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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5573
Revision No.: 28
Date Of Last Revision: 3/30/2026

State: Oregon

Area: Oregon Counties of Marion and Polk

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.80
01012 - Accounting Clerk II		22.22
01013 - Accounting Clerk III		24.86
01020 - Administrative Assistant		32.62
01035 - Court Reporter		22.57
01041 - Customer Service Representative I		18.00
01042 - Customer Service Representative II		19.62
01043 - Customer Service Representative III		22.04
01051 - Data Entry Operator I		19.39
01052 - Data Entry Operator II		21.16
01060 - Dispatcher, Motor Vehicle		23.83
01070 - Document Preparation Clerk		24.35
01090 - Duplicating Machine Operator		24.35
01111 - General Clerk I		18.27
01112 - General Clerk II		19.94
01113 - General Clerk III		22.38
01120 - Housing Referral Assistant		25.17
01141 - Messenger Courier		19.33
01191 - Order Clerk I		20.37
01192 - Order Clerk II		22.23
01261 - Personnel Assistant (Employment) I		20.46
01262 - Personnel Assistant (Employment) II		22.89
01263 - Personnel Assistant (Employment) III		25.51
01270 - Production Control Clerk		26.16
01290 - Rental Clerk		20.59
01300 - Scheduler, Maintenance		20.19

01311 - Secretary I	20.19
01312 - Secretary II	22.57
01313 - Secretary III	25.17
01320 - Service Order Dispatcher	21.30
01410 - Supply Technician	32.62
01420 - Survey Worker	23.12
01460 - Switchboard Operator/Receptionist	18.51
01531 - Travel Clerk I	18.91
01532 - Travel Clerk II	21.22
01533 - Travel Clerk III	23.28
01611 - Word Processor I	17.97
01612 - Word Processor II	20.19
01613 - Word Processor III	22.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.98
05010 - Automotive Electrician	23.72
05040 - Automotive Glass Installer	22.32
05070 - Automotive Worker	22.32
05110 - Mobile Equipment Servicer	19.65
05130 - Motor Equipment Metal Mechanic	25.06
05160 - Motor Equipment Metal Worker	22.32
05190 - Motor Vehicle Mechanic	25.06
05220 - Motor Vehicle Mechanic Helper	18.29
05250 - Motor Vehicle Upholstery Worker	21.01
05280 - Motor Vehicle Wrecker	22.32
05310 - Painter, Automotive	23.72
05340 - Radiator Repair Specialist	22.32
05370 - Tire Repairer	21.77
05400 - Transmission Repair Specialist	25.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.53
07041 - Cook I	21.21
07042 - Cook II	24.09
07070 - Dishwasher	16.31
07130 - Food Service Worker	17.36
07210 - Meat Cutter	22.40
07260 - Waiter/Waitress	15.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.27
09040 - Furniture Handler	13.76
09080 - Furniture Refinisher	21.08
09090 - Furniture Refinisher Helper	16.25
09110 - Furniture Repairer, Minor	18.67
09130 - Upholsterer	23.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.44
11060 - Elevator Operator	17.77
11090 - Gardener	25.70
11122 - Housekeeping Aide	17.77
11150 - Janitor	17.77
11210 - Laborer, Grounds Maintenance	20.27
11240 - Maid or Houseman	17.70
11260 - Pruner	18.51
11270 - Tractor Operator	23.93
11330 - Trail Maintenance Worker	20.27
11360 - Window Cleaner	19.46
12000 - Health Occupations	
12010 - Ambulance Driver	25.00
12011 - Breath Alcohol Technician	32.09
12012 - Certified Occupational Therapist Assistant	37.68

