

"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.: 2015-5452 Revision No.: 12 Date Of Last Revision: 06/06/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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](http://www.dol.gov/whd/govcontracts).

State: New Mexico

Area: New Mexico Counties of Cibola Colfax McKinley Mora Rio Arriba San Miguel Taos

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.60
01013 - Accounting Clerk III		17.45
01020 - Administrative Assistant		26.61
01035 - Court Reporter		18.61
01041 - Customer Service Representative I		11.06
01042 - Customer Service Representative II		12.44
01043 - Customer Service Representative III		13.56
01051 - Data Entry Operator I		12.62
01052 - Data Entry Operator II		13.77
01060 - Dispatcher Motor Vehicle		17.03
01070 - Document Preparation Clerk		13.86
01090 - Duplicating Machine Operator		13.86
01111 - General Clerk I		12.46
01112 - General Clerk II		13.59
01113 - General Clerk III		15.26
01120 - Housing Referral Assistant		18.99
01141 - Messenger Courier		11.06
01191 - Order Clerk I		12.43
01192 - Order Clerk II		13.56
01261 - Personnel Assistant (Employment) I		15.82
01262 - Personnel Assistant (Employment) II		17.69
01263 - Personnel Assistant (Employment) III		19.73
01270 - Production Control Clerk		23.17
01290 - Rental Clerk		12.25

01300 - Scheduler Maintenance	15.23
01311 - Secretary I	15.23
01312 - Secretary II	17.03
01313 - Secretary III	18.99
01320 - Service Order Dispatcher	15.23
01410 - Supply Technician	26.61
01420 - Survey Worker	15.41
01460 - Switchboard Operator/Receptionist	13.73
01531 - Travel Clerk I	11.82
01532 - Travel Clerk II	12.76
01533 - Travel Clerk III	13.57
01611 - Word Processor I	13.56
01612 - Word Processor II	15.23
01613 - Word Processor III	17.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.06
05010 - Automotive Electrician	18.12
05040 - Automotive Glass Installer	15.82
05070 - Automotive Worker	15.82
05110 - Mobile Equipment Servicer	13.50
05130 - Motor Equipment Metal Mechanic	17.99
05160 - Motor Equipment Metal Worker	15.82
05190 - Motor Vehicle Mechanic	18.12
05220 - Motor Vehicle Mechanic Helper	13.62
05250 - Motor Vehicle Upholstery Worker	15.82
05280 - Motor Vehicle Wrecker	15.82
05310 - Painter Automotive	17.19
05340 - Radiator Repair Specialist	15.82
05370 - Tire Repairer	11.49
05400 - Transmission Repair Specialist	17.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.80
07041 - Cook I	11.92
07042 - Cook II	14.21
07070 - Dishwasher	9.46
07130 - Food Service Worker	10.58
07210 - Meat Cutter	16.48
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.45
09040 - Furniture Handler	13.20
09080 - Furniture Refinisher	21.45
09090 - Furniture Refinisher Helper	16.72
09110 - Furniture Repairer Minor	20.30
09130 - Upholsterer	21.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.87
11060 - Elevator Operator	10.87
11090 - Gardener	18.91
11122 - Housekeeping Aide	11.32
11150 - Janitor	11.32
11210 - Laborer Grounds Maintenance	13.39
11240 - Maid or Houseman	10.77
11260 - Pruner	11.66
11270 - Tractor Operator	17.07
11330 - Trail Maintenance Worker	13.39
11360 - Window Cleaner	12.95
12000 - Health Occupations	
12010 - Ambulance Driver	16.40
12011 - Breath Alcohol Technician	19.55
12012 - Certified Occupational Therapist Assistant	26.82
12015 - Certified Physical Therapist Assistant	26.82
12020 - Dental Assistant	18.18
12025 - Dental Hygienist	39.93
12030 - EKG Technician	29.61

12035 - Electroneurodiagnostic Technologist	29.61
12040 - Emergency Medical Technician	16.40
12071 - Licensed Practical Nurse I	18.73
12072 - Licensed Practical Nurse II	20.92
12073 - Licensed Practical Nurse III	23.32
12100 - Medical Assistant	14.55
12130 - Medical Laboratory Technician	25.48
12160 - Medical Record Clerk	15.82
12190 - Medical Record Technician	17.70
12195 - Medical Transcriptionist	17.47
12210 - Nuclear Medicine Technologist	42.94
12221 - Nursing Assistant I	11.01
12222 - Nursing Assistant II	12.38
12223 - Nursing Assistant III	13.50
12224 - Nursing Assistant IV	15.16
12235 - Optical Dispenser	18.95
12236 - Optical Technician	17.47
12250 - Pharmacy Technician	17.42
12280 - Phlebotomist	17.47
12305 - Radiologic Technologist	29.61
12311 - Registered Nurse I	25.39
12312 - Registered Nurse II	31.06
12313 - Registered Nurse II Specialist	31.06
12314 - Registered Nurse III	37.58
12315 - Registered Nurse III Anesthetist	37.58
12316 - Registered Nurse IV	45.04
12317 - Scheduler (Drug and Alcohol Testing)	24.20
12320 - Substance Abuse Treatment Counselor	24.12
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.70
13012 - Exhibits Specialist II	24.40
13013 - Exhibits Specialist III	29.84
13041 - Illustrator I	19.48
13042 - Illustrator II	24.15
13043 - Illustrator III	27.86
13047 - Librarian	27.03
13050 - Library Aide/Clerk	11.02
13054 - Library Information Technology Systems Administrator	24.40
13058 - Library Technician	15.10
13061 - Media Specialist I	17.60
13062 - Media Specialist II	19.70
13063 - Media Specialist III	21.96
13071 - Photographer I	17.60
13072 - Photographer II	19.70
13073 - Photographer III	24.40
13074 - Photographer IV	29.40
13075 - Photographer V	35.56
13090 - Technical Order Library Clerk	16.23
13110 - Video Teleconference Technician	18.57
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.48
14042 - Computer Operator II	18.44
14043 - Computer Operator III	21.03
14044 - Computer Operator IV	23.39
14045 - Computer Operator V	26.77
14071 - Computer Programmer I	(see 1) 24.65
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	16.48
14160 - Personal Computer Support Technician	23.39

