

"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.: 2015-5425
Daniel W. Simms | Division of | Revision No.: 14
Director | Wage Determinations | Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 \$10.95 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 2021. 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 Weld

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.94	
01012 - Accounting Clerk II	16.78	
01013 - Accounting Clerk III	18.76	
01020 - Administrative Assistant	26.31	
01035 - Court Reporter	19.59	
01041 - Customer Service Representative I	12.66	
01042 - Customer Service Representative II	14.23	
01043 - Customer Service Representative III	15.53	
01051 - Data Entry Operator I	17.02	
01052 - Data Entry Operator II	18.58	
01060 - Dispatcher Motor Vehicle	23.24	
01070 - Document Preparation Clerk	15.59	
01090 - Duplicating Machine Operator	15.59	
01111 - General Clerk I	14.33	
01112 - General Clerk II	15.64	
01113 - General Clerk III	17.56	
01120 - Housing Referral Assistant	21.82	
01141 - Messenger Courier	13.02	

01191 - Order Clerk I	17.87
01192 - Order Clerk II	19.50
01261 - Personnel Assistant (Employment) I	17.34
01262 - Personnel Assistant (Employment) II	19.39
01263 - Personnel Assistant (Employment) III	21.62
01270 - Production Control Clerk	24.56
01290 - Rental Clerk	17.11
01300 - Scheduler Maintenance	17.50
01311 - Secretary I	17.50
01312 - Secretary II	19.57
01313 - Secretary III	21.82
01320 - Service Order Dispatcher	20.22
01410 - Supply Technician	26.31
01420 - Survey Worker	17.77
01460 - Switchboard Operator/Receptionist	14.27
01531 - Travel Clerk I	14.03
01532 - Travel Clerk II	14.77
01533 - Travel Clerk III	15.82
01611 - Word Processor I	15.59
01612 - Word Processor II	17.50
01613 - Word Processor III	19.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.19
05010 - Automotive Electrician	20.43
05040 - Automotive Glass Installer	19.36
05070 - Automotive Worker	19.36
05110 - Mobile Equipment Servicer	17.61
05130 - Motor Equipment Metal Mechanic	21.29
05160 - Motor Equipment Metal Worker	19.36
05190 - Motor Vehicle Mechanic	21.29
05220 - Motor Vehicle Mechanic Helper	16.41
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	19.36
05310 - Painter Automotive	20.04
05340 - Radiator Repair Specialist	19.36
05370 - Tire Repairer	17.34
05400 - Transmission Repair Specialist	21.29
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.52
07041 - Cook I	14.01
07042 - Cook II	16.21
07070 - Dishwasher	11.35
07130 - Food Service Worker	11.75
07210 - Meat Cutter	17.66
07260 - Waiter/Waitress	10.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.97
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	20.97
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer Minor	19.72
09130 - Upholsterer	20.97
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.18

11060 - Elevator Operator	13.41
11090 - Gardener	21.98
11122 - Housekeeping Aide	13.41
11150 - Janitor	13.41
11210 - Laborer Grounds Maintenance	16.81
11240 - Maid or Houseman	11.51
11260 - Pruner	15.11
11270 - Tractor Operator	20.25
11330 - Trail Maintenance Worker	16.81
11360 - Window Cleaner	14.92
12000 - Health Occupations	
12010 - Ambulance Driver	23.18
12011 - Breath Alcohol Technician	23.18
12012 - Certified Occupational Therapist Assistant	31.37
12015 - Certified Physical Therapist Assistant	27.46
12020 - Dental Assistant	18.55
12025 - Dental Hygienist	43.63
12030 - EKG Technician	36.07
12035 - Electroneurodiagnostic Technologist	36.07
12040 - Emergency Medical Technician	23.18
12071 - Licensed Practical Nurse I	21.29
12072 - Licensed Practical Nurse II	23.80
12073 - Licensed Practical Nurse III	26.54
12100 - Medical Assistant	16.49
12130 - Medical Laboratory Technician	24.57
12160 - Medical Record Clerk	20.96
12190 - Medical Record Technician	23.44
12195 - Medical Transcriptionist	21.29
12210 - Nuclear Medicine Technologist	52.33
12221 - Nursing Assistant I	12.38
12222 - Nursing Assistant II	13.93
12223 - Nursing Assistant III	15.20
12224 - Nursing Assistant IV	17.06
12235 - Optical Dispenser	22.73
12236 - Optical Technician	21.29
12250 - Pharmacy Technician	17.17
12280 - Phlebotomist	18.71
12305 - Radiologic Technologist	31.83
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)	28.72
12320 - Substance Abuse Treatment Counselor	25.05
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.12
13012 - Exhibits Specialist II	26.16
13013 - Exhibits Specialist III	32.00
13041 - Illustrator I	21.12
13042 - Illustrator II	26.16
13043 - Illustrator III	32.00
13047 - Librarian	28.98

