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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

Shirley F. Ebbesen Division of
 Director Wage Determinations

Wage Determination No.: 2005-2079
 Revision No.: 7
 Date Of Revision: 05/29/2008

State: Colorado

Area: Colorado Counties of Cheyenne, El Paso, Kit Carson, Lincoln, Teller

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.29
01012 - Accounting Clerk II	14.94
01013 - Accounting Clerk III	17.87
01020 - Administrative Assistant	19.48
01040 - Court Reporter	18.24
01051 - Data Entry Operator I	10.97
01052 - Data Entry Operator II	12.61
01060 - Dispatcher, Motor Vehicle	15.59
01070 - Document Preparation Clerk	13.29
01090 - Duplicating Machine Operator	13.29
01111 - General Clerk I	12.39
01112 - General Clerk II	13.52
01113 - General Clerk III	15.18
01120 - Housing Referral Assistant	18.39
01141 - Messenger Courier	10.56
01191 - Order Clerk I	13.20
01192 - Order Clerk II	14.31
01261 - Personnel Assistant (Employment) I	15.47
01262 - Personnel Assistant (Employment) II	17.58
01263 - Personnel Assistant (Employment) III	19.61
01270 - Production Control Clerk	19.66
01280 - Receptionist	11.74
01290 - Rental Clerk	10.62
01300 - Scheduler, Maintenance	14.89
01311 - Secretary I	14.89
01312 - Secretary II	16.58
01313 - Secretary III	18.39
01320 - Service Order Dispatcher	12.63
01410 - Supply Technician	19.48
01420 - Survey Worker	15.38
01531 - Travel Clerk I	10.87
01532 - Travel Clerk II	11.63
01533 - Travel Clerk III	12.28
01611 - Word Processor I	14.44
01612 - Word Processor II	16.28
01613 - Word Processor III	18.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.23
05010 - Automotive Electrician	16.12
05040 - Automotive Glass Installer	15.16
05070 - Automotive Worker	15.16
05110 - Mobile Equipment Servicer	13.27
05130 - Motor Equipment Metal Mechanic	17.05
05160 - Motor Equipment Metal Worker	15.16
05190 - Motor Vehicle Mechanic	19.60

05220 - Motor Vehicle Mechanic Helper	15.76
05250 - Motor Vehicle Upholstery Worker	16.34
05280 - Motor Vehicle Wrecker	17.51
05310 - Painter, Automotive	18.54
05340 - Radiator Repair Specialist	17.41
05370 - Tire Repairer	11.27
05400 - Transmission Repair Specialist	19.60
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.29
07041 - Cook I	9.92
07042 - Cook II	11.35
07070 - Dishwasher	7.76
07130 - Food Service Worker	9.38
07210 - Meat Cutter	15.24
07260 - Waiter/Waitress	8.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.06
09040 - Furniture Handler	10.98
09080 - Furniture Refinisher	15.18
09090 - Furniture Refinisher Helper	11.74
09110 - Furniture Repairer, Minor	13.38
09130 - Upholsterer	14.76
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.40
11060 - Elevator Operator	9.40
11090 - Gardener	13.47
11122 - Housekeeping Aide	10.86
11150 - Janitor	11.35
11210 - Laborer, Grounds Maintenance	11.07
11240 - Maid or Houseman	9.15
11260 - Pruner	11.35
11270 - Tractor Operator	12.65
11330 - Trail Maintenance Worker	11.07
11360 - Window Cleaner	12.34
12000 - Health Occupations	
12010 - Ambulance Driver	17.08
12011 - Breath Alcohol Technician	17.08
12012 - Certified Occupational Therapist Assistant	19.93
12015 - Certified Physical Therapist Assistant	17.26
12020 - Dental Assistant	15.89
12025 - Dental Hygienist	31.98
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	17.08
12071 - Licensed Practical Nurse I	14.07
12072 - Licensed Practical Nurse II	15.80
12073 - Licensed Practical Nurse III	17.66
12100 - Medical Assistant	12.71
12130 - Medical Laboratory Technician	16.79
12160 - Medical Record Clerk	12.67
12190 - Medical Record Technician	14.23
12195 - Medical Transcriptionist	13.67
12210 - Nuclear Medicine Technologist	34.80
12221 - Nursing Assistant I	8.84
12222 - Nursing Assistant II	9.94
12223 - Nursing Assistant III	10.85
12224 - Nursing Assistant IV	12.17
12235 - Optical Dispenser	15.22
12236 - Optical Technician	14.16
12250 - Pharmacy Technician	14.07
12280 - Phlebotomist	12.17
12305 - Radiologic Technologist	21.02
12311 - Registered Nurse I	21.32
12312 - Registered Nurse II	26.07
12313 - Registered Nurse II, Specialist	26.07
12314 - Registered Nurse III	31.55
12315 - Registered Nurse III, Anesthetist	31.55
12316 - Registered Nurse IV	37.82
12317 - Scheduler (Drug and Alcohol Testing)	19.94

