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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
Daniel W. Simms Director — Division of Wage Determinations	Wage Determination No.: 2015-5389 Revision No.: 28 Date Of Last Revision: 5/13/2026

State: Montana

Area: Montana Counties of Carbon and Yellowstone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.37
01012 - Accounting Clerk II		19.50
01013 - Accounting Clerk III		21.81
01020 - Administrative Assistant		31.51
01035 - Court Reporter		21.07
01041 - Customer Service Representative I		16.68
01042 - Customer Service Representative II		18.20
01043 - Customer Service Representative III		20.43
01051 - Data Entry Operator I		17.38
01052 - Data Entry Operator II		18.97
01060 - Dispatcher, Motor Vehicle		23.29
01070 - Document Preparation Clerk		16.78
01090 - Duplicating Machine Operator		16.78
01111 - General Clerk I		17.05
01112 - General Clerk II		18.60
01113 - General Clerk III		20.88
01120 - Housing Referral Assistant		23.50
01141 - Messenger Courier		14.10
01191 - Order Clerk I		17.73
01192 - Order Clerk II		19.34
01261 - Personnel Assistant (Employment) I		18.66
01262 - Personnel Assistant (Employment) II		20.87
01263 - Personnel Assistant (Employment) III		23.27
01270 - Production Control Clerk		28.53
01290 - Rental Clerk		19.26
01300 - Scheduler, Maintenance		18.83
01311 - Secretary I		18.83
01312 - Secretary II		21.07
01313 - Secretary III		23.50
01320 - Service Order Dispatcher		20.82
01410 - Supply Technician		31.51
01420 - Survey Worker		22.09
01460 - Switchboard Operator/Receptionist		17.05
01531 - Travel Clerk I		16.13
01532 - Travel Clerk II		17.28
01533 - Travel Clerk III		18.41
01611 - Word Processor I		16.80
01612 - Word Processor II		18.83
01613 - Word Processor III		21.07
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.31
05010 - Automotive Electrician		24.95
05040 - Automotive Glass Installer		23.23
05070 - Automotive Worker		23.23
05110 - Mobile Equipment Servicer		20.11
05130 - Motor Equipment Metal Mechanic		26.63
05160 - Motor Equipment Metal Worker		23.23
05190 - Motor Vehicle Mechanic		26.63
05220 - Motor Vehicle Mechanic Helper		18.49
05250 - Motor Vehicle Upholstery Worker		21.68
05280 - Motor Vehicle Wrecker		23.23
05310 - Painter, Automotive		24.95
05340 - Radiator Repair Specialist		23.23
05370 - Tire Repairer		18.14
05400 - Transmission Repair Specialist		26.63
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.25

07041 - Cook I		17.94
07042 - Cook II		20.73
07070 - Dishwasher		13.74
07130 - Food Service Worker		15.31
07210 - Meat Cutter		20.00
07260 - Waiter/Waitress		10.81
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		23.05
09040 - Furniture Handler		14.95
09080 - Furniture Refinisher		23.05
09090 - Furniture Refinisher Helper		17.09
09110 - Furniture Repairer, Minor		20.02
09130 - Upholsterer		23.05
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		17.19
11060 - Elevator Operator		18.27
11090 - Gardener		25.00
11122 - Housekeeping Aide		18.27
11150 - Janitor		18.27
11210 - Laborer, Grounds Maintenance		18.99
11240 - Maid or Houseman		16.17
11260 - Pruner		16.78
11270 - Tractor Operator		23.00
11330 - Trail Maintenance Worker		18.99
11360 - Window Cleaner		20.68
12000 - Health Occupations		
12010 - Ambulance Driver		22.43
12011 - Breath Alcohol Technician		24.81
12012 - Certified Occupational Therapist Assistant		34.04
12015 - Certified Physical Therapist Assistant		30.03
12020 - Dental Assistant		22.26
12025 - Dental Hygienist		46.65
12030 - EKG Technician		39.35
12035 - Electroneurodiagnostic Technologist		39.35
12040 - Emergency Medical Technician		22.43
12071 - Licensed Practical Nurse I		22.18
12072 - Licensed Practical Nurse II		24.81
12073 - Licensed Practical Nurse III		27.65
12100 - Medical Assistant		21.51
12130 - Medical Laboratory Technician		33.41
12160 - Medical Record Clerk		20.84
12190 - Medical Record Technician		23.31
12195 - Medical Transcriptionist		22.18
12210 - Nuclear Medicine Technologist		54.52
12221 - Nursing Assistant I		14.36
12222 - Nursing Assistant II		16.16
12223 - Nursing Assistant III		17.63
12224 - Nursing Assistant IV		19.79
12235 - Optical Dispenser		22.58
12236 - Optical Technician		22.18
12250 - Pharmacy Technician		22.58
12280 - Phlebotomist		20.41
12305 - Radiologic Technologist		35.24
12311 - Registered Nurse I		27.81
12312 - Registered Nurse II		34.01
12313 - Registered Nurse II, Specialist		34.01
12314 - Registered Nurse III		41.15
12315 - Registered Nurse III, Anesthetist		41.15
12316 - Registered Nurse IV		49.34
12317 - Scheduler (Drug and Alcohol Testing)		30.73
12320 - Substance Abuse Treatment Counselor		27.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.36
13012 - Exhibits Specialist II		31.42
13013 - Exhibits Specialist III		38.43
13041 - Illustrator I		25.36
13042 - Illustrator II		31.42
13043 - Illustrator III		38.43
13047 - Librarian		34.79
13050 - Library Aide/Clerk		20.19
13054 - Library Information Technology Systems Administrator		31.42
13058 - Library Technician		21.85
13061 - Media Specialist I		22.67
13062 - Media Specialist II		25.36
13063 - Media Specialist III		28.27
13071 - Photographer I		22.67
13072 - Photographer II		25.36
13073 - Photographer III		31.42
13074 - Photographer IV		38.43
13075 - Photographer V		46.50
13090 - Technical Order Library Clerk		25.36
13110 - Video Teleconference Technician		20.86
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.11
14042 - Computer Operator II		22.50
14043 - Computer Operator III		25.09
14044 - Computer Operator IV		27.88
14045 - Computer Operator V		30.87
14071 - Computer Programmer I	(see 1)	25.61
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		20.11
14160 - Personal Computer Support Technician		27.88
14170 - System Support Specialist		32.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.11
15020 - Aircrew Training Devices Instructor (Rated)		38.84
15030 - Air Crew Training Devices Instructor (Pilot)		46.37
15050 - Computer Based Training Specialist / Instructor		32.11
15060 - Educational Technologist		29.07
15070 - Flight Instructor (Pilot)		46.37
15080 - Graphic Artist		26.88
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.37
15086 - Maintenance Test Pilot, Rotary Wing		46.37
15088 - Non-Maintenance Test/Co-Pilot		46.37
15090 - Technical Instructor		27.31
15095 - Technical Instructor/Course Developer		33.41
15110 - Test Proctor		22.04
15120 - Tutor		22.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.99
16030 - Counter Attendant		11.99
16040 - Dry Cleaner		13.71
16070 - Finisher, Flatwork, Machine		11.99
16090 - Presser, Hand		11.99
16110 - Presser, Machine, Drycleaning		11.99
16130 - Presser, Machine, Shirts		11.99
16160 - Presser, Machine, Wearing Apparel, Laundry		11.99
16190 - Sewing Machine Operator		14.37
16220 - Tailor		15.31
16250 - Washer, Machine		12.56
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		30.92
19040 - Tool And Die Maker		38.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.14
21030 - Material Coordinator		28.53
21040 - Material Expediter		28.53
21050 - Material Handling Laborer		19.33
21071 - Order Filler		18.44
21080 - Production Line Worker (Food Processing)		23.14
21110 - Shipping Packer		19.67
21130 - Shipping/Receiving Clerk		19.67
21140 - Store Worker I		14.76
21150 - Stock Clerk		21.00
21210 - Tools And Parts Attendant		23.14
21410 - Warehouse Specialist		23.14
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.35
23019 - Aircraft Logs and Records Technician		24.87
23021 - Aircraft Mechanic I		30.55
23022 - Aircraft Mechanic II		32.35
23023 - Aircraft Mechanic III		34.22
23040 - Aircraft Mechanic Helper		21.22
23050 - Aircraft, Painter		28.62
23060 - Aircraft Servicer		24.87
23070 - Aircraft Survival Flight Equipment Technician		28.62
23080 - Aircraft Worker		26.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		26.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		30.55
23110 - Appliance Mechanic		30.92
23120 - Bicycle Repairer		24.91
23125 - Cable Splicer		51.61
23130 - Carpenter, Maintenance		26.62
23140 - Carpet Layer		28.79
23160 - Electrician, Maintenance		35.81
23181 - Electronics Technician Maintenance I		28.79
23182 - Electronics Technician Maintenance II		30.92
23183 - Electronics Technician Maintenance III		33.00
23260 - Fabric Worker		26.86
23290 - Fire Alarm System Mechanic		30.24
23310 - Fire Extinguisher Repairer		24.91
23311 - Fuel Distribution System Mechanic		33.00
23312 - Fuel Distribution System Operator		24.91
23370 - General Maintenance Worker		21.16
23380 - Ground Support Equipment Mechanic		30.55
23381 - Ground Support Equipment Servicer		24.87
23382 - Ground Support Equipment Worker		26.65
23391 - Gunsmith I		24.91
23392 - Gunsmith II		28.79
23393 - Gunsmith III		33.00
23410 - Heating, Ventilation And Air-Conditioning Mechanic		28.85
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.55

23430 - Heavy Equipment Mechanic		37.40
23440 - Heavy Equipment Operator		29.26
23460 - Instrument Mechanic		33.00
23465 - Laboratory/Shelter Mechanic		30.92
23470 - Laborer		19.33
23510 - Locksmith		30.92
23530 - Machinery Maintenance Mechanic		36.15
23550 - Machinist, Maintenance		26.63
23580 - Maintenance Trades Helper		18.50
23591 - Metrology Technician I		33.00
23592 - Metrology Technician II		34.95
23593 - Metrology Technician III		36.97
23640 - Millwright		33.00
23710 - Office Appliance Repairer		24.82
23760 - Painter, Maintenance		23.17
23790 - Pipefitter, Maintenance		40.36
23810 - Plumber, Maintenance		37.13
23820 - Pneudraulic Systems Mechanic		33.00
23850 - Rigger		33.00
23870 - Scale Mechanic		28.79
23890 - Sheet-Metal Worker, Maintenance		32.00
23910 - Small Engine Mechanic		24.60
23931 - Telecommunications Mechanic I		35.43
23932 - Telecommunications Mechanic II		37.51
23950 - Telephone Lineman		29.71
23960 - Welder, Combination, Maintenance		23.61
23965 - Well Driller		34.01
23970 - Woodcraft Worker		33.00
23980 - Woodworker		24.91
24000 - Personal Needs Occupations		
24550 - Case Manager		17.30
24570 - Child Care Attendant		14.54
24580 - Child Care Center Clerk		18.13
24610 - Chore Aide		15.91
24620 - Family Readiness And Support Services Coordinator		17.30
24630 - Homemaker		17.30
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		37.38
25040 - Sewage Plant Operator		29.49
25070 - Stationary Engineer		37.38
25190 - Ventilation Equipment Tender		25.96
25210 - Water Treatment Plant Operator		29.49
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.24
27007 - Baggage Inspector		18.55
27008 - Corrections Officer		26.36
27010 - Court Security Officer		28.34
27030 - Detection Dog Handler		20.75
27040 - Detention Officer		26.36
27070 - Firefighter		32.79
27101 - Guard I		18.55
27102 - Guard II		20.75
27131 - Police Officer I		30.35
27132 - Police Officer II		33.73
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.35
28042 - Carnival Equipment Repairer		19.93
28043 - Carnival Worker		13.39
28210 - Gate Attendant/Gate Tender		18.05
28310 - Lifeguard		16.09
28350 - Park Attendant (Aide)		20.20
28510 - Recreation Aide/Health Facility Attendant		14.74
28515 - Recreation Specialist		25.02
28630 - Sports Official		16.09
28690 - Swimming Pool Operator		23.02
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		35.01
29020 - Hatch Tender		35.01
29030 - Line Handler		35.01
29041 - Stevedore I		32.68
29042 - Stevedore II		37.60
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		19.80
30022 - Archeological Technician II		22.14
30023 - Archeological Technician III		27.43
30030 - Cartographic Technician		27.43
30040 - Civil Engineering Technician		25.70
30051 - Cryogenic Technician I		30.38
30052 - Cryogenic Technician II		33.55
30061 - Drafter/CAD Operator I		19.80
30062 - Drafter/CAD Operator II		22.14
30063 - Drafter/CAD Operator III		24.68
30064 - Drafter/CAD Operator IV		30.38
30081 - Engineering Technician I		17.10
30082 - Engineering Technician II		19.19

30083 - Engineering Technician III		21.47
30084 - Engineering Technician IV		26.59
30085 - Engineering Technician V		32.52
30086 - Engineering Technician VI		39.35
30090 - Environmental Technician		27.43
30095 - Evidence Control Specialist		27.43
30210 - Laboratory Technician		27.00
30221 - Latent Fingerprint Technician I		30.38
30222 - Latent Fingerprint Technician II		33.55
30240 - Mathematical Technician		27.43
30361 - Paralegal/Legal Assistant I		22.71
30362 - Paralegal/Legal Assistant II		28.14
30363 - Paralegal/Legal Assistant III		34.42
30364 - Paralegal/Legal Assistant IV		41.64
30375 - Petroleum Supply Specialist		33.55
30390 - Photo-Optics Technician		27.43
30395 - Radiation Control Technician		33.55
30461 - Technical Writer I		27.43
30462 - Technical Writer II		33.55
30463 - Technical Writer III		40.59
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		30.38
30502 - Weather Forecaster II		36.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.68
30621 - Weather Observer, Senior	(see 2)	27.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		17.53
31030 - Bus Driver		24.89
31043 - Driver Courier		21.23
31260 - Parking and Lot Attendant		15.49
31290 - Shuttle Bus Driver		16.97
31310 - Taxi Driver		12.98
31361 - Truckdriver, Light		23.08
31362 - Truckdriver, Medium		24.89
31363 - Truckdriver, Heavy		29.06
31364 - Truckdriver, Tractor-Trailer		29.06
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		14.73
99050 - Desk Clerk		15.98
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.51
99252 - Laboratory Animal Caretaker II		19.03
99260 - Marketing Analyst		31.58
99310 - Mortician		29.28
99410 - Pest Controller		26.95
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		23.10
99711 - Recycling Specialist		27.97
99730 - Refuse Collector		20.42
99810 - Sales Clerk		16.67
99820 - School Crossing Guard		18.63
99830 - Survey Party Chief		29.85
99831 - Surveying Aide		18.54
99832 - Surveying Technician		25.20
99840 - Vending Machine Attendant		22.99
99841 - Vending Machine Repairer		28.88
99842 - Vending Machine Repairer Helper		22.99

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

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

Wage Determination No.: 2015-5391
Revision No.: 27
Date Of Last Revision: 5/13/2026

Daniel W. Simms
Director

Division of Wage Determinations

State: Montana

Area: Montana Counties of Cascade

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.76
01012 - Accounting Clerk II		18.81
01013 - Accounting Clerk III		21.04
01020 - Administrative Assistant		26.70
01035 - Court Reporter		21.55
01041 - Customer Service Representative I		15.50
01042 - Customer Service Representative II		16.91
01043 - Customer Service Representative III		18.98
01051 - Data Entry Operator I		16.10
01052 - Data Entry Operator II		17.58
01060 - Dispatcher, Motor Vehicle		22.85
01070 - Document Preparation Clerk		17.17
01090 - Duplicating Machine Operator		17.17
01111 - General Clerk I		16.65
01112 - General Clerk II		18.17
01113 - General Clerk III		20.39
01120 - Housing Referral Assistant		24.02
01141 - Messenger Courier		13.98
01191 - Order Clerk I		15.73
01192 - Order Clerk II		17.17
01261 - Personnel Assistant (Employment) I		19.27
01262 - Personnel Assistant (Employment) II		21.55
01263 - Personnel Assistant (Employment) III		24.02
01270 - Production Control Clerk		29.07
01290 - Rental Clerk		17.71
01300 - Scheduler, Maintenance		19.27
01311 - Secretary I		19.27
01312 - Secretary II		21.55
01313 - Secretary III		24.02
01320 - Service Order Dispatcher		20.43
01410 - Supply Technician		26.70
01420 - Survey Worker		21.15
01460 - Switchboard Operator/Receptionist		16.30
01531 - Travel Clerk I		16.13
01532 - Travel Clerk II		17.28
01533 - Travel Clerk III		18.41
01611 - Word Processor I		17.17
01612 - Word Processor II		19.27
01613 - Word Processor III		21.55
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.14
05010 - Automotive Electrician		23.71
05040 - Automotive Glass Installer		22.07
05070 - Automotive Worker		22.07
05110 - Mobile Equipment Servicer		19.10
05130 - Motor Equipment Metal Mechanic		25.30
05160 - Motor Equipment Metal Worker		22.07
05190 - Motor Vehicle Mechanic		25.30
05220 - Motor Vehicle Mechanic Helper		17.57
05250 - Motor Vehicle Upholstery Worker		20.59
05280 - Motor Vehicle Wrecker		22.07
05310 - Painter, Automotive		23.71
05340 - Radiator Repair Specialist		22.07
05370 - Tire Repairer		19.10
05400 - Transmission Repair Specialist		25.30
07000 - Food Preparation And Service Occupations		
07010 - Baker		16.85

07041 - Cook I		16.84
07042 - Cook II		19.46
07070 - Dishwasher		12.84
07130 - Food Service Worker		14.38
07210 - Meat Cutter		18.40
07260 - Waiter/Waitress		10.78
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		28.29
09040 - Furniture Handler		17.95
09080 - Furniture Refinisher		28.29
09090 - Furniture Refinisher Helper		21.74
09110 - Furniture Repairer, Minor		25.48
09130 - Upholsterer		28.29
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		16.06
11060 - Elevator Operator		17.02
11090 - Gardener		23.99
11122 - Housekeeping Aide		17.30
11150 - Janitor		17.30
11210 - Laborer, Grounds Maintenance		18.22
11240 - Maid or Houseman		16.31
11260 - Pruner		16.10
11270 - Tractor Operator		22.07
11330 - Trail Maintenance Worker		18.22
11360 - Window Cleaner		19.58
12000 - Health Occupations		
12010 - Ambulance Driver		24.83
12011 - Breath Alcohol Technician		24.83
12012 - Certified Occupational Therapist Assistant		34.07
12015 - Certified Physical Therapist Assistant		28.90
12020 - Dental Assistant		20.97
12025 - Dental Hygienist		43.17
12030 - EKG Technician		37.63
12035 - Electroneurodiagnostic Technologist		37.63
12040 - Emergency Medical Technician		24.83
12071 - Licensed Practical Nurse I		22.20
12072 - Licensed Practical Nurse II		24.83
12073 - Licensed Practical Nurse III		27.69
12100 - Medical Assistant		21.38
12130 - Medical Laboratory Technician		27.46
12160 - Medical Record Clerk		20.56
12190 - Medical Record Technician		23.00
12195 - Medical Transcriptionist		22.20
12210 - Nuclear Medicine Technologist		54.56
12221 - Nursing Assistant I		13.75
12222 - Nursing Assistant II		15.47
12223 - Nursing Assistant III		16.88
12224 - Nursing Assistant IV		18.94
12235 - Optical Dispenser		19.29
12236 - Optical Technician		22.20
12250 - Pharmacy Technician		22.17
12280 - Phlebotomist		20.42
12305 - Radiologic Technologist		34.08
12311 - Registered Nurse I		24.92
12312 - Registered Nurse II		30.47
12313 - Registered Nurse II, Specialist		30.47
12314 - Registered Nurse III		36.88
12315 - Registered Nurse III, Anesthetist		36.88
12316 - Registered Nurse IV		44.20
12317 - Scheduler (Drug and Alcohol Testing)		30.77
12320 - Substance Abuse Treatment Counselor		26.88
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.86
13012 - Exhibits Specialist II		27.08
13013 - Exhibits Specialist III		33.12
13041 - Illustrator I		21.86
13042 - Illustrator II		27.08
13043 - Illustrator III		33.12
13047 - Librarian		29.99
13050 - Library Aide/Clerk		17.40
13054 - Library Information Technology Systems Administrator		27.08
13058 - Library Technician		16.71
13061 - Media Specialist I		19.54
13062 - Media Specialist II		21.86
13063 - Media Specialist III		24.37
13071 - Photographer I		19.54
13072 - Photographer II		21.86
13073 - Photographer III		27.08
13074 - Photographer IV		33.12
13075 - Photographer V		40.06
13090 - Technical Order Library Clerk		21.86
13110 - Video Teleconference Technician		19.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.20
14042 - Computer Operator II		15.88
14043 - Computer Operator III		17.71
14044 - Computer Operator IV		19.72
14045 - Computer Operator V		21.80
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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		14.20
14160 - Personal Computer Support Technician		19.72
14170 - System Support Specialist		21.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.72
15020 - Aircrew Training Devices Instructor (Rated)		40.80
15030 - Air Crew Training Devices Instructor (Pilot)		48.91
15050 - Computer Based Training Specialist / Instructor		33.72
15060 - Educational Technologist		22.79
15070 - Flight Instructor (Pilot)		48.91
15080 - Graphic Artist		22.80
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.91
15086 - Maintenance Test Pilot, Rotary Wing		48.91
15088 - Non-Maintenance Test/Co-Pilot		48.91
15090 - Technical Instructor		22.74
15095 - Technical Instructor/Course Developer		27.82
15110 - Test Proctor		18.35
15120 - Tutor		18.35
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.99
16030 - Counter Attendant		11.99
16040 - Dry Cleaner		13.71
16070 - Finisher, Flatwork, Machine		11.99
16090 - Presser, Hand		11.99
16110 - Presser, Machine, Drycleaning		11.99
16130 - Presser, Machine, Shirts		11.99
16160 - Presser, Machine, Wearing Apparel, Laundry		11.99
16190 - Sewing Machine Operator		14.37
16220 - Tailor		15.31
16250 - Washer, Machine		12.56
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		29.33
19040 - Tool And Die Maker		36.32
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.29
21030 - Material Coordinator		29.07
21040 - Material Expediter		29.07
21050 - Material Handling Laborer		18.47
21071 - Order Filler		17.06
21080 - Production Line Worker (Food Processing)		20.29
21110 - Shipping Packer		18.38
21130 - Shipping/Receiving Clerk		18.38
21140 - Store Worker I		14.76
21150 - Stock Clerk		21.00
21210 - Tools And Parts Attendant		20.29
21410 - Warehouse Specialist		20.29
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		35.28
23019 - Aircraft Logs and Records Technician		27.12
23021 - Aircraft Mechanic I		33.32
23022 - Aircraft Mechanic II		35.28
23023 - Aircraft Mechanic III		37.31
23040 - Aircraft Mechanic Helper		23.14
23050 - Aircraft, Painter		31.21
23060 - Aircraft Servicer		27.12
23070 - Aircraft Survival Flight Equipment Technician		31.21
23080 - Aircraft Worker		29.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		29.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		33.32
23110 - Appliance Mechanic		29.33
23120 - Bicycle Repairer		23.63
23125 - Cable Splicer		39.28
23130 - Carpenter, Maintenance		26.88
23140 - Carpet Layer		27.31
23160 - Electrician, Maintenance		35.86
23181 - Electronics Technician Maintenance I		27.31
23182 - Electronics Technician Maintenance II		29.33
23183 - Electronics Technician Maintenance III		31.31
23260 - Fabric Worker		25.48
23290 - Fire Alarm System Mechanic		31.31
23310 - Fire Extinguisher Repairer		23.63
23311 - Fuel Distribution System Mechanic		31.31
23312 - Fuel Distribution System Operator		23.63
23370 - General Maintenance Worker		21.86
23380 - Ground Support Equipment Mechanic		33.32
23381 - Ground Support Equipment Servicer		27.12
23382 - Ground Support Equipment Worker		29.06
23391 - Gunsmith I		23.63
23392 - Gunsmith II		27.31
23393 - Gunsmith III		31.31
23410 - Heating, Ventilation And Air-Conditioning Mechanic		29.22
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.94