12015 - Certified Physical Therapist Assistant	31.63
12020 - Dental Assistant	27.28
12025 - Dental Hygienist	56.14
12030 - EKG Technician	49.68
12035 - Electroneurodiagnostic Technologist	49.68
12040 - Emergency Medical Technician	25.00
12071 - Licensed Practical Nurse I	28.69
12072 - Licensed Practical Nurse II	32.09
12073 - Licensed Practical Nurse III	35.78
12100 - Medical Assistant	23.42
12130 - Medical Laboratory Technician	31.81
12160 - Medical Record Clerk	22.28
12190 - Medical Record Technician	24.92
12195 - Medical Transcriptionist	22.55
12210 - Nuclear Medicine Technologist	70.52
12221 - Nursing Assistant I	16.84
12222 - Nursing Assistant II	18.95
12223 - Nursing Assistant III	20.68
12224 - Nursing Assistant IV	23.21
12235 - Optical Dispenser	21.89
12236 - Optical Technician	28.69
12250 - Pharmacy Technician	24.33
12280 - Phlebotomist	22.50
12305 - Radiologic Technologist	45.14
12311 - Registered Nurse I	31.94
12312 - Registered Nurse II	39.08
12313 - Registered Nurse II, Specialist	39.08
12314 - Registered Nurse III	47.29
12315 - Registered Nurse III, Anesthetist	47.29
12316 - Registered Nurse IV	56.67
12317 - Scheduler (Drug and Alcohol Testing)	39.75
12320 - Substance Abuse Treatment Counselor	35.46
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.84
13012 - Exhibits Specialist II	33.26
13013 - Exhibits Specialist III	40.69
13041 - Illustrator I	26.84
13042 - Illustrator II	33.26
13043 - Illustrator III	40.69
13047 - Librarian	36.83
13050 - Library Aide/Clerk	19.06
13054 - Library Information Technology Systems Administrator	33.26
13058 - Library Technician	22.19
13061 - Media Specialist I	23.99
13062 - Media Specialist II	26.84
13063 - Media Specialist III	29.93
13071 - Photographer I	22.14
13072 - Photographer II	24.77
13073 - Photographer III	30.70
13074 - Photographer IV	37.53
13075 - Photographer V	45.41
13090 - Technical Order Library Clerk	23.94
13110 - Video Teleconference Technician	23.74
14000 - Information Technology Occupations	
14041 - Computer Operator I	24.91
14042 - Computer Operator II	27.86
14043 - Computer Operator III	31.07
14044 - Computer Operator IV	34.52
14045 - Computer Operator V	38.23
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		24.91
14160 - Personal Computer Support Technician		34.52
14170 - System Support Specialist		38.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.77
15020 - Aircrew Training Devices Instructor (Rated)		44.49
15030 - Air Crew Training Devices Instructor (Pilot)		53.34
15050 - Computer Based Training Specialist / Instructor		36.77
15060 - Educational Technologist		47.83
15070 - Flight Instructor (Pilot)		53.34
15080 - Graphic Artist		30.57
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		53.34
15086 - Maintenance Test Pilot, Rotary Wing		53.34
15088 - Non-Maintenance Test/Co-Pilot		53.34
15090 - Technical Instructor		28.86
15095 - Technical Instructor/Course Developer		35.30
15110 - Test Proctor		23.30
15120 - Tutor		23.30
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)		31.53
19040 - Tool And Die Maker		38.35
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.61
21030 - Material Coordinator		26.16
21040 - Material Expediter		26.16
21050 - Material Handling Laborer		17.20
21071 - Order Filler		19.53
21080 - Production Line Worker (Food Processing)		23.61
21110 - Shipping Packer		21.45
21130 - Shipping/Receiving Clerk		21.45
21140 - Store Worker I		17.63
21150 - Stock Clerk		22.62
21210 - Tools And Parts Attendant		23.61
21410 - Warehouse Specialist		23.61
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.96
23019 - Aircraft Logs and Records Technician		26.22
23021 - Aircraft Mechanic I		31.27
23022 - Aircraft Mechanic II		32.96
23023 - Aircraft Mechanic III		34.64
23040 - Aircraft Mechanic Helper		22.82

23050 - Aircraft, Painter	29.60
23060 - Aircraft Servicer	26.22
23070 - Aircraft Survival Flight Equipment Technician	29.60
23080 - Aircraft Worker	27.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.85
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.27
23110 - Appliance Mechanic	29.55
23120 - Bicycle Repairer	26.12
23125 - Cable Splicer	53.69
23130 - Carpenter, Maintenance	28.44
23140 - Carpet Layer	27.69
23160 - Electrician, Maintenance	39.78
23181 - Electronics Technician Maintenance I	33.61
23182 - Electronics Technician Maintenance II	35.72
23183 - Electronics Technician Maintenance III	37.74
23260 - Fabric Worker	27.93
23290 - Fire Alarm System Mechanic	38.19
23310 - Fire Extinguisher Repairer	26.12
23311 - Fuel Distribution System Mechanic	38.21
23312 - Fuel Distribution System Operator	29.96
23370 - General Maintenance Worker	24.07
23380 - Ground Support Equipment Mechanic	31.27
23381 - Ground Support Equipment Servicer	26.22
23382 - Ground Support Equipment Worker	27.85
23391 - Gunsmith I	26.12
23392 - Gunsmith II	29.67
23393 - Gunsmith III	33.32
23410 - Heating, Ventilation And Air-Conditioning Mechanic	31.85
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.57
23430 - Heavy Equipment Mechanic	35.00
23440 - Heavy Equipment Operator	32.07
23460 - Instrument Mechanic	33.32
23465 - Laboratory/Shelter Mechanic	31.53
23470 - Laborer	17.20
23510 - Locksmith	31.53
23530 - Machinery Maintenance Mechanic	28.97
23550 - Machinist, Maintenance	28.46
23580 - Maintenance Trades Helper	20.02
23591 - Metrology Technician I	33.32
23592 - Metrology Technician II	35.12
23593 - Metrology Technician III	36.90
23640 - Millwright	33.32
23710 - Office Appliance Repairer	22.58
23760 - Painter, Maintenance	23.06
23790 - Pipefitter, Maintenance	38.27
23810 - Plumber, Maintenance	36.22
23820 - Pneudraulic Systems Mechanic	33.32
23850 - Rigger	33.32
23870 - Scale Mechanic	29.67
23890 - Sheet-Metal Worker, Maintenance	28.39
23910 - Small Engine Mechanic	27.51
23931 - Telecommunications Mechanic I	32.63
23932 - Telecommunications Mechanic II	34.39
23950 - Telephone Lineman	30.17
23960 - Welder, Combination, Maintenance	25.25
23965 - Well Driller	31.09
23970 - Woodcraft Worker	33.32
23980 - Woodworker	26.12
24000 - Personal Needs Occupations	

