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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-5435
Revision No.: 30
Date Of Last Revision: 5/13/2026

State: Colorado

Area: Colorado Counties of Archuleta, Chaffee, Delta, Dolores, Fremont, Gunnison, Hinsdale, La Plata, Montezuma, Montrose, Ouray, San Juan and San Miguel

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.71
01012 - Accounting Clerk II		21.00
01013 - Accounting Clerk III		23.49
01020 - Administrative Assistant		25.28
01035 - Court Reporter		21.41
01041 - Customer Service Representative I		15.89
01042 - Customer Service Representative II		17.34
01043 - Customer Service Representative III		19.46
01051 - Data Entry Operator I		17.98
01052 - Data Entry Operator II		19.62
01060 - Dispatcher, Motor Vehicle		24.96
01070 - Document Preparation Clerk		17.04
01090 - Duplicating Machine Operator		17.04
01111 - General Clerk I		20.00
01112 - General Clerk II		21.83
01113 - General Clerk III		24.50
01120 - Housing Referral Assistant		23.87
01141 - Messenger Courier		13.89
01191 - Order Clerk I		18.52
01192 - Order Clerk II		20.21
01261 - Personnel Assistant (Employment) I		18.79
01262 - Personnel Assistant (Employment) II		21.01
01263 - Personnel Assistant (Employment) III		23.42
01270 - Production Control Clerk		28.33
01290 - Rental Clerk		20.57
01300 - Scheduler, Maintenance		19.14
01311 - Secretary I		19.14
01312 - Secretary II		21.41
01313 - Secretary III		23.87
01320 - Service Order Dispatcher		22.31
01410 - Supply Technician		25.28
01420 - Survey Worker		21.20
01460 - Switchboard Operator/Receptionist		18.48
01531 - Travel Clerk I		16.76
01532 - Travel Clerk II		18.41
01533 - Travel Clerk III		20.92
01611 - Word Processor I		17.04
01612 - Word Processor II		19.14
01613 - Word Processor III		21.41
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.00
05010 - Automotive Electrician		23.00
05040 - Automotive Glass Installer		21.52
05070 - Automotive Worker		21.52
05110 - Mobile Equipment Servicer		18.57
05130 - Motor Equipment Metal Mechanic		24.47
05160 - Motor Equipment Metal Worker		21.52
05190 - Motor Vehicle Mechanic		24.47
05220 - Motor Vehicle Mechanic Helper		17.09
05250 - Motor Vehicle Upholstery Worker		20.06
05280 - Motor Vehicle Wrecker		21.52
05310 - Painter, Automotive		23.00
05340 - Radiator Repair Specialist		21.52
05370 - Tire Repairer		17.38
05400 - Transmission Repair Specialist		24.47

07000 - Food Preparation And Service Occupations
07010 - Baker 17.82
07041 - Cook I 18.38
07042 - Cook II 21.30
07070 - Dishwasher 15.96
07130 - Food Service Worker 18.46
07210 - Meat Cutter 20.41
07260 - Waiter/Waitress 16.76

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 27.79
09040 - Furniture Handler 17.88
09080 - Furniture Refinisher 27.79
09090 - Furniture Refinisher Helper 20.64
09110 - Furniture Repairer, Minor 24.22
09130 - Upholsterer 27.79

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.88
11060 - Elevator Operator 17.84
11090 - Gardener 26.33
11122 - Housekeeping Aide 17.84
11150 - Janitor 17.84
11210 - Laborer, Grounds Maintenance 21.88
11240 - Maid or Houseman 16.88
11260 - Pruner 20.88
11270 - Tractor Operator 24.23
11330 - Trail Maintenance Worker 21.88
11360 - Window Cleaner 18.69

