

"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.: 2015-5563 Revision No.: 26 Date Of Last Revision: 07/08/2025

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://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		20.31
01012 - Accounting Clerk II		22.80
01013 - Accounting Clerk III		25.50
01020 - Administrative Assistant		36.04
01035 - Court Reporter		23.43
01041 - Customer Service Representative I		18.56
01042 - Customer Service Representative II		20.25
01043 - Customer Service Representative III		22.73
01051 - Data Entry Operator I		20.32
01052 - Data Entry Operator II		22.18
01060 - Dispatcher, Motor Vehicle		25.02
01070 - Document Preparation Clerk		20.04
01090 - Duplicating Machine Operator		20.04
01111 - General Clerk I		19.72
01112 - General Clerk II		21.52
01113 - General Clerk III		24.15
01120 - Housing Referral Assistant		26.13
01141 - Messenger Courier		21.48
01191 - Order Clerk I		21.58
01192 - Order Clerk II		23.55
01261 - Personnel Assistant (Employment) I		20.20
01262 - Personnel Assistant (Employment) II		22.60
01263 - Personnel Assistant (Employment) III		25.20
01270 - Production Control Clerk		28.57
01290 - Rental Clerk		21.68
01300 - Scheduler, Maintenance		20.96
01311 - Secretary I		20.96
01312 - Secretary II		23.43
01313 - Secretary III		26.13
01320 - Service Order Dispatcher		22.37
01410 - Supply Technician		36.04
01420 - Survey Worker		25.02
01460 - Switchboard Operator/Receptionist		20.23
01531 - Travel Clerk I		19.79
01532 - Travel Clerk II		22.22
01533 - Travel Clerk III		24.85
01611 - Word Processor I		19.08

01612 - Word Processor II	21.42
01613 - Word Processor III	23.97
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.89
05010 - Automotive Electrician	27.03
05040 - Automotive Glass Installer	25.43
05070 - Automotive Worker	25.43
05110 - Mobile Equipment Servicer	22.39
05130 - Motor Equipment Metal Mechanic	28.56
05160 - Motor Equipment Metal Worker	25.43
05190 - Motor Vehicle Mechanic	28.56
05220 - Motor Vehicle Mechanic Helper	20.84
05250 - Motor Vehicle Upholstery Worker	23.95
05280 - Motor Vehicle Wrecker	25.43
05310 - Painter, Automotive	27.03
05340 - Radiator Repair Specialist	25.43
05370 - Tire Repairer	22.04
05400 - Transmission Repair Specialist	28.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.41
07041 - Cook I	21.52
07042 - Cook II	24.44
07070 - Dishwasher	17.24***
07130 - Food Service Worker	17.92
07210 - Meat Cutter	23.51
07260 - Waiter/Waitress	17.23***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.72
09040 - Furniture Handler	13.19***
09080 - Furniture Refinisher	20.19
09090 - Furniture Refinisher Helper	15.57***
09110 - Furniture Repairer, Minor	17.88
09130 - Upholsterer	20.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.59
11060 - Elevator Operator	18.35
11090 - Gardener	27.50
11122 - Housekeeping Aide	18.35
11150 - Janitor	18.35
11210 - Laborer, Grounds Maintenance	21.69
11240 - Maid or Houseman	18.38
11260 - Pruner	19.81
11270 - Tractor Operator	25.60
11330 - Trail Maintenance Worker	21.69
11360 - Window Cleaner	20.09
12000 - Health Occupations	
12010 - Ambulance Driver	24.16
12011 - Breath Alcohol Technician	34.02
12012 - Certified Occupational Therapist Assistant	36.91
12015 - Certified Physical Therapist Assistant	34.08
12020 - Dental Assistant	28.50
12025 - Dental Hygienist	57.19
12030 - EKG Technician	41.85
12035 - Electroneurodiagnostic Technologist	41.85
12040 - Emergency Medical Technician	24.16
12071 - Licensed Practical Nurse I	30.42
12072 - Licensed Practical Nurse II	34.02
12073 - Licensed Practical Nurse III	37.92
12100 - Medical Assistant	25.02
12130 - Medical Laboratory Technician	37.58
12160 - Medical Record Clerk	26.54
12190 - Medical Record Technician	29.69
12195 - Medical Transcriptionist	19.98
12210 - Nuclear Medicine Technologist	55.43
12221 - Nursing Assistant I	16.93***
12222 - Nursing Assistant II	19.05
12223 - Nursing Assistant III	20.79
12224 - Nursing Assistant IV	23.33
12235 - Optical Dispenser	28.09
12236 - Optical Technician	21.33
12250 - Pharmacy Technician	26.32
12280 - Phlebotomist	23.44
12305 - Radiologic Technologist	49.21
12311 - Registered Nurse I	34.68
12312 - Registered Nurse II	42.42
12313 - Registered Nurse II, Specialist	42.42
12314 - Registered Nurse III	51.32
12315 - Registered Nurse III, Anesthetist	51.32
12316 - Registered Nurse IV	61.53
12317 - Scheduler (Drug and Alcohol Testing)	42.14
12320 - Substance Abuse Treatment Counselor	32.92
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.80
13012 - Exhibits Specialist II	34.45
13013 - Exhibits Specialist III	42.14
13041 - Illustrator I	23.43
13042 - Illustrator II	29.03