23430 - Heavy Equipment Mechanic		33.59
23440 - Heavy Equipment Operator		30.20
23460 - Instrument Mechanic		31.31
23465 - Laboratory/Shelter Mechanic		29.33
23470 - Laborer		18.47
23510 - Locksmith		29.33
23530 - Machinery Maintenance Mechanic		36.48
23550 - Machinist, Maintenance		31.11
23580 - Maintenance Trades Helper		21.22
23591 - Metrology Technician I		31.31
23592 - Metrology Technician II		33.15
23593 - Metrology Technician III		35.07
23640 - Millwright		31.31
23710 - Office Appliance Repairer		29.33
23760 - Painter, Maintenance		24.16
23790 - Pipefitter, Maintenance		36.62
23810 - Plumber, Maintenance		34.31
23820 - Pneudraulic Systems Mechanic		31.31
23850 - Rigger		31.31
23870 - Scale Mechanic		27.31
23890 - Sheet-Metal Worker, Maintenance		29.82
23910 - Small Engine Mechanic		27.31
23931 - Telecommunications Mechanic I		34.79
23932 - Telecommunications Mechanic II		36.84
23950 - Telephone Lineman		31.31
23960 - Welder, Combination, Maintenance		23.64
23965 - Well Driller		31.31
23970 - Woodcraft Worker		31.31
23980 - Woodworker		23.63
24000 - Personal Needs Occupations		
24550 - Case Manager		16.14
24570 - Child Care Attendant		14.40
24580 - Child Care Center Clerk		17.95
24610 - Chore Aide		13.94
24620 - Family Readiness And Support Services Coordinator		16.14
24630 - Homemaker		16.14
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		31.54
25040 - Sewage Plant Operator		29.55
25070 - Stationary Engineer		31.54
25190 - Ventilation Equipment Tender		21.90
25210 - Water Treatment Plant Operator		29.55
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.96
27007 - Baggage Inspector		16.94
27008 - Corrections Officer		29.23
27010 - Court Security Officer		29.23
27030 - Detection Dog Handler		18.96
27040 - Detention Officer		29.23
27070 - Firefighter		29.23
27101 - Guard I		16.94
27102 - Guard II		18.96
27131 - Police Officer I		34.50
27132 - Police Officer II		38.32
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.55
28042 - Carnival Equipment Repairer		19.07
28043 - Carnival Worker		12.80
28210 - Gate Attendant/Gate Tender		20.10
28310 - Lifeguard		15.84
28350 - Park Attendant (Aide)		22.50
28510 - Recreation Aide/Health Facility Attendant		16.41
28515 - Recreation Specialist		26.39
28630 - Sports Official		17.91
28690 - Swimming Pool Operator		22.77
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.34
29020 - Hatch Tender		28.34
29030 - Line Handler		28.34
29041 - Stevedore I		26.44
29042 - Stevedore II		30.43
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		16.19
30022 - Archeological Technician II		18.62
30023 - Archeological Technician III		22.43
30030 - Cartographic Technician		22.86
30040 - Civil Engineering Technician		21.97
30051 - Cryogenic Technician I		24.44
30052 - Cryogenic Technician II		26.99
30061 - Drafter/CAD Operator I		16.19
30062 - Drafter/CAD Operator II		18.44
30063 - Drafter/CAD Operator III		20.47
30064 - Drafter/CAD Operator IV		24.86
30081 - Engineering Technician I		14.18
30082 - Engineering Technician II		15.92

30083 - Engineering Technician III		17.82
30084 - Engineering Technician IV		22.06
30085 - Engineering Technician V		26.99
30086 - Engineering Technician VI		32.65
30090 - Environmental Technician		21.80
30095 - Evidence Control Specialist		22.06
30210 - Laboratory Technician		19.85
30221 - Latent Fingerprint Technician I		24.44
30222 - Latent Fingerprint Technician II		26.99
30240 - Mathematical Technician		22.06
30361 - Paralegal/Legal Assistant I		21.12
30362 - Paralegal/Legal Assistant II		26.17
30363 - Paralegal/Legal Assistant III		32.00
30364 - Paralegal/Legal Assistant IV		38.72
30375 - Petroleum Supply Specialist		26.99
30390 - Photo-Optics Technician		22.06
30395 - Radiation Control Technician		26.99
30461 - Technical Writer I		22.06
30462 - Technical Writer II		26.99
30463 - Technical Writer III		32.65
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		24.86
30502 - Weather Forecaster II		30.24
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.47
30621 - Weather Observer, Senior	(see 2)	22.06
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		17.08
31030 - Bus Driver		24.25
31043 - Driver Courier		19.46
31260 - Parking and Lot Attendant		15.09
31290 - Shuttle Bus Driver		15.94
31310 - Taxi Driver		13.88
31361 - Truckdriver, Light		21.14
31362 - Truckdriver, Medium		23.80
31363 - Truckdriver, Heavy		25.44
31364 - Truckdriver, Tractor-Trailer		25.44
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		14.06
99050 - Desk Clerk		14.83
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		16.04
99252 - Laboratory Animal Caretaker II		17.42
99260 - Marketing Analyst		29.73
99310 - Mortician		29.28
99410 - Pest Controller		26.95
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		18.98
99711 - Recycling Specialist		22.99
99730 - Refuse Collector		16.77
99810 - Sales Clerk		15.60
99820 - School Crossing Guard		16.77
99830 - Survey Party Chief		24.67
99831 - Surveying Aide		15.32
99832 - Surveying Technician		20.83
99840 - Vending Machine Attendant		22.99
99841 - Vending Machine Repairer		28.88
99842 - Vending Machine Repairer Helper		22.99

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	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director — Division of Wage Determinations	Wage Determination No.: 2015-5393 Revision No.: 28 Date Of Last Revision: 5/13/2026

State: Montana

Area: Montana Counties of Missoula

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.28
01012 - Accounting Clerk II		19.40
01013 - Accounting Clerk III		21.70
01020 - Administrative Assistant		29.61
01035 - Court Reporter		20.34
01041 - Customer Service Representative I		16.67
01042 - Customer Service Representative II		18.19
01043 - Customer Service Representative III		20.42
01051 - Data Entry Operator I		17.49
01052 - Data Entry Operator II		19.09
01060 - Dispatcher, Motor Vehicle		20.43
01070 - Document Preparation Clerk		16.20
01090 - Duplicating Machine Operator		16.20
01111 - General Clerk I		17.32
01112 - General Clerk II		18.90
01113 - General Clerk III		21.21
01120 - Housing Referral Assistant		22.69
01141 - Messenger Courier		13.20
01191 - Order Clerk I		14.78
01192 - Order Clerk II		16.21
01261 - Personnel Assistant (Employment) I		18.18
01262 - Personnel Assistant (Employment) II		20.34
01263 - Personnel Assistant (Employment) III		22.69
01270 - Production Control Clerk		24.21
01290 - Rental Clerk		18.76
01300 - Scheduler, Maintenance		18.18
01311 - Secretary I		18.18
01312 - Secretary II		20.34
01313 - Secretary III		22.69
01320 - Service Order Dispatcher		18.26
01410 - Supply Technician		29.61
01420 - Survey Worker		20.66
01460 - Switchboard Operator/Receptionist		17.02
01531 - Travel Clerk I		16.13
01532 - Travel Clerk II		17.28
01533 - Travel Clerk III		18.41
01611 - Word Processor I		16.20
01612 - Word Processor II		18.18
01613 - Word Processor III		20.34
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.98
05010 - Automotive Electrician		24.32
05040 - Automotive Glass Installer		22.64
05070 - Automotive Worker		22.64
05110 - Mobile Equipment Servicer		19.60
05130 - Motor Equipment Metal Mechanic		25.96
05160 - Motor Equipment Metal Worker		22.64
05190 - Motor Vehicle Mechanic		25.96
05220 - Motor Vehicle Mechanic Helper		18.03
05250 - Motor Vehicle Upholstery Worker		21.13
05280 - Motor Vehicle Wrecker		22.64
05310 - Painter, Automotive		24.32
05340 - Radiator Repair Specialist		22.64
05370 - Tire Repairer		21.09
05400 - Transmission Repair Specialist		25.96
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.12

07041 - Cook I		17.80
07042 - Cook II		20.57
07070 - Dishwasher		13.59
07130 - Food Service Worker		14.87
07210 - Meat Cutter		20.24
07260 - Waiter/Waitress		10.55
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		23.38
09040 - Furniture Handler		15.06
09080 - Furniture Refinisher		23.38
09090 - Furniture Refinisher Helper		18.25
09110 - Furniture Repairer, Minor		21.39
09130 - Upholsterer		23.38
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		16.76
11060 - Elevator Operator		17.17
11090 - Gardener		24.58
11122 - Housekeeping Aide		18.04
11150 - Janitor		18.04
11210 - Laborer, Grounds Maintenance		18.67
11240 - Maid or Houseman		15.55
11260 - Pruner		16.50
11270 - Tractor Operator		22.61
11330 - Trail Maintenance Worker		18.67
11360 - Window Cleaner		20.42
12000 - Health Occupations		
12010 - Ambulance Driver		18.38
12011 - Breath Alcohol Technician		25.97
12012 - Certified Occupational Therapist Assistant		35.62
12015 - Certified Physical Therapist Assistant		33.90
12020 - Dental Assistant		22.25
12025 - Dental Hygienist		46.00
12030 - EKG Technician		39.34
12035 - Electroneurodiagnostic Technologist		39.34
12040 - Emergency Medical Technician		18.38
12071 - Licensed Practical Nurse I		23.21
12072 - Licensed Practical Nurse II		25.97
12073 - Licensed Practical Nurse III		28.94
12100 - Medical Assistant		22.05
12130 - Medical Laboratory Technician		30.32
12160 - Medical Record Clerk		20.79
12190 - Medical Record Technician		23.25
12195 - Medical Transcriptionist		23.21
12210 - Nuclear Medicine Technologist		57.06
12221 - Nursing Assistant I		14.09
12222 - Nursing Assistant II		15.85
12223 - Nursing Assistant III		17.30
12224 - Nursing Assistant IV		19.42
12235 - Optical Dispenser		22.29
12236 - Optical Technician		23.21
12250 - Pharmacy Technician		22.36
12280 - Phlebotomist		19.88
12305 - Radiologic Technologist		33.32
12311 - Registered Nurse I		25.73
12312 - Registered Nurse II		31.47
12313 - Registered Nurse II, Specialist		31.47
12314 - Registered Nurse III		38.08
12315 - Registered Nurse III, Anesthetist		38.08
12316 - Registered Nurse IV		45.66
12317 - Scheduler (Drug and Alcohol Testing)		32.16
12320 - Substance Abuse Treatment Counselor		27.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.20
13012 - Exhibits Specialist II		26.26
13013 - Exhibits Specialist III		32.12
13041 - Illustrator I		21.20
13042 - Illustrator II		26.26
13043 - Illustrator III		32.12
13047 - Librarian		29.08
13050 - Library Aide/Clerk		16.87
13054 - Library Information Technology Systems Administrator		26.26
13058 - Library Technician		17.37
13061 - Media Specialist I		18.95
13062 - Media Specialist II		21.20
13063 - Media Specialist III		23.63
13071 - Photographer I		18.95
13072 - Photographer II		21.20
13073 - Photographer III		26.26
13074 - Photographer IV		32.12
13075 - Photographer V		38.87
13090 - Technical Order Library Clerk		21.20
13110 - Video Teleconference Technician		20.55
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.18
14042 - Computer Operator II		18.10
14043 - Computer Operator III		20.18
14044 - Computer Operator IV		22.42
14045 - Computer Operator V		24.83
14071 - Computer Programmer I	(see 1)	22.29
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.18
14160 - Personal Computer Support Technician		22.42
14170 - System Support Specialist		27.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.18
15020 - Aircrew Training Devices Instructor (Rated)		38.94
15030 - Air Crew Training Devices Instructor (Pilot)		46.69
15050 - Computer Based Training Specialist / Instructor		32.18
15060 - Educational Technologist		29.07
15070 - Flight Instructor (Pilot)		46.69
15080 - Graphic Artist		23.66
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.69
15086 - Maintenance Test Pilot, Rotary Wing		46.69
15088 - Non-Maintenance Test/Co-Pilot		46.69
15090 - Technical Instructor		22.85
15095 - Technical Instructor/Course Developer		27.96
15110 - Test Proctor		18.45
15120 - Tutor		18.45
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.99
16030 - Counter Attendant		11.99
16040 - Dry Cleaner		13.71
16070 - Finisher, Flatwork, Machine		11.99
16090 - Presser, Hand		11.99
16110 - Presser, Machine, Drycleaning		11.99
16130 - Presser, Machine, Shirts		11.99
16160 - Presser, Machine, Wearing Apparel, Laundry		11.99
16190 - Sewing Machine Operator		14.37
16220 - Tailor		15.31
16250 - Washer, Machine		12.56
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		29.94
19040 - Tool And Die Maker		37.09
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.75
21030 - Material Coordinator		24.21
21040 - Material Expediter		24.21
21050 - Material Handling Laborer		18.70
21071 - Order Filler		18.45
21080 - Production Line Worker (Food Processing)		22.75
21110 - Shipping Packer		18.97
21130 - Shipping/Receiving Clerk		18.97
21140 - Store Worker I		14.76
21150 - Stock Clerk		21.00
21210 - Tools And Parts Attendant		22.75
21410 - Warehouse Specialist		22.75
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.85
23019 - Aircraft Logs and Records Technician		26.03
23021 - Aircraft Mechanic I		31.97
23022 - Aircraft Mechanic II		33.85
23023 - Aircraft Mechanic III		35.81
23040 - Aircraft Mechanic Helper		22.20
23050 - Aircraft, Painter		29.94
23060 - Aircraft Servicer		26.03
23070 - Aircraft Survival Flight Equipment Technician		29.94
23080 - Aircraft Worker		27.89
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.89
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		31.97
23110 - Appliance Mechanic		29.94
23120 - Bicycle Repairer		24.13
23125 - Cable Splicer		43.21
23130 - Carpenter, Maintenance		26.98
23140 - Carpet Layer		27.89
23160 - Electrician, Maintenance		34.55
23181 - Electronics Technician Maintenance I		27.89
23182 - Electronics Technician Maintenance II		29.94
23183 - Electronics Technician Maintenance III		31.97
23260 - Fabric Worker		26.03
23290 - Fire Alarm System Mechanic		31.97
23310 - Fire Extinguisher Repairer		24.13
23311 - Fuel Distribution System Mechanic		31.97
23312 - Fuel Distribution System Operator		24.13
23370 - General Maintenance Worker		21.42
23380 - Ground Support Equipment Mechanic		31.97
23381 - Ground Support Equipment Servicer		26.03
23382 - Ground Support Equipment Worker		27.89
23391 - Gunsmith I		24.13
23392 - Gunsmith II		27.89
23393 - Gunsmith III		31.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic		29.01
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.72

23430 - Heavy Equipment Mechanic		33.53
23440 - Heavy Equipment Operator		29.96
23460 - Instrument Mechanic		31.97
23465 - Laboratory/Shelter Mechanic		29.94
23470 - Laborer		18.70
23510 - Locksmith		29.94
23530 - Machinery Maintenance Mechanic		27.31
23550 - Machinist, Maintenance		28.20
23580 - Maintenance Trades Helper		19.21
23591 - Metrology Technician I		31.97
23592 - Metrology Technician II		33.85
23593 - Metrology Technician III		35.81
23640 - Millwright		32.02
23710 - Office Appliance Repairer		23.28
23760 - Painter, Maintenance		22.83
23790 - Pipefitter, Maintenance		37.52
23810 - Plumber, Maintenance		35.15
23820 - Pneudraulic Systems Mechanic		31.97
23850 - Rigger		31.97
23870 - Scale Mechanic		27.89
23890 - Sheet-Metal Worker, Maintenance		31.03
23910 - Small Engine Mechanic		24.05
23931 - Telecommunications Mechanic I		32.88
23932 - Telecommunications Mechanic II		34.82
23950 - Telephone Lineman		25.70
23960 - Welder, Combination, Maintenance		22.84
23965 - Well Driller		31.97
23970 - Woodcraft Worker		31.97
23980 - Woodworker		24.13
24000 - Personal Needs Occupations		
24550 - Case Manager		17.51
24570 - Child Care Attendant		14.73
24580 - Child Care Center Clerk		18.36
24610 - Chore Aide		15.04
24620 - Family Readiness And Support Services Coordinator		17.51
24630 - Homemaker		17.66
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		33.08
25040 - Sewage Plant Operator		30.99
25070 - Stationary Engineer		33.08
25190 - Ventilation Equipment Tender		22.97
25210 - Water Treatment Plant Operator		30.99
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.04
27007 - Baggage Inspector		17.69
27008 - Corrections Officer		35.09
27010 - Court Security Officer		37.30
27030 - Detection Dog Handler		19.79
27040 - Detention Officer		35.09
27070 - Firefighter		37.21
27101 - Guard I		17.69
27102 - Guard II		19.79
27131 - Police Officer I		33.20
27132 - Police Officer II		36.90
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.38
28042 - Carnival Equipment Repairer		19.98
28043 - Carnival Worker		13.41
28210 - Gate Attendant/Gate Tender		17.37
28310 - Lifeguard		15.47
28350 - Park Attendant (Aide)		19.43
28510 - Recreation Aide/Health Facility Attendant		14.18
28515 - Recreation Specialist		24.06
28630 - Sports Official		15.47
28690 - Swimming Pool Operator		23.09
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.89
29020 - Hatch Tender		27.89
29030 - Line Handler		27.89
29041 - Stevedore I		26.03
29042 - Stevedore II		29.94
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		20.31
30022 - Archeological Technician II		22.72
30023 - Archeological Technician III		28.14
30030 - Cartographic Technician		28.14
30040 - Civil Engineering Technician		29.12
30051 - Cryogenic Technician I		31.17
30052 - Cryogenic Technician II		34.42
30061 - Drafter/CAD Operator I		20.31
30062 - Drafter/CAD Operator II		22.72
30063 - Drafter/CAD Operator III		25.32
30064 - Drafter/CAD Operator IV		31.17
30081 - Engineering Technician I		18.10
30082 - Engineering Technician II		20.31

30083 - Engineering Technician III		22.72
30084 - Engineering Technician IV		28.14
30085 - Engineering Technician V		34.42
30086 - Engineering Technician VI		41.64
30090 - Environmental Technician		24.60
30095 - Evidence Control Specialist		28.14
30210 - Laboratory Technician		24.35
30221 - Latent Fingerprint Technician I		35.21
30222 - Latent Fingerprint Technician II		38.89
30240 - Mathematical Technician		28.14
30361 - Paralegal/Legal Assistant I		21.02
30362 - Paralegal/Legal Assistant II		26.05
30363 - Paralegal/Legal Assistant III		31.87
30364 - Paralegal/Legal Assistant IV		38.56
30375 - Petroleum Supply Specialist		34.42
30390 - Photo-Optics Technician		27.06
30395 - Radiation Control Technician		34.42
30461 - Technical Writer I		28.14
30462 - Technical Writer II		34.42
30463 - Technical Writer III		41.64
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		31.17
30502 - Weather Forecaster II		37.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.32
30621 - Weather Observer, Senior	(see 2)	28.14
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		16.86
31030 - Bus Driver		23.94
31043 - Driver Courier		20.44
31260 - Parking and Lot Attendant		14.91
31290 - Shuttle Bus Driver		17.20
31310 - Taxi Driver		14.28
31361 - Truckdriver, Light		22.22
31362 - Truckdriver, Medium		23.96
31363 - Truckdriver, Heavy		28.30
31364 - Truckdriver, Tractor-Trailer		28.30
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		15.03
99050 - Desk Clerk		15.70
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.96
99252 - Laboratory Animal Caretaker II		19.52
99260 - Marketing Analyst		32.93
99310 - Mortician		29.28
99410 - Pest Controller		26.95
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		20.83
99711 - Recycling Specialist		25.25
99730 - Refuse Collector		18.41
99810 - Sales Clerk		16.48
99820 - School Crossing Guard		16.77
99830 - Survey Party Chief		28.08
99831 - Surveying Aide		17.43
99832 - Surveying Technician		23.71
99840 - Vending Machine Attendant		22.99
99841 - Vending Machine Repairer		28.88
99842 - Vending Machine Repairer Helper		22.99

