

WD 05-2441 (Rev.-4) was first posted on www.wdol.gov on 06/26/2007

ATTACHMENT XII

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

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

William W. Gross                      Division of  
 Director                              Wage Determinations

Wage Determination No.: 2005-2441  
 Revision No.: 4  
 Date Of Revision: 06/20/2007

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion,  
 Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill  
 Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	-
01011 - Accounting Clerk I	13.14
01012 - Accounting Clerk II	15.62
01013 - Accounting Clerk III	17.37
01020 - Administrative Assistant	21.67
01040 - Court Reporter	17.11
01051 - Data Entry Operator I	11.76
01052 - Data Entry Operator II	13.93
01060 - Dispatcher, Motor Vehicle	17.11
01070 - Document Preparation Clerk	13.26
01090 - Duplicating Machine Operator	13.26
01111 - General Clerk I	11.03
01112 - General Clerk II	12.32
01113 - General Clerk III	14.76
01120 - Housing Referral Assistant	19.22
01141 - Messenger Courier	11.76
01191 - Order Clerk I	11.73
01192 - Order Clerk II	13.66
01261 - Personnel Assistant (Employment) I	14.53
01262 - Personnel Assistant (Employment) II	17.11
01263 - Personnel Assistant (Employment) III	18.93
01270 - Production Control Clerk	18.93
01280 - Receptionist	13.10
01290 - Rental Clerk	14.53
01300 - Scheduler, Maintenance	14.57
01311 - Secretary I	14.57
01312 - Secretary II	17.31
01313 - Secretary III	19.22
01320 - Service Order Dispatcher	14.98
01410 - Supply Technician	21.67
01420 - Survey Worker	17.11
01531 - Travel Clerk I	12.20
01532 - Travel Clerk II	13.28
01533 - Travel Clerk III	14.30
01611 - Word Processor I	13.26

01612 - Word Processor II	14.53
01613 - Word Processor III	17.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.42
05010 - Automotive Electrician	17.94
05040 - Automotive Glass Installer	17.15
05070 - Automotive Worker	17.15
05110 - Mobile Equipment Servicer	15.41
05130 - Motor Equipment Metal Mechanic	18.85
05160 - Motor Equipment Metal Worker	17.15
05190 - Motor Vehicle Mechanic	18.03
05220 - Motor Vehicle Mechanic Helper	14.50
05250 - Motor Vehicle Upholstery Worker	16.30
05280 - Motor Vehicle Wrecker	17.15
05310 - Painter, Automotive	17.94
05340 - Radiator Repair Specialist	17.15
05370 - Tire Repairer	13.76
05400 - Transmission Repair Specialist	18.85
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.43
07041 - Cook I	11.30
07042 - Cook II	12.57
07070 - Dishwasher	8.78
07130 - Food Service Worker	9.81
07210 - Meat Cutter	15.66
07260 - Waiter/Waitress	9.37
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.58
09040 - Furniture Handler	11.77
09080 - Furniture Refinisher	16.58
09090 - Furniture Refinisher Helper	13.40
09110 - Furniture Repairer, Minor	15.07
09130 - Upholsterer	16.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.89
11060 - Elevator Operator	10.59
11090 - Gardener	13.84
11122 - Housekeeping Aide	10.74
11150 - Janitor	10.88
11210 - Laborer, Grounds Maintenance	11.52
11240 - Maid or Houseman	9.95
11260 - Pruner	10.51
11270 - Tractor Operator	13.13
11330 - Trail Maintenance Worker	11.52
11360 - Window Cleaner	11.52
12000 - Health Occupations	
12010 - Ambulance Driver	17.31
12011 - Breath Alcohol Technician	15.55
12012 - Certified Occupational Therapist Assistant	18.72
12015 - Certified Physical Therapist Assistant	18.97
12020 - Dental Assistant	16.59
12025 - Dental Hygienist	33.48
12030 - EKG Technician	24.35
12035 - Electroneurodiagnostic Technologist	24.35
12040 - Emergency Medical Technician	17.31
12071 - Licensed Practical Nurse I	15.48
12072 - Licensed Practical Nurse II	17.31
12073 - Licensed Practical Nurse III	19.32
12100 - Medical Assistant	14.61
12130 - Medical Laboratory Technician	15.48