12000 - Health Occupations
12010 - Ambulance Driver 21.34
12011 - Breath Alcohol Technician 27.22
12012 - Certified Occupational Therapist Assistant 34.23
12015 - Certified Physical Therapist Assistant 28.96
12020 - Dental Assistant 22.27
12025 - Dental Hygienist 49.40
12030 - EKG Technician 41.24
12035 - Electroneurodiagnostic Technologist 41.24
12040 - Emergency Medical Technician 21.34
12071 - Licensed Practical Nurse I 24.34
12072 - Licensed Practical Nurse II 27.22
12073 - Licensed Practical Nurse III 30.34
12100 - Medical Assistant 21.19
12130 - Medical Laboratory Technician 33.50
12160 - Medical Record Clerk 22.37
12190 - Medical Record Technician 25.04
12195 - Medical Transcriptionist 24.02
12210 - Nuclear Medicine Technologist 59.82
12221 - Nursing Assistant I 15.05
12222 - Nursing Assistant II 16.93
12223 - Nursing Assistant III 18.48
12224 - Nursing Assistant IV 20.74
12235 - Optical Dispenser 21.44
12236 - Optical Technician 24.34
12250 - Pharmacy Technician 22.88
12280 - Phlebotomist 21.56
12305 - Radiologic Technologist 37.13
12311 - Registered Nurse I 29.13
12312 - Registered Nurse II 35.62
12313 - Registered Nurse II, Specialist 35.62
12314 - Registered Nurse III 43.10
12315 - Registered Nurse III, Anesthetist 43.10
12316 - Registered Nurse IV 51.67
12317 - Scheduler (Drug and Alcohol Testing) 33.72
12320 - Substance Abuse Treatment Counselor 30.18

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.14
13012 - Exhibits Specialist II 26.18
13013 - Exhibits Specialist III 32.02
13041 - Illustrator I 21.14
13042 - Illustrator II 26.18
13043 - Illustrator III 32.02
13047 - Librarian 29.00
13050 - Library Aide/Clerk 16.97
13054 - Library Information Technology Systems Administrator 26.18
13058 - Library Technician 18.54
13061 - Media Specialist I 18.90
13062 - Media Specialist II 21.14
13063 - Media Specialist III 23.56
13071 - Photographer I 18.00
13072 - Photographer II 20.13
13073 - Photographer III 24.94
13074 - Photographer IV 30.50
13075 - Photographer V 36.90
13090 - Technical Order Library Clerk 20.89
13110 - Video Teleconference Technician 18.90

14000 - Information Technology Occupations
14041 - Computer Operator I 22.34
14042 - Computer Operator II 24.97
14043 - Computer Operator III 28.86
14044 - Computer Operator IV 32.09
14045 - Computer Operator V 35.55
14071 - Computer Programmer I (see 1) 23.07

14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 22.34
14160 - Personal Computer Support Technician 32.09
14170 - System Support Specialist 38.43

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor
(Non-Rated) 33.73
15020 - Aircrew Training Devices Instructor (Rated) 40.81
15030 - Air Crew Training Devices Instructor
(Pilot) 48.93
15050 - Computer Based Training Specialist /
Instructor 33.73
15060 - Educational Technologist 34.21
15070 - Flight Instructor (Pilot) 48.93
15080 - Graphic Artist 26.45
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 48.93
15086 - Maintenance Test Pilot, Rotary Wing 48.93
15088 - Non-Maintenance Test/Co-Pilot 48.93
15090 - Technical Instructor 24.44
15095 - Technical Instructor/Course Developer 29.90
15110 - Test Proctor 21.37
15120 - Tutor 21.37

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 16.60
16030 - Counter Attendant 16.60
16040 - Dry Cleaner 18.97
16070 - Finisher, Flatwork, Machine 16.60
16090 - Presser, Hand 16.60
16110 - Presser, Machine, Drycleaning 16.60
16130 - Presser, Machine, Shirts 16.60
16160 - Presser, Machine, Wearing Apparel, Laundry 16.60
16190 - Sewing Machine Operator 19.76
16220 - Tailor 20.55
16250 - Washer, Machine 17.39

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.59
19040 - Tool And Die Maker 36.98

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.27
21030 - Material Coordinator 28.33
21040 - Material Expediter 28.33
21050 - Material Handling Laborer 18.84
21071 - Order Filler 18.79
21080 - Production Line Worker (Food Processing) 21.27
21110 - Shipping Packer 21.06
21130 - Shipping/Receiving Clerk 21.06
21140 - Store Worker I 16.94
21150 - Stock Clerk 19.48
21210 - Tools And Parts Attendant 21.27
21410 - Warehouse Specialist 21.27