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

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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5395
Revision No.: 28
Date Of Last Revision: 5/13/2026

State: Montana

Area: Montana Counties of Carter, Custer, Daniels, Dawson, Fallon, Garfield, McCone, Phillips, Powder River, Prairie, Richland, Roosevelt, Rosebud, Sheridan, Treasure, Valley and Wibaux

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.31
01012 - Accounting Clerk II		19.43
01013 - Accounting Clerk III		21.73
01020 - Administrative Assistant		27.47
01035 - Court Reporter		20.86
01041 - Customer Service Representative I		16.79
01042 - Customer Service Representative II		18.32
01043 - Customer Service Representative III		20.55
01051 - Data Entry Operator I		17.57
01052 - Data Entry Operator II		19.18
01060 - Dispatcher, Motor Vehicle		24.20
01070 - Document Preparation Clerk		16.62
01090 - Duplicating Machine Operator		16.62
01111 - General Clerk I		16.91
01112 - General Clerk II		18.45
01113 - General Clerk III		20.70
01120 - Housing Referral Assistant		23.25
01141 - Messenger Courier		13.53
01191 - Order Clerk I		15.23
01192 - Order Clerk II		16.62
01261 - Personnel Assistant (Employment) I		18.65
01262 - Personnel Assistant (Employment) II		20.86
01263 - Personnel Assistant (Employment) III		23.25
01270 - Production Control Clerk		22.35
01290 - Rental Clerk		19.73
01300 - Scheduler, Maintenance		18.65
01311 - Secretary I		18.65
01312 - Secretary II		20.86
01313 - Secretary III		23.25
01320 - Service Order Dispatcher		21.64
01410 - Supply Technician		27.47
01420 - Survey Worker		19.10
01460 - Switchboard Operator/Receptionist		17.44
01531 - Travel Clerk I		15.85
01532 - Travel Clerk II		16.50
01533 - Travel Clerk III		19.25
01611 - Word Processor I		16.62
01612 - Word Processor II		18.65
01613 - Word Processor III		20.86
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.14
05010 - Automotive Electrician		21.43
05040 - Automotive Glass Installer		19.96
05070 - Automotive Worker		19.96
05110 - Mobile Equipment Servicer		17.27
05130 - Motor Equipment Metal Mechanic		22.88
05160 - Motor Equipment Metal Worker		19.96
05190 - Motor Vehicle Mechanic		22.88
05220 - Motor Vehicle Mechanic Helper		15.89
05250 - Motor Vehicle Upholstery Worker		18.63
05280 - Motor Vehicle Wrecker		19.96
05310 - Painter, Automotive		21.43
05340 - Radiator Repair Specialist		19.96
05370 - Tire Repairer		18.15

05400 - Transmission Repair Specialist	22.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.34
07041 - Cook I	17.25
07042 - Cook II	19.94
07070 - Dishwasher	12.97
07130 - Food Service Worker	14.28
07210 - Meat Cutter	17.90
07260 - Waiter/Waitress	10.63
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	29.87
09040 - Furniture Handler	18.28
09080 - Furniture Refinisher	29.87
09090 - Furniture Refinisher Helper	22.15
09110 - Furniture Repairer, Minor	25.95
09130 - Upholsterer	29.87
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.89
11060 - Elevator Operator	17.72
11090 - Gardener	24.16
11122 - Housekeeping Aide	17.72
11150 - Janitor	17.72
11210 - Laborer, Grounds Maintenance	18.35
11240 - Maid or Houseman	15.29
11260 - Pruner	16.21
11270 - Tractor Operator	22.23
11330 - Trail Maintenance Worker	18.35
11360 - Window Cleaner	20.06
12000 - Health Occupations	
12010 - Ambulance Driver	18.05
12011 - Breath Alcohol Technician	26.02
12012 - Certified Occupational Therapist Assistant	35.70
12015 - Certified Physical Therapist Assistant	30.65
12020 - Dental Assistant	21.15
12025 - Dental Hygienist	45.24
12030 - EKG Technician	39.42
12035 - Electroneurodiagnostic Technologist	39.42
12040 - Emergency Medical Technician	18.05
12071 - Licensed Practical Nurse I	23.26
12072 - Licensed Practical Nurse II	26.02
12073 - Licensed Practical Nurse III	29.00
12100 - Medical Assistant	20.28
12130 - Medical Laboratory Technician	37.25
12160 - Medical Record Clerk	21.94
12190 - Medical Record Technician	24.54
12195 - Medical Transcriptionist	23.26
12210 - Nuclear Medicine Technologist	57.18
12221 - Nursing Assistant I	13.30
12222 - Nursing Assistant II	14.96
12223 - Nursing Assistant III	16.33
12224 - Nursing Assistant IV	18.33
12235 - Optical Dispenser	26.02
12236 - Optical Technician	23.26
12250 - Pharmacy Technician	21.92
12280 - Phlebotomist	21.85
12305 - Radiologic Technologist	35.51
12311 - Registered Nurse I	26.34
12312 - Registered Nurse II	32.22
12313 - Registered Nurse II, Specialist	32.22
12314 - Registered Nurse III	38.98
12315 - Registered Nurse III, Anesthetist	38.98
12316 - Registered Nurse IV	46.73
12317 - Scheduler (Drug and Alcohol Testing)	32.23
12320 - Substance Abuse Treatment Counselor	28.63
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.10
13012 - Exhibits Specialist II	21.18
13013 - Exhibits Specialist III	25.91
13041 - Illustrator I	17.10
13042 - Illustrator II	21.18
13043 - Illustrator III	25.91
13047 - Librarian	23.46
13050 - Library Aide/Clerk	14.40
13054 - Library Information Technology Systems Administrator	21.18
13058 - Library Technician	16.67
13061 - Media Specialist I	15.29
13062 - Media Specialist II	17.10
13063 - Media Specialist III	19.07
13071 - Photographer I	15.46
13072 - Photographer II	17.98
13073 - Photographer III	22.28
13074 - Photographer IV	26.63
13075 - Photographer V	32.98
13090 - Technical Order Library Clerk	18.09
13110 - Video Teleconference Technician	15.29
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.71
14042 - Computer Operator II	22.04
14043 - Computer Operator III	24.57
14044 - Computer Operator IV	27.30
14045 - Computer Operator V	30.24

14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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		19.71
14160 - Personal Computer Support Technician		27.30
14170 - System Support Specialist		30.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.77
15020 - Aircrew Training Devices Instructor (Rated)		40.84
15030 - Air Crew Training Devices Instructor (Pilot)		48.97
15050 - Computer Based Training Specialist / Instructor		33.77
15060 - Educational Technologist		33.37
15070 - Flight Instructor (Pilot)		48.97
15080 - Graphic Artist		24.34
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.97
15086 - Maintenance Test Pilot, Rotary Wing		48.97
15088 - Non-Maintenance Test/Co-Pilot		48.97
15090 - Technical Instructor		27.72
15095 - Technical Instructor/Course Developer		33.89
15110 - Test Proctor		22.36
15120 - Tutor		22.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.02
16030 - Counter Attendant		13.02
16040 - Dry Cleaner		14.87
16070 - Finisher, Flatwork, Machine		13.02
16090 - Presser, Hand		13.02
16110 - Presser, Machine, Drycleaning		13.02
16130 - Presser, Machine, Shirts		13.02
16160 - Presser, Machine, Wearing Apparel, Laundry		13.02
16190 - Sewing Machine Operator		15.49
16220 - Tailor		16.10
16250 - Washer, Machine		13.64
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		32.07
19040 - Tool And Die Maker		39.71
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.54
21030 - Material Coordinator		24.12
21040 - Material Expediter		24.12
21050 - Material Handling Laborer		18.13
21071 - Order Filler		17.70
21080 - Production Line Worker (Food Processing)		21.54
21110 - Shipping Packer		18.97
21130 - Shipping/Receiving Clerk		18.97
21140 - Store Worker I		14.76
21150 - Stock Clerk		21.00
21210 - Tools And Parts Attendant		21.54
21410 - Warehouse Specialist		21.54
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		36.25
23019 - Aircraft Logs and Records Technician		27.86
23021 - Aircraft Mechanic I		34.23
23022 - Aircraft Mechanic II		36.25
23023 - Aircraft Mechanic III		38.35
23040 - Aircraft Mechanic Helper		23.77
23050 - Aircraft, Painter		32.07
23060 - Aircraft Servicer		27.86
23070 - Aircraft Survival Flight Equipment Technician		32.07
23080 - Aircraft Worker		29.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		29.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		34.23
23110 - Appliance Mechanic		32.07
23120 - Bicycle Repairer		25.84
23125 - Cable Splicer		49.78
23130 - Carpenter, Maintenance		25.19
23140 - Carpet Layer		29.86
23160 - Electrician, Maintenance		36.54
23181 - Electronics Technician Maintenance I		29.86
23182 - Electronics Technician Maintenance II		32.07
23183 - Electronics Technician Maintenance III		34.23
23260 - Fabric Worker		27.86
23290 - Fire Alarm System Mechanic		34.23
23310 - Fire Extinguisher Repairer		25.84
23311 - Fuel Distribution System Mechanic		45.22
23312 - Fuel Distribution System Operator		34.13
23370 - General Maintenance Worker		22.40
23380 - Ground Support Equipment Mechanic		34.23
23381 - Ground Support Equipment Servicer		27.86
23382 - Ground Support Equipment Worker		29.86
23391 - Gunsmith I		25.84
23392 - Gunsmith II		29.86
23393 - Gunsmith III		34.23

23410 - Heating, Ventilation And Air-Conditioning Mechanic		27.06
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		28.64
23430 - Heavy Equipment Mechanic		36.77
23440 - Heavy Equipment Operator		28.79
23460 - Instrument Mechanic		34.23
23465 - Laboratory/Shelter Mechanic		32.07
23470 - Laborer		18.13
23510 - Locksmith		32.07
23530 - Machinery Maintenance Mechanic		37.97
23550 - Machinist, Maintenance		28.38
23580 - Maintenance Trades Helper		20.98
23591 - Metrology Technician I		34.23
23592 - Metrology Technician II		36.25
23593 - Metrology Technician III		38.35
23640 - Millwright		34.23
23710 - Office Appliance Repairer		32.07
23760 - Painter, Maintenance		26.58
23790 - Pipefitter, Maintenance		42.35
23810 - Plumber, Maintenance		39.38
23820 - Pneudraulic Systems Mechanic		34.23
23850 - Rigger		34.23
23870 - Scale Mechanic		29.86
23890 - Sheet-Metal Worker, Maintenance		34.23
23910 - Small Engine Mechanic		29.86
23931 - Telecommunications Mechanic I		35.16
23932 - Telecommunications Mechanic II		37.23
23950 - Telephone Lineman		31.41
23960 - Welder, Combination, Maintenance		27.29
23965 - Well Driller		34.23
23970 - Woodcraft Worker		34.23
23980 - Woodworker		25.84
24000 - Personal Needs Occupations		
24550 - Case Manager		16.62
24570 - Child Care Attendant		14.69
24580 - Child Care Center Clerk		18.32
24610 - Chore Aide		15.76
24620 - Family Readiness And Support Services Coordinator		16.62
24630 - Homemaker		16.62
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.39
25040 - Sewage Plant Operator		28.07
25070 - Stationary Engineer		30.39
25190 - Ventilation Equipment Tender		21.11
25210 - Water Treatment Plant Operator		28.07
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.34
27007 - Baggage Inspector		16.47
27008 - Corrections Officer		23.39
27010 - Court Security Officer		26.54
27030 - Detection Dog Handler		18.42
27040 - Detention Officer		23.39
27070 - Firefighter		28.74
27101 - Guard I		16.47
27102 - Guard II		18.42
27131 - Police Officer I		26.34
27132 - Police Officer II		29.27
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.38
28042 - Carnival Equipment Repairer		21.07
28043 - Carnival Worker		14.14
28210 - Gate Attendant/Gate Tender		20.55
28310 - Lifeguard		16.68
28350 - Park Attendant (Aide)		22.99
28510 - Recreation Aide/Health Facility Attendant		16.78
28515 - Recreation Specialist		25.51
28630 - Sports Official		18.31
28690 - Swimming Pool Operator		24.35
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.86
29020 - Hatch Tender		29.86
29030 - Line Handler		29.86
29041 - Stevedore I		27.86
29042 - Stevedore II		32.07
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		17.81
30022 - Archeological Technician II		20.28
30023 - Archeological Technician III		24.67
30030 - Cartographic Technician		25.15
30040 - Civil Engineering Technician		23.69
30051 - Cryogenic Technician I		30.28
30052 - Cryogenic Technician II		33.45
30061 - Drafter/CAD Operator I		17.81
30062 - Drafter/CAD Operator II		20.28

30063 - Drafter/CAD Operator III		22.52
30064 - Drafter/CAD Operator IV		27.35
30081 - Engineering Technician I		14.19
30082 - Engineering Technician II		16.98
30083 - Engineering Technician III		19.00
30084 - Engineering Technician IV		23.55
30085 - Engineering Technician V		28.81
30086 - Engineering Technician VI		34.85
30090 - Environmental Technician		18.02
30095 - Evidence Control Specialist		27.33
30210 - Laboratory Technician		23.24
30221 - Latent Fingerprint Technician I		30.28
30222 - Latent Fingerprint Technician II		33.45
30240 - Mathematical Technician		23.76
30361 - Paralegal/Legal Assistant I		22.17
30362 - Paralegal/Legal Assistant II		27.46
30363 - Paralegal/Legal Assistant III		33.59
30364 - Paralegal/Legal Assistant IV		40.63
30375 - Petroleum Supply Specialist		33.45
30390 - Photo-Optics Technician		24.08
30395 - Radiation Control Technician		33.45
30461 - Technical Writer I		20.21
30462 - Technical Writer II		24.71
30463 - Technical Writer III		29.90
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		30.28
30502 - Weather Forecaster II		36.83
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.52
30621 - Weather Observer, Senior	(see 2)	23.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		12.84
31030 - Bus Driver		18.23
31043 - Driver Courier		20.02
31260 - Parking and Lot Attendant		14.61
31290 - Shuttle Bus Driver		19.48
31310 - Taxi Driver		14.28
31361 - Truckdriver, Light		21.76
31362 - Truckdriver, Medium		23.47
31363 - Truckdriver, Heavy		28.13
31364 - Truckdriver, Tractor-Trailer		28.13
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.52
99050 - Desk Clerk		14.73
99095 - Embalmer		32.26
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.15
99252 - Laboratory Animal Caretaker II		18.64
99260 - Marketing Analyst		33.08
99310 - Mortician		32.26
99410 - Pest Controller		26.95
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		26.49
99711 - Recycling Specialist		32.09
99730 - Refuse Collector		23.41
99810 - Sales Clerk		16.76
99820 - School Crossing Guard		16.77
99830 - Survey Party Chief		27.17
99831 - Surveying Aide		16.87
99832 - Surveying Technician		22.94
99840 - Vending Machine Attendant		22.99
99841 - Vending Machine Repairer		28.88
99842 - Vending Machine Repairer Helper		22.99

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

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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5397
Revision No.: 28
Date Of Last Revision: 5/13/2026

State: Montana

Area: Montana Counties of Big Horn, Blaine, Chouteau, Fergus, Glacier, Hill, Judith Basin, Liberty, Musselshell, Petroleum, Pondera, Teton, Toole and Wheatland

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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		17.31
01012 - Accounting Clerk II		19.43
01013 - Accounting Clerk III		21.73
01020 - Administrative Assistant		27.47
01035 - Court Reporter		20.86
01041 - Customer Service Representative I		16.79
01042 - Customer Service Representative II		18.32
01043 - Customer Service Representative III		20.55
01051 - Data Entry Operator I		17.57
01052 - Data Entry Operator II		19.18
01060 - Dispatcher, Motor Vehicle		24.20
01070 - Document Preparation Clerk		16.62
01090 - Duplicating Machine Operator		16.62
01111 - General Clerk I		16.91
01112 - General Clerk II		18.45
01113 - General Clerk III		20.70
01120 - Housing Referral Assistant		23.25
01141 - Messenger Courier		13.53
01191 - Order Clerk I		15.23
01192 - Order Clerk II		16.62
01261 - Personnel Assistant (Employment) I		18.65
01262 - Personnel Assistant (Employment) II		20.86
01263 - Personnel Assistant (Employment) III		23.25
01270 - Production Control Clerk		22.35
01290 - Rental Clerk		19.73
01300 - Scheduler, Maintenance		18.65
01311 - Secretary I		18.65
01312 - Secretary II		20.86
01313 - Secretary III		23.25
01320 - Service Order Dispatcher		21.64
01410 - Supply Technician		27.47
01420 - Survey Worker		19.10
01460 - Switchboard Operator/Receptionist		17.44
01531 - Travel Clerk I		15.85
01532 - Travel Clerk II		16.50
01533 - Travel Clerk III		19.25
01611 - Word Processor I		16.62
01612 - Word Processor II		18.65
01613 - Word Processor III		20.86
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.14
05010 - Automotive Electrician		21.43
05040 - Automotive Glass Installer		19.96
05070 - Automotive Worker		19.96
05110 - Mobile Equipment Servicer		17.27
05130 - Motor Equipment Metal Mechanic		22.88
05160 - Motor Equipment Metal Worker		19.96
05190 - Motor Vehicle Mechanic		22.88
05220 - Motor Vehicle Mechanic Helper		15.89
05250 - Motor Vehicle Upholstery Worker		18.63
05280 - Motor Vehicle Wrecker		19.96
05310 - Painter, Automotive		21.43
05340 - Radiator Repair Specialist		19.96
05370 - Tire Repairer		18.15
05400 - Transmission Repair Specialist		22.88

07000 - Food Preparation And Service Occupations		
07010 - Baker		15.84
07041 - Cook I		17.25
07042 - Cook II		19.94
07070 - Dishwasher		12.97
07130 - Food Service Worker		14.28
07210 - Meat Cutter		17.90
07260 - Waiter/Waitress		10.63
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		29.87
09040 - Furniture Handler		18.28
09080 - Furniture Refinisher		29.87
09090 - Furniture Refinisher Helper		22.15
09110 - Furniture Repairer, Minor		25.95
09130 - Upholsterer		29.87
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		16.89
11060 - Elevator Operator		17.72
11090 - Gardener		24.16
11122 - Housekeeping Aide		17.72
11150 - Janitor		17.72
11210 - Laborer, Grounds Maintenance		18.35
11240 - Maid or Houseman		15.29
11260 - Pruner		16.21
11270 - Tractor Operator		22.23
11330 - Trail Maintenance Worker		18.35
11360 - Window Cleaner		20.06
12000 - Health Occupations		
12010 - Ambulance Driver		18.05
12011 - Breath Alcohol Technician		26.02
12012 - Certified Occupational Therapist Assistant		35.70
12015 - Certified Physical Therapist Assistant		30.65
12020 - Dental Assistant		21.15
12025 - Dental Hygienist		45.24
12030 - EKG Technician		39.42
12035 - Electroneurodiagnostic Technologist		39.42
12040 - Emergency Medical Technician		18.05
12071 - Licensed Practical Nurse I		23.26
12072 - Licensed Practical Nurse II		26.02
12073 - Licensed Practical Nurse III		29.00
12100 - Medical Assistant		20.83
12130 - Medical Laboratory Technician		37.25
12160 - Medical Record Clerk		21.94
12190 - Medical Record Technician		24.54
12195 - Medical Transcriptionist		23.26
12210 - Nuclear Medicine Technologist		57.18
12221 - Nursing Assistant I		13.30
12222 - Nursing Assistant II		14.96
12223 - Nursing Assistant III		16.33
12224 - Nursing Assistant IV		18.33
12235 - Optical Dispenser		26.02
12236 - Optical Technician		23.26
12250 - Pharmacy Technician		21.92
12280 - Phlebotomist		21.85
12305 - Radiologic Technologist		35.51
12311 - Registered Nurse I		26.34
12312 - Registered Nurse II		32.22
12313 - Registered Nurse II, Specialist		32.22
12314 - Registered Nurse III		38.98
12315 - Registered Nurse III, Anesthetist		38.98
12316 - Registered Nurse IV		46.73
12317 - Scheduler (Drug and Alcohol Testing)		32.23
12320 - Substance Abuse Treatment Counselor		28.63
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.10
13012 - Exhibits Specialist II		21.18
13013 - Exhibits Specialist III		25.91
13041 - Illustrator I		17.10
13042 - Illustrator II		21.18
13043 - Illustrator III		25.91
13047 - Librarian		23.46
13050 - Library Aide/Clerk		14.40
13054 - Library Information Technology Systems Administrator		21.18
13058 - Library Technician		16.67
13061 - Media Specialist I		15.29
13062 - Media Specialist II		17.10
13063 - Media Specialist III		19.07
13071 - Photographer I		15.46
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13090 - Technical Order Library Clerk		18.09
13110 - Video Teleconference Technician		15.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.71
14042 - Computer Operator II		22.04
14043 - Computer Operator III		24.57
14044 - Computer Operator IV		27.30
14045 - Computer Operator V		30.24
14071 - Computer Programmer I	(see 1)	21.01

