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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.: 2015-5419
Revision No.: 10
Date Of Revision: 08/03/2018

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 Counties of Adams, Arapahoe, Broomfield, Clear Creek, Denver, Douglas, Elbert, Gilpin, Jefferson, Park

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.00
01012 - Accounting Clerk II		17.96
01013 - Accounting Clerk III		20.10
01020 - Administrative Assistant		26.31
01035 - Court Reporter		26.08
01041 - Customer Service Representative I		14.31
01042 - Customer Service Representative II		16.09
01043 - Customer Service Representative III		17.55
01051 - Data Entry Operator I		15.47
01052 - Data Entry Operator II		16.88
01060 - Dispatcher, Motor Vehicle		21.23
01070 - Document Preparation Clerk		17.42
01090 - Duplicating Machine Operator		17.42
01111 - General Clerk I		15.00
01112 - General Clerk II		16.36
01113 - General Clerk III		18.37
01120 - Housing Referral Assistant		22.96
01141 - Messenger Courier		14.39
01191 - Order Clerk I		15.52
01192 - Order Clerk II		16.92
01261 - Personnel Assistant (Employment) I		17.32
01262 - Personnel Assistant (Employment) II		19.38
01263 - Personnel Assistant (Employment) III		21.61
01270 - Production Control Clerk		25.47
01290 - Rental Clerk		15.53
01300 - Scheduler, Maintenance		18.40
01311 - Secretary I		18.40
01312 - Secretary II		20.59
01313 - Secretary III		22.96
01320 - Service Order Dispatcher		18.67
01410 - Supply Technician		26.31
01420 - Survey Worker		18.15
01460 - Switchboard Operator/Receptionist		15.13
01531 - Travel Clerk I		14.91
01532 - Travel Clerk II		15.62
01533 - Travel Clerk III		16.71
01611 - Word Processor I		15.43
01612 - Word Processor II		17.32
01613 - Word Processor III		19.38
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.19
05010 - Automotive Electrician		20.77
05040 - Automotive Glass Installer		19.44
05070 - Automotive Worker		19.44
05110 - Mobile Equipment Servicer		17.61
05130 - Motor Equipment Metal Mechanic		22.07
05160 - Motor Equipment Metal Worker		19.44
05190 - Motor Vehicle Mechanic		22.07

05220	- Motor Vehicle Mechanic Helper	16.41
05250	- Motor Vehicle Upholstery Worker	19.36
05280	- Motor Vehicle Wrecker	19.44
05310	- Painter, Automotive	20.77
05340	- Radiator Repair Specialist	19.44
05370	- Tire Repairer	14.98
05400	- Transmission Repair Specialist	22.07
07000	- Food Preparation And Service Occupations	
07010	- Baker	14.52
07041	- Cook I	13.46
07042	- Cook II	15.57
07070	- Dishwasher	10.69
07130	- Food Service Worker	11.45
07210	- Meat Cutter	16.69
07260	- Waiter/Waitress	10.65
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.06
09040	- Furniture Handler	15.90
09080	- Furniture Refinisher	19.06
09090	- Furniture Refinisher Helper	15.90
09110	- Furniture Repairer, Minor	18.10
09130	- Upholsterer	19.06
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.24
11060	- Elevator Operator	12.24
11090	- Gardener	19.04
11122	- Housekeeping Aide	12.46
11150	- Janitor	12.24
11210	- Laborer, Grounds Maintenance	14.67
11240	- Maid or Houseman	11.38
11260	- Pruner	13.16
11270	- Tractor Operator	17.54
11330	- Trail Maintenance Worker	14.67
11360	- Window Cleaner	13.62
12000	- Health Occupations	
12010	- Ambulance Driver	20.39
12011	- Breath Alcohol Technician	22.09
12012	- Certified Occupational Therapist Assistant	25.93
12015	- Certified Physical Therapist Assistant	24.96
12020	- Dental Assistant	19.57
12025	- Dental Hygienist	42.42
12030	- EKG Technician	32.02
12035	- Electroneurodiagnostic Technologist	32.02
12040	- Emergency Medical Technician	20.39
12071	- Licensed Practical Nurse I	20.77
12072	- Licensed Practical Nurse II	23.24
12073	- Licensed Practical Nurse III	25.91
12100	- Medical Assistant	17.82
12130	- Medical Laboratory Technician	21.20
12160	- Medical Record Clerk	21.45
12190	- Medical Record Technician	24.00
12195	- Medical Transcriptionist	18.73
12210	- Nuclear Medicine Technologist	39.44
12221	- Nursing Assistant I	11.80
12222	- Nursing Assistant II	13.27
12223	- Nursing Assistant III	14.47
12224	- Nursing Assistant IV	16.25
12235	- Optical Dispenser	20.66
12236	- Optical Technician	18.46
12250	- Pharmacy Technician	17.75
12280	- Phlebotomist	17.07
12305	- Radiologic Technologist	31.01
12311	- Registered Nurse I	29.98
12312	- Registered Nurse II	36.67
12313	- Registered Nurse II, Specialist	36.67
12314	- Registered Nurse III	43.96
12315	- Registered Nurse III, Anesthetist	43.96
12316	- Registered Nurse IV	53.17
12317	- Scheduler (Drug and Alcohol Testing)	28.79
12320	- Substance Abuse Treatment Counselor	21.35
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.85
13012	- Exhibits Specialist II	23.35
13013	- Exhibits Specialist III	28.56
13041	- Illustrator I	21.69
13042	- Illustrator II	25.41
13043	- Illustrator III	31.09
13047	- Librarian	29.75
13050	- Library Aide/Clerk	15.88
13054	- Library Information Technology Systems Administrator	26.87

