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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5455
Revision No.: 30
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State: New Mexico

Area: New Mexico Counties of Chaves, Eddy, Lincoln and Otero

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.57
01012 - Accounting Clerk II		19.72
01013 - Accounting Clerk III		22.06
01020 - Administrative Assistant		33.65
01035 - Court Reporter		20.03
01041 - Customer Service Representative I		15.16
01042 - Customer Service Representative II		16.53
01043 - Customer Service Representative III		18.57
01051 - Data Entry Operator I		14.39
01052 - Data Entry Operator II		15.70
01060 - Dispatcher, Motor Vehicle		21.09
01070 - Document Preparation Clerk		15.95
01090 - Duplicating Machine Operator		15.95
01111 - General Clerk I		14.76
01112 - General Clerk II		16.10
01113 - General Clerk III		18.08
01120 - Housing Referral Assistant		22.33
01141 - Messenger Courier		12.54
01191 - Order Clerk I		14.62
01192 - Order Clerk II		15.95
01261 - Personnel Assistant (Employment) I		18.83
01262 - Personnel Assistant (Employment) II		21.06
01263 - Personnel Assistant (Employment) III		23.47
01270 - Production Control Clerk		26.40
01290 - Rental Clerk		17.14
01300 - Scheduler, Maintenance		17.91

01311 - Secretary I	17.91
01312 - Secretary II	20.03
01313 - Secretary III	22.33
01320 - Service Order Dispatcher	18.85
01410 - Supply Technician	33.65
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	15.38
01531 - Travel Clerk I	15.40
01532 - Travel Clerk II	17.28
01533 - Travel Clerk III	18.99
01611 - Word Processor I	15.95
01612 - Word Processor II	17.91
01613 - Word Processor III	20.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.06
05010 - Automotive Electrician	18.40
05040 - Automotive Glass Installer	17.06
05070 - Automotive Worker	17.06
05110 - Mobile Equipment Servicer	14.38
05130 - Motor Equipment Metal Mechanic	19.79
05160 - Motor Equipment Metal Worker	17.06
05190 - Motor Vehicle Mechanic	19.79
05220 - Motor Vehicle Mechanic Helper	13.02
05250 - Motor Vehicle Upholstery Worker	15.71
05280 - Motor Vehicle Wrecker	17.06
05310 - Painter, Automotive	18.40
05340 - Radiator Repair Specialist	17.06
05370 - Tire Repairer	14.89
05400 - Transmission Repair Specialist	19.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.30
07041 - Cook I	14.98
07042 - Cook II	17.80
07070 - Dishwasher	13.63
07130 - Food Service Worker	13.62
07210 - Meat Cutter	17.48
07260 - Waiter/Waitress	13.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.53
09040 - Furniture Handler	12.89
09080 - Furniture Refinisher	22.53
09090 - Furniture Refinisher Helper	16.19
09110 - Furniture Repairer, Minor	19.26
09130 - Upholsterer	22.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.89
11060 - Elevator Operator	15.96
11090 - Gardener	22.63
11122 - Housekeeping Aide	16.50
11150 - Janitor	16.50
11210 - Laborer, Grounds Maintenance	16.37
11240 - Maid or Houseman	13.63
11260 - Pruner	15.43
11270 - Tractor Operator	20.49
11330 - Trail Maintenance Worker	16.37
11360 - Window Cleaner	17.50
12000 - Health Occupations	
12010 - Ambulance Driver	18.18
12011 - Breath Alcohol Technician	27.07
12012 - Certified Occupational Therapist Assistant	29.87

12015 - Certified Physical Therapist Assistant		30.28
12020 - Dental Assistant		18.41
12025 - Dental Hygienist		47.26
12030 - EKG Technician		41.01
12035 - Electroneurodiagnostic Technologist		41.01
12040 - Emergency Medical Technician		18.18
12071 - Licensed Practical Nurse I		24.20
12072 - Licensed Practical Nurse II		27.07
12073 - Licensed Practical Nurse III		30.17
12100 - Medical Assistant		18.21
12130 - Medical Laboratory Technician		23.25
12160 - Medical Record Clerk		19.09
12190 - Medical Record Technician		21.35
12195 - Medical Transcriptionist		24.20
12210 - Nuclear Medicine Technologist		59.49
12221 - Nursing Assistant I		13.46
12222 - Nursing Assistant II		15.15
12223 - Nursing Assistant III		16.52
12224 - Nursing Assistant IV		18.56
12235 - Optical Dispenser		16.95
12236 - Optical Technician		24.12
12250 - Pharmacy Technician		20.56
12280 - Phlebotomist		17.76
12305 - Radiologic Technologist		31.98
12311 - Registered Nurse I		27.35
12312 - Registered Nurse II		33.45
12313 - Registered Nurse II, Specialist		33.45
12314 - Registered Nurse III		40.47
12315 - Registered Nurse III, Anesthetist		40.47
12316 - Registered Nurse IV		48.51
12317 - Scheduler (Drug and Alcohol Testing)		33.53
12320 - Substance Abuse Treatment Counselor		35.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.15
13012 - Exhibits Specialist II		23.08
13013 - Exhibits Specialist III		27.03
13041 - Illustrator I		19.15
13042 - Illustrator II		23.08
13043 - Illustrator III		27.03
13047 - Librarian		24.46
13050 - Library Aide/Clerk		13.88
13054 - Library Information Technology Systems Administrator		22.09
13058 - Library Technician		17.24
13061 - Media Specialist I		15.83
13062 - Media Specialist II		17.83
13063 - Media Specialist III		19.88
13071 - Photographer I		15.58
13072 - Photographer II		17.43
13073 - Photographer III		21.59
13074 - Photographer IV		26.41
13075 - Photographer V		31.95
13090 - Technical Order Library Clerk		17.43
13110 - Video Teleconference Technician		20.47
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.36
14042 - Computer Operator II		21.66
14043 - Computer Operator III		24.14
14044 - Computer Operator IV		26.82
14045 - Computer Operator V		29.71
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
14073 - Computer Programmer III	(see 1)	