14072 - Computer Programmer II	(see 1)	26.04
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		19.71
14160 - Personal Computer Support Technician		27.30
14170 - System Support Specialist		30.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.77
15020 - Aircrew Training Devices Instructor (Rated)		40.84
15030 - Air Crew Training Devices Instructor (Pilot)		48.97
15050 - Computer Based Training Specialist / Instructor		33.77
15060 - Educational Technologist		33.37
15070 - Flight Instructor (Pilot)		48.97
15080 - Graphic Artist		24.92
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.97
15086 - Maintenance Test Pilot, Rotary Wing		48.97
15088 - Non-Maintenance Test/Co-Pilot		48.97
15090 - Technical Instructor		27.72
15095 - Technical Instructor/Course Developer		33.89
15110 - Test Proctor		22.36
15120 - Tutor		22.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.02
16030 - Counter Attendant		13.02
16040 - Dry Cleaner		14.87
16070 - Finisher, Flatwork, Machine		13.02
16090 - Presser, Hand		13.02
16110 - Presser, Machine, Drycleaning		13.02
16130 - Presser, Machine, Shirts		13.02
16160 - Presser, Machine, Wearing Apparel, Laundry		13.02
16190 - Sewing Machine Operator		15.49
16220 - Tailor		16.10
16250 - Washer, Machine		13.64
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		32.07
19040 - Tool And Die Maker		39.71
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.54
21030 - Material Coordinator		23.35
21040 - Material Expediter		23.35
21050 - Material Handling Laborer		18.13
21071 - Order Filler		17.70
21080 - Production Line Worker (Food Processing)		21.54
21110 - Shipping Packer		18.97
21130 - Shipping/Receiving Clerk		18.97
21140 - Store Worker I		14.76
21150 - Stock Clerk		21.00
21210 - Tools And Parts Attendant		21.54
21410 - Warehouse Specialist		21.54
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		36.25
23019 - Aircraft Logs and Records Technician		27.86
23021 - Aircraft Mechanic I		34.23
23022 - Aircraft Mechanic II		36.25
23023 - Aircraft Mechanic III		38.35
23040 - Aircraft Mechanic Helper		23.77
23050 - Aircraft, Painter		32.07
23060 - Aircraft Servicer		27.86
23070 - Aircraft Survival Flight Equipment Technician		32.07
23080 - Aircraft Worker		29.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		29.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		34.23
23110 - Appliance Mechanic		32.07
23120 - Bicycle Repairer		25.84
23125 - Cable Splicer		49.78
23130 - Carpenter, Maintenance		25.19
23140 - Carpet Layer		29.86
23160 - Electrician, Maintenance		36.54
23181 - Electronics Technician Maintenance I		29.86
23182 - Electronics Technician Maintenance II		32.07
23183 - Electronics Technician Maintenance III		34.23
23260 - Fabric Worker		27.86
23290 - Fire Alarm System Mechanic		34.23
23310 - Fire Extinguisher Repairer		25.84
23311 - Fuel Distribution System Mechanic		45.22
23312 - Fuel Distribution System Operator		34.13
23370 - General Maintenance Worker		22.40
23380 - Ground Support Equipment Mechanic		34.23
23381 - Ground Support Equipment Servicer		27.86
23382 - Ground Support Equipment Worker		29.86
23391 - Gunsmith I		25.84
23392 - Gunsmith II		29.86
23393 - Gunsmith III		34.23
23410 - Heating, Ventilation And Air-Conditioning		

Mechanic		28.96
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.66
23430 - Heavy Equipment Mechanic		36.77
23440 - Heavy Equipment Operator		28.79
23460 - Instrument Mechanic		34.23
23465 - Laboratory/Shelter Mechanic		32.07
23470 - Laborer		18.13
23510 - Locksmith		32.07
23530 - Machinery Maintenance Mechanic		37.97
23550 - Machinist, Maintenance		28.38
23580 - Maintenance Trades Helper		20.21
23591 - Metrology Technician I		34.23
23592 - Metrology Technician II		36.25
23593 - Metrology Technician III		38.35
23640 - Millwright		34.23
23710 - Office Appliance Repairer		32.07
23760 - Painter, Maintenance		29.24
23790 - Pipefitter, Maintenance		42.35
23810 - Plumber, Maintenance		39.38
23820 - Pneudraulic Systems Mechanic		34.23
23850 - Rigger		34.23
23870 - Scale Mechanic		29.86
23890 - Sheet-Metal Worker, Maintenance		34.23
23910 - Small Engine Mechanic		29.86
23931 - Telecommunications Mechanic I		35.16
23932 - Telecommunications Mechanic II		37.23
23950 - Telephone Lineman		31.41
23960 - Welder, Combination, Maintenance		27.18
23965 - Well Driller		34.23
23970 - Woodcraft Worker		34.23
23980 - Woodworker		25.84
24000 - Personal Needs Occupations		
24550 - Case Manager		16.62
24570 - Child Care Attendant		14.69
24580 - Child Care Center Clerk		18.32
24610 - Chore Aide		15.76
24620 - Family Readiness And Support Services Coordinator		16.62
24630 - Homemaker		16.62
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.39
25040 - Sewage Plant Operator		28.07
25070 - Stationary Engineer		30.39
25190 - Ventilation Equipment Tender		21.11
25210 - Water Treatment Plant Operator		28.07
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.34
27007 - Baggage Inspector		16.47
27008 - Corrections Officer		23.39
27010 - Court Security Officer		26.54
27030 - Detection Dog Handler		18.42
27040 - Detention Officer		23.39
27070 - Firefighter		28.74
27101 - Guard I		16.47
27102 - Guard II		18.42
27131 - Police Officer I		26.34
27132 - Police Officer II		29.27
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.38
28042 - Carnival Equipment Repairer		21.07
28043 - Carnival Worker		14.14
28210 - Gate Attendant/Gate Tender		20.55
28310 - Lifeguard		15.84
28350 - Park Attendant (Aide)		22.99
28510 - Recreation Aide/Health Facility Attendant		16.78
28515 - Recreation Specialist		25.51
28630 - Sports Official		18.31
28690 - Swimming Pool Operator		24.35
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.86
29020 - Hatch Tender		29.86
29030 - Line Handler		29.86
29041 - Stevedore I		27.86
29042 - Stevedore II		32.07
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		16.19
30022 - Archeological Technician II		18.62
30023 - Archeological Technician III		22.43
30030 - Cartographic Technician		22.86
30040 - Civil Engineering Technician		23.69
30051 - Cryogenic Technician I		21.59
30052 - Cryogenic Technician II		23.85
30061 - Drafter/CAD Operator I		16.19
30062 - Drafter/CAD Operator II		18.44
30063 - Drafter/CAD Operator III		20.47

30064 - Drafter/CAD Operator IV		24.86
30081 - Engineering Technician I		12.90
30082 - Engineering Technician II		15.44
30083 - Engineering Technician III		17.27
30084 - Engineering Technician IV		21.41
30085 - Engineering Technician V		26.19
30086 - Engineering Technician VI		31.68
30090 - Environmental Technician		16.38
30095 - Evidence Control Specialist		19.49
30210 - Laboratory Technician		21.13
30221 - Latent Fingerprint Technician I		21.59
30222 - Latent Fingerprint Technician II		23.85
30240 - Mathematical Technician		21.60
30361 - Paralegal/Legal Assistant I		22.17
30362 - Paralegal/Legal Assistant II		27.46
30363 - Paralegal/Legal Assistant III		33.59
30364 - Paralegal/Legal Assistant IV		40.63
30375 - Petroleum Supply Specialist		23.85
30390 - Photo-Optics Technician		21.89
30395 - Radiation Control Technician		23.85
30461 - Technical Writer I		18.37
30462 - Technical Writer II		22.46
30463 - Technical Writer III		27.18
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		24.86
30502 - Weather Forecaster II		30.24
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.47
30621 - Weather Observer, Senior	(see 2)	21.60
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		12.84
31030 - Bus Driver		18.23
31043 - Driver Courier		20.02
31260 - Parking and Lot Attendant		14.61
31290 - Shuttle Bus Driver		19.48
31310 - Taxi Driver		15.71
31361 - Truckdriver, Light		21.76
31362 - Truckdriver, Medium		23.47
31363 - Truckdriver, Heavy		28.13
31364 - Truckdriver, Tractor-Trailer		28.13
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.52
99050 - Desk Clerk		14.73
99095 - Embalmer		32.26
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.15
99252 - Laboratory Animal Caretaker II		18.64
99260 - Marketing Analyst		34.82
99310 - Mortician		32.26
99410 - Pest Controller		26.95
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		26.49
99711 - Recycling Specialist		32.09
99730 - Refuse Collector		23.41
99810 - Sales Clerk		16.76
99820 - School Crossing Guard		16.77
99830 - Survey Party Chief		27.17
99831 - Surveying Aide		16.87
99832 - Surveying Technician		22.94
99840 - Vending Machine Attendant		22.99
99841 - Vending Machine Repairer		28.88
99842 - Vending Machine Repairer Helper		22.99

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

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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5399
Revision No.: 29
Date Of Last Revision: 5/14/2026

State: Montana

Area: Montana Counties of Beaverhead, Deer Lodge, Granite,
Madison, Meagher, Park, Powell, Silver
Bow and Sweet Grass

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.89
01012 - Accounting Clerk II		18.95
01013 - Accounting Clerk III		21.20
01020 - Administrative Assistant		28.43
01035 - Court Reporter		21.06
01041 - Customer Service Representative I		17.35
01042 - Customer Service Representative II		18.93
01043 - Customer Service Representative III		21.24
01051 - Data Entry Operator I		15.71
01052 - Data Entry Operator II		17.14
01060 - Dispatcher, Motor Vehicle		22.91
01070 - Document Preparation Clerk		17.91
01090 - Duplicating Machine Operator		17.91
01111 - General Clerk I		17.10
01112 - General Clerk II		18.66
01113 - General Clerk III		20.94
01120 - Housing Referral Assistant		23.49
01141 - Messenger Courier		17.01
01191 - Order Clerk I		15.38
01192 - Order Clerk II		16.78
01261 - Personnel Assistant (Employment) I		18.27
01262 - Personnel Assistant (Employment) II		20.44
01263 - Personnel Assistant (Employment) III		22.79
01270 - Production Control Clerk		27.87
01290 - Rental Clerk		18.13
01300 - Scheduler, Maintenance		18.83
01311 - Secretary I		18.83
01312 - Secretary II		21.06
01313 - Secretary III		23.49
01320 - Service Order Dispatcher		20.48
01410 - Supply Technician		28.43
01420 - Survey Worker		18.49
01460 - Switchboard Operator/Receptionist		15.83
01531 - Travel Clerk I		20.38
01532 - Travel Clerk II		21.92
01533 - Travel Clerk III		24.52
01611 - Word Processor I		16.78
01612 - Word Processor II		18.83
01613 - Word Processor III		21.06
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.64
05010 - Automotive Electrician		22.90
05040 - Automotive Glass Installer		21.32
05070 - Automotive Worker		21.32
05110 - Mobile Equipment Servicer		18.45
05130 - Motor Equipment Metal Mechanic		24.44
05160 - Motor Equipment Metal Worker		21.32
05190 - Motor Vehicle Mechanic		24.44
05220 - Motor Vehicle Mechanic Helper		16.97
05250 - Motor Vehicle Upholstery Worker		19.89
05280 - Motor Vehicle Wrecker		21.32
05310 - Painter, Automotive		22.90
05340 - Radiator Repair Specialist		21.32
05370 - Tire Repairer		17.85
05400 - Transmission Repair Specialist		24.44

07000 - Food Preparation And Service Occupations		
07010 - Baker		19.31
07041 - Cook I		17.34
07042 - Cook II		20.04
07070 - Dishwasher		13.34
07130 - Food Service Worker		14.59
07210 - Meat Cutter		18.56
07260 - Waiter/Waitress		10.67
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		24.41
09040 - Furniture Handler		16.18
09080 - Furniture Refinisher		24.41
09090 - Furniture Refinisher Helper		19.60
09110 - Furniture Repairer, Minor		22.88
09130 - Upholsterer		24.41
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		16.85
11060 - Elevator Operator		17.42
11090 - Gardener		26.50
11122 - Housekeeping Aide		17.42
11150 - Janitor		17.42
11210 - Laborer, Grounds Maintenance		20.13
11240 - Maid or Houseman		15.81
11260 - Pruner		17.79
11270 - Tractor Operator		24.39
11330 - Trail Maintenance Worker		20.13
11360 - Window Cleaner		19.72
12000 - Health Occupations		
12010 - Ambulance Driver		16.23
12011 - Breath Alcohol Technician		26.17
12012 - Certified Occupational Therapist Assistant		35.91
12015 - Certified Physical Therapist Assistant		32.41
12020 - Dental Assistant		21.44
12025 - Dental Hygienist		47.52
12030 - EKG Technician		39.65
12035 - Electroneurodiagnostic Technologist		39.65
12040 - Emergency Medical Technician		16.23
12071 - Licensed Practical Nurse I		23.40
12072 - Licensed Practical Nurse II		26.17
12073 - Licensed Practical Nurse III		29.17
12100 - Medical Assistant		21.74
12130 - Medical Laboratory Technician		37.17
12160 - Medical Record Clerk		20.74
12190 - Medical Record Technician		23.20
12195 - Medical Transcriptionist		22.18
12210 - Nuclear Medicine Technologist		57.52
12221 - Nursing Assistant I		13.35
12222 - Nursing Assistant II		15.02
12223 - Nursing Assistant III		16.39
12224 - Nursing Assistant IV		18.39
12235 - Optical Dispenser		21.63
12236 - Optical Technician		23.40
12250 - Pharmacy Technician		22.26
12280 - Phlebotomist		18.93
12305 - Radiologic Technologist		36.61
12311 - Registered Nurse I		27.13
12312 - Registered Nurse II		33.18
12313 - Registered Nurse II, Specialist		33.18
12314 - Registered Nurse III		40.15
12315 - Registered Nurse III, Anesthetist		40.15
12316 - Registered Nurse IV		48.14
12317 - Scheduler (Drug and Alcohol Testing)		32.42
12320 - Substance Abuse Treatment Counselor		25.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.52
13012 - Exhibits Specialist II		26.65
13013 - Exhibits Specialist III		32.62
13041 - Illustrator I		21.52
13042 - Illustrator II		26.65
13043 - Illustrator III		32.62
13047 - Librarian		29.52
13050 - Library Aide/Clerk		17.14
13054 - Library Information Technology Systems Administrator		26.65
13058 - Library Technician		17.95
13061 - Media Specialist I		19.24
13062 - Media Specialist II		21.52
13063 - Media Specialist III		23.98
13071 - Photographer I		19.01
13072 - Photographer II		21.72
13073 - Photographer III		26.91
13074 - Photographer IV		32.22
13075 - Photographer V		39.82
13090 - Technical Order Library Clerk		21.52
13110 - Video Teleconference Technician		22.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.28
14042 - Computer Operator II		20.46
14043 - Computer Operator III		22.81
14044 - Computer Operator IV		25.34
14045 - Computer Operator V		28.07
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04

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		18.28
14160 - Personal Computer Support Technician		25.34
14170 - System Support Specialist		32.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.28
15020 - Aircrew Training Devices Instructor (Rated)		40.26
15030 - Air Crew Training Devices Instructor (Pilot)		48.27
15050 - Computer Based Training Specialist / Instructor		33.28
15060 - Educational Technologist		29.23
15070 - Flight Instructor (Pilot)		48.27
15080 - Graphic Artist		23.08
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.27
15086 - Maintenance Test Pilot, Rotary Wing		48.27
15088 - Non-Maintenance Test/Co-Pilot		48.27
15090 - Technical Instructor		25.79
15095 - Technical Instructor/Course Developer		31.55
15110 - Test Proctor		20.82
15120 - Tutor		20.82
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.99
16030 - Counter Attendant		11.99
16040 - Dry Cleaner		13.71
16070 - Finisher, Flatwork, Machine		11.99
16090 - Presser, Hand		11.99
16110 - Presser, Machine, Drycleaning		11.99
16130 - Presser, Machine, Shirts		11.99
16160 - Presser, Machine, Wearing Apparel, Laundry		11.99
16190 - Sewing Machine Operator		14.37
16220 - Tailor		15.31
16250 - Washer, Machine		12.56
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		29.87
19040 - Tool And Die Maker		36.99
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.24
21030 - Material Coordinator		27.87
21040 - Material Expediter		27.87
21050 - Material Handling Laborer		18.43
21071 - Order Filler		19.09
21080 - Production Line Worker (Food Processing)		22.24
21110 - Shipping Packer		19.31
21130 - Shipping/Receiving Clerk		19.31
21140 - Store Worker I		14.76
21150 - Stock Clerk		21.00
21210 - Tools And Parts Attendant		22.24
21410 - Warehouse Specialist		22.24
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		34.11
23019 - Aircraft Logs and Records Technician		26.23
23021 - Aircraft Mechanic I		32.23
23022 - Aircraft Mechanic II		34.11
23023 - Aircraft Mechanic III		36.09
23040 - Aircraft Mechanic Helper		22.38
23050 - Aircraft, Painter		30.18
23060 - Aircraft Servicer		26.23
23070 - Aircraft Survival Flight Equipment Technician		30.18
23080 - Aircraft Worker		28.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		28.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		32.23
23110 - Appliance Mechanic		29.00
23120 - Bicycle Repairer		24.07
23125 - Cable Splicer		54.76
23130 - Carpenter, Maintenance		26.66
23140 - Carpet Layer		27.81
23160 - Electrician, Maintenance		30.67
23181 - Electronics Technician Maintenance I		28.90
23182 - Electronics Technician Maintenance II		31.04
23183 - Electronics Technician Maintenance III		33.14
23260 - Fabric Worker		25.95
23290 - Fire Alarm System Mechanic		29.55
23310 - Fire Extinguisher Repairer		24.07
23311 - Fuel Distribution System Mechanic		31.88
23312 - Fuel Distribution System Operator		24.07
23370 - General Maintenance Worker		21.73
23380 - Ground Support Equipment Mechanic		32.23
23381 - Ground Support Equipment Servicer		26.23
23382 - Ground Support Equipment Worker		28.10
23391 - Gunsmith I		24.07
23392 - Gunsmith II		27.81
23393 - Gunsmith III		31.88
23410 - Heating, Ventilation And Air-Conditioning Mechanic		27.45

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		29.06
23430 - Heavy Equipment Mechanic		30.00
23440 - Heavy Equipment Operator		27.85
23460 - Instrument Mechanic		31.88
23465 - Laboratory/Shelter Mechanic		29.87
23470 - Laborer		18.43
23510 - Locksmith		29.00
23530 - Machinery Maintenance Mechanic		28.20
23550 - Machinist, Maintenance		28.26
23580 - Maintenance Trades Helper		17.52
23591 - Metrology Technician I		31.88
23592 - Metrology Technician II		33.76
23593 - Metrology Technician III		35.72
23640 - Millwright		31.88
23710 - Office Appliance Repairer		28.26
23760 - Painter, Maintenance		23.15
23790 - Pipefitter, Maintenance		36.28
23810 - Plumber, Maintenance		33.99
23820 - Pneudraulic Systems Mechanic		31.88
23850 - Rigger		31.88
23870 - Scale Mechanic		27.81
23890 - Sheet-Metal Worker, Maintenance		31.88
23910 - Small Engine Mechanic		24.89
23931 - Telecommunications Mechanic I		33.28
23932 - Telecommunications Mechanic II		35.23
23950 - Telephone Lineman		31.88
23960 - Welder, Combination, Maintenance		24.00
23965 - Well Driller		27.47
23970 - Woodcraft Worker		31.88
23980 - Woodworker		24.07
24000 - Personal Needs Occupations		
24550 - Case Manager		17.66
24570 - Child Care Attendant		13.92
24580 - Child Care Center Clerk		17.35
24610 - Chore Aide		16.19
24620 - Family Readiness And Support Services Coordinator		17.66
24630 - Homemaker		17.66
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		31.82
25040 - Sewage Plant Operator		29.44
25070 - Stationary Engineer		31.82
25190 - Ventilation Equipment Tender		22.11
25210 - Water Treatment Plant Operator		29.44
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.81
27007 - Baggage Inspector		17.47
27008 - Corrections Officer		23.19
27010 - Court Security Officer		25.95
27030 - Detection Dog Handler		19.54
27040 - Detention Officer		23.19
27070 - Firefighter		29.63
27101 - Guard I		17.47
27102 - Guard II		19.54
27131 - Police Officer I		28.45
27132 - Police Officer II		31.61
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.20
28042 - Carnival Equipment Repairer		20.87
28043 - Carnival Worker		14.01
28210 - Gate Attendant/Gate Tender		19.82
28310 - Lifeguard		17.42
28350 - Park Attendant (Aide)		22.17
28510 - Recreation Aide/Health Facility Attendant		16.18
28515 - Recreation Specialist		27.46
28630 - Sports Official		17.66
28690 - Swimming Pool Operator		24.12
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.81
29020 - Hatch Tender		27.81
29030 - Line Handler		27.81
29041 - Stevedore I		25.95
29042 - Stevedore II		29.87
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		19.41
30022 - Archeological Technician II		21.71
30023 - Archeological Technician III		26.90
30030 - Cartographic Technician		26.90
30040 - Civil Engineering Technician		28.20
30051 - Cryogenic Technician I		29.79
30052 - Cryogenic Technician II		32.91
30061 - Drafter/CAD Operator I		19.41
30062 - Drafter/CAD Operator II		21.71
30063 - Drafter/CAD Operator III		24.21
30064 - Drafter/CAD Operator IV		29.79

30081 - Engineering Technician I		17.30
30082 - Engineering Technician II		19.41
30083 - Engineering Technician III		21.71
30084 - Engineering Technician IV		26.90
30085 - Engineering Technician V		32.91
30086 - Engineering Technician VI		39.81
30090 - Environmental Technician		26.38
30095 - Evidence Control Specialist		26.90
30210 - Laboratory Technician		25.15
30221 - Latent Fingerprint Technician I		29.79
30222 - Latent Fingerprint Technician II		32.91
30240 - Mathematical Technician		26.90
30361 - Paralegal/Legal Assistant I		21.49
30362 - Paralegal/Legal Assistant II		26.64
30363 - Paralegal/Legal Assistant III		32.58
30364 - Paralegal/Legal Assistant IV		39.41
30375 - Petroleum Supply Specialist		32.91
30390 - Photo-Optics Technician		26.90
30395 - Radiation Control Technician		32.91
30461 - Technical Writer I		27.00
30462 - Technical Writer II		33.02
30463 - Technical Writer III		39.95
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		29.79
30502 - Weather Forecaster II		36.24
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.21
30621 - Weather Observer, Senior	(see 2)	26.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.37
31030 - Bus Driver		21.81
31043 - Driver Courier		19.60
31260 - Parking and Lot Attendant		14.77
31290 - Shuttle Bus Driver		16.87
31310 - Taxi Driver		13.35
31361 - Truckdriver, Light		21.31
31362 - Truckdriver, Medium		22.98
31363 - Truckdriver, Heavy		28.31
31364 - Truckdriver, Tractor-Trailer		28.31
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.95
99050 - Desk Clerk		15.34
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		16.56
99252 - Laboratory Animal Caretaker II		18.00
99260 - Marketing Analyst		34.98
99310 - Mortician		29.28
99410 - Pest Controller		26.95
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		27.65
99711 - Recycling Specialist		33.49
99730 - Refuse Collector		24.43
99810 - Sales Clerk		16.42
99820 - School Crossing Guard		16.77
99830 - Survey Party Chief		30.41
99831 - Surveying Aide		18.88
99832 - Surveying Technician		25.67
99840 - Vending Machine Attendant		22.99
99841 - Vending Machine Repairer		28.03
99842 - Vending Machine Repairer Helper		22.99