12160 - Medical Record Clerk	12.86
12190 - Medical Record Technician	14.39
12195 - Medical Transcriptionist	13.90
12210 - Nuclear Medicine Technologist	31.99
12221 - Nursing Assistant I	8.77
12222 - Nursing Assistant II	9.87
12223 - Nursing Assistant III	10.76
12224 - Nursing Assistant IV	11.74
12235 - Optical Dispenser	14.14
12236 - Optical Technician	12.57
12250 - Pharmacy Technician	14.60
12280 - Phlebotomist	12.10
12305 - Radiologic Technologist	24.71
12311 - Registered Nurse I	22.26
12312 - Registered Nurse II	31.40
12313 - Registered Nurse II, Specialist	31.40
12314 - Registered Nurse III	37.99
12315 - Registered Nurse III, Anesthetist	37.99
12316 - Registered Nurse IV	41.26
12317 - Scheduler (Drug and Alcohol Testing)	19.27
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.29
13012 - Exhibits Specialist II	21.41
13013 - Exhibits Specialist III	24.28
13041 - Illustrator I	16.68
13042 - Illustrator II	20.67
13043 - Illustrator III	25.28
13047 - Librarian	24.20
13050 - Library Aide/Clerk	13.31
13054 - Library Information Technology Systems Administrator	20.46
13058 - Library Technician	15.52
13061 - Media Specialist I	15.75
13062 - Media Specialist II	17.62
13063 - Media Specialist III	19.65
13071 - Photographer I	13.78
13072 - Photographer II	14.77
13073 - Photographer III	18.28
13074 - Photographer IV	22.28
13075 - Photographer V	26.94
13110 - Video Teleconference Technician	15.75
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.10
14042 - Computer Operator II	17.46
14043 - Computer Operator III	20.03
14044 - Computer Operator IV	22.09
14045 - Computer Operator V	24.41
14071 - Computer Programmer I (1)	19.37
14072 - Computer Programmer II (1)	24.02
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	15.10
14160 - Personal Computer Support Technician	22.09
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.55
15020 - Aircrew Training Devices Instructor (Rated)	33.58
15030 - Air Crew Training Devices Instructor (Pilot)	36.94
15050 - Computer Based Training Specialist / Instructor	27.62

15060 - Educational Technologist	27.44
15070 - Flight Instructor (Pilot)	36.94
15080 - Graphic Artist	20.77
15090 - Technical Instructor	19.80
15095 - Technical Instructor/Course Developer	24.64
15110 - Test Proctor	17.79
15120 - Tutor	17.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.08
16030 - Counter Attendant	9.08
16040 - Dry Cleaner	11.41
16070 - Finisher, Flatwork, Machine	9.08
16090 - Presser, Hand	9.08
16110 - Presser, Machine, Drycleaning	9.08
16130 - Presser, Machine, Shirts	9.08
16160 - Presser, Machine, Wearing Apparel, Laundry	9.08
16190 - Sewing Machine Operator	12.15
16220 - Tailor	12.88
16250 - Washer, Machine	9.85
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.65
19040 - Tool And Die Maker	23.42
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.63
21030 - Material Coordinator	19.23
21040 - Material Expediter	19.23
21050 - Material Handling Laborer	13.22
21071 - Order Filler	12.03
21080 - Production Line Worker (Food Processing)	14.63
21110 - Shipping Packer	14.07
21130 - Shipping/Receiving Clerk	14.07
21140 - Store Worker I	11.69
21150 - Stock Clerk	15.38
21210 - Tools And Parts Attendant	14.63
21410 - Warehouse Specialist	14.63
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.92
23021 - Aircraft Mechanic I	22.78
23022 - Aircraft Mechanic II	23.92
23023 - Aircraft Mechanic III	25.11
23040 - Aircraft Mechanic Helper	18.02
23050 - Aircraft, Painter	21.04
23060 - Aircraft Servicer	20.58
23080 - Aircraft Worker	21.66
23110 - Appliance Mechanic	17.42
23120 - Bicycle Repairer	13.76
23125 - Cable Splicer	26.65
23130 - Carpenter, Maintenance	18.60
23140 - Carpet Layer	20.85
23160 - Electrician, Maintenance	29.32
23181 - Electronics Technician Maintenance I	17.22
23182 - Electronics Technician Maintenance II	22.78
23183 - Electronics Technician Maintenance III	24.52
23260 - Fabric Worker	19.46
23290 - Fire Alarm System Mechanic	21.61
23310 - Fire Extinguisher Repairer	16.86
23311 - Fuel Distribution System Mechanic	23.19
23312 - Fuel Distribution System Operator	18.47
23370 - General Maintenance Worker	17.44
23380 - Ground Support Equipment Mechanic	22.78