14170 - System Support Specialist	29.89
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.38
15020 - Aircrew Training Devices Instructor (Rated)	36.73
15030 - Air Crew Training Devices Instructor (Pilot)	44.06
15050 - Computer Based Training Specialist / Instructor	30.38
15060 - Educational Technologist	32.05
15070 - Flight Instructor (Pilot)	44.06
15080 - Graphic Artist	27.57
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.06
15086 - Maintenance Test Pilot Rotary Wing	44.06
15088 - Non-Maintenance Test/Co-Pilot	44.06
15090 - Technical Instructor	20.47
15095 - Technical Instructor/Course Developer	27.57
15110 - Test Proctor	16.51
15120 - Tutor	16.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.57
16030 - Counter Attendant	11.57
16040 - Dry Cleaner	13.22
16070 - Finisher Flatwork Machine	11.57
16090 - Presser Hand	11.57
16110 - Presser Machine Drycleaning	11.57
16130 - Presser Machine Shirts	11.57
16160 - Presser Machine Wearing Apparel Laundry	11.57
16190 - Sewing Machine Operator	13.78
16220 - Tailor	14.33
16250 - Washer Machine	12.12
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.95
19040 - Tool And Die Maker	30.43
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.19
21030 - Material Coordinator	23.17
21040 - Material Expediter	23.17
21050 - Material Handling Laborer	13.23
21071 - Order Filler	11.53
21080 - Production Line Worker (Food Processing)	17.19
21110 - Shipping Packer	16.60
21130 - Shipping/Receiving Clerk	16.60
21140 - Store Worker I	10.86
21150 - Stock Clerk	15.81
21210 - Tools And Parts Attendant	17.19
21410 - Warehouse Specialist	17.19
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.30
23019 - Aircraft Logs and Records Technician	20.37
23021 - Aircraft Mechanic I	25.73
23022 - Aircraft Mechanic II	27.30
23023 - Aircraft Mechanic III	28.86
23040 - Aircraft Mechanic Helper	16.78
23050 - Aircraft Painter	23.95
23060 - Aircraft Servicer	20.37
23070 - Aircraft Survival Flight Equipment Technician	23.95
23080 - Aircraft Worker	22.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.73
23110 - Appliance Mechanic	23.68
23120 - Bicycle Repairer	17.61
23125 - Cable Splicer	34.89
23130 - Carpenter Maintenance	18.87
23140 - Carpet Layer	22.08
23160 - Electrician Maintenance	25.23

23181 - Electronics Technician Maintenance I	25.16
23182 - Electronics Technician Maintenance II	27.32
23183 - Electronics Technician Maintenance III	29.47
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	22.70
23310 - Fire Extinguisher Repairer	18.52
23311 - Fuel Distribution System Mechanic	25.65
23312 - Fuel Distribution System Operator	19.82
23370 - General Maintenance Worker	15.51
23380 - Ground Support Equipment Mechanic	25.73
23381 - Ground Support Equipment Servicer	20.37
23382 - Ground Support Equipment Worker	22.15
23391 - Gunsmith I	18.52
23392 - Gunsmith II	22.08
23393 - Gunsmith III	25.65
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.95
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.26
23430 - Heavy Equipment Mechanic	26.56
23440 - Heavy Equipment Operator	19.40
23460 - Instrument Mechanic	27.47
23465 - Laboratory/Shelter Mechanic	23.86
23470 - Laborer	13.23
23510 - Locksmith	23.86
23530 - Machinery Maintenance Mechanic	28.43
23550 - Machinist Maintenance	28.29
23580 - Maintenance Trades Helper	12.56
23591 - Metrology Technician I	27.47
23592 - Metrology Technician II	29.34
23593 - Metrology Technician III	30.82
23640 - Millwright	25.65
23710 - Office Appliance Repairer	23.86
23760 - Painter Maintenance	15.94
23790 - Pipefitter Maintenance	24.23
23810 - Plumber Maintenance	22.66
23820 - Pneudraulic Systems Mechanic	25.65
23850 - Rigger	25.65
23870 - Scale Mechanic	22.08
23890 - Sheet-Metal Worker Maintenance	25.65
23910 - Small Engine Mechanic	22.08
23931 - Telecommunications Mechanic I	32.03
23932 - Telecommunications Mechanic II	34.22
23950 - Telephone Lineman	25.73
23960 - Welder Combination Maintenance	22.25
23965 - Well Driller	27.07
23970 - Woodcraft Worker	25.65
23980 - Woodworker	18.58
24000 - Personal Needs Occupations	
24550 - Case Manager	17.25
24570 - Child Care Attendant	10.77
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	9.65
24620 - Family Readiness And Support Services Coordinator	17.25
24630 - Homemaker	17.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.65
25040 - Sewage Plant Operator	18.32
25070 - Stationary Engineer	25.65
25190 - Ventilation Equipment Tender	16.72
25210 - Water Treatment Plant Operator	17.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.92
27007 - Baggage Inspector	12.35

