

**ATTACHMENT J.10**

**WAGE DETERMINATIONS – SERVICE CONTRACT ACT (SCA) AND DAVIS-BACON ACT**

## SERVICE CONTRACT ACT WAGE DETERMINATION

WD 15-5527 (Rev.-9) was first posted on www.beta.SAM.gov on 12/23/2019  
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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
| WASHINGTON D.C. 20210

Wage Determination No.: 2015-5527  
Daniel W. Simms Division of | Revision No.: 9  
Director Wage Determinations | Date Of Last Revision: 12/23/2019

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.80 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 \$10.80 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 2020. 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](http://www.dol.gov/whd/govcontracts).

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State: Washington  
Area: Washington Counties of Benton Franklin

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

OCCUPATION CODE - TITLEFOOTNOTE RATE  
01000 - Administrative Support And Clerical Occupations  
01011 - Accounting Clerk I 16.46  
01012 - Accounting Clerk II 18.48  
01013 - Accounting Clerk III 20.68  
01020 - Administrative Assistant 27.60  
01035 - Court Reporter 18.59  
01041 - Customer Service Representative I 15.39  
01042 - Customer Service Representative II 17.30  
01043 - Customer Service Representative III 18.87  
01051 - Data Entry Operator I 16.86  
01052 - Data Entry Operator II 18.39  
01060 - Dispatcher Motor Vehicle 20.65  
01070 - Document Preparation Clerk 14.09  
01090 - Duplicating Machine Operator 14.09  
01111 - General Clerk I 13.69

01112 - General Clerk II 14.94  
01113 - General Clerk III 16.77  
01120 - Housing Referral Assistant 20.52  
01141 - Messenger Courier 14.91  
01191 - Order Clerk I 15.31  
01192 - Order Clerk II 16.70  
01261 - Personnel Assistant (Employment) I 17.60  
01262 - Personnel Assistant (Employment) II 19.70  
01263 - Personnel Assistant (Employment) III 21.95  
01270 - Production Control Clerk 31.09  
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 20.18  
01410 - Supply Technician 27.60  
01420 - Survey Worker 18.07  
01460 - Switchboard Operator/Receptionist 14.99  
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 21.49  
05010 - Automotive Electrician 21.54  
05040 - Automotive Glass Installer 20.11  
05070 - Automotive Worker 20.11  
05110 - Mobile Equipment Servicer 17.40  
05130 - Motor Equipment Metal Mechanic 22.97  
05160 - Motor Equipment Metal Worker 20.11  
05190 - Motor Vehicle Mechanic 22.97  
05220 - Motor Vehicle Mechanic Helper 16.30  
05250 - Motor Vehicle Upholstery Worker 18.69  
05280 - Motor Vehicle Wrecker 20.11  
05310 - Painter Automotive 21.54  
05340 - Radiator Repair Specialist 20.11  
05370 - Tire Repairer 14.84  
05400 - Transmission Repair Specialist 22.97  
07000 - Food Preparation And Service Occupations  
07010 - Baker 17.23  
07041 - Cook I 15.30  
07042 - Cook II 17.85  
07070 - Dishwasher 11.97  
07130 - Food Service Worker 12.41  
07210 - Meat Cutter 17.51  
07260 - Waiter/Waitress 12.65

09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter 27.34

09040 - Furniture Handler 17.81  
09080 - Furniture Refinisher 27.34  
09090 - Furniture Refinisher Helper 21.97  
09110 - Furniture Repairer Minor 25.99  
  
09130 - Upholsterer 27.34  
  
11000 - General Services And Support Occupations  
11030 - Cleaner Vehicles 12.94  
11060 - Elevator Operator 16.03  
11090 - Gardener 18.70  
11122 - Housekeeping Aide 16.03  
11150 - Janitor 16.03  
11210 - Laborer Grounds Maintenance 13.90  
11240 - Maid or Houseman 11.99  
11260 - Pruner 12.35  
11270 - Tractor Operator 17.15  
11330 - Trail Maintenance Worker 13.90  
11360 - Window Cleaner 18.02  
  