13043 - Illustrator III	35.51
13047 - Librarian	38.15
13050 - Library Aide/Clerk	22.63
13054 - Library Information Technology Systems Administrator	34.45
13058 - Library Technician	24.74
13061 - Media Specialist I	24.86
13062 - Media Specialist II	27.80
13063 - Media Specialist III	31.01
13071 - Photographer I	19.51
13072 - Photographer II	21.84
13073 - Photographer III	27.05
13074 - Photographer IV	33.09
13075 - Photographer V	40.03
13090 - Technical Order Library Clerk	28.41
13110 - Video Teleconference Technician	27.30
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.27
14042 - Computer Operator II	26.03
14043 - Computer Operator III	29.02
14044 - Computer Operator IV	32.24
14045 - Computer Operator V	35.71
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	23.27
14160 - Personal Computer Support Technician	32.24
14170 - System Support Specialist	35.71
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	40.53
15020 - Aircrew Training Devices Instructor (Rated)	49.04
15030 - Air Crew Training Devices Instructor (Pilot)	58.80
15050 - Computer Based Training Specialist / Instructor	40.53
15060 - Educational Technologist	43.19
15070 - Flight Instructor (Pilot)	58.80
15080 - Graphic Artist	33.03
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	58.80
15086 - Maintenance Test Pilot, Rotary Wing	58.80
15088 - Non-Maintenance Test/Co-Pilot	58.80
15090 - Technical Instructor	27.57
15095 - Technical Instructor/Course Developer	33.72
15110 - Test Proctor	22.26
15120 - Tutor	22.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	18.97
16030 - Counter Attendant	18.97
16040 - Dry Cleaner	21.69
16070 - Finisher, Flatwork, Machine	18.97
16090 - Presser, Hand	18.97
16110 - Presser, Machine, Drycleaning	18.97
16130 - Presser, Machine, Shirts	18.97
16160 - Presser, Machine, Wearing Apparel, Laundry	18.97
16190 - Sewing Machine Operator	22.60
16220 - Tailor	23.49
16250 - Washer, Machine	19.88
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	30.31
19040 - Tool And Die Maker	36.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.74
21030 - Material Coordinator	28.57
21040 - Material Expediter	28.57
21050 - Material Handling Laborer	21.90
21071 - Order Filler	20.77
21080 - Production Line Worker (Food Processing)	24.74
21110 - Shipping Packer	22.52
21130 - Shipping/Receiving Clerk	22.52
21140 - Store Worker I	17.63***
21150 - Stock Clerk	22.62
21210 - Tools And Parts Attendant	24.74
21410 - Warehouse Specialist	24.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	42.03
23019 - Aircraft Logs and Records Technician	33.43
23021 - Aircraft Mechanic I	39.87
23022 - Aircraft Mechanic II	42.03
23023 - Aircraft Mechanic III	44.16
23040 - Aircraft Mechanic Helper	29.10
23050 - Aircraft, Painter	37.73
23060 - Aircraft Servicer	33.43
23070 - Aircraft Survival Flight Equipment Technician	37.73
23080 - Aircraft Worker	35.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	35.50