23381 - Ground Support Equipment Servicer	20.58
23382 - Ground Support Equipment Worker	21.66
23391 - Gunsmith I	16.20
23392 - Gunsmith II	18.46
23393 - Gunsmith III	19.61
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.65
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
21.76	
23430 - Heavy Equipment Mechanic	21.01
23440 - Heavy Equipment Operator	22.23
23460 - Instrument Mechanic	23.77
23465 - Laboratory/Shelter Mechanic	19.57
23470 - Laborer	12.30
23510 - Locksmith	16.58
23530 - Machinery Maintenance Mechanic	22.06
23550 - Machinist, Maintenance	25.12
23580 - Maintenance Trades Helper	13.40
23591 - Metrology Technician I	23.77
23592 - Metrology Technician II	25.05
23593 - Metrology Technician III	26.31
23640 - Millwright	25.31
23710 - Office Appliance Repairer	20.53
23760 - Painter, Maintenance	16.58
23790 - Pipefitter, Maintenance	26.78
23810 - Plumber, Maintenance	23.91
23820 - Pneudraulic Systems Mechanic	21.61
23850 - Rigger	21.50
23870 - Scale Mechanic	19.23
23890 - Sheet-Metal Worker, Maintenance	21.83
23910 - Small Engine Mechanic	15.86
23931 - Telecommunications Mechanic I	22.64
23932 - Telecommunications Mechanic II	23.73
23950 - Telephone Lineman	20.48
23960 - Welder, Combination, Maintenance	17.42
23965 - Well Driller	19.67
23970 - Woodcraft Worker	26.15
23980 - Woodworker	14.24
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.95
24580 - Child Care Center Clerk	14.34
24610 - Chore Aide	10.56
24620 - Family Readiness And Support Services Coordinator	12.60
24630 - Homemaker	16.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.55
25040 - Sewage Plant Operator	20.71
25070 - Stationary Engineer	22.55
25190 - Ventilation Equipment Tender	16.46
25210 - Water Treatment Plant Operator	20.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.04
27007 - Baggage Inspector	11.13
27008 - Corrections Officer	20.62
27010 - Court Security Officer	22.77
27030 - Detection Dog Handler	16.10
27040 - Detention Officer	20.62
27070 - Firefighter	23.51
27101 - Guard I	11.13
27102 - Guard II	16.10
27131 - Police Officer I	25.07

27132 - Police Officer II	27.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.80
28042 - Carnival Equipment Repairer	11.47
28043 - Carnival Equipment Worker	8.80
28210 - Gate Attendant/Gate Tender	12.91
28310 - Lifeguard	11.50
28350 - Park Attendant (Aide)	14.44
28510 - Recreation Aide/Health Facility Attendant	10.54
28515 - Recreation Specialist	14.49
28630 - Sports Official	11.50
28690 - Swimming Pool Operator	19.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.99
29020 - Hatch Tender	21.99
29030 - Line Handler	21.99
29041 - Stevedore I	20.66
29042 - Stevedore II	23.34
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	34.43
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.74
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	26.15
30021 - Archeological Technician I	14.61
30022 - Archeological Technician II	16.79
30023 - Archeological Technician III	21.41
30030 - Cartographic Technician	21.31
30040 - Civil Engineering Technician	21.68
30061 - Drafter/CAD Operator I	14.61
30062 - Drafter/CAD Operator II	16.79
30063 - Drafter/CAD Operator III	19.02
30064 - Drafter/CAD Operator IV	23.55
30081 - Engineering Technician I	12.62
30082 - Engineering Technician II	14.18
30083 - Engineering Technician III	16.78
30084 - Engineering Technician IV	22.18
30085 - Engineering Technician V	28.46
30086 - Engineering Technician VI	31.63
30090 - Environmental Technician	22.18
30210 - Laboratory Technician	19.18
30240 - Mathematical Technician	21.56
30361 - Paralegal/Legal Assistant I	15.57
30362 - Paralegal/Legal Assistant II	22.18
30363 - Paralegal/Legal Assistant III	27.13
30364 - Paralegal/Legal Assistant IV	32.84
30390 - Photo-Optics Technician	21.77
30461 - Technical Writer I	18.73
30462 - Technical Writer II	27.71
30463 - Technical Writer III	30.88
30491 - Unexploded Ordnance (UXO) Technician I	21.88
30492 - Unexploded Ordnance (UXO) Technician II	26.48
30493 - Unexploded Ordnance (UXO) Technician III	31.73
30494 - Unexploded (UXO) Safety Escort	21.88
30495 - Unexploded (UXO) Sweep Personnel	21.88
30620 - Weather Observer; Combined Upper Air Or Surface Programs (2)	17.49
30621 - Weather Observer, Senior (2)	19.39
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.53
31030 - Bus Driver	16.26
31043 - Driver Courier	12.99
31260 - Parking and Lot Attendant	10.48

31290 - Shuttle Bus Driver	13.96
31310 - Taxi Driver	11.15
31361 - Truckdriver, Light	13.96
31362 - Truckdriver, Medium	18.60
31363 - Truckdriver, Heavy	19.44
31364 - Truckdriver, Tractor-Trailer	19.44
99000 - Miscellaneous Occupations	
99030 - Cashier	12.12
99050 - Desk Clerk	11.50
99095 - Embalmer	22.30
99251 - Laboratory Animal Caretaker I	10.06
99252 - Laboratory Animal Caretaker II	11.07
99310 - Mortician	24.19
99410 - Pest Controller	14.26
99510 - Photofinishing Worker	12.38
99710 - Recycling Laborer	15.29
99711 - Recycling Specialist	17.93
99730 - Refuse Collector	13.32
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	12.52
99830 - Survey Party Chief	22.43
99831 - Surveying Aide	13.22
99832 - Surveying Technician	18.12
99840 - Vending Machine Attendant	13.75
99841 - Vending Machine Repairer	16.23
99842 - Vending Machine Repairer Helper	13.75

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 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 ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))



Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed (occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order (proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.