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.62
23019 - Aircraft Logs and Records Technician 27.70
23021 - Aircraft Mechanic I 33.79
23022 - Aircraft Mechanic II 35.62
23023 - Aircraft Mechanic III 37.61
23040 - Aircraft Mechanic Helper 23.61
23050 - Aircraft, Painter 31.77
23060 - Aircraft Servicer 27.70
23070 - Aircraft Survival Flight Equipment
Technician 31.77
23080 - Aircraft Worker 29.72
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 29.72
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 33.79
23110 - Appliance Mechanic 24.45
23120 - Bicycle Repairer 22.64
23125 - Cable Splicer 53.38
23130 - Carpenter, Maintenance 28.77
23140 - Carpet Layer 27.69
23160 - Electrician, Maintenance 31.34
23181 - Electronics Technician Maintenance I 36.32
23182 - Electronics Technician Maintenance II 38.82
23183 - Electronics Technician Maintenance III 41.28
23260 - Fabric Worker 25.80
23290 - Fire Alarm System Mechanic 29.51
23310 - Fire Extinguisher Repairer 23.89
23311 - Fuel Distribution System Mechanic 31.72
23312 - Fuel Distribution System Operator 24.33
23370 - General Maintenance Worker 22.40
23380 - Ground Support Equipment Mechanic 33.79
23381 - Ground Support Equipment Servicer 27.70
23382 - Ground Support Equipment Worker 29.72
23391 - Gunsmith I 23.89
23392 - Gunsmith II 27.69
23393 - Gunsmith III 31.48
23410 - Heating, Ventilation And Air-Conditioning

Mechanic		26.70
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		28.14
23430 - Heavy Equipment Mechanic		32.15
23440 - Heavy Equipment Operator		26.95
23460 - Instrument Mechanic		31.48
23465 - Laboratory/Shelter Mechanic		29.59
23470 - Laborer		18.84
23510 - Locksmith		29.59
23530 - Machinery Maintenance Mechanic		39.94
23550 - Machinist, Maintenance		24.89
23580 - Maintenance Trades Helper		20.64
23591 - Metrology Technician I		31.48
23592 - Metrology Technician II		33.18
23593 - Metrology Technician III		35.03
23640 - Millwright		31.48
23710 - Office Appliance Repairer		28.22
23760 - Painter, Maintenance		23.27
23790 - Pipefitter, Maintenance		30.87
23810 - Plumber, Maintenance		29.02
23820 - Pneudraulic Systems Mechanic		31.48
23850 - Rigger		31.48
23870 - Scale Mechanic		27.69
23890 - Sheet-Metal Worker, Maintenance		27.65
23910 - Small Engine Mechanic		27.69
23931 - Telecommunications Mechanic I		34.46
23932 - Telecommunications Mechanic II		36.32
23950 - Telephone Lineman		28.90
23960 - Welder, Combination, Maintenance		26.75
23965 - Well Driller		31.48
23970 - Woodcraft Worker		31.48
23980 - Woodworker		23.89
24000 - Personal Needs Occupations		
24550 - Case Manager		22.50
24570 - Child Care Attendant		17.68
24580 - Child Care Center Clerk		22.04
24610 - Chore Aide		17.01
24620 - Family Readiness And Support Services Coordinator		22.50
24630 - Homemaker		22.50
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.77
25040 - Sewage Plant Operator		28.93
25070 - Stationary Engineer		30.77
25190 - Ventilation Equipment Tender		21.49
25210 - Water Treatment Plant Operator		28.93
27000 - Protective Service Occupations		
27004 - Alarm Monitor		26.55
27007 - Baggage Inspector		19.79
27008 - Corrections Officer		29.10
27010 - Court Security Officer		28.42
27030 - Detection Dog Handler		22.14
27040 - Detention Officer		29.10
27070 - Firefighter		28.41
27101 - Guard I		19.79
27102 - Guard II		22.14
27131 - Police Officer I		29.81
27132 - Police Officer II		33.13
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.04
28042 - Carnival Equipment Repairer		20.69
28043 - Carnival Worker		16.41
28210 - Gate Attendant/Gate Tender		22.57
28310 - Lifeguard		15.96
28350 - Park Attendant (Aide)		25.25
28510 - Recreation Aide/Health Facility Attendant		18.43
28515 - Recreation Specialist		31.28
28630 - Sports Official		20.11
28690 - Swimming Pool Operator		23.98
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.69
29020 - Hatch Tender		27.69
29030 - Line Handler		27.69
29041 - Stevedore I		25.80
29042 - Stevedore II		29.59
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	47.29
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.61
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.91
30021 - Archeological Technician I		21.43
30022 - Archeological Technician II		23.97
30023 - Archeological Technician III		29.69
30030 - Cartographic Technician		29.69
30040 - Civil Engineering Technician		34.71
30051 - Cryogenic Technician I		32.88
30052 - Cryogenic Technician II		36.31
30061 - Drafter/CAD Operator I		21.43
30062 - Drafter/CAD Operator II		23.97
30063 - Drafter/CAD Operator III		26.71