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	39.87
II	
23110 - Appliance Mechanic	24.41
23120 - Bicycle Repairer	22.13
23125 - Cable Splicer	60.18
23130 - Carpenter, Maintenance	31.64
23140 - Carpet Layer	26.51
23160 - Electrician, Maintenance	49.07
23181 - Electronics Technician Maintenance I	38.17
23182 - Electronics Technician Maintenance II	40.57
23183 - Electronics Technician Maintenance III	42.86
23260 - Fabric Worker	30.15
23290 - Fire Alarm System Mechanic	37.56
23310 - Fire Extinguisher Repairer	30.48
23311 - Fuel Distribution System Mechanic	43.00
23312 - Fuel Distribution System Operator	33.72
23370 - General Maintenance Worker	26.25
23380 - Ground Support Equipment Mechanic	39.87
23381 - Ground Support Equipment Servicer	33.43
23382 - Ground Support Equipment Worker	35.50
23391 - Gunsmith I	30.48
23392 - Gunsmith II	34.62
23393 - Gunsmith III	38.88
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.91
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.58
23430 - Heavy Equipment Mechanic	36.63
23440 - Heavy Equipment Operator	36.92
23460 - Instrument Mechanic	36.77
23465 - Laboratory/Shelter Mechanic	36.80
23470 - Laborer	21.90
23510 - Locksmith	23.70
23530 - Machinery Maintenance Mechanic	35.30
23550 - Machinist, Maintenance	29.98
23580 - Maintenance Trades Helper	20.17
23591 - Metrology Technician I	36.77
23592 - Metrology Technician II	38.75
23593 - Metrology Technician III	40.73
23640 - Millwright	37.00
23710 - Office Appliance Repairer	23.34
23760 - Painter, Maintenance	24.81
23790 - Pipefitter, Maintenance	46.19
23810 - Plumber, Maintenance	43.70
23820 - Pneudraulic Systems Mechanic	38.88
23850 - Rigger	39.27
23870 - Scale Mechanic	34.62
23890 - Sheet-Metal Worker, Maintenance	37.64
23910 - Small Engine Mechanic	24.86
23931 - Telecommunications Mechanic I	33.96
23932 - Telecommunications Mechanic II	35.80
23950 - Telephone Lineman	35.31
23960 - Welder, Combination, Maintenance	29.30
23965 - Well Driller	34.00
23970 - Woodcraft Worker	38.88
23980 - Woodworker	30.48
24000 - Personal Needs Occupations	
24550 - Case Manager	24.21
24570 - Child Care Attendant	18.05
24580 - Child Care Center Clerk	22.50
24610 - Chore Aide	19.59
24620 - Family Readiness And Support Services Coordinator	24.21
24630 - Homemaker	24.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	39.40
25040 - Sewage Plant Operator	38.29
25070 - Stationary Engineer	39.40
25190 - Ventilation Equipment Tender	28.75
25210 - Water Treatment Plant Operator	38.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	37.64
27007 - Baggage Inspector	19.32
27008 - Corrections Officer	42.11
27010 - Court Security Officer	41.56
27030 - Detection Dog Handler	21.61
27040 - Detention Officer	42.11
27070 - Firefighter	41.34
27101 - Guard I	19.32
27102 - Guard II	21.61
27131 - Police Officer I	41.99
27132 - Police Officer II	46.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.35
28042 - Carnival Equipment Repairer	22.93
28043 - Carnival Worker	16.52***

