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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210
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| Wage Determination No.: 2015-5451
Daniel W. Simms Division of | Revision No.: 28
Director Wage Determinations| Date Of Last Revision: 5/13/2026

State: New Mexico

Area: New Mexico Counties of Cibola, Colfax, McKinley, Mora, Rio Arriba, San Miguel and Taos

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.69
01012 - Accounting Clerk II		19.86
01013 - Accounting Clerk III		22.21
01020 - Administrative Assistant		35.42
01035 - Court Reporter		20.47
01041 - Customer Service Representative I		14.77
01042 - Customer Service Representative II		16.12
01043 - Customer Service Representative III		18.11
01051 - Data Entry Operator I		14.95
01052 - Data Entry Operator II		16.31
01060 - Dispatcher, Motor Vehicle		19.29
01070 - Document Preparation Clerk		16.31
01090 - Duplicating Machine Operator		16.31
01111 - General Clerk I		15.68

01112 - General Clerk II 17.11
01113 - General Clerk III 19.20
01120 - Housing Referral Assistant 22.83
01141 - Messenger Courier 13.28
01191 - Order Clerk I 14.95
01192 - Order Clerk II 16.31
01261 - Personnel Assistant (Employment) I 18.74
01262 - Personnel Assistant (Employment) II 20.97
01263 - Personnel Assistant (Employment) III 23.36
01270 - Production Control Clerk 23.17
01290 - Rental Clerk 16.00
01300 - Scheduler, Maintenance 18.30
01311 - Secretary I 18.30
01312 - Secretary II 20.47
01313 - Secretary III 22.83
01320 - Service Order Dispatcher 17.25
01410 - Supply Technician 35.42
01420 - Survey Worker 20.47
01460 - Switchboard Operator/Receptionist 16.18
01531 - Travel Clerk I 15.75
01532 - Travel Clerk II 17.45
01533 - Travel Clerk III 18.99
01611 - Word Processor I 16.31
01612 - Word Processor II 18.30
01613 - Word Processor III 20.47

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 24.05
05010 - Automotive Electrician 18.15
05040 - Automotive Glass Installer 16.80
05070 - Automotive Worker 16.80
05110 - Mobile Equipment Servicer 14.08
05130 - Motor Equipment Metal Mechanic 19.52
05160 - Motor Equipment Metal Worker 16.80
05190 - Motor Vehicle Mechanic 19.52
05220 - Motor Vehicle Mechanic Helper 13.62
05250 - Motor Vehicle Upholstery Worker 15.82
05280 - Motor Vehicle Wrecker 16.80
05310 - Painter, Automotive 18.15
05340 - Radiator Repair Specialist 16.80
05370 - Tire Repairer 14.29
05400 - Transmission Repair Specialist 19.52

07000 - Food Preparation And Service Occupations
07010 - Baker 14.59
07041 - Cook I 16.20
07042 - Cook II 19.32
07070 - Dishwasher 13.67
07130 - Food Service Worker 13.62
07210 - Meat Cutter 17.75
07260 - Waiter/Waitress 13.86

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 26.75

09040 - Furniture Handler 15.33
09080 - Furniture Refinisher 26.75
09090 - Furniture Refinisher Helper 18.72
09110 - Furniture Repairer, Minor 22.76
09130 - Upholsterer 26.75

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.28
11060 - Elevator Operator 16.38
11090 - Gardener 22.49
11122 - Housekeeping Aide 16.40
11150 - Janitor 16.40
11210 - Laborer, Grounds Maintenance 16.62
11240 - Maid or Houseman 13.85
11260 - Pruner 15.86
11270 - Tractor Operator 20.28
11330 - Trail Maintenance Worker 16.62
11360 - Window Cleaner 17.25

