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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

Wage Determination No.: 2015-5419
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Daniel W. Simms
Director

Division of
Wage Determinations

State: Colorado

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

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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.

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 cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at 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 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))."""

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5503
Revision No.: 28
Date Of Last Revision: 5/13/2026

State: Idaho

Area: Idaho Counties of Ada, Boise, Canyon, Gem and Owyhee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.06
01012 - Accounting Clerk II		20.28
01013 - Accounting Clerk III		22.68
01020 - Administrative Assistant		29.00
01035 - Court Reporter		24.93
01041 - Customer Service Representative I		16.77
01042 - Customer Service Representative II		18.30
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		17.73
01052 - Data Entry Operator II		19.35
01060 - Dispatcher, Motor Vehicle		23.46
01070 - Document Preparation Clerk		16.60
01090 - Duplicating Machine Operator		16.60
01111 - General Clerk I		16.53
01112 - General Clerk II		18.04
01113 - General Clerk III		20.24
01120 - Housing Referral Assistant		23.24
01141 - Messenger Courier		17.96
01191 - Order Clerk I		20.31
01192 - Order Clerk II		22.16
01261 - Personnel Assistant (Employment) I		18.90
01262 - Personnel Assistant (Employment) II		21.14
01263 - Personnel Assistant (Employment) III		23.56
01270 - Production Control Clerk		28.06
01290 - Rental Clerk		18.37
01300 - Scheduler, Maintenance		18.63
01311 - Secretary I		18.63
01312 - Secretary II		20.84
01313 - Secretary III		23.24
01320 - Service Order Dispatcher		20.98
01410 - Supply Technician		29.00
01420 - Survey Worker		19.56
01460 - Switchboard Operator/Receptionist		17.37
01531 - Travel Clerk I		18.67
01532 - Travel Clerk II		20.59
01533 - Travel Clerk III		23.03
01611 - Word Processor I		16.22
01612 - Word Processor II		18.21
01613 - Word Processor III		20.37
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.40
05010 - Automotive Electrician		21.46
05040 - Automotive Glass Installer		20.21
05070 - Automotive Worker		20.21
05110 - Mobile Equipment Servicer		17.53
05130 - Motor Equipment Metal Mechanic		22.88
05160 - Motor Equipment Metal Worker		20.21
05190 - Motor Vehicle Mechanic		22.88
05220 - Motor Vehicle Mechanic Helper		16.08
05250 - Motor Vehicle Upholstery Worker		18.94
05280 - Motor Vehicle Wrecker		20.21
05310 - Painter, Automotive		21.46
05340 - Radiator Repair Specialist		20.21
05370 - Tire Repairer		18.51
05400 - Transmission Repair Specialist		22.88
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.27

