

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5439 Revision No.: 28 Date Of Last Revision: 12/03/2025

State: Colorado

Area: Colorado Counties of Eagle, Garfield, Lake, Moffat, Pitkin, Rio Blanco,
Routt

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.17
01012 - Accounting Clerk II		22.64
01013 - Accounting Clerk III		25.32
01020 - Administrative Assistant		31.30
01035 - Court Reporter		21.92
01041 - Customer Service Representative I		17.17
01042 - Customer Service Representative II		18.73
01043 - Customer Service Representative III		21.02
01051 - Data Entry Operator I		17.38
01052 - Data Entry Operator II		18.97
01060 - Dispatcher, Motor Vehicle		23.81
01070 - Document Preparation Clerk		17.46
01090 - Duplicating Machine Operator		17.46
01111 - General Clerk I		20.60
01112 - General Clerk II		22.48
01113 - General Clerk III		25.23
01120 - Housing Referral Assistant		24.44
01141 - Messenger Courier		14.23
01191 - Order Clerk I		16.80
01192 - Order Clerk II		18.33
01261 - Personnel Assistant (Employment) I		19.82
01262 - Personnel Assistant (Employment) II		22.17
01263 - Personnel Assistant (Employment) III		24.72
01270 - Production Control Clerk		29.53
01290 - Rental Clerk		21.78
01300 - Scheduler, Maintenance		19.60
01311 - Secretary I		19.60
01312 - Secretary II		21.92
01313 - Secretary III		24.44
01320 - Service Order Dispatcher		21.29
01410 - Supply Technician		31.30
01420 - Survey Worker		24.75
01460 - Switchboard Operator/Receptionist		19.41
01531 - Travel Clerk I		18.76
01532 - Travel Clerk II		21.05
01533 - Travel Clerk III		23.55
01611 - Word Processor I		17.46
01612 - Word Processor II		19.60
01613 - Word Processor III		21.92
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		30.68

05010 - Automotive Electrician	29.12
05040 - Automotive Glass Installer	27.28
05070 - Automotive Worker	27.28
05110 - Mobile Equipment Servicer	23.95
05130 - Motor Equipment Metal Mechanic	31.03
05160 - Motor Equipment Metal Worker	27.28
05190 - Motor Vehicle Mechanic	31.03
05220 - Motor Vehicle Mechanic Helper	22.54
05250 - Motor Vehicle Upholstery Worker	25.39
05280 - Motor Vehicle Wrecker	27.28
05310 - Painter, Automotive	29.12
05340 - Radiator Repair Specialist	27.28
05370 - Tire Repairer	20.03
05400 - Transmission Repair Specialist	31.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	21.60
07041 - Cook I	20.71
07042 - Cook II	23.59
07070 - Dishwasher	17.17
07130 - Food Service Worker	19.34
07210 - Meat Cutter	22.26
07260 - Waiter/Waitress	17.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	30.59
09040 - Furniture Handler	20.72
09080 - Furniture Refinisher	30.59
09090 - Furniture Refinisher Helper	23.70
09110 - Furniture Repairer, Minor	26.67
09130 - Upholsterer	30.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.27
11060 - Elevator Operator	18.27
11090 - Gardener	27.44
11122 - Housekeeping Aide	18.27
11150 - Janitor	18.27
11210 - Laborer, Grounds Maintenance	22.55
11240 - Maid or Houseman	19.06
11260 - Pruner	21.11
11270 - Tractor Operator	25.83
11330 - Trail Maintenance Worker	22.55
11360 - Window Cleaner	19.52
12000 - Health Occupations	
12010 - Ambulance Driver	22.40
12011 - Breath Alcohol Technician	28.08
12012 - Certified Occupational Therapist Assistant	38.52
12015 - Certified Physical Therapist Assistant	34.96
12020 - Dental Assistant	23.42
12025 - Dental Hygienist	51.86
12030 - EKG Technician	42.53
12035 - Electroneurodiagnostic Technologist	42.53
12040 - Emergency Medical Technician	22.40
12071 - Licensed Practical Nurse I	25.10
12072 - Licensed Practical Nurse II	28.08
12073 - Licensed Practical Nurse III	31.29
12100 - Medical Assistant	23.33
12130 - Medical Laboratory Technician	31.68
12160 - Medical Record Clerk	23.31
12190 - Medical Record Technician	26.07
12195 - Medical Transcriptionist	25.10
12210 - Nuclear Medicine Technologist	61.70
12221 - Nursing Assistant I	15.74
12222 - Nursing Assistant II	17.69
12223 - Nursing Assistant III	19.31
12224 - Nursing Assistant IV	21.68
12235 - Optical Dispenser	21.94