12000 - Health Occupations
12010 - Ambulance Driver 17.82
12011 - Breath Alcohol Technician 27.03
12012 - Certified Occupational Therapist Assistant 37.08
12015 - Certified Physical Therapist Assistant 32.22
12020 - Dental Assistant 21.52
12025 - Dental Hygienist 47.25
12030 - EKG Technician 40.94
12035 - Electroneurodiagnostic Technologist 40.94
12040 - Emergency Medical Technician 17.82
12071 - Licensed Practical Nurse I 24.16
12072 - Licensed Practical Nurse II 27.03
12073 - Licensed Practical Nurse III 30.12
12100 - Medical Assistant 18.75
12130 - Medical Laboratory Technician 26.87
12160 - Medical Record Clerk 21.12
12190 - Medical Record Technician 23.61
12195 - Medical Transcriptionist 24.16
12210 - Nuclear Medicine Technologist 59.39
12221 - Nursing Assistant I 13.95
12222 - Nursing Assistant II 15.69
12223 - Nursing Assistant III 17.12
12224 - Nursing Assistant IV 19.22
12235 - Optical Dispenser 27.03
12236 - Optical Technician 24.16
12250 - Pharmacy Technician 21.75
12280 - Phlebotomist 24.16
12305 - Radiologic Technologist 36.66
12311 - Registered Nurse I 27.99
12312 - Registered Nurse II 34.24
12313 - Registered Nurse II, Specialist 34.24
12314 - Registered Nurse III 41.42
12315 - Registered Nurse III, Anesthetist 41.42
12316 - Registered Nurse IV 49.65
12317 - Scheduler (Drug and Alcohol Testing) 33.48

12320 - Substance Abuse Treatment Counselor 31.21

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 19.70
13012 - Exhibits Specialist II 24.40
13013 - Exhibits Specialist III 29.84
13041 - Illustrator I 19.48
13042 - Illustrator II 24.15
13043 - Illustrator III 29.03
13047 - Librarian 27.03
13050 - Library Aide/Clerk 13.53
13054 - Library Information Technology Systems Administrator 24.40
13058 - Library Technician 17.34
13061 - Media Specialist I 17.60
13062 - Media Specialist II 19.70
13063 - Media Specialist III 21.96
13071 - Photographer I 17.60
13072 - Photographer II 19.70
13073 - Photographer III 24.40
13074 - Photographer IV 29.40
13075 - Photographer V 35.56
13090 - Technical Order Library Clerk 17.11
13110 - Video Teleconference Technician 18.57

14000 - Information Technology Occupations
14041 - Computer Operator I 21.26
14042 - Computer Operator II 23.78
14043 - Computer Operator III 26.52
14044 - Computer Operator IV 29.47
14045 - Computer Operator V 32.63
14071 - Computer Programmer I (see 1) 24.65
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 21.26
14160 - Personal Computer Support Technician 29.47
14170 - System Support Specialist 32.63

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 35.42
15020 - Aircrew Training Devices Instructor (Rated) 42.85
15030 - Air Crew Training Devices Instructor (Pilot) 51.38
15050 - Computer Based Training Specialist / Instructor 35.42
15060 - Educational Technologist 35.26
15070 - Flight Instructor (Pilot) 51.38
15080 - Graphic Artist 30.33
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 51.38

15086 - Maintenance Test Pilot, Rotary Wing 51.38
15088 - Non-Maintenance Test/Co-Pilot 51.38
15090 - Technical Instructor 27.72
15095 - Technical Instructor/Course Developer 36.70
15110 - Test Proctor 22.37
15120 - Tutor 22.37

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) 26.75
19040 - Tool And Die Maker 34.15

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.80
21030 - Material Coordinator 25.49
21040 - Material Expediter 25.49
21050 - Material Handling Laborer 16.10
21071 - Order Filler 17.14
21080 - Production Line Worker (Food Processing) 20.80
21110 - Shipping Packer 17.76
21130 - Shipping/Receiving Clerk 17.76
21140 - Store Worker I 15.37
21150 - Stock Clerk 18.71
21210 - Tools And Parts Attendant 20.80
21410 - Warehouse Specialist 20.80

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.58
23019 - Aircraft Logs and Records Technician 22.76
23021 - Aircraft Mechanic I 28.77
23022 - Aircraft Mechanic II 30.58
23023 - Aircraft Mechanic III 32.38
23040 - Aircraft Mechanic Helper 18.72
23050 - Aircraft, Painter 26.75
23060 - Aircraft Servicer 22.76
23070 - Aircraft Survival Flight Equipment
Technician 26.75
23080 - Aircraft Worker 24.76
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 24.76
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 28.77

