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REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-5421
Director	Wage Determinations		Revision No.: 11
			Date Of Revision: 07/11/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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 County of Larimer

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.95
01012 - Accounting Clerk II		16.78
01013 - Accounting Clerk III		18.78
01020 - Administrative Assistant		23.21
01035 - Court Reporter		19.21
01041 - Customer Service Representative I		12.59
01042 - Customer Service Representative II		14.17
01043 - Customer Service Representative III		15.45
01051 - Data Entry Operator I		14.47
01052 - Data Entry Operator II		15.78
01060 - Dispatcher, Motor Vehicle		19.21
01070 - Document Preparation Clerk		15.70
01090 - Duplicating Machine Operator		15.70
01111 - General Clerk I		14.35
01112 - General Clerk II		15.66
01113 - General Clerk III		17.57
01120 - Housing Referral Assistant		21.20
01141 - Messenger Courier		12.85
01191 - Order Clerk I		13.51
01192 - Order Clerk II		14.77
01261 - Personnel Assistant (Employment) I		16.48
01262 - Personnel Assistant (Employment) II		18.44
01263 - Personnel Assistant (Employment) III		20.56
01270 - Production Control Clerk		22.54
01290 - Rental Clerk		15.91
01300 - Scheduler, Maintenance		16.99
01311 - Secretary I		16.99
01312 - Secretary II		19.01
01313 - Secretary III		21.20
01320 - Service Order Dispatcher		16.83
01410 - Supply Technician		23.21

01420 - Survey Worker	18.23
01460 - Switchboard Operator/Receptionist	14.43
01531 - Travel Clerk I	13.65
01532 - Travel Clerk II	14.30
01533 - Travel Clerk III	15.30
01611 - Word Processor I	15.13
01612 - Word Processor II	16.99
01613 - Word Processor III	19.01
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.60
05010 - Automotive Electrician	23.00
05040 - Automotive Glass Installer	21.40
05070 - Automotive Worker	21.40
05110 - Mobile Equipment Servicer	19.81
05130 - Motor Equipment Metal Mechanic	23.59
05160 - Motor Equipment Metal Worker	21.40
05190 - Motor Vehicle Mechanic	23.59
05220 - Motor Vehicle Mechanic Helper	18.48
05250 - Motor Vehicle Upholstery Worker	21.40
05280 - Motor Vehicle Wrecker	21.40
05310 - Painter, Automotive	22.20
05340 - Radiator Repair Specialist	21.40
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	23.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.00
07041 - Cook I	12.41
07042 - Cook II	14.36
07070 - Dishwasher	10.09
07130 - Food Service Worker	11.06
07210 - Meat Cutter	15.54
07260 - Waiter/Waitress	10.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.91
09040 - Furniture Handler	14.45
09080 - Furniture Refinisher	17.91
09090 - Furniture Refinisher Helper	14.45
09110 - Furniture Repairer, Minor	16.45
09130 - Upholsterer	17.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.86
11060 - Elevator Operator	12.27
11090 - Gardener	18.87
11122 - Housekeeping Aide	13.31
11150 - Janitor	13.31
11210 - Laborer, Grounds Maintenance	14.43
11240 - Maid or Houseman	10.71
11260 - Pruner	12.97
11270 - Tractor Operator	17.38
11330 - Trail Maintenance Worker	14.43
11360 - Window Cleaner	14.81
12000 - Health Occupations	
12010 - Ambulance Driver	19.53
12011 - Breath Alcohol Technician	19.53
12012 - Certified Occupational Therapist Assistant	28.66
12015 - Certified Physical Therapist Assistant	24.22
12020 - Dental Assistant	19.23
12025 - Dental Hygienist	38.08
12030 - EKG Technician	31.66
12035 - Electroneurodiagnostic Technologist	31.66
12040 - Emergency Medical Technician	19.53
12071 - Licensed Practical Nurse I	18.67
12072 - Licensed Practical Nurse II	20.89