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

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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5401
Revision No.: 28
Date Of Last Revision: 5/13/2026

State: Montana

Area: Montana Counties of Flathead, Lake, Lincoln, Ravalli and Sanders

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.45
01012 - Accounting Clerk II		19.59
01013 - Accounting Clerk III		21.91
01020 - Administrative Assistant		28.87
01035 - Court Reporter		21.52
01041 - Customer Service Representative I		16.23
01042 - Customer Service Representative II		17.70
01043 - Customer Service Representative III		19.87
01051 - Data Entry Operator I		16.97
01052 - Data Entry Operator II		18.52
01060 - Dispatcher, Motor Vehicle		20.61
01070 - Document Preparation Clerk		17.14
01090 - Duplicating Machine Operator		17.14
01111 - General Clerk I		17.15
01112 - General Clerk II		18.72
01113 - General Clerk III		21.01
01120 - Housing Referral Assistant		23.98
01141 - Messenger Courier		13.96
01191 - Order Clerk I		15.71
01192 - Order Clerk II		17.14
01261 - Personnel Assistant (Employment) I		19.24
01262 - Personnel Assistant (Employment) II		21.52
01263 - Personnel Assistant (Employment) III		23.98
01270 - Production Control Clerk		25.07
01290 - Rental Clerk		18.85
01300 - Scheduler, Maintenance		19.24
01311 - Secretary I		19.24
01312 - Secretary II		21.52
01313 - Secretary III		23.98
01320 - Service Order Dispatcher		18.43
01410 - Supply Technician		28.87
01420 - Survey Worker		19.43
01460 - Switchboard Operator/Receptionist		17.13
01531 - Travel Clerk I		17.71
01532 - Travel Clerk II		19.88
01533 - Travel Clerk III		22.22
01611 - Word Processor I		17.14
01612 - Word Processor II		19.24
01613 - Word Processor III		21.52
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.59
05010 - Automotive Electrician		23.98
05040 - Automotive Glass Installer		22.33
05070 - Automotive Worker		22.33
05110 - Mobile Equipment Servicer		19.33
05130 - Motor Equipment Metal Mechanic		25.60
05160 - Motor Equipment Metal Worker		22.33
05190 - Motor Vehicle Mechanic		25.60
05220 - Motor Vehicle Mechanic Helper		17.78
05250 - Motor Vehicle Upholstery Worker		20.83
05280 - Motor Vehicle Wrecker		22.33
05310 - Painter, Automotive		23.98
05340 - Radiator Repair Specialist		22.33
05370 - Tire Repairer		19.82
05400 - Transmission Repair Specialist		25.60
07000 - Food Preparation And Service Occupations		

07010 - Baker		17.00
07041 - Cook I		17.47
07042 - Cook II		20.19
07070 - Dishwasher		13.45
07130 - Food Service Worker		14.59
07210 - Meat Cutter		18.35
07260 - Waiter/Waitress		10.81
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		22.54
09040 - Furniture Handler		13.89
09080 - Furniture Refinisher		22.54
09090 - Furniture Refinisher Helper		16.82
09110 - Furniture Repairer, Minor		19.58
09130 - Upholsterer		22.54
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		16.85
11060 - Elevator Operator		17.47
11090 - Gardener		24.71
11122 - Housekeeping Aide		17.47
11150 - Janitor		17.47
11210 - Laborer, Grounds Maintenance		18.77
11240 - Maid or Houseman		16.35
11260 - Pruner		16.59
11270 - Tractor Operator		22.73
11330 - Trail Maintenance Worker		18.77
11360 - Window Cleaner		19.77
12000 - Health Occupations		
12010 - Ambulance Driver		16.63
12011 - Breath Alcohol Technician		26.20
12012 - Certified Occupational Therapist Assistant		35.94
12015 - Certified Physical Therapist Assistant		30.39
12020 - Dental Assistant		21.21
12025 - Dental Hygienist		45.09
12030 - EKG Technician		39.69
12035 - Electroneurodiagnostic Technologist		39.69
12040 - Emergency Medical Technician		16.63
12071 - Licensed Practical Nurse I		23.42
12072 - Licensed Practical Nurse II		26.20
12073 - Licensed Practical Nurse III		29.20
12100 - Medical Assistant		22.62
12130 - Medical Laboratory Technician		33.90
12160 - Medical Record Clerk		21.75
12190 - Medical Record Technician		24.33
12195 - Medical Transcriptionist		23.38
12210 - Nuclear Medicine Technologist		57.57
12221 - Nursing Assistant I		13.34
12222 - Nursing Assistant II		15.01
12223 - Nursing Assistant III		16.38
12224 - Nursing Assistant IV		18.39
12235 - Optical Dispenser		19.91
12236 - Optical Technician		23.42
12250 - Pharmacy Technician		21.98
12280 - Phlebotomist		21.26
12305 - Radiologic Technologist		35.19
12311 - Registered Nurse I		26.09
12312 - Registered Nurse II		31.91
12313 - Registered Nurse II, Specialist		31.91
12314 - Registered Nurse III		38.61
12315 - Registered Nurse III, Anesthetist		38.61
12316 - Registered Nurse IV		46.29
12317 - Scheduler (Drug and Alcohol Testing)		32.45
12320 - Substance Abuse Treatment Counselor		27.30
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.94
13012 - Exhibits Specialist II		27.18
13013 - Exhibits Specialist III		33.25
13041 - Illustrator I		21.94
13042 - Illustrator II		27.18
13043 - Illustrator III		33.25
13047 - Librarian		30.10
13050 - Library Aide/Clerk		17.48
13054 - Library Information Technology Systems Administrator		27.18
13058 - Library Technician		18.48
13061 - Media Specialist I		19.61
13062 - Media Specialist II		21.94
13063 - Media Specialist III		24.46
13071 - Photographer I		18.74
13072 - Photographer II		20.96
13073 - Photographer III		25.96
13074 - Photographer IV		31.75
13075 - Photographer V		38.41
13090 - Technical Order Library Clerk		21.94
13110 - Video Teleconference Technician		20.80
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.52
14042 - Computer Operator II		20.72
14043 - Computer Operator III		23.09
14044 - Computer Operator IV		25.66
14045 - Computer Operator V		28.42
14071 - Computer Programmer I	(see 1)	25.40
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		18.52
14160 - Personal Computer Support Technician		25.66
14170 - System Support Specialist		29.92
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.22
15020 - Aircrew Training Devices Instructor (Rated)		41.40
15030 - Air Crew Training Devices Instructor (Pilot)		49.62
15050 - Computer Based Training Specialist / Instructor		34.22
15060 - Educational Technologist		30.57
15070 - Flight Instructor (Pilot)		49.62
15080 - Graphic Artist		24.70
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.62
15086 - Maintenance Test Pilot, Rotary Wing		49.62
15088 - Non-Maintenance Test/Co-Pilot		49.62
15090 - Technical Instructor		29.25
15095 - Technical Instructor/Course Developer		35.78
15110 - Test Proctor		23.62
15120 - Tutor		23.62
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.99
16030 - Counter Attendant		11.99
16040 - Dry Cleaner		13.71
16070 - Finisher, Flatwork, Machine		11.99
16090 - Presser, Hand		11.99
16110 - Presser, Machine, Drycleaning		11.99
16130 - Presser, Machine, Shirts		11.99
16160 - Presser, Machine, Wearing Apparel, Laundry		11.99
16190 - Sewing Machine Operator		14.37
16220 - Tailor		15.31
16250 - Washer, Machine		12.56
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.62
19040 - Tool And Die Maker		34.20
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.60
21030 - Material Coordinator		25.07
21040 - Material Expediter		25.07
21050 - Material Handling Laborer		19.81
21071 - Order Filler		18.95
21080 - Production Line Worker (Food Processing)		23.60
21110 - Shipping Packer		19.15
21130 - Shipping/Receiving Clerk		19.15
21140 - Store Worker I		14.76
21150 - Stock Clerk		21.00
21210 - Tools And Parts Attendant		23.60
21410 - Warehouse Specialist		23.60
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.42
23019 - Aircraft Logs and Records Technician		24.92
23021 - Aircraft Mechanic I		30.62
23022 - Aircraft Mechanic II		32.42
23023 - Aircraft Mechanic III		34.30
23040 - Aircraft Mechanic Helper		21.26
23050 - Aircraft, Painter		28.69
23060 - Aircraft Servicer		24.92
23070 - Aircraft Survival Flight Equipment Technician		28.69
23080 - Aircraft Worker		26.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		26.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		30.62
23110 - Appliance Mechanic		26.47
23120 - Bicycle Repairer		22.25
23125 - Cable Splicer		53.69
23130 - Carpenter, Maintenance		25.91
23140 - Carpet Layer		25.56
23160 - Electrician, Maintenance		29.89
23181 - Electronics Technician Maintenance I		29.34
23182 - Electronics Technician Maintenance II		31.51
23183 - Electronics Technician Maintenance III		33.64
23260 - Fabric Worker		24.00
23290 - Fire Alarm System Mechanic		28.26
23310 - Fire Extinguisher Repairer		22.25
23311 - Fuel Distribution System Mechanic		29.48
23312 - Fuel Distribution System Operator		22.25
23370 - General Maintenance Worker		21.53
23380 - Ground Support Equipment Mechanic		30.62
23381 - Ground Support Equipment Servicer		24.92
23382 - Ground Support Equipment Worker		26.71
23391 - Gunsmith I		22.25
23392 - Gunsmith II		25.71
23393 - Gunsmith III		29.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic		26.51
23411 - Heating, Ventilation And Air Contidioning		

Mechanic (Research Facility)		28.07
23430 - Heavy Equipment Mechanic		30.74
23440 - Heavy Equipment Operator		28.39
23460 - Instrument Mechanic		29.48
23465 - Laboratory/Shelter Mechanic		27.62
23470 - Laborer		19.81
23510 - Locksmith		27.62
23530 - Machinery Maintenance Mechanic		27.91
23550 - Machinist, Maintenance		23.33
23580 - Maintenance Trades Helper		19.17
23591 - Metrology Technician I		29.48
23592 - Metrology Technician II		31.22
23593 - Metrology Technician III		33.02
23640 - Millwright		28.13
23710 - Office Appliance Repairer		27.61
23760 - Painter, Maintenance		23.39
23790 - Pipefitter, Maintenance		34.86
23810 - Plumber, Maintenance		30.45
23820 - Pneudraulic Systems Mechanic		29.48
23850 - Rigger		29.48
23870 - Scale Mechanic		25.71
23890 - Sheet-Metal Worker, Maintenance		28.03
23910 - Small Engine Mechanic		25.71
23931 - Telecommunications Mechanic I		33.54
23932 - Telecommunications Mechanic II		35.51
23950 - Telephone Lineman		26.64
23960 - Welder, Combination, Maintenance		25.42
23965 - Well Driller		29.48
23970 - Woodcraft Worker		29.48
23980 - Woodworker		22.25
24000 - Personal Needs Occupations		
24550 - Case Manager		17.68
24570 - Child Care Attendant		14.74
24580 - Child Care Center Clerk		18.38
24610 - Chore Aide		15.18
24620 - Family Readiness And Support Services Coordinator		17.68
24630 - Homemaker		17.68
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.05
25040 - Sewage Plant Operator		23.96
25070 - Stationary Engineer		26.05
25190 - Ventilation Equipment Tender		18.09
25210 - Water Treatment Plant Operator		23.96
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.34
27007 - Baggage Inspector		18.16
27008 - Corrections Officer		23.16
27010 - Court Security Officer		26.20
27030 - Detection Dog Handler		20.32
27040 - Detention Officer		23.16
27070 - Firefighter		27.31
27101 - Guard I		18.16
27102 - Guard II		20.32
27131 - Police Officer I		28.28
27132 - Police Officer II		31.43
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.48
28042 - Carnival Equipment Repairer		20.08
28043 - Carnival Worker		13.48
28210 - Gate Attendant/Gate Tender		19.55
28310 - Lifeguard		16.36
28350 - Park Attendant (Aide)		21.86
28510 - Recreation Aide/Health Facility Attendant		15.96
28515 - Recreation Specialist		27.08
28630 - Sports Official		17.41
28690 - Swimming Pool Operator		23.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.71
29020 - Hatch Tender		25.71
29030 - Line Handler		25.71
29041 - Stevedore I		24.00
29042 - Stevedore II		27.62
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		18.83
30022 - Archeological Technician II		21.06
30023 - Archeological Technician III		26.08
30030 - Cartographic Technician		26.08
30040 - Civil Engineering Technician		26.08
30051 - Cryogenic Technician I		28.89
30052 - Cryogenic Technician II		31.90
30061 - Drafter/CAD Operator I		18.83
30062 - Drafter/CAD Operator II		21.06
30063 - Drafter/CAD Operator III		23.47
30064 - Drafter/CAD Operator IV		28.89
30081 - Engineering Technician I		16.77

30082 - Engineering Technician II		18.83
30083 - Engineering Technician III		21.06
30084 - Engineering Technician IV		26.08
30085 - Engineering Technician V		31.90
30086 - Engineering Technician VI		38.60
30090 - Environmental Technician		26.08
30095 - Evidence Control Specialist		26.08
30210 - Laboratory Technician		23.47
30221 - Latent Fingerprint Technician I		28.89
30222 - Latent Fingerprint Technician II		31.90
30240 - Mathematical Technician		26.08
30361 - Paralegal/Legal Assistant I		22.35
30362 - Paralegal/Legal Assistant II		27.69
30363 - Paralegal/Legal Assistant III		33.87
30364 - Paralegal/Legal Assistant IV		40.98
30375 - Petroleum Supply Specialist		31.90
30390 - Photo-Optics Technician		26.08
30395 - Radiation Control Technician		31.90
30461 - Technical Writer I		26.08
30462 - Technical Writer II		31.90
30463 - Technical Writer III		38.60
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		28.89
30502 - Weather Forecaster II		35.14
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.47
30621 - Weather Observer, Senior	(see 2)	26.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.08
31030 - Bus Driver		21.41
31043 - Driver Courier		18.40
31260 - Parking and Lot Attendant		13.42
31290 - Shuttle Bus Driver		17.29
31310 - Taxi Driver		14.04
31361 - Truckdriver, Light		20.00
31362 - Truckdriver, Medium		21.57
31363 - Truckdriver, Heavy		26.61
31364 - Truckdriver, Tractor-Trailer		26.61
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		14.58
99050 - Desk Clerk		15.34
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.61
99252 - Laboratory Animal Caretaker II		19.14
99260 - Marketing Analyst		33.86
99310 - Mortician		29.28
99410 - Pest Controller		26.95
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		29.01
99711 - Recycling Specialist		35.13
99730 - Refuse Collector		25.63
99810 - Sales Clerk		17.09
99820 - School Crossing Guard		16.74
99830 - Survey Party Chief		32.82
99831 - Surveying Aide		20.38
99832 - Surveying Technician		27.72
99840 - Vending Machine Attendant		17.78
99841 - Vending Machine Repairer		22.33
99842 - Vending Machine Repairer Helper		17.78

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))."""

"

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

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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-6027
Revision No.: 4
Date Of Last Revision: 5/13/2026

State: Montana

Area: Montana Counties of Gallatin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.38
01012 - Accounting Clerk II		20.63
01013 - Accounting Clerk III		23.08
01020 - Administrative Assistant		28.33
01035 - Court Reporter		21.06
01041 - Customer Service Representative I		17.35
01042 - Customer Service Representative II		18.93
01043 - Customer Service Representative III		21.24
01051 - Data Entry Operator I		17.28
01052 - Data Entry Operator II		18.85
01060 - Dispatcher, Motor Vehicle		22.91
01070 - Document Preparation Clerk		17.91
01090 - Duplicating Machine Operator		17.91
01111 - General Clerk I		17.94
01112 - General Clerk II		19.58
01113 - General Clerk III		21.97
01120 - Housing Referral Assistant		23.49
01141 - Messenger Courier		17.01
01191 - Order Clerk I		15.38
01192 - Order Clerk II		16.78
01261 - Personnel Assistant (Employment) I		18.60
01262 - Personnel Assistant (Employment) II		20.81
01263 - Personnel Assistant (Employment) III		23.19
01270 - Production Control Clerk		27.87
01290 - Rental Clerk		19.40
01300 - Scheduler, Maintenance		18.83
01311 - Secretary I		18.83
01312 - Secretary II		21.06
01313 - Secretary III		23.49
01320 - Service Order Dispatcher		20.48
01410 - Supply Technician		28.33
01420 - Survey Worker		20.34
01460 - Switchboard Operator/Receptionist		17.30
01531 - Travel Clerk I		22.42
01532 - Travel Clerk II		24.11
01533 - Travel Clerk III		26.97
01611 - Word Processor I		16.78
01612 - Word Processor II		18.83
01613 - Word Processor III		21.06
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		27.10
05010 - Automotive Electrician		24.52
05040 - Automotive Glass Installer		22.83
05070 - Automotive Worker		22.83
05110 - Mobile Equipment Servicer		19.76
05130 - Motor Equipment Metal Mechanic		26.17
05160 - Motor Equipment Metal Worker		22.83
05190 - Motor Vehicle Mechanic		26.17
05220 - Motor Vehicle Mechanic Helper		18.17
05250 - Motor Vehicle Upholstery Worker		21.31
05280 - Motor Vehicle Wrecker		22.83
05310 - Painter, Automotive		24.52
05340 - Radiator Repair Specialist		22.83
05370 - Tire Repairer		19.31
05400 - Transmission Repair Specialist		26.17
07000 - Food Preparation And Service Occupations		
07010 - Baker		19.31

07041 - Cook I		18.59
07042 - Cook II		21.48
07070 - Dishwasher		14.10
07130 - Food Service Worker		15.81
07210 - Meat Cutter		20.42
07260 - Waiter/Waitress		11.10
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		24.41
09040 - Furniture Handler		15.47
09080 - Furniture Refinisher		24.41
09090 - Furniture Refinisher Helper		18.74
09110 - Furniture Repairer, Minor		21.96
09130 - Upholsterer		24.41
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		18.33
11060 - Elevator Operator		18.74
11090 - Gardener		28.23
11122 - Housekeeping Aide		19.00
11150 - Janitor		19.00
11210 - Laborer, Grounds Maintenance		21.44
11240 - Maid or Houseman		16.98
11260 - Pruner		18.94
11270 - Tractor Operator		25.97
11330 - Trail Maintenance Worker		21.44
11360 - Window Cleaner		21.48
12000 - Health Occupations		
12010 - Ambulance Driver		17.60
12011 - Breath Alcohol Technician		26.59
12012 - Certified Occupational Therapist Assistant		36.47
12015 - Certified Physical Therapist Assistant		31.73
12020 - Dental Assistant		23.16
12025 - Dental Hygienist		47.52
12030 - EKG Technician		39.75
12035 - Electroneurodiagnostic Technologist		39.75
12040 - Emergency Medical Technician		17.60
12071 - Licensed Practical Nurse I		23.77
12072 - Licensed Practical Nurse II		26.59
12073 - Licensed Practical Nurse III		29.63
12100 - Medical Assistant		22.26
12130 - Medical Laboratory Technician		33.79
12160 - Medical Record Clerk		21.52
12190 - Medical Record Technician		24.07
12195 - Medical Transcriptionist		22.18
12210 - Nuclear Medicine Technologist		58.42
12221 - Nursing Assistant I		14.69
12222 - Nursing Assistant II		16.52
12223 - Nursing Assistant III		18.03
12224 - Nursing Assistant IV		20.23
12235 - Optical Dispenser		21.63
12236 - Optical Technician		23.77
12250 - Pharmacy Technician		22.26
12280 - Phlebotomist		19.76
12305 - Radiologic Technologist		36.61
12311 - Registered Nurse I		27.94
12312 - Registered Nurse II		34.18
12313 - Registered Nurse II, Specialist		34.18
12314 - Registered Nurse III		41.35
12315 - Registered Nurse III, Anesthetist		41.35
12316 - Registered Nurse IV		49.58
12317 - Scheduler (Drug and Alcohol Testing)		32.93
12320 - Substance Abuse Treatment Counselor		25.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.74
13012 - Exhibits Specialist II		26.92
13013 - Exhibits Specialist III		32.93
13041 - Illustrator I		21.74
13042 - Illustrator II		26.92
13043 - Illustrator III		32.93
13047 - Librarian		29.82
13050 - Library Aide/Clerk		17.31
13054 - Library Information Technology Systems Administrator		26.92
13058 - Library Technician		18.88
13061 - Media Specialist I		19.43
13062 - Media Specialist II		21.74
13063 - Media Specialist III		24.22
13071 - Photographer I		19.52
13072 - Photographer II		21.83
13073 - Photographer III		27.04
13074 - Photographer IV		33.07
13075 - Photographer V		40.01
13090 - Technical Order Library Clerk		21.74
13110 - Video Teleconference Technician		22.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.46
14042 - Computer Operator II		21.77
14043 - Computer Operator III		24.26
14044 - Computer Operator IV		26.96
14045 - Computer Operator V		29.86
14071 - Computer Programmer I	(see 1)	23.11
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		19.46
14160 - Personal Computer Support Technician		26.96
14170 - System Support Specialist		32.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.85
15020 - Aircrew Training Devices Instructor (Rated)		39.74
15030 - Air Crew Training Devices Instructor (Pilot)		47.65
15050 - Computer Based Training Specialist / Instructor		32.85
15060 - Educational Technologist		29.40
15070 - Flight Instructor (Pilot)		47.65
15080 - Graphic Artist		25.14
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.65
15086 - Maintenance Test Pilot, Rotary Wing		47.65
15088 - Non-Maintenance Test/Co-Pilot		47.65
15090 - Technical Instructor		28.37
15095 - Technical Instructor/Course Developer		34.71
15110 - Test Proctor		22.90
15120 - Tutor		22.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.99
16030 - Counter Attendant		11.99
16040 - Dry Cleaner		13.71
16070 - Finisher, Flatwork, Machine		11.99
16090 - Presser, Hand		11.99
16110 - Presser, Machine, Drycleaning		11.99
16130 - Presser, Machine, Shirts		11.99
16160 - Presser, Machine, Wearing Apparel, Laundry		11.99
16190 - Sewing Machine Operator		14.37
16220 - Tailor		15.31
16250 - Washer, Machine		12.56
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		28.97
19040 - Tool And Die Maker		35.87
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.36
21030 - Material Coordinator		27.87
21040 - Material Expediter		27.87
21050 - Material Handling Laborer		19.66
21071 - Order Filler		19.15
21080 - Production Line Worker (Food Processing)		22.36
21110 - Shipping Packer		20.75
21130 - Shipping/Receiving Clerk		20.75
21140 - Store Worker I		14.76
21150 - Stock Clerk		21.00
21210 - Tools And Parts Attendant		22.36
21410 - Warehouse Specialist		22.36
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		34.11
23019 - Aircraft Logs and Records Technician		26.23
23021 - Aircraft Mechanic I		32.23
23022 - Aircraft Mechanic II		34.11
23023 - Aircraft Mechanic III		36.09
23040 - Aircraft Mechanic Helper		22.38
23050 - Aircraft, Painter		30.18
23060 - Aircraft Servicer		26.23
23070 - Aircraft Survival Flight Equipment Technician		30.18
23080 - Aircraft Worker		28.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		28.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		32.23
23110 - Appliance Mechanic		26.36
23120 - Bicycle Repairer		23.34
23125 - Cable Splicer		51.17
23130 - Carpenter, Maintenance		26.66
23140 - Carpet Layer		26.97
23160 - Electrician, Maintenance		32.10
23181 - Electronics Technician Maintenance I		28.90
23182 - Electronics Technician Maintenance II		31.04
23183 - Electronics Technician Maintenance III		33.14
23260 - Fabric Worker		25.17
23290 - Fire Alarm System Mechanic		29.55
23310 - Fire Extinguisher Repairer		23.34
23311 - Fuel Distribution System Mechanic		30.92
23312 - Fuel Distribution System Operator		23.34
23370 - General Maintenance Worker		21.73
23380 - Ground Support Equipment Mechanic		32.23
23381 - Ground Support Equipment Servicer		26.23
23382 - Ground Support Equipment Worker		28.10
23391 - Gunsmith I		23.34
23392 - Gunsmith II		26.97
23393 - Gunsmith III		30.92
23410 - Heating, Ventilation And Air-Conditioning Mechanic		27.45
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		29.06