12000 - Health Occupations  
12010 - Ambulance Driver 22.40  
12011 - Breath Alcohol Technician 24.02  
12012 - Certified Occupational Therapist Assistant 32.96  
12015 - Certified Physical Therapist Assistant 30.63  
12020 - Dental Assistant 19.44  
12025 - Dental Hygienist 44.23  
12030 - EKG Technician 31.79  
12035 - Electro-neurodiagnostic Technologist 31.79  
12040 - Emergency Medical Technician 22.40  
12071 - Licensed Practical Nurse I 21.47  
12072 - Licensed Practical Nurse II 24.02  
12073 - Licensed Practical Nurse III 26.77  
12100 - Medical Assistant 16.73  
12130 - Medical Laboratory Technician 23.16  
12160 - Medical Record Clerk 16.50  
12190 - Medical Record Technician 18.46  
12195 - Medical Transcriptionist 19.70  
12210 - Nuclear Medicine Technologist 52.77  
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 20.76  
12250 - Pharmacy Technician 20.98  
12280 - Phlebotomist 17.00  
12305 - Radiologic Technologist 30.20  
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) 29.75  
12320 - Substance Abuse Treatment Counselor 17.05

- 13000 - Information And Arts Occupations
- 13011 - Exhibits Specialist I 25.51
- 13012 - Exhibits Specialist II 31.59
- 13013 - Exhibits Specialist III 38.64
- 13041 - Illustrator I 25.51
- 13042 - Illustrator II 31.59
- 13043 - Illustrator III 38.64
- 13047 - Librarian 34.99
- 13050 - Library Aide/Clerk 19.58
  
- 13054 - Library Information Technology Systems Administrator 31.59
- 13058 - Library Technician 25.51
- 13061 - Media Specialist I 22.79
- 13062 - Media Specialist II 25.51
- 13063 - Media Specialist III 28.42
- 13071 - Photographer I 22.79
- 13072 - Photographer II 25.51
- 13073 - Photographer III 31.59
- 13074 - Photographer IV 38.64
- 13075 - Photographer V 46.75
- 13090 - Technical Order Library Clerk 20.61
- 13110 - Video Teleconference Technician 22.79
  
- 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 22.85 (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 19.45
- 14160 - Personal Computer Support Technician 26.98
- 14170 - System Support Specialist 33.83
  
- 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 13.13  
16030 - Counter Attendant 13.13  
16040 - Dry Cleaner 15.02  
16070 - Finisher Flatwork Machine 13.13  
16090 - Presser Hand 13.13  
16110 - Presser Machine Dry cleaning 13.13  
16130 - Presser Machine Shirts 13.13  
16160 - Presser Machine Wearing Apparel Laundry 13.13  
16190 - Sewing Machine Operator 15.65  
16220 - Tailor 16.28  
16250 - Washer Machine 13.76

19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room) 29.94  
19040 - Tool And Die Maker 37.64

21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator 18.45  
21030 - Material Coordinator 31.09  
21040 - Material Expediter 31.09  
21050 - Material Handling Laborer 14.77  
21071 - Order Filler 14.07  
21080 - Production Line Worker (Food Processing) 18.45  
21110 - Shipping Packer 17.25  
21130 - Shipping/Receiving Clerk 17.25  
21140 - Store Worker I 12.50  
21150 - Stock Clerk 17.43  
21210 - Tools And Parts Attendant 18.45  
21410 - Warehouse Specialist 18.45

23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder 33.63  
23019 - Aircraft Logs and Records Technician 25.99  
23021 - Aircraft Mechanic I 31.94  
23022 - Aircraft Mechanic II 33.63  
23023 - Aircraft Mechanic III 35.60  
23040 - Aircraft Mechanic Helper 21.97  
23050 - Aircraft Painter 29.94  
23060 - Aircraft Servicer 25.99  
23070 - Aircraft Survival Flight Equipment Technician 29.94  
23080 - Aircraft Worker 27.97  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.97  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.94  
23110 - Appliance Mechanic 29.94  
23120 - Bicycle Repairer 21.14  
23125 - Cable Splicer 43.10  
23130 - Carpenter Maintenance 22.89  
23140 - Carpet Layer 21.40  
23160 - Electrician Maintenance 40.98  
23181 - Electronics Technician Maintenance I 33.15  
23182 - Electronics Technician Maintenance II 35.50  
23183 - Electronics Technician Maintenance III 37.87  
23260 - Fabric Worker 25.99  
23290 - Fire Alarm System Mechanic 31.94  
23310 - Fire Extinguisher Repairer 23.96  
23311 - Fuel Distribution System Mechanic 31.94