24550 - Case Manager		24.43
24570 - Child Care Attendant		17.10
24580 - Child Care Center Clerk		21.32
24610 - Chore Aide		18.95
24620 - Family Readiness And Support Services Coordinator		24.43
24630 - Homemaker		24.43
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		32.75
25040 - Sewage Plant Operator		31.00
25070 - Stationary Engineer		32.75
25190 - Ventilation Equipment Tender		23.91
25210 - Water Treatment Plant Operator		31.00
27000 - Protective Service Occupations		
27004 - Alarm Monitor		34.55
27007 - Baggage Inspector		19.73
27008 - Corrections Officer		39.87
27010 - Court Security Officer		34.76
27030 - Detection Dog Handler		22.08
27040 - Detention Officer		39.87
27070 - Firefighter		34.52
27101 - Guard I		19.73
27102 - Guard II		22.08
27131 - Police Officer I		36.84
27132 - Police Officer II		40.95
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		20.05
28042 - Carnival Equipment Repairer		21.53
28043 - Carnival Worker		15.51
28210 - Gate Attendant/Gate Tender		21.82
28310 - Lifeguard		16.31
28350 - Park Attendant (Aide)		24.41
28510 - Recreation Aide/Health Facility Attendant		17.82
28515 - Recreation Specialist		30.24
28630 - Sports Official		19.44
28690 - Swimming Pool Operator		24.46
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.67
29020 - Hatch Tender		29.67
29030 - Line Handler		29.67
29041 - Stevedore I		27.93
29042 - Stevedore II		31.53
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		23.72
30022 - Archeological Technician II		26.53
30023 - Archeological Technician III		32.86
30030 - Cartographic Technician		32.86
30040 - Civil Engineering Technician		41.14
30051 - Cryogenic Technician I		36.40
30052 - Cryogenic Technician II		40.19
30061 - Drafter/CAD Operator I		23.72
30062 - Drafter/CAD Operator II		26.53
30063 - Drafter/CAD Operator III		29.57
30064 - Drafter/CAD Operator IV		36.40

30081 - Engineering Technician I	19.23
30082 - Engineering Technician II	21.59
30083 - Engineering Technician III	24.15
30084 - Engineering Technician IV	29.91
30085 - Engineering Technician V	36.58
30086 - Engineering Technician VI	44.26
30090 - Environmental Technician	32.86
30095 - Evidence Control Specialist	32.86
30210 - Laboratory Technician	29.57
30221 - Latent Fingerprint Technician I	36.40
30222 - Latent Fingerprint Technician II	40.19
30240 - Mathematical Technician	32.86
30361 - Paralegal/Legal Assistant I	24.65
30362 - Paralegal/Legal Assistant II	30.53
30363 - Paralegal/Legal Assistant III	37.34
30364 - Paralegal/Legal Assistant IV	45.18
30375 - Petroleum Supply Specialist	40.19
30390 - Photo-Optics Technician	32.86
30395 - Radiation Control Technician	40.19
30461 - Technical Writer I	30.46
30462 - Technical Writer II	37.25
30463 - Technical Writer III	45.07
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	36.40
30502 - Weather Forecaster II	44.27
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 29.57
30621 - Weather Observer, Senior	(see 2) 32.86
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	38.17
31020 - Bus Aide	19.57
31030 - Bus Driver	26.57
31043 - Driver Courier	20.01
31260 - Parking and Lot Attendant	16.65
31290 - Shuttle Bus Driver	18.41
31310 - Taxi Driver	14.34
31361 - Truckdriver, Light	21.49
31362 - Truckdriver, Medium	22.98
31363 - Truckdriver, Heavy	28.77
31364 - Truckdriver, Tractor-Trailer	28.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.61
99030 - Cashier	15.87
99050 - Desk Clerk	17.51
99095 - Embalmer	31.55
99130 - Flight Follower	31.55
99251 - Laboratory Animal Caretaker I	19.11
99252 - Laboratory Animal Caretaker II	20.52
99260 - Marketing Analyst	32.86
99310 - Mortician	31.55
99410 - Pest Controller	25.02
99510 - Photofinishing Worker	16.58
99710 - Recycling Laborer	31.30
99711 - Recycling Specialist	36.95
99730 - Refuse Collector	28.59
99810 - Sales Clerk	16.89
99820 - School Crossing Guard	21.12
99830 - Survey Party Chief	37.53
99831 - Surveying Aide	22.13

99832 - Surveying Technician	30.30
99840 - Vending Machine Attendant	22.82
99841 - Vending Machine Repairer	27.85
99842 - Vending Machine Repairer Helper	22.82

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, 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 Executive Order 13658 is available at 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, 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)).""