

REQUEST FOR PROPOSALS
5929
On-Call Janitorial Services

The Seattle Housing Authority (SHA) is seeking proposals from qualified vendors to provide janitorial services for both residential and commercial properties. SHA is committed to providing sound environmental stewardship, protecting human health, reducing operating expenses associated with the use of hazardous materials, and reducing potential liability to SHA. The committed commitment also reflects utilizing environmentally preferable purchasing initiatives and products. “Environmentally preferred” means products or services that have a lesser or reduced effect on human health and the environment when compared with competing products or services that serve the same purpose. Sustainable cleaning protects the environment and exposure of facility users against toxic materials. Wherever feasible, the use of microfiber dry mopping of floors and dry-wipe cleaning of hard surfaces should be employed.

Pre-Submission Conference: SHA will hold a Pre-Submission Conference on **Monday, September 14, 2026 at 11:00 AM** and potential proposers can join the MS Teams meeting:

Join: <https://teams.microsoft.com/meet/223824965592423?p=cCfT6nAAnG3uBz5fxW>

Meeting ID: 223 824 965 592 423

Passcode: q6H2g7GB

Dial in by phone

[+1 206-257-3799](tel:+12062573799), [969779555](tel:+1969779555) United States, Seattle

[Find a local number](#)

Phone conference ID: 969 779 55#

Join on a video conferencing device

Tenant key: [507130161@t.plcm.vc](https://t.plcm.vc/507130161)

Video ID: 118 407 889 6

Please e-mail **Hiba Hasan, Sr. Contract Administrator** at

hiba.hasan@seattlehousing.org, if you are unable to join via attached link and you will be sent an invitation to join.

Obtaining the RFP: Visit our website at [Do business with us | Seattle Housing Authority](#) to obtain a copy of the RFP. Any addenda issued for this RFP will be published at the above-referenced website and proposers are responsible for checking the website prior to submission of proposals for any addenda. If you are unable to download the RFP or addenda, you may e-mail **Hiba Hasan, Sr. Contract Administrator** at hiba.hasan@seattlehousing.org.

Questions: Any questions or requests for further information must be submitted in writing no later than **4:00 PM on September 16, 2026** to the Contract Administrator noted above by e-mail at hiba.hasan@seattlehousing.org.

Submission Deadline: Proposals must be received not later than **4:00 PM on September 29, 2026**, at the Contract Administrator’s e-mail address noted above.

Diversity: SHA strongly encourages minority-owned and women-owned businesses, socially and economically disadvantaged businesses, HUD Section 3 businesses, small businesses and veteran-owned businesses to submit proposals or to participate in a subcontracting capacity on SHA contracts.

Rights Reserved: SHA reserves the right to waive as an informality any irregularities in submittals, and/or to reject any and all proposals.

Diana Peterson
Procurement and Contracts Manager

VENDOR REGISTRATION FORM

If you plan on submitting a Proposal for this project, please complete this registration form and e-mail it to **Hiba Hasan, Sr. Contract Administrator** at hiba.hasan@seattlehousing.org so that you can be contacted directly if necessary.

SEATTLE HOUSING AUTHORITY RFP No.: 5929 On-Call Janitorial Services

Name of Firm: _____

Business Address: _____

Contact Information:

Name: _____

Title: _____

Telephone No.: _____

E-Mail: _____



**REQUEST FOR PROPOSALS
SOLICITATION NO. 5929
for
On-Call Janitorial Services**

TABLE OF CONTENTS

A. INTRODUCTION.....	1
B. SUBMITTAL REQUIREMENTS	2
C. SCOPE OF WORK	5
D. INFORMATION TO BE PROVIDED IN YOUR PROPOSAL	5
E. CONSULTANT EVALUATION CRITERIA	6
F. SELECTION PROCESS.....	7
G. CONTRACT NEGOTIATIONS	8
H. ADMINISTRATIVE INFORMATION.....	8

ATTACHMENTS:

A. EXHIBIT A

- List of Properties

B. EXHIBIT B

- Pricing Table

C. EXHIBIT C

- Prevailing Wage Requirements

D. EXHIBIT D

- Prevailing Wage Schedules
 - D.1: HUD Routine Maintenance effective date of January 1st, 2025 through December 31st, 2026.
 - D.2: WA State, King County with an effective date of 09/29/2026
 - Overtime Codes

E. FORMS

- Vendor Fact Sheet
- Suspension and Debarment Compliance Certificate
- HUD Section 3 Information and Section 3 Forms

RFP Issued On:	Proposal Due:
Monday, August 31,2026	4:00 PM Tuesday, September 29, 2026

Seattle Housing Authority

Request for Proposals

Solicitation No. 5929

On-Call Janitorial Services

A. INTRODUCTION

1) General:

The Seattle Housing Authority (SHA) is seeking to provide janitorial services for both residential and commercial properties. SHA is committed to providing sound environmental stewardship, protecting human health, reducing operating expenses associated with the use of hazardous materials, and reducing potential liability to SHA. The committed commitment also reflects utilizing environmentally preferable purchasing initiatives and products. "Environmentally preferred" means products or services that have a lesser or reduced effect on human health and the environment when compared with competing products or services that serve the same purpose. Sustainable cleaning protects the environment and exposure of facility users against toxic materials. Wherever feasible, the use of microfiber dry mopping of floors and dry-wipe cleaning of hard surfaces should be employed.

- 2) Seattle Housing Authority Background: SHA is an independent public corporation providing long-term, low-income rental housing and rental assistance to more than 38,000 people in the city of Seattle. We believe in providing more than housing for our tenants, and we partner with many organizations to offer an array of services and community activities to help those we serve improve their lives. The majority of SHA's funding is federal, through the U.S Department of Housing and Urban Development (HUD). Other income includes rent revenue and non-HUD public and private grants. SHA operates according to the following Mission and Values:

Our Mission

The mission of the Seattle Housing Authority is to enhance the Seattle community by creating and sustaining decent, safe and affordable living environments that foster stability and increase self-sufficiency for people with low incomes.

Our Values

As stewards of the public trust, we pursue our mission and responsibilities in a spirit of service, teamwork, and respect. We embrace the values of excellence, collaboration, innovation, and appreciation.

SHA owns and operates more than 8,500 housing units at nearly 400 sites throughout the city. SHA also administers approximately 12,000 Housing Choice Vouchers, enabling low-income residents to receive rental assistance throughout the Seattle housing market. SHA, an independent public corporation established in 1939, is governed by a seven-member Board of Commissioners, two of whom are SHA

residents. Commissioners are appointed by the Mayor and confirmed by the City Council. More information is available at seattlehousing.org.

3) **[Reserved.]**

4) **[Reserved.]**

5) **Cooperative Purchasing:** RCW 39.34 allows cooperative purchasing between

Activity	Location	Day	Date	Time
Pre-Submittal Meeting	This meeting will be held virtually via Teams using the following link: Meeting Link Meeting ID: 223 824 965 592 423 Passcode: q6H2g7GB Dial in by phone +1 206-257-3799,,96977955# United States, Seattle Find a local number Phone conference ID: 969 779 55# Join on a video conferencing device Tenant key: 507130161@t.plcm.vc Video ID: 118 407 889 6 Hiba Hasan, Sr. Contract Administrator at hiba.hasan@seattlehousing.org	Monday	9/14/2026	11:00 AM
Deadline for Questions	E-Mail to: All correspondence shall be directed to Hiba Hasan, Sr. Contract Administrator at hiba.hasan@seattlehousing.org.	Wednesday	9/16/2026	4:00 PM
SUBMITTAL DEADLINE AND DELIVERY INFORMATION				
E-Mail to: Hiba Hasan, Sr. Contract Administrator at hiba.hasan@seattlehousing.org Re: 5929 On-Call Janitorial Services		Tuesday	9/29/2026	4:00 PM

public agencies (political subdivisions) in the State of Washington. Public agencies that file an Interlocal Joint Purchasing Agreement with SHA may also wish to procure the services herein offered by the successful party. The successful party shall have the option of extending its offer to SHA to other agencies for the same cost, terms and conditions.

SHA does not accept any responsibility for agreements, contracts or purchase orders issued by other public agencies to the successful party. Each public agency accepts responsibility for compliance with any additional or varying laws and regulations governing purchase by or on behalf of the public agency. SHA accepts no responsibility for the performance of the successful party in providing services to other public agencies, nor any responsibility for the payment price to the successful party for other public-agency purchases.

B. SUBMITTAL REQUIREMENTS

Schedule:

Questions: Questions must be in writing and sent prior to the Deadline for Questions date and time shown above. Submit your questions to Hiba Hasan at hiba.hasan@seattlehousing.org

Addenda: In the event there are changes or clarifications to this RFP, SHA will issue an addendum. Addenda will be published on SHA's website at [Do business with us | Seattle Housing Authority](#). It is the responsibility of proposers to check this website before submitting and downloading any addenda issued. If you are unable to download the addenda, you may e-mail the **Sr. Contract Administrator, Hiba Hasan** at hiba.hasan@seattlehousing.org to have a copy of the addenda mailed or e-mailed to you.

Pre-Submittal Meeting: Proposers are strongly encouraged to attend a Pre-Submittal Meeting at the date and time indicated above.

Submittal: The deadlines given above are firm as to place, date, and time. SHA will not consider any proposal received after the deadline.

All proposals should be clearly marked when e-mailed to avoid any confusion about recording arrival dates and times. Proposers should take this practice into account and submit their materials early to avoid any risk of ineligibility caused by unanticipated delays or other delivery problems. *NOTE: A faxed or hand delivered proposal is not acceptable.*

All proposals received will become the property of the Seattle Housing Authority and will not be returned to the Proposer.

Proposals shall be submitted electronically via email and be limited to a maximum of 10 pages, no smaller than 12-point font on 8½" by 11" sheets. The following are NOT INCLUDED in the page limit mentioned above: your cover letter, vendor fact sheet, resumes, the Suspension and Debarment Certificate, and any applicable Section 3 form(s). Your **cover letter** should express your interest in performing the work. A principal or officer of the firm authorized to execute contracts or other similar documents on the firm's behalf must sign the letter.

- **Required number of copies:** Proposers responding to this RFP shall submit their proposal to the e-mail address indicated above.

2) Proprietary Proposal Material:

Any records or materials submitted to SHA in response to this RFP become public records under Washington State law (see RCW Chapter 42.56, the Public Disclosure Act, at <https://apps.leg.wa.gov/rcw/default.aspx?cite=42.56>). Public records must be promptly disclosed upon request unless a statute exempts disclosure. Exemptions from disclosure include trade secrets and valuable formulas (see RCW 42.56 and RCW Ch. 19.108); however, public disclosure exemptions are narrow and specific. Proposers are expected to be familiar with any potentially-applicable exemptions, and the limits of those exemptions.

Proposers are obligated to separately bind and clearly mark as “proprietary” information any proposal records they believe are exempted from disclosure. The body of the proposal may refer to these separately-bound records. Proposers should mark as “proprietary” only that information they believe legitimately fits within a public-disclosure exemption. SHA may reject solicitation responses that are marked proprietary in their entirety.

If SHA receives a public disclosure request for records that a Proposer has marked as “proprietary information,” SHA may notify the Proposer of this request and postpone disclosure briefly to allow the Proposer to file a lawsuit under RCW 42.17.330 to enjoin disclosure; however, this is a courtesy of SHA and not an obligation.

SHA has no obligation to assert an exemption from disclosure. If the Proposer believes that its records are exempt from disclosure, the Proposer is obligated to seek an injunction under RCW 42.56. By submitting a proposal, the Proposer acknowledges this obligation; the Proposer also acknowledges that SHA will have no obligation or liability to the Proposer if the records are disclosed.

3) Cost of Preparing Proposals: SHA will not be liable for any costs incurred by the Proposer in the preparation and presentation of proposals submitted in response to this RFP including, but not limited to, costs incurred in connection with the Proposer’s participation in demonstrations and the pre-proposal conference.

4) Rights Reserved by SHA: SHA reserves the right to waive as an informality any irregularities in submittals and/or to reject any or all proposals. SHA requests that companies refrain from requesting public disclosure of selection information until a contract has been executed as a measure to best protect the solicitation process, particularly in the event of a cancellation or re-solicitation. With this preference stated, SHA shall continue to properly fulfill all public disclosure requests for such information as required by State Law.

C. SCOPE OF WORK

The selected Vendor shall be asked to perform the following tasks:

1. General Information

- a. Service is to be provided at the requested times per Seattle Housing Authority (SHA) property. There is a total of twenty-eight (28) properties to maintain – specific schedules differ for each property. Times will be confirmed during the negotiation phase.
- b. Seattle Housing Authority will provide standard cleaning products, equipment and SHA will keep products in stock on the premises. However, SHA reserves the right to require the Vendor to furnish additional chemicals, supplies, or equipment as operational needs arise, this is subject to approval.
- c. The Vendor, in performing the Janitorial Services, shall provide all labor, equipment/tools, and janitorial supplies necessary to perform the Janitorial Services. The Vendor's equipment/tools must comply with workplace requirements including the Occupational Safety Health Administration ("OSHA") standards and requirements. The Vendor shall maintain equipment/tools in working order to perform the Janitorial Services.
- d. Building Types and Scheduling
 - i. Facilities
 - 1. Day Porter Services – Provide day porter services to SHA facilities, indicated in Attachment A – List of Properties.
 - 2. After-Hours Services – Provide after-hours services that begin after SHA's regular business hours. Business hours are from 8:00AM to 4:30PM. Specific times will be confirmed during the negotiation phase.
 - ii. Residential Buildings
 - 1. Regular Services – Schedules may vary depending on the property.
- e. The addresses for all SHA properties are shown in Exhibit A. Services are required for common areas, including but not limited to hallways, lobbies, stairwells, restrooms, and shared facilities. Exact square footage of these service areas will be clarified during negotiation and contract development phase.

2. Standards of Work Requirements

a. Waste Disposal Standards

- i. Vendor shall move all collected trash to property's designated trash areas for disposal. Trash shall not be left within the public way or within the public view.
- ii. Vendor shall ensure that all its employees are properly trained in the proper disposal of trash.
- iii. Vendor shall comply with all local, state, and federal laws, ordinances, rules, and regulations related to solid waste handling, recycling, and disposal. Must adhere to all applicable Seattle Municipal Code (SMC) requirements for businesses.
- iv. Solid waste that contains no hazardous characteristics or contamination by regulated substances may be disposed of responsibly in available on-site trash receptacles or dumpsters. Recyclable materials must be collected and disposed of as requested by property management per property. All trash must be contained fully inside the provided waste bins, with the lids completely closed.

b. Sustainability and Green Cleaning

- i. Vendor shall make every reasonable effort to use environmentally preferred products, which will be provided and supplied by SHA
- ii. Vendor shall use cleaning practices and janitorial materials that promote sustainability and improve building safety and occupant well-being.
- iii. Vendor shall have appropriate standard operating procedures in place that reflect the core principles of sustainable cleaning. Procedures shall address how janitorial cleaning, hard floor maintenance, and carpet maintenance will be consistently implemented and managed. Procedures must also include proactive strategies/plans to reduce contaminant infiltration at the source.
- iv. Vendor's cleaning green program shall include:
 1. Use of cleaning products provided by SHA
 2. Use of chemical concentrates and closed loop dilution systems, provided by the Vendor, to prevent spills. Closed loop dilution systems package chemicals in dispenser control units to allow exact mixing measurement of chemical without spills.

3. Shall be responsible for providing a closed-loop dilution system for all cleaning products.
4. Storage and dispensing of chemicals into containers that are easily differentiated to allow visual identification of the contents.
5. Shall maintain a database of manufacturer's product specification sheets and Safety Data Sheets for cleaning and floor maintenance products used in the facility and copies must be stored onsite for accessibility.
6. Include language that discourages use of air fresheners, as they are suspected asthmagens (substances that can cause asthma in people).
7. Apply proper training protocols for janitorial staff on the hazards, use, maintenance and disposal of cleaning chemicals, dispensing equipment and packaging.
8. Ensure that the training and training materials provided are in the language that staff can understand.
9. Use cleaning equipment that reduces impacts on indoor air quality and meets Energy Star guidelines.

3. General Cleaning Services

- a. Dusting: The Vendor shall properly dust surfaces to be free of all dirt and dust, streaks, lint and cobwebs. All sensitive and electronic surfaces must be avoided. No personal or individual office equipment or supplies may be moved or disturbed.
- b. Plumbing Fixtures Cleaning: The Vendor shall clean plumbing fixtures (i.e. toilets, sink basins, urinals, faucets, etc.) to be free of all deposits and stains so that the item shall be left without dust, streaks, film, odor, or stains and has a bright and uniform appearance. Care shall be taken to ensure that cleaning chemicals do not harm, dull or mark chrome finishes, do not scratch porcelain fixtures, and do not harm or stain finishes of walls or stalls.
- c. Sweeping: A properly swept floor shall be free of all dirt, dust, gum, grit, lint, and debris.
- d. Vacuuming: Carpet shall be free from soil and debris. The vacuumed fibers shall be cleaned to protect pile from matting (preferably using a machine with cylindrical brushing action). Effective vacuuming requires multiple, slow deliberate passes to ensure the removal of soil and dust at and/or below the carpet surface.
- e. Damp Mopping: A satisfactorily damp mopped floor shall be free of dirt, dust, marks, film, streaks, debris, and standing water. Vendor must

provide a sufficient number of barricades, traffic cones, and proper slip hazard signs for each floor area being cleaned to adequately protect people at the work location.

- f. Dust Mopping: A satisfactorily dust mopped floor shall be free of all dirt, dust, lint, and debris. Vendor shall use microfiber mops to reduce air borne contaminants. All hard floors shall be dust mopped, including under all furniture and waste receptacles. Items moved shall be returned to the original positions.
- g. Metal Cleaning: All cleaned metal surfaces are without deposits or tarnish and with a uniformly bright appearance, free from spots, smudges, and streaks. Cleaning agent is to be removed from all surfaces, and surrounding finishes must not be damaged.
- h. Spot Cleaning Glass:
 - i. Exterior and interior windows and entrance vestibule glass doors shall be cleaned. Vendor shall spot clean and maintain the interior and exterior windows. Glass cleaning of rails and all other glass that is not interior/exterior windows shall be the responsibility of Vendor.
 - ii. Glass is clean when all glass surfaces have been wiped clean, are without streaks, film, deposits, and stains, and have a uniformly bright appearance.
 - iii. Glass cleaning work shall be accomplished with the least possible interference to the location users and operations.
- i. Wall Washing: After cleaning, the surfaces of all walls must have a uniformly clean appearance, be free from dirt, stains, streaks, lint, and cleaning marks. Painted surfaces must not be unduly damaged. Hard finish wainscot or glazed ceramic tile surfaces must be bright, free of film, streaks, and deposits.
- j. Spot Cleaning Carpets: A carpet adequately spot cleaned shall be free of all stains, deposits, gum, and spills, leaving a uniform appearance. Care must be taken to use a product that will not harm the carpet fibers and ensure complete surface removal.
- k. Spot Cleaning Fabrics: All stains, gum, food debris, sticky substances, vomit, trash, biohazard spills, and any other substances shall be removed from the fabric on chairs, benches, and other surfaces using a properly diluted cleaning solution. Vendor shall use a product that will not harm the fabric fibers and ensure complete spot removal.
- l. Graffiti Removal: Graffiti shall be removed from surfaces on the outside and inside as required by SHA. Care shall be taken to maintain the original surface where graffiti appeared. Graffiti shall be removed as soon

as it is discovered; provided, however, any gang, violent, or hate related graffiti must be reported to the Purchaser or Designee.