23312 - Fuel Distribution System Operator 23.96  
23370 - General Maintenance Worker 20.78  
23380 - Ground Support Equipment Mechanic 31.94  
23381 - Ground Support Equipment Servicer 25.99  
23382 - Ground Support Equipment Worker 27.97  
23391 - Gunsmith I 23.96  
23392 - Gunsmith II 27.97  
23393 - Gunsmith III 31.94  
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.10  
23411 - Heating Ventilation And Air Conditioning Mechanic  
(Research Facility) 27.47  
23430 - Heavy Equipment Mechanic 25.82  
23440 - Heavy Equipment Operator 25.98  
23460 - Instrument Mechanic 38.96  
23465 - Laboratory/Shelter Mechanic 29.94  
23470 - Laborer 14.77  
23510 - Locksmith 27.23  
23530 - Machinery Maintenance Mechanic 25.56  
23550 - Machinist Maintenance 25.32  
23580 - Maintenance Trades Helper 21.97  
23591 - Metrology Technician 38.96  
23592 - Metrology Technician II 41.00  
23593 - Metrology Technician III 43.42  
23640 - Millwright 40.89  
23710 - Office Appliance Repairer 22.32  
23760 - Painter Maintenance 19.88  
23790 - Pipefitter Maintenance 36.20  
23810 - Plumber Maintenance 33.93  
23820 - Pneudraulic Systems Mechanic 31.94  
23850 - Rigger 31.94  
23870 - Scale Mechanic 27.97  
23890 - Sheet-Metal Worker Maintenance 34.57  
23910 - Small Engine Mechanic 27.97  
23931 - Telecommunications Mechanic I 31.05  
23932 - Telecommunications Mechanic II 32.67  
23950 - Telephone Lineman 31.86  
23960 - Welder Combination Maintenance 26.86  
23965 - Well Driller 31.94  
23970 - Woodcraft Worker 31.94  
23980 - Woodworker 23.96  
  
24000 - Personal Needs Occupations  
24550 - Case Manager 17.89  
24570 - Child Care Attendant 12.05  
24580 - Child Care Center Clerk 15.03  
24610 - Chore Aide 13.64  
24620 - Family Readiness And Support Services Coordinator 17.89  
24630 - Homemaker 17.89  
  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender 36.51  
25040 - Sewage Plant Operator 30.48  
25070 - Stationary Engineer 36.51  
25190 - Ventilation Equipment Tender 25.12  
25210 - Water Treatment Plant Operator 30.48

27000 - Protective Service Occupations  
27004 - Alarm Monitor 26.63  
27007 - Baggage Inspector 19.07  
27008 - Corrections Officer 26.20  
27010 - Court Security Officer 29.05  
27030 - Detection Dog Handler 22.01  
27040 - Detention Officer 26.20  
27070 - Firefighter 31.89  
27101 - Guard I 19.07  
27102 - Guard II 22.01  
27131 - Police Officer I 35.96  
27132 - Police Officer II 39.97  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator 16.96  
28042 - Carnival Equipment Repairer 18.49  
28043 - Carnival Worker 12.21  
28210 - Gate Attendant/Gate Tender 15.34  
28310 - Lifeguard 12.53  
28350 - Park Attendant (Aide) 17.16  
28510 - Recreation Aide/Health Facility Attendant 12.52  
28515 - Recreation Specialist 21.25  
28630 - Sports Official 13.66  
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) 38.78  
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 26.74  
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.45  
30021 - Archeological Technician I 20.44  
30022 - Archeological Technician II 22.87  
30023 - Archeological Technician III 28.33  
30030 - Cartographic Technician 28.33  
30040 - Civil Engineering Technician 30.98  
30051 - Cryogenic Technician I 31.38  
30052 - Cryogenic Technician II 34.65  
30061 - Drafter/CAD Operator I 20.44  
30062 - Drafter/CAD Operator II 22.87  
30063 - Drafter/CAD Operator III 25.49  
30064 - Drafter/CAD Operator IV 31.38  
30081 - Engineering Technician I 18.20  
30082 - Engineering Technician II 20.44  
30083 - Engineering Technician III 22.87  
30084 - Engineering Technician IV 28.33  
30085 - Engineering Technician V 34.65  
30086 - Engineering Technician VI 41.92  
30090 - Environmental Technician 30.54  
30095 - Evidence Control Specialist 28.33  
30210 - Laboratory Technician 34.99  
30221 - Latent Fingerprint Technician I 31.38  
30222 - Latent Fingerprint Technician II 34.65

