

WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT LABOR STANDARDS ACT

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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 Division of
Director Wage Determinations

Wage Determination No.: 2015-5435
Revision No.: 5
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Colorado

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.52
01012 - Accounting Clerk II		15.18
01013 - Accounting Clerk III		16.98
01020 - Administrative Assistant		21.23
01035 - Court Reporter		17.36
01041 - Customer Service Representative I		13.09
01042 - Customer Service Representative II		14.71
01043 - Customer Service Representative III		16.06
01051 - Data Entry Operator I		13.13
01052 - Data Entry Operator II		14.33
01060 - Dispatcher, Motor Vehicle		19.64
01070 - Document Preparation Clerk		13.82
01090 - Duplicating Machine Operator		13.82
01111 - General Clerk I		13.37
01112 - General Clerk II		14.60
01113 - General Clerk III		16.39
01120 - Housing Referral Assistant		19.35
01141 - Messenger Courier		11.40
01191 - Order Clerk I		13.53
01192 - Order Clerk II		14.77
01261 - Personnel Assistant (Employment) I		16.52
01262 - Personnel Assistant (Employment) II		18.49
01263 - Personnel Assistant (Employment) III		20.60
01270 - Production Control Clerk		22.15
01290 - Rental Clerk		13.56
01300 - Scheduler, Maintenance		15.52

01311	- Secretary I	15.52
01312	- Secretary II	17.36
01313	- Secretary III	19.35
01320	- Service Order Dispatcher	17.55
01410	- Supply Technician	21.23
01420	- Survey Worker	15.45
01460	- Switchboard Operator/Receptionist	13.39
01531	- Travel Clerk I	11.97
01532	- Travel Clerk II	12.82
01533	- Travel Clerk III	13.54
01611	- Word Processor I	13.82
01612	- Word Processor II	15.52
01613	- Word Processor III	17.36
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	24.19
05010	- Automotive Electrician	20.69
05040	- Automotive Glass Installer	18.99
05070	- Automotive Worker	18.99
05110	- Mobile Equipment Servicer	16.21
05130	- Motor Equipment Metal Mechanic	20.77
05160	- Motor Equipment Metal Worker	18.99
05190	- Motor Vehicle Mechanic	20.77
05220	- Motor Vehicle Mechanic Helper	14.90
05250	- Motor Vehicle Upholstery Worker	18.68
05280	- Motor Vehicle Wrecker	18.99
05310	- Painter, Automotive	20.12
05340	- Radiator Repair Specialist	18.99
05370	- Tire Repairer	12.78
05400	- Transmission Repair Specialist	20.69
07000	- Food Preparation And Service Occupations	
07010	- Baker	13.68
07041	- Cook I	13.41
07042	- Cook II	15.57
07070	- Dishwasher	10.38
07130	- Food Service Worker	10.97
07210	- Meat Cutter	16.10
07260	- Waiter/Waitress	10.13
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.78
09040	- Furniture Handler	14.98
09080	- Furniture Refinisher	22.47
09090	- Furniture Refinisher Helper	18.11
09110	- Furniture Repairer, Minor	21.25
09130	- Upholsterer	20.83
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.70
11060	- Elevator Operator	13.21
11090	- Gardener	17.71
11122	- Housekeeping Aide	13.21
11150	- Janitor	13.21
11210	- Laborer, Grounds Maintenance	13.68
11240	- Maid or Houseman	10.88
11260	- Pruner	12.27
11270	- Tractor Operator	16.53
11330	- Trail Maintenance Worker	13.68
11360	- Window Cleaner	14.69
12000	- Health Occupations	
12010	- Ambulance Driver	17.99
12011	- Breath Alcohol Technician	19.29
12012	- Certified Occupational Therapist Assistant	25.10
12015	- Certified Physical Therapist Assistant	23.58
12020	- Dental Assistant	18.73
12025	- Dental Hygienist	35.51