- m. **Waste and Recycling Receptacles:** Waste and recycling receptacles shall be emptied and spot cleaned weekly as needed by Vendor to maintain safe and sanitary conditions. Walls or surfaces surrounding the receptacles shall be spot cleaned and the floors under and near the cans are to be clean and kept free of stains, spots, rust, and rings. Liners shall be replaced at each emptying of the receptacle; receptacles shall not be allowed to overflow. Periodically, all receptacles shall be thoroughly cleaned inside and out as needed with germicidal detergent. All receptacles in the public areas shall be kept neatly aligned and the receptacle(s) turned with lettering or signage facing out for easy visibility.
- n. **Drinking Fountains:** Clean drinking fountains shall be free of streaks, stains, spots, smudges, scale, and other removable soil and present a uniformly bright appearance. Clean and disinfect all polished metal surfaces including the orifices and drain; care shall be taken to prevent overspray or damage to other surrounding finishes or walls. Surrounding walls, floors, and other surfaces shall be kept clean and free of streaks, water spots and stains. Floor mats placed under fountains shall be kept clean and aligned.
- o. **Elevators and Adjacent Areas:** All interior and exterior walls, floors, doors, ceilings, door tracks, glass, switches, buttons, controls and equipment must have a uniformly clean appearance, free from dirt, dust, stickers, stains, streaks, lint and cleaning marks. Floors must be maintained according to standards for carpet and/or hard surface materials. All adjacent areas must be left free of residue and spotting following cleaning procedures. Elevator and adjacent areas must be maintained as needed to ensure acceptable appearance at all times.
- p. **Stairwells/Halls:** All walls, floors, stairs, stair treads, doors, door thresholds, and glass must have a uniformly clean appearance, free from dirt, dust, stickers, gum, stains, marks, streaks, lint and cleaning marks. Floor and wall finishes must be maintained according to the standards listed herein; care and detail shall be paid to treads, grids, edges and baseboards to ensure acceptable appearance at all times. Concrete surfaces must be swept of all dirt, dust, cobwebs and debris and pressure washed according to need. Railings must have a uniformly clean appearance, free from dirt, stains, smudges, adhered foreign substances, grease, oil and grime.
- q. **Public Restrooms**

- i. Public restrooms shall be kept clean and shall not become dull in appearance. Waste receptacles shall be emptied and spot cleaned. Trash shall not be allowed to overflow.
- ii. All surfaces of basins, bowls, toilets, seats, urinals, and all other restroom surfaces within touchable range shall be properly cleaned, sanitized, rinsed and dried spot free.
- iii. Descaling shall be performed as required by Vendor to keep surfaces free from streaks, stains, scale, scum, urine deposits, and rust stains.
- iv. Sharps' medical waste needle disposal containers shall be removed and properly disposed of when full and replaced with a new container. Vendor shall be in compliance with OSHA Bloodborne Pathogen Standards and hazardous waste rules.
- v. All restroom mirrors, basins, shelves/counters, bright work, and stainless steel or solid surface partitions shall have a clean and polished appearance. Solid surface materials shall not become stained or dingy.
- vi. Floor and wall tile shall be maintained to standards specified by Purchaser and special care must be given to, grout, drains, counters, trash receptacles, and all other permanently fixed equipment or finishes to prevent build-up of odor causing bacteria.
- vii. Vendor shall use appropriate signage and barricades to protect against slip and falls. Flooding of restroom surfaces is not acceptable.
- viii. Documentation shall be kept by the Vendor to document that the proper cleaning process has been performed and the agreed upon cleaning schedule has been met. The log sheet is stored onsite, and The Vendor is required to fill the log sheet daily.

r. Public Seating and Eating Space Areas

- i. Seating and eating areas that are designated as part of Vendor's responsibility shall be maintained free of litter, spills, food and drink waste, packaging, accumulated dust, dirt, gum, stickers, and debris.
- ii. All furniture surfaces, tabletops, counters, seat backs, legs, feet, arms, and seams shall be wiped clean; fabrics shall be spot free and have a uniformly clean appearance, free from dirt, dust, stickers, stains, streaks, lint, and cleaning marks.
- iii. Tables and chairs that have been displaced shall be repositioned and straightened taking care to prevent damage to wall finishes.

- iv. Floors shall be maintained according to standards for carpet and/or hard surface materials.
- s. Office Areas
 - i. Office areas shall present a clean, well-kept, orderly, and professional appearance.
 - ii. Waste receptacles shall be emptied, spot cleaned, and liners replaced as required.
 - iii. Non-carpeted floors shall be swept/dust mopped.
 - iv. Carpeted floors vacuumed and spot clean all carpets to remove stains, deposits, and spills. SHA requires deep carpet cleaning on a quarterly basis.
 - v. All shelves, counters, cabinets and cases shall be free of accumulated dust and debris.
 - vi. Wipe clean all tables, desks, counters, chairs and chair legs.
 - vii. Spot clean all hard surface walls to remove fingerprints, dust, soil, and marks.
 - viii. Vendor shall prohibit its employees from opening desk drawers or cabinets or using the telephone or other office equipment.
- t. Break Rooms and Community Rooms
 - i. Break rooms and community rooms shall present a clean, well-kept, orderly and professional appearance.
 - ii. Waste receptacles shall be emptied, spot cleaned, and liners replaced as required.
 - iii. All shelves, counters, cabinets and cases shall be free of accumulated dust and debris.
 - iv. Wipe clean and sanitize all counter tops, refrigerators (exterior), tables, chairs, cabinets (exterior), coffee makers (exterior), vending machines, microwave ovens (exterior), exterior and interior of trash receptacles, wall area surrounding trash receptacles, and paper towel dispensers.
 - v. Non-carpeted floors shall be swept or dust mopped and then wet mopped.
 - vi. Floors shall be maintained according to standards for carpet and/or hard surface materials.

4. Deep Cleaning and Floor Care

- a. At a minimum, the Vendor shall provide deep cleaning services on a quarterly basis. SHA reserves the right to request deep cleaning services on an as-needed basis. Deep cleaning includes, but not limited to, mopping floors, waxing floors, and vacuuming and shampooing carpets.
- b. Carpet Care and Cleaning

- i. Carpets shall be maintained in such a manner as to promote longevity and shall be left in a clean, orderly, and safe condition. Upon completion of routine work, carpet shall be free of debris, soil, and dust and shall present a uniform and bright appearance when dry.
 - ii. After vacuuming and cleaning, mats or carpet shall be free of all visible lint, litter, and soil. Carpet style entrance mats shall be vacuumed to remove soil and dirt and to restore resiliency of the carpet pile. Rubber or polyester entrance mats shall be swept, vacuumed, extracted or hosed down, and then dried to remove soil and grit.
 - iii. Vendor shall be responsible for moving and replacing all furniture, seating, waste receptacles, and non-stationary objects in the areas for cleaning to ensure the entire floor surface is cleaned. Carpet odors shall be removed, and carpet shall be left smelling fresh and clean.
 - iv. Deep extraction of carpets shall be performed when required by SHA to remove embedded dirt and grime, to lift carpet pile, and to return carpets to a clean, bright and uniform appearance. Extraction may include spot cleaning, pile lifting, vacuuming, operation of the extraction equipment, and grooming of all carpet in an area.
 - v. Stained areas shall be treated with spot cleaning solutions following the manufacturer's recommendations. The spot cleaning process shall be performed until as much as the stain as possible has been removed. Pile lifting shall be done before the extraction process.
 - vi. The extraction process shall be done in compliance with all instructions provided by the carpet manufacturer, manufacturer of the equipment, and manufacturer of all materials and chemicals. Chairs, trash and recycling receptacles, tables, benches, and any other non-fixed items shall be tipped or moved where necessary to allow for cleaning of the whole surface and shall then be placed back into their original positions after the carpets are adequately dry. Work shall be scheduled in such a way that it does not disrupt the functions and normal day-to-day operations at the location.
- c. Hard Floor Cleaning and Care
- i. Hard floors shall be maintained in such a manner as to promote longevity and shall be left in a clean, orderly, and safe condition. The result of all hard floor cleaning procedures shall leave all surfaces free of dust, dirt, soil, gum, cleaning agents, and all removable stains. Care shall be taken by the Vendor to avoid

damaging any hard floor surface irrespective of the method or cleaning technique employed.

- ii. Hard floor surfaces which have been swept, mopped, or cleaned shall present a uniformly clean appearance with no evidence of surface spoilage or spotting. Floors should be dry prior to any metal objects being placed back on the floor so as not to allow any ruts to form on the floor. All cleaning solutions shall be removed from baseboards, furniture, trash receptacles, chairs and other similar items. Vendor shall be responsible for moving and replacing all furniture and small items in the area to be cleaned.

d. Stripping and Waxing

- i. When requested by SHA, Vendor shall provide specialized services, including but not limited to stripping and waxing of floors. Vendor shall utilize the stripping solution approved by SHA and do so in compliance with the manufacturer's instructions.
- ii. Stripping: Vendor shall completely remove all dirt, old wax and other foreign substances to return the floor to its original surface. Vendor shall make every effort to prevent streaking or bleaching of floor surface and shall do so in compliance with the manufacturer's instructions.
- iii. Floor finish removal (stripping) is accomplished when all visible floor surfaces, including surfaces that can be exposed by the removal of non-fixed furnishings have been removed without causing any damage to the floor. Vendor shall remove stripping solution from the floor and surrounding wall areas and ensure dirt, stains, deposits, debris, cleaning solutions are removed from the floor.
- iv. Waxing and Buffing: Vendor shall apply new wax evenly and buffed to high gloss to ensure the floor has a uniform appearance when dry. The number of wax coats applied shall depend on the type and condition of the floor and shall be as specified by Purchaser. All waxed surfaces must be maintained so as to provide safe anti-slip walking conditions.
- v. Vendor shall take care to ensure stripping and finishing solution is not splashed on baseboards, walls, furniture, equipment and other adjacent areas in the course of providing the service, but rather, ensure they are left in a clean condition.

5. Invoicing and Reporting

a. Operational Report

- i. The Vendor shall provide a weekly report outlining the weekly operation and inspection report of the work that was performed and inspected the previous week and work that is planned for the next week. The report generally includes the areas where detail cleaning was performed and problems encountered. Some problems may include, but not limited to, the following:
 1. Safety issues
 2. Staff deployment and associated hours
 3. Restroom log compliance

b. Vendor Invoice

- i. The Vendor shall submit properly itemized invoices to Seattle Housing Authority's designated invoicing contact for Services performed under this Contract. Such invoices shall itemize the following:
 1. Contract No.;
 2. Vendor Name, address, telephone number, and e-mail address for billing issues:
 3. Seattle Housing Authority
 4. 101 Elliott Ave W, Seattle, WA 98119
 5. (206) 698-2366
 6. centralcontracts@seattlehousing.org
 - ii. Vendor's Federal Tax Identification Number;
 - iii. Date(s) of Delivery;
 - iv. Applicable Services;
 - v. Invoice amount; and
 - vi. Payment terms, including any available prompt payment discounts.
- c. Vendor's invoices for payment shall reflect accurate Contract prices. Invoices shall not be processed for payment until receipt of a complete invoice as specified herein.

D. INFORMATION TO BE PROVIDED IN YOUR PROPOSAL

Response / Proposal Content: To facilitate evaluation, proposals should address and be organized in the order of the outline given below and include the following information:

1) Cover Letter

2) Address each of the evaluation criteria below:

1. **[Reserved.]**

2. **[Reserved.]**

3. Criterion 3 – Customer Service:

- a. Provide a detailed summary of your best customer service practices and the successful results and/or narratives from the practices. Include examples.
- b. Describe the communication methods to report incidents and any critical matters.

4. Criterion 4 – Firm Experience and Qualifications:

- a. Provide a brief overview of your company's background, qualifications, and ability to provide the services described in the Scope of Work.
- b. Indicate the number of years the Proposer has been providing janitorial services as described in the Scope of Work.
- c. Provide a listing of the key personnel and their position within the Company who will be assigned to this Contract should your company be awarded the Contract. Describe the key personnel(s) experience, and the level of expertise and qualifications of the representative/manager and of those who will directly support and be involved in meeting the day-to-day requirements of SHA.

5. Criterion 5 - Organizational Plan:

- a. Provide the number of available staff members currently serving the Seattle/King County area.
- b. Describe the process of how personnel are dispatched to a new work location.
 - i. Please include average turnaround times from the time of the request to the actual start date.
- c. Provide your time management process for ensuring service is completed for the workday.
 - i. Please include clock-in and clock-out procedures.

6. Criterion 6 – Affordable and/or Low-Income Housing Experience:

- a. Provide your company's experience working with affordable and/or low-income housing complexes. Please include examples.
- b. Provide any relevant strategies and/or methods of serving a higher-need apartment complex.

7. Criterion 7 – Green Cleaning Products:

- a. Please describe your process and strategy working with “Environmentally Preferred” cleaning products.
- b. Please provide all “Environmentally Preferred” products and equipment used.

8. Criterion 8 – Fee Schedule: The Vendor shall provide a detailed fee proposal by completing **Exhibit B – Price Table** in its entirety. All pricing shall be fully loaded and inclusive of all cost necessary to perform the services described in the Scope of Work.

3) Provide resumes for the key personnel named in your response.

4) Include a list of at least three references for whom the firm or team members have performed similar work in the last five years (including agency or business name of client, contact person, address, telephone number and e-mail address if available.)

E. EVALUATION CRITERIA

Vendor(s) submittals will be evaluated based on the criteria listed in this section and further described in Section D above. In preparing the submittal to SHA, it is important for proposers to clearly demonstrate their expertise in the areas described in this document. Because multiple areas of expertise are required for successfully performing this project, the Vendor, either through in-house staff or sub-vendors, must demonstrate expertise and have available adequate numbers of experienced personnel in all of the areas described.

Vendors are encouraged to identify and clearly label in their submittal how each criterion is being fully addressed. Evaluation of responses to this RFP will be based only on the information provided in the submittal package, and if applicable, interviews, and reference responses. SHA reserves the right to request additional information or documentation from the firm regarding its submittal documents, personnel, financial viability, or other items in order to complete the selection process. In submitting a proposal, the Vendor and any sub-vendors agree that any costs, prices, hourly rates proposed shall be valid for a minimum of 90 days from the proposal due date.

The following criteria with a point system of relative importance with an aggregate total of one hundred (**100**) points will be utilized to evaluate the qualifications of each proposer:

Evaluation Criteria – Qualifications		Weighting (Max. Points)
1	[Reserved.]	N/A
2	[Reserved.]	N/A
3	Service (See Section D above for a complete description of this Criterion.)	10
4	Firm Experience and Qualifications (See Section D above for a complete description of this Criterion.)	20
5	Organizational Plan (See Section D above for a complete description of this Criterion.)	20
6	Affordable and/or Low-Income Housing Experience (See Section D above for a complete description of this Criterion.)	20
7	Green Cleaning Products (See Section D above for a complete description of this Criterion.)	10
8	Fee Schedule (See Section D above for a complete description of this Criterion.)	20
MAXIMUM TOTAL POINTS FOR QUALIFICATIONS		<u>100</u>

F. SELECTION PROCESS

An evaluation panel will rate all responses to this RFP that are received on or before the stated deadline, according to the criteria listed above. Based on its initial evaluation, the panel may:

- 1) Make a recommendation to SHA's Executive Director and request authority to negotiate a Contract with one or more proposers; or
- 2) Request additional information from the proposer or proposers whose responses appear to have the greatest likelihood of success; and/or
- 3) Invite one or more proposer whose responses appear to have the greatest likelihood of success to attend an interview/presentation to discuss their proposal; and then make a recommendation to SHA's Executive Director and request authority to negotiate a contract with one or more proposers.

SHA reserves the right to conduct reference checks at any time during the evaluation process.

In the event that information obtained from the reference checks reveals concerns about any proposer's past performance and their ability to successfully perform the contract to be executed based on this RFP, SHA may, at its sole discretion, determine that the Proposer is not a responsible proposer and may select the next highest-ranked Proposer whose reference checks validate the ability of the Proposer to successfully perform the contract to be executed based on this RFP. In conducting reference checks, SHA may include itself as a reference if the Proposer has performed work for SHA, even if the Proposer did not identify SHA as a reference.

By submitting its proposal in response to this RFP, the vendor accepts the procurement method used and acknowledges and accepts that the evaluation process will require subjective judgments by SHA and the evaluation panel.

Any protest of the selection process shall be resolved in accordance with SHA's [Procurement Policy](#) and [Procurement Procedures](#), which may be reviewed on SHA's website, under FORMS AND POLICIES of the Do Business With Us page.

G. CONTRACT NEGOTIATIONS

SHA shall negotiate with the most qualified Proposer or Proposers, as determined by evaluation of the responses and, if applicable, interviews. If SHA is unable to reach agreement with any of the highest ranked firms, it may negotiate with the next highest ranked firm or firms, proceeding in turn to each firm that SHA has determined to be qualified, in order of rank. If agreement cannot be reached with any qualified firm, SHA reserves the right to cancel the solicitation.

SHA expects to execute one or more Contracts for services for one year. At SHA's option, a Change Order may be executed extending the Contract(s) for up to four additional one-year periods, along with appropriate adjustments in the scope of work and compensation. The Contract shall not exceed five-years.

H. ADMINISTRATIVE INFORMATION

- 1) Small and/or Disadvantaged Business Enterprise Requirements:** SHA strongly encourages minority-owned and women-owned businesses, socially and economically disadvantaged business enterprises, HUD Section 3 businesses, small businesses and veteran-owned businesses to submit proposals, to participate as partners, or to participate in other business activity in response to this RFP.
- 2) Section 3 Requirements:** Section 3 of the Housing and Urban Development Act of 1968 (hereinafter "Section 3 Laws") requires SHA to the greatest extent feasible to provide employment opportunities to Section 3 residents. Section 3 residents include residents of SHA communities and other low-income residents of Seattle.

Section 3 Contract Language: The following language regarding Section 3 will be included as part of the contract to be executed based on this RFP:

- a. The work to be performed under this contract is subject to the requirements of the Section 3 Laws. The purpose of the Section 3 Laws is to ensure that employment

and other economic opportunities generated by HUD assistance or HUD-assisted projects covered by the Section 3 Laws, shall, to the greatest extent feasible, be directed to low and very low-income persons, particularly persons who are recipients of HUD assistance for housing.

- b. The parties to this contract agree to comply with the Section 3 Laws. Without limiting the generality of the foregoing, Vendor shall comply, and shall require its subcontractors and sub-vendors to comply, with the requirements of 24 CFR 75.9. As evidenced by their execution of this contract, the parties to this contract certify that they are under no contractual or other impediment that would prevent them from complying with the Section 3 Laws.
- c. The Vendor agrees to include this Section 3 clause in every subcontract, and to otherwise take all necessary steps to ensure compliance with the Section 3 Laws by its subcontractors and sub-vendors. The Vendor agrees to take appropriate action, as provided in an applicable provision of the subcontract in this Section 3 clause, upon a finding that the subcontractor or sub-vendors is in violation of the Section 3 Laws. The Vendor will not subcontract with any subcontractor or sub-vendors where the Vendor has notice or knowledge that the subcontractor or sub-vendor has been found in violation of the Section 3 Laws.
- d. The Vendor will provide certifications in form and substance required by Owner at such times as Owner may request, certifying (i) its compliance with the Section 3 Laws, and (ii) as to such facts and circumstances pertaining to the Section 3 Laws as Owner may require or request, including, without limitation, certification with respect to total number of labor hours worked under this Agreement, labor hours worked by Section 3 Workers (as defined in the Section 3 Laws), and labor hours worked by Targeted Section 3 Workers (as defined in the Section 3 Laws).
- e. Noncompliance with the Section 3 Laws may result in sanctions, termination of this contract for default, and debarment or suspension from future HUD assisted contracts.
- f. Each party agrees to perform any further acts and execute and deliver any further documents that may be reasonably necessary to carry out the provisions and intent of this Section or otherwise to ensure performance in compliance with the Section 3 Laws.

3) Basic Eligibility: By submitting for this Solicitation:

- a. Proposer represents that it is licensed to do business in the State of Washington and it has a state Unified Business Identifier (UBI) number.
- Proposer represents by its submission of the SUSPENSION AND DEBARMENT COMPLIANCE CERTIFICATE form, attached hereto, that neither it nor its principals/officers are presently debarred, suspended, proposed for debarment, or declared ineligible or voluntarily excluded from participation in this transaction by any federal department or agency. Proposer further represents that by submitting a Proposal and being selected for this work, that it will comply with the requirements regarding sub-contracting and the purchase of supplies or materials for this work and the sub-contractors and/or firms, and their principals/officers are not debarred or otherwise disqualified from doing business with SHA. The Proposer understands that if selected, it shall provide evidence with the SUSPENSION AND DEBARMENT

COMPLIANCE CERTIFICATE form attached to this RFP of Proposer's sub-contractors' and/or sub-vendors' (if applicable) eligibility.

b. [Reserved.]

