"

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.: 2015-5427
Revision No.: 30
Date Of Last Revision: 5/13/2026

State: Colorado

Area: Colorado Counties of Pueblo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.35
01012 - Accounting Clerk II		20.60
01013 - Accounting Clerk III		23.04
01020 - Administrative Assistant		27.12
01035 - Court Reporter		21.49
01041 - Customer Service Representative I		15.91
01042 - Customer Service Representative II		17.36
01043 - Customer Service Representative III		19.49
01051 - Data Entry Operator I		17.33
01052 - Data Entry Operator II		18.90
01060 - Dispatcher, Motor Vehicle		21.98
01070 - Document Preparation Clerk		17.12
01090 - Duplicating Machine Operator		17.12
01111 - General Clerk I		18.74
01112 - General Clerk II		20.45
01113 - General Clerk III		22.95
01120 - Housing Referral Assistant		23.96
01141 - Messenger Courier		13.94
01191 - Order Clerk I		18.71
01192 - Order Clerk II		20.42
01261 - Personnel Assistant (Employment) I		19.21
01262 - Personnel Assistant (Employment) II		21.49
01263 - Personnel Assistant (Employment) III		23.96
01270 - Production Control Clerk		27.04
01290 - Rental Clerk		21.39
01300 - Scheduler, Maintenance		19.21
01311 - Secretary I		19.21
01312 - Secretary II		21.49
01313 - Secretary III		23.96
01320 - Service Order Dispatcher		19.65
01410 - Supply Technician		27.12
01420 - Survey Worker		22.13
01460 - Switchboard Operator/Receptionist		17.56
01531 - Travel Clerk I		16.46
01532 - Travel Clerk II		18.48
01533 - Travel Clerk III		20.12
01611 - Word Processor I		17.12
01612 - Word Processor II		19.21
01613 - Word Processor III		21.49
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		27.51
05010 - Automotive Electrician		23.53
05040 - Automotive Glass Installer		22.07
05070 - Automotive Worker		22.07
05110 - Mobile Equipment Servicer		19.13
05130 - Motor Equipment Metal Mechanic		25.00
05160 - Motor Equipment Metal Worker		22.07
05190 - Motor Vehicle Mechanic		25.00
05220 - Motor Vehicle Mechanic Helper		17.66
05250 - Motor Vehicle Upholstery Worker		20.61
05280 - Motor Vehicle Wrecker		22.07
05310 - Painter, Automotive		23.53
05340 - Radiator Repair Specialist		22.07
05370 - Tire Repairer		16.87
05400 - Transmission Repair Specialist		25.00
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.15