12073 - Licensed Practical Nurse III	23.29
12100 - Medical Assistant	15.62
12130 - Medical Laboratory Technician	19.59
12160 - Medical Record Clerk	17.66
12190 - Medical Record Technician	19.76
12195 - Medical Transcriptionist	18.34
12210 - Nuclear Medicine Technologist	45.91
12221 - Nursing Assistant I	12.05
12222 - Nursing Assistant II	13.55
12223 - Nursing Assistant III	14.78
12224 - Nursing Assistant IV	16.59
12235 - Optical Dispenser	16.80
12236 - Optical Technician	18.67
12250 - Pharmacy Technician	16.71
12280 - Phlebotomist	17.28
12305 - Radiologic Technologist	28.71
12311 - Registered Nurse I	24.43
12312 - Registered Nurse II	29.88
12313 - Registered Nurse II, Specialist	29.88
12314 - Registered Nurse III	36.15
12315 - Registered Nurse III, Anesthetist	36.15
12316 - Registered Nurse IV	43.33
12317 - Scheduler (Drug and Alcohol Testing)	23.94
12320 - Substance Abuse Treatment Counselor	19.79
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.18
13012 - Exhibits Specialist II	26.24
13013 - Exhibits Specialist III	32.09
13041 - Illustrator I	21.18
13042 - Illustrator II	26.24
13043 - Illustrator III	32.09
13047 - Librarian	29.05
13050 - Library Aide/Clerk	16.53
13054 - Library Information Technology Systems Administrator	26.24
13058 - Library Technician	17.26
13061 - Media Specialist I	18.92
13062 - Media Specialist II	21.18
13063 - Media Specialist III	23.61
13071 - Photographer I	17.92
13072 - Photographer II	20.03
13073 - Photographer III	24.82
13074 - Photographer IV	30.37
13075 - Photographer V	35.20
13090 - Technical Order Library Clerk	18.99
13110 - Video Teleconference Technician	18.55
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.85
14042 - Computer Operator II	18.86
14043 - Computer Operator III	20.41
14044 - Computer Operator IV	23.35
14045 - Computer Operator V	25.85
14071 - Computer Programmer I	(see 1) 24.01
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	16.85
14160 - Personal Computer Support Technician	23.35
14170 - System Support Specialist	33.10
15000 - Instructional Occupations	

15010 - Aircrew Training Devices Instructor (Non-Rated)	36.62
15020 - Aircrew Training Devices Instructor (Rated)	44.31
15030 - Air Crew Training Devices Instructor (Pilot)	53.10
15050 - Computer Based Training Specialist / Instructor	36.62
15060 - Educational Technologist	30.71
15070 - Flight Instructor (Pilot)	53.10
15080 - Graphic Artist	25.10
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	42.69
15086 - Maintenance Test Pilot, Rotary Wing	42.69
15088 - Non-Maintenance Test/Co-Pilot	42.69
15090 - Technical Instructor	23.06
15095 - Technical Instructor/Course Developer	28.20
15110 - Test Proctor	18.61
15120 - Tutor	18.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.16
16030 - Counter Attendant	11.16
16040 - Dry Cleaner	13.47
16070 - Finisher, Flatwork, Machine	11.16
16090 - Presser, Hand	11.16
16110 - Presser, Machine, Drycleaning	11.16
16130 - Presser, Machine, Shirts	11.16
16160 - Presser, Machine, Wearing Apparel, Laundry	11.16
16190 - Sewing Machine Operator	14.38
16220 - Tailor	15.28
16250 - Washer, Machine	11.69
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.52
19040 - Tool And Die Maker	28.36
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.06
21030 - Material Coordinator	22.54
21040 - Material Expediter	22.54
21050 - Material Handling Laborer	13.61
21071 - Order Filler	12.64
21080 - Production Line Worker (Food Processing)	16.06
21110 - Shipping Packer	15.31
21130 - Shipping/Receiving Clerk	15.31
21140 - Store Worker I	12.48
21150 - Stock Clerk	17.30
21210 - Tools And Parts Attendant	16.06
21410 - Warehouse Specialist	16.06
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.54
23019 - Aircraft Logs and Records Technician	22.26
23021 - Aircraft Mechanic I	27.12
23022 - Aircraft Mechanic II	28.54
23023 - Aircraft Mechanic III	29.72
23040 - Aircraft Mechanic Helper	19.02
23050 - Aircraft, Painter	25.52
23060 - Aircraft Servicer	22.26
23070 - Aircraft Survival Flight Equipment Technician	25.52
23080 - Aircraft Worker	23.89
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.89
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.12
23110 - Appliance Mechanic	22.06
23120 - Bicycle Repairer	16.86
23125 - Cable Splicer	34.83
23130 - Carpenter, Maintenance	21.52
23140 - Carpet Layer	23.18
23160 - Electrician, Maintenance	27.12

