

"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                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-5419  
Revision No.: 23  
Date Of Last Revision: 12/27/2022

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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or   after January 30, 2022, or the   contract is renewed or extended (e.g., workers   an option is exercised) on or after applicable   January 30, 2022: determination,       	Executive Order 14026 generally applies to   the contract.   The contractor must pay all covered   at least \$16.20 per hour (or the   wage rate listed on this wage   if it is higher) for all hours spent   performing on the contract in 2023.
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If the contract was awarded on or   between January 1, 2015 and January 29,   2022, and the contract is not renewed workers   or extended on or after January 30, applicable   2022: determination,       	Executive Order 13658 generally applies to   the contract.   The contractor must pay all covered   at least \$12.15 per hour (or the   wage rate listed on this wage   if it is higher) for all hours spent   performing on the contract in 2023.
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The applicable Executive Order minimum wage rate will be adjusted annually.  
Additional  
information on contractor requirements and worker protections under the Executive  
Orders  
is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Colorado

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

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
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01000 - Administrative Support And Clerical Occupations	
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01011 - Accounting Clerk I	
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18.22	
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01012 - Accounting Clerk II	
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20.44	
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01013 - Accounting Clerk III	
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22.87	
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01020 - Administrative Assistant	
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29.42	
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01035 - Court Reporter	
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36.35	
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01041 - Customer Service Representative I	
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15.31***	
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01042 - Customer Service Representative II	
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16.71	
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01043 - Customer Service Representative III	
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18.76	
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01051 - Data Entry Operator I	
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16.59	
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01052 - Data Entry Operator II	
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18.10	
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01060 - Dispatcher, Motor Vehicle	
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23.01	
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01070 - Document Preparation Clerk	
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19.29	
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01090 - Duplicating Machine Operator	
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19.29	
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01111 - General Clerk I  
18.44  
01112 - General Clerk II  
20.12  
01113 - General Clerk III  
22.58  
01120 - Housing Referral Assistant  
24.25  
01141 - Messenger Courier  
18.11  
01191 - Order Clerk I  
19.23  
01192 - Order Clerk II  
20.99  
01261 - Personnel Assistant (Employment) I  
18.45  
01262 - Personnel Assistant (Employment) II  
20.64  
01263 - Personnel Assistant (Employment) III  
23.01  
01270 - Production Control Clerk  
26.10  
01290 - Rental Clerk  
17.93  
01300 - Scheduler, Maintenance  
19.44  
01311 - Secretary I  
19.44  
01312 - Secretary II  
21.75  
01313 - Secretary III  
24.25  
01320 - Service Order Dispatcher  
20.57  
01410 - Supply Technician  
29.42  
01420 - Survey Worker  
20.53  
01460 - Switchboard Operator/Receptionist  
17.57  
01531 - Travel Clerk I  
19.98  
01532 - Travel Clerk II  
21.04  
01533 - Travel Clerk III  
22.73  
01611 - Word Processor I  
19.80  
01612 - Word Processor II  
22.22

01613 - Word Processor III  
 24.86  
 05000 - Automotive Service Occupations  
   05005 - Automobile Body Repairer, Fiberglass  
 28.81  
   05010 - Automotive Electrician  
 23.28  
   05040 - Automotive Glass Installer  
 21.79  
   05070 - Automotive Worker  
 21.79  
   05110 - Mobile Equipment Servicer  
 18.88  
   05130 - Motor Equipment Metal Mechanic  
 24.73  
   05160 - Motor Equipment Metal Worker  
 21.79  
   05190 - Motor Vehicle Mechanic  
 24.73  
   05220 - Motor Vehicle Mechanic Helper  
 17.40  
   05250 - Motor Vehicle Upholstery Worker  
 20.35  
   05280 - Motor Vehicle Wrecker  
 21.79  
   05310 - Painter, Automotive  
 23.28  
   05340 - Radiator Repair Specialist  
 21.79  
   05370 - Tire Repairer  
 16.73  
   05400 - Transmission Repair Specialist  
 24.73  
 07000 - Food Preparation And Service Occupations  
   07010 - Baker  
 16.23  
   07041 - Cook I  
 15.91\*\*\*  
   07042 - Cook II  
 18.41  
   07070 - Dishwasher  
 14.34\*\*\*  
   07130 - Food Service Worker  
 14.82\*\*\*  
   07210 - Meat Cutter  
 19.48  
   07260 - Waiter/Waitress  
 12.89\*\*\*  
 09000 - Furniture Maintenance And Repair Occupations  
   09010 - Electrostatic Spray Painter