13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.06
13012 - Exhibits Specialist II	23.62
13013 - Exhibits Specialist III	28.89
13041 - Illustrator I	19.39
13042 - Illustrator II	23.62
13043 - Illustrator III	28.89
13047 - Librarian	26.16
13050 - Library Aide/Clerk	13.09
13054 - Library Information Technology Systems Administrator	23.62
13058 - Library Technician	13.13
13061 - Media Specialist I	14.83
13062 - Media Specialist II	16.59
13063 - Media Specialist III	18.49
13071 - Photographer I	14.70
13072 - Photographer II	17.33
13073 - Photographer III	21.47
13074 - Photographer IV	24.09
13075 - Photographer V	27.87
13110 - Video Teleconference Technician	17.94
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.43
14042 - Computer Operator II	14.62
14043 - Computer Operator III	17.99
14044 - Computer Operator IV	19.21
14045 - Computer Operator V	20.03
14071 - Computer Programmer I (1)	27.57
14072 - Computer Programmer II (1)	27.62
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	12.43
14160 - Personal Computer Support Technician	19.21
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.66
15020 - Aircrew Training Devices Instructor (Rated)	34.68
15030 - Air Crew Training Devices Instructor (Pilot)	41.57
15050 - Computer Based Training Specialist / Instructor	27.67
15060 - Educational Technologist	30.29
15070 - Flight Instructor (Pilot)	41.57
15080 - Graphic Artist	19.31
15090 - Technical Instructor	17.95
15095 - Technical Instructor/Course Developer	21.96
15110 - Test Proctor	15.81
15120 - Tutor	15.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.16
16030 - Counter Attendant	8.16
16040 - Dry Cleaner	10.02
16070 - Finisher, Flatwork, Machine	8.16
16090 - Presser, Hand	8.16
16110 - Presser, Machine, Drycleaning	8.16
16130 - Presser, Machine, Shirts	8.16
16160 - Presser, Machine, Wearing Apparel, Laundry	8.16
16190 - Sewing Machine Operator	10.51
16220 - Tailor	11.09
16250 - Washer, Machine	8.87
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.55
19040 - Tool And Die Maker	24.37
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.64
21030 - Material Coordinator	19.66
21040 - Material Expediter	19.66
21050 - Material Handling Laborer	10.63
21071 - Order Filler	11.06
21080 - Production Line Worker (Food Processing)	12.64

21110	- Shipping Packer	12.02
21130	- Shipping/Receiving Clerk	12.02
21140	- Store Worker I	9.33
21150	- Stock Clerk	12.51
21210	- Tools And Parts Attendant	12.64
21410	- Warehouse Specialist	12.64
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	23.52
23021	- Aircraft Mechanic I	22.40
23022	- Aircraft Mechanic II	23.52
23023	- Aircraft Mechanic III	24.70
23040	- Aircraft Mechanic Helper	16.38
23050	- Aircraft, Painter	21.49
23060	- Aircraft Servicer	18.69
23080	- Aircraft Worker	19.45
23110	- Appliance Mechanic	16.98
23120	- Bicycle Repairer	11.74
23125	- Cable Splicer	20.11
23130	- Carpenter, Maintenance	18.50
23140	- Carpet Layer	17.45
23160	- Electrician, Maintenance	20.49
23181	- Electronics Technician Maintenance I	21.33
23182	- Electronics Technician Maintenance II	22.69
23183	- Electronics Technician Maintenance III	24.04
23260	- Fabric Worker	15.90
23290	- Fire Alarm System Mechanic	20.21
23310	- Fire Extinguisher Repairer	15.66
23311	- Fuel Distribution System Mechanic	26.10
23312	- Fuel Distribution System Operator	19.01
23370	- General Maintenance Worker	15.93
23380	- Ground Support Equipment Mechanic	22.40
23381	- Ground Support Equipment Servicer	18.69
23382	- Ground Support Equipment Worker	19.93
23391	- Gunsmith I	14.76
23392	- Gunsmith II	17.07
23393	- Gunsmith III	19.25
23410	- Heating, Ventilation And Air-Conditioning Mechanic	19.49
23411	- Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
20.46		
23430	- Heavy Equipment Mechanic	20.13
23440	- Heavy Equipment Operator	18.37
23460	- Instrument Mechanic	19.25
23465	- Laboratory/Shelter Mechanic	18.14
23470	- Laborer	10.63
23510	- Locksmith	16.24
23530	- Machinery Maintenance Mechanic	19.22
23550	- Machinist, Maintenance	16.17
23580	- Maintenance Trades Helper	14.40
23591	- Metrology Technician I	19.25
23592	- Metrology Technician II	20.34
23593	- Metrology Technician III	21.43
23640	- Millwright	19.25
23710	- Office Appliance Repairer	18.66
23760	- Painter, Maintenance	15.93
23790	- Pipefitter, Maintenance	21.84
23810	- Plumber, Maintenance	20.71
23820	- Pneudraulic Systems Mechanic	19.25
23850	- Rigger	19.25
23870	- Scale Mechanic	17.05
23890	- Sheet-Metal Worker, Maintenance	20.66
23910	- Small Engine Mechanic	14.38
23931	- Telecommunications Mechanic I	20.03
23932	- Telecommunications Mechanic II	24.40
23950	- Telephone Lineman	18.50
23960	- Welder, Combination, Maintenance	14.28
23965	- Well Driller	19.25
23970	- Woodcraft Worker	19.25
23980	- Woodworker	16.61
24000	- Personal Needs Occupations	

