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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.: 2015-5423
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State: Colorado

Area: Colorado Counties of Mesa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.90
01012 - Accounting Clerk II		20.09
01013 - Accounting Clerk III		22.47
01020 - Administrative Assistant		26.49
01035 - Court Reporter		20.91
01041 - Customer Service Representative I		15.72
01042 - Customer Service Representative II		17.15
01043 - Customer Service Representative III		19.25
01051 - Data Entry Operator I		16.90
01052 - Data Entry Operator II		18.44
01060 - Dispatcher, Motor Vehicle		22.21
01070 - Document Preparation Clerk		16.65
01090 - Duplicating Machine Operator		16.65
01111 - General Clerk I		19.82
01112 - General Clerk II		21.63
01113 - General Clerk III		24.27
01120 - Housing Referral Assistant		23.30

01141 - Messenger Courier	16.69
01191 - Order Clerk I	18.73
01192 - Order Clerk II	20.44
01261 - Personnel Assistant (Employment) I	19.36
01262 - Personnel Assistant (Employment) II	21.65
01263 - Personnel Assistant (Employment) III	24.13
01270 - Production Control Clerk	27.70
01290 - Rental Clerk	19.68
01300 - Scheduler, Maintenance	18.69
01311 - Secretary I	18.69
01312 - Secretary II	20.91
01313 - Secretary III	23.30
01320 - Service Order Dispatcher	19.86
01410 - Supply Technician	26.49
01420 - Survey Worker	21.08
01460 - Switchboard Operator/Receptionist	17.53
01531 - Travel Clerk I	16.65
01532 - Travel Clerk II	18.69
01533 - Travel Clerk III	20.91
01611 - Word Processor I	16.65
01612 - Word Processor II	18.69
01613 - Word Processor III	20.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.46
05010 - Automotive Electrician	23.93
05040 - Automotive Glass Installer	22.42
05070 - Automotive Worker	22.42
05110 - Mobile Equipment Servicer	19.35
05130 - Motor Equipment Metal Mechanic	25.46
05160 - Motor Equipment Metal Worker	22.42
05190 - Motor Vehicle Mechanic	25.46
05220 - Motor Vehicle Mechanic Helper	17.83
05250 - Motor Vehicle Upholstery Worker	20.88
05280 - Motor Vehicle Wrecker	22.42
05310 - Painter, Automotive	23.93
05340 - Radiator Repair Specialist	22.42
05370 - Tire Repairer	16.72
05400 - Transmission Repair Specialist	25.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.56
07041 - Cook I	18.22
07042 - Cook II	21.12
07070 - Dishwasher	15.71
07130 - Food Service Worker	17.37
07210 - Meat Cutter	18.86
07260 - Waiter/Waitress	16.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.19
09040 - Furniture Handler	15.48
09080 - Furniture Refinisher	25.19
09090 - Furniture Refinisher Helper	18.76
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	25.19

11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.00
11060 - Elevator Operator	17.60
11090 - Gardener	24.54
11122 - Housekeeping Aide	17.60
11150 - Janitor	17.60
11210 - Laborer, Grounds Maintenance	18.65
11240 - Maid or Houseman	15.97
11260 - Pruner	17.13
11270 - Tractor Operator	22.60
11330 - Trail Maintenance Worker	18.65
11360 - Window Cleaner	19.20
12000 - Health Occupations	
12010 - Ambulance Driver	20.02
12011 - Breath Alcohol Technician	26.37
12012 - Certified Occupational Therapist Assistant	34.64
12015 - Certified Physical Therapist Assistant	31.08
12020 - Dental Assistant	22.48
12025 - Dental Hygienist	45.60
12030 - EKG Technician	39.95
12035 - Electroneurodiagnostic Technologist	39.95
12040 - Emergency Medical Technician	20.02
12071 - Licensed Practical Nurse I	23.58
12072 - Licensed Practical Nurse II	26.37
12073 - Licensed Practical Nurse III	29.39
12100 - Medical Assistant	21.80
12130 - Medical Laboratory Technician	30.79
12160 - Medical Record Clerk	22.32
12190 - Medical Record Technician	24.97
12195 - Medical Transcriptionist	20.79
12210 - Nuclear Medicine Technologist	57.95
12221 - Nursing Assistant I	13.98
12222 - Nursing Assistant II	15.72
12223 - Nursing Assistant III	17.16
12224 - Nursing Assistant IV	19.26
12235 - Optical Dispenser	20.56
12236 - Optical Technician	23.58
12250 - Pharmacy Technician	22.45
12280 - Phlebotomist	21.58
12305 - Radiologic Technologist	36.47
12311 - Registered Nurse I	26.48
12312 - Registered Nurse II	32.38
12313 - Registered Nurse II, Specialist	32.38
12314 - Registered Nurse III	39.17
12315 - Registered Nurse III, Anesthetist	39.17
12316 - Registered Nurse IV	46.96
12317 - Scheduler (Drug and Alcohol Testing)	32.66
12320 - Substance Abuse Treatment Counselor	25.96
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.64
13012 - Exhibits Specialist II	26.81
13013 - Exhibits Specialist III	32.80
13041 - Illustrator I	21.64

