

"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
		Wage Determination No.: 2015-5420
Daniel W. Simms		Revision No.: 11
Director		Date Of Last Revision: 12/26/2018

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. 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.

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State: Colorado

Area: Colorado Counties of Adams Arapahoe Broomfield Clear Creek Denver
Douglas Elbert Gilpin Jefferson Park

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****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

26.87
Administrator

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

30.97
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic

35.16
II
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
27.85
Mechanic

23411 - Heating Ventilation And Air Contidioning
29.31
Mechanic (Research Facility)

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

17.57
Coordinator
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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.48 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.18 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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))."