23430 - Heavy Equipment Mechanic		31.61
23440 - Heavy Equipment Operator		30.47
23460 - Instrument Mechanic		30.92
23465 - Laboratory/Shelter Mechanic		28.97
23470 - Laborer		19.66
23510 - Locksmith		28.97
23530 - Machinery Maintenance Mechanic		29.32
23550 - Machinist, Maintenance		29.32
23580 - Maintenance Trades Helper		17.52
23591 - Metrology Technician I		30.92
23592 - Metrology Technician II		32.74
23593 - Metrology Technician III		34.64
23640 - Millwright		30.92
23710 - Office Appliance Repairer		28.26
23760 - Painter, Maintenance		24.96
23790 - Pipefitter, Maintenance		39.13
23810 - Plumber, Maintenance		36.65
23820 - Pneudraulic Systems Mechanic		30.92
23850 - Rigger		30.92
23870 - Scale Mechanic		26.97
23890 - Sheet-Metal Worker, Maintenance		30.88
23910 - Small Engine Mechanic		23.67
23931 - Telecommunications Mechanic I		33.28
23932 - Telecommunications Mechanic II		35.23
23950 - Telephone Lineman		29.00
23960 - Welder, Combination, Maintenance		26.40
23965 - Well Driller		27.47
23970 - Woodcraft Worker		30.92
23980 - Woodworker		23.34
24000 - Personal Needs Occupations		
24550 - Case Manager		18.85
24570 - Child Care Attendant		14.99
24580 - Child Care Center Clerk		18.68
24610 - Chore Aide		16.19
24620 - Family Readiness And Support Services Coordinator		18.85
24630 - Homemaker		18.85
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		33.67
25040 - Sewage Plant Operator		31.46
25070 - Stationary Engineer		33.67
25190 - Ventilation Equipment Tender		23.38
25210 - Water Treatment Plant Operator		31.46
27000 - Protective Service Occupations		
27004 - Alarm Monitor		22.72
27007 - Baggage Inspector		18.15
27008 - Corrections Officer		25.51
27010 - Court Security Officer		28.55
27030 - Detection Dog Handler		20.31
27040 - Detention Officer		25.51
27070 - Firefighter		32.43
27101 - Guard I		18.15
27102 - Guard II		20.31
27131 - Police Officer I		31.30
27132 - Police Officer II		34.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.20
28042 - Carnival Equipment Repairer		20.87
28043 - Carnival Worker		14.01
28210 - Gate Attendant/Gate Tender		20.80
28310 - Lifeguard		19.16
28350 - Park Attendant (Aide)		23.27
28510 - Recreation Aide/Health Facility Attendant		16.97
28515 - Recreation Specialist		27.64
28630 - Sports Official		18.52
28690 - Swimming Pool Operator		24.12
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		26.97
29020 - Hatch Tender		26.97
29030 - Line Handler		26.97
29041 - Stevedore I		25.17
29042 - Stevedore II		28.97
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		21.11
30022 - Archeological Technician II		23.62
30023 - Archeological Technician III		29.25
30030 - Cartographic Technician		29.25
30040 - Civil Engineering Technician		29.25
30051 - Cryogenic Technician I		32.40
30052 - Cryogenic Technician II		35.78
30061 - Drafter/CAD Operator I		21.11
30062 - Drafter/CAD Operator II		23.62
30063 - Drafter/CAD Operator III		26.32
30064 - Drafter/CAD Operator IV		32.40
30081 - Engineering Technician I		18.81
30082 - Engineering Technician II		21.11

30083 - Engineering Technician III		23.62
30084 - Engineering Technician IV		29.25
30085 - Engineering Technician V		35.78
30086 - Engineering Technician VI		43.29
30090 - Environmental Technician		29.02
30095 - Evidence Control Specialist		29.25
30210 - Laboratory Technician		26.32
30221 - Latent Fingerprint Technician I		32.40
30222 - Latent Fingerprint Technician II		35.78
30240 - Mathematical Technician		29.25
30361 - Paralegal/Legal Assistant I		22.10
30362 - Paralegal/Legal Assistant II		27.38
30363 - Paralegal/Legal Assistant III		33.49
30364 - Paralegal/Legal Assistant IV		40.51
30375 - Petroleum Supply Specialist		35.78
30390 - Photo-Optics Technician		29.25
30395 - Radiation Control Technician		35.78
30461 - Technical Writer I		29.25
30462 - Technical Writer II		35.78
30463 - Technical Writer III		43.29
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		32.40
30502 - Weather Forecaster II		39.41
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.32
30621 - Weather Observer, Senior	(see 2)	29.25
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.37
31030 - Bus Driver		21.81
31043 - Driver Courier		21.55
31260 - Parking and Lot Attendant		15.98
31290 - Shuttle Bus Driver		18.56
31310 - Taxi Driver		13.35
31361 - Truckdriver, Light		23.42
31362 - Truckdriver, Medium		25.26
31363 - Truckdriver, Heavy		28.93
31364 - Truckdriver, Tractor-Trailer		28.93
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		15.35
99050 - Desk Clerk		15.83
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		16.56
99252 - Laboratory Animal Caretaker II		18.00
99260 - Marketing Analyst		35.25
99310 - Mortician		29.28
99410 - Pest Controller		26.95
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		30.42
99711 - Recycling Specialist		36.84
99730 - Refuse Collector		26.87
99810 - Sales Clerk		17.90
99820 - School Crossing Guard		16.77
99830 - Survey Party Chief		30.41
99831 - Surveying Aide		18.88
99832 - Surveying Technician		25.67
99840 - Vending Machine Attendant		22.99
99841 - Vending Machine Repairer		28.03
99842 - Vending Machine Repairer Helper		22.99

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

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

Wage Determination No.: 2015-6029
Revision No.: 4
Date Of Last Revision: 5/13/2026

Daniel W. Simms
Director

Division of Wage Determinations

State: Montana

Area: Montana Counties of Stillwater

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.37
01012 - Accounting Clerk II		19.50
01013 - Accounting Clerk III		21.81
01020 - Administrative Assistant		29.38
01035 - Court Reporter		20.42
01041 - Customer Service Representative I		16.68
01042 - Customer Service Representative II		18.20
01043 - Customer Service Representative III		20.43
01051 - Data Entry Operator I		17.57
01052 - Data Entry Operator II		19.18
01060 - Dispatcher, Motor Vehicle		24.20
01070 - Document Preparation Clerk		16.27
01090 - Duplicating Machine Operator		16.27
01111 - General Clerk I		16.91
01112 - General Clerk II		18.45
01113 - General Clerk III		20.70
01120 - Housing Referral Assistant		22.78
01141 - Messenger Courier		13.25
01191 - Order Clerk I		16.40
01192 - Order Clerk II		17.90
01261 - Personnel Assistant (Employment) I		18.46
01262 - Personnel Assistant (Employment) II		20.65
01263 - Personnel Assistant (Employment) III		23.01
01270 - Production Control Clerk		24.59
01290 - Rental Clerk		19.26
01300 - Scheduler, Maintenance		18.26
01311 - Secretary I		18.26
01312 - Secretary II		20.42
01313 - Secretary III		22.78
01320 - Service Order Dispatcher		21.64
01410 - Supply Technician		29.38
01420 - Survey Worker		19.94
01460 - Switchboard Operator/Receptionist		17.05
01531 - Travel Clerk I		15.85
01532 - Travel Clerk II		16.50
01533 - Travel Clerk III		19.25
01611 - Word Processor I		16.27
01612 - Word Processor II		18.26
01613 - Word Processor III		20.42
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.75
05010 - Automotive Electrician		23.57
05040 - Automotive Glass Installer		21.96
05070 - Automotive Worker		21.96
05110 - Mobile Equipment Servicer		19.00
05130 - Motor Equipment Metal Mechanic		25.17
05160 - Motor Equipment Metal Worker		21.96
05190 - Motor Vehicle Mechanic		25.17
05220 - Motor Vehicle Mechanic Helper		17.48
05250 - Motor Vehicle Upholstery Worker		20.49
05280 - Motor Vehicle Wrecker		21.96
05310 - Painter, Automotive		23.57
05340 - Radiator Repair Specialist		21.96
05370 - Tire Repairer		18.14
05400 - Transmission Repair Specialist		25.17
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.25

07041 - Cook I		17.94
07042 - Cook II		20.73
07070 - Dishwasher		12.97
07130 - Food Service Worker		15.31
07210 - Meat Cutter		19.48
07260 - Waiter/Waitress		10.81
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		29.87
09040 - Furniture Handler		18.28
09080 - Furniture Refinisher		29.87
09090 - Furniture Refinisher Helper		22.15
09110 - Furniture Repairer, Minor		25.95
09130 - Upholsterer		29.87
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		17.15
11060 - Elevator Operator		18.27
11090 - Gardener		25.00
11122 - Housekeeping Aide		18.27
11150 - Janitor		18.27
11210 - Laborer, Grounds Maintenance		18.99
11240 - Maid or Houseman		15.29
11260 - Pruner		16.78
11270 - Tractor Operator		23.00
11330 - Trail Maintenance Worker		18.99
11360 - Window Cleaner		20.68
12000 - Health Occupations		
12010 - Ambulance Driver		17.70
12011 - Breath Alcohol Technician		24.81
12012 - Certified Occupational Therapist Assistant		34.04
12015 - Certified Physical Therapist Assistant		30.65
12020 - Dental Assistant		21.68
12025 - Dental Hygienist		46.65
12030 - EKG Technician		40.74
12035 - Electroneurodiagnostic Technologist		40.74
12040 - Emergency Medical Technician		17.70
12071 - Licensed Practical Nurse I		22.18
12072 - Licensed Practical Nurse II		24.81
12073 - Licensed Practical Nurse III		27.65
12100 - Medical Assistant		21.51
12130 - Medical Laboratory Technician		35.48
12160 - Medical Record Clerk		20.84
12190 - Medical Record Technician		23.31
12195 - Medical Transcriptionist		22.18
12210 - Nuclear Medicine Technologist		54.52
12221 - Nursing Assistant I		14.36
12222 - Nursing Assistant II		16.16
12223 - Nursing Assistant III		17.63
12224 - Nursing Assistant IV		19.79
12235 - Optical Dispenser		24.43
12236 - Optical Technician		22.18
12250 - Pharmacy Technician		21.92
12280 - Phlebotomist		22.34
12305 - Radiologic Technologist		35.24
12311 - Registered Nurse I		27.81
12312 - Registered Nurse II		34.01
12313 - Registered Nurse II, Specialist		34.01
12314 - Registered Nurse III		41.15
12315 - Registered Nurse III, Anesthetist		41.15
12316 - Registered Nurse IV		49.34
12317 - Scheduler (Drug and Alcohol Testing)		30.73
12320 - Substance Abuse Treatment Counselor		27.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.81
13012 - Exhibits Specialist II		23.30
13013 - Exhibits Specialist III		28.50
13041 - Illustrator I		18.81
13042 - Illustrator II		23.30
13043 - Illustrator III		28.50
13047 - Librarian		25.81
13050 - Library Aide/Clerk		15.84
13054 - Library Information Technology Systems Administrator		23.30
13058 - Library Technician		17.88
13061 - Media Specialist I		16.82
13062 - Media Specialist II		18.81
13063 - Media Specialist III		20.98
13071 - Photographer I		17.01
13072 - Photographer II		19.68
13073 - Photographer III		24.37
13074 - Photographer IV		29.29
13075 - Photographer V		36.06
13090 - Technical Order Library Clerk		19.90
13110 - Video Teleconference Technician		16.82
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.90
14042 - Computer Operator II		21.14
14043 - Computer Operator III		23.57
14044 - Computer Operator IV		26.25
14045 - Computer Operator V		29.02
14071 - Computer Programmer I	(see 1)	23.11
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		18.90
14160 - Personal Computer Support Technician		26.25
14170 - System Support Specialist		29.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.77
15020 - Aircrew Training Devices Instructor (Rated)		40.84
15030 - Air Crew Training Devices Instructor (Pilot)		48.97
15050 - Computer Based Training Specialist / Instructor		33.77
15060 - Educational Technologist		30.34
15070 - Flight Instructor (Pilot)		48.97
15080 - Graphic Artist		24.92
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.97
15086 - Maintenance Test Pilot, Rotary Wing		48.97
15088 - Non-Maintenance Test/Co-Pilot		48.97
15090 - Technical Instructor		30.49
15095 - Technical Instructor/Course Developer		37.28
15110 - Test Proctor		24.60
15120 - Tutor		24.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.37
16030 - Counter Attendant		12.37
16040 - Dry Cleaner		14.13
16070 - Finisher, Flatwork, Machine		12.37
16090 - Presser, Hand		12.37
16110 - Presser, Machine, Drycleaning		12.37
16130 - Presser, Machine, Shirts		12.37
16160 - Presser, Machine, Wearing Apparel, Laundry		12.37
16190 - Sewing Machine Operator		14.72
16220 - Tailor		15.31
16250 - Washer, Machine		12.96
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.81
19040 - Tool And Die Maker		39.39
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.14
21030 - Material Coordinator		25.69
21040 - Material Expediter		25.69
21050 - Material Handling Laborer		19.33
21071 - Order Filler		18.44
21080 - Production Line Worker (Food Processing)		23.14
21110 - Shipping Packer		19.67
21130 - Shipping/Receiving Clerk		19.67
21140 - Store Worker I		14.76
21150 - Stock Clerk		21.00
21210 - Tools And Parts Attendant		23.14
21410 - Warehouse Specialist		23.14
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		35.95
23019 - Aircraft Logs and Records Technician		27.64
23021 - Aircraft Mechanic I		33.95
23022 - Aircraft Mechanic II		35.95
23023 - Aircraft Mechanic III		38.03
23040 - Aircraft Mechanic Helper		23.58
23050 - Aircraft, Painter		31.81
23060 - Aircraft Servicer		27.64
23070 - Aircraft Survival Flight Equipment Technician		31.81
23080 - Aircraft Worker		29.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		29.62
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		33.95
23110 - Appliance Mechanic		31.81
23120 - Bicycle Repairer		25.63
23125 - Cable Splicer		51.61
23130 - Carpenter, Maintenance		25.19
23140 - Carpet Layer		29.62
23160 - Electrician, Maintenance		37.58
23181 - Electronics Technician Maintenance I		29.62
23182 - Electronics Technician Maintenance II		31.81
23183 - Electronics Technician Maintenance III		33.95
23260 - Fabric Worker		27.64
23290 - Fire Alarm System Mechanic		33.95
23310 - Fire Extinguisher Repairer		25.63
23311 - Fuel Distribution System Mechanic		43.84
23312 - Fuel Distribution System Operator		33.09
23370 - General Maintenance Worker		21.16
23380 - Ground Support Equipment Mechanic		33.95
23381 - Ground Support Equipment Servicer		27.64
23382 - Ground Support Equipment Worker		29.62
23391 - Gunsmith I		25.63
23392 - Gunsmith II		29.62
23393 - Gunsmith III		33.95
23410 - Heating, Ventilation And Air-Conditioning Mechanic		28.96
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.66

23430 - Heavy Equipment Mechanic		39.11
23440 - Heavy Equipment Operator		29.26
23460 - Instrument Mechanic		33.95
23465 - Laboratory/Shelter Mechanic		31.81
23470 - Laborer		19.33
23510 - Locksmith		31.81
23530 - Machinery Maintenance Mechanic		36.89
23550 - Machinist, Maintenance		26.28
23580 - Maintenance Trades Helper		20.21
23591 - Metrology Technician I		33.95
23592 - Metrology Technician II		35.95
23593 - Metrology Technician III		38.03
23640 - Millwright		33.95
23710 - Office Appliance Repairer		31.81
23760 - Painter, Maintenance		26.58
23790 - Pipefitter, Maintenance		42.35
23810 - Plumber, Maintenance		39.38
23820 - Pneudraulic Systems Mechanic		33.95
23850 - Rigger		33.95
23870 - Scale Mechanic		29.62
23890 - Sheet-Metal Worker, Maintenance		33.95
23910 - Small Engine Mechanic		29.62
23931 - Telecommunications Mechanic I		36.16
23932 - Telecommunications Mechanic II		38.29
23950 - Telephone Lineman		31.41
23960 - Welder, Combination, Maintenance		24.71
23965 - Well Driller		37.35
23970 - Woodcraft Worker		33.95
23980 - Woodworker		25.63
24000 - Personal Needs Occupations		
24550 - Case Manager		16.62
24570 - Child Care Attendant		14.54
24580 - Child Care Center Clerk		18.13
24610 - Chore Aide		15.91
24620 - Family Readiness And Support Services Coordinator		16.62
24630 - Homemaker		16.62
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.39
25040 - Sewage Plant Operator		28.19
25070 - Stationary Engineer		30.39
25190 - Ventilation Equipment Tender		21.11
25210 - Water Treatment Plant Operator		28.19
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.34
27007 - Baggage Inspector		16.50
27008 - Corrections Officer		23.89
27010 - Court Security Officer		27.48
27030 - Detection Dog Handler		18.45
27040 - Detention Officer		23.89
27070 - Firefighter		28.74
27101 - Guard I		16.50
27102 - Guard II		18.45
27131 - Police Officer I		27.73
27132 - Police Officer II		30.81
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.41
28042 - Carnival Equipment Repairer		20.01
28043 - Carnival Worker		13.44
28210 - Gate Attendant/Gate Tender		20.36
28310 - Lifeguard		15.84
28350 - Park Attendant (Aide)		22.78
28510 - Recreation Aide/Health Facility Attendant		16.63
28515 - Recreation Specialist		25.02
28630 - Sports Official		18.15
28690 - Swimming Pool Operator		23.14
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.62
29020 - Hatch Tender		29.62
29030 - Line Handler		29.62
29041 - Stevedore I		27.64
29042 - Stevedore II		31.81
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		17.81
30022 - Archeological Technician II		20.48
30023 - Archeological Technician III		24.67
30030 - Cartographic Technician		25.15
30040 - Civil Engineering Technician		24.07
30051 - Cryogenic Technician I		23.75
30052 - Cryogenic Technician II		26.24
30061 - Drafter/CAD Operator I		17.81
30062 - Drafter/CAD Operator II		20.28
30063 - Drafter/CAD Operator III		22.52
30064 - Drafter/CAD Operator IV		27.35
30081 - Engineering Technician I		14.19
30082 - Engineering Technician II		16.98

30083 - Engineering Technician III		19.00
30084 - Engineering Technician IV		23.55
30085 - Engineering Technician V		28.81
30086 - Engineering Technician VI		34.85
30090 - Environmental Technician		18.02
30095 - Evidence Control Specialist		21.44
30210 - Laboratory Technician		23.24
30221 - Latent Fingerprint Technician I		23.75
30222 - Latent Fingerprint Technician II		26.24
30240 - Mathematical Technician		23.76
30361 - Paralegal/Legal Assistant I		22.09
30362 - Paralegal/Legal Assistant II		27.36
30363 - Paralegal/Legal Assistant III		33.46
30364 - Paralegal/Legal Assistant IV		40.48
30375 - Petroleum Supply Specialist		26.24
30390 - Photo-Optics Technician		24.08
30395 - Radiation Control Technician		26.24
30461 - Technical Writer I		20.21
30462 - Technical Writer II		24.71
30463 - Technical Writer III		29.90
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		27.35
30502 - Weather Forecaster II		33.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.52
30621 - Weather Observer, Senior	(see 2)	23.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		14.12
31030 - Bus Driver		20.05
31043 - Driver Courier		20.37
31260 - Parking and Lot Attendant		15.49
31290 - Shuttle Bus Driver		18.89
31310 - Taxi Driver		15.71
31361 - Truckdriver, Light		22.14
31362 - Truckdriver, Medium		23.88
31363 - Truckdriver, Heavy		29.06
31364 - Truckdriver, Tractor-Trailer		29.06
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		14.73
99050 - Desk Clerk		15.00
99095 - Embalmer		32.26
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.29
99252 - Laboratory Animal Caretaker II		18.79
99260 - Marketing Analyst		34.82
99310 - Mortician		32.26
99410 - Pest Controller		26.95
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		26.49
99711 - Recycling Specialist		32.09
99730 - Refuse Collector		23.41
99810 - Sales Clerk		16.67
99820 - School Crossing Guard		16.77
99830 - Survey Party Chief		28.65
99831 - Surveying Aide		17.79
99832 - Surveying Technician		24.19
99840 - Vending Machine Attendant		22.99
99841 - Vending Machine Repairer		28.88
99842 - Vending Machine Repairer Helper		22.99