13050 - Library Aide/Clerk		15.88
13054 - Library Information Technology Systems Administrator		26.16
13058 - Library Technician		17.64
13061 - Media Specialist I		18.88
13062 - Media Specialist II		21.12
13063 - Media Specialist III		23.55
13071 - Photographer I		18.88
13072 - Photographer II		21.12
13073 - Photographer III		26.16
13074 - Photographer IV		32.00
13075 - Photographer V		38.72
13090 - Technical Order Library Clerk		17.33
13110 - Video Teleconference Technician		18.88
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)	24.31
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		31.42
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		34.29
15070 - Flight Instructor (Pilot)		49.15
15080 - Graphic Artist		23.67
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.61
15086 - Maintenance Test Pilot Rotary Wing		43.61
15088 - Non-Maintenance Test/Co-Pilot		43.61
15090 - Technical Instructor		24.19
15095 - Technical Instructor/Course Developer		29.58
15110 - Test Proctor		19.32
15120 - Tutor		19.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.35
16030 - Counter Attendant		13.35
16040 - Dry Cleaner		15.27
16070 - Finisher Flatwork Machine		13.35
16090 - Presser Hand		13.35
16110 - Presser Machine Drycleaning		13.35
16130 - Presser Machine Shirts		13.35
16160 - Presser Machine Wearing Apparel Laundry		13.35

16190 - Sewing Machine Operator	16.15	
16220 - Tailor	17.16	
16250 - Washer Machine	13.99	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.17
19040 - Tool And Die Maker	26.10	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	19.46	
21030 - Material Coordinator	24.56	
21040 - Material Expediter	24.56	
21050 - Material Handling Laborer	17.36	
21071 - Order Filler	13.95	
21080 - Production Line Worker (Food Processing)		19.46
21110 - Shipping Packer	17.16	
21130 - Shipping/Receiving Clerk	17.16	
21140 - Store Worker I	13.83	
21150 - Stock Clerk	18.24	
21210 - Tools And Parts Attendant	19.46	
21410 - Warehouse Specialist	19.46	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	28.53	
23019 - Aircraft Logs and Records Technician	22.49	
23021 - Aircraft Mechanic I	27.10	
23022 - Aircraft Mechanic II	28.53	
23023 - Aircraft Mechanic III	29.70	
23040 - Aircraft Mechanic Helper	19.22	
23050 - Aircraft Painter	25.80	
23060 - Aircraft Servicer	22.49	
23070 - Aircraft Survival Flight Equipment Technician		25.80
23080 - Aircraft Worker	24.13	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		24.13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		27.10
23110 - Appliance Mechanic	22.62	
23120 - Bicycle Repairer	18.42	
23125 - Cable Splicer	31.59	
23130 - Carpenter Maintenance	21.29	
23140 - Carpet Layer	21.31	
23160 - Electrician Maintenance	26.12	
23181 - Electronics Technician Maintenance I	25.73	
23182 - Electronics Technician Maintenance II	27.48	
23183 - Electronics Technician Maintenance III	29.20	
23260 - Fabric Worker	20.52	
23290 - Fire Alarm System Mechanic	23.46	
23310 - Fire Extinguisher Repairer	18.97	
23311 - Fuel Distribution System Mechanic	24.87	
23312 - Fuel Distribution System Operator	18.97	
23370 - General Maintenance Worker	21.12	
23380 - Ground Support Equipment Mechanic	27.10	
23381 - Ground Support Equipment Servicer	22.49	
23382 - Ground Support Equipment Worker	24.13	
23391 - Gunsmith I	18.43	
23392 - Gunsmith II	21.32	

23393 - Gunsmith III	24.20	
23410 - Heating Ventilation And Air-Conditioning Mechanic		27.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)		28.79
23430 - Heavy Equipment Mechanic		25.44
23440 - Heavy Equipment Operator		23.37
23460 - Instrument Mechanic		28.48
23465 - Laboratory/Shelter Mechanic		22.78
23470 - Laborer	16.22	
23510 - Locksmith		22.78
23530 - Machinery Maintenance Mechanic		29.27
23550 - Machinist Maintenance		22.56
23580 - Maintenance Trades Helper		16.88
23591 - Metrology Technician I		28.48
23592 - Metrology Technician II		29.97
23593 - Metrology Technician III		31.21
23640 - Millwright	24.20	
23710 - Office Appliance Repairer		22.76
23760 - Painter Maintenance		20.52
23790 - Pipefitter Maintenance		25.87
23810 - Plumber Maintenance		24.35
23820 - Pneudraulic Systems Mechanic		24.20
23850 - Rigger	24.20	
23870 - Scale Mechanic		21.32
23890 - Sheet-Metal Worker Maintenance		24.02
23910 - Small Engine Mechanic		21.31
23931 - Telecommunications Mechanic I		31.14
23932 - Telecommunications Mechanic II		32.77
23950 - Telephone Lineman		25.67
23960 - Welder Combination Maintenance		22.15
23965 - Well Driller	24.18	
23970 - Woodcraft Worker		24.20
23980 - Woodworker		18.43
24000 - Personal Needs Occupations		
24550 - Case Manager		16.15
24570 - Child Care Attendant		11.78
24580 - Child Care Center Clerk		14.69
24610 - Chore Aide	12.61	
24620 - Family Readiness And Support Services Coordinator		16.15
24630 - Homemaker		16.29
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	24.70	
25040 - Sewage Plant Operator		26.46
25070 - Stationary Engineer		24.70
25190 - Ventilation Equipment Tender		17.33
25210 - Water Treatment Plant Operator		26.46
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.75
27007 - Baggage Inspector		14.19
27008 - Corrections Officer		24.78
27010 - Court Security Officer		27.27
27030 - Detection Dog Handler		21.32

