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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.: 2015-5419
Revision No.: 32
Date Of Last Revision: 5/13/2026

State: Colorado

Area: Colorado Counties of Adams, Arapahoe, Broomfield, Clear Creek, Denver, Douglas, Elbert, Gilpin, Jefferson and Park

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.19
01012 - Accounting Clerk II		24.91
01013 - Accounting Clerk III		27.86
01020 - Administrative Assistant		31.69
01035 - Court Reporter		36.35
01041 - Customer Service Representative I		18.56
01042 - Customer Service Representative II		20.26
01043 - Customer Service Representative III		22.74
01051 - Data Entry Operator I		21.42
01052 - Data Entry Operator II		23.38
01060 - Dispatcher, Motor Vehicle		25.29
01070 - Document Preparation Clerk		22.38
01090 - Duplicating Machine Operator		22.38
01111 - General Clerk I		22.31
01112 - General Clerk II		24.34
01113 - General Clerk III		27.32
01120 - Housing Referral Assistant		26.68
01141 - Messenger Courier		22.02
01191 - Order Clerk I		21.13
01192 - Order Clerk II		23.06
01261 - Personnel Assistant (Employment) I		20.87
01262 - Personnel Assistant (Employment) II		23.34
01263 - Personnel Assistant (Employment) III		26.03
01270 - Production Control Clerk		31.45
01290 - Rental Clerk		21.75
01300 - Scheduler, Maintenance		21.38
01311 - Secretary I		21.38
01312 - Secretary II		23.93
01313 - Secretary III		26.68
01320 - Service Order Dispatcher		22.61
01410 - Supply Technician		31.69
01420 - Survey Worker		23.43
01460 - Switchboard Operator/Receptionist		20.06
01531 - Travel Clerk I		21.96
01532 - Travel Clerk II		24.65
01533 - Travel Clerk III		27.50
01611 - Word Processor I		21.90
01612 - Word Processor II		24.58
01613 - Word Processor III		27.49
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		30.59
05010 - Automotive Electrician		25.61
05040 - Automotive Glass Installer		23.97
05070 - Automotive Worker		23.97
05110 - Mobile Equipment Servicer		20.77
05130 - Motor Equipment Metal Mechanic		27.20
05160 - Motor Equipment Metal Worker		23.97
05190 - Motor Vehicle Mechanic		27.20
05220 - Motor Vehicle Mechanic Helper		19.65
05250 - Motor Vehicle Upholstery Worker		22.39
05280 - Motor Vehicle Wrecker		23.97
05310 - Painter, Automotive		25.61
05340 - Radiator Repair Specialist		23.97
05370 - Tire Repairer		18.77
05400 - Transmission Repair Specialist		27.20