- **Payment Requirements:** Proposers should be aware that SHA will only make payments on the contract issued under this RFP after the work being billed has been completed, and within 30 calendar days of receipt of a properly prepared and SHA approved invoice from the Vendor. Supporting documentation is required for payment of reimbursable expenses. No advance payments will be made to the Vendor, who must have the capacity to meet all project expenses in advance of payments by SHA.
- **Approval of Sub-Vendors:** SHA retains the right of final approval of any sub-vendors of the selected Proposer who must inform all sub-vendors of this provision.
- **Documents Produced:** All construction drawings, reports, specifications, and other documents produced under contract to SHA must be submitted to SHA in both hard copy and a digital format that meets SHA's requirements, using Microsoft Office or AutoCad products in an IBM-compatible format. All documents and products created by the Vendor and their sub-vendor shall become the exclusive property of SHA.
- 4) **Other Contracts:** During the original term and all subsequent renewal terms of the contract resulting from this RFP, SHA expressly reserves the right, through any other sources available, to pursue and implement alternative means of soliciting and awarding similar or related services as described in this RFP.
- 5) **Funding Availability:** By responding to this RFP, the Proposer acknowledges that for any contract signed as a result of this RFP, the authority to proceed with the work is contingent upon the availability of funding.
- 6) **[Reserved.]**
- **Insurance And Other Contract Requirements:** Proposers may review a sample of SHA's [standard contract language](#) that will form the basis for any contract executed based on this solicitation by visiting SHA's website, under FORMS AND POLICIES of the Do Business With Us page, "Consultant Professional Services Contract".

SHA's standard contract document is intended to guide you in developing your proposal. The actual contract that the successful Proposer and SHA will sign will be based on this sample contract. Please be advised that SHA will only negotiate some aspects of the contract. Much of the contents of the sample contract are based on non-flexible requirements and cannot be modified in any form.

SOLICITATION #5929**Exhibit A****List of Properties**

Property	Sq. Ft.	# of Stories	Unit Count	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Total Weekly Hours	Annual Hours
Baldwin Apartments	12,595	3	15			3		2			5	260
Ballard House	52,926	7	79			4		4		4	12	624
Barton Place	65,418	6	91		4		4		4	4	16	832
Beacon Tower	73,898	15	108		4		4		4	4	16	832
Bitter Lake Manor	59,301	3	72			4					4	208
Cedarvale House	88,340	7	118		4			4			8	416
Center Park	139,530	7	137	4		4		4	4	4	20	1040
Center West	55,604	9	91	4				4			8	416
Columbia Place	52,228	4	66				4				4	208
Denny Terrace	139,127	11	220		4		4		8	8	24	1248
Epstein Opportunity Center	1,500*	1			3		3				6	312
Gideon Mathews	39,816	3	45		4						4	208
International Terrace	76,094	12	100	4		4			4	4	16	832
Lake City Court	139,117	4	86			4					4	208

Lake City House	86,283	7	117	4				4			8	416
Lictonwood	56,319	5	81	4				4			8	416
NewHolly Gathering Hall	5,000*	2		3	3	2	3	3			14	728
Olive Ridge	72,716	7	105	4		4			4	4	16	832
Phinney Terrace	43,788	3	51	4							4	208
Ritz Apartments	13,000*	3	30		3		2				5	260
Schwabacher House	36,428	4	44			4					4	208
SHA Central Office	100,000*	5	0	14.5	14.5	14.5	14.5	14.5			72.5	3770
Stewart Manor	49,510	6	74			4		4	4	4	16	832
Sunrise Manor	22,394	4	32	4							4	208
The Learners Center	63,168	4		2	3	3	2	3			13	676
Tri-Court	55,676	3	87	4				4			8	416
University House	69,927	11	101		4		4				8	416
Westwood Heights	100,536	7	130		6		6			6	18	936
											345.5	17966

SOLICITATION #5929

Exhibit B Pricing Table

All hourly labor rates shall be fully loaded and inclusive of all cost necessary to perform the services described in the Scope of Work.

Solicitation #5929 On-Call Janitorial Services		
Category	Hourly Labor Rates Including Mark-Up (HUD Routine Maintenance 52158)	Percent Markup to Hourly Labor Rates
General Cleaning Services	\$	%
Deep Cleaning and Floor Care Services	\$	%
Category	Hourly Labor Rates Including Mark-Up (WA State, King County)	Percent Markup to Hourly Labor Rates
General Cleaning Services	\$	%
Deep Cleaning and Floor Care Services	\$	%

SOLICITATION #5929

Exhibit C

PREVAILING WAGES

If federal, state, local or any applicable law requires Vendor to pay prevailing wages in connection with this Contract or a Work Order issued under this Contract, a Vendor is notified by SHA, then Vendor shall pay applicable prevailing wages. For Work Orders where the Vendor/Agency will be performing work subject to prevailing wage requirements, the Vendor/Agency shall pay its workers not less than the prevailing wage rates and shall comply with the following regulations: If applicable, a Schedule of Prevailing Wage Rates and/or the current prevailing wage determination for the locality where the Work Order will be performed will be attached and made of part of the Work Order by reference. If prevailing wages do apply to the Work Order, Vendor and its subcontractors shall:

1. Be bound by and perform all transactions regarding the Work Order relating to prevailing wages and the usual fringe benefits in compliance with the provisions of Chapter 39.12 RCW, as amended, the Washington State Prevailing Wage Act, and/or HUD Determined and/or the Davis-Bacon Act (40 U.S.C. 3141- 3144, and 3146- 3148) and the requirements of 29 C.F.R. pt. 5 as may be applicable, including the federal requirement to pay wages not less than once a week.
2. Ensure that no worker, laborer or mechanic employed in the performance of any part of the Work Order shall be paid less than the prevailing rate of wage specified on that Schedule and/or specified in a wage determination made by the Secretary of Labor (unless specifically preempted by federal law, the higher of the Washington state prevailing wage or HUD Determined or federal Davis-Bacon rate of wage must be paid) and additionally, in compliance with applicable federal law, contractors are required to pay wages not less than once a week.
3. A Statement of Intent to Pay Prevailing Wages and/or other or additional documentation required by applicable federal law, must be submitted by Contractor and its subcontractors to SHA, in the manner requested by SHA, prior to any payment by the SHA hereunder, and an Affidavit of Wages Paid and/or other or additional documentation required by federal law must be received or verified by SHA prior to final payment.

PRICE INCREASES: The rates shown on proposal shall be consistently applied and remain firm throughout the first twelve months of the contract. In the event that the contract term is extended, the Contractor's employees' wages shall be altered annually to recognize and follow the most recently promulgated increases in prevailing wages. Pursuant to WAC 296-127-023, SHA shall be responsible for the cost of increases in employee wages to achieve prevailing wages. Surcharges for fuel, hazardous material disposal, or similar will not be allowed.

HUD-52158
Maintenance Wage Rate Determination
U.S. Department of Housing and Urban Development
Office of Davis-Bacon and Labor Standards

Issuance of a Maintenance Wage Rate Determination to a Public Housing Agency, Tribally Designated Housing Entity, or the Department of Hawaiian Home Lands (collectively "Local Contracting Agencies" or "LCAs") does not require the LCA to submit any materials to HUD upon receipt. Issuance of this form sets an obligation on the receiving LCA to pay no less than the HUD-determined or adopted prevailing wage rates to maintenance laborers and mechanics employed in the LCA's operation of certain Public and Indian housing projects. This requirement is set by statute pursuant to Section 12(a) of the U.S. Housing Act of 1937, as amended (42 USC § 1437j(a)), and Sections 104(b) and 805(b) of the Native American Housing Assistance and Self-Determination Act of 1996 (NAHASDA), as amended (25 USC § 4114(b) and 25 USC § 4225(b), respectively.)

Agency Name: Seattle Housing Authority 101 Elliott Ave W Seattle, WA 98119	DBLS Agency ID No: WA002A Effective Date: January 1, 2025	Wage Decision Type: ☒ Routine Maintenance ☐ Nonroutine Maintenance Expiration Date: December 31, 2026
--	--	--

The following wage rate determination is made pursuant to Section 12(a) of the U.S. Housing Act of 1937, as amended (Public Housing Agencies), or pursuant to Section 104(b) of the Native American Housing Assistance and Self-Determination Act of 1996, as amended (Tribally Designated Housing Entities), or pursuant to Section 805(b) of the Native American Housing Assistance and Self-Determination Act of 1996, as amended (Department of Hawaiian Home Lands). The Agency and its contractors shall pay to maintenance laborers and mechanics no less than the wage rate(s) indicated for the type of work they actually perform.

MELANIE HERTEL Digitally signed by MELANIE HERTEL
 Date: 2024.12.23 08:04:47 -08'00'

12/23/2024

DBLS Staff Signature

Date

Melanie Hertel, LSS

Name and Title

WORK CLASSIFICATION(S)	HOURLY WAGE RATES	
	BASIC WAGE	FRINGE BENEFIT(S) (if any)
Brick Mason	\$51.15	\$22.92
Carpenter	\$37.82	\$22.16
Electrician	\$47.74	\$24.35
Elevator Mechanic	\$66.90	\$26.34
Engineer	\$64.04	\$25.10
Fence Installer	\$22.92	\$16.78
Floor Coverer	\$25.48	\$20.84
Glazier	\$36.41	\$22.16
Janitor	\$21.17	\$16.36
Laborer	\$29.73	\$19.85
Landscaper	\$24.15	\$17.62
Low Voltage Technician	\$34.02	\$19.19
Maintenance Mechanic	\$35.96	\$20.78
Maintenance Technician	\$29.14	\$18.88
Painter	\$26.31	\$20.84
Pest Control Technician	\$24.42	\$20.84
Plumber	\$41.89	\$24.32
Power Equipment Operator	\$42.17	\$20.96
Refrigeration Mechanic	\$38.00	\$20.06
Tree Arborist	\$31.26	\$18.59
Solid Waste Laborer	\$38.36	\$20.00
Solid Waste Vehicle Mechanic	\$36.47	\$22.09
Solid Waste Worker, CDL	\$31.94	\$22.43
Vehicle Mechanic	\$30.34	\$21.60
Window Cleaner	\$22.13	\$16.60

State of Washington
 Department of Labor & Industries
 Prevailing Wage Section - Telephone 360-902-5335
 PO Box 44540, Olympia, WA 98504-4540

Washington State Prevailing Wage

The PREVAILING WAGES listed here include both the hourly wage rate and the hourly rate of fringe benefits. On public works projects, worker's wage and benefit rates must add to not less than this total. A brief description of overtime calculation requirements are provided on the Benefit Code Key.

Journey Level Prevailing Wage Rates for the Effective Date: 09/29/2026

King County

Trade ^	Job Classification ^	Wage ^	Holiday	Overtime	Note
Asbestos Abatement Workers	Journey Level	\$71.10	5D	1H	
Boilermakers	Journey Level	\$80.89	5N	1C	
Brick Mason	Journey Level	\$82.00	7E	1N	
Brick Mason	Pointer-Caulker-Cleaner	\$82.00	7E	1N	
Building Service Employees	Janitor	\$32.78	5S	2F	
Building Service Employees	Traveling Waxer/Shampooer	\$32.98	5S	2F	

Building Service Employees	Window Cleaner (Non-Scaffold)	\$35.58	5S	2F	
Building Service Employees	Window Cleaner (Scaffold)	\$36.58	5S	2F	
Cabinet Makers (In Shop)	Journey Level	\$22.74		1	
Carpenters	Acoustical Worker	\$87.71	15J	11U	
Carpenters	Bridge Dock and Wharf Carpenter	\$89.38	15J	11U	9L
Carpenters	Floor Layer & Floor Finisher	\$87.71	15J	11U	
Carpenters	General Carpenter	\$87.71	15J	11U	
Carpenters	Scaffold Erector	\$87.71	15J	11U	
Cement Masons	Application of all Composition Mastic	\$86.70	15J	4U	
Cement Masons	Application of all Epoxy Material	\$86.18	15J	4U	
Cement Masons	Application of all Plastic Material	\$86.70	15J	4U	
Cement Masons	Application of Sealing Compound	\$86.18	15J	4U	
Cement Masons	Application of Underlayment	\$86.70	15J	4U	
Cement Masons	Building General	\$86.18	15J	4U	

Cement Masons	Composition or Kalman Floors	\$86.70	15J	4U
Cement Masons	Concrete Paving	\$86.18	15J	4U
Cement Masons	Curb & Gutter Machine	\$86.70	15J	4U
Cement Masons	Curb & Gutter, Sidewalks	\$86.18	15J	4U
Cement Masons	Curing Concrete	\$86.18	15J	4U
Cement Masons	Finish Colored Concrete	\$86.70	15J	4U
Cement Masons	Floor Grinding	\$86.70	15J	4U
Cement Masons	Floor Grinding/Polisher	\$86.18	15J	4U
Cement Masons	Green Concrete Saw, self-powered	\$86.70	15J	4U
Cement Masons	Grouting of all Plates	\$86.18	15J	4U
Cement Masons	Grouting of all Tilt-up Panels	\$86.18	15J	4U
Cement Masons	Guniting Nozzleman	\$86.70	15J	4U
Cement Masons	Hand Powered Grinder	\$86.70	15J	4U
Cement Masons	Journey Level	\$86.18	15J	4U
Cement Masons	Patching Concrete	\$86.18	15J	4U
Cement Masons	Pneumatic Power Tools	\$86.70	15J	4U

Cement Masons	Power Chipping & Brushing	\$86.70	15J	4U	
Cement Masons	Sand Blasting Architectural Finish	\$86.70	15J	4U	
Cement Masons	Screed & Rodding Machine	\$86.70	15J	4U	
Cement Masons	Spackling or Skim Coat Concrete	\$86.18	15J	4U	
Cement Masons	Troweling Machine Operator	\$86.70	15J	4U	
Cement Masons	Troweling Machine Operator on Colored Slabs	\$86.70	15J	4U	
Cement Masons	Tunnel Workers	\$86.70	15J	4U	
Divers & Tenders	Bell/Vehicle/Submersible Operator (not under pressure)	\$149.22	15J	11T	9I
Divers & Tenders	Dive Supervisor	\$150.72	15J	11T	9I
Divers & Tenders	Diver	\$149.22	15J	11T	9I
Divers & Tenders	Diver Tender	\$95.55	15J	11T	9I
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker 0-30.00 PSI	\$120.22	15J	11U	
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker	\$130.16	15J	11U	

30.01-44.00 PSI

Divers & Tenders	Hyperbaric Worker - Compressed Air Worker	\$140.11	15J	11U	
	44.01 - 54.00 PSI				
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker	\$150.05	15J	11U	
	54.01 - 60.00 PSI				
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker	\$160.00	15J	11U	
	60.01 - 64.00 PSI				
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker	\$169.94	15J	11U	
	64.01 - 68.00 PSI				
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker	\$179.88	15J	11U	
	68.01 - 70.00 PSI				
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker	\$189.83	15J	11U	
	70.01 - 72.00 PSI				
Divers & Tenders	Hyperbaric Worker - Compressed Air Worker	\$199.77	15J	11U	
	72.01 - 74.00 PSI				
Divers & Tenders	Lead Diver (Dive Master)	\$110.01	15J	11T	9I
Divers & Tenders	Manifold Operator (Life Support Technician)	\$100.55	15J	11U	9I

Divers & Tenders	Remote Operated Vehicle Operator/Technician	\$95.55	15J	11U	9I
Divers & Tenders	Remote Operated Vehicle Operator/Technician	\$95.55	15J	11T	9I
Divers & Tenders	Remote Operated Vehicle Tender	\$89.25	15J	11T	9I
Divers & Tenders	Stand-by Diver	\$105.01	15J	11T	9I
Dredge Workers	Assistant Engineer	\$93.71	5D	3F	
Dredge Workers	Assistant Mate (Deckhand)	\$92.99	5D	3F	
Dredge Workers	Boatmen	\$93.71	5D	3F	
Dredge Workers	Engineer Welder	\$95.52	5D	3F	
Dredge Workers	Leverman, Hydraulic	\$97.45	5D	3F	
Dredge Workers	Mates	\$93.71	5D	3F	
Dredge Workers	Oiler	\$92.99	5D	3F	
Drywall Applicator	Journey Level	\$84.77	15O	11S	
Drywall Tapers	Journey Level	\$84.77	15O	11S	
Electrical Fixture Maintenance Workers	Journey Level	\$42.69	5L	1E	
Electricians - Inside	Cable Splicer	\$122.23	7C	4E	

Electricians - Inside	Cable Splicer (tunnel)	\$131.06	7C	4E	
Electricians - Inside	Certified Welder	\$118.22	7C	4E	
Electricians - Inside	Certified Welder (tunnel)	\$126.65	7C	4E	
Electricians - Inside	Construction Stock Person	\$56.78	7C	4E	
Electricians - Inside	Journey Level	\$114.21	7C	4E	
Electricians - Inside	Journey Level (tunnel)	\$122.23	7C	4E	
Electricians - Motor Shop	Journey Level	\$48.68	5A	1B	
Electricians - Powerline Construction	Cable Splicer	\$107.31	5A	4D	
Electricians - Powerline Construction	Certified Line Welder	\$98.45	5A	4D	
Electricians - Powerline Construction	Groundperson	\$61.75	5A	4D	
Electricians - Powerline Construction	Heavy Line Equipment Operator	\$98.45	5A	4D	
Electricians - Powerline Construction	Journey Level Lineperson	\$98.45	5A	4D	
Electricians - Powerline Construction	Line Equipment Operator	\$84.94	5A	4D	
Electricians - Powerline Construction	Meter Installer	\$61.75	5A	4D	8W

Electricians - Powerline Construction	Pole Sprayer	\$98.45	5A	4D	
Electricians - Powerline Construction	Powderperson	\$72.81	5A	4D	
Electronic Technicians	Journey Level	\$75.47	7E	1E	
Elevator Constructors	Mechanic	\$119.17	7D	4A	
Elevator Constructors	Mechanic In Charge	\$128.95	7D	4A	
Fabricated Precast Concrete Products	All Classifications - In-Factory Work Only	\$21.34	5B	1R	
Fence Erectors	Fence Erector	\$60.82	15J	11X	9N
Fence Erectors	Fence Laborer	\$60.82	15J	11X	9N
Flaggers	Journey Level	\$60.82	15J	11X	9N
Glaziers	Journey Level	\$88.41	7L	1Y	
Heat & Frost Insulators And Asbestos Workers	Journey Level	\$100.83	15H	11C	
Heating Equipment Mechanics	Journey Level	\$107.92	7F	1E	
Hod Carriers & Mason Tenders	Journey Level	\$75.00	15J	11X	9N
Industrial Power Vacuum Cleaner	Journey Level	\$17.13		1	
Inland Boatmen	Boat Operator	\$71.28	5B	1K	

Inland Boatmen	Cook	\$69.70	5B	1K
Inland Boatmen	Deckhand	\$70.00	5B	1K
Inland Boatmen	Deckhand Engineer	\$69.55	5B	1K
Inland Boatmen	Launch Operator	\$71.23	5B	1K
Inland Boatmen	Mate	\$89.12	5B	1K
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Cleaner Operator	\$58.17	15M	110
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Foamer Operator	\$58.17	15M	110
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Grout Truck Operator	\$58.17	15M	110
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Head Operator	\$56.10	15M	110
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	Technician	\$49.90	15M	110
Inspection/Cleaning/Sealing Of Sewer & Water Systems By Remote Control	TV Truck Operator	\$53.00	15M	110
Insulation Applicators	Journey Level	\$87.71	15J	11U

Ironworkers	Journeyman	\$94.82	15K	11N	
Laborers	Air, Gas Or Electric Vibrating Screed	\$71.10	15J	11X	9N
Laborers	Airtrac Drill Operator	\$73.18	15J	11X	9N
Laborers	Ballast Regular Machine	\$71.10	15J	11X	9N
Laborers	Batch Weighman	\$60.82	15J	11X	9N
Laborers	Brick Pavers	\$71.10	15J	11X	9N
Laborers	Brush Cutter	\$71.10	15J	11X	9N
Laborers	Brush Hog Feeder	\$71.10	15J	11X	9N
Laborers	Burner	\$71.10	15J	11X	9N
Laborers	Caisson Worker	\$73.18	15J	11X	9N
Laborers	Carpenter Tender	\$71.10	15J	11X	9N
Laborers	Cement Dumper-paving	\$73.18	15J	11X	9N
Laborers	Cement Finisher Tender	\$71.10	15J	11X	9N
Laborers	Change House Or Dry Shack	\$71.10	15J	11X	9N
Laborers	Chipping Gun (30 Lbs. And Over)	\$72.33	15J	11X	9N
Laborers	Chipping Gun (Under 30 Lbs.)	\$71.10	15J	11X	9N