23110 - Appliance Mechanic 26.75
23120 - Bicycle Repairer 20.75
23125 - Cable Splicer 39.17
23130 - Carpenter, Maintenance 21.97
23140 - Carpet Layer 24.76
23160 - Electrician, Maintenance 27.63
23181 - Electronics Technician Maintenance I 25.16
23182 - Electronics Technician Maintenance II 27.32
23183 - Electronics Technician Maintenance III 29.47
23260 - Fabric Worker 22.76
23290 - Fire Alarm System Mechanic 28.77
23310 - Fire Extinguisher Repairer 20.75
23311 - Fuel Distribution System Mechanic 28.77
23312 - Fuel Distribution System Operator 20.75
23370 - General Maintenance Worker 18.09
23380 - Ground Support Equipment Mechanic 28.77
23381 - Ground Support Equipment Servicer 22.76
23382 - Ground Support Equipment Worker 24.76
23391 - Gunsmith I 20.75
23392 - Gunsmith II 24.76
23393 - Gunsmith III 28.77
23410 - Heating, Ventilation And Air-Conditioning
Mechanic 24.14
23411 - Heating, Ventilation And Air Contidioning
Mechanic (Research Facility) 23.56
23430 - Heavy Equipment Mechanic 32.06
23440 - Heavy Equipment Operator 24.56
23460 - Instrument Mechanic 28.77
23465 - Laboratory/Shelter Mechanic 26.75
23470 - Laborer 16.10
23510 - Locksmith 26.75
23530 - Machinery Maintenance Mechanic 33.05
23550 - Machinist, Maintenance 34.23
23580 - Maintenance Trades Helper 16.01
23591 - Metrology Technician I 28.77
23592 - Metrology Technician II 30.58
23593 - Metrology Technician III 32.38
23640 - Millwright 28.77
23710 - Office Appliance Repairer 26.75
23760 - Painter, Maintenance 21.18
23790 - Pipefitter, Maintenance 25.68
23810 - Plumber, Maintenance 23.88
23820 - Pneudraulic Systems Mechanic 28.77
23850 - Rigger 28.77
23870 - Scale Mechanic 24.76
23890 - Sheet-Metal Worker, Maintenance 28.77
23910 - Small Engine Mechanic 24.76
23931 - Telecommunications Mechanic I 34.32
23932 - Telecommunications Mechanic II 36.50
23950 - Telephone Lineman 28.77
23960 - Welder, Combination, Maintenance 26.93
23965 - Well Driller 29.78
23970 - Woodcraft Worker 28.77
23980 - Woodworker 20.75

24000 - Personal Needs Occupations
24550 - Case Manager 21.74
24570 - Child Care Attendant 13.92
24580 - Child Care Center Clerk 17.88
24610 - Chore Aide 12.95
24620 - Family Readiness And Support Services Coordinator 21.74
24630 - Homemaker 21.74

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.12
25040 - Sewage Plant Operator 20.15
25070 - Stationary Engineer 26.12
25190 - Ventilation Equipment Tender 17.01
25210 - Water Treatment Plant Operator 19.94

27000 - Protective Service Occupations
27004 - Alarm Monitor 18.72
27007 - Baggage Inspector 17.20
27008 - Corrections Officer 22.00
27010 - Court Security Officer 20.62
27030 - Detection Dog Handler 19.24
27040 - Detention Officer 22.00
27070 - Firefighter 19.91
27101 - Guard I 17.20
27102 - Guard II 19.24
27131 - Police Officer I 25.68
27132 - Police Officer II 28.54

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.55
28042 - Carnival Equipment Repairer 19.45
28043 - Carnival Worker 13.59
28210 - Gate Attendant/Gate Tender 17.63
28310 - Lifeguard 13.20
28350 - Park Attendant (Aide) 19.71
28510 - Recreation Aide/Health Facility Attendant 14.39
28515 - Recreation Specialist 24.44
28630 - Sports Official 15.70
28690 - Swimming Pool Operator 23.40