14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.36
14160 - Personal Computer Support Technician	26.82
14170 - System Support Specialist	30.21
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.66
15020 - Aircrew Training Devices Instructor (Rated)	40.73
15030 - Air Crew Training Devices Instructor (Pilot)	48.83
15050 - Computer Based Training Specialist / Instructor	33.66
15060 - Educational Technologist	35.51
15070 - Flight Instructor (Pilot)	48.83
15080 - Graphic Artist	20.00
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.83
15086 - Maintenance Test Pilot, Rotary Wing	48.83
15088 - Non-Maintenance Test/Co-Pilot	48.83
15090 - Technical Instructor	29.47
15095 - Technical Instructor/Course Developer	36.05
15110 - Test Proctor	23.78
15120 - Tutor	23.78
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	14.40
16030 - Counter Attendant	14.40
16040 - Dry Cleaner	16.47
16070 - Finisher, Flatwork, Machine	14.40
16090 - Presser, Hand	14.40
16110 - Presser, Machine, Drycleaning	14.40
16130 - Presser, Machine, Shirts	14.40
16160 - Presser, Machine, Wearing Apparel, Laundry	14.40
16190 - Sewing Machine Operator	17.16
16220 - Tailor	17.85
16250 - Washer, Machine	15.09
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.61
19040 - Tool And Die Maker	34.07
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.03
21030 - Material Coordinator	26.40
21040 - Material Expediter	26.40
21050 - Material Handling Laborer	17.27
21071 - Order Filler	17.09
21080 - Production Line Worker (Food Processing)	20.03
21110 - Shipping Packer	17.87
21130 - Shipping/Receiving Clerk	17.87
21140 - Store Worker I	13.90
21150 - Stock Clerk	17.40
21210 - Tools And Parts Attendant	20.03
21410 - Warehouse Specialist	20.03
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	41.67
23019 - Aircraft Logs and Records Technician	30.99
23021 - Aircraft Mechanic I	39.04
23022 - Aircraft Mechanic II	41.67
23023 - Aircraft Mechanic III	44.09
23040 - Aircraft Mechanic Helper	25.70

23050 - Aircraft, Painter	36.30
23060 - Aircraft Servicer	30.99
23070 - Aircraft Survival Flight Equipment Technician	36.30
23080 - Aircraft Worker	33.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.66
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	39.04
23110 - Appliance Mechanic	26.54
23120 - Bicycle Repairer	20.76
23125 - Cable Splicer	35.64
23130 - Carpenter, Maintenance	23.45
23140 - Carpet Layer	24.61
23160 - Electrician, Maintenance	28.90
23181 - Electronics Technician Maintenance I	32.95
23182 - Electronics Technician Maintenance II	35.53
23183 - Electronics Technician Maintenance III	38.21
23260 - Fabric Worker	22.71
23290 - Fire Alarm System Mechanic	28.63
23310 - Fire Extinguisher Repairer	20.76
23311 - Fuel Distribution System Mechanic	37.84
23312 - Fuel Distribution System Operator	27.43
23370 - General Maintenance Worker	19.94
23380 - Ground Support Equipment Mechanic	39.04
23381 - Ground Support Equipment Servicer	30.99
23382 - Ground Support Equipment Worker	33.66
23391 - Gunsmith I	20.76
23392 - Gunsmith II	24.68
23393 - Gunsmith III	28.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.81
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.33
23430 - Heavy Equipment Mechanic	29.01
23440 - Heavy Equipment Operator	23.98
23460 - Instrument Mechanic	28.63
23465 - Laboratory/Shelter Mechanic	26.61
23470 - Laborer	17.27
23510 - Locksmith	26.61
23530 - Machinery Maintenance Mechanic	29.39
23550 - Machinist, Maintenance	24.70
23580 - Maintenance Trades Helper	17.99
23591 - Metrology Technician I	28.63
23592 - Metrology Technician II	30.57
23593 - Metrology Technician III	32.35
23640 - Millwright	28.63
23710 - Office Appliance Repairer	26.54
23760 - Painter, Maintenance	21.13
23790 - Pipefitter, Maintenance	27.25
23810 - Plumber, Maintenance	25.33
23820 - Pneudraulic Systems Mechanic	28.63
23850 - Rigger	28.63
23870 - Scale Mechanic	24.68
23890 - Sheet-Metal Worker, Maintenance	27.37
23910 - Small Engine Mechanic	19.70
23931 - Telecommunications Mechanic I	32.46
23932 - Telecommunications Mechanic II	34.64
23950 - Telephone Lineman	30.09
23960 - Welder, Combination, Maintenance	29.20
23965 - Well Driller	27.01
23970 - Woodcraft Worker	28.63
23980 - Woodworker	20.76

