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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.: 2015-5435
Revision No.: 30
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State: Colorado

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

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 hour
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))."""