12030 - EKG Technician	29.23
12035 - Electroneurodiagnostic Technologist	29.23
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	17.25
12072 - Licensed Practical Nurse II	19.29
12073 - Licensed Practical Nurse III	21.50
12100 - Medical Assistant	15.29
12130 - Medical Laboratory Technician	18.80
12160 - Medical Record Clerk	15.49
12190 - Medical Record Technician	17.64
12195 - Medical Transcriptionist	17.25
12210 - Nuclear Medicine Technologist	42.39
12221 - Nursing Assistant I	10.96
12222 - Nursing Assistant II	12.32
12223 - Nursing Assistant III	13.45
12224 - Nursing Assistant IV	15.10
12235 - Optical Dispenser	17.80
12236 - Optical Technician	17.25
12250 - Pharmacy Technician	16.30
12280 - Phlebotomist	16.60
12305 - Radiologic Technologist	28.04
12311 - Registered Nurse I	23.56
12312 - Registered Nurse II	28.83
12313 - Registered Nurse II, Specialist	28.83
12314 - Registered Nurse III	34.88
12315 - Registered Nurse III, Anesthetist	34.88
12316 - Registered Nurse IV	41.79
12317 - Scheduler (Drug and Alcohol Testing)	23.89
12320 - Substance Abuse Treatment Counselor	21.47
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.14
13012 - Exhibits Specialist II	24.94
13013 - Exhibits Specialist III	30.52
13041 - Illustrator I	20.14
13042 - Illustrator II	24.94
13043 - Illustrator III	30.52
13047 - Librarian	27.63
13050 - Library Aide/Clerk	13.76
13054 - Library Information Technology Systems Administrator	24.94
13058 - Library Technician	16.30
13061 - Media Specialist I	16.92
13062 - Media Specialist II	19.73
13063 - Media Specialist III	22.00
13071 - Photographer I	15.26
13072 - Photographer II	17.07
13073 - Photographer III	21.14
13074 - Photographer IV	25.87
13075 - Photographer V	31.29
13090 - Technical Order Library Clerk	15.13
13110 - Video Teleconference Technician	17.00
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.86
14042 - Computer Operator II	15.50
14043 - Computer Operator III	17.92
14044 - Computer Operator IV	19.93
14045 - Computer Operator V	22.07
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		13.86
14160 - Personal Computer Support Technician		19.93
14170 - System Support Specialist		27.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.24
15020 - Aircrew Training Devices Instructor (Rated)		34.16
15030 - Air Crew Training Devices Instructor (Pilot)		40.94
15050 - Computer Based Training Specialist / Instructor		28.24
15060 - Educational Technologist		30.95
15070 - Flight Instructor (Pilot)		40.94
15080 - Graphic Artist		23.91
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.94
15086 - Maintenance Test Pilot, Rotary Wing		40.94
15088 - Non-Maintenance Test/Co-Pilot		40.94
15090 - Technical Instructor		20.04
15095 - Technical Instructor/Course Developer		24.52
15110 - Test Proctor		17.66
15120 - Tutor		17.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.17
16030 - Counter Attendant		10.17
16040 - Dry Cleaner		11.61
16070 - Finisher, Flatwork, Machine		10.17
16090 - Presser, Hand		10.17
16110 - Presser, Machine, Drycleaning		10.17
16130 - Presser, Machine, Shirts		10.17
16160 - Presser, Machine, Wearing Apparel, Laundry		10.17
16190 - Sewing Machine Operator		12.09
16220 - Tailor		12.57
16250 - Washer, Machine		10.65
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.38
19040 - Tool And Die Maker		30.45
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.88
21030 - Material Coordinator		22.15
21040 - Material Expediter		22.15
21050 - Material Handling Laborer		13.32
21071 - Order Filler		12.91
21080 - Production Line Worker (Food Processing)		15.88
21110 - Shipping Packer		14.93
21130 - Shipping/Receiving Clerk		14.93
21140 - Store Worker I		11.12
21150 - Stock Clerk		15.38
21210 - Tools And Parts Attendant		15.88
21410 - Warehouse Specialist		15.88
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.18
23019 - Aircraft Logs and Records Technician		20.53
23021 - Aircraft Mechanic I		23.84
23022 - Aircraft Mechanic II		25.18
23023 - Aircraft Mechanic III		26.53
23040 - Aircraft Mechanic Helper		18.37
23050 - Aircraft, Painter		23.72
23060 - Aircraft Servicer		20.53
23070 - Aircraft Survival Flight Equipment Technician		23.72
23080 - Aircraft Worker		21.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		21.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		23.84
23110 - Appliance Mechanic		24.38

23120 - Bicycle Repairer	14.05
23125 - Cable Splicer	33.13
23130 - Carpenter, Maintenance	22.49
23140 - Carpet Layer	22.81
23160 - Electrician, Maintenance	26.88
23181 - Electronics Technician Maintenance I	22.81
23182 - Electronics Technician Maintenance II	24.38
23183 - Electronics Technician Maintenance III	25.94
23260 - Fabric Worker	21.25
23290 - Fire Alarm System Mechanic	25.05
23310 - Fire Extinguisher Repairer	19.68
23311 - Fuel Distribution System Mechanic	26.22
23312 - Fuel Distribution System Operator	20.11
23370 - General Maintenance Worker	17.59
23380 - Ground Support Equipment Mechanic	23.84
23381 - Ground Support Equipment Servicer	20.53
23382 - Ground Support Equipment Worker	21.52
23391 - Gunsmith I	19.68
23392 - Gunsmith II	22.81
23393 - Gunsmith III	25.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.68
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.95
23430 - Heavy Equipment Mechanic	23.20
23440 - Heavy Equipment Operator	22.18
23460 - Instrument Mechanic	25.94
23465 - Laboratory/Shelter Mechanic	24.38
23470 - Laborer	13.32
23510 - Locksmith	24.38
23530 - Machinery Maintenance Mechanic	29.49
23550 - Machinist, Maintenance	20.87
23580 - Maintenance Trades Helper	18.11
23591 - Metrology Technician I	25.94
23592 - Metrology Technician II	27.33
23593 - Metrology Technician III	28.86
23640 - Millwright	25.94
23710 - Office Appliance Repairer	22.47
23760 - Painter, Maintenance	18.60
23790 - Pipefitter, Maintenance	23.77
23810 - Plumber, Maintenance	22.35
23820 - Pneudraulic Systems Mechanic	25.94
23850 - Rigger	25.94
23870 - Scale Mechanic	22.81
23890 - Sheet-Metal Worker, Maintenance	24.90
23910 - Small Engine Mechanic	19.20
23931 - Telecommunications Mechanic I	26.52
23932 - Telecommunications Mechanic II	27.95
23950 - Telephone Lineman	26.22
23960 - Welder, Combination, Maintenance	21.10
23965 - Well Driller	25.94
23970 - Woodcraft Worker	25.94
23980 - Woodworker	19.68
24000 - Personal Needs Occupations	
24550 - Case Manager	15.22
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.28
24610 - Chore Aide	10.62
24620 - Family Readiness And Support Services Coordinator	15.22
24630 - Homemaker	15.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.31