12236 - Optical Technician	25.10
12250 - Pharmacy Technician	23.17
12280 - Phlebotomist	25.10
12305 - Radiologic Technologist	44.06
12311 - Registered Nurse I	27.12
12312 - Registered Nurse II	33.17
12313 - Registered Nurse II, Specialist	33.17
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.11
12317 - Scheduler (Drug and Alcohol Testing)	34.78
12320 - Substance Abuse Treatment Counselor	31.38
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.30
13012 - Exhibits Specialist II	31.33
13013 - Exhibits Specialist III	38.34
13041 - Illustrator I	25.30
13042 - Illustrator II	31.33
13043 - Illustrator III	38.34
13047 - Librarian	34.72
13050 - Library Aide/Clerk	19.00
13054 - Library Information Technology Systems Administrator	31.33
13058 - Library Technician	21.33
13061 - Media Specialist I	20.42
13062 - Media Specialist II	23.87
13063 - Media Specialist III	26.62
13071 - Photographer I	20.74
13072 - Photographer II	23.20
13073 - Photographer III	28.74
13074 - Photographer IV	35.14
13075 - Photographer V	42.52
13090 - Technical Order Library Clerk	23.85
13110 - Video Teleconference Technician	22.46
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.31
14042 - Computer Operator II	22.70
14043 - Computer Operator III	26.24
14044 - Computer Operator IV	29.17
14045 - Computer Operator V	32.32
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	20.31
14160 - Personal Computer Support Technician	29.17
14170 - System Support Specialist	35.56
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.98
15020 - Aircrew Training Devices Instructor (Rated)	43.54
15030 - Air Crew Training Devices Instructor (Pilot)	52.20
15050 - Computer Based Training Specialist / Instructor	35.98
15060 - Educational Technologist	36.88
15070 - Flight Instructor (Pilot)	52.20
15080 - Graphic Artist	28.59
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	52.20
15086 - Maintenance Test Pilot, Rotary Wing	52.20
15088 - Non-Maintenance Test/Co-Pilot	52.20
15090 - Technical Instructor	25.37
15095 - Technical Instructor/Course Developer	31.03
15110 - Test Proctor	21.37
15120 - Tutor	21.37