23181 - Electronics Technician Maintenance I	25.77
23182 - Electronics Technician Maintenance II	27.63
23183 - Electronics Technician Maintenance III	29.25
23260 - Fabric Worker	21.60
23290 - Fire Alarm System Mechanic	26.32
23310 - Fire Extinguisher Repairer	20.04
23311 - Fuel Distribution System Mechanic	28.53
23312 - Fuel Distribution System Operator	21.74
23370 - General Maintenance Worker	18.28
23380 - Ground Support Equipment Mechanic	27.12
23381 - Ground Support Equipment Servicer	22.26
23382 - Ground Support Equipment Worker	23.89
23391 - Gunsmith I	20.04
23392 - Gunsmith II	23.18
23393 - Gunsmith III	26.32
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.96
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.32
23430 - Heavy Equipment Mechanic	24.50
23440 - Heavy Equipment Operator	23.57
23460 - Instrument Mechanic	23.73
23465 - Laboratory/Shelter Mechanic	24.77
23470 - Laborer	13.61
23510 - Locksmith	23.52
23530 - Machinery Maintenance Mechanic	31.82
23550 - Machinist, Maintenance	21.90
23580 - Maintenance Trades Helper	15.31
23591 - Metrology Technician I	23.73
23592 - Metrology Technician II	24.98
23593 - Metrology Technician III	26.01
23640 - Millwright	23.73
23710 - Office Appliance Repairer	21.62
23760 - Painter, Maintenance	20.45
23790 - Pipefitter, Maintenance	24.72
23810 - Plumber, Maintenance	23.58
23820 - Pneudraulic Systems Mechanic	26.32
23850 - Rigger	26.32
23870 - Scale Mechanic	23.18
23890 - Sheet-Metal Worker, Maintenance	24.79
23910 - Small Engine Mechanic	19.50
23931 - Telecommunications Mechanic I	29.50
23932 - Telecommunications Mechanic II	30.40
23950 - Telephone Lineman	26.32
23960 - Welder, Combination, Maintenance	21.93
23965 - Well Driller	26.32
23970 - Woodcraft Worker	16.76
23980 - Woodworker	20.04
24000 - Personal Needs Occupations	
24550 - Case Manager	16.35
24570 - Child Care Attendant	9.98
24580 - Child Care Center Clerk	14.26
24610 - Chore Aide	11.26
24620 - Family Readiness And Support Services Coordinator	16.35
24630 - Homemaker	16.35
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.94
25040 - Sewage Plant Operator	26.67
25070 - Stationary Engineer	31.94
25190 - Ventilation Equipment Tender	22.43
25210 - Water Treatment Plant Operator	26.67
27000 - Protective Service Occupations	