27040 - Detention Officer	24.78
27070 - Firefighter	29.32
27101 - Guard I	14.19
27102 - Guard II	21.32
27131 - Police Officer I	32.32
27132 - Police Officer II	35.91
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.75
28042 - Carnival Equipment Repairer	17.09
28043 - Carnival Worker	11.75
28210 - Gate Attendant/Gate Tender	18.59
28310 - Lifeguard	12.90
28350 - Park Attendant (Aide)	20.79
28510 - Recreation Aide/Health Facility Attendant	15.17
28515 - Recreation Specialist	23.84
28630 - Sports Official	16.55
28690 - Swimming Pool Operator	19.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.50
29020 - Hatch Tender	23.50
29030 - Line Handler	23.50
29041 - Stevedore I	21.91
29042 - Stevedore II	25.48
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	43.73
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.16
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.21
30021 - Archeological Technician I	19.50
30022 - Archeological Technician II	21.81
30023 - Archeological Technician III	27.02
30030 - Cartographic Technician	27.02
30040 - Civil Engineering Technician	25.54
30051 - Cryogenic Technician I	29.92
30052 - Cryogenic Technician II	33.05
30061 - Drafter/CAD Operator I	19.50
30062 - Drafter/CAD Operator II	21.81
30063 - Drafter/CAD Operator III	24.32
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	26.95
30095 - Evidence Control Specialist	26.76
30210 - Laboratory Technician	26.53
30221 - Latent Fingerprint Technician I	29.92
30222 - Latent Fingerprint Technician II	32.74
30240 - Mathematical Technician	27.02
30361 - Paralegal/Legal Assistant I	19.46
30362 - Paralegal/Legal Assistant II	24.11
30363 - Paralegal/Legal Assistant III	29.49
30364 - Paralegal/Legal Assistant IV	35.68

30375 - Petroleum Supply Specialist		32.74
30390 - Photo-Optics Technician		26.62
30395 - Radiation Control Technician		32.74
30461 - Technical Writer I		27.02
30462 - Technical Writer II		33.05
30463 - Technical Writer III		39.99
30491 - Unexploded Ordnance (UXO) Technician I		27.79
30492 - Unexploded Ordnance (UXO) Technician II		33.63
30493 - Unexploded Ordnance (UXO) Technician III		40.31
30494 - Unexploded (UXO) Safety Escort		27.79
30495 - Unexploded (UXO) Sweep Personnel		27.79
30501 - Weather Forecaster I		29.92
30502 - Weather Forecaster II		36.06
30620 - Weather Observer Combined Upper Air Or	(see 2)	24.32
Surface Programs		
30621 - Weather Observer Senior	(see 2)	27.02
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.63
31020 - Bus Aide		15.86
31030 - Bus Driver		22.34
31043 - Driver Courier		15.73
31260 - Parking and Lot Attendant		14.26
31290 - Shuttle Bus Driver		17.07
31310 - Taxi Driver		17.16
31361 - Truckdriver Light		17.07
31362 - Truckdriver Medium		19.65
31363 - Truckdriver Heavy		23.99
31364 - Truckdriver Tractor-Trailer		23.99
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.40
99030 - Cashier		11.78
99050 - Desk Clerk		11.79
99095 - Embalmer		27.79
99130 - Flight Follower		27.79
99251 - Laboratory Animal Caretaker I		15.98
99252 - Laboratory Animal Caretaker II		17.30
99260 - Marketing Analyst		31.44
99310 - Mortician		27.79
99410 - Pest Controller		23.32
99510 - Photofinishing Worker		14.61
99710 - Recycling Laborer		23.76
99711 - Recycling Specialist		28.62
99730 - Refuse Collector		21.36
99810 - Sales Clerk		13.00
99820 - School Crossing Guard		16.71
99830 - Survey Party Chief		30.02
99831 - Surveying Aide		16.66
99832 - Surveying Technician		27.30
99840 - Vending Machine Attendant		19.94
99841 - Vending Machine Repairer		25.04
99842 - Vending Machine Repairer Helper		19.94

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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))."