28210 - Gate Attendant/Gate Tender	23.90
28310 - Lifeguard	17.26***
28350 - Park Attendant (Aide)	26.73
28510 - Recreation Aide/Health Facility Attendant	19.52
28515 - Recreation Specialist	33.13
28630 - Sports Official	21.30
28690 - Swimming Pool Operator	26.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	43.10
29020 - Hatch Tender	43.10
29030 - Line Handler	43.10
29041 - Stevedore I	40.57
29042 - Stevedore II	45.80
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	49.64
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	34.23
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.70
30021 - Archeological Technician I	21.45
30022 - Archeological Technician II	24.00
30023 - Archeological Technician III	29.72
30030 - Cartographic Technician	29.72
30040 - Civil Engineering Technician	40.98
30051 - Cryogenic Technician I	32.92
30052 - Cryogenic Technician II	36.35
30061 - Drafter/CAD Operator I	21.45
30062 - Drafter/CAD Operator II	24.00
30063 - Drafter/CAD Operator III	26.74
30064 - Drafter/CAD Operator IV	32.92
30081 - Engineering Technician I	19.59
30082 - Engineering Technician II	21.98
30083 - Engineering Technician III	24.59
30084 - Engineering Technician IV	30.46
30085 - Engineering Technician V	37.25
30086 - Engineering Technician VI	45.07
30090 - Environmental Technician	30.04
30095 - Evidence Control Specialist	29.72
30210 - Laboratory Technician	24.83
30221 - Latent Fingerprint Technician I	39.76
30222 - Latent Fingerprint Technician II	43.92
30240 - Mathematical Technician	34.29
30361 - Paralegal/Legal Assistant I	23.63
30362 - Paralegal/Legal Assistant II	29.27
30363 - Paralegal/Legal Assistant III	35.80
30364 - Paralegal/Legal Assistant IV	43.31
30375 - Petroleum Supply Specialist	36.35
30390 - Photo-Optics Technician	29.72
30395 - Radiation Control Technician	36.35
30461 - Technical Writer I	28.62
30462 - Technical Writer II	35.01
30463 - Technical Writer III	42.35
30491 - Unexploded Ordnance (UXO) Technician I	31.55
30492 - Unexploded Ordnance (UXO) Technician II	38.17
30493 - Unexploded Ordnance (UXO) Technician III	45.75
30494 - Unexploded (UXO) Safety Escort	31.55
30495 - Unexploded (UXO) Sweep Personnel	31.55
30501 - Weather Forecaster I	32.92
30502 - Weather Forecaster II	40.04
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)	26.74
30621 - Weather Observer, Senior (see 2)	29.72
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	38.17
31020 - Bus Aide	24.19
31030 - Bus Driver	32.80
31043 - Driver Courier	20.86
31260 - Parking and Lot Attendant	18.84
31290 - Shuttle Bus Driver	19.34
31310 - Taxi Driver	16.50***
31361 - Truckdriver, Light	22.41
31362 - Truckdriver, Medium	23.97
31363 - Truckdriver, Heavy	30.53
31364 - Truckdriver, Tractor-Trailer	30.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.61
99030 - Cashier	17.17***
99050 - Desk Clerk	18.21
99095 - Embalmer	29.76
99130 - Flight Follower	31.55
99251 - Laboratory Animal Caretaker I	20.45
99252 - Laboratory Animal Caretaker II	21.97
99260 - Marketing Analyst	41.62
99310 - Mortician	29.76
99410 - Pest Controller	22.84
99510 - Photofinishing Worker	24.28
99710 - Recycling Laborer	33.46
99711 - Recycling Specialist	39.50
99730 - Refuse Collector	30.56

99810 - Sales Clerk	17.68***
99820 - School Crossing Guard	21.91
99830 - Survey Party Chief	36.65
99831 - Surveying Aide	21.61
99832 - Surveying Technician	29.59
99840 - Vending Machine Attendant	20.83
99841 - Vending Machine Repairer	25.42
99842 - Vending Machine Repairer Helper	20.83

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

---

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: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 per month\*

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

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

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

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

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

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

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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