Laborers	Choker Setter	\$71.10	15J	11X	9N
Laborers	Chuck Tender	\$71.10	15J	11X	9N
Laborers	Clary Power Spreader	\$72.33	15J	11X	9N
Laborers	Clean-up Laborer	\$71.10	15J	11X	9N
Laborers	Concrete Dumper/Chute Operator	\$73.18	15J	11X	9N
Laborers	Concrete Form Stripper	\$71.10	15J	11X	9N
Laborers	Concrete Placement Crew	\$73.18	15J	11X	9N
Laborers	Concrete Saw Operator/Core Driller	\$72.33	15J	11X	9N
Laborers	Crusher Feeder	\$60.82	15J	11X	9N
Laborers	Curing Laborer	\$71.10	15J	11X	9N
Laborers	Demolition: Wrecking & Moving (Incl. Charred Material)	\$71.10	15J	11X	9N
Laborers	Ditch Digger	\$71.10	15J	11X	9N
Laborers	Diver	\$73.18	15J	11X	9N
Laborers	Drill Operator (Hydraulic, Diamond)	\$72.33	15J	11X	9N
Laborers	Dry Stack Walls	\$71.10	15J	11X	9N

Laborers	Dump Person	\$71.10	15J	11X	9N
Laborers	Epoxy Technician	\$71.10	15J	11X	9N
Laborers	Erosion Control Worker	\$71.10	15J	11X	9N
Laborers	Faller & Bucker Chain Saw	\$72.33	15J	11X	9N
Laborers	Fine Graders	\$71.10	15J	11X	9N
Laborers	Firewatch	\$60.82	15J	11X	9N
Laborers	Form Setter	\$73.18	15J	11X	9N
Laborers	Gabian Basket Builders	\$71.10	15J	11X	9N
Laborers	General Laborer	\$71.10	15J	11X	9N
Laborers	Grade Checker & Transit Person	\$75.00	15J	11X	9N
Laborers	Grinders	\$71.10	15J	11X	9N
Laborers	Grout Machine Tender	\$71.10	15J	11X	9N
Laborers	Groutmen (Pressure) Including Post Tension Beams	\$72.33	15J	11X	9N
Laborers	Guardrail Erector	\$71.10	15J	11X	9N
Laborers	Hazardous Waste Worker (Level A)	\$73.18	15J	11X	9N

Laborers	Hazardous Waste Worker (Level B)	\$72.33	15J	11X	9N
Laborers	Hazardous Waste Worker (Level C)	\$71.10	15J	11X	9N
Laborers	High Scaler	\$73.18	15J	11X	9N
Laborers	Jackhammer	\$72.33	15J	11X	9N
Laborers	Laserbeam Operator	\$72.33	15J	11X	9N
Laborers	Maintenance Person	\$71.10	15J	11X	9N
Laborers	Manhole Builder-Mudman	\$72.33	15J	11X	9N
Laborers	Material Yard Person	\$71.10	15J	11X	9N
Laborers	Mold Abatement Worker	\$71.10	15J	11X	9N
Laborers	Motorman-Dinky Locomotive	\$75.05	15J	11X	9N
Laborers	nozzleman (concrete pump, green cutter when using combination of high pressure air & water on concrete & rock, sandblast, gunite, shotcrete, water blaster, vacuum blaster)	\$75.00	15J	11X	9N
Laborers	Pavement Breaker	\$72.33	15J	11X	9N

Laborers	Pilot Car	\$60.82	15J	11X	9N
Laborers	Pipe Layer (Lead)	\$75.00	15J	11X	9N
Laborers	Pipe Layer/Tailor	\$72.33	15J	11X	9N
Laborers	Pipe Pot Tender	\$72.33	15J	11X	9N
Laborers	Pipe Reliner	\$72.33	15J	11X	9N
Laborers	Pipe Wrapper	\$72.33	15J	11X	9N
Laborers	Pot Tender	\$71.10	15J	11X	9N
Laborers	Powderman	\$73.18	15J	11X	9N
Laborers	Powderman's Helper	\$71.10	15J	11X	9N
Laborers	Power Jacks	\$72.33	15J	11X	9N
Laborers	Power Washer	\$71.10	15J	11X	9N
Laborers	Railroad Spike Puller - Power	\$72.33	15J	11X	9N
Laborers	Raker - Asphalt	\$75.00	15J	11X	9N
Laborers	Re-timberman	\$73.18	15J	11X	9N
Laborers	Remote Equipment Operator	\$72.33	15J	11X	9N
Laborers	Rigger/Signal Person	\$72.33	15J	11X	9N

Laborers	Rip Rap Person	\$71.10	15J	11X	9N
Laborers	Rivet Buster	\$72.33	15J	11X	9N
Laborers	Rodder	\$73.18	15J	11X	9N
Laborers	Scaffold Erector	\$71.10	15J	11X	9N
Laborers	Scale Person	\$71.10	15J	11X	9N
Laborers	Sloper (Over 20")	\$72.33	15J	11X	9N
Laborers	Sloper Sprayer	\$71.10	15J	11X	9N
Laborers	Spreader (Concrete)	\$73.18	15J	11X	9N
Laborers	Stake Hopper	\$71.10	15J	11X	9N
Laborers	Stock Piler	\$71.10	15J	11X	9N
Laborers	Swinging Stage/Boatswain Chair	\$60.82	15J	11X	9N
Laborers	Tamper & Similar Electric, Air & Gas Operated Tools	\$72.33	15J	11X	9N
Laborers	Tamper (Multiple & Self- propelled)	\$72.33	15J	11X	9N
Laborers	Timber Person - Sewer (Lagger, Shorer & Cribber)	\$72.33	15J	11X	9N
Laborers	Toolroom Person (at Jobsite)	\$71.10	15J	11X	9N

Laborers	Topper	\$71.10	15J	11X	9N
Laborers	Track Laborer	\$71.10	15J	11X	9N
Laborers	Track Liner (Power)	\$72.33	15J	11X	9N
Laborers	Traffic Control Laborer	\$64.78	15J	11X	9P
Laborers	Traffic Control Supervisor	\$68.42	15J	11P	9C
Laborers	Traffic Control Supervisor	\$68.42	15J	11X	9P
Laborers	Truck Mounted Attenuator	\$64.78	15J	11X	9P
Laborers	Truck Spotter	\$71.10	15J	11X	9N
Laborers	Tugger Operator	\$72.33	15J	11X	9N
Laborers	Tunnel Work-Compressed Air Worker 0-30 psi	\$254.08	15J	11X	9Q
Laborers	Tunnel Work-Compressed Air Worker 30.01-44.00 psi	\$259.24	15J	11X	9Q
Laborers	Tunnel Work-Compressed Air Worker 44.01-54.00 psi	\$263.01	15J	11X	9Q
Laborers	Tunnel Work-Compressed Air Worker 54.01-60.00 psi	\$268.85	15J	11X	9Q
Laborers	Tunnel Work-Compressed Air Worker 60.01-64.00	\$271.02	15J	11X	9Q

	psi				
Laborers	Tunnel Work-Compressed Air Worker 64.01-68.00	\$276.25	15J	11X	9Q
	psi				
Laborers	Tunnel Work-Compressed Air Worker 68.01-70.00	\$278.20	15J	11X	9Q
	psi				
Laborers	Tunnel Work-Compressed Air Worker 70.01-72.00	\$280.25	15J	11X	9Q
	psi				
Laborers	Tunnel Work-Compressed Air Worker 72.01-74.00	\$282.30	15J	11X	9Q
	psi				
Laborers	Tunnel Work-Guage and Lock Tender	\$75.05	15J	11X	9N
Laborers	Tunnel Work-Miner	\$75.05	15J	11X	9N
Laborers	Vibrator	\$73.18	15J	11X	9N
Laborers	Vinyl Seamer	\$71.10	15J	11X	9N
Laborers	Watchman	\$55.62	15J	11X	9N
Laborers	Welder	\$72.33	15J	11X	9N
Laborers	Well Point Laborer	\$72.33	15J	11X	9N
Laborers	Window Washer/Cleaner	\$55.62	15J	11X	9N

Laborers - Underground Sewer & Water	General Laborer & Topman	\$71.10	15J	11X	9N
Laborers - Underground Sewer & Water	Pipe Layer	\$72.33	15J	11X	9N
Landscape Construction	Landscape Construction/Landscaping Or Planting Laborers	\$55.62	15J	11X	9N
Landscape Construction	Landscape Operator	\$96.28	15J	11G	8X
Landscape Maintenance	Groundskeeper	\$17.87		1	
Lathers	Journey Level	\$84.77	150	11S	
Marble Setters	Journey Level	\$82.00	7E	1N	
Metal Fabrication (In Shop)	Fitter/Certified Welder	\$42.17	15I	11E	
Metal Fabrication (In Shop)	General Laborer	\$30.07	15I	11E	
Metal Fabrication (In Shop)	Mechanic	\$43.63	15I	11E	
Metal Fabrication (In Shop)	Welder/Burner	\$39.28	15I	11E	
Millwright	Journey Level	\$88.94	5A	1B	
Modular Buildings	Cabinet Assembly	\$17.13		1	
Modular Buildings	Electrician	\$17.13		1	
Modular Buildings	Equipment Maintenance	\$17.13		1	

Modular Buildings	Plumber	\$17.13		1	
Modular Buildings	Production Worker	\$17.13		1	
Modular Buildings	Tool Maintenance	\$17.13		1	
Modular Buildings	Utility Person	\$17.13		1	
Modular Buildings	Welder	\$17.13		1	
Painters	Journey Level	\$58.84	6Z	11J	
Pile Driver	Crew Tender	\$80.50	15J	11U	9L
Pile Driver	Journey Level	\$89.43	15J	11U	
Plasterers	Journey Level	\$81.34	7Q	1R	
Plasterers	Nozzleman	\$85.44	7Q	1R	
Playground & Park Equipment Installers	Journey Level	\$17.13		1	
Plumbers & Pipefitters	Journey Level	\$113.59	6Z	1G	
Power Equipment Operators	Asphalt Plant Operators	\$97.88	15J	11G	8X
Power Equipment Operators	Assistant Engineer	\$92.02	15J	11G	8X
Power Equipment Operators	Barrier Machine (zipper)	\$96.99	15J	11G	8X

Power Equipment Operators	Batch Plant Operator: concrete	\$96.99	15J	11G	8X
Power Equipment Operators	Boat Operator	\$96.51	7A	11H	8X
Power Equipment Operators	Bobcat	\$92.02	15J	11G	8X
Power Equipment Operators	Brokk - Remote Demolition Equipment	\$92.02	15J	11G	8X
Power Equipment Operators	Brooms	\$92.02	15J	11G	8X
Power Equipment Operators	Bump Cutter	\$96.99	15J	11G	8X
Power Equipment Operators	Cableways	\$97.88	15J	11G	8X
Power Equipment Operators	Chipper	\$96.99	15J	11G	8X
Power Equipment Operators	Compressor	\$92.02	15J	11G	8X
Power Equipment Operators	Concrete Finish Machine - Laser Screed	\$92.02	15J	11G	8X
Power Equipment Operators	Concrete Pump - Mounted Or Trailer High Pressure Line Pump, Pump High Pressure	\$96.28	15J	11G	8X
Power Equipment Operators	Concrete Pump: Truck Mount With Boom	\$97.88	15J	11G	8X

Attachment Over 42 M

Power Equipment Operators	Concrete Pump: Truck Mount With Boom Attachment Up To 42m	\$96.99	15J	11G	8X
Power Equipment Operators	Conveyors	\$96.28	15J	11G	8X
Power Equipment Operators	Cranes Friction: 200 tons and over	\$99.42	7A	11H	8X
Power Equipment Operators	Cranes, A-frame: 10 tons and under	\$90.77	7A	11H	8X
Power Equipment Operators	Cranes: 100 tons through 199 tons, or 150' of boom (including jib with attachments)	\$97.46	7A	11H	8X
Power Equipment Operators	Cranes: 20 tons through 44 tons with attachments	\$95.64	7A	11H	8X
Power Equipment Operators	Cranes: 200 tons- 299 tons, or 250' of boom including jib with attachments	\$98.47	7A	11H	8X
Power Equipment Operators	Cranes: 300 tons and over or 300' of boom including jib with attachments	\$99.42	7A	11H	8X
Power Equipment Operators	Cranes: 45 tons through 99 tons, under 150' of boom(including jib with attachments)	\$96.51	7A	11H	8X

Power Equipment Operators	Cranes: Friction cranes through 199 tons	\$98.47	7A	11H	8X
Power Equipment Operators	Cranes: through 19 tons with attachments, a-frame over 10 tons	\$94.93	7A	11H	8X
Power Equipment Operators	Crusher	\$96.99	15J	11G	8X
Power Equipment Operators	Deck Engineer/Deck Winches (power)	\$96.99	15J	11G	8X
Power Equipment Operators	Derricks, On Building Work	\$96.51	7A	11H	8X
Power Equipment Operators	Dozers D-9 & Under	\$96.28	15J	11G	8X
Power Equipment Operators	Drill Oilers: Auger Type, Truck Or Crane Mount	\$96.28	15J	11G	8X
Power Equipment Operators	Drilling Machine	\$98.87	15J	11G	8X
Power Equipment Operators	Elevator and man-lift: permanent and shaft type	\$92.02	15J	11G	8X
Power Equipment Operators	Finishing Machine, Bidwell And Gamaco & Similar Equipment	\$96.99	15J	11G	8X
Power Equipment Operators	Forklift: 3000 lbs and over with attachments	\$96.28	15J	11G	8X
Power Equipment Operators	Forklifts: under 3000 lbs. with attachments	\$92.02	15J	11G	8X

Power Equipment Operators	Grade Engineer: Using Blue Prints, Cut Sheets, Etc	\$96.99	15J	11G	8X
Power Equipment Operators	Gradechecker/Stakeman	\$92.02	15J	11G	8X
Power Equipment Operators	Guardrail Punch	\$96.99	15J	11G	8X
Power Equipment Operators	Hard Tail End Dump Articulating Off- Road Equipment 45 Yards. & Over	\$97.88	15J	11G	8X
Power Equipment Operators	Hard Tail End Dump Articulating Off-road Equipment Under 45 Yards	\$96.99	15J	11G	8X
Power Equipment Operators	Horizontal/Directional Drill Locator	\$96.28	15J	11G	8X
Power Equipment Operators	Horizontal/Directional Drill Operator	\$96.99	15J	11G	8X
Power Equipment Operators	Hydralifts/Boom Trucks Over 10 Tons	\$94.93	7A	11H	8X
Power Equipment Operators	Hydralifts/boom trucks: 10 tons and under	\$90.77	7A	11H	8X
Power Equipment Operators	Leverman	\$99.88	15J	11G	8X

Power Equipment Operators	Loader, Overhead, 6 Yards. But Not Including 8 Yards	\$97.88	15J	11G	8X
Power Equipment Operators	Loaders, Overhead Under 6 Yards	\$96.99	15J	11G	8X
Power Equipment Operators	Loaders, Plant Feed	\$96.99	15J	11G	8X
Power Equipment Operators	Loaders: Elevating Type Belt	\$96.28	15J	11G	8X
Power Equipment Operators	Locomotives, All	\$96.99	15J	11G	8X
Power Equipment Operators	Material Transfer Device	\$96.99	15J	11G	8X
Power Equipment Operators	Mechanics: All (Leadmen - \$0.50 per hour over mechanic)	\$98.87	15J	11G	8X
Power Equipment Operators	Motor Patrol Graders	\$97.88	15J	11G	8X
Power Equipment Operators	Mucking Machine, Mole, Tunnel Drill, Boring, Road Header And/or Shield	\$97.88	15J	11G	8X
Power Equipment Operators	Oil Distributors, Blower Distribution & Mulch Seeding Operator	\$92.02	15J	11G	8X
Power Equipment Operators	Outside Hoists (Elevators and Manlifts), Air Tuggers, Strato	\$96.28	15J	11G	8X

Power Equipment Operators	Overhead, bridge type				
	Crane: 20 tons through 44 tons	\$95.64	7A	11H	8X
Power Equipment Operators	Overhead, bridge type: 100 tons and over	\$97.46	7A	11H	8X
Power Equipment Operators	Overhead, bridge type: 45 tons through 99 tons	\$96.51	7A	11H	8X
Power Equipment Operators	Pavement Breaker	\$92.02	15J	11G	8X
Power Equipment Operators	Pile Driver (other Than Crane Mount)	\$96.99	15J	11G	8X
Power Equipment Operators	Plant Oiler - Asphalt, Crusher	\$96.28	15J	11G	8X
Power Equipment Operators	Posthole Digger, Mechanical	\$92.02	15J	11G	8X
Power Equipment Operators	Power Plant	\$92.02	15J	11G	8X
Power Equipment Operators	Pumps - Water	\$92.02	15J	11G	8X
Power Equipment Operators	Quad 9, Hd 41, D10 And Over	\$97.88	15J	11G	8X
Power Equipment Operators	Quick tower: no cab, under 100 feet in height base to boom	\$94.93	7A	11H	8X
Power Equipment Operators	Remote Control Operator On Rubber Tired Earth	\$97.88	15J	11G	8X

Moving Equipment

Power Equipment Operators	Rigger and Bellman	\$90.77	7A	11H	8X
Power Equipment Operators	Rigger/Signal Person, Bellman(Certified)	\$94.93	7A	11H	8X
Power Equipment Operators	Rollagon	\$97.88	15J	11G	8X
Power Equipment Operators	Roller, Other Than Plant Mix	\$92.02	15J	11G	8X
Power Equipment Operators	Roller, Plant Mix Or Multi-lift Materials	\$96.28	15J	11G	8X
Power Equipment Operators	Roto-mill, Roto-grinder	\$96.99	15J	11G	8X
Power Equipment Operators	Saws - Concrete	\$96.28	15J	11G	8X
Power Equipment Operators	Scraper, Self Propelled Under 45 Yards	\$96.99	15J	11G	8X
Power Equipment Operators	Scrapers - Concrete & Carry All	\$96.28	15J	11G	8X
Power Equipment Operators	Scrapers, Self-propelled: 45 Yards And Over	\$97.88	15J	11G	8X
Power Equipment Operators	Service Engineers: Equipment	\$96.28	15J	11G	8X
Power Equipment Operators	Shotcrete/Gunite Equipment	\$92.02	15J	11G	8X

Power Equipment Operators	Shovel, Excavator, Backhoe, Tractors Under 15 Metric Tons	\$96.28	15J	11G	8X
Power Equipment Operators	Shovel, Excavator, Backhoe: Over 30 Metric Tons To 50 Metric Tons	\$97.88	15J	11G	8X
Power Equipment Operators	Shovel, Excavator, Backhoes, Tractors: 15 To 30 Metric Tons	\$96.99	15J	11G	8X
Power Equipment Operators	Shovel, Excavator, Backhoes: Over 50 Metric Tons To 90 Metric Tons	\$98.87	15J	11G	8X
Power Equipment Operators	Shovel, Excavator, Backhoes: Over 90 Metric Tons	\$99.88	15J	11G	8X
Power Equipment Operators	Slipform Pavers	\$97.88	15J	11G	8X
Power Equipment Operators	Spreader, Topsider & Screedman	\$97.88	15J	11G	8X
Power Equipment Operators	Subgrader Trimmer	\$96.99	15J	11G	8X
Power Equipment Operators	Tower Bucket Elevators	\$96.28	15J	11G	8X
Power Equipment Operators	Tower Crane: over 175' through 250' in height, base to boom	\$98.47	7A	11H	8X

Power Equipment Operators	Tower crane: up to 175' in height base to boom	\$97.46	7A	11H	8X
Power Equipment Operators	Tower Cranes: over 250' in height from base to boom	\$99.42	7A	11H	8X
Power Equipment Operators	Transporters, All Track Or Truck Type	\$97.88	15J	11G	8X
Power Equipment Operators	Trenching Machines	\$96.28	15J	11G	8X
Power Equipment Operators	Truck Crane Oiler/Driver: 100 tons and over	\$95.64	7A	11H	8X
Power Equipment Operators	Truck crane oiler/driver: under 100 tons	\$94.93	7A	11H	8X
Power Equipment Operators	Truck Mount Portable Conveyor	\$96.99	15J	11G	8X
Power Equipment Operators	Vac Truck (Vactor Guzzler, Hydro Excavator)	\$96.99	15J	11G	8X
Power Equipment Operators	Welder	\$97.88	15J	11G	8X
Power Equipment Operators	Wheel Tractors, Farmall Type	\$92.02	15J	11G	8X
Power Equipment Operators	Yo Yo Pay Dozer	\$96.99	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Asphalt Plant Operators	\$97.88	15J	11G	8X