07041 - Cook I		16.48
07042 - Cook II		18.99
07070 - Dishwasher		13.33
07130 - Food Service Worker		15.64
07210 - Meat Cutter		21.87
07260 - Waiter/Waitress		13.60
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		21.94
09040 - Furniture Handler		12.57
09080 - Furniture Refinisher		20.52
09090 - Furniture Refinisher Helper		15.37
09110 - Furniture Repairer, Minor		18.11
09130 - Upholsterer		19.71
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		17.45
11060 - Elevator Operator		17.22
11090 - Gardener		25.83
11122 - Housekeeping Aide		17.22
11150 - Janitor		17.22
11210 - Laborer, Grounds Maintenance		19.37
11240 - Maid or Houseman		16.73
11260 - Pruner		17.00
11270 - Tractor Operator		23.69
11330 - Trail Maintenance Worker		19.37
11360 - Window Cleaner		19.62
12000 - Health Occupations		
12010 - Ambulance Driver		19.95
12011 - Breath Alcohol Technician		28.11
12012 - Certified Occupational Therapist Assistant		33.75
12015 - Certified Physical Therapist Assistant		28.78
12020 - Dental Assistant		20.32
12025 - Dental Hygienist		40.89
12030 - EKG Technician		42.70
12035 - Electroneurodiagnostic Technologist		42.70
12040 - Emergency Medical Technician		19.95
12071 - Licensed Practical Nurse I		25.13
12072 - Licensed Practical Nurse II		28.11
12073 - Licensed Practical Nurse III		31.33
12100 - Medical Assistant		21.64
12130 - Medical Laboratory Technician		23.91
12160 - Medical Record Clerk		22.38
12190 - Medical Record Technician		25.03
12195 - Medical Transcriptionist		22.95
12210 - Nuclear Medicine Technologist		49.84
12221 - Nursing Assistant I		13.55
12222 - Nursing Assistant II		15.25
12223 - Nursing Assistant III		16.64
12224 - Nursing Assistant IV		18.68
12235 - Optical Dispenser		20.01
12236 - Optical Technician		22.47
12250 - Pharmacy Technician		21.76
12280 - Phlebotomist		20.78
12305 - Radiologic Technologist		37.64
12311 - Registered Nurse I		27.39
12312 - Registered Nurse II		33.51
12313 - Registered Nurse II, Specialist		33.51
12314 - Registered Nurse III		40.54
12315 - Registered Nurse III, Anesthetist		40.54
12316 - Registered Nurse IV		48.59
12317 - Scheduler (Drug and Alcohol Testing)		34.82
12320 - Substance Abuse Treatment Counselor		30.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.78
13012 - Exhibits Specialist II		20.80
13013 - Exhibits Specialist III		25.44
13041 - Illustrator I		16.78
13042 - Illustrator II		20.80
13043 - Illustrator III		25.44
13047 - Librarian		23.03
13050 - Library Aide/Clerk		15.35
13054 - Library Information Technology Systems Administrator		20.80
13058 - Library Technician		14.89
13061 - Media Specialist I		15.00
13062 - Media Specialist II		16.78
13063 - Media Specialist III		18.71
13071 - Photographer I		17.86
13072 - Photographer II		20.28
13073 - Photographer III		25.00
13074 - Photographer IV		30.59
13075 - Photographer V		37.02
13090 - Technical Order Library Clerk		19.27
13110 - Video Teleconference Technician		23.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.10
14042 - Computer Operator II		23.60
14043 - Computer Operator III		26.30
14044 - Computer Operator IV		29.23
14045 - Computer Operator V		32.38
14071 - Computer Programmer I	(see 1)	23.44
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		21.10
14160 - Personal Computer Support Technician		29.23
14170 - System Support Specialist		32.38
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.22
15020 - Aircrew Training Devices Instructor (Rated)		40.19
15030 - Air Crew Training Devices Instructor (Pilot)		48.19
15050 - Computer Based Training Specialist / Instructor		33.22
15060 - Educational Technologist		31.70
15070 - Flight Instructor (Pilot)		48.19
15080 - Graphic Artist		24.11
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.19
15086 - Maintenance Test Pilot, Rotary Wing		48.19
15088 - Non-Maintenance Test/Co-Pilot		48.19
15090 - Technical Instructor		23.64
15095 - Technical Instructor/Course Developer		28.91
15110 - Test Proctor		19.08
15120 - Tutor		19.08
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.90
16030 - Counter Attendant		11.90
16040 - Dry Cleaner		14.21
16070 - Finisher, Flatwork, Machine		11.90
16090 - Presser, Hand		11.90
16110 - Presser, Machine, Drycleaning		11.90
16130 - Presser, Machine, Shirts		11.90
16160 - Presser, Machine, Wearing Apparel, Laundry		11.90
16190 - Sewing Machine Operator		14.98
16220 - Tailor		15.82
16250 - Washer, Machine		12.47
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		29.43
19040 - Tool And Die Maker		35.79
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.94
21030 - Material Coordinator		28.06
21040 - Material Expediter		28.06
21050 - Material Handling Laborer		18.83
21071 - Order Filler		17.93
21080 - Production Line Worker (Food Processing)		22.94
21110 - Shipping Packer		19.47
21130 - Shipping/Receiving Clerk		19.47
21140 - Store Worker I		13.65
21150 - Stock Clerk		19.98
21210 - Tools And Parts Attendant		22.94
21410 - Warehouse Specialist		22.94
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.91
23019 - Aircraft Logs and Records Technician		26.59
23021 - Aircraft Mechanic I		32.12
23022 - Aircraft Mechanic II		33.91
23023 - Aircraft Mechanic III		35.43
23040 - Aircraft Mechanic Helper		22.57
23050 - Aircraft, Painter		30.13
23060 - Aircraft Servicer		26.59
23070 - Aircraft Survival Flight Equipment Technician		30.13
23080 - Aircraft Worker		28.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		28.37
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		32.12
23110 - Appliance Mechanic		22.08
23120 - Bicycle Repairer		16.48
23125 - Cable Splicer		54.46
23130 - Carpenter, Maintenance		22.67
23140 - Carpet Layer		27.19
23160 - Electrician, Maintenance		27.40
23181 - Electronics Technician Maintenance I		28.86
23182 - Electronics Technician Maintenance II		30.65
23183 - Electronics Technician Maintenance III		34.82
23260 - Fabric Worker		25.98
23290 - Fire Alarm System Mechanic		23.88
23310 - Fire Extinguisher Repairer		24.04
23311 - Fuel Distribution System Mechanic		36.20
23312 - Fuel Distribution System Operator		28.46
23370 - General Maintenance Worker		22.74
23380 - Ground Support Equipment Mechanic		32.12
23381 - Ground Support Equipment Servicer		26.59
23382 - Ground Support Equipment Worker		28.37
23391 - Gunsmith I		24.04
23392 - Gunsmith II		27.71
23393 - Gunsmith III		31.37
23410 - Heating, Ventilation And Air-Conditioning Mechanic		25.60
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		27.03