19.39  
09040 - Furniture Handler  
15.90\*\*\*  
09080 - Furniture Refinisher  
19.06  
09090 - Furniture Refinisher Helper  
15.90\*\*\*  
09110 - Furniture Repairer, Minor  
18.10  
09130 - Upholsterer  
19.19  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
14.99\*\*\*  
11060 - Elevator Operator  
14.77\*\*\*  
11090 - Gardener  
22.05  
11122 - Housekeeping Aide  
14.77\*\*\*  
11150 - Janitor  
14.77\*\*\*  
11210 - Laborer, Grounds Maintenance  
18.35  
11240 - Maid or Houseman  
14.25\*\*\*  
11260 - Pruner  
17.51  
11270 - Tractor Operator  
20.32  
11330 - Trail Maintenance Worker  
18.35  
11360 - Window Cleaner  
15.48\*\*\*  
12000 - Health Occupations  
12010 - Ambulance Driver  
20.39  
12011 - Breath Alcohol Technician  
25.98  
12012 - Certified Occupational Therapist Assistant  
29.02  
12015 - Certified Physical Therapist Assistant  
29.89  
12020 - Dental Assistant  
22.84  
12025 - Dental Hygienist  
47.28  
12030 - EKG Technician  
37.79  
12035 - Electroneurodiagnostic Technologist

37.79  
12040 - Emergency Medical Technician  
20.39  
12071 - Licensed Practical Nurse I  
23.22  
12072 - Licensed Practical Nurse II  
25.98  
12073 - Licensed Practical Nurse III  
28.96  
12100 - Medical Assistant  
19.10  
12130 - Medical Laboratory Technician  
29.26  
12160 - Medical Record Clerk  
22.80  
12190 - Medical Record Technician  
25.50  
12195 - Medical Transcriptionist  
19.30  
12210 - Nuclear Medicine Technologist  
45.85  
12221 - Nursing Assistant I  
12.84\*\*\*  
12222 - Nursing Assistant II  
14.44\*\*\*  
12223 - Nursing Assistant III  
15.75\*\*\*  
12224 - Nursing Assistant IV  
17.68  
12235 - Optical Dispenser  
20.98  
12236 - Optical Technician  
18.64  
12250 - Pharmacy Technician  
18.54  
12280 - Phlebotomist  
19.13  
12305 - Radiologic Technologist  
33.02  
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)  
32.19  
12320 - Substance Abuse Treatment Counselor  
24.69  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
21.46  
13012 - Exhibits Specialist II  
26.59  
13013 - Exhibits Specialist III  
32.52  
13041 - Illustrator I  
21.87  
13042 - Illustrator II  
27.10  
13043 - Illustrator III  
33.15  
13047 - Librarian  
30.01  
13050 - Library Aide/Clerk  
15.88\*\*\*  
13054 - Library Information Technology Systems  
27.10  
Administrator  
13058 - Library Technician  
18.17  
13061 - Media Specialist I  
19.55  
13062 - Media Specialist II  
21.87  
13063 - Media Specialist III  
24.38  
13071 - Photographer I  
19.49  
13072 - Photographer II  
21.80  
13073 - Photographer III  
27.01  
13074 - Photographer IV  
33.04  
13075 - Photographer V  
39.97  
13090 - Technical Order Library Clerk  
18.05  
13110 - Video Teleconference Technician  
23.46  
14000 - Information Technology Occupations  
14041 - Computer Operator I  
23.34

14042 - Computer Operator II  
 26.11  
 14043 - Computer Operator III  
 29.10  
 14044 - Computer Operator IV  
 32.35  
 14045 - Computer Operator V  
 35.82  
 14071 - Computer Programmer I (see 1)  
 26.05  
 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  
 23.34  
 14160 - Personal Computer Support Technician  
 32.35  
 14170 - System Support Specialist  
 35.82  
 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)  
 49.96  
 15050 - Computer Based Training Specialist / Instructor  
 35.58  
 15060 - Educational Technologist  
 37.16  
 15070 - Flight Instructor (Pilot)  
 49.96  
 15080 - Graphic Artist  
 29.79  
 15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
 49.96  
 15086 - Maintenance Test Pilot, Rotary Wing  
 49.96  
 15088 - Non-Maintenance Test/Co-Pilot  
 49.96  
 15090 - Technical Instructor



