

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.: 2015-5419 Revision No.: 32 Date Of Last Revision: 5/13/2026

State: Colorado

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.19
01012 - Accounting Clerk II		24.91
01013 - Accounting Clerk III		27.86
01020 - Administrative Assistant		31.69
01035 - Court Reporter		36.35
01041 - Customer Service Representative I		18.56
01042 - Customer Service Representative II		20.26
01043 - Customer Service Representative III		22.74
01051 - Data Entry Operator I		21.42
01052 - Data Entry Operator II		23.38
01060 - Dispatcher, Motor Vehicle		25.29
01070 - Document Preparation Clerk		22.38
01090 - Duplicating Machine Operator		22.38
01111 - General Clerk I		22.31
01112 - General Clerk II		24.34
01113 - General Clerk III		27.32
01120 - Housing Referral Assistant		26.68
01141 - Messenger Courier		22.02
01191 - Order Clerk I		21.13
01192 - Order Clerk II		23.06
01261 - Personnel Assistant (Employment) I		20.87
01262 - Personnel Assistant (Employment) II		23.34
01263 - Personnel Assistant (Employment) III		26.03
01270 - Production Control Clerk		31.45
01290 - Rental Clerk		21.75
01300 - Scheduler, Maintenance		21.38
01311 - Secretary I		21.38
01312 - Secretary II		23.93
01313 - Secretary III		26.68
01320 - Service Order Dispatcher		22.61
01410 - Supply Technician		31.69
01420 - Survey Worker		23.43
01460 - Switchboard Operator/Receptionist		20.06
01531 - Travel Clerk I		21.96
01532 - Travel Clerk II		24.65
01533 - Travel Clerk III		27.50
01611 - Word Processor I		21.90
01612 - Word Processor II		24.58
01613 - Word Processor III		27.49
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		30.59
05010 - Automotive Electrician		25.61
05040 - Automotive Glass Installer		23.97
05070 - Automotive Worker		23.97
05110 - Mobile Equipment Servicer		20.77
05130 - Motor Equipment Metal Mechanic		27.20
05160 - Motor Equipment Metal Worker		23.97
05190 - Motor Vehicle Mechanic		27.20
05220 - Motor Vehicle Mechanic Helper		19.65
05250 - Motor Vehicle Upholstery Worker		22.39
05280 - Motor Vehicle Wrecker		23.97
05310 - Painter, Automotive		25.61
05340 - Radiator Repair Specialist		23.97
05370 - Tire Repairer		18.77
05400 - Transmission Repair Specialist		27.20