23430 - Heavy Equipment Mechanic		30.84
23440 - Heavy Equipment Operator		28.45
23460 - Instrument Mechanic		31.37
23465 - Laboratory/Shelter Mechanic		29.43
23470 - Laborer		18.83
23510 - Locksmith		24.75
23530 - Machinery Maintenance Mechanic		29.99
23550 - Machinist, Maintenance		27.96
23580 - Maintenance Trades Helper		19.80
23591 - Metrology Technician I		31.37
23592 - Metrology Technician II		33.12
23593 - Metrology Technician III		34.61
23640 - Millwright		29.02
23710 - Office Appliance Repairer		21.16
23760 - Painter, Maintenance		21.90
23790 - Pipefitter, Maintenance		30.48
23810 - Plumber, Maintenance		28.59
23820 - Pneudraulic Systems Mechanic		31.37
23850 - Rigger		31.37
23870 - Scale Mechanic		27.71
23890 - Sheet-Metal Worker, Maintenance		30.83
23910 - Small Engine Mechanic		23.87
23931 - Telecommunications Mechanic I		30.47
23932 - Telecommunications Mechanic II		32.16
23950 - Telephone Lineman		23.55
23960 - Welder, Combination, Maintenance		23.41
23965 - Well Driller		25.49
23970 - Woodcraft Worker		31.37
23980 - Woodworker		24.04
24000 - Personal Needs Occupations		
24550 - Case Manager		22.08
24570 - Child Care Attendant		13.44
24580 - Child Care Center Clerk		16.78
24610 - Chore Aide		15.82
24620 - Family Readiness And Support Services Coordinator		22.08
24630 - Homemaker		22.08
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.52
25040 - Sewage Plant Operator		24.88
25070 - Stationary Engineer		26.52
25190 - Ventilation Equipment Tender		18.64
25210 - Water Treatment Plant Operator		24.88
27000 - Protective Service Occupations		
27004 - Alarm Monitor		25.44
27007 - Baggage Inspector		17.49
27008 - Corrections Officer		25.60
27010 - Court Security Officer		25.79
27030 - Detection Dog Handler		19.57
27040 - Detention Officer		25.60
27070 - Firefighter		26.76
27101 - Guard I		17.49
27102 - Guard II		19.57
27131 - Police Officer I		31.01
27132 - Police Officer II		34.46
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.04
28042 - Carnival Equipment Repairer		18.59
28043 - Carnival Worker		12.23
28210 - Gate Attendant/Gate Tender		17.61
28310 - Lifeguard		13.56
28350 - Park Attendant (Aide)		19.70
28510 - Recreation Aide/Health Facility Attendant		14.38
28515 - Recreation Specialist		24.40
28630 - Sports Official		15.69
28690 - Swimming Pool Operator		21.42
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		34.45
29020 - Hatch Tender		34.45
29030 - Line Handler		34.45
29041 - Stevedore I		32.30
29042 - Stevedore II		36.58
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		19.77
30022 - Archeological Technician II		22.11
30023 - Archeological Technician III		27.40
30030 - Cartographic Technician		27.40
30040 - Civil Engineering Technician		29.43
30051 - Cryogenic Technician I		30.34
30052 - Cryogenic Technician II		33.51
30061 - Drafter/CAD Operator I		19.77
30062 - Drafter/CAD Operator II		22.11
30063 - Drafter/CAD Operator III		24.65
30064 - Drafter/CAD Operator IV		30.34
30081 - Engineering Technician I		16.00
30082 - Engineering Technician II		17.96