Power Equipment					
Operators- Underground	Assistant Engineer	\$92.02	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Barrier Machine (zipper)	\$96.99	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Batch Plant Operator, Concrete	\$96.99	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Boat Operator	\$96.51	7A	11H	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Bobcat	\$92.02	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Brokk - Remote Demolition Equipment	\$92.02	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Brooms	\$92.02	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Bump Cutter	\$96.99	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Cableways	\$97.88	15J	11G	8X
Sewer & Water					

Power Equipment					
Operators- Underground	Chipper	\$96.99	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Compressor	\$92.02	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Concrete Finish Machine -	\$92.02	15J	11G	8X
Sewer & Water	Laser Screed				
Power Equipment					
Operators- Underground	Concrete Pump - Mounted	\$96.28	15J	11G	8X
Sewer & Water	Or Trailer High Pressure Line Pump, Pump High Pressure				
Power Equipment					
Operators- Underground	Concrete Pump: Truck	\$97.88	15J	11G	8X
Sewer & Water	Mount With Boom Attachment Over 42 M				
Power Equipment					
Operators- Underground	Concrete Pump: Truck	\$96.99	15J	11G	8X
Sewer & Water	Mount With Boom Attachment Up To 42m				
Power Equipment					
Operators- Underground	Conveyors	\$96.28	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Cranes Friction: 200 tons	\$99.42	7A	11H	8X
Sewer & Water	and over				

Power Equipment Operators- Underground Sewer & Water	Cranes, A-frame: 10 tons and under	\$90.77	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Cranes: 100 tons through 199 tons, or 150' of boom (including jib with attachments)	\$97.46	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Cranes: 20 tons through 44 tons with attachments	\$95.64	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Cranes: 200 tons- 299 tons, or 250' of boom including jib with attachments	\$98.47	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Cranes: 300 tons and over or 300' of boom including jib with attachments	\$99.42	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Cranes: 45 tons through 99 tons, under 150' of boom(including jib with attachments)	\$96.51	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Cranes: Friction cranes through 199 tons	\$98.47	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Cranes: through 19 tons with attachments, a-frame over 10 tons	\$94.93	7A	11H	8X

Power Equipment					
Operators- Underground	Crusher	\$96.99	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Deck Engineer/Deck	\$96.99	15J	11G	8X
Sewer & Water	Winches (power)				
Power Equipment					
Operators- Underground	Derricks, On Building	\$96.51	7A	11H	8X
Sewer & Water	Work				
Power Equipment					
Operators- Underground	Dozers D-9 & Under	\$96.28	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Drill Oilers: Auger Type,	\$96.28	15J	11G	8X
Sewer & Water	Truck Or Crane Mount				
Power Equipment					
Operators- Underground	Drilling Machine	\$98.87	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Elevator and man-lift:	\$92.02	15J	11G	8X
Sewer & Water	permanent and shaft type				
Power Equipment					
Operators- Underground	Finishing Machine, Bidwell	\$96.99	15J	11G	8X
Sewer & Water	And Gamaco & Similar Equipment				
Power Equipment					
Operators- Underground	Forklift: 3000 lbs and over	\$96.28	15J	11G	8X
Sewer & Water	with attachments				

Power Equipment Operators- Underground Sewer & Water	Forklifts: under 3000 lbs. with attachments	\$92.02	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Grade Engineer: Using Blue Prints, Cut Sheets, Etc	\$96.99	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Gradechecker/Stakeman	\$92.02	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Guardrail Punch	\$96.99	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Hard Tail End Dump Articulating Off- Road Equipment 45 Yards. & Over	\$97.88	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Hard Tail End Dump Articulating Off-road Equipment Under 45 Yards	\$96.99	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Horizontal/Directional Drill Locator	\$96.28	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Horizontal/Directional Drill Operator	\$96.99	15J	11G	8X

Power Equipment Operators- Underground Sewer & Water	Hydralifts/boom trucks: 10 tons and under	\$90.77	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Hydralifts/boom trucks: over 10 tons	\$94.93	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Leverman	\$99.88	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Loader, Overhead, 6 Yards. But Not Including 8 Yards	\$97.88	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Loaders, Overhead Under 6 Yards	\$96.99	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Loaders, Plant Feed	\$96.99	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Loaders: Elevating Type Belt	\$96.28	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Locomotives, All	\$96.99	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Material Transfer Device	\$96.99	15J	11G	8X

Power Equipment	Mechanics: All (Leadmen -				
Operators- Underground	\$0.50 per hour over	\$98.87	15J	11G	8X
Sewer & Water	mechanic)				
Power Equipment					
Operators- Underground	Motor Patrol Graders	\$97.88	15J	11G	8X
Sewer & Water					
Power Equipment	Mucking Machine, Mole,				
Operators- Underground	Tunnel Drill, Boring, Road	\$97.88	15J	11G	8X
Sewer & Water	Header And/or Shield				
Power Equipment	Oil Distributors, Blower				
Operators- Underground	Distribution & Mulch	\$92.02	15J	11G	8X
Sewer & Water	Seeding Operator				
Power Equipment	Outside Hoists (Elevators				
Operators- Underground	and Manlifts), Air Tuggers,	\$96.28	15J	11G	8X
Sewer & Water	Strato				
Power Equipment	Overhead, bridge type				
Operators- Underground	Crane: 20 tons through 44	\$95.64	7A	11H	8X
Sewer & Water	tons				
Power Equipment	Overhead, bridge type:				
Operators- Underground	100 tons and over	\$97.46	7A	11H	8X
Sewer & Water					
Power Equipment	Overhead, bridge type: 45				
Operators- Underground	tons through 99 tons	\$96.51	7A	11H	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Pavement Breaker	\$92.02	15J	11G	8X
Sewer & Water					

Power Equipment Operators- Underground Sewer & Water	Pile Driver (other Than Crane Mount)	\$96.99	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Plant Oiler - Asphalt, Crusher	\$96.28	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Posthole Digger, Mechanical	\$92.02	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Power Plant	\$92.02	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Pumps - Water	\$92.02	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Quad 9, Hd 41, D10 And Over	\$97.88	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Quick tower: no cab, under 100 feet in height base to boom	\$94.93	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Remote Control Operator On Rubber Tired Earth Moving Equipment	\$97.88	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Rigger and Bellman	\$90.77	7A	11H	8X

Power Equipment Operators- Underground Sewer & Water	Rigger/Signal Person, Bellman(Certified)	\$94.93	7A	11H	8X
Power Equipment Operators- Underground Sewer & Water	Rollagon	\$97.88	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Roller, Other Than Plant Mix	\$92.02	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Roller, Plant Mix Or Multi- lift Materials	\$96.28	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Roto-mill, Roto-grinder	\$96.99	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Saws - Concrete	\$96.28	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Scraper, Self Propelled Under 45 Yards	\$96.99	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Scrapers - Concrete & Carry All	\$96.28	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Scrapers, Self-propelled: 45 Yards And Over	\$97.88	15J	11G	8X

Power Equipment Operators- Underground Sewer & Water	Shotcrete/Gunite Equipment	\$92.02	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Shovel, Excavator, Backhoe, Tractors Under 15 Metric Tons	\$96.28	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Shovel, Excavator, Backhoe: Over 30 Metric Tons To 50 Metric Tons	\$97.88	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Shovel, Excavator, Backhoes, Tractors: 15 To 30 Metric Tons	\$96.99	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Shovel, Excavator, Backhoes: Over 50 Metric Tons To 90 Metric Tons	\$98.87	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Shovel, Excavator, Backhoes: Over 90 Metric Tons	\$99.88	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Slipform Pavers	\$97.88	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Spreader, Topsider & Screedman	\$97.88	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Subgrader Trimmer	\$96.99	15J	11G	8X

Power Equipment					
Operators- Underground	Tower Bucket Elevators	\$96.28	15J	11G	8X
Sewer & Water					
Power Equipment	Tower Crane: over 175'				
Operators- Underground	through 250' in height,	\$98.47	7A	11H	8X
Sewer & Water	base to boom				
Power Equipment	Tower crane: up to 175' in				
Operators- Underground	height base to boom	\$97.46	7A	11H	8X
Sewer & Water					
Power Equipment	Tower Cranes: over 250' in				
Operators- Underground	height from base to boom	\$99.42	7A	11H	8X
Sewer & Water					
Power Equipment	Transporters, All Track Or				
Operators- Underground	Truck Type	\$97.88	15J	11G	8X
Sewer & Water					
Power Equipment					
Operators- Underground	Trenching Machines	\$96.28	15J	11G	8X
Sewer & Water					
Power Equipment	Truck Crane Oiler/Driver:				
Operators- Underground	100 tons and over	\$95.64	7A	11H	8X
Sewer & Water					
Power Equipment	Truck crane oiler/driver:				
Operators- Underground	under 100 tons	\$94.93	7A	11H	8X
Sewer & Water					
Power Equipment	Truck Mount Portable				
Operators- Underground	Conveyor	\$96.99	15J	11G	8X
Sewer & Water					

Power Equipment Operators- Underground Sewer & Water	Vac Truck (Vactor Guzzler, Hydro Excavator)	\$96.99	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Welder	\$97.88	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Wheel Tractors, Farmall Type	\$92.02	15J	11G	8X
Power Equipment Operators- Underground Sewer & Water	Yo Yo Pay Dozer	\$96.99	15J	11G	8X
Power Line Clearance Tree Trimmers	Journey Level In Charge	\$69.62	5A	4A	
Power Line Clearance Tree Trimmers	Spray Person	\$65.89	5A	4A	
Power Line Clearance Tree Trimmers	Tree Equipment Operator	\$69.62	5A	4A	
Power Line Clearance Tree Trimmers	Tree Trimmer	\$62.19	5A	4A	
Power Line Clearance Tree Trimmers	Tree Trimmer Groundperson	\$45.73	5A	4A	
Refrigeration & Air Conditioning Mechanics	Journey Level	\$107.19	6Z	1G	
Residential Brick Mason	Journey Level	\$82.00	7E	1N	

Residential Carpenters	Journey Level	\$65.88		1
Residential Cement Masons	Journey Level	\$46.64		1
Residential Drywall Applicators	Journey Level	\$78.76	15J	4C
Residential Drywall Tapers	Journey Level	\$84.77	150	11S
Residential Electricians	Journey Level	\$48.80		1
Residential Glaziers	Journey Level	\$38.70		1
Residential Insulation Applicators	Journey Level	\$70.54		1
Residential Laborers	Journey Level	\$29.73		1
Residential Marble Setters	Journey Level	\$27.38		1
Residential Painters	Journey Level	\$33.77		1
Residential Plumbers & Pipefitters	Journey Level	\$61.87		1
Residential Refrigeration & Air Conditioning Mechanics	Journey Level	\$107.92	7F	1E
Residential Sheet Metal Workers	Journey Level	\$107.92	7F	1E
Residential Soft Floor Layers	Journey Level	\$49.91	15J	4C
Residential Sprinkler Fitters (Fire Protection)	Journey Level	\$63.61		1

Residential Stone Masons	Journey Level	\$82.00	7E	1N
Residential Terrazzo Workers	Journey Level	\$73.71	7E	1N
Residential Terrazzo/Tile Finishers	Journey Level	\$24.39		1
Residential Tile Setters	Journey Level	\$21.04		1
Roofers	Journey Level	\$70.70	5A	3H
Roofers	Using Irritable Bituminous Materials	\$74.15	5A	3H
Sheet Metal Workers	Journey Level (Field or Shop)	\$107.92	7F	1E
Shipbuilding & Ship Repair	New Construction Boilermaker	\$63.08	7X	4J
Shipbuilding & Ship Repair	New Construction Carpenter	\$51.85	7X	4J
Shipbuilding & Ship Repair	New Construction Crane Operator	\$44.29	7V	1
Shipbuilding & Ship Repair	New Construction Electrician	\$63.26	7X	4J
Shipbuilding & Ship Repair	New Construction Heat & Frost Insulator	\$100.83	15H	11C
Shipbuilding & Ship Repair	New Construction Laborer	\$62.85	7X	4J

Shipbuilding & Ship Repair	New Construction Machinist	\$63.08	7X	4J
Shipbuilding & Ship Repair	New Construction Operating Engineer	\$44.29	7V	1
Shipbuilding & Ship Repair	New Construction Painter	\$62.94	7X	4J
Shipbuilding & Ship Repair	New Construction Pipefitter	\$64.14	7X	4J
Shipbuilding & Ship Repair	New Construction Rigger	\$63.08	7X	4J
Shipbuilding & Ship Repair	New Construction Sheet Metal	\$63.02	7X	4J
Shipbuilding & Ship Repair	New Construction Shipwright	\$51.85	7X	4J
Shipbuilding & Ship Repair	New Construction Warehouse/Teamster	\$44.29	7V	1
Shipbuilding & Ship Repair	New Construction Welder / Burner	\$63.08	7X	4J
Shipbuilding & Ship Repair	Ship Repair Boilermaker	\$63.08	7X	4J
Shipbuilding & Ship Repair	Ship Repair Carpenter	\$51.85	7X	4J
Shipbuilding & Ship Repair	Ship Repair Crane Operator	\$45.06	7Y	4K
Shipbuilding & Ship Repair	Ship Repair Electrician	\$63.26	7X	4J
Shipbuilding & Ship Repair	Ship Repair Heat & Frost Insulator	\$100.83	15H	11C

Shipbuilding & Ship Repair	Ship Repair Laborer	\$62.85	7X	4J
Shipbuilding & Ship Repair	Ship Repair Machinist	\$63.08	7X	4J
Shipbuilding & Ship Repair	Ship Repair Operating Engineer	\$45.06	7Y	4K
Shipbuilding & Ship Repair	Ship Repair Painter	\$62.94	7X	4J
Shipbuilding & Ship Repair	Ship Repair Pipefitter	\$64.14	7X	4J
Shipbuilding & Ship Repair	Ship Repair Rigger	\$63.08	7X	4J
Shipbuilding & Ship Repair	Ship Repair Sheet Metal	\$63.02	7X	4J
Shipbuilding & Ship Repair	Ship Repair Shipwright	\$51.85	7X	4J
Shipbuilding & Ship Repair	Ship Repair Warehouse / Teamster	\$45.06	7Y	4K
Sign Makers & Installers (Electrical)	Journey Level	\$66.86	0	1
Sign Makers & Installers (Non-Electrical)	Journey Level	\$42.58	0	1
Soft Floor Layers	Journey Level	\$70.17	15J	4C
Solar Controls For Windows	Journey Level	\$17.13		1
Sprinkler Fitters (Fire Protection)	Journey Level	\$107.94	5C	1X
Stage Rigging Mechanics (Non Structural)	Journey Level	\$17.13		1

Stone Masons	Journey Level	\$82.00	7E	1N	
Street And Parking Lot Sweeper Workers	Journey Level	\$19.09		1	
Surveyors	Assistant Construction Site Surveyor	\$94.93	7A	11H	8X
Surveyors	Chainman	\$90.77	7A	11H	8X
Surveyors	Construction Site Surveyor	\$96.51	7A	11H	8X
Surveyors	Drone Operator (when used in conjunction with survey work only)	\$90.77	7A	11H	8X
Surveyors	Ground Penetrating Radar Operator	\$90.77	7A	11H	8X
Telecommunication Technicians	Journey Level	\$75.47	7E	1E	
Telephone Line Construction - Outside	Cable Splicer	\$42.62	5A	2B	
Telephone Line Construction - Outside	Hole Digger/Ground Person	\$27.97	5A	2B	
Telephone Line Construction - Outside	Telephone Equipment Operator (Light)	\$35.60	5A	2B	
Telephone Line Construction - Outside	Telephone Lineperson	\$40.28	5A	2B	
Terrazzo Workers	Journey Level	\$73.71	7E	1N	

Tile Setters	Journey Level	\$71.71	7E	1N
Tile, Marble & Terrazzo Finishers	Finisher	\$62.54	7E	1N
Traffic Control Stripers	All cleanup required in connection with traffic control stripers work (Group 1)	\$98.49	15L	1K
Traffic Control Stripers	Handling, painting and installing of all car stops, stop signs and any other type sign (Group 2)	\$62.69	15L	1K
Traffic Control Stripers	Installation of guard rail and posts and similar protective devices (Group 2)	\$62.69	15L	1K
Traffic Control Stripers	Installation of parking gates, ticket spitters and other mechanical and automatic control devices (Group 2)	\$62.69	15L	1K
Traffic Control Stripers	Installation of plastic metal or composition button, or lines used instead of paint (Group 1)	\$98.49	15L	1K
Traffic Control Stripers	Line removal; chemical sand and hydro-blast, paint and button (Group 1)	\$98.49	15L	1K

Traffic Control Stripers	Manufacturing and installation of all car stops and control devices and similar traffic regulators (Group 2)	\$62.69	15L	1K	
Traffic Control Stripers	Manufacturing, painting, stenciling, servicing, repairing, placing and removal of traffic safety and control devices/barricades (Group 2)	\$62.69	15L	1K	
Traffic Control Stripers	Painting and installing lines, arrows, bumpers, curbs, etc., on parking lots, air fields, highways, game courts (Group 1)	\$98.49	15L	1K	
Traffic Control Stripers	Preparation and maintenance of all surfaces (Group 1)	\$98.49	15L	1K	
Traffic Control Stripers	Seal coating, slurry coating and other surface protection (Group 2)	\$62.69	15L	1K	
Truck Drivers	Asphalt Mix Over 16 Yards	\$86.95	15J	11M	8L
Truck Drivers	Asphalt Mix To 16 Yards	\$86.11	15J	11M	8L
Truck Drivers	Dump Truck	\$86.11	15J	11M	8L

Truck Drivers	Dump Truck & Trailer	\$86.95	15J	11M	8L
Truck Drivers	Other Trucks	\$86.95	15J	11M	8L
Truck Drivers - Ready Mix	Transit Mix	\$86.95	15J	11M	8L
Well Drillers & Irrigation Pump Installers	Irrigation Pump Installer	\$17.71		1	
Well Drillers & Irrigation Pump Installers	Oiler	\$17.13		1	
Well Drillers & Irrigation Pump Installers	Well Driller	\$18.00		1	

Overtime Codes

Overtime calculations are based on the hourly rate actually paid to the worker. On public works projects, the hourly rate must be not less than the prevailing rate of wage minus the hourly rate of the cost of fringe benefits actually provided for the worker.

1. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.
 - B. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - C. The first two (2) hours after eight (8) regular hours Monday through Friday and the first ten (10) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other overtime hours and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - D. The first two (2) hours before or after a five-eight (8) hour workweek day or a four-ten (10) hour workweek day and the first eight (8) hours worked the next day after either workweek shall be paid at one and one-half times the hourly rate of wage. All additional hours worked and all worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - E. The first two (2) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - F. The first two (2) hours after eight (8) regular hours Monday through Friday and the first ten (10) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other overtime hours worked, except Labor Day, shall be paid at double the hourly rate of wage. All hours worked on Labor Day shall be paid at three times the hourly rate of wage.
 - G. The first ten (10) hours worked on Saturdays and the first ten (10) hours worked on a fifth calendar weekday in a four-ten hour schedule, shall be paid at one and one-half times the hourly rate of wage. All hours worked in excess of ten (10) hours per day Monday through Saturday and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - H. All hours worked on Saturdays (except makeup days if work is lost due to inclement weather conditions or equipment breakdown) shall be paid at one and one-half times the hourly rate of wage. All hours worked Monday through Saturday over twelve (12) hours and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
 - I. All hours worked on Sundays and holidays shall also be paid at double the hourly rate of wage.
 - J. The first two (2) hours after eight (8) regular hours Monday through Friday and the first ten (10) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked over ten (10) hours Monday through Saturday, Sundays and holidays shall be paid at double the hourly rate of wage.
 - K. All hours worked on Saturdays and Sundays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at double the hourly rate of wage.
 - M. All hours worked on Saturdays (except makeup days if work is lost due to inclement weather conditions) shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

Overtime Codes Continued

1. N. All hours worked on Saturdays (except makeup days) shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- O. The first ten (10) hours worked on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays, holidays and after twelve (12) hours, Monday through Friday and after ten (10) hours on Saturday shall be paid at double the hourly rate of wage.
- P. All hours worked on Saturdays (except makeup days if circumstances warrant) and Sundays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at double the hourly rate of wage.
- Q. The first two (2) hours after eight (8) regular hours Monday through Friday and up to ten (10) hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked in excess of ten (10) hours per day Monday through Saturday and all hours worked on Sundays and holidays (except Christmas day) shall be paid at double the hourly rate of wage. All hours worked on Christmas day shall be paid at two and one-half times the hourly rate of wage.
- R. All hours worked on Sundays and holidays shall be paid at two times the hourly rate of wage.
- U. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays (except Labor Day) shall be paid at two times the hourly rate of wage. All hours worked on Labor Day shall be paid at three times the hourly rate of wage.
- V. All hours worked on Sundays and holidays (except Thanksgiving Day and Christmas day) shall be paid at one and one-half times the hourly rate of wage. All hours worked on Thanksgiving Day and Christmas day shall be paid at double the hourly rate of wage.
- X. The first four (4) hours after eight (8) regular hours Monday through Friday and the first twelve (12) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked over twelve (12) hours Monday through Saturday, Sundays and holidays shall be paid at double the hourly rate of wage. When holiday falls on Saturday or Sunday, the day before Saturday, Friday, and the day after Sunday, Monday, shall be considered the holiday and all work performed shall be paid at double the hourly rate of wage.
- Y. All hours worked outside the hours of 5:00 am and 5:00 pm (or such other hours as may be agreed upon by any employer and the employee) and all hours worked in excess of eight (8) hours per day (10 hours per day for a 4 x 10 workweek) and on Saturdays and holidays (except labor day) shall be paid at one and one-half times the hourly rate of wage. (except for employees who are absent from work without prior approval on a scheduled workday during the workweek shall be paid at the straight-time rate until they have worked 8 hours in a day (10 in a 4 x 10 workweek) or 40 hours during that workweek.) All hours worked Monday through Saturday over twelve (12) hours and all hours worked on Sundays and Labor Day shall be paid at double the hourly rate of wage.
- Z. All hours worked on Saturdays and Sundays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid the straight time rate of pay in addition to holiday pay.