28.05  
15095 - Technical Instructor/Course Developer  
34.31  
15110 - Test Proctor  
22.64  
15120 - Tutor  
22.64  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
16.16\*\*\*  
16030 - Counter Attendant  
16.16\*\*\*  
16040 - Dry Cleaner  
18.48  
16070 - Finisher, Flatwork, Machine  
16.16\*\*\*  
16090 - Presser, Hand  
16.16\*\*\*  
16110 - Presser, Machine, Drycleaning  
16.16\*\*\*  
16130 - Presser, Machine, Shirts  
16.16\*\*\*  
16160 - Presser, Machine, Wearing Apparel, Laundry  
16.16\*\*\*  
16190 - Sewing Machine Operator  
19.55  
16220 - Tailor  
20.77  
16250 - Washer, Machine  
16.93  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
21.82  
19040 - Tool And Die Maker  
26.32  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
18.84  
21030 - Material Coordinator  
26.10  
21040 - Material Expediter  
26.10  
21050 - Material Handling Laborer  
18.38  
21071 - Order Filler  
15.64\*\*\*  
21080 - Production Line Worker (Food Processing)  
18.84  
21110 - Shipping Packer  
18.05

21130 - Shipping/Receiving Clerk  
18.05  
21140 - Store Worker I  
16.73  
21150 - Stock Clerk  
19.59  
21210 - Tools And Parts Attendant  
18.84  
21410 - Warehouse Specialist  
18.84  
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  
28.96  
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  
36.38  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
41.27  
II  
23110 - Appliance Mechanic  
24.44  
23120 - Bicycle Repairer  
17.81  
23125 - Cable Splicer  
41.62  
23130 - Carpenter, Maintenance  
26.28  
23140 - Carpet Layer  
23.88  
23160 - Electrician, Maintenance  
29.02  
23181 - Electronics Technician Maintenance I

26.84  
23182 - Electronics Technician Maintenance II

28.65  
23183 - Electronics Technician Maintenance III

30.44  
23260 - Fabric Worker

23.05  
23290 - Fire Alarm System Mechanic

29.60  
23310 - Fire Extinguisher Repairer

21.39  
23311 - Fuel Distribution System Mechanic

30.74  
23312 - Fuel Distribution System Operator

23.41  
23370 - General Maintenance Worker

22.52  
23380 - Ground Support Equipment Mechanic

41.27  
23381 - Ground Support Equipment Servicer

33.88  
23382 - Ground Support Equipment Worker

36.38  
23391 - Gunsmith I

21.39  
23392 - Gunsmith II

24.76  
23393 - Gunsmith III

28.08  
23410 - Heating, Ventilation And Air-Conditioning

28.74  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning

30.24  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic

29.18  
23440 - Heavy Equipment Operator

25.93  
23460 - Instrument Mechanic

31.33  
23465 - Laboratory/Shelter Mechanic

26.43  
23470 - Laborer

18.38  
23510 - Locksmith

23.55  
23530 - Machinery Maintenance Mechanic

29.33  
23550 - Machinist, Maintenance

24.60  
23580 - Maintenance Trades Helper  
18.49  
23591 - Metrology Technician I  
31.33  
23592 - Metrology Technician II  
32.97  
23593 - Metrology Technician III  
34.34  
23640 - Millwright  
30.24  
23710 - Office Appliance Repairer  
23.58  
23760 - Painter, Maintenance  
22.61  
23790 - Pipefitter, Maintenance  
30.93  
23810 - Plumber, Maintenance  
29.11  
23820 - Pneudraulic Systems Mechanic  
28.08  
23850 - Rigger  
24.73  
23870 - Scale Mechanic  
24.76  
23890 - Sheet-Metal Worker, Maintenance  
24.13  
23910 - Small Engine Mechanic  
22.51  
23931 - Telecommunications Mechanic I  
31.57  
23932 - Telecommunications Mechanic II  
33.22  
23950 - Telephone Lineman  
27.26  
23960 - Welder, Combination, Maintenance  
24.14  
23965 - Well Driller  
24.71  
23970 - Woodcraft Worker  
28.08  
23980 - Woodworker  
21.39  
24000 - Personal Needs Occupations  
24550 - Case Manager  
18.49  
24570 - Child Care Attendant  
14.62\*\*\*  
24580 - Child Care Center Clerk  
18.23

24610 - Chore Aide  
14.42\*\*\*  
24620 - Family Readiness And Support Services  
18.49  
Coordinator  
24630 - Homemaker  
18.49  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
33.03  
25040 - Sewage Plant Operator  
29.12  
25070 - Stationary Engineer  
33.03  
25190 - Ventilation Equipment Tender  
23.19  
25210 - Water Treatment Plant Operator  
29.12  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
28.78  
27007 - Baggage Inspector  
17.38  
27008 - Corrections Officer  
27.00  
27010 - Court Security Officer  
31.96  
27030 - Detection Dog Handler  
21.32  
27040 - Detention Officer  
27.00  
27070 - Firefighter  
37.25  
27101 - Guard I  
17.38  
27102 - Guard II  
21.32  
27131 - Police Officer I  
42.13  
27132 - Police Officer II  
46.83  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
16.29  
28042 - Carnival Equipment Repairer  
17.68  
28043 - Carnival Worker  
14.04\*\*\*  
28210 - Gate Attendant/Gate Tender  
18.72