30083 - Engineering Technician III		20.09
30084 - Engineering Technician IV		24.89
30085 - Engineering Technician V		30.45
30086 - Engineering Technician VI		36.84
30090 - Environmental Technician		27.98
30095 - Evidence Control Specialist		27.40
30210 - Laboratory Technician		25.01
30221 - Latent Fingerprint Technician I		29.04
30222 - Latent Fingerprint Technician II		32.08
30240 - Mathematical Technician		27.65
30361 - Paralegal/Legal Assistant I		22.17
30362 - Paralegal/Legal Assistant II		27.47
30363 - Paralegal/Legal Assistant III		33.61
30364 - Paralegal/Legal Assistant IV		40.65
30375 - Petroleum Supply Specialist		33.51
30390 - Photo-Optics Technician		27.40
30395 - Radiation Control Technician		33.51
30461 - Technical Writer I		25.14
30462 - Technical Writer II		30.75
30463 - Technical Writer III		37.20
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		30.34
30502 - Weather Forecaster II		36.90
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.65
30621 - Weather Observer, Senior	(see 2)	27.40
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		16.38
31030 - Bus Driver		23.60
31043 - Driver Courier		21.27
31260 - Parking and Lot Attendant		15.57
31290 - Shuttle Bus Driver		16.69
31310 - Taxi Driver		13.02
31361 - Truckdriver, Light		23.33
31362 - Truckdriver, Medium		25.21
31363 - Truckdriver, Heavy		27.12
31364 - Truckdriver, Tractor-Trailer		27.12
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		14.92
99050 - Desk Clerk		15.19
99095 - Embalmer		29.65
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.39
99252 - Laboratory Animal Caretaker II		18.96
99260 - Marketing Analyst		29.15
99310 - Mortician		29.65
99410 - Pest Controller		21.66
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		27.45
99711 - Recycling Specialist		33.56
99730 - Refuse Collector		24.09
99810 - Sales Clerk		16.29
99820 - School Crossing Guard		19.46
99830 - Survey Party Chief		26.78
99831 - Surveying Aide		18.15
99832 - Surveying Technician		24.35
99840 - Vending Machine Attendant		20.66
99841 - Vending Machine Repairer		25.96
99842 - Vending Machine Repairer Helper		20.66

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.

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 cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at 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 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))."""