27008 - Corrections Officer	17.17
27010 - Court Security Officer	18.23
27030 - Detection Dog Handler	13.82
27040 - Detention Officer	17.17
27070 - Firefighter	19.28
27101 - Guard I	12.35
27102 - Guard II	13.82
27131 - Police Officer I	21.40
27132 - Police Officer II	23.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.13
28042 - Carnival Equipment Repairer	16.75
28043 - Carnival Worker	10.33
28210 - Gate Attendant/Gate Tender	13.59
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.21
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	18.06
28630 - Sports Official	12.11
28690 - Swimming Pool Operator	23.11
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.15
29020 - Hatch Tender	22.15
29030 - Line Handler	22.15
29041 - Stevedore I	20.37
29042 - Stevedore II	23.95
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.14
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.68
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.48
30021 - Archeological Technician I	19.13
30022 - Archeological Technician II	21.45
30023 - Archeological Technician III	26.26
30030 - Cartographic Technician	26.59
30040 - Civil Engineering Technician	24.00
30051 - Cryogenic Technician I	23.38
30052 - Cryogenic Technician II	25.82
30061 - Drafter/CAD Operator I	19.13
30062 - Drafter/CAD Operator II	21.45
30063 - Drafter/CAD Operator III	23.93
30064 - Drafter/CAD Operator IV	28.50
30081 - Engineering Technician I	16.70
30082 - Engineering Technician II	18.73
30083 - Engineering Technician III	20.96
30084 - Engineering Technician IV	25.97
30085 - Engineering Technician V	31.77
30086 - Engineering Technician VI	38.43
30090 - Environmental Technician	22.40
30095 - Evidence Control Specialist	21.11
30210 - Laboratory Technician	24.87
30221 - Latent Fingerprint Technician I	23.38
30222 - Latent Fingerprint Technician II	25.82
30240 - Mathematical Technician	26.59
30361 - Paralegal/Legal Assistant I	19.08
30362 - Paralegal/Legal Assistant II	23.64
30363 - Paralegal/Legal Assistant III	28.92
30364 - Paralegal/Legal Assistant IV	34.99
30375 - Petroleum Supply Specialist	25.82
30390 - Photo-Optics Technician	26.59
30395 - Radiation Control Technician	25.82
30461 - Technical Writer I	23.34
30462 - Technical Writer II	28.56
30463 - Technical Writer III	34.54
30491 - Unexploded Ordnance (UXO) Technician I	25.51
30492 - Unexploded Ordnance (UXO) Technician II	30.86

30493 - Unexploded Ordnance (UXO) Technician III	36.99
30494 - Unexploded (UXO) Safety Escort	25.51
30495 - Unexploded (UXO) Sweep Personnel	25.51
30501 - Weather Forecaster I	28.50
30502 - Weather Forecaster II	34.66
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 23.93
30621 - Weather Observer Senior	(see 2) 26.59
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.86
31020 - Bus Aide	11.27
31030 - Bus Driver	17.35
31043 - Driver Courier	13.34
31260 - Parking and Lot Attendant	9.93
31290 - Shuttle Bus Driver	13.56
31310 - Taxi Driver	11.43
31361 - Truckdriver Light	13.56
31362 - Truckdriver Medium	16.66
31363 - Truckdriver Heavy	19.68
31364 - Truckdriver Tractor-Trailer	19.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.05
99030 - Cashier	10.06
99050 - Desk Clerk	11.39
99095 - Embalmer	25.51
99130 - Flight Follower	25.51
99251 - Laboratory Animal Caretaker I	16.29
99252 - Laboratory Animal Caretaker II	18.18
99260 - Marketing Analyst	22.26
99310 - Mortician	25.51
99410 - Pest Controller	21.53
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	15.33
99711 - Recycling Specialist	19.46
99730 - Refuse Collector	13.30
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	12.14
99830 - Survey Party Chief	24.28
99831 - Surveying Aide	22.10
99832 - Surveying Technician	22.28
99840 - Vending Machine Attendant	12.89
99841 - Vending Machine Repairer	16.24
99842 - Vending Machine Repairer Helper	12.29

---

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).

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 \$4.54 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 \$4.22 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 10 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. (See 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))."