24570 - Child Care Attendant	9.42
24580 - Child Care Center Clerk	13.50
24610 - Chore Aide	9.81
24620 - Family Readiness And Support Services Coordinator	13.76
24630 - Homemaker	16.51
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.56
25040 - Sewage Plant Operator	20.18
25070 - Stationary Engineer	23.56
25190 - Ventilation Equipment Tender	16.70
25210 - Water Treatment Plant Operator	20.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	11.74
27008 - Corrections Officer	20.70
27010 - Court Security Officer	18.82
27030 - Detection Dog Handler	14.44
27040 - Detention Officer	20.70
27070 - Firefighter	18.00
27101 - Guard I	11.74
27102 - Guard II	14.44
27131 - Police Officer I	18.82
27132 - Police Officer II	19.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.27
28042 - Carnival Equipment Repairer	10.93
28043 - Carnival Equipment Worker	8.01
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	13.09
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.34
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.48
29020 - Hatch Tender	17.48
29030 - Line Handler	17.48
29041 - Stevedore I	15.22
29042 - Stevedore II	18.59
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.96
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.79
30021 - Archeological Technician I	15.09
30022 - Archeological Technician II	17.81
30023 - Archeological Technician III	20.19
30030 - Cartographic Technician	25.88
30040 - Civil Engineering Technician	23.35
30061 - Drafter/CAD Operator I	19.31
30062 - Drafter/CAD Operator II	21.70
30063 - Drafter/CAD Operator III	24.08
30064 - Drafter/CAD Operator IV	29.62
30081 - Engineering Technician I	15.25
30082 - Engineering Technician II	17.11
30083 - Engineering Technician III	19.70
30084 - Engineering Technician IV	23.72
30085 - Engineering Technician V	29.02
30086 - Engineering Technician VI	35.11
30090 - Environmental Technician	23.95
30210 - Laboratory Technician	18.65
30240 - Mathematical Technician	23.95
30361 - Paralegal/Legal Assistant I	16.35
30362 - Paralegal/Legal Assistant II	20.25
30363 - Paralegal/Legal Assistant III	23.63
30364 - Paralegal/Legal Assistant IV	28.82
30390 - Photo-Optics Technician	23.95
30461 - Technical Writer I	19.94
30462 - Technical Writer II	24.39

30463 - Technical Writer III	29.51
30491 - Unexploded Ordnance (UXO) Technician I	21.58
30492 - Unexploded Ordnance (UXO) Technician II	26.29
30493 - Unexploded Ordnance (UXO) Technician III	31.30
30494 - Unexploded (UXO) Safety Escort	21.58
30495 - Unexploded (UXO) Sweep Personnel	21.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	20.23
30621 - Weather Observer, Senior (2)	21.78
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.92
31030 - Bus Driver	14.23
31043 - Driver Courier	12.96
31260 - Parking and Lot Attendant	9.12
31290 - Shuttle Bus Driver	13.60
31310 - Taxi Driver	9.39
31361 - Truckdriver, Light	13.60
31362 - Truckdriver, Medium	14.29
31363 - Truckdriver, Heavy	17.15
31364 - Truckdriver, Tractor-Trailer	17.15
99000 - Miscellaneous Occupations	
99030 - Cashier	9.74
99050 - Desk Clerk	9.99
99095 - Embalmer	21.58
99251 - Laboratory Animal Caretaker I	9.67
99252 - Laboratory Animal Caretaker II	10.15
99310 - Mortician	21.58
99410 - Pest Controller	15.88
99510 - Photofinishing Worker	11.34
99710 - Recycling Laborer	12.35
99711 - Recycling Specialist	14.53
99730 - Refuse Collector	11.21
99810 - Sales Clerk	12.50
99820 - School Crossing Guard	12.92
99830 - Survey Party Chief	19.21
99831 - Surveying Aide	13.75
99832 - Surveying Technician	17.75
99840 - Vending Machine Attendant	12.73
99841 - Vending Machine Repairer	15.61
99842 - Vending Machine Repairer Helper	12.73

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.24 per hour or \$129.60 per week or \$561.60 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.