07041 - Cook I		17.93
07042 - Cook II		20.69
07070 - Dishwasher		15.96
07130 - Food Service Worker		17.22
07210 - Meat Cutter		20.55
07260 - Waiter/Waitress		15.81
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		25.59
09040 - Furniture Handler		16.62
09080 - Furniture Refinisher		25.59
09090 - Furniture Refinisher Helper		19.20
09110 - Furniture Repairer, Minor		22.42
09130 - Upholsterer		25.59
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		18.58
11060 - Elevator Operator		18.16
11090 - Gardener		23.25
11122 - Housekeeping Aide		18.16
11150 - Janitor		18.16
11210 - Laborer, Grounds Maintenance		19.27
11240 - Maid or Houseman		16.02
11260 - Pruner		18.39
11270 - Tractor Operator		21.46
11330 - Trail Maintenance Worker		19.27
11360 - Window Cleaner		19.03
12000 - Health Occupations		
12010 - Ambulance Driver		24.02
12011 - Breath Alcohol Technician		29.04
12012 - Certified Occupational Therapist Assistant		32.07
12015 - Certified Physical Therapist Assistant		30.78
12020 - Dental Assistant		21.65
12025 - Dental Hygienist		44.98
12030 - EKG Technician		43.98
12035 - Electroneurodiagnostic Technologist		43.98
12040 - Emergency Medical Technician		24.02
12071 - Licensed Practical Nurse I		25.96
12072 - Licensed Practical Nurse II		29.04
12073 - Licensed Practical Nurse III		32.36
12100 - Medical Assistant		20.85
12130 - Medical Laboratory Technician		31.76
12160 - Medical Record Clerk		22.77
12190 - Medical Record Technician		25.47
12195 - Medical Transcriptionist		22.51
12210 - Nuclear Medicine Technologist		63.81
12221 - Nursing Assistant I		14.89
12222 - Nursing Assistant II		16.75
12223 - Nursing Assistant III		18.28
12224 - Nursing Assistant IV		20.52
12235 - Optical Dispenser		18.25
12236 - Optical Technician		25.96
12250 - Pharmacy Technician		21.51
12280 - Phlebotomist		21.12
12305 - Radiologic Technologist		42.34
12311 - Registered Nurse I		28.68
12312 - Registered Nurse II		35.08
12313 - Registered Nurse II, Specialist		35.08
12314 - Registered Nurse III		42.44
12315 - Registered Nurse III, Anesthetist		42.44
12316 - Registered Nurse IV		50.87
12317 - Scheduler (Drug and Alcohol Testing)		35.97
12320 - Substance Abuse Treatment Counselor		28.45
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.97
13012 - Exhibits Specialist II		27.21
13013 - Exhibits Specialist III		33.29
13041 - Illustrator I		21.97
13042 - Illustrator II		27.21
13043 - Illustrator III		33.29
13047 - Librarian		30.14
13050 - Library Aide/Clerk		17.49
13054 - Library Information Technology Systems Administrator		27.21
13058 - Library Technician		19.36
13061 - Media Specialist I		19.63
13062 - Media Specialist II		21.97
13063 - Media Specialist III		24.48
13071 - Photographer I		19.63
13072 - Photographer II		21.97
13073 - Photographer III		27.21
13074 - Photographer IV		33.29
13075 - Photographer V		40.27
13090 - Technical Order Library Clerk		21.97
13110 - Video Teleconference Technician		19.63
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.31
14042 - Computer Operator II		22.70
14043 - Computer Operator III		25.98
14044 - Computer Operator IV		28.86
14045 - Computer Operator V		31.96
14071 - Computer Programmer I	(see 1)	16.10
14072 - Computer Programmer II	(see 1)	19.95
14073 - Computer Programmer III	(see 1)	24.40
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		20.31
14160 - Personal Computer Support Technician		28.86
14170 - System Support Specialist		31.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.12
15020 - Aircrew Training Devices Instructor (Rated)		40.08
15030 - Air Crew Training Devices Instructor (Pilot)		48.05
15050 - Computer Based Training Specialist / Instructor		33.12
15060 - Educational Technologist		36.46
15070 - Flight Instructor (Pilot)		48.05
15080 - Graphic Artist		26.97
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.05
15086 - Maintenance Test Pilot, Rotary Wing		48.05
15088 - Non-Maintenance Test/Co-Pilot		48.05
15090 - Technical Instructor		25.58
15095 - Technical Instructor/Course Developer		31.29
15110 - Test Proctor		20.66
15120 - Tutor		20.66
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)		28.37
19040 - Tool And Die Maker		35.34
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.23
21030 - Material Coordinator		27.04
21040 - Material Expediter		27.04
21050 - Material Handling Laborer		22.24
21071 - Order Filler		18.34
21080 - Production Line Worker (Food Processing)		22.23
21110 - Shipping Packer		20.15
21130 - Shipping/Receiving Clerk		20.15
21140 - Store Worker I		15.81
21150 - Stock Clerk		18.18
21210 - Tools And Parts Attendant		22.23
21410 - Warehouse Specialist		22.23
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.86
23019 - Aircraft Logs and Records Technician		24.85
23021 - Aircraft Mechanic I		30.13
23022 - Aircraft Mechanic II		31.86
23023 - Aircraft Mechanic III		33.54
23040 - Aircraft Mechanic Helper		21.29
23050 - Aircraft, Painter		28.37
23060 - Aircraft Servicer		24.85
23070 - Aircraft Survival Flight Equipment Technician		28.37
23080 - Aircraft Worker		26.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		26.61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		30.13
23110 - Appliance Mechanic		28.37
23120 - Bicycle Repairer		23.06
23125 - Cable Splicer		49.64
23130 - Carpenter, Maintenance		27.40
23140 - Carpet Layer		26.61
23160 - Electrician, Maintenance		28.70
23181 - Electronics Technician Maintenance I		28.55
23182 - Electronics Technician Maintenance II		30.43
23183 - Electronics Technician Maintenance III		32.33
23260 - Fabric Worker		24.85
23290 - Fire Alarm System Mechanic		30.13
23310 - Fire Extinguisher Repairer		23.06
23311 - Fuel Distribution System Mechanic		30.13
23312 - Fuel Distribution System Operator		23.06
23370 - General Maintenance Worker		23.79
23380 - Ground Support Equipment Mechanic		30.13
23381 - Ground Support Equipment Servicer		24.85
23382 - Ground Support Equipment Worker		26.61
23391 - Gunsmith I		23.06
23392 - Gunsmith II		26.61
23393 - Gunsmith III		30.13
23410 - Heating, Ventilation And Air-Conditioning Mechanic		27.83
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		29.42