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5593
Revision No.: 31
Date Of Last Revision: 5/13/2026

State: Nevada

Area: Nevada Counties of Clark

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.84
01012 - Accounting Clerk II		21.14
01013 - Accounting Clerk III		23.65
01020 - Administrative Assistant		31.83
01035 - Court Reporter		31.76
01041 - Customer Service Representative I		15.00
01042 - Customer Service Representative II		16.37
01043 - Customer Service Representative III		18.37
01051 - Data Entry Operator I		17.25
01052 - Data Entry Operator II		18.82
01060 - Dispatcher, Motor Vehicle		20.52
01070 - Document Preparation Clerk		16.94
01090 - Duplicating Machine Operator		16.94
01111 - General Clerk I		16.46
01112 - General Clerk II		17.96
01113 - General Clerk III		20.16
01120 - Housing Referral Assistant		24.16
01141 - Messenger Courier		20.02
01191 - Order Clerk I		17.47
01192 - Order Clerk II		19.06
01261 - Personnel Assistant (Employment) I		18.85
01262 - Personnel Assistant (Employment) II		21.08
01263 - Personnel Assistant (Employment) III		23.51
01270 - Production Control Clerk		26.03
01290 - Rental Clerk		18.48
01300 - Scheduler, Maintenance		19.38
01311 - Secretary I		19.38
01312 - Secretary II		21.68
01313 - Secretary III		24.16
01320 - Service Order Dispatcher		18.34
01410 - Supply Technician		31.83
01420 - Survey Worker		18.09
01460 - Switchboard Operator/Receptionist		17.00
01531 - Travel Clerk I		19.82
01532 - Travel Clerk II		21.04
01533 - Travel Clerk III		22.66
01611 - Word Processor I		16.94
01612 - Word Processor II		19.01
01613 - Word Processor III		21.26
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		27.60
05010 - Automotive Electrician		21.78
05040 - Automotive Glass Installer		20.68
05070 - Automotive Worker		20.68
05110 - Mobile Equipment Servicer		18.62
05130 - Motor Equipment Metal Mechanic		22.86
05160 - Motor Equipment Metal Worker		20.68
05190 - Motor Vehicle Mechanic		22.86
05220 - Motor Vehicle Mechanic Helper		17.59
05250 - Motor Vehicle Upholstery Worker		19.66
05280 - Motor Vehicle Wrecker		20.68
05310 - Painter, Automotive		21.78
05340 - Radiator Repair Specialist		20.68
05370 - Tire Repairer		17.94
05400 - Transmission Repair Specialist		22.86
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.87