07000 - Food Preparation And Service Occupations	
07010 - Baker	18.97
07041 - Cook I	20.06
07042 - Cook II	23.04
07070 - Dishwasher	18.34
07130 - Food Service Worker	18.89
07210 - Meat Cutter	22.30
07260 - Waiter/Waitress	16.28
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.60
09040 - Furniture Handler	18.14
09080 - Furniture Refinisher	24.17
09090 - Furniture Refinisher Helper	19.24
09110 - Furniture Repairer, Minor	21.90
09130 - Upholsterer	24.70
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	19.46
11060 - Elevator Operator	17.95
11090 - Gardener	24.61
11122 - Housekeeping Aide	17.95
11150 - Janitor	17.95
11210 - Laborer, Grounds Maintenance	21.67
11240 - Maid or Houseman	18.24
11260 - Pruner	20.69
11270 - Tractor Operator	23.63
11330 - Trail Maintenance Worker	21.67
11360 - Window Cleaner	18.80
12000 - Health Occupations	
12010 - Ambulance Driver	20.95
12011 - Breath Alcohol Technician	30.01
12012 - Certified Occupational Therapist Assistant	34.08
12015 - Certified Physical Therapist Assistant	31.32
12020 - Dental Assistant	25.51
12025 - Dental Hygienist	51.86
12030 - EKG Technician	41.12
12035 - Electroneurodiagnostic Technologist	41.12
12040 - Emergency Medical Technician	20.95
12071 - Licensed Practical Nurse I	26.83
12072 - Licensed Practical Nurse II	30.01
12073 - Licensed Practical Nurse III	33.45
12100 - Medical Assistant	22.99
12130 - Medical Laboratory Technician	35.29
12160 - Medical Record Clerk	26.05
12190 - Medical Record Technician	29.13
12195 - Medical Transcriptionist	20.88
12210 - Nuclear Medicine Technologist	54.15
12221 - Nursing Assistant I	16.17
12222 - Nursing Assistant II	18.16
12223 - Nursing Assistant III	19.82
12224 - Nursing Assistant IV	22.26
12235 - Optical Dispenser	22.49
12236 - Optical Technician	22.55
12250 - Pharmacy Technician	23.40
12280 - Phlebotomist	23.14
12305 - Radiologic Technologist	41.43
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)	37.18
12320 - Substance Abuse Treatment Counselor	28.41
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.72
13012 - Exhibits Specialist II	31.86
13013 - Exhibits Specialist III	38.96
13041 - Illustrator I	23.28
13042 - Illustrator II	28.85
13043 - Illustrator III	35.29
13047 - Librarian	35.15
13050 - Library Aide/Clerk	15.88
13054 - Library Information Technology Systems Administrator	31.74
13058 - Library Technician	21.60
13061 - Media Specialist I	22.90
13062 - Media Specialist II	25.61
13063 - Media Specialist III	28.57
13071 - Photographer I	21.44
13072 - Photographer II	23.98
13073 - Photographer III	29.71
13074 - Photographer IV	36.34
13075 - Photographer V	43.97
13090 - Technical Order Library Clerk	18.10
13110 - Video Teleconference Technician	26.55
14000 - Information Technology Occupations	
14041 - Computer Operator I	26.27
14042 - Computer Operator II	29.38
14043 - Computer Operator III	32.75
14044 - Computer Operator IV	36.39
14045 - Computer Operator V	40.31
14071 - Computer Programmer I	(see 1)
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		26.27
14160 - Personal Computer Support Technician		36.39
14170 - System Support Specialist		40.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		40.32
15020 - Aircrew Training Devices Instructor (Rated)		48.77
15030 - Air Crew Training Devices Instructor (Pilot)		58.48
15050 - Computer Based Training Specialist / Instructor		40.32
15060 - Educational Technologist		39.47
15070 - Flight Instructor (Pilot)		58.48
15080 - Graphic Artist		34.65
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		58.48
15086 - Maintenance Test Pilot, Rotary Wing		58.48
15088 - Non-Maintenance Test/Co-Pilot		58.48
15090 - Technical Instructor		29.60
15095 - Technical Instructor/Course Developer		36.20
15110 - Test Proctor		23.90
15120 - Tutor		23.90
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)		24.10
19040 - Tool And Die Maker		29.07
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.34
21030 - Material Coordinator		31.45
21040 - Material Expediter		31.45
21050 - Material Handling Laborer		21.97
21071 - Order Filler		20.00
21080 - Production Line Worker (Food Processing)		23.34
21110 - Shipping Packer		22.22
21130 - Shipping/Receiving Clerk		22.22
21140 - Store Worker I		20.08
21150 - Stock Clerk		23.08
21210 - Tools And Parts Attendant		23.34
21410 - Warehouse Specialist		23.34
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		43.43
23019 - Aircraft Logs and Records Technician		33.88
23021 - Aircraft Mechanic I		41.27
23022 - Aircraft Mechanic II		43.43
23023 - Aircraft Mechanic III		45.24
23040 - Aircraft Mechanic Helper		29.26
23050 - Aircraft, Painter		38.84
23060 - Aircraft Servicer		33.88
23070 - Aircraft Survival Flight Equipment Technician		38.84
23080 - Aircraft Worker		36.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		36.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		41.27
23110 - Appliance Mechanic		27.13
23120 - Bicycle Repairer		22.24
23125 - Cable Splicer		45.78
23130 - Carpenter, Maintenance		29.55
23140 - Carpet Layer		28.90
23160 - Electrician, Maintenance		30.29
23181 - Electronics Technician Maintenance I		32.07
23182 - Electronics Technician Maintenance II		34.24
23183 - Electronics Technician Maintenance III		36.38
23260 - Fabric Worker		27.34
23290 - Fire Alarm System Mechanic		30.94
23310 - Fire Extinguisher Repairer		25.55
23311 - Fuel Distribution System Mechanic		32.00
23312 - Fuel Distribution System Operator		24.57
23370 - General Maintenance Worker		25.24
23380 - Ground Support Equipment Mechanic		41.27
23381 - Ground Support Equipment Servicer		33.88
23382 - Ground Support Equipment Worker		36.38
23391 - Gunsmith I		25.55
23392 - Gunsmith II		29.34
23393 - Gunsmith III		33.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic		31.25