30240 - Mathematical Technician 28.33  
30361 - Paralegal/Legal Assistant I 18.39  
30362 - Paralegal/Legal Assistant II 22.78  
30363 - Paralegal/Legal Assistant III 27.86  
30364 - Paralegal/Legal Assistant IV 33.71  
30375 - Petroleum Supply Specialist 34.65  
30390 - Photo-Optics Technician 28.33  
30395 - Radiation Control Technician 34.65  
30461 - Technical Writer I 28.35  
30462 - Technical Writer II 34.69  
30463 - Technical Writer III 41.96  
30491 - Unexploded Ordnance (UXO) Technician I 24.65  
30492 - Unexploded Ordnance (UXO) Technician II 29.82  
30493 - Unexploded Ordnance (UXO) Technician III 35.74  
30494 - Unexploded (UXO) Safety Escort 24.65  
30495 - Unexploded (UXO) Sweep Personnel 24.65  
30501 - Weather Forecaster I 31.38  
30502 - Weather Forecaster II 38.15  
30620 - Weather Observer Combined Upper Air Or (see 2) 25.49  
Surface Programs  
30621 - Weather Observer Senior (see 2) 28.33

31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot 29.82  
31020 - Bus Aide 14.32  
31030 - Bus Driver 20.90  
31043 - Driver Courier 16.12  
31260 - Parking and Lot Attendant 12.72  
31290 - Shuttle Bus Driver 17.58  
31310 - Taxi Driver 15.82  
31361 - Truckdriver Light 17.58  
31362 - Truckdriver Medium 19.06  
31363 - Truckdriver Heavy 23.12  
31364 - Truckdriver Tractor-Trailer 23.12

99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist 14.54  
99030 - Cashier 12.03  
99050 - Desk Clerk 12.20  
99095 - Embalmer 24.65  
99130 - Flight Follower 24.65  
99251 - Laboratory Animal Caretaker I 12.60  
99252 - Laboratory Animal Caretaker II 13.74  
99260 - Marketing Analyst 25.70  
99310 - Mortician 24.65  
99410 - Pest Controller 22.73  
99510 - Photofinishing Worker 12.95  
99710 - Recycling Laborer 23.76  
99711 - Recycling Specialist 29.02  
99730 - Refuse Collector 21.21  
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 19.22  
99841 - Vending Machine Repairer 24.46

99842 - Vending Machine Repairer Helper 19.22

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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: \$4.54 per hour up to 40 hours per week or \$181.60 per week  
or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80  
per week or \$731.47 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))."

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

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Wage Determination No.: CBA-2015-8154  
Diane Koplewski Division of | Revision No.: 1  
Director Wage Determinations | Date Of Last Revision: 12/3/2018

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State: Washington

Area: Benton

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Employed on U.S. Department of Energy, Richland Operations Office contract for DOE-RL is responsible for the safe, environmental cleanup of the Central Plateau at the Hanford Site; responsible for waste retrieval and fuels management, groundwater and vadose zone remediation, demolition of facilities and canyons, and closure of the Plutonium Finishing Plant. Along the Columbia River, Prime Contractor is also remediating the 100K Area, which includes preparing for the treatment of highly radioactive sludge that is now the K West Basin, where it will be stored until it can be treated..