Overtime Codes Continued

2. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.
- B. All hours worked on holidays shall be paid at one and one-half times the hourly rate of wage.
- F. The first eight (8) hours worked on holidays shall be paid at the straight hourly rate of wage in addition to the holiday pay. All hours worked in excess of eight (8) hours on holidays shall be paid at double the hourly rate of wage.
- M. This code appears to be missing. All hours worked on Saturdays, Sundays and holidays shall be paid at double the hourly rate of wage.
- R. All hours worked on Sundays and holidays and all hours worked over sixty (60) in one week shall be paid at double the hourly rate of wage.
- U. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked over 12 hours in a day or on Sundays and holidays shall be paid at double the hourly rate of wage.
3. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.
- F. All hours worked on Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sunday shall be paid at two times the hourly rate of wage. All hours worked on paid holidays shall be paid at two and one-half times the hourly rate of wage including holiday pay.
- H. All work performed on Sundays between March 16th and October 14th and all Holidays shall be compensated for at two (2) times the regular rate of pay. Work performed on Sundays between October 15th and March 15th shall be compensated at one and one half (1-1/2) times the regular rate of pay.
- J. All hours worked between the hours of 10:00 pm and 5:00 am, Monday through Friday, and all hours worked on Saturdays shall be paid at a one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- K. Work performed in excess of eight (8) hours of straight time per day, or ten (10) hours of straight time per day when four ten (10) hour shifts are established, or forty (40) hours of straight time per week, Monday through Friday, or outside the normal 5 am to 6pm shift, and all work on Saturdays shall be paid at one and one-half times the hourly rate of wage. All work performed after 6:00 pm Saturday to 5:00 am Monday and Holidays, and all hours worked in excess of twelve (12) hours in a single shift shall be paid at double the hourly rate of wage.

After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more. When an employee returns to work without at least eight (8) hours time off since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until he/she shall have the eight (8) hours rest period.

Overtime Codes Continued

4. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.

- A. All hours worked in excess of eight (8) hours per day or forty (40) hours per week shall be paid at double the hourly rate of wage. All hours worked on Saturdays, Sundays and holidays shall be paid at double the hourly rate of wage
- C. On Monday through Friday, the first four (4) hours of overtime after eight (8) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay, unless a four (4) day ten (10) hour workweek has been established. On a four (4) day ten (10) hour workweek scheduled Monday through Thursday, or Tuesday through Friday, the first two (2) hours of overtime after ten (10) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay. On Saturday, the first twelve (12) hours of work shall be paid at one and one half (1-1/2) times the straight time rate of pay, except that if the job is down on Monday through Friday due to weather conditions or other conditions outside the control of the employer, the first ten (10) hours on Saturday may be worked at the straight time rate of pay. All hours worked over twelve (12) hours in a day and all hours worked on Sunday and Holidays shall be paid at two (2) times the straight time rate of pay.
- D. All hours worked in excess of eight (8) hours per day or forty (40) hours per week shall be paid at double the hourly rate of wage. All hours worked on Saturday, Sundays and holidays shall be paid at double the hourly rate of pay. Rates include all members of the assigned crew.

EXCEPTION:

On all multipole structures and steel transmission lines, switching stations, regulating, capacitor stations, generating plants, industrial plants, associated installations and substations, except those substations whose primary function is to feed a distribution system, will be paid overtime under the following rates:

The first two (2) hours after eight (8) regular hours Monday through Friday of overtime on a regular workday, shall be paid at one and one-half times the hourly rate of wage. All hours in excess of ten (10) hours will be at two (2) times the hourly rate of wage. The first eight (8) hours worked on Saturday will be paid at one and one-half (1-1/2) times the hourly rate of wage. All hours worked in excess of eight (8) hours on Saturday, and all hours worked on Sundays and holidays will be at the double the hourly rate of wage.

All overtime eligible hours performed on the above described work that is energized, shall be paid at the double the hourly rate of wage.

- E. The first two (2) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

On a four-day, ten-hour weekly schedule, either Monday thru Thursday or Tuesday thru Friday schedule, all hours worked after ten shall be paid at double the hourly rate of wage. The Monday or Friday not utilized in the normal four-day, ten hour work week, and Saturday shall be paid at one and one half (1½) times the regular shift rate for the first eight (8) hours. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- G. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked Monday through Saturday over twelve (12) hours and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- I. The First eight (8) hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked in excess of eight (8) per day on Saturdays shall be paid at double the hourly rate of wage. All hours

Benefit Code Key – Effective 9/2/2026 thru 3/2/2027

worked on Sundays and holidays shall be paid at double the hourly rate of wage.

Overtime Codes Continued

4. J. The first eight (8) hours worked on a Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked in excess of eight (8) hours on a Saturday shall be paid at double the hourly rate of wage. All hours worked over twelve (12) in a day, and all hours worked on Sundays and Holidays shall be paid at double the hourly rate of wage.
- K. All hours worked on a Saturday shall be paid at one and one-half times the hourly rate of wage, so long as Saturday is the sixth consecutive day worked. All hours worked over twelve (12) in a day Monday through Saturday, and all hours worked on Sundays and Holidays shall be paid at double the hourly rate of wage.
- L. The first twelve (12) hours worked on a Saturday shall be paid at one and one-half times the hourly rate of wage. All hours worked on a Saturday in excess of twelve (12) hours shall be paid at double the hourly rate of pay. All hours worked over twelve (12) in a day Monday through Friday, and all hours worked on Sundays shall be paid at double the hourly rate of wage. All hours worked on a holiday shall be paid at one and one-half times the hourly rate of wage, except that all hours worked on Labor Day shall be paid at double the hourly rate of pay.
- S. On a four (4) day ten (10) hour workweek scheduled Monday through Thursday, or Tuesday through Friday, work performed in excess of (10) hours shall be paid at one and one half (1-1/2) times the hourly rate of pay. On Monday through Friday, work performed outside the normal work hours of 6:00 a.m. and 6:00 p.m. shall be paid at one and one-half (1-1/2) times the straight time rate, (except for special shifts or multiple shift operations).
- All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All work performed on Sundays and holidays shall be paid at double the hourly rate of wage. When an employee returns to work without at least eight (8) hours time off since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.
- Multiple Shift Operations: When the first shift of a multiple shift (a two or three shift) operation is started at the basic straight time rate or at a specific overtime rate, all shifts of that day's operation shall be completed at that rate. Special Shifts: The Special Shift Premium is the basic hourly rate of pay plus \$2.00 an hour. When due to conditions beyond the control of the employer or when an owner (not acting as the contractor), a government agency or the contract specifications require more than four (4) hours of a special shift can only be performed outside the normal 6am to 6pm shift then the special shift premium will be applied to the basic straight time for the entire shift. When an employee works on a special shift, they shall be paid the special shift premium for each hour worked unless they are in overtime or double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday).
- U. The first four (4) hours after eight (8) regular hours Monday through Friday and the first twelve (12) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. (Except on makeup days if work is lost due to inclement weather, then the first eight (8) hours on Saturday may be paid the regular rate.) All hours worked over twelve (12) hours Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

Overtime Codes Continued

4. X. All hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage. Work performed outside the normal shift of 6 am to 6pm shall be paid at one and one-half the straight time rate, (except for special shifts or three shift operations). All work performed on Sundays and holidays shall be paid at double the hourly rate of wage. Shifts may be established when considered necessary by the Employer.

The Employer may establish shifts consisting of eight (8) or ten (10) hours of work (subject to WAC 296-127-022), that shall constitute a normal forty (40) hour work week. The Employer can change from a 5-eight to a 4-ten hour schedule or back to the other. All hours of work on these shifts shall be paid for at the straight time hourly rate. Work performed in excess of eight hours (or ten hours per day (subject to WAC 296-127-022) shall be paid at one and one-half the straight time rate.

When due to conditions beyond the control of the Employer, or when contract specifications require that work can only be performed outside the regular day shift, then by mutual agreement a special shift may be worked at the straight time rate, eight (8) hours work for eight (8) hours pay. The starting time shall be arranged to fit such conditions of work.

When an employee returns to work without a break of eight (8) hours since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.

Overtime Codes Continued

11. ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.

B After an employee has worked eight (8) hours, all additional hours worked shall be paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more.

C The first two (2) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other overtime hours worked, except Labor Day, and all hours on Sunday shall be paid at double the hourly rate of wage. All hours worked on Labor Day shall be paid at three times the hourly rate of wage. All non-overtime and non-holiday hours worked between 4:00 pm and 5:00 am, Monday through Friday, shall be paid at a premium rate of 15% over the hourly rate of wage.

D. All hours worked on Saturdays and holidays shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays shall be paid at double the hourly rate of wage.

After an employee has worked eight (8) hours, all additional hours worked shall be paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more.

E. The first two (2) hours after eight (8) regular hours Monday through Friday, the first ten (10) hours on Saturday, and the first ten (10) hours worked on Holidays shall be paid at one and one-half times the hourly rate of wage. All hours worked over ten (10) hours Monday through Saturday, and Sundays shall be paid at double the hourly rate of wage.

After an employee has worked eight (8) hours, all additional hours worked shall be paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more.

Overtime Codes Continued

11. F. The first two (2) hours after eight (8) regular hours Monday through Friday and the first eight (8) hours on Saturday shall be paid at one and one-half times the hourly rate of wage. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

On a four-day, ten-hour weekly schedule, either Monday thru Thursday or Tuesday thru Friday schedule, all hours worked after ten shall be paid at double the hourly rate of wage. The Monday or Friday not utilized in the normal four-day, ten hour work week, and Saturday shall be paid at one-half times the hourly rate of wage for the first eight (8) hours. All other hours worked Monday through Saturday, and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

- G. Work performed in excess of eight (8) hours of straight time per day, or ten (10) hours of straight time per day when four ten (10) hour shifts are established, or forty (40) hours of straight time per week, Monday through Friday, or outside the normal 5 am to 6pm shift, and all work on Saturdays shall be paid at one and one-half times the hourly rate of wage.

All work performed after 6:00 pm Saturday to 5:00 am Monday and Holidays, and all hours worked in excess of twelve (12) hours in a single shift shall be paid at double the hourly rate of wage.

After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of nine (9) hours or more. When an employee returns to work without at least nine (9) hours time off since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until he/she shall have the nine (9) hours rest period.

- H. Work performed in excess of eight (8) hours of straight time per day, or ten (10) hours of straight time per day when four ten (10) hour shifts are established, or forty (40) hours of straight time per week, Monday through Friday, or outside the normal 5 am to 6pm shift, and all work on Saturdays shall be paid at one and one-half times the hourly rate of wage.

All work performed after 6:00 pm Saturday to 5:00 am Monday and Holidays, and all hours worked in excess of twelve (12) hours in a single shift shall be paid at double the hourly rate of wage.

After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of ten (10) hours or more. When an employee returns to work without at least ten (10) hours time off since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until he/she shall have the ten (10) hours rest period.

- J. All hours worked on holidays shall be paid at double the hourly rate of wage.

- K. On Monday through Friday hours worked outside 4:00 am and 5:00 pm, and the first two (2) hours after eight (8) hours worked shall be paid at one and one-half times the hourly rate. All hours worked over 10 hours per day Monday through Friday, and all hours worked on Saturdays, Sundays, and Holidays worked shall be paid at double the hourly rate of wage.

- L. An employee working outside 5:00 am and 5:00 pm shall receive an additional two dollar (\$2.00) per hour for all hours worked that shift. All hours worked on holidays shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at one and one-half times the hourly rate of wage.

Overtime Codes Continued

11. M. On Monday through Friday, the first four (4) hours of overtime after eight (8) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay, unless a four (4) day ten (10) hour workweek has been established. On a four (4) day ten (10) hour workweek scheduled Monday through Thursday, or Tuesday through Friday, the first two (2) hours of overtime after ten (10) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay.
- Work performed outside the normal work hours of 5:00 a.m. and 6:00 p.m. shall be paid at one and one-half (1-1/2) times the straight time rate, (except for special shifts or multiple shift operations). When the first shift of a multiple shift (a two or three shift) operation is started at the basic straight time rate or at a specific overtime rate, all shifts of that day's operation shall be completed at that rate. When due to conditions beyond the control of the Employer or when contract specifications require that work can only be performed outside the regular day shift of 5:00 am to 6:00 pm, then a special shift may be worked at the straight time rate, plus the shift pay premium when applicable. The starting time of work will be arranged to fit such conditions of work. Such shift shall consist of eight (8) hours work for eight (8) hours pay or ten (10) hours work for ten (10) hours pay for four ten shifts.
- On Saturday, the first twelve (12) hours of work shall be paid at one and one half (1-1/2) times the straight time rate of pay. All work performed after 6:00 pm Saturday to 5:00 am Monday, all work performed over twelve (12) hours, and all work performed on holidays shall be paid at double the straight time rate of pay.
- Shift Pay Premium: In an addition to any overtime already required, all hours worked between the hours of 6:00 pm and 5:00 am shall receive an additional two dollars (\$2.00) per hour.
- N. All work performed over twelve hours in a shift and all work performed on Sundays and Holidays shall be paid at double the straight time rate.
- Any time worked over eight (8) hours on Saturday shall be paid double the straight time rate, except employees assigned to work six 10-hour shifts per week shall be paid double the straight time rate for any time worked on Saturday over 10 hours.
- O. All work performed on Saturdays, Sundays, and Holidays shall be paid at one and one half (1-1/2) times the straight time rate of pay.

Overtime Codes Continued

11. P. Work performed in excess of ten (10) hours of straight time per day when four ten (10) hour shifts are established and all work on Saturdays, except for make-up days shall be paid at time and one-half (1 ½) the straight time rate.
- Work performed outside the normal work hours of 5:00 a.m. and 6:00 p.m. shall be paid at one and one-half (1-1/2) times the straight time rate, (except for special shifts or multiple shift operations). When the first shift of multiple shift (a two or three shift) operation is started at the basic straight time rate or at a specific overtime rate, all shifts of that day's operation shall be completed at that rate. When due to conditions beyond the control of the Employer or when contract specifications require that work can only be performed outside the regular day shift of 5:00 a.m. to 6:00 p.m., then a special shift may be worked at the straight time rate, plus the shift pay premium when applicable. The starting time of work will be arranged to fit such conditions of work. Such shifts shall consist of eight (8) hours work for eight (8) hours pay or ten (10) hours work for ten (10) hours pay for four ten-hour shifts.
- In the event the job is down due to weather conditions, then Saturday may, be worked as a voluntary make-up day at the straight time rate. However, Saturday shall not be utilized as a make-up day when a holiday falls on Friday. All work performed on Sundays and holidays and work in excess of twelve (12) hours per day shall be paid at double (2x) the straight time rate of pay.
- After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.
- When an employee returns to work without a break of eight (8) hours since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.
- Q. All hours worked between the hours of 6:00 pm and 6:00 am, Monday through Saturday, shall be paid at a premium rate of 35% over the hourly rate of wage. Work performed on Sundays shall be paid at double time. All hours worked on holidays shall be paid at double the hourly rate of wage.
- R. On Monday through Saturday hours worked outside 6:00 am and 7:00 pm, and all hours after eight (8) hours worked shall be paid at one and one-half times the hourly rate. All hours worked on Sundays and Holidays shall be paid at double the hourly rate of wage.
- When a holiday falls on a Saturday, the Friday before shall be the observed holiday. When a holiday falls on a Sunday, the following Monday shall be the observed holiday.
- S. The first ten (10) hours worked on Saturdays shall be paid at one and one-half times the hourly rate of wage. In the event the job is down due to weather conditions, or other conditions beyond the control of the Employer, then Saturday may be worked at the straight time rate, for the first eight (8) hours, or the first ten (10) hours when a four day ten hour workweek has been established.
- All hours worked Monday through Saturday over twelve (12) hours and all hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.
- When an employee returns to work without a break of eight (8) hours since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.

Overtime Codes Continued

11. T. On Monday through Friday, the first four (4) hours of overtime after eight (8) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay, unless a four (4) day ten (10) hour workweek has been established. On a four (4) day ten (10) hour workweek scheduled Monday through Thursday, or Tuesday through Friday, the first two (2) hours of overtime after ten (10) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay.
- On Saturday, the first twelve (12) hours of work shall be paid at one and one half (1-1/2) times the straight time rate of pay, except that if the job is down on Monday through Friday due to weather conditions or other conditions outside the control of the employer, the first ten (10) hours on Saturday may be worked at the straight time rate of pay.
- All hours worked over twelve (12) hours in a day and all hours worked on Sunday and Holidays shall be paid at two (2) times the straight time rate of pay.
- U. On Monday through Friday, the first four (4) hours of overtime after eight (8) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay, unless a four (4) day ten (10) hour workweek has been established. On a four (4) day ten (10) hour workweek scheduled Monday through Thursday, or Tuesday through Friday, the first two (2) hours of overtime after ten (10) hours of straight time work shall be paid at one and one half (1-1/2) times the straight time rate of pay.
- On Saturday, the first twelve (12) hours of work shall be paid at one and one half (1-1/2) times the straight time rate of pay, except that if the job is down on Monday through Friday due to weather conditions or other conditions outside the control of the employer, the first ten (10) hours on Saturday may be worked at the straight time rate of pay.
- All hours worked over twelve (12) hours in a day and all hours worked on Sunday and Holidays shall be paid at two (2) times the straight time rate of pay.
- If, due to conditions beyond the control of the Employer or when contract specifications require that work can only be performed outside the regular day shift, then a Special Shift may be worked, Monday through Friday, at the straight-time rate. The starting time of work for the Special Shift will be arranged to fit such conditions of work. Such Special Shift shall consist of eight (8) hours of work for eight (8) hours of pay or ten (10) hours of work for ten(10) hours of pay on a four-ten workday schedule.
- V. All hours worked on Saturdays and Sundays (except make-up days due to conditions beyond the control of the employer) shall be paid at one and one-half times the hourly rate of wage. All hours worked on holidays shall be paid at double the hourly rate of wage.
- W. Work performed in excess of eight (8) hours of straight time per day, or ten (10) hours of straight time per day when four ten (10) hour shifts are established, or forty (40) hours of straight time per week, Monday through Friday, or outside the normal 6 am to 6pm shift, and all work on Saturdays shall be paid at one and one-half times the hourly rate of wage. All work performed on Sundays and Holidays shall be paid at double the hourly rate of wage.
- After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of eight (8) hours or more.
- When an employee returns to work without at least eight (8) hours time off since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until he/she shall have the eight (8) hours rest period.

Benefit Code Key – Effective 9/2/2026 thru 3/2/2027

- X. Overtime Calculations are based on the hourly rate actually paid to the worker. On public works projects, the hourly rate must be not less than the prevailing rate of wage minus the hourly rate of the cost of fringe benefits actually provided for the worker.

ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.

Work performed in excess of ten (10) hours of straight time per day when four ten (10) hour shifts are established and all work on Saturdays, except for make-up days shall be paid at time and one-half (1 ½) the straight time rate.