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	20.00
16030 - Counter Attendant	20.00
16040 - Dry Cleaner	22.85
16070 - Finisher, Flatwork, Machine	20.00
16090 - Presser, Hand	20.00
16110 - Presser, Machine, Drycleaning	20.00
16130 - Presser, Machine, Shirts	20.00
16160 - Presser, Machine, Wearing Apparel, Laundry	20.00
16190 - Sewing Machine Operator	23.80
16220 - Tailor	24.75
16250 - Washer, Machine	20.95
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	32.96
19040 - Tool And Die Maker	40.69
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.69
21030 - Material Coordinator	29.53
21040 - Material Expediter	29.53
21050 - Material Handling Laborer	20.99
21071 - Order Filler	21.04
21080 - Production Line Worker (Food Processing)	21.69
21110 - Shipping Packer	23.21
21130 - Shipping/Receiving Clerk	23.21
21140 - Store Worker I	17.89
21150 - Stock Clerk	21.55
21210 - Tools And Parts Attendant	21.69
21410 - Warehouse Specialist	21.69
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.48
23019 - Aircraft Logs and Records Technician	27.43
23021 - Aircraft Mechanic I	33.53
23022 - Aircraft Mechanic II	35.48
23023 - Aircraft Mechanic III	37.20
23040 - Aircraft Mechanic Helper	24.26
23050 - Aircraft, Painter	31.47
23060 - Aircraft Servicer	27.43
23070 - Aircraft Survival Flight Equipment Technician	31.47
23080 - Aircraft Worker	29.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.53
23110 - Appliance Mechanic	31.11
23120 - Bicycle Repairer	19.35
23125 - Cable Splicer	54.46
23130 - Carpenter, Maintenance	28.51
23140 - Carpet Layer	28.65
23160 - Electrician, Maintenance	29.79
23181 - Electronics Technician Maintenance I	34.71
23182 - Electronics Technician Maintenance II	37.05
23183 - Electronics Technician Maintenance III	39.48
23260 - Fabric Worker	28.74
23290 - Fire Alarm System Mechanic	34.35
23310 - Fire Extinguisher Repairer	27.11
23311 - Fuel Distribution System Mechanic	37.99
23312 - Fuel Distribution System Operator	29.19
23370 - General Maintenance Worker	24.53
23380 - Ground Support Equipment Mechanic	33.53
23381 - Ground Support Equipment Servicer	27.43
23382 - Ground Support Equipment Worker	29.48
23391 - Gunsmith I	27.11
23392 - Gunsmith II	30.88
23393 - Gunsmith III	35.12
23410 - Heating, Ventilation And Air-Conditioning	30.11

Mechanic	
23411 - Heating, Ventilation And Air Contidioning	31.86
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	37.73
23440 - Heavy Equipment Operator	29.59
23460 - Instrument Mechanic	35.12
23465 - Laboratory/Shelter Mechanic	32.96
23470 - Laborer	20.99
23510 - Locksmith	32.96
23530 - Machinery Maintenance Mechanic	39.57
23550 - Machinist, Maintenance	35.12
23580 - Maintenance Trades Helper	24.09
23591 - Metrology Technician I	35.12
23592 - Metrology Technician II	37.17
23593 - Metrology Technician III	38.98
23640 - Millwright	35.12
23710 - Office Appliance Repairer	29.96
23760 - Painter, Maintenance	23.11
23790 - Pipefitter, Maintenance	30.89
23810 - Plumber, Maintenance	28.99
23820 - Pneudraulic Systems Mechanic	35.12
23850 - Rigger	35.12
23870 - Scale Mechanic	30.88
23890 - Sheet-Metal Worker, Maintenance	30.13
23910 - Small Engine Mechanic	24.20
23931 - Telecommunications Mechanic I	31.80
23932 - Telecommunications Mechanic II	33.64
23950 - Telephone Lineman	33.33
23960 - Welder, Combination, Maintenance	29.13
23965 - Well Driller	35.12
23970 - Woodcraft Worker	35.12
23980 - Woodworker	27.11
24000 - Personal Needs Occupations	
24550 - Case Manager	22.41
24570 - Child Care Attendant	18.97
24580 - Child Care Center Clerk	23.65
24610 - Chore Aide	18.09
24620 - Family Readiness And Support Services	22.41
Coordinator	
24630 - Homemaker	22.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.12
25040 - Sewage Plant Operator	32.89
25070 - Stationary Engineer	38.12
25190 - Ventilation Equipment Tender	27.22
25210 - Water Treatment Plant Operator	32.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.48
27007 - Baggage Inspector	19.56
27008 - Corrections Officer	32.15
27010 - Court Security Officer	31.11
27030 - Detection Dog Handler	21.88
27040 - Detention Officer	32.15
27070 - Firefighter	30.06
27101 - Guard I	19.56
27102 - Guard II	21.88
27131 - Police Officer I	35.12
27132 - Police Officer II	39.04
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	22.45
28042 - Carnival Equipment Repairer	23.85
28043 - Carnival Worker	18.35
28210 - Gate Attendant/Gate Tender	24.35
28310 - Lifeguard	21.36
28350 - Park Attendant (Aide)	27.24