30064 - Drafter/CAD Operator IV		32.88
30081 - Engineering Technician I		19.09
30082 - Engineering Technician II		21.43
30083 - Engineering Technician III		23.97
30084 - Engineering Technician IV		29.69
30085 - Engineering Technician V		36.31
30086 - Engineering Technician VI		43.93
30090 - Environmental Technician		28.80
30095 - Evidence Control Specialist		29.69
30210 - Laboratory Technician		26.71
30221 - Latent Fingerprint Technician I		32.88
30222 - Latent Fingerprint Technician II		36.31
30240 - Mathematical Technician		29.69
30361 - Paralegal/Legal Assistant I		21.22
30362 - Paralegal/Legal Assistant II		26.29
30363 - Paralegal/Legal Assistant III		32.15
30364 - Paralegal/Legal Assistant IV		38.91
30375 - Petroleum Supply Specialist		36.31
30390 - Photo-Optics Technician		29.69
30395 - Radiation Control Technician		36.31
30461 - Technical Writer I		29.69
30462 - Technical Writer II		36.31
30463 - Technical Writer III		43.93
30491 - Unexploded Ordnance (UXO) Technician I		30.05
30492 - Unexploded Ordnance (UXO) Technician II		36.36
30493 - Unexploded Ordnance (UXO) Technician III		43.58
30494 - Unexploded (UXO) Safety Escort		30.05
30495 - Unexploded (UXO) Sweep Personnel		30.05
30501 - Weather Forecaster I		32.88
30502 - Weather Forecaster II		39.99
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.71
30621 - Weather Observer, Senior	(see 2)	29.69
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.36
31020 - Bus Aide		18.85
31030 - Bus Driver		24.50
31043 - Driver Courier		20.61
31260 - Parking and Lot Attendant		17.77
31290 - Shuttle Bus Driver		17.63
31310 - Taxi Driver		15.66
31361 - Truckdriver, Light		22.40
31362 - Truckdriver, Medium		24.19
31363 - Truckdriver, Heavy		26.68
31364 - Truckdriver, Tractor-Trailer		26.68
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.73
99030 - Cashier		16.69
99050 - Desk Clerk		16.99
99095 - Embalmer		30.05
99130 - Flight Follower		30.05
99251 - Laboratory Animal Caretaker I		18.18
99252 - Laboratory Animal Caretaker II		19.76
99260 - Marketing Analyst		31.08
99310 - Mortician		30.05
99410 - Pest Controller		23.00
99510 - Photofinishing Worker		15.79
99710 - Recycling Laborer		25.50
99711 - Recycling Specialist		29.01
99730 - Refuse Collector		24.32
99810 - Sales Clerk		17.52
99820 - School Crossing Guard		17.78
99830 - Survey Party Chief		29.30
99831 - Surveying Aide		22.29
99832 - Surveying Technician		27.72
99840 - Vending Machine Attendant		20.63
99841 - Vending Machine Repairer		25.98
99842 - Vending Machine Repairer Helper		20.63

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 $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
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))."""