13042 - Illustrator II		26.81
13043 - Illustrator III		32.80
13047 - Librarian		29.69
13050 - Library Aide/Clerk		17.24
13054 - Library Information Technology Systems Administrator		26.81
13058 - Library Technician		17.69
13061 - Media Specialist I		19.34
13062 - Media Specialist II		21.64
13063 - Media Specialist III		24.13
13071 - Photographer I		19.24
13072 - Photographer II		21.53
13073 - Photographer III		26.66
13074 - Photographer IV		32.62
13075 - Photographer V		39.46
13090 - Technical Order Library Clerk		21.75
13110 - Video Teleconference Technician		19.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.98
14042 - Computer Operator II		22.35
14043 - Computer Operator III		24.93
14044 - Computer Operator IV		27.70
14045 - Computer Operator V		30.67
14071 - Computer Programmer I	(see 1)	17.71
14072 - Computer Programmer II	(see 1)	21.95
14073 - Computer Programmer III	(see 1)	26.84
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.98
14160 - Personal Computer Support Technician		27.70
14170 - System Support Specialist		30.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.35
15020 - Aircrew Training Devices Instructor (Rated)		45.19
15030 - Air Crew Training Devices Instructor (Pilot)		54.18
15050 - Computer Based Training Specialist / Instructor		37.35
15060 - Educational Technologist		32.23
15070 - Flight Instructor (Pilot)		54.18
15080 - Graphic Artist		25.14
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		54.18
15086 - Maintenance Test Pilot, Rotary Wing		54.18
15088 - Non-Maintenance Test/Co-Pilot		54.18
15090 - Technical Instructor		22.76
15095 - Technical Instructor/Course Developer		27.84
15110 - Test Proctor		18.38
15120 - Tutor		18.38
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)	26.09
19040 - Tool And Die Maker	32.48
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.48
21030 - Material Coordinator	27.70
21040 - Material Expediter	27.70
21050 - Material Handling Laborer	18.41
21071 - Order Filler	18.95
21080 - Production Line Worker (Food Processing)	20.48
21110 - Shipping Packer	19.61
21130 - Shipping/Receiving Clerk	19.61
21140 - Store Worker I	15.77
21150 - Stock Clerk	20.04
21210 - Tools And Parts Attendant	20.48
21410 - Warehouse Specialist	20.48
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.43
23019 - Aircraft Logs and Records Technician	22.76
23021 - Aircraft Mechanic I	27.76
23022 - Aircraft Mechanic II	29.43
23023 - Aircraft Mechanic III	30.89
23040 - Aircraft Mechanic Helper	19.44
23050 - Aircraft, Painter	26.09
23060 - Aircraft Servicer	22.76
23070 - Aircraft Survival Flight Equipment Technician	26.09
23080 - Aircraft Worker	24.44
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.44
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.76
23110 - Appliance Mechanic	26.09
23120 - Bicycle Repairer	20.54
23125 - Cable Splicer	33.13
23130 - Carpenter, Maintenance	23.16
23140 - Carpet Layer	24.44
23160 - Electrician, Maintenance	27.57
23181 - Electronics Technician Maintenance I	29.14
23182 - Electronics Technician Maintenance II	31.10
23183 - Electronics Technician Maintenance III	33.09
23260 - Fabric Worker	22.76
23290 - Fire Alarm System Mechanic	27.76

23310 - Fire Extinguisher Repairer 21.10
23311 - Fuel Distribution System Mechanic 27.02
23312 - Fuel Distribution System Operator 20.54
23370 - General Maintenance Worker 22.00
23380 - Ground Support Equipment Mechanic 27.76
23381 - Ground Support Equipment Servicer 22.76
23382 - Ground Support Equipment Worker 24.44
23391 - Gunsmith I 21.10
23392 - Gunsmith II 24.44
23393 - Gunsmith III 27.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic 26.75
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 28.36
23430 - Heavy Equipment Mechanic 31.35
23440 - Heavy Equipment Operator 26.00
23460 - Instrument Mechanic 27.76
23465 - Laboratory/Shelter Mechanic 26.09
23470 - Laborer 18.41
23510 - Locksmith 26.09
23530 - Machinery Maintenance Mechanic 29.93
23550 - Machinist, Maintenance 22.92
23580 - Maintenance Trades Helper 18.68
23591 - Metrology Technician I 27.76
23592 - Metrology Technician II 29.43
23593 - Metrology Technician III 30.89
23640 - Millwright 27.76
23710 - Office Appliance Repairer 24.08
23760 - Painter, Maintenance 23.06
23790 - Pipefitter, Maintenance 29.71
23810 - Plumber, Maintenance 27.92
23820 - Pneudraulic Systems Mechanic 27.76
23850 - Rigger 27.76
23870 - Scale Mechanic 24.44
23890 - Sheet-Metal Worker, Maintenance 28.29
23910 - Small Engine Mechanic 24.44
23931 - Telecommunications Mechanic I 33.73
23932 - Telecommunications Mechanic II 35.76
23950 - Telephone Lineman 28.84
23960 - Welder, Combination, Maintenance 24.02
23965 - Well Driller 27.76
23970 - Woodcraft Worker 27.76
23980 - Woodworker 21.10