27004 - Alarm Monitor	24.79
27007 - Baggage Inspector	11.69
27008 - Corrections Officer	27.05
27010 - Court Security Officer	27.05
27030 - Detection Dog Handler	17.87
27040 - Detention Officer	27.05
27070 - Firefighter	29.62
27101 - Guard I	11.69
27102 - Guard II	17.87
27131 - Police Officer I	33.46
27132 - Police Officer II	37.19
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.92
28042 - Carnival Equipment Repairer	15.11
28043 - Carnival Worker	10.38
28210 - Gate Attendant/Gate Tender	15.57
28310 - Lifeguard	12.13
28350 - Park Attendant (Aide)	17.43
28510 - Recreation Aide/Health Facility Attendant	12.72
28515 - Recreation Specialist	18.78
28630 - Sports Official	13.88
28690 - Swimming Pool Operator	19.50
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.14
29020 - Hatch Tender	26.14
29030 - Line Handler	26.14
29041 - Stevedore I	25.41
29042 - Stevedore II	31.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.49
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.61
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.50
30021 - Archeological Technician I	18.23
30022 - Archeological Technician II	20.40
30023 - Archeological Technician III	25.28
30030 - Cartographic Technician	25.28
30040 - Civil Engineering Technician	23.90
30051 - Cryogenic Technician I	26.90
30052 - Cryogenic Technician II	29.71
30061 - Drafter/CAD Operator I	18.23
30062 - Drafter/CAD Operator II	20.40
30063 - Drafter/CAD Operator III	22.75
30064 - Drafter/CAD Operator IV	27.99
30081 - Engineering Technician I	16.53
30082 - Engineering Technician II	18.55
30083 - Engineering Technician III	20.77
30084 - Engineering Technician IV	25.71
30085 - Engineering Technician V	31.39
30086 - Engineering Technician VI	37.98
30090 - Environmental Technician	24.38
30095 - Evidence Control Specialist	24.29
30210 - Laboratory Technician	23.91
30221 - Latent Fingerprint Technician I	26.90
30222 - Latent Fingerprint Technician II	29.71
30240 - Mathematical Technician	25.28
30361 - Paralegal/Legal Assistant I	19.77
30362 - Paralegal/Legal Assistant II	24.50
30363 - Paralegal/Legal Assistant III	29.97
30364 - Paralegal/Legal Assistant IV	36.25
30375 - Petroleum Supply Specialist	29.71
30390 - Photo-Optics Technician	25.28
30395 - Radiation Control Technician	29.71
30461 - Technical Writer I	24.17

30462 - Technical Writer II	29.57
30463 - Technical Writer III	35.77
30491 - Unexploded Ordnance (UXO) Technician I	26.37
30492 - Unexploded Ordnance (UXO) Technician II	31.90
30493 - Unexploded Ordnance (UXO) Technician III	38.24
30494 - Unexploded (UXO) Safety Escort	26.37
30495 - Unexploded (UXO) Sweep Personnel	26.37
30501 - Weather Forecaster I	26.90
30502 - Weather Forecaster II	32.72
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.75
30621 - Weather Observer, Senior	(see 2) 25.28
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.90
31020 - Bus Aide	13.04
31030 - Bus Driver	21.20
31043 - Driver Courier	15.43
31260 - Parking and Lot Attendant	12.11
31290 - Shuttle Bus Driver	16.79
31310 - Taxi Driver	11.72
31361 - Truckdriver, Light	16.79
31362 - Truckdriver, Medium	20.56
31363 - Truckdriver, Heavy	21.16
31364 - Truckdriver, Tractor-Trailer	21.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.55
99030 - Cashier	11.45
99050 - Desk Clerk	11.23
99095 - Embalmer	26.37
99130 - Flight Follower	26.37
99251 - Laboratory Animal Caretaker I	12.75
99252 - Laboratory Animal Caretaker II	13.84
99260 - Marketing Analyst	27.34
99310 - Mortician	26.37
99410 - Pest Controller	21.66
99510 - Photofinishing Worker	13.85
99710 - Recycling Laborer	20.02
99711 - Recycling Specialist	24.11
99730 - Refuse Collector	17.99
99810 - Sales Clerk	12.01
99820 - School Crossing Guard	14.63
99830 - Survey Party Chief	19.71
99831 - Surveying Aide	12.60
99832 - Surveying Technician	20.65
99840 - Vending Machine Attendant	18.90
99841 - Vending Machine Repairer	23.74
99842 - Vending Machine Repairer Helper	18.90

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 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, 4 weeks after 10 years, and 5 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)).