23430 - Heavy Equipment Mechanic		31.75
23440 - Heavy Equipment Operator		28.76
23460 - Instrument Mechanic		30.13
23465 - Laboratory/Shelter Mechanic		28.37
23470 - Laborer		22.24
23510 - Locksmith		28.37
23530 - Machinery Maintenance Mechanic		35.47
23550 - Machinist, Maintenance		26.20
23580 - Maintenance Trades Helper		21.29
23591 - Metrology Technician I		30.13
23592 - Metrology Technician II		31.86
23593 - Metrology Technician III		33.54
23640 - Millwright		30.13
23710 - Office Appliance Repairer		28.37
23760 - Painter, Maintenance		24.14
23790 - Pipefitter, Maintenance		28.31
23810 - Plumber, Maintenance		26.65
23820 - Pneudraulic Systems Mechanic		30.13
23850 - Rigger		30.13
23870 - Scale Mechanic		26.61
23890 - Sheet-Metal Worker, Maintenance		30.13
23910 - Small Engine Mechanic		26.61
23931 - Telecommunications Mechanic I		29.63
23932 - Telecommunications Mechanic II		31.33
23950 - Telephone Lineman		28.19
23960 - Welder, Combination, Maintenance		23.91
23965 - Well Driller		30.13
23970 - Woodcraft Worker		30.13
23980 - Woodworker		23.06
24000 - Personal Needs Occupations		
24550 - Case Manager		21.64
24570 - Child Care Attendant		17.28
24580 - Child Care Center Clerk		21.54
24610 - Chore Aide		16.37
24620 - Family Readiness And Support Services Coordinator		21.64
24630 - Homemaker		21.64
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		31.72
25040 - Sewage Plant Operator		29.81
25070 - Stationary Engineer		31.83
25190 - Ventilation Equipment Tender		22.57
25210 - Water Treatment Plant Operator		29.81
27000 - Protective Service Occupations		
27004 - Alarm Monitor		25.16
27007 - Baggage Inspector		18.89
27008 - Corrections Officer		27.41
27010 - Court Security Officer		30.59
27030 - Detection Dog Handler		21.13
27040 - Detention Officer		27.41
27070 - Firefighter		33.54
27101 - Guard I		18.89
27102 - Guard II		21.13
27131 - Police Officer I		33.87
27132 - Police Officer II		37.64
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.94
28042 - Carnival Equipment Repairer		18.35
28043 - Carnival Worker		14.52
28210 - Gate Attendant/Gate Tender		18.48
28310 - Lifeguard		16.47
28350 - Park Attendant (Aide)		20.68
28510 - Recreation Aide/Health Facility Attendant		15.09
28515 - Recreation Specialist		25.61
28630 - Sports Official		16.47
28690 - Swimming Pool Operator		21.18
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.61
29020 - Hatch Tender		26.61
29030 - Line Handler		26.61
29041 - Stevedore I		24.85
29042 - Stevedore II		28.37
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		18.51
30022 - Archeological Technician II		20.71
30023 - Archeological Technician III		25.67
30030 - Cartographic Technician		25.67
30040 - Civil Engineering Technician		26.33
30051 - Cryogenic Technician I		28.42
30052 - Cryogenic Technician II		31.41
30061 - Drafter/CAD Operator I		18.51
30062 - Drafter/CAD Operator II		20.71
30063 - Drafter/CAD Operator III		23.10
30064 - Drafter/CAD Operator IV		28.42
30081 - Engineering Technician I		16.50
30082 - Engineering Technician II		18.51

30083 - Engineering Technician III		20.71
30084 - Engineering Technician IV		25.67
30085 - Engineering Technician V		31.41
30086 - Engineering Technician VI		37.98
30090 - Environmental Technician		25.67
30095 - Evidence Control Specialist		25.67
30210 - Laboratory Technician		23.70
30221 - Latent Fingerprint Technician I		28.42
30222 - Latent Fingerprint Technician II		31.41
30240 - Mathematical Technician		25.67
30361 - Paralegal/Legal Assistant I		21.23
30362 - Paralegal/Legal Assistant II		26.31
30363 - Paralegal/Legal Assistant III		32.18
30364 - Paralegal/Legal Assistant IV		38.93
30375 - Petroleum Supply Specialist		31.41
30390 - Photo-Optics Technician		25.67
30395 - Radiation Control Technician		31.41
30461 - Technical Writer I		25.67
30462 - Technical Writer II		31.41
30463 - Technical Writer III		37.98
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		28.42
30502 - Weather Forecaster II		34.57
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.10
30621 - Weather Observer, Senior	(see 2)	25.67
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.36
31020 - Bus Aide		16.73
31030 - Bus Driver		21.75
31043 - Driver Courier		18.63
31260 - Parking and Lot Attendant		15.97
31290 - Shuttle Bus Driver		19.29
31310 - Taxi Driver		14.59
31361 - Truckdriver, Light		20.18
31362 - Truckdriver, Medium		21.75
31363 - Truckdriver, Heavy		25.15
31364 - Truckdriver, Tractor-Trailer		25.15
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.73
99030 - Cashier		15.21
99050 - Desk Clerk		15.80
99095 - Embalmer		30.05
99130 - Flight Follower		30.05
99251 - Laboratory Animal Caretaker I		19.01
99252 - Laboratory Animal Caretaker II		20.59
99260 - Marketing Analyst		32.18
99310 - Mortician		30.05
99410 - Pest Controller		22.61
99510 - Photofinishing Worker		15.79
99710 - Recycling Laborer		19.69
99711 - Recycling Specialist		22.26
99730 - Refuse Collector		18.79
99810 - Sales Clerk		16.27
99820 - School Crossing Guard		17.06
99830 - Survey Party Chief		21.45
99831 - Surveying Aide		15.50
99832 - Surveying Technician		19.84
99840 - Vending Machine Attendant		19.37
99841 - Vending Machine Repairer		24.21
99842 - Vending Machine Repairer Helper		19.37

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))."""