - Material Coordinator	28.26
21040 - Material Expediter	28.26
21050 - Material Handling Laborer	14.11
21071 - Order Filler	13.74
21080 - Production Line Worker (Food Processing)	17.60
21110 - Shipping Packer	15.96
21130 - Shipping/Receiving Clerk	15.96
21140 - Store Worker I	11.98
21150 - Stock Clerk	17.13
21210 - Tools And Parts Attendant	17.60
21410 - Warehouse Specialist	17.60
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.14
23019 - Aircraft Logs and Records Technician	25.61
23021 - Aircraft Mechanic I	31.48
23022 - Aircraft Mechanic II	33.14
23023 - Aircraft Mechanic III	35.09
23040 - Aircraft Mechanic Helper	21.65
23050 - Aircraft, Painter	29.51
23060 - Aircraft Servicer	25.61
23070 - Aircraft Survival Flight Equipment Technician	29.51
23080 - Aircraft Worker	27.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.56
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.48
23110 - Appliance Mechanic	29.51
23120 - Bicycle Repairer	19.22

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23125 - Cable Splicer	43.10
23130 - Carpenter, Maintenance	22.89
23140 - Carpet Layer	21.40
23160 - Electrician, Maintenance	40.05
23181 - Electronics Technician Maintenance I	31.72
23182 - Electronics Technician Maintenance II	33.98
23183 - Electronics Technician Maintenance III	36.25
23260 - Fabric Worker	25.61
23290 - Fire Alarm System Mechanic	31.48
23310 - Fire Extinguisher Repairer	23.62
23311 - Fuel Distribution System Mechanic	31.48
23312 - Fuel Distribution System Operator	23.62
23370 - General Maintenance Worker	20.78
23380 - Ground Support Equipment Mechanic	31.48
23381 - Ground Support Equipment Servicer	25.61
23382 - Ground Support Equipment Worker	27.56
23391 - Gunsmith I	23.62
23392 - Gunsmith II	27.56
23393 - Gunsmith III	31.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.10
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.47
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	25.98
23460 - Instrument Mechanic	35.42
23465 - Laboratory/Shelter Mechanic	29.51
23470 - Laborer	14.11
23510 - Locksmith	27.23
23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist, Maintenance	23.85
23580 - Maintenance Trades Helper	20.42
23591 - Metrology Technician I	35.42
23592 - Metrology Technician II	37.27
23593 - Metrology Technician III	39.47
23640 - Millwright	39.97
23710 - Office Appliance Repairer	22.32
23760 - Painter, Maintenance	19.88
23790 - Pipefitter, Maintenance	33.97
23810 - Plumber, Maintenance	31.85
23820 - Pneudraulic Systems Mechanic	31.48
23850 - Rigger	31.48
23870 - Scale Mechanic	27.56
23890 - Sheet-Metal Worker, Maintenance	33.63
23910 - Small Engine Mechanic	26.08
23931 - Telecommunications Mechanic I	28.23
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	28.96
23960 - Welder, Combination, Maintenance	26.86
23965 - Well Driller	31.48
23970 - Woodcraft Worker	31.48
23980 - Woodworker	23.62
24000 - Personal Needs Occupations	
24550 - Case Manager	17.89
24570 - Child Care Attendant	11.73
24580 - Child Care Center Clerk	14.63
24610 - Chore Aide	12.93
24620 - Family Readiness And Support Services Coordinator	17.89
24630 - Homemaker	17.89
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	35.28