07041 - Cook I		18.38
07042 - Cook II		20.40
07070 - Dishwasher		16.46
07130 - Food Service Worker		16.49
07210 - Meat Cutter		18.72
07260 - Waiter/Waitress		12.91
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		23.11
09040 - Furniture Handler		15.34
09080 - Furniture Refinisher		18.86
09090 - Furniture Refinisher Helper		16.15
09110 - Furniture Repairer, Minor		17.74
09130 - Upholsterer		21.02
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		14.99
11060 - Elevator Operator		17.88
11090 - Gardener		21.39
11122 - Housekeeping Aide		17.88
11150 - Janitor		17.88
11210 - Laborer, Grounds Maintenance		17.66
11240 - Maid or Houseman		22.04
11260 - Pruner		16.33
11270 - Tractor Operator		20.21
11330 - Trail Maintenance Worker		17.66
11360 - Window Cleaner		19.34
12000 - Health Occupations		
12010 - Ambulance Driver		20.94
12011 - Breath Alcohol Technician		30.53
12012 - Certified Occupational Therapist Assistant		37.79
12015 - Certified Physical Therapist Assistant		35.79
12020 - Dental Assistant		22.47
12025 - Dental Hygienist		48.05
12030 - EKG Technician		39.55
12035 - Electroneurodiagnostic Technologist		39.55
12040 - Emergency Medical Technician		20.94
12071 - Licensed Practical Nurse I		27.29
12072 - Licensed Practical Nurse II		30.53
12073 - Licensed Practical Nurse III		34.05
12100 - Medical Assistant		19.51
12130 - Medical Laboratory Technician		30.78
12160 - Medical Record Clerk		21.24
12190 - Medical Record Technician		23.76
12195 - Medical Transcriptionist		20.78
12210 - Nuclear Medicine Technologist		51.56
12221 - Nursing Assistant I		15.72
12222 - Nursing Assistant II		17.69
12223 - Nursing Assistant III		19.31
12224 - Nursing Assistant IV		21.67
12235 - Optical Dispenser		22.89
12236 - Optical Technician		18.60
12250 - Pharmacy Technician		22.35
12280 - Phlebotomist		19.15
12305 - Radiologic Technologist		41.58
12311 - Registered Nurse I		28.00
12312 - Registered Nurse II		34.26
12313 - Registered Nurse II, Specialist		34.26
12314 - Registered Nurse III		41.45
12315 - Registered Nurse III, Anesthetist		41.45
12316 - Registered Nurse IV		49.67
12317 - Scheduler (Drug and Alcohol Testing)		37.83
12320 - Substance Abuse Treatment Counselor		29.79
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.64
13012 - Exhibits Specialist II		34.26
13013 - Exhibits Specialist III		41.89
13041 - Illustrator I		26.92
13042 - Illustrator II		33.36
13043 - Illustrator III		40.81
13047 - Librarian		39.07
13050 - Library Aide/Clerk		22.54
13054 - Library Information Technology Systems Administrator		35.28
13058 - Library Technician		22.65
13061 - Media Specialist I		25.46
13062 - Media Specialist II		28.47
13063 - Media Specialist III		31.75
13071 - Photographer I		18.78
13072 - Photographer II		21.01
13073 - Photographer III		26.03
13074 - Photographer IV		31.84
13075 - Photographer V		38.52
13090 - Technical Order Library Clerk		28.32
13110 - Video Teleconference Technician		29.83
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.31
14042 - Computer Operator II		24.96
14043 - Computer Operator III		27.82
14044 - Computer Operator IV		30.91
14045 - Computer Operator V		34.24
14071 - Computer Programmer I	(see 1)	25.73
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		22.31
14160 - Personal Computer Support Technician		30.91
14170 - System Support Specialist		34.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.86
15020 - Aircrew Training Devices Instructor (Rated)		40.97
15030 - Air Crew Training Devices Instructor (Pilot)		49.12
15050 - Computer Based Training Specialist / Instructor		33.86
15060 - Educational Technologist		35.17
15070 - Flight Instructor (Pilot)		49.12
15080 - Graphic Artist		27.49
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.12
15086 - Maintenance Test Pilot, Rotary Wing		49.12
15088 - Non-Maintenance Test/Co-Pilot		49.12
15090 - Technical Instructor		22.51
15095 - Technical Instructor/Course Developer		27.53
15110 - Test Proctor		18.17
15120 - Tutor		18.17
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		15.53
16030 - Counter Attendant		15.53
16040 - Dry Cleaner		20.06
16070 - Finisher, Flatwork, Machine		15.53
16090 - Presser, Hand		15.53
16110 - Presser, Machine, Drycleaning		15.53
16130 - Presser, Machine, Shirts		15.53
16160 - Presser, Machine, Wearing Apparel, Laundry		15.53
16190 - Sewing Machine Operator		21.48
16220 - Tailor		22.97
16250 - Washer, Machine		17.02
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.89
19040 - Tool And Die Maker		32.92
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.64
21030 - Material Coordinator		26.03
21040 - Material Expediter		26.03
21050 - Material Handling Laborer		18.47
21071 - Order Filler		17.68
21080 - Production Line Worker (Food Processing)		21.64
21110 - Shipping Packer		18.61
21130 - Shipping/Receiving Clerk		18.61
21140 - Store Worker I		20.61
21150 - Stock Clerk		25.88
21210 - Tools And Parts Attendant		21.64
21410 - Warehouse Specialist		21.64
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		50.08
23019 - Aircraft Logs and Records Technician		41.14
23021 - Aircraft Mechanic I		47.84
23022 - Aircraft Mechanic II		50.08
23023 - Aircraft Mechanic III		51.95
23040 - Aircraft Mechanic Helper		36.82
23050 - Aircraft, Painter		45.59
23060 - Aircraft Servicer		41.14
23070 - Aircraft Survival Flight Equipment Technician		45.59
23080 - Aircraft Worker		43.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		43.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		47.84
23110 - Appliance Mechanic		29.58
23120 - Bicycle Repairer		23.85
23125 - Cable Splicer		37.53
23130 - Carpenter, Maintenance		30.00
23140 - Carpet Layer		38.86
23160 - Electrician, Maintenance		32.18
23181 - Electronics Technician Maintenance I		33.09
23182 - Electronics Technician Maintenance II		34.86
23183 - Electronics Technician Maintenance III		36.59
23260 - Fabric Worker		28.00
23290 - Fire Alarm System Mechanic		29.08
23310 - Fire Extinguisher Repairer		26.53
23311 - Fuel Distribution System Mechanic		33.70
23312 - Fuel Distribution System Operator		27.44
23370 - General Maintenance Worker		24.17
23380 - Ground Support Equipment Mechanic		47.84
23381 - Ground Support Equipment Servicer		41.14
23382 - Ground Support Equipment Worker		43.27
23391 - Gunsmith I		26.53
23392 - Gunsmith II		29.44
23393 - Gunsmith III		32.56
23410 - Heating, Ventilation And Air-Conditioning Mechanic		28.57
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		29.90