07000 - Food Preparation And Service Occupations		
07010 - Baker		18.97
07041 - Cook I		20.06
07042 - Cook II		23.04
07070 - Dishwasher		18.34
07130 - Food Service Worker		18.89
07210 - Meat Cutter		22.30
07260 - Waiter/Waitress		16.28
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		22.60
09040 - Furniture Handler		18.14
09080 - Furniture Refinisher		24.17
09090 - Furniture Refinisher Helper		19.24
09110 - Furniture Repairer, Minor		21.90
09130 - Upholsterer		24.70
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		19.46
11060 - Elevator Operator		17.95
11090 - Gardener		24.61
11122 - Housekeeping Aide		17.95
11150 - Janitor		17.95
11210 - Laborer, Grounds Maintenance		21.67
11240 - Maid or Houseman		18.24
11260 - Pruner		20.69
11270 - Tractor Operator		23.63
11330 - Trail Maintenance Worker		21.67
11360 - Window Cleaner		18.80
12000 - Health Occupations		
12010 - Ambulance Driver		20.95
12011 - Breath Alcohol Technician		30.01
12012 - Certified Occupational Therapist Assistant		34.08
12015 - Certified Physical Therapist Assistant		31.32
12020 - Dental Assistant		25.51
12025 - Dental Hygienist		51.86
12030 - EKG Technician		41.12
12035 - Electroneurodiagnostic Technologist		41.12
12040 - Emergency Medical Technician		20.95
12071 - Licensed Practical Nurse I		26.83
12072 - Licensed Practical Nurse II		30.01
12073 - Licensed Practical Nurse III		33.45
12100 - Medical Assistant		22.99
12130 - Medical Laboratory Technician		35.29
12160 - Medical Record Clerk		26.05
12190 - Medical Record Technician		29.13
12195 - Medical Transcriptionist		20.88
12210 - Nuclear Medicine Technologist		54.15
12221 - Nursing Assistant I		16.17
12222 - Nursing Assistant II		18.16
12223 - Nursing Assistant III		19.82
12224 - Nursing Assistant IV		22.26
12235 - Optical Dispenser		22.49
12236 - Optical Technician		22.55
12250 - Pharmacy Technician		23.40
12280 - Phlebotomist		23.14
12305 - Radiologic Technologist		41.43
12311 - Registered Nurse I		29.98
12312 - Registered Nurse II		36.67
12313 - Registered Nurse II, Specialist		36.67
12314 - Registered Nurse III		43.96
12315 - Registered Nurse III, Anesthetist		43.96
12316 - Registered Nurse IV		53.17
12317 - Scheduler (Drug and Alcohol Testing)		37.18
12320 - Substance Abuse Treatment Counselor		28.41
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.72
13012 - Exhibits Specialist II		31.86
13013 - Exhibits Specialist III		38.96
13041 - Illustrator I		23.28
13042 - Illustrator II		28.85
13043 - Illustrator III		35.29
13047 - Librarian		35.15
13050 - Library Aide/Clerk		15.88
13054 - Library Information Technology Systems Administrator		31.74
13058 - Library Technician		21.60
13061 - Media Specialist I		22.90
13062 - Media Specialist II		25.61
13063 - Media Specialist III		28.57
13071 - Photographer I		21.44
13072 - Photographer II		23.98
13073 - Photographer III		29.71
13074 - Photographer IV		36.34
13075 - Photographer V		43.97
13090 - Technical Order Library Clerk		18.10
13110 - Video Teleconference Technician		26.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		26.27
14042 - Computer Operator II		29.38
14043 - Computer Operator III		32.75
14044 - Computer Operator IV		36.39
14045 - Computer Operator V		40.31
14071 - Computer Programmer I	(see 1)	
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		26.27
14160 - Personal Computer Support Technician		36.39
14170 - System Support Specialist		40.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		40.32
15020 - Aircrew Training Devices Instructor (Rated)		48.77
15030 - Air Crew Training Devices Instructor (Pilot)		58.48
15050 - Computer Based Training Specialist / Instructor		40.32
15060 - Educational Technologist		39.47
15070 - Flight Instructor (Pilot)		58.48
15080 - Graphic Artist		34.65
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		58.48
15086 - Maintenance Test Pilot, Rotary Wing		58.48
15088 - Non-Maintenance Test/Co-Pilot		58.48
15090 - Technical Instructor		29.60
15095 - Technical Instructor/Course Developer		36.20
15110 - Test Proctor		23.90
15120 - Tutor		23.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		20.00
16030 - Counter Attendant		20.00
16040 - Dry Cleaner		22.85
16070 - Finisher, Flatwork, Machine		20.00
16090 - Presser, Hand		20.00
16110 - Presser, Machine, Drycleaning		20.00
16130 - Presser, Machine, Shirts		20.00
16160 - Presser, Machine, Wearing Apparel, Laundry		20.00
16190 - Sewing Machine Operator		23.80
16220 - Tailor		24.75
16250 - Washer, Machine		20.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.10
19040 - Tool And Die Maker		29.07
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.34
21030 - Material Coordinator		31.45
21040 - Material Expediter		31.45
21050 - Material Handling Laborer		21.97
21071 - Order Filler		20.00
21080 - Production Line Worker (Food Processing)		23.34
21110 - Shipping Packer		22.22
21130 - Shipping/Receiving Clerk		22.22
21140 - Store Worker I		20.08
21150 - Stock Clerk		23.08
21210 - Tools And Parts Attendant		23.34
21410 - Warehouse Specialist		23.34
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		43.43
23019 - Aircraft Logs and Records Technician		33.88
23021 - Aircraft Mechanic I		41.27
23022 - Aircraft Mechanic II		43.43
23023 - Aircraft Mechanic III		45.24
23040 - Aircraft Mechanic Helper		29.26
23050 - Aircraft, Painter		38.84
23060 - Aircraft Servicer		33.88
23070 - Aircraft Survival Flight Equipment Technician		38.84
23080 - Aircraft Worker		36.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		36.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		41.27
23110 - Appliance Mechanic		27.13
23120 - Bicycle Repairer		22.24
23125 - Cable Splicer		45.78
23130 - Carpenter, Maintenance		29.55
23140 - Carpet Layer		28.90
23160 - Electrician, Maintenance		30.29
23181 - Electronics Technician Maintenance I		32.07
23182 - Electronics Technician Maintenance II		34.24
23183 - Electronics Technician Maintenance III		36.38
23260 - Fabric Worker		27.34
23290 - Fire Alarm System Mechanic		30.94
23310 - Fire Extinguisher Repairer		25.55
23311 - Fuel Distribution System Mechanic		32.00
23312 - Fuel Distribution System Operator		24.57
23370 - General Maintenance Worker		25.24
23380 - Ground Support Equipment Mechanic		41.27
23381 - Ground Support Equipment Servicer		33.88
23382 - Ground Support Equipment Worker		36.38
23391 - Gunsmith I		25.55
23392 - Gunsmith II		29.34
23393 - Gunsmith III		33.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic		31.25