13058	- Library Technician	17.64
13061	- Media Specialist I	19.38
13062	- Media Specialist II	21.69
13063	- Media Specialist III	24.18
13071	- Photographer I	16.89
13072	- Photographer II	18.90
13073	- Photographer III	23.41
13074	- Photographer IV	28.63
13075	- Photographer V	34.64
13090	- Technical Order Library Clerk	17.64
13110	- Video Teleconference Technician	20.09
14000	- Information Technology Occupations	
14041	- Computer Operator I	17.81
14042	- Computer Operator II	19.93
14043	- Computer Operator III	22.21
14044	- Computer Operator IV	24.69
14045	- Computer Operator V	28.56
14071	- Computer Programmer I	(see 1) 25.42
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	17.81
14160	- Personal Computer Support Technician	24.69
14170	- System Support Specialist	32.30
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	35.58
15020	- Aircrew Training Devices Instructor (Rated)	43.06
15030	- Air Crew Training Devices Instructor (Pilot)	49.15
15050	- Computer Based Training Specialist / Instructor	35.58
15060	- Educational Technologist	34.14
15070	- Flight Instructor (Pilot)	49.15
15080	- Graphic Artist	23.68
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	44.47
15086	- Maintenance Test Pilot, Rotary Wing	44.47
15088	- Non-Maintenance Test/Co-Pilot	44.47
15090	- Technical Instructor	27.45
15095	- Technical Instructor/Course Developer	33.58
15110	- Test Proctor	22.16
15120	- Tutor	22.16
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)	21.30
19040	- Tool And Die Maker	25.68
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.73
21030	- Material Coordinator	25.47
21040	- Material Expediter	25.47
21050	- Material Handling Laborer	17.36
21071	- Order Filler	13.44
21080	- Production Line Worker (Food Processing)	16.73
21110	- Shipping Packer	15.20
21130	- Shipping/Receiving Clerk	15.20
21140	- Store Worker I	12.48
21150	- Stock Clerk	17.30
21210	- Tools And Parts Attendant	16.73
21410	- Warehouse Specialist	16.73
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	36.90
23019	- Aircraft Logs and Records Technician	28.86
23021	- Aircraft Mechanic I	35.16
23022	- Aircraft Mechanic II	37.00
23023	- Aircraft Mechanic III	38.53
23040	- Aircraft Mechanic Helper	24.66
23050	- Aircraft, Painter	33.09
23060	- Aircraft Servicer	28.86
23070	- Aircraft Survival Flight Equipment Technician	33.09
23080	- Aircraft Worker	30.97

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.97
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.16
23110 - Appliance Mechanic	23.21
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	36.99
23130 - Carpenter, Maintenance	22.23
23140 - Carpet Layer	21.47
23160 - Electrician, Maintenance	24.90
23181 - Electronics Technician Maintenance I	24.35
23182 - Electronics Technician Maintenance II	26.02
23183 - Electronics Technician Maintenance III	27.63
23260 - Fabric Worker	21.28
23290 - Fire Alarm System Mechanic	23.36
23310 - Fire Extinguisher Repairer	19.74
23311 - Fuel Distribution System Mechanic	30.61
23312 - Fuel Distribution System Operator	23.31
23370 - General Maintenance Worker	19.16
23380 - Ground Support Equipment Mechanic	35.16
23381 - Ground Support Equipment Servicer	28.86
23382 - Ground Support Equipment Worker	30.97
23391 - Gunsmith I	19.74
23392 - Gunsmith II	22.84
23393 - Gunsmith III	25.93
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.85
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.31
23430 - Heavy Equipment Mechanic	24.26
23440 - Heavy Equipment Operator	24.68
23460 - Instrument Mechanic	31.33
23465 - Laboratory/Shelter Mechanic	24.40
23470 - Laborer	14.04
23510 - Locksmith	23.16
23530 - Machinery Maintenance Mechanic	27.46
23550 - Machinist, Maintenance	22.63
23580 - Maintenance Trades Helper	16.94
23591 - Metrology Technician I	31.33
23592 - Metrology Technician II	32.97
23593 - Metrology Technician III	34.34
23640 - Millwright	26.38
23710 - Office Appliance Repairer	21.44
23760 - Painter, Maintenance	20.02
23790 - Pipefitter, Maintenance	25.62
23810 - Plumber, Maintenance	24.11
23820 - Pneudraulic Systems Mechanic	25.93
23850 - Rigger	24.73
23870 - Scale Mechanic	22.84
23890 - Sheet-Metal Worker, Maintenance	22.09
23910 - Small Engine Mechanic	19.68
23931 - Telecommunications Mechanic I	31.25
23932 - Telecommunications Mechanic II	32.88
23950 - Telephone Lineman	23.34
23960 - Welder, Combination, Maintenance	19.79
23965 - Well Driller	22.29
23970 - Woodcraft Worker	25.93
23980 - Woodworker	19.74
24000 - Personal Needs Occupations	
24550 - Case Manager	17.57
24570 - Child Care Attendant	12.88
24580 - Child Care Center Clerk	16.07
24610 - Chore Aide	11.28
24620 - Family Readiness And Support Services Coordinator	17.57
24630 - Homemaker	17.57
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	27.64
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.16
25210 - Water Treatment Plant Operator	27.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.99
27007 - Baggage Inspector	13.62
27008 - Corrections Officer	25.17
27010 - Court Security Officer	28.56
27030 - Detection Dog Handler	21.32
27040 - Detention Officer	25.17
27070 - Firefighter	34.39
27101 - Guard I	13.62