23430 - Heavy Equipment Mechanic		33.13
23440 - Heavy Equipment Operator		30.95
23460 - Instrument Mechanic		37.76
23465 - Laboratory/Shelter Mechanic		31.02
23470 - Laborer		18.47
23510 - Locksmith		28.55
23530 - Machinery Maintenance Mechanic		30.50
23550 - Machinist, Maintenance		25.44
23580 - Maintenance Trades Helper		20.86
23591 - Metrology Technician I		37.76
23592 - Metrology Technician II		39.52
23593 - Metrology Technician III		41.00
23640 - Millwright		36.17
23710 - Office Appliance Repairer		24.66
23760 - Painter, Maintenance		24.31
23790 - Pipefitter, Maintenance		31.42
23810 - Plumber, Maintenance		29.93
23820 - Pneudraulic Systems Mechanic		32.56
23850 - Rigger		38.02
23870 - Scale Mechanic		29.44
23890 - Sheet-Metal Worker, Maintenance		31.15
23910 - Small Engine Mechanic		21.61
23931 - Telecommunications Mechanic I		34.25
23932 - Telecommunications Mechanic II		35.85
23950 - Telephone Lineman		25.57
23960 - Welder, Combination, Maintenance		27.65
23965 - Well Driller		30.84
23970 - Woodcraft Worker		32.56
23980 - Woodworker		26.53
24000 - Personal Needs Occupations		
24550 - Case Manager		19.33
24570 - Child Care Attendant		13.67
24580 - Child Care Center Clerk		17.75
24610 - Chore Aide		14.09
24620 - Family Readiness And Support Services Coordinator		19.33
24630 - Homemaker		19.78
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		41.89
25040 - Sewage Plant Operator		46.74
25070 - Stationary Engineer		41.89
25190 - Ventilation Equipment Tender		32.23
25210 - Water Treatment Plant Operator		46.74
27000 - Protective Service Occupations		
27004 - Alarm Monitor		29.99
27007 - Baggage Inspector		18.44
27008 - Corrections Officer		35.83
27010 - Court Security Officer		34.08
27030 - Detection Dog Handler		20.63
27040 - Detention Officer		35.83
27070 - Firefighter		38.33
27101 - Guard I		18.44
27102 - Guard II		20.63
27131 - Police Officer I		35.83
27132 - Police Officer II		39.81
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.49
28042 - Carnival Equipment Repairer		16.40
28043 - Carnival Worker		12.52
28210 - Gate Attendant/Gate Tender		18.31
28310 - Lifeguard		15.00
28350 - Park Attendant (Aide)		20.47
28510 - Recreation Aide/Health Facility Attendant		14.94
28515 - Recreation Specialist		25.38
28630 - Sports Official		16.30
28690 - Swimming Pool Operator		20.30
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		38.62
29020 - Hatch Tender		38.62
29030 - Line Handler		38.62
29041 - Stevedore I		36.71
29042 - Stevedore II		40.68
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	47.06
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.46
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.73
30021 - Archeological Technician I		22.39
30022 - Archeological Technician II		25.05
30023 - Archeological Technician III		31.02
30030 - Cartographic Technician		31.02
30040 - Civil Engineering Technician		35.76
30051 - Cryogenic Technician I		34.36
30052 - Cryogenic Technician II		37.94
30061 - Drafter/CAD Operator I		22.39
30062 - Drafter/CAD Operator II		25.05
30063 - Drafter/CAD Operator III		27.91
30064 - Drafter/CAD Operator IV		34.36
30081 - Engineering Technician I		17.90
30082 - Engineering Technician II		20.09