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		32.89
23430 - Heavy Equipment Mechanic		33.07
23440 - Heavy Equipment Operator		30.43
23460 - Instrument Mechanic		34.46
23465 - Laboratory/Shelter Mechanic		31.33
23470 - Laborer		21.97
23510 - Locksmith		23.55
23530 - Machinery Maintenance Mechanic		35.43
23550 - Machinist, Maintenance		28.67
23580 - Maintenance Trades Helper		22.37
23591 - Metrology Technician I		34.46
23592 - Metrology Technician II		36.27
23593 - Metrology Technician III		37.77
23640 - Millwright		36.59
23710 - Office Appliance Repairer		28.53
23760 - Painter, Maintenance		25.77
23790 - Pipefitter, Maintenance		32.85
23810 - Plumber, Maintenance		30.92
23820 - Pneudraulic Systems Mechanic		33.29
23850 - Rigger		29.92
23870 - Scale Mechanic		29.34
23890 - Sheet-Metal Worker, Maintenance		29.20
23910 - Small Engine Mechanic		24.03
23931 - Telecommunications Mechanic I		32.61
23932 - Telecommunications Mechanic II		34.32
23950 - Telephone Lineman		30.91
23960 - Welder, Combination, Maintenance		28.22
23965 - Well Driller		29.90
23970 - Woodcraft Worker		33.29
23980 - Woodworker		25.55
24000 - Personal Needs Occupations		
24550 - Case Manager		23.21
24570 - Child Care Attendant		18.62
24580 - Child Care Center Clerk		23.21
24610 - Chore Aide		18.17
24620 - Family Readiness And Support Services Coordinator		23.21
24630 - Homemaker		23.21
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		38.09
25040 - Sewage Plant Operator		34.47
25070 - Stationary Engineer		38.09
25190 - Ventilation Equipment Tender		28.07
25210 - Water Treatment Plant Operator		34.47
27000 - Protective Service Occupations		
27004 - Alarm Monitor		32.21
27007 - Baggage Inspector		19.89
27008 - Corrections Officer		30.87
27010 - Court Security Officer		36.80
27030 - Detection Dog Handler		22.25
27040 - Detention Officer		30.87
27070 - Firefighter		42.72
27101 - Guard I		19.89
27102 - Guard II		22.25
27131 - Police Officer I		44.63
27132 - Police Officer II		49.60
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.27
28042 - Carnival Equipment Repairer		20.07
28043 - Carnival Worker		16.87
28210 - Gate Attendant/Gate Tender		22.48
28310 - Lifeguard		17.70
28350 - Park Attendant (Aide)		25.14
28510 - Recreation Aide/Health Facility Attendant		18.35
28515 - Recreation Specialist		31.14
28630 - Sports Official		20.03
28690 - Swimming Pool Operator		23.05
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		34.15
29020 - Hatch Tender		34.15
29030 - Line Handler		34.15
29041 - Stevedore I		31.81
29042 - Stevedore II		36.46
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	51.37
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	35.43
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	39.01
30021 - Archeological Technician I		24.99
30022 - Archeological Technician II		27.95
30023 - Archeological Technician III		34.63
30030 - Cartographic Technician		34.63
30040 - Civil Engineering Technician		31.28
30051 - Cryogenic Technician I		38.35
30052 - Cryogenic Technician II		42.35
30061 - Drafter/CAD Operator I		24.99
30062 - Drafter/CAD Operator II		27.95
30063 - Drafter/CAD Operator III		31.15
30064 - Drafter/CAD Operator IV		38.35