24000 - Personal Needs Occupations	

24550 - Case Manager		20.21
24570 - Child Care Attendant		14.20
24580 - Child Care Center Clerk		17.70
24610 - Chore Aide		12.71
24620 - Family Readiness And Support Services Coordinator		20.21
24630 - Homemaker		20.21
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.80
25040 - Sewage Plant Operator		21.34
25070 - Stationary Engineer		25.80
25190 - Ventilation Equipment Tender		16.97
25210 - Water Treatment Plant Operator		21.34
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.82
27007 - Baggage Inspector		18.15
27008 - Corrections Officer		20.89
27010 - Court Security Officer		21.27
27030 - Detection Dog Handler		20.31
27040 - Detention Officer		20.89
27070 - Firefighter		21.67
27101 - Guard I		18.15
27102 - Guard II		20.31
27131 - Police Officer I		25.65
27132 - Police Officer II		28.51
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.54
28042 - Carnival Equipment Repairer		19.37
28043 - Carnival Worker		13.21
28210 - Gate Attendant/Gate Tender		19.27
28310 - Lifeguard		15.16
28350 - Park Attendant (Aide)		21.56
28510 - Recreation Aide/Health Facility Attendant		15.73
28515 - Recreation Specialist		26.72
28630 - Sports Official		17.16
28690 - Swimming Pool Operator		23.02
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		34.08
29020 - Hatch Tender		34.08
29030 - Line Handler		34.08
29041 - Stevedore I		31.36
29042 - Stevedore II		36.75
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		18.33
30022 - Archeological Technician II		20.51
30023 - Archeological Technician III		25.41
30030 - Cartographic Technician		25.41
30040 - Civil Engineering Technician		26.37
30051 - Cryogenic Technician I		27.87
30052 - Cryogenic Technician II		30.78
30061 - Drafter/CAD Operator I		18.16
30062 - Drafter/CAD Operator II		20.31
30063 - Drafter/CAD Operator III		22.64
30064 - Drafter/CAD Operator IV		28.14

30081 - Engineering Technician I		15.89
30082 - Engineering Technician II		17.85
30083 - Engineering Technician III		20.27
30084 - Engineering Technician IV		24.96
30085 - Engineering Technician V		30.25
30086 - Engineering Technician VI		36.61
30090 - Environmental Technician		23.64
30095 - Evidence Control Specialist		25.17
30210 - Laboratory Technician		27.39
30221 - Latent Fingerprint Technician I		27.87
30222 - Latent Fingerprint Technician II		30.78
30240 - Mathematical Technician		25.41
30361 - Paralegal/Legal Assistant I		22.48
30362 - Paralegal/Legal Assistant II		27.85
30363 - Paralegal/Legal Assistant III		34.07
30364 - Paralegal/Legal Assistant IV		41.22
30375 - Petroleum Supply Specialist		30.78
30390 - Photo-Optics Technician		25.19
30395 - Radiation Control Technician		30.78
30461 - Technical Writer I		27.24
30462 - Technical Writer II		33.31
30463 - Technical Writer III		40.30
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		27.87
30502 - Weather Forecaster II		33.90
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.64
30621 - Weather Observer, Senior	(see 2)	25.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		10.97
31030 - Bus Driver		16.59
31043 - Driver Courier		19.97
31260 - Parking and Lot Attendant		15.04
31290 - Shuttle Bus Driver		16.49
31310 - Taxi Driver		11.57
31361 - Truckdriver, Light		22.05
31362 - Truckdriver, Medium		24.11
31363 - Truckdriver, Heavy		23.04
31364 - Truckdriver, Tractor-Trailer		23.04
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.89
99050 - Desk Clerk		13.34
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		16.03
99252 - Laboratory Animal Caretaker II		17.69
99260 - Marketing Analyst		27.83
99310 - Mortician		29.28
99410 - Pest Controller		18.33
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		23.57
99711 - Recycling Specialist		29.50
99730 - Refuse Collector		22.24
99810 - Sales Clerk		14.57
99820 - School Crossing Guard		14.64
99830 - Survey Party Chief		33.11
99831 - Surveying Aide		22.92

99832 - Surveying Technician	27.06
99840 - Vending Machine Attendant	19.26
99841 - Vending Machine Repairer	24.75
99842 - Vending Machine Repairer Helper	19.26

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

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

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

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage

determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the """"Service Contract Act Directory of Occupations"""", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the """"Service Contract Act Directory of Occupations"""" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."""