28310 - Lifeguard  
13.67\*\*\*  
28350 - Park Attendant (Aide)  
20.94  
28510 - Recreation Aide/Health Facility Attendant  
15.29\*\*\*  
28515 - Recreation Specialist  
25.95  
28630 - Sports Official  
16.68  
28690 - Swimming Pool Operator  
20.46  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
28.39  
29020 - Hatch Tender  
28.39  
29030 - Line Handler  
28.39  
29041 - Stevedore I  
26.44  
29042 - Stevedore II  
30.32  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
45.49  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
31.36  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
34.55  
30021 - Archeological Technician I  
20.43  
30022 - Archeological Technician II  
22.85  
30023 - Archeological Technician III  
28.31  
30030 - Cartographic Technician  
28.31  
30040 - Civil Engineering Technician  
28.68  
30051 - Cryogenic Technician I  
31.35  
30052 - Cryogenic Technician II  
34.63  
30061 - Drafter/CAD Operator I  
20.43  
30062 - Drafter/CAD Operator II  
22.71  
30063 - Drafter/CAD Operator III  
25.47

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  
27.29  
30095 - Evidence Control Specialist  
28.31  
30210 - Laboratory Technician  
25.65  
30221 - Latent Fingerprint Technician I  
32.79  
30222 - Latent Fingerprint Technician II  
36.22  
30240 - Mathematical Technician  
32.21  
30361 - Paralegal/Legal Assistant I  
20.59  
30362 - Paralegal/Legal Assistant II  
25.51  
30363 - Paralegal/Legal Assistant III  
31.20  
30364 - Paralegal/Legal Assistant IV  
37.76  
30375 - Petroleum Supply Specialist  
34.63  
30390 - Photo-Optics Technician  
28.31  
30395 - Radiation Control Technician  
34.63  
30461 - Technical Writer I  
26.26  
30462 - Technical Writer II  
32.12  
30463 - Technical Writer III  
38.86  
30491 - Unexploded Ordnance (UXO) Technician I  
28.91  
30492 - Unexploded Ordnance (UXO) Technician II  
34.98

30493 - Unexploded Ordnance (UXO) Technician III  
 41.92  
 30494 - Unexploded (UXO) Safety Escort  
 28.91  
 30495 - Unexploded (UXO) Sweep Personnel  
 28.91  
 30501 - Weather Forecaster I  
 31.50  
 30502 - Weather Forecaster II  
 38.14  
 30620 - Weather Observer, Combined Upper Air Or (see 2)  
 25.47  
 Surface Programs  
 30621 - Weather Observer, Senior (see 2)  
 28.31  
 31000 - Transportation/Mobile Equipment Operation Occupations  
 31010 - Airplane Pilot  
 34.98  
 31020 - Bus Aide  
 16.15\*\*\*  
 31030 - Bus Driver  
 22.24  
 31043 - Driver Courier  
 17.33  
 31260 - Parking and Lot Attendant  
 14.51\*\*\*  
 31290 - Shuttle Bus Driver  
 17.98  
 31310 - Taxi Driver  
 17.86  
 31361 - Truckdriver, Light  
 18.81  
 31362 - Truckdriver, Medium  
 20.27  
 31363 - Truckdriver, Heavy  
 25.53  
 31364 - Truckdriver, Tractor-Trailer  
 25.53  
 99000 - Miscellaneous Occupations  
 99020 - Cabin Safety Specialist  
 17.05  
 99030 - Cashier  
 14.27\*\*\*  
 99050 - Desk Clerk  
 14.85\*\*\*  
 99095 - Embalmer  
 32.20  
 99130 - Flight Follower  
 28.91  
 99251 - Laboratory Animal Caretaker I



15.12\*\*\*  
 99252 - Laboratory Animal Caretaker II  
 16.41  
 99260 - Marketing Analyst  
 37.92  
 99310 - Mortician  
 32.20  
 99410 - Pest Controller  
 22.45  
 99510 - Photofinishing Worker  
 17.59  
 99710 - Recycling Laborer  
 24.68  
 99711 - Recycling Specialist  
 29.74  
 99730 - Refuse Collector  
 23.43  
 99810 - Sales Clerk  
 14.55\*\*\*  
 99820 - School Crossing Guard  
 16.74  
 99830 - Survey Party Chief  
 27.68  
 99831 - Surveying Aide  
 15.36\*\*\*  
 99832 - Surveying Technician  
 25.16  
 99840 - Vending Machine Attendant  
 17.04  
 99841 - Vending Machine Repairer  
 21.41  
 99842 - Vending Machine Repairer Helper  
 17.04

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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))."