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.89
23430 - Heavy Equipment Mechanic	33.07
23440 - Heavy Equipment Operator	30.43
23460 - Instrument Mechanic	34.46
23465 - Laboratory/Shelter Mechanic	31.33
23470 - Laborer	21.97
23510 - Locksmith	23.55
23530 - Machinery Maintenance Mechanic	35.43
23550 - Machinist, Maintenance	28.67
23580 - Maintenance Trades Helper	22.37
23591 - Metrology Technician I	34.46
23592 - Metrology Technician II	36.27
23593 - Metrology Technician III	37.77
23640 - Millwright	36.59
23710 - Office Appliance Repairer	28.53
23760 - Painter, Maintenance	25.77
23790 - Pipefitter, Maintenance	32.85
23810 - Plumber, Maintenance	30.92
23820 - Pneudraulic Systems Mechanic	33.29
23850 - Rigger	29.92
23870 - Scale Mechanic	29.34
23890 - Sheet-Metal Worker, Maintenance	29.20
23910 - Small Engine Mechanic	24.03
23931 - Telecommunications Mechanic I	32.61
23932 - Telecommunications Mechanic II	34.32
23950 - Telephone Lineman	30.91
23960 - Welder, Combination, Maintenance	28.22
23965 - Well Driller	29.90
23970 - Woodcraft Worker	33.29
23980 - Woodworker	25.55
24000 - Personal Needs Occupations	
24550 - Case Manager	23.21
24570 - Child Care Attendant	18.62
24580 - Child Care Center Clerk	23.21
24610 - Chore Aide	18.17
24620 - Family Readiness And Support Services Coordinator	23.21
24630 - Homemaker	23.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.09
25040 - Sewage Plant Operator	34.47
25070 - Stationary Engineer	38.09
25190 - Ventilation Equipment Tender	28.07
25210 - Water Treatment Plant Operator	34.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	32.21
27007 - Baggage Inspector	19.89
27008 - Corrections Officer	30.87
27010 - Court Security Officer	36.80
27030 - Detection Dog Handler	22.25
27040 - Detention Officer	30.87
27070 - Firefighter	42.72
27101 - Guard I	19.89
27102 - Guard II	22.25
27131 - Police Officer I	44.63
27132 - Police Officer II	49.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.27
28042 - Carnival Equipment Repairer	20.07
28043 - Carnival Worker	16.87
28210 - Gate Attendant/Gate Tender	22.48
28310 - Lifeguard	17.70
28350 - Park Attendant (Aide)	25.14
28510 - Recreation Aide/Health Facility Attendant	18.35
28515 - Recreation Specialist	31.14
28630 - Sports Official	20.03
28690 - Swimming Pool Operator	23.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	34.15
29020 - Hatch Tender	34.15
29030 - Line Handler	34.15
29041 - Stevedore I	31.81
29042 - Stevedore II	36.46
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 51.37
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 35.43
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 39.01
30021 - Archeological Technician I	24.99
30022 - Archeological Technician II	27.95
30023 - Archeological Technician III	34.63
30030 - Cartographic Technician	34.63
30040 - Civil Engineering Technician	31.28
30051 - Cryogenic Technician I	38.35
30052 - Cryogenic Technician II	42.35
30061 - Drafter/CAD Operator I	24.99
30062 - Drafter/CAD Operator II	27.95
30063 - Drafter/CAD Operator III	31.15
30064 - Drafter/CAD Operator IV	38.35

30081 - Engineering Technician I	18.81
30082 - Engineering Technician II	21.11
30083 - Engineering Technician III	23.61
30084 - Engineering Technician IV	29.25
30085 - Engineering Technician V	35.77
30086 - Engineering Technician VI	43.28
30090 - Environmental Technician	31.20
30095 - Evidence Control Specialist	34.63
30210 - Laboratory Technician	30.08
30221 - Latent Fingerprint Technician I	35.76
30222 - Latent Fingerprint Technician II	39.50
30240 - Mathematical Technician	34.63
30361 - Paralegal/Legal Assistant I	25.15
30362 - Paralegal/Legal Assistant II	31.15
30363 - Paralegal/Legal Assistant III	38.10
30364 - Paralegal/Legal Assistant IV	46.10
30375 - Petroleum Supply Specialist	42.35
30390 - Photo-Optics Technician	34.63
30395 - Radiation Control Technician	42.35
30461 - Technical Writer I	33.43
30462 - Technical Writer II	40.88
30463 - Technical Writer III	49.46
30491 - Unexploded Ordnance (UXO) Technician I	32.65
30492 - Unexploded Ordnance (UXO) Technician II	39.50
30493 - Unexploded Ordnance (UXO) Technician III	47.35
30494 - Unexploded (UXO) Safety Escort	32.65
30495 - Unexploded (UXO) Sweep Personnel	32.65
30501 - Weather Forecaster I	38.35
30502 - Weather Forecaster II	46.65
30620 - Weather Observer, Combined Upper Air Or	
Surface Programs	(see 2) 31.15
30621 - Weather Observer, Senior	(see 2) 34.63
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	39.50
31020 - Bus Aide	21.49
31030 - Bus Driver	27.84
31043 - Driver Courier	22.05
31260 - Parking and Lot Attendant	18.65
31290 - Shuttle Bus Driver	19.67
31310 - Taxi Driver	17.86
31361 - Truckdriver, Light	22.97
31362 - Truckdriver, Medium	24.57
31363 - Truckdriver, Heavy	30.23
31364 - Truckdriver, Tractor-Trailer	30.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.26
99030 - Cashier	17.44
99050 - Desk Clerk	18.16
99095 - Embalmer	32.20
99130 - Flight Follower	32.65
99251 - Laboratory Animal Caretaker I	20.12
99252 - Laboratory Animal Caretaker II	21.16
99260 - Marketing Analyst	38.79
99310 - Mortician	32.20
99410 - Pest Controller	24.41
99510 - Photofinishing Worker	17.59
99710 - Recycling Laborer	31.15
99711 - Recycling Specialist	33.97
99730 - Refuse Collector	29.74
99810 - Sales Clerk	18.03
99820 - School Crossing Guard	18.11
99830 - Survey Party Chief	29.84
99831 - Surveying Aide	16.56
99832 - Surveying Technician	27.12
99840 - Vending Machine Attendant	22.67
99841 - Vending Machine Repairer	28.50
99842 - Vending Machine Repairer Helper	22.67

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](http://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 \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at [www.dol.gov/whd/govcontracts](http://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 employee (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)).""