27102	- Guard II	21.32
27131	- Police Officer I	34.07
27132	- Police Officer II	37.86
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.08
28042	- Carnival Equipment Repairer	14.15
28043	- Carnival Worker	10.23
28210	- Gate Attendant/Gate Tender	15.79
28310	- Lifeguard	11.73
28350	- Park Attendant (Aide)	17.67
28510	- Recreation Aide/Health Facility Attendant	12.90
28515	- Recreation Specialist	21.67
28630	- Sports Official	14.07
28690	- Swimming Pool Operator	17.05
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	25.30
29020	- Hatch Tender	25.30
29030	- Line Handler	25.30
29041	- Stevedore I	23.57
29042	- Stevedore II	27.02
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	19.40
30022	- Archeological Technician II	21.70
30023	- Archeological Technician III	26.89
30030	- Cartographic Technician	26.41
30040	- Civil Engineering Technician	25.16
30051	- Cryogenic Technician I	28.23
30052	- Cryogenic Technician II	31.19
30061	- Drafter/CAD Operator I	18.45
30062	- Drafter/CAD Operator II	20.65
30063	- Drafter/CAD Operator III	23.84
30064	- Drafter/CAD Operator IV	31.50
30081	- Engineering Technician I	18.44
30082	- Engineering Technician II	20.69
30083	- Engineering Technician III	23.15
30084	- Engineering Technician IV	28.69
30085	- Engineering Technician V	35.09
30086	- Engineering Technician VI	42.45
30090	- Environmental Technician	24.08
30095	- Evidence Control Specialist	25.50
30210	- Laboratory Technician	23.03
30221	- Latent Fingerprint Technician I	26.99
30222	- Latent Fingerprint Technician II	29.81
30240	- Mathematical Technician	26.62
30361	- Paralegal/Legal Assistant I	20.06
30362	- Paralegal/Legal Assistant II	24.85
30363	- Paralegal/Legal Assistant III	30.39
30364	- Paralegal/Legal Assistant IV	36.77
30375	- Petroleum Supply Specialist	31.19
30390	- Photo-Optics Technician	26.62
30395	- Radiation Control Technician	31.19
30461	- Technical Writer I	26.26
30462	- Technical Writer II	32.12
30463	- Technical Writer III	38.86
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	31.50
30502	- Weather Forecaster II	34.34
30620	- Weather Observer, Combined Upper Air Or (see 2)	23.84
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.41
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	31.90
31020	- Bus Aide	13.25
31030	- Bus Driver	18.68
31043	- Driver Courier	16.39
31260	- Parking and Lot Attendant	10.50
31290	- Shuttle Bus Driver	17.79
31310	- Taxi Driver	14.55
31361	- Truckdriver, Light	17.79
31362	- Truckdriver, Medium	19.65
31363	- Truckdriver, Heavy	22.95
31364	- Truckdriver, Tractor-Trailer	22.95
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	15.55

99030 - Cashier	10.78
99050 - Desk Clerk	12.45
99095 - Embalmer	26.61
99130 - Flight Follower	26.37
99251 - Laboratory Animal Caretaker I	13.21
99252 - Laboratory Animal Caretaker II	14.20
99260 - Marketing Analyst	34.05
99310 - Mortician	29.27
99410 - Pest Controller	20.41
99510 - Photofinishing Worker	13.36
99710 - Recycling Laborer	21.18
99711 - Recycling Specialist	25.51
99730 - Refuse Collector	19.03
99810 - Sales Clerk	12.60
99820 - School Crossing Guard	14.11
99830 - Survey Party Chief	26.84
99831 - Surveying Aide	14.90
99832 - Surveying Technician	24.40
99840 - Vending Machine Attendant	15.49
99841 - Vending Machine Repairer	19.46
99842 - Vending Machine Repairer Helper	15.49

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, 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)).