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

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

Wage Determination No.: 2015-6031
Revision No.: 4
Date Of Last Revision: 5/13/2026

Daniel W. Simms
Director

Division of Wage Determinations

State: Montana

Area: Montana Counties of Broadwater, Jefferson and Lewis and Clark

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.36
01012 - Accounting Clerk II		19.49
01013 - Accounting Clerk III		21.80
01020 - Administrative Assistant		28.31
01035 - Court Reporter		21.06
01041 - Customer Service Representative I		17.19
01042 - Customer Service Representative II		18.76
01043 - Customer Service Representative III		21.06
01051 - Data Entry Operator I		17.28
01052 - Data Entry Operator II		18.85
01060 - Dispatcher, Motor Vehicle		22.91
01070 - Document Preparation Clerk		17.91
01090 - Duplicating Machine Operator		17.91
01111 - General Clerk I		17.18
01112 - General Clerk II		18.74
01113 - General Clerk III		21.04
01120 - Housing Referral Assistant		23.49
01141 - Messenger Courier		17.01
01191 - Order Clerk I		15.38
01192 - Order Clerk II		16.78
01261 - Personnel Assistant (Employment) I		18.27
01262 - Personnel Assistant (Employment) II		20.44
01263 - Personnel Assistant (Employment) III		22.79
01270 - Production Control Clerk		27.87
01290 - Rental Clerk		18.77
01300 - Scheduler, Maintenance		18.83
01311 - Secretary I		18.83
01312 - Secretary II		21.06
01313 - Secretary III		23.49
01320 - Service Order Dispatcher		20.48
01410 - Supply Technician		28.31
01420 - Survey Worker		19.37
01460 - Switchboard Operator/Receptionist		16.67
01531 - Travel Clerk I		20.38
01532 - Travel Clerk II		21.92
01533 - Travel Clerk III		24.52
01611 - Word Processor I		16.78
01612 - Word Processor II		18.83
01613 - Word Processor III		21.06
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.64
05010 - Automotive Electrician		24.52
05040 - Automotive Glass Installer		22.83
05070 - Automotive Worker		22.83
05110 - Mobile Equipment Servicer		19.76
05130 - Motor Equipment Metal Mechanic		26.17
05160 - Motor Equipment Metal Worker		22.83
05190 - Motor Vehicle Mechanic		26.17
05220 - Motor Vehicle Mechanic Helper		18.17
05250 - Motor Vehicle Upholstery Worker		21.31
05280 - Motor Vehicle Wrecker		22.83
05310 - Painter, Automotive		24.52
05340 - Radiator Repair Specialist		22.83
05370 - Tire Repairer		18.26
05400 - Transmission Repair Specialist		26.17
07000 - Food Preparation And Service Occupations		

07010 - Baker		19.31
07041 - Cook I		17.41
07042 - Cook II		20.12
07070 - Dishwasher		13.29
07130 - Food Service Worker		15.19
07210 - Meat Cutter		18.56
07260 - Waiter/Waitress		10.52
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		24.41
09040 - Furniture Handler		16.18
09080 - Furniture Refinisher		24.41
09090 - Furniture Refinisher Helper		19.60
09110 - Furniture Repairer, Minor		22.88
09130 - Upholsterer		24.41
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		16.66
11060 - Elevator Operator		17.84
11090 - Gardener		26.50
11122 - Housekeeping Aide		17.84
11150 - Janitor		17.84
11210 - Laborer, Grounds Maintenance		20.13
11240 - Maid or Houseman		15.74
11260 - Pruner		17.79
11270 - Tractor Operator		24.39
11330 - Trail Maintenance Worker		20.13
11360 - Window Cleaner		20.19
12000 - Health Occupations		
12010 - Ambulance Driver		17.60
12011 - Breath Alcohol Technician		25.85
12012 - Certified Occupational Therapist Assistant		35.46
12015 - Certified Physical Therapist Assistant		32.41
12020 - Dental Assistant		21.78
12025 - Dental Hygienist		45.16
12030 - EKG Technician		39.16
12035 - Electroneurodiagnostic Technologist		39.16
12040 - Emergency Medical Technician		17.60
12071 - Licensed Practical Nurse I		23.11
12072 - Licensed Practical Nurse II		25.85
12073 - Licensed Practical Nurse III		28.81
12100 - Medical Assistant		21.02
12130 - Medical Laboratory Technician		33.79
12160 - Medical Record Clerk		21.64
12190 - Medical Record Technician		24.20
12195 - Medical Transcriptionist		22.18
12210 - Nuclear Medicine Technologist		56.81
12221 - Nursing Assistant I		14.18
12222 - Nursing Assistant II		15.95
12223 - Nursing Assistant III		17.41
12224 - Nursing Assistant IV		19.54
12235 - Optical Dispenser		21.63
12236 - Optical Technician		23.11
12250 - Pharmacy Technician		22.26
12280 - Phlebotomist		19.76
12305 - Radiologic Technologist		36.49
12311 - Registered Nurse I		28.47
12312 - Registered Nurse II		34.82
12313 - Registered Nurse II, Specialist		34.82
12314 - Registered Nurse III		42.13
12315 - Registered Nurse III, Anesthetist		42.13
12316 - Registered Nurse IV		50.51
12317 - Scheduler (Drug and Alcohol Testing)		32.02
12320 - Substance Abuse Treatment Counselor		25.16
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.70
13012 - Exhibits Specialist II		28.12
13013 - Exhibits Specialist III		34.38
13041 - Illustrator I		22.70
13042 - Illustrator II		28.12
13043 - Illustrator III		34.38
13047 - Librarian		31.14
13050 - Library Aide/Clerk		18.08
13054 - Library Information Technology Systems Administrator		28.12
13058 - Library Technician		19.75
13061 - Media Specialist I		20.29
13062 - Media Specialist II		22.70
13063 - Media Specialist III		25.30
13071 - Photographer I		20.29
13072 - Photographer II		22.70
13073 - Photographer III		28.12
13074 - Photographer IV		34.38
13075 - Photographer V		41.60
13090 - Technical Order Library Clerk		22.70
13110 - Video Teleconference Technician		22.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.28
14042 - Computer Operator II		20.46
14043 - Computer Operator III		22.81
14044 - Computer Operator IV		25.34
14045 - Computer Operator V		28.07
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
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		18.28
14160 - Personal Computer Support Technician		25.34
14170 - System Support Specialist		32.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.59
15020 - Aircrew Training Devices Instructor (Rated)		39.43
15030 - Air Crew Training Devices Instructor (Pilot)		47.26
15050 - Computer Based Training Specialist / Instructor		32.59
15060 - Educational Technologist		29.23
15070 - Flight Instructor (Pilot)		47.26
15080 - Graphic Artist		25.14
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.26
15086 - Maintenance Test Pilot, Rotary Wing		47.26
15088 - Non-Maintenance Test/Co-Pilot		47.26
15090 - Technical Instructor		25.79
15095 - Technical Instructor/Course Developer		31.55
15110 - Test Proctor		20.82
15120 - Tutor		20.82
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.99
16030 - Counter Attendant		11.99
16040 - Dry Cleaner		13.71
16070 - Finisher, Flatwork, Machine		11.99
16090 - Presser, Hand		11.99
16110 - Presser, Machine, Drycleaning		11.99
16130 - Presser, Machine, Shirts		11.99
16160 - Presser, Machine, Wearing Apparel, Laundry		11.99
16190 - Sewing Machine Operator		14.37
16220 - Tailor		15.31
16250 - Washer, Machine		12.56
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		30.60
19040 - Tool And Die Maker		37.91
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.24
21030 - Material Coordinator		27.87
21040 - Material Expediter		27.87
21050 - Material Handling Laborer		19.36
21071 - Order Filler		18.61
21080 - Production Line Worker (Food Processing)		22.24
21110 - Shipping Packer		20.00
21130 - Shipping/Receiving Clerk		20.00
21140 - Store Worker I		14.76
21150 - Stock Clerk		21.00
21210 - Tools And Parts Attendant		22.24
21410 - Warehouse Specialist		22.24
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		37.52
23019 - Aircraft Logs and Records Technician		28.85
23021 - Aircraft Mechanic I		35.45
23022 - Aircraft Mechanic II		37.52
23023 - Aircraft Mechanic III		39.70
23040 - Aircraft Mechanic Helper		24.62
23050 - Aircraft, Painter		33.20
23060 - Aircraft Servicer		28.85
23070 - Aircraft Survival Flight Equipment Technician		33.20
23080 - Aircraft Worker		30.91
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		30.91
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		35.45
23110 - Appliance Mechanic		29.00
23120 - Bicycle Repairer		24.66
23125 - Cable Splicer		51.17
23130 - Carpenter, Maintenance		26.66
23140 - Carpet Layer		28.49
23160 - Electrician, Maintenance		30.47
23181 - Electronics Technician Maintenance I		28.90
23182 - Electronics Technician Maintenance II		31.04
23183 - Electronics Technician Maintenance III		33.14
23260 - Fabric Worker		26.60
23290 - Fire Alarm System Mechanic		29.55
23310 - Fire Extinguisher Repairer		24.66
23311 - Fuel Distribution System Mechanic		32.67
23312 - Fuel Distribution System Operator		24.66
23370 - General Maintenance Worker		21.73
23380 - Ground Support Equipment Mechanic		35.45
23381 - Ground Support Equipment Servicer		28.85
23382 - Ground Support Equipment Worker		30.91
23391 - Gunsmith I		24.66
23392 - Gunsmith II		28.49
23393 - Gunsmith III		32.67
23410 - Heating, Ventilation And Air-Conditioning Mechanic		27.45
23411 - Heating, Ventilation And Air Contidioning		

Mechanic (Research Facility)		29.06
23430 - Heavy Equipment Mechanic		31.61
23440 - Heavy Equipment Operator		28.78
23460 - Instrument Mechanic		32.67
23465 - Laboratory/Shelter Mechanic		30.60
23470 - Laborer		19.36
23510 - Locksmith		29.00
23530 - Machinery Maintenance Mechanic		29.32
23550 - Machinist, Maintenance		29.32
23580 - Maintenance Trades Helper		19.27
23591 - Metrology Technician I		32.67
23592 - Metrology Technician II		34.60
23593 - Metrology Technician III		36.60
23640 - Millwright		32.67
23710 - Office Appliance Repairer		28.26
23760 - Painter, Maintenance		22.69
23790 - Pipefitter, Maintenance		35.57
23810 - Plumber, Maintenance		33.32
23820 - Pneudraulic Systems Mechanic		32.67
23850 - Rigger		32.67
23870 - Scale Mechanic		28.49
23890 - Sheet-Metal Worker, Maintenance		31.94
23910 - Small Engine Mechanic		24.89
23931 - Telecommunications Mechanic I		33.28
23932 - Telecommunications Mechanic II		35.23
23950 - Telephone Lineman		31.90
23960 - Welder, Combination, Maintenance		24.00
23965 - Well Driller		27.47
23970 - Woodcraft Worker		32.67
23980 - Woodworker		24.66
24000 - Personal Needs Occupations		
24550 - Case Manager		17.47
24570 - Child Care Attendant		14.80
24580 - Child Care Center Clerk		18.45
24610 - Chore Aide		15.12
24620 - Family Readiness And Support Services Coordinator		17.47
24630 - Homemaker		17.47
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		31.82
25040 - Sewage Plant Operator		28.60
25070 - Stationary Engineer		31.82
25190 - Ventilation Equipment Tender		22.11
25210 - Water Treatment Plant Operator		28.60
27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.75
27007 - Baggage Inspector		18.13
27008 - Corrections Officer		24.89
27010 - Court Security Officer		25.95
27030 - Detection Dog Handler		20.28
27040 - Detention Officer		24.89
27070 - Firefighter		29.63
27101 - Guard I		18.13
27102 - Guard II		20.28
27131 - Police Officer I		31.30
27132 - Police Officer II		34.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.20
28042 - Carnival Equipment Repairer		20.87
28043 - Carnival Worker		14.01
28210 - Gate Attendant/Gate Tender		20.53
28310 - Lifeguard		18.29
28350 - Park Attendant (Aide)		22.96
28510 - Recreation Aide/Health Facility Attendant		16.76
28515 - Recreation Specialist		27.64
28630 - Sports Official		18.29
28690 - Swimming Pool Operator		24.12
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.49
29020 - Hatch Tender		28.49
29030 - Line Handler		28.49
29041 - Stevedore I		26.60
29042 - Stevedore II		30.60
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		21.35
30022 - Archeological Technician II		23.88
30023 - Archeological Technician III		29.59
30030 - Cartographic Technician		29.59
30040 - Civil Engineering Technician		31.02
30051 - Cryogenic Technician I		32.77
30052 - Cryogenic Technician II		36.20
30061 - Drafter/CAD Operator I		21.35
30062 - Drafter/CAD Operator II		23.88
30063 - Drafter/CAD Operator III		26.63
30064 - Drafter/CAD Operator IV		32.77
30081 - Engineering Technician I		19.03

30082 - Engineering Technician II		21.35
30083 - Engineering Technician III		23.88
30084 - Engineering Technician IV		29.59
30085 - Engineering Technician V		36.20
30086 - Engineering Technician VI		43.79
30090 - Environmental Technician		29.02
30095 - Evidence Control Specialist		29.59
30210 - Laboratory Technician		27.67
30221 - Latent Fingerprint Technician I		32.77
30222 - Latent Fingerprint Technician II		36.20
30240 - Mathematical Technician		29.59
30361 - Paralegal/Legal Assistant I		22.82
30362 - Paralegal/Legal Assistant II		28.27
30363 - Paralegal/Legal Assistant III		34.57
30364 - Paralegal/Legal Assistant IV		41.83
30375 - Petroleum Supply Specialist		36.20
30390 - Photo-Optics Technician		29.59
30395 - Radiation Control Technician		36.20
30461 - Technical Writer I		29.70
30462 - Technical Writer II		36.32
30463 - Technical Writer III		43.95
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		32.77
30502 - Weather Forecaster II		39.86
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.63
30621 - Weather Observer, Senior	(see 2)	29.59
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.37
31030 - Bus Driver		21.81
31043 - Driver Courier		20.29
31260 - Parking and Lot Attendant		14.80
31290 - Shuttle Bus Driver		16.87
31310 - Taxi Driver		13.35
31361 - Truckdriver, Light		22.06
31362 - Truckdriver, Medium		23.79
31363 - Truckdriver, Heavy		27.71
31364 - Truckdriver, Tractor-Trailer		27.71
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		14.44
99050 - Desk Clerk		15.83
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		16.56
99252 - Laboratory Animal Caretaker II		18.00
99260 - Marketing Analyst		34.98
99310 - Mortician		29.28
99410 - Pest Controller		26.95
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		28.74
99711 - Recycling Specialist		34.81
99730 - Refuse Collector		25.39
99810 - Sales Clerk		16.61
99820 - School Crossing Guard		16.77
99830 - Survey Party Chief		30.41
99831 - Surveying Aide		18.88
99832 - Surveying Technician		25.67
99840 - Vending Machine Attendant		22.99
99841 - Vending Machine Repairer		28.03
99842 - Vending Machine Repairer Helper		22.99

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

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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-6033
Revision No.: 4
Date Of Last Revision: 5/13/2026

State: Montana

Area: Montana Counties of Mineral

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.28
01012 - Accounting Clerk II		19.40
01013 - Accounting Clerk III		21.70
01020 - Administrative Assistant		29.61
01035 - Court Reporter		20.25
01041 - Customer Service Representative I		16.23
01042 - Customer Service Representative II		17.70
01043 - Customer Service Representative III		19.87
01051 - Data Entry Operator I		16.97
01052 - Data Entry Operator II		18.52
01060 - Dispatcher, Motor Vehicle		20.61
01070 - Document Preparation Clerk		16.13
01090 - Duplicating Machine Operator		16.13
01111 - General Clerk I		17.32
01112 - General Clerk II		18.90
01113 - General Clerk III		21.21
01120 - Housing Referral Assistant		22.57
01141 - Messenger Courier		13.14
01191 - Order Clerk I		14.78
01192 - Order Clerk II		16.13
01261 - Personnel Assistant (Employment) I		18.10
01262 - Personnel Assistant (Employment) II		20.25
01263 - Personnel Assistant (Employment) III		22.57
01270 - Production Control Clerk		25.07
01290 - Rental Clerk		18.85
01300 - Scheduler, Maintenance		18.10
01311 - Secretary I		18.10
01312 - Secretary II		20.25
01313 - Secretary III		22.57
01320 - Service Order Dispatcher		18.43
01410 - Supply Technician		29.61
01420 - Survey Worker		19.43
01460 - Switchboard Operator/Receptionist		17.13
01531 - Travel Clerk I		16.13
01532 - Travel Clerk II		18.10
01533 - Travel Clerk III		20.25
01611 - Word Processor I		16.13
01612 - Word Processor II		18.10
01613 - Word Processor III		20.25
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.98
05010 - Automotive Electrician		23.98
05040 - Automotive Glass Installer		22.33
05070 - Automotive Worker		22.33
05110 - Mobile Equipment Servicer		19.33
05130 - Motor Equipment Metal Mechanic		25.60
05160 - Motor Equipment Metal Worker		22.33
05190 - Motor Vehicle Mechanic		25.60
05220 - Motor Vehicle Mechanic Helper		17.78
05250 - Motor Vehicle Upholstery Worker		20.83
05280 - Motor Vehicle Wrecker		22.33
05310 - Painter, Automotive		23.98
05340 - Radiator Repair Specialist		22.33
05370 - Tire Repairer		19.82
05400 - Transmission Repair Specialist		25.60
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.16

07041 - Cook I		17.80
07042 - Cook II		20.57
07070 - Dishwasher		13.52
07130 - Food Service Worker		15.12
07210 - Meat Cutter		19.75
07260 - Waiter/Waitress		10.55
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		21.72
09040 - Furniture Handler		13.89
09080 - Furniture Refinisher		21.72
09090 - Furniture Refinisher Helper		16.82
09110 - Furniture Repairer, Minor		19.18
09130 - Upholsterer		21.72
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		16.83
11060 - Elevator Operator		17.80
11090 - Gardener		24.71
11122 - Housekeeping Aide		18.04
11150 - Janitor		18.04
11210 - Laborer, Grounds Maintenance		18.77
11240 - Maid or Houseman		16.00
11260 - Pruner		16.59
11270 - Tractor Operator		22.73
11330 - Trail Maintenance Worker		18.77
11360 - Window Cleaner		20.42
12000 - Health Occupations		
12010 - Ambulance Driver		17.56
12011 - Breath Alcohol Technician		25.97
12012 - Certified Occupational Therapist Assistant		35.62
12015 - Certified Physical Therapist Assistant		30.39
12020 - Dental Assistant		21.80
12025 - Dental Hygienist		46.00
12030 - EKG Technician		39.34
12035 - Electroneurodiagnostic Technologist		39.34
12040 - Emergency Medical Technician		17.56
12071 - Licensed Practical Nurse I		23.21
12072 - Licensed Practical Nurse II		25.97
12073 - Licensed Practical Nurse III		28.94
12100 - Medical Assistant		22.05
12130 - Medical Laboratory Technician		31.64
12160 - Medical Record Clerk		20.79
12190 - Medical Record Technician		23.25
12195 - Medical Transcriptionist		23.21
12210 - Nuclear Medicine Technologist		57.06
12221 - Nursing Assistant I		14.09
12222 - Nursing Assistant II		15.85
12223 - Nursing Assistant III		17.30
12224 - Nursing Assistant IV		19.42
12235 - Optical Dispenser		21.67
12236 - Optical Technician		23.21
12250 - Pharmacy Technician		21.98
12280 - Phlebotomist		21.26
12305 - Radiologic Technologist		33.32
12311 - Registered Nurse I		25.86
12312 - Registered Nurse II		31.63
12313 - Registered Nurse II, Specialist		31.63
12314 - Registered Nurse III		38.27
12315 - Registered Nurse III, Anesthetist		38.27
12316 - Registered Nurse IV		45.87
12317 - Scheduler (Drug and Alcohol Testing)		32.16
12320 - Substance Abuse Treatment Counselor		27.30
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.94
13012 - Exhibits Specialist II		27.18
13013 - Exhibits Specialist III		33.25
13041 - Illustrator I		21.94
13042 - Illustrator II		27.18
13043 - Illustrator III		33.25
13047 - Librarian		30.10
13050 - Library Aide/Clerk		17.48
13054 - Library Information Technology Systems Administrator		27.18
13058 - Library Technician		18.48
13061 - Media Specialist I		19.61
13062 - Media Specialist II		21.94
13063 - Media Specialist III		24.46
13071 - Photographer I		19.36
13072 - Photographer II		21.76
13073 - Photographer III		26.96
13074 - Photographer IV		32.82
13075 - Photographer V		39.91
13090 - Technical Order Library Clerk		21.94
13110 - Video Teleconference Technician		19.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.99
14042 - Computer Operator II		20.11
14043 - Computer Operator III		22.42
14044 - Computer Operator IV		24.93
14045 - Computer Operator V		27.60
14071 - Computer Programmer I	(see 1)	23.66
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		17.99
14160 - Personal Computer Support Technician		24.93
14170 - System Support Specialist		29.92
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.22
15020 - Aircrew Training Devices Instructor (Rated)		41.40
15030 - Air Crew Training Devices Instructor (Pilot)		49.62
15050 - Computer Based Training Specialist / Instructor		34.22
15060 - Educational Technologist		30.57
15070 - Flight Instructor (Pilot)		49.62
15080 - Graphic Artist		23.51
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.62
15086 - Maintenance Test Pilot, Rotary Wing		49.62
15088 - Non-Maintenance Test/Co-Pilot		49.62
15090 - Technical Instructor		29.25
15095 - Technical Instructor/Course Developer		35.78
15110 - Test Proctor		23.62
15120 - Tutor		23.62
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.99
16030 - Counter Attendant		11.99
16040 - Dry Cleaner		13.71
16070 - Finisher, Flatwork, Machine		11.99
16090 - Presser, Hand		11.99
16110 - Presser, Machine, Drycleaning		11.99
16130 - Presser, Machine, Shirts		11.99
16160 - Presser, Machine, Wearing Apparel, Laundry		11.99
16190 - Sewing Machine Operator		14.37
16220 - Tailor		15.31
16250 - Washer, Machine		12.56
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		29.12
19040 - Tool And Die Maker		36.07
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.60
21030 - Material Coordinator		25.07
21040 - Material Expediter		25.07
21050 - Material Handling Laborer		19.89
21071 - Order Filler		18.45
21080 - Production Line Worker (Food Processing)		23.60
21110 - Shipping Packer		18.97
21130 - Shipping/Receiving Clerk		18.97
21140 - Store Worker I		14.76
21150 - Stock Clerk		21.00
21210 - Tools And Parts Attendant		23.60
21410 - Warehouse Specialist		23.60
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.21
23019 - Aircraft Logs and Records Technician		25.53
23021 - Aircraft Mechanic I		31.37
23022 - Aircraft Mechanic II		33.21
23023 - Aircraft Mechanic III		35.13
23040 - Aircraft Mechanic Helper		21.79
23050 - Aircraft, Painter		29.38
23060 - Aircraft Servicer		25.53
23070 - Aircraft Survival Flight Equipment Technician		29.38
23080 - Aircraft Worker		27.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.37
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		31.37
23110 - Appliance Mechanic		29.12
23120 - Bicycle Repairer		23.46
23125 - Cable Splicer		51.60
23130 - Carpenter, Maintenance		25.91
23140 - Carpet Layer		25.56
23160 - Electrician, Maintenance		32.88
23181 - Electronics Technician Maintenance I		29.34
23182 - Electronics Technician Maintenance II		31.51
23183 - Electronics Technician Maintenance III		33.64
23260 - Fabric Worker		25.31
23290 - Fire Alarm System Mechanic		31.09
23310 - Fire Extinguisher Repairer		23.46
23311 - Fuel Distribution System Mechanic		31.09
23312 - Fuel Distribution System Operator		23.46
23370 - General Maintenance Worker		21.97
23380 - Ground Support Equipment Mechanic		31.37
23381 - Ground Support Equipment Servicer		25.53
23382 - Ground Support Equipment Worker		27.37
23391 - Gunsmith I		23.46
23392 - Gunsmith II		27.12
23393 - Gunsmith III		31.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic		26.51
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		28.07