25040 - Sewage Plant Operator	22.00
25070 - Stationary Engineer	26.31
25190 - Ventilation Equipment Tender	18.65
25210 - Water Treatment Plant Operator	21.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	15.65
27008 - Corrections Officer	22.72
27010 - Court Security Officer	23.22
27030 - Detection Dog Handler	17.51
27040 - Detention Officer	22.72
27070 - Firefighter	23.71
27101 - Guard I	15.65
27102 - Guard II	17.51
27131 - Police Officer I	22.77
27132 - Police Officer II	25.30
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.39
28042 - Carnival Equipment Repairer	15.65
28043 - Carnival Worker	10.71
28210 - Gate Attendant/Gate Tender	16.94
28310 - Lifeguard	13.32
28350 - Park Attendant (Aide)	18.95
28510 - Recreation Aide/Health Facility Attendant	13.83
28515 - Recreation Specialist	23.47
28630 - Sports Official	15.09
28690 - Swimming Pool Operator	18.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.81
29020 - Hatch Tender	22.81
29030 - Line Handler	22.81
29041 - Stevedore I	21.25
29042 - Stevedore II	24.38
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	16.76
30022 - Archeological Technician II	18.75
30023 - Archeological Technician III	23.21
30030 - Cartographic Technician	23.21
30040 - Civil Engineering Technician	23.66
30051 - Cryogenic Technician I	25.71
30052 - Cryogenic Technician II	28.41
30061 - Drafter/CAD Operator I	16.76
30062 - Drafter/CAD Operator II	18.75
30063 - Drafter/CAD Operator III	20.89
30064 - Drafter/CAD Operator IV	25.71
30081 - Engineering Technician I	14.92
30082 - Engineering Technician II	16.76
30083 - Engineering Technician III	18.75
30084 - Engineering Technician IV	23.21
30085 - Engineering Technician V	28.41
30086 - Engineering Technician VI	34.36
30090 - Environmental Technician	24.32
30095 - Evidence Control Specialist	23.21
30210 - Laboratory Technician	21.88
30221 - Latent Fingerprint Technician I	25.71
30222 - Latent Fingerprint Technician II	28.41
30240 - Mathematical Technician	23.21
30361 - Paralegal/Legal Assistant I	18.31
30362 - Paralegal/Legal Assistant II	22.67
30363 - Paralegal/Legal Assistant III	27.74

30364 - Paralegal/Legal Assistant IV	33.56
30375 - Petroleum Supply Specialist	28.41
30390 - Photo-Optics Technician	23.21
30395 - Radiation Control Technician	28.41
30461 - Technical Writer I	23.21
30462 - Technical Writer II	28.41
30463 - Technical Writer III	34.36
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	25.71
30502 - Weather Forecaster II	31.28
30620 - Weather Observer, Combined Upper Air Or	(see 2) 20.89
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 23.21
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	12.36
31030 - Bus Driver	17.48
31043 - Driver Courier	15.29
31260 - Parking and Lot Attendant	11.98
31290 - Shuttle Bus Driver	16.62
31310 - Taxi Driver	13.42
31361 - Truckdriver, Light	16.62
31362 - Truckdriver, Medium	17.94
31363 - Truckdriver, Heavy	20.28
31364 - Truckdriver, Tractor-Trailer	20.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	10.44
99050 - Desk Clerk	10.20
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	16.80
99252 - Laboratory Animal Caretaker II	18.26
99260 - Marketing Analyst	24.16
99310 - Mortician	23.85
99410 - Pest Controller	19.71
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	16.25
99711 - Recycling Specialist	19.40
99730 - Refuse Collector	14.75
99810 - Sales Clerk	11.82
99820 - School Crossing Guard	14.18
99830 - Survey Party Chief	21.12
99831 - Surveying Aide	16.05
99832 - Surveying Technician	19.97
99840 - Vending Machine Attendant	16.80
99841 - Vending Machine Repairer	21.16
99842 - Vending Machine Repairer Helper	16.80

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).