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25040 - Sewage Plant Operator	27.71
25070 - Stationary Engineer	35.28
25190 - Ventilation Equipment Tender	24.27
25210 - Water Treatment Plant Operator	27.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.63
27007 - Baggage Inspector	19.07
27008 - Corrections Officer	24.98
27010 - Court Security Officer	28.80
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	24.98
27070 - Firefighter	31.16
27101 - Guard I	19.07
27102 - Guard II	22.01
27131 - Police Officer I	34.73
27132 - Police Officer II	38.59
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.33
28042 - Carnival Equipment Repairer	17.81
28043 - Carnival Worker	11.81
28210 - Gate Attendant/Gate Tender	15.10
28310 - Lifeguard	12.53
28350 - Park Attendant (Aide)	16.89
28510 - Recreation Aide/Health Facility Attendant	12.33
28515 - Recreation Specialist	20.92
28630 - Sports Official	13.45
28690 - Swimming Pool Operator	22.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.59
29020 - Hatch Tender	30.59
29030 - Line Handler	30.59
29041 - Stevedore I	28.40
29042 - Stevedore II	32.76
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.30
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.97
30021 - Archeological Technician I	19.53
30022 - Archeological Technician II	22.07
30023 - Archeological Technician III	27.34
30030 - Cartographic Technician	27.34
30040 - Civil Engineering Technician	30.98
30051 - Cryogenic Technician I	29.15
30052 - Cryogenic Technician II	32.20
30061 - Drafter/CAD Operator I	19.53
30062 - Drafter/CAD Operator II	22.07
30063 - Drafter/CAD Operator III	24.61
30064 - Drafter/CAD Operator IV	29.98
30081 - Engineering Technician I	17.57
30082 - Engineering Technician II	19.73
30083 - Engineering Technician III	22.07
30084 - Engineering Technician IV	27.34
30085 - Engineering Technician V	33.44
30086 - Engineering Technician VI	40.46
30090 - Environmental Technician	27.76
30095 - Evidence Control Specialist	26.33
30210 - Laboratory Technician	31.81
30221 - Latent Fingerprint Technician I	29.15
30222 - Latent Fingerprint Technician II	32.20
30240 - Mathematical Technician	27.06
30361 - Paralegal/Legal Assistant I	17.77
30362 - Paralegal/Legal Assistant II	22.02

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30363 - Paralegal/Legal Assistant III	26.94
30364 - Paralegal/Legal Assistant IV	32.59
30375 - Petroleum Supply Specialist	32.20
30390 - Photo-Optics Technician	27.06
30395 - Radiation Control Technician	32.20
30461 - Technical Writer I	27.35
30462 - Technical Writer II	33.45
30463 - Technical Writer III	40.47
30491 - Unexploded Ordnance (UXO) Technician I	24.24
30492 - Unexploded Ordnance (UXO) Technician II	29.33
30493 - Unexploded Ordnance (UXO) Technician III	35.16
30494 - Unexploded (UXO) Safety Escort	24.24
30495 - Unexploded (UXO) Sweep Personnel	24.24
30501 - Weather Forecaster I	29.15
30502 - Weather Forecaster II	35.46
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.61
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.33
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.33
31020 - Bus Aide	13.83
31030 - Bus Driver	20.32
31043 - Driver Courier	14.65
31260 - Parking and Lot Attendant	12.51
31290 - Shuttle Bus Driver	15.98
31310 - Taxi Driver	14.38
31361 - Truckdriver, Light	15.98
31362 - Truckdriver, Medium	17.33
31363 - Truckdriver, Heavy	23.12
31364 - Truckdriver, Tractor-Trailer	23.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.30
99030 - Cashier	11.61
99050 - Desk Clerk	11.85
99095 - Embalmer	24.57
99130 - Flight Follower	24.24
99251 - Laboratory Animal Caretaker I	12.19
99252 - Laboratory Animal Caretaker II	13.28
99260 - Marketing Analyst	25.70
99310 - Mortician	24.57
99410 - Pest Controller	22.26
99510 - Photofinishing Worker	12.74
99710 - Recycling Laborer	21.60
99711 - Recycling Specialist	26.38
99730 - Refuse Collector	19.28
99810 - Sales Clerk	12.30
99820 - School Crossing Guard	14.93
99830 - Survey Party Chief	29.32
99831 - Surveying Aide	18.43
99832 - Surveying Technician	25.21
99840 - Vending Machine Attendant	18.82
99841 - Vending Machine Repairer	23.95
99842 - Vending Machine Repairer Helper	18.82

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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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 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, 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 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)).