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.76
29020 - Hatch Tender 24.76
29030 - Line Handler 24.76
29041 - Stevedore I 22.76
29042 - Stevedore II 26.75

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.58
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 32.12

30012 - Air Traffic Control Specialist, Terminal
(HFO) (see 2) 35.36
30021 - Archeological Technician I 19.13
30022 - Archeological Technician II 21.45
30023 - Archeological Technician III 26.48
30030 - Cartographic Technician 26.59
30040 - Civil Engineering Technician 26.30
30051 - Cryogenic Technician I 28.29
30052 - Cryogenic Technician II 31.24
30061 - Drafter/CAD Operator I 19.13
30062 - Drafter/CAD Operator II 21.45
30063 - Drafter/CAD Operator III 23.93
30064 - Drafter/CAD Operator IV 29.33
30081 - Engineering Technician I 17.03
30082 - Engineering Technician II 19.11
30083 - Engineering Technician III 21.37
30084 - Engineering Technician IV 26.48
30085 - Engineering Technician V 32.39
30086 - Engineering Technician VI 39.19
30090 - Environmental Technician 29.81
30095 - Evidence Control Specialist 25.54
30210 - Laboratory Technician 24.87
30221 - Latent Fingerprint Technician I 28.29
30222 - Latent Fingerprint Technician II 31.24
30240 - Mathematical Technician 26.59
30361 - Paralegal/Legal Assistant I 23.71
30362 - Paralegal/Legal Assistant II 29.37
30363 - Paralegal/Legal Assistant III 35.92
30364 - Paralegal/Legal Assistant IV 43.46
30375 - Petroleum Supply Specialist 31.24
30390 - Photo-Optics Technician 26.59
30395 - Radiation Control Technician 31.24
30461 - Technical Writer I 27.88
30462 - Technical Writer II 34.10
30463 - Technical Writer III 41.26
30491 - Unexploded Ordnance (UXO) Technician I 29.60
30492 - Unexploded Ordnance (UXO) Technician II 35.81
30493 - Unexploded Ordnance (UXO) Technician III 42.92
30494 - Unexploded (UXO) Safety Escort 29.60
30495 - Unexploded (UXO) Sweep Personnel 29.60
30501 - Weather Forecaster I 29.33
30502 - Weather Forecaster II 35.67
30620 - Weather Observer, Combined Upper Air Or
Surface Programs (see 2) 23.93
30621 - Weather Observer, Senior (see 2) 26.59

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.81
31020 - Bus Aide 13.09
31030 - Bus Driver 19.42
31043 - Driver Courier 17.75
31260 - Parking and Lot Attendant 13.21
31290 - Shuttle Bus Driver 14.92
31310 - Taxi Driver 11.43

31361 - Truckdriver, Light 18.05
31362 - Truckdriver, Medium 22.18
31363 - Truckdriver, Heavy 23.05
31364 - Truckdriver, Tractor-Trailer 23.05

99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.46
99030 - Cashier 13.79
99050 - Desk Clerk 13.42
99095 - Embalmer 29.60
99130 - Flight Follower 29.60
99251 - Laboratory Animal Caretaker I 20.68
99252 - Laboratory Animal Caretaker II 22.93
99260 - Marketing Analyst 25.22
99310 - Mortician 29.60
99410 - Pest Controller 25.15
99510 - Photofinishing Worker 15.55
99710 - Recycling Laborer 20.41
99711 - Recycling Specialist 25.04
99730 - Refuse Collector 18.80
99810 - Sales Clerk 14.72
99820 - School Crossing Guard 16.17
99830 - Survey Party Chief 26.19
99831 - Surveying Aide 23.83
99832 - Surveying Technician 24.03
99840 - Vending Machine Attendant 18.88
99841 - Vending Machine Repairer 23.78
99842 - Vending Machine Repairer Helper 18.00

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 contract from May 11, 2026, through December 31, 2026. 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 10 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. (See 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))."""
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