30081 - Engineering Technician I		18.81
30082 - Engineering Technician II		21.11
30083 - Engineering Technician III		23.61
30084 - Engineering Technician IV		29.25
30085 - Engineering Technician V		35.77
30086 - Engineering Technician VI		43.28
30090 - Environmental Technician		31.20
30095 - Evidence Control Specialist		34.63
30210 - Laboratory Technician		30.08
30221 - Latent Fingerprint Technician I		35.76
30222 - Latent Fingerprint Technician II		39.50
30240 - Mathematical Technician		34.63
30361 - Paralegal/Legal Assistant I		25.15
30362 - Paralegal/Legal Assistant II		31.15
30363 - Paralegal/Legal Assistant III		38.10
30364 - Paralegal/Legal Assistant IV		46.10
30375 - Petroleum Supply Specialist		42.35
30390 - Photo-Optics Technician		34.63
30395 - Radiation Control Technician		42.35
30461 - Technical Writer I		33.43
30462 - Technical Writer II		40.88
30463 - Technical Writer III		49.46
30491 - Unexploded Ordnance (UXO) Technician I		32.65
30492 - Unexploded Ordnance (UXO) Technician II		39.50
30493 - Unexploded Ordnance (UXO) Technician III		47.35
30494 - Unexploded (UXO) Safety Escort		32.65
30495 - Unexploded (UXO) Sweep Personnel		32.65
30501 - Weather Forecaster I		38.35
30502 - Weather Forecaster II		46.65
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	31.15
30621 - Weather Observer, Senior	(see 2)	34.63
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.50
31020 - Bus Aide		21.49
31030 - Bus Driver		27.84
31043 - Driver Courier		22.05
31260 - Parking and Lot Attendant		18.65
31290 - Shuttle Bus Driver		19.67
31310 - Taxi Driver		17.86
31361 - Truckdriver, Light		22.97
31362 - Truckdriver, Medium		24.57
31363 - Truckdriver, Heavy		30.23
31364 - Truckdriver, Tractor-Trailer		30.23
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.26
99030 - Cashier		17.44
99050 - Desk Clerk		18.16
99095 - Embalmer		32.20
99130 - Flight Follower		32.65
99251 - Laboratory Animal Caretaker I		20.12
99252 - Laboratory Animal Caretaker II		21.16
99260 - Marketing Analyst		38.79
99310 - Mortician		32.20
99410 - Pest Controller		24.41
99510 - Photofinishing Worker		17.59
99710 - Recycling Laborer		31.15
99711 - Recycling Specialist		33.97
99730 - Refuse Collector		29.74
99810 - Sales Clerk		18.03
99820 - School Crossing Guard		18.11
99830 - Survey Party Chief		29.84
99831 - Surveying Aide		16.56
99832 - Surveying Technician		27.12
99840 - Vending Machine Attendant		22.67
99841 - Vending Machine Repairer		28.50
99842 - Vending Machine Repairer Helper		22.67

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))."""