28510 - Recreation Aide/Health Facility Attendant	19.88
28515 - Recreation Specialist	33.74
28630 - Sports Official	21.69
28690 - Swimming Pool Operator	27.17
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.88
29020 - Hatch Tender	30.88
29030 - Line Handler	30.88
29041 - Stevedore I	28.74
29042 - Stevedore II	32.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.99
30021 - Archeological Technician I	19.79
30022 - Archeological Technician II	22.14
30023 - Archeological Technician III	27.43
30030 - Cartographic Technician	27.43
30040 - Civil Engineering Technician	30.47
30051 - Cryogenic Technician I	30.38
30052 - Cryogenic Technician II	33.56
30061 - Drafter/CAD Operator I	19.79
30062 - Drafter/CAD Operator II	22.14
30063 - Drafter/CAD Operator III	24.68
30064 - Drafter/CAD Operator IV	30.38
30081 - Engineering Technician I	17.63
30082 - Engineering Technician II	19.79
30083 - Engineering Technician III	22.14
30084 - Engineering Technician IV	27.43
30085 - Engineering Technician V	33.56
30086 - Engineering Technician VI	40.60
30090 - Environmental Technician	28.69
30095 - Evidence Control Specialist	27.43
30210 - Laboratory Technician	28.74
30221 - Latent Fingerprint Technician I	30.38
30222 - Latent Fingerprint Technician II	33.56
30240 - Mathematical Technician	27.43
30361 - Paralegal/Legal Assistant I	21.90
30362 - Paralegal/Legal Assistant II	27.12
30363 - Paralegal/Legal Assistant III	33.17
30364 - Paralegal/Legal Assistant IV	40.13
30375 - Petroleum Supply Specialist	33.56
30390 - Photo-Optics Technician	27.43
30395 - Radiation Control Technician	33.56
30461 - Technical Writer I	27.43
30462 - Technical Writer II	33.56
30463 - Technical Writer III	40.60
30491 - Unexploded Ordnance (UXO) Technician I	29.28
30492 - Unexploded Ordnance (UXO) Technician II	35.43
30493 - Unexploded Ordnance (UXO) Technician III	42.46
30494 - Unexploded (UXO) Safety Escort	29.28
30495 - Unexploded (UXO) Sweep Personnel	29.28
30501 - Weather Forecaster I	30.38
30502 - Weather Forecaster II	36.96
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.68
30621 - Weather Observer, Senior	(see 2) 27.43
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.43
31020 - Bus Aide	21.13
31030 - Bus Driver	27.19
31043 - Driver Courier	21.12
31260 - Parking and Lot Attendant	17.22
31290 - Shuttle Bus Driver	20.81
31310 - Taxi Driver	17.16

31361 - Truckdriver, Light	22.89
31362 - Truckdriver, Medium	24.73
31363 - Truckdriver, Heavy	28.26
31364 - Truckdriver, Tractor-Trailer	28.26
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	17.38
99050 - Desk Clerk	19.75
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	20.17
99252 - Laboratory Animal Caretaker II	21.95
99260 - Marketing Analyst	34.97
99310 - Mortician	29.28
99410 - Pest Controller	28.28
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	28.62
99711 - Recycling Specialist	32.82
99730 - Refuse Collector	26.71
99810 - Sales Clerk	18.64
99820 - School Crossing Guard	17.36
99830 - Survey Party Chief	32.25
99831 - Surveying Aide	24.51
99832 - Surveying Technician	30.49
99840 - Vending Machine Attendant	22.98
99841 - Vending Machine Repairer	27.81
99842 - Vending Machine Repairer Helper	22.98

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."