24000 - Personal Needs Occupations
24550 - Case Manager 20.66
24570 - Child Care Attendant 17.23
24580 - Child Care Center Clerk 21.48
24610 - Chore Aide 16.20
24620 - Family Readiness And Support Services Coordinator 20.66
24630 - Homemaker 20.66

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 36.40
25040 - Sewage Plant Operator 34.21

25070 - Stationary Engineer		36.40
25190 - Ventilation Equipment Tender		25.48
25210 - Water Treatment Plant Operator		34.21
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.69
27007 - Baggage Inspector		18.50
27008 - Corrections Officer		30.59
27010 - Court Security Officer		32.18
27030 - Detection Dog Handler		20.69
27040 - Detention Officer		30.59
27070 - Firefighter		32.18
27101 - Guard I		18.50
27102 - Guard II		20.69
27131 - Police Officer I		37.19
27132 - Police Officer II		41.33
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.16
28042 - Carnival Equipment Repairer		20.80
28043 - Carnival Worker		14.49
28210 - Gate Attendant/Gate Tender		20.85
28310 - Lifeguard		14.92
28350 - Park Attendant (Aide)		23.32
28510 - Recreation Aide/Health Facility Attendant		17.02
28515 - Recreation Specialist		28.88
28630 - Sports Official		18.57
28690 - Swimming Pool Operator		24.11
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.44
29020 - Hatch Tender		24.44
29030 - Line Handler		24.44
29041 - Stevedore I		22.76
29042 - Stevedore II		26.09
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		20.72
30022 - Archeological Technician II		23.18
30023 - Archeological Technician III		28.71
30030 - Cartographic Technician		28.71
30040 - Civil Engineering Technician		30.39
30051 - Cryogenic Technician I		31.80
30052 - Cryogenic Technician II		35.11
30061 - Drafter/CAD Operator I		20.72
30062 - Drafter/CAD Operator II		23.18
30063 - Drafter/CAD Operator III		25.83
30064 - Drafter/CAD Operator IV		31.80
30081 - Engineering Technician I		18.46
30082 - Engineering Technician II		20.72

30083 - Engineering Technician III		23.18
30084 - Engineering Technician IV		28.71
30085 - Engineering Technician V		35.11
30086 - Engineering Technician VI		42.48
30090 - Environmental Technician		28.71
30095 - Evidence Control Specialist		28.71
30210 - Laboratory Technician		25.83
30221 - Latent Fingerprint Technician I		31.80
30222 - Latent Fingerprint Technician II		35.11
30240 - Mathematical Technician		28.71
30361 - Paralegal/Legal Assistant I		23.00
30362 - Paralegal/Legal Assistant II		28.51
30363 - Paralegal/Legal Assistant III		34.86
30364 - Paralegal/Legal Assistant IV		42.19
30375 - Petroleum Supply Specialist		35.11
30390 - Photo-Optics Technician		28.71
30395 - Radiation Control Technician		35.11
30461 - Technical Writer I		28.71
30462 - Technical Writer II		35.11
30463 - Technical Writer III		42.48
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		31.80
30502 - Weather Forecaster II		38.68
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.83
30621 - Weather Observer, Senior	(see 2)	28.71
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.84
31030 - Bus Driver		22.48
31043 - Driver Courier		19.19
31260 - Parking and Lot Attendant		14.51
31290 - Shuttle Bus Driver		18.22
31310 - Taxi Driver		16.85
31361 - Truckdriver, Light		20.83
31362 - Truckdriver, Medium		22.48
31363 - Truckdriver, Heavy		26.55
31364 - Truckdriver, Tractor-Trailer		26.55
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		15.34
99050 - Desk Clerk		16.20
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.37
99252 - Laboratory Animal Caretaker II		18.85
99260 - Marketing Analyst		30.02
99310 - Mortician		29.28
99410 - Pest Controller		23.89
99510 - Photofinishing Worker		15.39

99710 - Recycling Laborer	28.16
99711 - Recycling Specialist	34.13
99730 - Refuse Collector	25.81
99810 - Sales Clerk	16.33
99820 - School Crossing Guard	16.56
99830 - Survey Party Chief	22.45
99831 - Surveying Aide	17.06
99832 - Surveying Technician	21.23
99840 - Vending Machine Attendant	21.90
99841 - Vending Machine Repairer	27.55
99842 - Vending Machine Repairer Helper	21.90

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 determ 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))."""