30083 - Engineering Technician III		23.33
30084 - Engineering Technician IV		27.83
30085 - Engineering Technician V		34.04
30086 - Engineering Technician VI		41.18
30090 - Environmental Technician		30.57
30095 - Evidence Control Specialist		31.02
30210 - Laboratory Technician		30.15
30221 - Latent Fingerprint Technician I		33.33
30222 - Latent Fingerprint Technician II		36.80
30240 - Mathematical Technician		34.09
30361 - Paralegal/Legal Assistant I		20.25
30362 - Paralegal/Legal Assistant II		25.10
30363 - Paralegal/Legal Assistant III		30.70
30364 - Paralegal/Legal Assistant IV		37.14
30375 - Petroleum Supply Specialist		37.94
30390 - Photo-Optics Technician		31.02
30395 - Radiation Control Technician		37.94
30461 - Technical Writer I		25.63
30462 - Technical Writer II		31.34
30463 - Technical Writer III		37.92
30491 - Unexploded Ordnance (UXO) Technician I		29.91
30492 - Unexploded Ordnance (UXO) Technician II		36.19
30493 - Unexploded Ordnance (UXO) Technician III		43.37
30494 - Unexploded (UXO) Safety Escort		29.91
30495 - Unexploded (UXO) Sweep Personnel		29.91
30501 - Weather Forecaster I		34.36
30502 - Weather Forecaster II		41.79
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.91
30621 - Weather Observer, Senior	(see 2)	31.02
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		36.19
31020 - Bus Aide		16.10
31030 - Bus Driver		20.58
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		14.22
31290 - Shuttle Bus Driver		17.30
31310 - Taxi Driver		15.95
31361 - Truckdriver, Light		20.26
31362 - Truckdriver, Medium		21.38
31363 - Truckdriver, Heavy		28.53
31364 - Truckdriver, Tractor-Trailer		28.53
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.64
99030 - Cashier		13.74
99050 - Desk Clerk		18.90
99095 - Embalmer		30.13
99130 - Flight Follower		29.91
99251 - Laboratory Animal Caretaker I		17.36
99252 - Laboratory Animal Caretaker II		18.38
99260 - Marketing Analyst		30.09
99310 - Mortician		30.13
99410 - Pest Controller		22.28
99510 - Photofinishing Worker		16.36
99710 - Recycling Laborer		26.75
99711 - Recycling Specialist		30.50
99730 - Refuse Collector		24.72
99810 - Sales Clerk		15.47
99820 - School Crossing Guard		15.93
99830 - Survey Party Chief		44.96
99831 - Surveying Aide		25.57
99832 - Surveying Technician		35.07
99840 - Vending Machine Attendant		21.66
99841 - Vending Machine Repairer		25.45
99842 - Vending Machine Repairer Helper		21.66

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.

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 cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at 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 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))."""