Work performed outside the normal work hours of 5:00 a.m. and 6:00 p.m. shall be paid at one and one-half (1-1/2) times the straight time rate, (except for special shifts or multiple shift operations). When the first shift of multiple shift (a two or three shift) operation is started at the basic straight time rate or at a specific overtime rate, all shifts of that day's operation shall be completed at that rate. When due to conditions beyond the control of the Employer or when contract specifications require that work can only be performed outside the regular day shift of 5:00 a.m. to 6:00 p.m., then a special shift may be worked at the straight time rate, plus the shift pay premium when applicable. The starting time of work will be arranged to fit such conditions of work. Such shifts shall consist of eight (8) hours work for eight (8) hours pay or ten (10) hours work for ten (10) hours pay for four ten-hour shifts.

In the event the job is down due to weather conditions, then Saturday may, be worked as a voluntary make-up day at the straight time rate. However, Saturday shall not be utilized as a make-up day when a holiday falls on Friday. All work performed on Sundays and holidays and work in excess of twelve (12) hours per day shall be paid at double (2x) the straight time rate of pay.

After an employee has worked eight (8) hours at an applicable overtime rate, all additional hours shall be at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.

When an employee returns to work without a break of eight (8) hours since their previous shift, all such time shall be a continuation of shift and paid at the applicable overtime rate until such time as the employee has had a break of eight (8) hours.

Special Shifts: When due to conditions beyond the control of the Employer or when contract specifications require that work can only be performed outside the regular day shift, then a special shift may be worked at the straight time rate. The starting time of work will be arranged to fit such conditions of work. Such shift shall consist of eight (8) hours work for eight (8) hours pay or ten (10) hours work for ten (10) hours pay for four ten- hour shifts.

- Y. **Overtime calculations** are based on the hourly rate actually paid to the worker. On public works projects, the hourly rate must be not less than the prevailing rate of wage minus the hourly rate of the cost of fringe benefits actually provided for the worker.

ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.

All hours worked on Saturdays (except makeup days if work is lost due to inclement weather conditions) shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

When due to conditions beyond the control of the Employer or when contract specifications require that work can only be performed outside the regular day shift, then a special shift may be worked at the straight time rate. The starting time of work will be arranged to fit such conditions of work. Such shift shall consist of eight (8) hours work for eight (8) hours pay.

Special Shift Premium for Prevailed work in Washington is basic hourly rate plus \$2.00 per hour. When conditions

Benefit Code Key – Effective 9/2/2026 thru 3/2/2027

beyond the control of the Employer or when an owner (not acting as the contractor), a government agency or the contract specifications requires that more than four (4) hours of the special shift can only be performed outside the normal 6 a.m. – 6 p.m. shift, then the special shift premium will be applied to the basic straight time for the entire shift. When an Employee works on a special shift, they shall be paid the special shift premium for each hour worked unless they are in overtime or double-time status. Shift premium will only apply on the second shift of a two-shift operation when the language above is met.

- Z. **Overtime calculations** are based on the hourly rate actually paid to the worker. On public works projects, the hourly rate must be not less than the prevailing rate of wage minus the hourly rate of the cost of fringe benefits actually provided for the worker.

ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY OR FORTY (40) HOURS PER WEEK SHALL BE PAID AT ONE AND ONE-HALF TIMES THE HOURLY RATE OF WAGE.

All hours worked on Saturdays (except makeup days if work is lost due to inclement weather conditions) shall be paid at one and one-half times the hourly rate of wage. All hours worked on Sundays and holidays shall be paid at double the hourly rate of wage.

SPECIAL SHIFT: A special shift may be established at any time, at the option of the Employer, on any job or project.

Holiday Codes

5. A. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, and Christmas Day (7).
- B. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, the day before Christmas, and Christmas Day (8).
- C. Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (8).
- D. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8).
- H. Holidays: New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, the Day after Thanksgiving Day, And Christmas (6).
- I. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day (6).
- K. Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday After Thanksgiving Day, The Day Before Christmas, And Christmas Day (9).
- L. Holidays: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, And Christmas Day (8).
- N. Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, The Friday After Thanksgiving Day, And Christmas Day (9).

Benefit Code Key – Effective 9/2/2026 thru 3/2/2027

- P. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday And Saturday After Thanksgiving Day, The Day Before Christmas, And Christmas Day (9). If A Holiday Falls On Sunday, The Following Monday Shall Be Considered As A Holiday.
- Q. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day (6).
- R. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving Day, One-Half Day Before Christmas Day, And Christmas Day. (7 1/2).
- S. Paid Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, And Christmas Day (7).
- Z. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (8).

Holiday Codes Continued

- 6. G. Paid Holidays: New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, and Christmas Eve Day (11).
- H. Paid Holidays: New Year's Day, New Year's Eve Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday After Thanksgiving Day, Christmas Day, The Day After Christmas, And A Floating Holiday (10).
- T. Paid Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, The Last Working Day Before Christmas Day, And Christmas Day (9).
- Z. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, And Christmas Day (7). If a holiday falls on Saturday, the preceding Friday shall be considered as the holiday. If a holiday falls on Sunday, the following Monday shall be considered as the holiday.

Holiday Codes Continued

- 7. A. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8). Any Holiday Which Falls On A Sunday Shall Be Observed As A Holiday On The Following Monday. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular work day.
- B. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- C. Holidays: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.

Benefit Code Key – Effective 9/2/2026 thru 3/2/2027

- D. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (8). Unpaid Holidays: President's Day. Any paid holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any paid holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- E. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (7). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- F. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, the last working day before Christmas day and Christmas day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.

Holiday Codes Continued

- 7. G. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day (6). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.
- H. Holidays: New Year's Day, Martin Luther King Jr. Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, the Last Working Day before Christmas Day and Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- I. Holidays: New Year's Day, President's Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, The Day Before Christmas Day And Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- J. Holidays: New Year's Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day and Christmas Day (6). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- K. Holidays: New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- L. Holidays: New Year's Day, Memorial Day, Labor Day, Independence Day, Thanksgiving Day, the Last Work Day before Christmas Day, And Christmas Day (7). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- N. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, And Christmas Day (7). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. When Christmas falls on a Saturday, the preceding Friday shall be observed as a holiday.
- P. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, And Christmas Day (7). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.

Benefit Code Key – Effective 9/2/2026 thru 3/2/2027

- Q. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, the Last Working Day before Christmas Day and Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular work day.
- S. Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Day, the Day after Christmas, and A Floating Holiday (9). If any of the listed holidays falls on a Sunday, the day observed by the Nation shall be considered a holiday and compensated accordingly.
- V. Holidays: New Year's Day, President's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, the day before or after Christmas, and the day before or after New Year's Day. If any of the above listed holidays falls on a Sunday, the day observed by the Nation shall be considered a holiday and compensated accordingly.
- W. Holidays: New Year's Day, Day After New Year's, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Eve Day, Christmas Day, the day after Christmas, the day before New Year's Day, and a Floating Holiday.

Holiday Codes Continued

7. X. Holidays: New Year's Day, Day before or after New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, and the day before or after Christmas day. If a holiday falls on a Saturday or on a Friday that is the normal day off, then the holiday will be taken on the last normal workday. If the holiday falls on a Monday that is the normal day off or on a Sunday, then the holiday will be taken on the next normal workday.
- Y. Holidays: New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day. (8) If the holiday falls on a Sunday, then the day observed by the federal government shall be considered a holiday and compensated accordingly.
- Z. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, Christmas Eve, and Christmas Day (9). Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday. Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.

Holiday Codes Continued

15. G. New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, the last scheduled workday before Christmas, and Christmas Day (9). If any of the listed holidays falls on a Sunday, the day observed by the Nation shall be considered a holiday and compensated accordingly.
- H. Holidays: New Year's Day, Martin Luther King Jr. Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, the Last Working Day before Christmas Day and Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- I. Holidays: New Year's Day, President's Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, The Friday After Thanksgiving Day, The Day Before Christmas Day And Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be

Benefit Code Key – Effective 9/2/2026 thru 3/2/2027

observed as a holiday on the preceding Friday.

- J. Holidays: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, and Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular work day.
- K. Holidays: New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.
- L. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular work day.
- M. Holidays: New Year's Day, Martin Luther King Jr. Day, Independence Day, Memorial Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Eve Day and Christmas Day (9). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. If any of the listed holidays falls on a Saturday, the preceding Friday shall be a regular work day.

Holiday Codes Continued

- 15. N. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.
- O. Holidays: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday and Saturday after Thanksgiving Day, the day before Christmas day, and Christmas Day (10). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday.
- P. Holidays: New Year's Day, Memorial Day, Labor Day, Independence Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Eve Day, And Christmas Day (8). Any holiday which falls on a Sunday shall be observed as a holiday on the following Monday. Any holiday which falls on a Saturday shall be observed as a holiday on the preceding Friday.

Note Codes

- 8. D. Workers working with supplied air on hazmat projects receive an additional \$1.00 per hour.
- L. Workers on hazmat projects receive additional hourly premiums as follows -Level A: \$0.75, Level B: \$0.50, And Level C: \$0.25.
- M. Workers on hazmat projects receive additional hourly premiums as follows: Levels A & B: \$1.00, Levels C & D: \$0.50.
- N. Workers on hazmat projects receive additional hourly premiums as follows -Level A: \$1.00, Level B: \$0.75, Level C: \$0.50, And Level D: \$0.25.

Benefit Code Key – Effective 9/2/2026 thru 3/2/2027

- S. Effective August 31, 2012 – A Traffic Control Supervisor shall be present on the project whenever flagging or spotting or other traffic control labor is being utilized. Flaggers and Spotters shall be posted where shown on approved Traffic Control Plans or where directed by the Engineer. All flaggers and spotters shall possess a current flagging card issued by the State of Washington, Oregon, Montana, or Idaho. This classification is only effective on or after August 31, 2012.
- T. Effective August 31, 2012 – A Traffic Control Laborer performs the setup, maintenance and removal of all temporary traffic control devices and construction signs necessary to control vehicular, bicycle, and pedestrian traffic during construction operations. Flaggers and Spotters shall be posted where shown on approved Traffic Control Plans or where directed by the Engineer. All flaggers and spotters shall possess a current flagging card issued by the State of Washington, Oregon, Montana, or Idaho. This classification is only effective on or after August 31, 2012.
- U. Workers on hazmat projects receive additional hourly premiums as follows – Class A Suit: \$2.00, Class B Suit: \$1.50, And Class C Suit: \$1.00. Workers performing underground work receive an additional \$0.40 per hour for any and all work performed underground, including operating, servicing and repairing of equipment. The premium for underground work shall be paid for the entire shift worked. Workers who work suspended by a rope or cable receive an additional \$0.50 per hour. The premium for work suspended shall be paid for the entire shift worked. Workers who do “pioneer” work (break open a cut, build road, etc.) more than one hundred fifty (150) feet above grade elevation receive an additional \$0.50 per hour.

Note Codes Continued

- 8. V. In addition to the hourly wage and fringe benefits, the following depth and enclosure premiums shall be paid. The premiums are to be calculated for the maximum depth and distance into an enclosure that a diver reaches in a day. The premiums are to be paid one time for the day and are not used in calculating overtime pay.

Depth premiums apply to depths of fifty feet or more. Over 50' to 100' - \$2.00 per foot for each foot over 50 feet. Over 101' to 150' - \$3.00 per foot for each foot over 101 feet. Over 151' to 220' - \$4.00 per foot for each foot over 220 feet. Over 221' - \$5.00 per foot for each foot over 221 feet.

Enclosure premiums apply when divers enter enclosures (such as pipes or tunnels) where there is no vertical ascent and is measured by the distance travelled from the entrance. 25' to 300' - \$1.00 per foot from entrance. 300' to 600' - \$1.50 per foot beginning at 300'. Over 600' - \$2.00 per foot beginning at 600'.
- W. Meter Installers work on single phase 120/240V self-contained residential meters. The Lineman/Groundmen rates would apply to meters not fitting this description.
- X. Workers on hazmat projects receive additional hourly premiums as follows - Class A Suit: \$2.00, Class B Suit: \$1.50, Class C Suit: \$1.00, and Class D Suit: \$0.50. Special Shift Premium: Basic hourly rate plus \$2.00 per hour.

When due to conditions beyond the control of the Employer or when an owner (not acting as the contractor), a government agency or the contract specifications requires that work can only be performed outside the normal 5 am to 6pm shift, then the special shift premium will be applied to the basic hourly rate. When an employee works on a special shift, they shall be paid a special shift premium for each hour worked unless they are in OT or Double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday.)
- Y. Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay

Benefit Code Key – Effective 9/2/2026 thru 3/2/2027

Swinging Stage/Boatswains Chair: Employees working on a swinging state or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate..

- Z. Workers working with supplied air on hazmat projects receive an additional \$1.00 per hour.

Special Shift Premium: Basic hourly rate plus \$2.00 per hour. When due to conditions beyond the control of the Employer or when an owner (not acting as a contractor), a government agency or the contract specifications require that more than (4) hours of a special shift can only be performed outside the normal 6 am to 6pm shift, then the special shift premium will be applied to the basic straight time for the entire shift. When an employee works on a special shift, they will be paid a special shift premium for each hour worked unless they are in overtime or double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday.)

Note Codes Continued

9. A. Workers working with supplied air on hazmat projects receive an additional \$1.00 per hour.

Special Shift Premium: Basic hourly rate plus \$2.00 per hour. When due to conditions beyond the control of the Employer or when an owner (not acting as the contractor), a government agency or the contract specifications require that more than four (4) hours of a special shift can only be performed outside the normal 6 am to 6pm shift, then the special shift premium will be applied to the basic straight time for the entire shift. When an employee works on a special shift, they shall be paid a special shift premium for each hour worked unless they are in overtime or double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday.)

Certified Crane Operator Premium: Crane operators requiring certifications shall be paid \$0.50 per hour above their classification rate.

Boom Pay Premium: All cranes including tower shall be paid as follows based on boom length:

(A) – 130' to 199' – \$0.50 per hour over their classification rate.

(B) – 200' to 299' – \$0.80 per hour over their classification rate.

(C) – 300' and over – \$1.00 per hour over their classification rate.

- B. The highest pressure registered on the gauge for an accumulated time of more than fifteen (15) minutes during the shift shall be used in determining the scale paid.

Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay. Swinging Stage/Boatswains Chair: Employees working on a swinging stage or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate.

- C. Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay. Swinging Stage/Boatswains Chair: Employees working on a swinging stage or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate.

Effective August 31, 2012 – A Traffic Control Supervisor shall be present on the project whenever flagging or spotting or other traffic control labor is being utilized. A Traffic Control Laborer performs the setup, maintenance and removal of all temporary traffic control devices and construction signs necessary to control vehicular, bicycle, and pedestrian traffic during construction operations. Flaggers and Spotters shall be posted where shown on approved Traffic Control

Benefit Code Key – Effective 9/2/2026 thru 3/2/2027

Plans or where directed by the Engineer. All flaggers and spotters shall possess a current flagging card issued by the State of Washington, Oregon, Montana, or Idaho. These classifications are only effective on or after August 31, 2012.

- D. Industrial Painter wages are required for painting within industrial facilities such as treatment plants, pipelines, towers, dams, bridges, power generation facilities and manufacturing facilities such as chemical plants, etc., or anywhere abrasive blasting is necessary to prepare surfaces, or hazardous materials encapsulation is required.
- E. Heavy Construction includes construction, repair, alteration or additions to the production, fabrication or manufacturing portions of industrial or manufacturing plants, hydroelectric or nuclear power plants and atomic reactor construction. Workers on hazmat projects receive additional hourly premiums as follows -Level A: \$1.00, Level B: \$0.75, Level C: \$0.50, And Level D: \$0.25.

Note Codes Continued

- 9. F. Industrial Painter wages are required for painting within industrial facilities such as treatment plants, pipelines, towers, dams, power generation facilities and manufacturing facilities such as chemical plants, etc., or anywhere abrasive blasting is necessary to prepare surfaces, or hazardous materials encapsulation is required.
- H. One (1) person crew shall consist of a Party Chief. (Total Station or similar one (1) person survey system). Two (2) person survey party shall consist of at least a Party Chief and a Chain Person. Three (3) person survey party shall consist of at least a Party Chief, an Instrument Person, and a Chain Person.

- I. In addition to the hourly wage and fringe benefits, the following depth and enclosure premiums shall be paid. The premiums are to be calculated for the maximum depth and distance into an enclosure that a diver reaches in a day. The premiums are to be paid one time for the day and are not used in calculating overtime pay.

Depth premiums apply to depths of fifty feet or more. Over 50' to 100' - \$2.00 per foot for each foot over 50 feet. Over 101' to 150' - \$3.00 per foot for each foot over 101 feet. Over 151' to 220' - \$4.00 per foot for each foot over 220 feet. Over 221' - \$5.00 per foot for each foot over 221 feet.

Enclosure premiums apply when divers enter enclosures (such as pipes or tunnels) where there is no vertical ascent and is measured by the distance travelled from the entrance. 25' to 300' - \$1.00 per foot from entrance. 300' to 600' - \$1.50 per foot beginning at 300'. Over 600' - \$2.00 per foot beginning at 600'.

Employees may be required to perform any combination of work within the Diving team/crew, (with the exception of dive Supervisor) provided they are paid at the highest rate at which he/she has worked for the shift.

- L. Workers on hazmat projects receive additional hourly premiums as follows -Level A: \$0.75, Level B: \$0.50, And Level C: \$0.25.

Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay.

Swinging Stage/Boatswains Chair: Employees working on a swinging stage or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate.

- M. Certified Crane Operator Premium: Crane operators requiring certifications shall be paid \$1.50 per hour above their classification rate.

Workers on hazmat projects receive additional hourly premiums as follows - Class A Suit: \$2.00, Class B Suit: \$1.50, Class C Suit: \$1.00, and Class D Suit: \$0.50.

Benefit Code Key – Effective 9/2/2026 thru 3/2/2027

Special Shift Premium: Basic hourly rate plus \$2.00 per hour. When due to conditions beyond the control of the Employer or when an owner (not acting as the contractor), a government agency or the contract specifications requires that work can only be performed outside the normal 6 am to 6pm shift, then the special shift premium will be applied to the basic hourly rate. When an employee works on a special shift, they shall be paid a special shift premium for each hour worked unless they are in OT or Double-time status. (For example, the special shift premium does not waive the overtime requirements for work performed on Saturday or Sunday.)

- N. Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay.

Swinging Stage/Boatswains Chair: Employees working on a swinging stage or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate.

When Laborers are required to work in or with live sanitary sewage, they will receive a premium payoff forty (\$40.00) dollars per day above their regular daily classification pay. Further, the employer will pay all necessary inoculations to prevent disease if requested by the employee and as recommended by the Department of Labor and Industries (Industrial Safety and Health Division).

- O. Effective August 31, 2012 – A Traffic Control Supervisor shall be present on the project whenever flagging or spotting or other traffic control labor is being utilized. Flaggers and Spotters shall be posted where shown on approved Traffic Control Plans or where directed by the Engineer. All flaggers and spotters shall possess a current flagging card issued by the State of Washington, Oregon, Montana, or Idaho. This classification is only effective on or after August 31, 2012.

Any laborer working in Live Sewers shall receive forty dollars (\$40.00) per day in addition to regular pay.

- P. Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay. Swinging Stage/Boatswains Chair: Employees working on a swinging stage or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate.

Effective August 31, 2012 – A Traffic Control Supervisor shall be present on the project whenever flagging or spotting or other traffic control labor is being utilized. A Traffic Control Laborer performs the setup, maintenance and removal of all temporary traffic control devices and construction signs necessary to control vehicular, bicycle, and pedestrian traffic during construction operations. Flaggers and Spotters shall be posted where shown on approved Traffic Control Plans or where directed by the Engineer. All flaggers and spotters shall possess a current flagging card issued by the State of Washington, Oregon, Montana, or Idaho. These classifications are only effective on or after August 31, 2012.

When Laborers are required to work in or with live sanitary sewage, they will receive a premium payoff forty (\$40.00) dollars per day above their regular daily classification pay. Further, the employer will pay all necessary inoculations to prevent disease if requested by the employee and as recommended by the Department of Labor and Industries (Industrial Safety and Health Division)

- Q. The highest pressure registered on the gauge for an accumulated time of more than fifteen (15) minutes during the shift shall be used in determining the scale paid.

Tide Work: When employees are called out between the hours of 6:00 p.m. and 6:00 a.m. to work on tide work (work located in the tide plane) all time worked shall be at one and one-half times the hourly rate of pay. Swinging Stage/Boatswains Chair: Employees working on a swinging stage or boatswains chair or under conditions that require them to be tied off to allow their hands to be free shall receive seventy-five cents (\$0.75) per hour above the classification rate.

Benefit Code Key – Effective 9/2/2026 thru 3/2/2027

When Laborers are required to work in or with live sanitary sewage, they will receive a premium payoff forty (\$40.00) dollars per day above their regular daily classification pay. Further, the employer will pay all necessary inoculations to prevent disease if requested by the employee and as recommended by the Department of Labor and Industries (Industrial Safety and Health Division).

ATTACHMENT E FORMS

The following forms are to be completed and submitted with your proposal:

- ☐ **Vendor Fact Sheet**
- ☐ **Suspension and Debarment Compliance Certificate for Consultant**
- ☐ **Suspension and Debarment Compliance Certificate for Subconsultants**

Additionally, if proposer identifies as a Section 3 business, complete and submit the following with your proposal:

- ☐ **Section 3 Business Concern Certification for Contracting**

The following documents attached are for informational purposes only:

- HUD Section 3 Information
- Section 3 Income Limits Eligibility Guidelines
- Section 3 Worker and Targeted Section 3 Worker Self-Certification Form



VENDOR FACT SHEET

Return this Form TO: Seattle Housing Authority, Purchasing Division,
ATTN: _____
101 Elliott Avenue W, Suite 100, PO Box 79015, Seattle, WA 98119

General Business Information:

Name of Business, Organization, or Name of Person (if payment is to an individual):

For SHA Use Only:

JDE Vendor
No.

Purchasing
contracts
☐

Mailing Address for Payments:

City:

State:

Zip Code:

E-Mail Address:

Telephone No.:

Fax No.:

DUNS No.:

UEI:

Washington UBI No.:

City of Seattle Business License No.:

Washington Contractor's License No.:

Employee Tax ID No. (TIN) or Social Security No. (if Individual):

President/General Manager:

Principal products and/or services offered:

Type of Organization (check one):

Individual
☐

Sole
Proprietor
☐

Partnership
☐

Corporation
☐

Governmental Agency
☐

Other ☐

Substitute IRS Form W-9 Certification:

Under penalties of perjury, I hereby certify that the number shown on this form is my correct taxpayer identification number, and that I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and I am a U.S. person (including a U.S. resident alien). **Note:** The Internal Revenue Service does not require your consent to any provision of this document other than the certifications required to avoid backup withholding.

**SIGN
HERE→**

Signature of U.S. Person

Date

Ownership Status (check all that apply):

- ☐ **MBE** (Minority-Owned Business Enterprise)
☐ **WBE** (Women-Owned Business Enterprise)
☐ **MWBE** (Minority / Women-Owned Business Enterprise)
☐ **CBE** (Combination Business Enterprise)
☐ **Small Business** ☐ **HUD Section 3 Business**
☐ Certified by OMWBE (Washington State Office of Minority and Women's Business Enterprises)
☐ Self-Identified (SHA may request a signed statement re: self-certification)

Racial/Ethnic Status (check one):

- ☐ Caucasian (1)
☐ African American (2)
☐ Native American (3)
☐ Hispanic American (4)
☐ Asian/Pacific American (5)
☐ Hasidic Jews (6)

Method of Contract Payments: As outlined on the reverse side of this form, for contracts over one million dollars, SHA's method of contract payments is through an electronic virtual credit card issued by SHA's e-payables vendor, Bank of America. Unless SHA grants a waiver, Vendors will receive an enrollment form from SHA following issuance of a contract.

SIGN BELOW:

Signature of Authorized Representative of Vendor:

Date:

By signing immediately above, the Vendor hereby represents the following:

- a) The Vendor certifies that to the best of its knowledge and belief, neither it, nor any person/principal or firm which has an interest in the Vendor's firm, is ineligible to participate in a SHA contract, purchase order, direct pay or other transaction, pursuant to the Certification of Eligibility provision specified in the Vendor Fact Sheet Instructions, or;
- b) The Vendor will comply with SHA's General Terms and Conditions applicable to Purchase Orders (available at SHA website <https://www.seattlehousing.org/>, DO BUSINESS WITH US page, under FORMS AND POLICIES), if the Vendor will be supplying goods and/or services through an SHA Purchase Order.

Vendor Fact Sheet Instructions

Thank you for your interest in doing business with the Seattle Housing Authority (SHA). We look forward to doing business with you. If you have any questions about completion of the Vendor Fact Sheet, please call us at (206) 615-3379.

In order for SHA to make payments to you or to procure goods or services from you, we need the information requested on the Vendor Fact Sheet, which also serves as a substitute IRS W-9 Form. The information about you will be entered into our computerized payment system and will allow us to make required reports to the Federal government about our business and payment transactions.

Substitute IRS Form W-9 Certification: In completing the Vendor Fact Sheet, you must sign the "Substitute IRS Form W-9 Certification" or backup withholding will apply. If you are subject to backup withholding and you are merely providing your correct taxpayer identification number to SHA, you must cross out the portion of the certification after the word "and" in line two, through the end of line five, before signing the form. Detailed instructions about IRS Form W-9 are included on the form, which may be obtained by calling our office at (206) 615-3379 or visiting the IRS web site at www.irs.gov.

Certification of Eligibility: In order to do business with SHA, the Vendor must be eligible to:

- 1) Be awarded contracts by any agency of the U.S. Government, HUD, or the State in which this Contract work is to be performed; or,
- 2) Participate in HUD programs pursuant to 24 CFR Part 24.

Use the websites of the [General Services Administration](http://www.gsa.gov) and the [U.S. Department of Housing and Urban Development](http://www.hud.gov) to verify eligibility of the firm and its principals. By signing the Vendor Fact Sheet, the Vendor understands that the certification of eligibility is a material representation of fact upon which reliance was placed when SHA agreed to enter into the transaction with the Vendor. SHA may require the Vendor to submit such certification on an annual basis depending on the terms of its contract or the frequency of its business transactions with SHA. If the Vendor subcontracts any portion of the work, the Vendor will be required to submit a similar certification of eligibility to SHA for any Vendor subcontracts. Any written contract executed between SHA and the Vendor shall include these provisions, which may also be referred to as Suspension/Debarment provisions.

Contract Payments: Unless SHA grants a waiver, its method of contract payment for contracts of one million or more is through its Bank of America e-payables program. Payments will be made electronically through a virtual Visa credit card. Benefits for using this method include reduced labor costs associated with the processing of checks and enhancing cash flow by eliminating float time associated with the mailing of checks. To learn more about the program, please click here or copy and paste the following URL into your browser: www.bankofamerica.com/epayablesvendors. For new vendors, SHA will automatically send an enrollment form upon contract award. If you have questions about the program, please contact Tran Wong, SHA's Accounts Payable Manager, at 206-615-3483 or twong@seattlehousing.org.

Small Businesses: The Vendor Fact Sheet also requests information about whether your business is owned and controlled by women or minorities, and/or is a small business. The following are definitions of these terms for your use. This information provides valuable information to SHA in its efforts to ensure its contracting program meets its diversity objectives and requirements.

- **WMBE:** Minority and women-owned business enterprises must either be self-identified or certified by the Washington State Office of Women's and Minority Business Enterprises (OMWBE) to be at least fifty-one percent owned by women and/or minority group members. For self-identification as WMBE, refer to [Minority/Women Owned Business Enterprise Self-Identification Form for Work Performed on Seattle Housing Authority Projects](#)
- **Small Business:** A small business means a business concern, including its affiliates, that is independently owned and operated, not an affiliate or subsidiary of a business dominant in its field of operation, and qualified as a small business under the criteria and size standards in 13 CFR 121. Furthermore, a business is considered small according to the Small Business Administration's established guidelines provided to such businesses.
- **HUD Section 3 Business:** A business that meets at least one of the following criteria, documented within the last six-month period: (1) at least 51% owned and controlled by low- or very low-income persons; (2) over 75% of the labor hours performed for the business over the prior three-month period are performed by Section 3 workers; or (3) a business at least 51% owned and controlled by current public housing residents or residents who currently live in Section 8-assisted housing. More detailed information available at the website of [the U.S. Department of Housing and Urban Development](http://www.hud.gov).

SEATTLE HOUSING AUTHORITY

SUSPENSION AND DEBARMENT COMPLIANCE CERTIFICATE

By signing below, the Participant Certifies that to the best of its knowledge and belief neither its firm nor any of its principals as named below are presently debarred, suspended, or have been declared ineligible or are excluded from participation in this transaction by any federal, state or local government.

Participant's Firm Name: _____

Address: _____

City, State, Zip: _____

	PRINCIPAL(S) Name(s)	Title(s)
1		
2		
3		
4		
5		

Participant's Signature	Printed Name	Title	Date

NOTE: This requirement applies to the Participant's firm as well as its principals. Principal is defined in the regulation (2 CFR 180.995) as follows:

- 1) An officer, director, owner, partner, principal investigator, or other person within a participant with management or supervisory responsibilities related to a covered transaction; or
- 2) A participant or other person, whether or not employed by the participant or paid with Federal funds, who-
 - a) Is in a position to handle Federal funds;
 - b) Is in a position to influence or control the use of those funds; or,
 - c) Occupies a technical or professional position capable of substantially influencing the development or outcome of an activity require to perform the covered transaction.

The federal websites to verify eligibility include: <https://sam.gov/content/exclusions> and [Limited Denial of Participation, HUD Funding Disqualifications and Voluntary Abstentions list | HUD.gov / U.S. Department of Housing and Urban Development \(HUD\)](#).

**SUSPENSION AND DEBARMENT COMPLIANCE CERTIFICATE
FOR
SUB-CONTRACTOR/SUB-VENDOR**

The Prime Participant (the "Prime") may use this form if the Prime can verify that its Sub-Contractor and/or Sub-Vendor (the "Lower Tier Participant") named below, nor any of their principals are debarred, suspended or ineligible from involvement by Federal, State or Local Government. If the Prime is unable to verify this information, the Prime must send the previous SUSPENSION AND DEBARMENT COMPLIANCE CERTIFICATE form to each Lower Tier Participant to be completed and returned.

Prime Participant's Name: _____ certifies that neither any of the Lower Tier Participant named below, nor any of its principals are debarred, suspended or ineligible from involvement by Federal, State or Local Government. I understand that the Seattle Housing Authority (SHA) relies on this certification and I understand that I am obligated to submit the following to SHA:

- A certification for any new Lower Tier Participant hired after submission of this certification.
- A renewal certification for every Lower Tier Participant on the anniversary of the Contract execution date if the Contract Time extends beyond one year.

(Note: In lieu of this certification, the Prime may elect to submit a separate certification signed by each Lower Tier Participant to SHA as evidence of Lower Tier Participant's eligibility. It is the Prime's responsibility to initiate, obtain, and provide all such individual Lower Tier Participant certifications to SHA.)

Prime Participant's Signature	Printed Name	Title	Date

Lower Tier Participant Listing: (Enter NONE if no Lower Tier Participant)

If additional pages are necessary, copy this form to ensure signed statement precedes any listing of Lower Tier Participant.

Please contact Hiba Hasan at 206-615-3482 or by e-mail at

hiba.hasan@seattlehousing.org if you have any questions regarding compliance with this requirement.



101 Elliott Avenue W, Suite 100
PO Box 79015
Seattle, WA 98119

206-615-3300
Seattlehousing.org

HUD Section 3 Information and Section 3 Forms

To: Vendors/Contractors/Consultants of the Seattle Housing Authority

Re: Updates to HUD's Section 3 Regulations

As you are probably aware, Section 3 is a federally mandated program of the U.S. Department of Housing and Urban Development (HUD).

Under Section 3 of the HUD Act of 1968, federal funds invested in housing and community development shall provide contracts, employment, training, and other economic opportunities to low- and very low-income persons in the local jurisdiction, referred to as "Section 3 Workers," and to businesses that employ such persons, referred to as a "Section 3 Business Concern."

HUD's regulations implementing the requirements of Section 3 were updated in 2020 to create more effective incentives for employers to retain and invest in their low- and very low-income workers, streamline reporting requirements by aligning them with typical business practices, provide for program-specific oversight, and clarify the obligations of entities (including SHA) that are covered by Section 3. SHA complies with Section 3 within its own operations and ensures the compliance of its vendors, contractors and consultants.

The updated rule establishes these benchmarks:

1. Twenty-five (25) percent or more of the total number of labor hours worked by all workers employed with public housing financial assistance in the Public Housing Authority's or other recipient's fiscal year are Section 3 Workers;
2. Of which Five (5) percent or more are Targeted Section 3 Workers.

The updated rule includes the following definitions:

1. Section 3 Worker means any worker who currently fits or when hired within the past five years fit at least one of the following categories, as documented:
 - a. The worker's income for the previous or annualized calendar year is below the income limit established by HUD. HUD's income limits can be obtained from: [Income Limits | HUD USER](#);
 - b. The worker is employed by a Section 3 Business Concern; or
 - c. The worker is a YouthBuild participant.
2. For Section 3 projects, a Targeted Section 3 Worker means a Section 3 worker who:

- a. Is employed by a Section 3 Business Concern; or
 - b. Currently fits or when hired fit at least one of the following categories, as documented within the past five years:
 - i. A resident of public housing or Section 8-assisted housing;
 - ii. A resident of other public housing projects or Section 8-assisted housing managed by the Public Housing Authority that is providing the assistance; or
 - iii. A YouthBuild participant.
3. Section 3 Business Concern means a business concern meeting at least one of the following criteria, documented within the last six-month period:
- a. It is at least 51 percent owned and controlled by low- or very low-income persons;
 - b. Over 75 percent of the labor hours performed for the business over the prior three-month period are performed by Section 3 Workers; or
 - c. It is a business at least 51 percent owned and controlled by current public housing residents or residents who currently live in Section 8-assisted housing.

The following forms are to be used for reporting Section 3 compliance:

- Section 3 Business Concern Certification for Contracting form (*This form is for any business to use to self-certify, if applicable, as a Section 3 Business Concern.*)
- Section 3 Worker and Targeted Section 3 Worker Self-Certification form (*This form is for individuals to use to self-certify as a Section 3 or Targeted Section 3 Worker.*)
- Section 3 Quarterly Reporting Form for SHA Contracts (*This form is to be completed quarterly by the prime vendor / contractor and sent to purchasing@seattlehousing.org by not later than 30 days after end of the quarter. The form lists the total hours worked by all for that quarterly period for the contract and shows how many of those hours were by Section 3 or Targeted Section 3 Workers.*)

We have attached the forms mentioned above for your review. If any of these forms apply to your firm or any of your team members, please complete the applicable form(s) and submit with your one original Proposal document.

Please contact purchasing@seattlehousing.org if you have any questions.

Section 3 Business Concern Certification for Contracting

Instructions: Enter the following information and select the criteria that applies to certify your business' Section 3 Business Concern status.

Business Information

Name of Business _____
Address of Business _____
Name of Business Owner _____
Phone Number & Email Address of Business Owner _____

Preferred Contact Information

☐ Same as above
Name of Preferred Contact _____
Phone Number of Preferred Contact _____

Type of Business (select from the following options)

☐ Corporation ☐ Partnership ☐ Sole Proprietorship
☐ Limited Liability Company ☐ Other (*please specify*) _____

Select from **ONE** of the following three options below that applies:

☐ At least 51 percent of the business is owned and controlled by low- or very low-income persons (Refer to Section 3 Income Limits Eligibility Guidelines).
☐ At least 51 percent of the business is owned and controlled by current public housing residents or residents who currently live in Section 8-assisted housing.
☐ Over 75 percent of the labor hours performed for the business over the prior three-month period are performed by Section 3 workers.

Business Concern Affirmation: I affirm that the above statements (on page 1 of this form) are true, complete, and correct to the best of my knowledge and belief. I understand that businesses who misrepresent themselves as Section 3 business concerns and report false information to the Housing Authority of the City of Seattle may have their contracts terminated for default and be barred from ongoing and future considerations for contracting opportunities. I hereby certify, under penalty of law, that the following information is correct to the best of my knowledge.

Print Name: _____ Signature: _____ Date: _____
*Certification expires within six months of the date of signature. More info on Section 3 Business Concerns can be found at [24 CFR 75.5](#)

FOR ADMINISTRATIVE USE ONLY

Is the business a Section 3 business concern based upon their certification?
☐ YES ☐ NO

EMPLOYERS MUST RETAIN THIS FORM IN THEIR SECTION 3 COMPLIANCE FILE FOR FIVE YEARS.

The Housing Authority of the City of Seattle Section 3 Income Limits Eligibility Guidelines

The worker's income must be at or below the amount provided below for an individual regardless of actual household size.

King and Snohomish Counties

FY 2026 Income Limits Summary

FY 2026 Income Limit Area	Median Family Income	FY 2026 Income Limit Category	1
Seattle-Bellevue, WA HUD Metro FMR Area	\$164,400	Very Low (50%) Income Limits (\$)	\$57,550
		Extremely Low Income Limits (\$)*	\$34,550
		Low (80%) Income Limits (\$)	\$81,700

Pierce County

FY 2026 Income Limits Summary

FY 2026 Income Limit Area	Median Family Income	FY 2026 Income Limit Category	1
Tacoma, WA HUD Metro FMR Area	\$127,300	Very Low (50%) Income Limits (\$)	44,600
		Extremely Low Income Limits (\$)*	26,750
		Low (80%) Income Limits (\$)	71,300

Tables above are for reference only. Check HUD website [2026 Income Limits Dataset | Summary](#) for most recent income limits.

Section 3 Worker Definition:

- A low or very low-income resident (the worker's income for the previous or annualized calendar year is below the income limit established by HUD); or
- Employed by a Section 3 business concern; or

- A YouthBuild participant.

Targeted Section 3 Worker Definition:

- Employed by a Section 3 business concern; or
- Currently fits at least one of the following categories as documented within the past five years:
 - A resident of Seattle Housing Authority public housing or Section 8-assisted housing;
 - A resident of other public housing projects or Section 8-assisted housing managed by the public housing authority that is providing the assistance; or
 - A YouthBuild participant.

Section 3 Worker and Targeted Section 3 Worker

Self-Certification Form

The purpose of HUD’s Section 3 program is to provide employment, training and contracting opportunities to low-income individuals, particularly those who are recipients of government assistance for housing or other public assistance programs. **Your response is voluntary, confidential, and has no effect on your employment.**

Eligibility for Section 3 Worker or Targeted Section 3 Worker Status

A Section 3 worker seeking certification shall self-certify and submit this form to the recipient contractor or subcontractor, that the person is a Section 3 worker or Targeted Section 3 Worker as defined in 24 CFR Part 75.

Instructions: Enter/select the appropriate information to confirm your Section 3 worker or Targeted Section 3 Worker status.

Employee Name: _____

1. Are you a resident of public housing or a Housing Choice Voucher Holder (Section 8)	☐ YES ☐ NO
2. Are you a YouthBuild participant?	☐ YES ☐ NO
3. Check the box for the county where you reside. ☐ King County ☐ Pierce County ☐ Snohomish County ☐ Other _____	
4. In the field below, select the amount of individual income you believe you earn on an annual basis.	

- ☐ Less than \$10,000
- ☐ \$30,000 - \$40,000
- ☐ More than \$60,000
- ☐ \$10,001 - \$20,000
- ☐ \$40,001 - \$50,000
- ☐ \$20,001 - \$30,000
- ☐ \$50,001 - \$60,000

Select from **ONE** of the following two options below:

I qualify as a:

- ☐ Section 3 Worker (as defined on the Section 3 Income Limits Eligibility Guideline)
- ☐ Targeted Section 3 Worker (as defined on the Section 3 Income Limits Eligibility Guideline)

Employee Affirmation

I affirm that the above statements (on the previous page) are true, complete, and correct to the best of my knowledge and belief. I hereby certify, under penalty of law, that the following information is correct to the best of my knowledge.

Employee Address: _____
Print Name: _____
Signature: _____ Date: _____

FOR ADMINISTRATIVE USE ONLY	
Is the employee a Section 3 worker based upon their self-certification?	☐ YES ☐ NO
Is the employee a Targeted Section 3 worker based upon their self-certification?	☐ YES ☐ NO
Was this an applicant who was hired as a result of the Section 3 project?	☐ YES ☐ NO
If YES, what was the name of the company? _____	
What was the date of hire? _____	
EMPLOYERS MUST RETAIN THIS FORM IN THEIR SECTION 3 COMPLIANCE FILE FOR FIVE YEARS.	