23430 - Heavy Equipment Mechanic		33.53
23440 - Heavy Equipment Operator		29.50
23460 - Instrument Mechanic		31.09
23465 - Laboratory/Shelter Mechanic		29.12
23470 - Laborer		19.89
23510 - Locksmith		29.12
23530 - Machinery Maintenance Mechanic		27.91
23550 - Machinist, Maintenance		25.66
23580 - Maintenance Trades Helper		17.52
23591 - Metrology Technician I		31.09
23592 - Metrology Technician II		32.91
23593 - Metrology Technician III		34.83
23640 - Millwright		29.48
23710 - Office Appliance Repairer		27.61
23760 - Painter, Maintenance		22.83
23790 - Pipefitter, Maintenance		37.52
23810 - Plumber, Maintenance		33.50
23820 - Pneudraulic Systems Mechanic		31.09
23850 - Rigger		31.09
23870 - Scale Mechanic		27.12
23890 - Sheet-Metal Worker, Maintenance		29.48
23910 - Small Engine Mechanic		24.65
23931 - Telecommunications Mechanic I		33.54
23932 - Telecommunications Mechanic II		35.51
23950 - Telephone Lineman		26.64
23960 - Welder, Combination, Maintenance		23.56
23965 - Well Driller		29.48
23970 - Woodcraft Worker		31.09
23980 - Woodworker		23.46
24000 - Personal Needs Occupations		
24550 - Case Manager		17.68
24570 - Child Care Attendant		15.08
24580 - Child Care Center Clerk		18.80
24610 - Chore Aide		15.18
24620 - Family Readiness And Support Services Coordinator		17.68
24630 - Homemaker		17.68
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.66
25040 - Sewage Plant Operator		25.29
25070 - Stationary Engineer		28.66
25190 - Ventilation Equipment Tender		19.90
25210 - Water Treatment Plant Operator		25.29
27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.49
27007 - Baggage Inspector		17.69
27008 - Corrections Officer		23.16
27010 - Court Security Officer		26.20
27030 - Detection Dog Handler		19.79
27040 - Detention Officer		23.16
27070 - Firefighter		27.31
27101 - Guard I		17.69
27102 - Guard II		19.79
27131 - Police Officer I		30.18
27132 - Police Officer II		33.54
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.48
28042 - Carnival Equipment Repairer		20.08
28043 - Carnival Worker		13.48
28210 - Gate Attendant/Gate Tender		17.77
28310 - Lifeguard		15.47
28350 - Park Attendant (Aide)		19.87
28510 - Recreation Aide/Health Facility Attendant		14.51
28515 - Recreation Specialist		24.62
28630 - Sports Official		15.83
28690 - Swimming Pool Operator		23.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.12
29020 - Hatch Tender		27.12
29030 - Line Handler		27.12
29041 - Stevedore I		25.31
29042 - Stevedore II		29.12
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		20.31
30022 - Archeological Technician II		22.72
30023 - Archeological Technician III		28.14
30030 - Cartographic Technician		28.14
30040 - Civil Engineering Technician		27.51
30051 - Cryogenic Technician I		31.17
30052 - Cryogenic Technician II		34.42
30061 - Drafter/CAD Operator I		20.31
30062 - Drafter/CAD Operator II		22.72
30063 - Drafter/CAD Operator III		25.32
30064 - Drafter/CAD Operator IV		31.17
30081 - Engineering Technician I		18.10
30082 - Engineering Technician II		20.31

30083 - Engineering Technician III		22.72
30084 - Engineering Technician IV		28.14
30085 - Engineering Technician V		34.42
30086 - Engineering Technician VI		41.64
30090 - Environmental Technician		25.78
30095 - Evidence Control Specialist		28.14
30210 - Laboratory Technician		25.51
30221 - Latent Fingerprint Technician I		31.39
30222 - Latent Fingerprint Technician II		34.67
30240 - Mathematical Technician		28.14
30361 - Paralegal/Legal Assistant I		22.35
30362 - Paralegal/Legal Assistant II		27.69
30363 - Paralegal/Legal Assistant III		33.87
30364 - Paralegal/Legal Assistant IV		40.98
30375 - Petroleum Supply Specialist		34.42
30390 - Photo-Optics Technician		28.14
30395 - Radiation Control Technician		34.42
30461 - Technical Writer I		28.14
30462 - Technical Writer II		34.42
30463 - Technical Writer III		41.64
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		31.17
30502 - Weather Forecaster II		37.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.32
30621 - Weather Observer, Senior	(see 2)	28.14
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.42
31030 - Bus Driver		21.90
31043 - Driver Courier		19.23
31260 - Parking and Lot Attendant		14.03
31290 - Shuttle Bus Driver		17.29
31310 - Taxi Driver		14.04
31361 - Truckdriver, Light		20.90
31362 - Truckdriver, Medium		22.54
31363 - Truckdriver, Heavy		27.25
31364 - Truckdriver, Tractor-Trailer		27.25
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		15.22
99050 - Desk Clerk		15.70
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.96
99252 - Laboratory Animal Caretaker II		19.52
99260 - Marketing Analyst		33.86
99310 - Mortician		29.28
99410 - Pest Controller		26.95
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		30.24
99711 - Recycling Specialist		36.63
99730 - Refuse Collector		26.72
99810 - Sales Clerk		16.48
99820 - School Crossing Guard		16.74
99830 - Survey Party Chief		29.84
99831 - Surveying Aide		18.53
99832 - Surveying Technician		25.20
99840 - Vending Machine Attendant		18.16
99841 - Vending Machine Repairer		22.81
99842 - Vending Machine Repairer Helper		18.16

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

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

Wage Determination No.: 2015-6035
Revision No.: 4
Date Of Last Revision: 5/13/2026

Daniel W. Simms
Director

Division of Wage Determinations

State: Montana

Area: Montana Counties of Golden Valley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.31
01012 - Accounting Clerk II		19.43
01013 - Accounting Clerk III		21.73
01020 - Administrative Assistant		30.46
01035 - Court Reporter		21.07
01041 - Customer Service Representative I		17.16
01042 - Customer Service Representative II		18.72
01043 - Customer Service Representative III		21.01
01051 - Data Entry Operator I		16.03
01052 - Data Entry Operator II		17.49
01060 - Dispatcher, Motor Vehicle		23.12
01070 - Document Preparation Clerk		16.78
01090 - Duplicating Machine Operator		16.78
01111 - General Clerk I		17.12
01112 - General Clerk II		18.68
01113 - General Clerk III		20.96
01120 - Housing Referral Assistant		23.50
01141 - Messenger Courier		14.10
01191 - Order Clerk I		16.12
01192 - Order Clerk II		17.58
01261 - Personnel Assistant (Employment) I		18.66
01262 - Personnel Assistant (Employment) II		20.87
01263 - Personnel Assistant (Employment) III		23.27
01270 - Production Control Clerk		28.53
01290 - Rental Clerk		20.11
01300 - Scheduler, Maintenance		18.83
01311 - Secretary I		18.83
01312 - Secretary II		21.07
01313 - Secretary III		23.50
01320 - Service Order Dispatcher		20.67
01410 - Supply Technician		30.46
01420 - Survey Worker		20.08
01460 - Switchboard Operator/Receptionist		17.44
01531 - Travel Clerk I		16.13
01532 - Travel Clerk II		17.28
01533 - Travel Clerk III		18.41
01611 - Word Processor I		16.80
01612 - Word Processor II		18.83
01613 - Word Processor III		21.07
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.31
05010 - Automotive Electrician		22.68
05040 - Automotive Glass Installer		21.12
05070 - Automotive Worker		21.12
05110 - Mobile Equipment Servicer		18.28
05130 - Motor Equipment Metal Mechanic		24.21
05160 - Motor Equipment Metal Worker		21.12
05190 - Motor Vehicle Mechanic		24.21
05220 - Motor Vehicle Mechanic Helper		16.81
05250 - Motor Vehicle Upholstery Worker		19.71
05280 - Motor Vehicle Wrecker		21.12
05310 - Painter, Automotive		22.68
05340 - Radiator Repair Specialist		21.12
05370 - Tire Repairer		18.15
05400 - Transmission Repair Specialist		24.21
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.11

07041 - Cook I		17.25
07042 - Cook II		19.94
07070 - Dishwasher		13.22
07130 - Food Service Worker		14.34
07210 - Meat Cutter		18.18
07260 - Waiter/Waitress		10.63
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		23.60
09040 - Furniture Handler		14.95
09080 - Furniture Refinisher		23.60
09090 - Furniture Refinisher Helper		17.49
09110 - Furniture Repairer, Minor		20.50
09130 - Upholsterer		23.60
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		16.89
11060 - Elevator Operator		18.17
11090 - Gardener		24.16
11122 - Housekeeping Aide		18.17
11150 - Janitor		18.17
11210 - Laborer, Grounds Maintenance		18.35
11240 - Maid or Houseman		15.41
11260 - Pruner		16.21
11270 - Tractor Operator		22.23
11330 - Trail Maintenance Worker		18.35
11360 - Window Cleaner		20.56
12000 - Health Occupations		
12010 - Ambulance Driver		22.43
12011 - Breath Alcohol Technician		25.96
12012 - Certified Occupational Therapist Assistant		35.62
12015 - Certified Physical Therapist Assistant		30.03
12020 - Dental Assistant		21.68
12025 - Dental Hygienist		45.24
12030 - EKG Technician		39.35
12035 - Electroneurodiagnostic Technologist		39.35
12040 - Emergency Medical Technician		22.43
12071 - Licensed Practical Nurse I		23.21
12072 - Licensed Practical Nurse II		25.96
12073 - Licensed Practical Nurse III		28.95
12100 - Medical Assistant		20.86
12130 - Medical Laboratory Technician		36.75
12160 - Medical Record Clerk		21.94
12190 - Medical Record Technician		24.54
12195 - Medical Transcriptionist		23.21
12210 - Nuclear Medicine Technologist		57.06
12221 - Nursing Assistant I		13.69
12222 - Nursing Assistant II		15.40
12223 - Nursing Assistant III		16.81
12224 - Nursing Assistant IV		18.86
12235 - Optical Dispenser		24.42
12236 - Optical Technician		23.21
12250 - Pharmacy Technician		22.01
12280 - Phlebotomist		18.70
12305 - Radiologic Technologist		35.51
12311 - Registered Nurse I		26.73
12312 - Registered Nurse II		32.70
12313 - Registered Nurse II, Specialist		32.70
12314 - Registered Nurse III		39.56
12315 - Registered Nurse III, Anesthetist		39.56
12316 - Registered Nurse IV		47.42
12317 - Scheduler (Drug and Alcohol Testing)		32.16
12320 - Substance Abuse Treatment Counselor		27.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.36
13012 - Exhibits Specialist II		31.42
13013 - Exhibits Specialist III		38.43
13041 - Illustrator I		25.36
13042 - Illustrator II		31.42
13043 - Illustrator III		38.43
13047 - Librarian		34.79
13050 - Library Aide/Clerk		20.19
13054 - Library Information Technology Systems Administrator		31.42
13058 - Library Technician		21.85
13061 - Media Specialist I		22.67
13062 - Media Specialist II		25.36
13063 - Media Specialist III		28.27
13071 - Photographer I		22.67
13072 - Photographer II		25.36
13073 - Photographer III		31.42
13074 - Photographer IV		38.43
13075 - Photographer V		46.50
13090 - Technical Order Library Clerk		25.36
13110 - Video Teleconference Technician		20.86
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.11
14042 - Computer Operator II		22.50
14043 - Computer Operator III		25.09
14044 - Computer Operator IV		27.88
14045 - Computer Operator V		30.87
14071 - Computer Programmer I	(see 1)	24.16
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		20.11
14160 - Personal Computer Support Technician		27.88
14170 - System Support Specialist		32.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.11
15020 - Aircrew Training Devices Instructor (Rated)		38.84
15030 - Air Crew Training Devices Instructor (Pilot)		46.37
15050 - Computer Based Training Specialist / Instructor		32.11
15060 - Educational Technologist		31.98
15070 - Flight Instructor (Pilot)		46.37
15080 - Graphic Artist		26.88
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.37
15086 - Maintenance Test Pilot, Rotary Wing		46.37
15088 - Non-Maintenance Test/Co-Pilot		46.37
15090 - Technical Instructor		24.89
15095 - Technical Instructor/Course Developer		30.44
15110 - Test Proctor		20.09
15120 - Tutor		20.09
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.54
16030 - Counter Attendant		12.54
16040 - Dry Cleaner		14.33
16070 - Finisher, Flatwork, Machine		12.54
16090 - Presser, Hand		12.54
16110 - Presser, Machine, Drycleaning		12.54
16130 - Presser, Machine, Shirts		12.54
16160 - Presser, Machine, Wearing Apparel, Laundry		12.54
16190 - Sewing Machine Operator		15.03
16220 - Tailor		16.01
16250 - Washer, Machine		13.13
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.86
19040 - Tool And Die Maker		39.46
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.00
21030 - Material Coordinator		28.53
21040 - Material Expediter		28.53
21050 - Material Handling Laborer		18.03
21071 - Order Filler		17.70
21080 - Production Line Worker (Food Processing)		22.00
21110 - Shipping Packer		18.97
21130 - Shipping/Receiving Clerk		18.97
21140 - Store Worker I		14.76
21150 - Stock Clerk		21.00
21210 - Tools And Parts Attendant		22.00
21410 - Warehouse Specialist		22.00
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		35.59
23019 - Aircraft Logs and Records Technician		27.36
23021 - Aircraft Mechanic I		33.61
23022 - Aircraft Mechanic II		35.59
23023 - Aircraft Mechanic III		37.64
23040 - Aircraft Mechanic Helper		23.34
23050 - Aircraft, Painter		31.48
23060 - Aircraft Servicer		27.36
23070 - Aircraft Survival Flight Equipment Technician		31.48
23080 - Aircraft Worker		29.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		29.32
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		33.61
23110 - Appliance Mechanic		31.86
23120 - Bicycle Repairer		25.67
23125 - Cable Splicer		50.15
23130 - Carpenter, Maintenance		26.62
23140 - Carpet Layer		29.66
23160 - Electrician, Maintenance		34.51
23181 - Electronics Technician Maintenance I		29.66
23182 - Electronics Technician Maintenance II		31.86
23183 - Electronics Technician Maintenance III		34.01
23260 - Fabric Worker		27.68
23290 - Fire Alarm System Mechanic		33.26
23310 - Fire Extinguisher Repairer		25.67
23311 - Fuel Distribution System Mechanic		34.38
23312 - Fuel Distribution System Operator		25.96
23370 - General Maintenance Worker		22.40
23380 - Ground Support Equipment Mechanic		33.61
23381 - Ground Support Equipment Servicer		27.36
23382 - Ground Support Equipment Worker		29.32
23391 - Gunsmith I		25.67
23392 - Gunsmith II		29.66
23393 - Gunsmith III		34.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic		28.47
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.14

23430 - Heavy Equipment Mechanic		36.77
23440 - Heavy Equipment Operator		28.79
23460 - Instrument Mechanic		34.01
23465 - Laboratory/Shelter Mechanic		31.86
23470 - Laborer		18.03
23510 - Locksmith		31.86
23530 - Machinery Maintenance Mechanic		37.57
23550 - Machinist, Maintenance		29.29
23580 - Maintenance Trades Helper		17.76
23591 - Metrology Technician I		34.01
23592 - Metrology Technician II		36.00
23593 - Metrology Technician III		38.08
23640 - Millwright		34.01
23710 - Office Appliance Repairer		24.82
23760 - Painter, Maintenance		23.17
23790 - Pipefitter, Maintenance		40.36
23810 - Plumber, Maintenance		37.13
23820 - Pneudraulic Systems Mechanic		34.01
23850 - Rigger		34.01
23870 - Scale Mechanic		29.66
23890 - Sheet-Metal Worker, Maintenance		34.23
23910 - Small Engine Mechanic		27.06
23931 - Telecommunications Mechanic I		35.13
23932 - Telecommunications Mechanic II		37.20
23950 - Telephone Lineman		29.71
23960 - Welder, Combination, Maintenance		25.25
23965 - Well Driller		34.01
23970 - Woodcraft Worker		34.01
23980 - Woodworker		25.67
24000 - Personal Needs Occupations		
24550 - Case Manager		17.30
24570 - Child Care Attendant		15.03
24580 - Child Care Center Clerk		18.74
24610 - Chore Aide		15.76
24620 - Family Readiness And Support Services Coordinator		17.30
24630 - Homemaker		17.30
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		37.38
25040 - Sewage Plant Operator		29.49
25070 - Stationary Engineer		37.38
25190 - Ventilation Equipment Tender		25.96
25210 - Water Treatment Plant Operator		29.49
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.24
27007 - Baggage Inspector		17.02
27008 - Corrections Officer		26.36
27010 - Court Security Officer		28.03
27030 - Detection Dog Handler		19.04
27040 - Detention Officer		26.36
27070 - Firefighter		31.50
27101 - Guard I		17.02
27102 - Guard II		19.04
27131 - Police Officer I		28.80
27132 - Police Officer II		32.02
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.35
28042 - Carnival Equipment Repairer		19.93
28043 - Carnival Worker		13.39
28210 - Gate Attendant/Gate Tender		19.82
28310 - Lifeguard		17.66
28350 - Park Attendant (Aide)		22.17
28510 - Recreation Aide/Health Facility Attendant		16.18
28515 - Recreation Specialist		27.48
28630 - Sports Official		17.66
28690 - Swimming Pool Operator		23.02
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		35.01
29020 - Hatch Tender		35.01
29030 - Line Handler		35.01
29041 - Stevedore I		32.68
29042 - Stevedore II		37.60
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		18.44
30022 - Archeological Technician II		20.62
30023 - Archeological Technician III		25.56
30030 - Cartographic Technician		25.56
30040 - Civil Engineering Technician		25.70
30051 - Cryogenic Technician I		28.30
30052 - Cryogenic Technician II		31.26
30061 - Drafter/CAD Operator I		18.44
30062 - Drafter/CAD Operator II		20.62
30063 - Drafter/CAD Operator III		23.00
30064 - Drafter/CAD Operator IV		28.30
30081 - Engineering Technician I		16.43
30082 - Engineering Technician II		18.44

30083 - Engineering Technician III		20.62
30084 - Engineering Technician IV		25.56
30085 - Engineering Technician V		31.26
30086 - Engineering Technician VI		37.82
30090 - Environmental Technician		26.38
30095 - Evidence Control Specialist		25.56
30210 - Laboratory Technician		24.75
30221 - Latent Fingerprint Technician I		28.30
30222 - Latent Fingerprint Technician II		31.26
30240 - Mathematical Technician		25.56
30361 - Paralegal/Legal Assistant I		23.78
30362 - Paralegal/Legal Assistant II		29.45
30363 - Paralegal/Legal Assistant III		36.02
30364 - Paralegal/Legal Assistant IV		43.58
30375 - Petroleum Supply Specialist		31.26
30390 - Photo-Optics Technician		25.56
30395 - Radiation Control Technician		31.26
30461 - Technical Writer I		25.56
30462 - Technical Writer II		31.26
30463 - Technical Writer III		37.82
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		28.30
30502 - Weather Forecaster II		34.43
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.00
30621 - Weather Observer, Senior	(see 2)	25.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		17.09
31030 - Bus Driver		24.26
31043 - Driver Courier		20.02
31260 - Parking and Lot Attendant		15.10
31290 - Shuttle Bus Driver		18.38
31310 - Taxi Driver		12.98
31361 - Truckdriver, Light		21.76
31362 - Truckdriver, Medium		24.26
31363 - Truckdriver, Heavy		28.20
31364 - Truckdriver, Tractor-Trailer		28.20
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.93
99050 - Desk Clerk		14.73
99095 - Embalmer		28.73
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.15
99252 - Laboratory Animal Caretaker II		18.64
99260 - Marketing Analyst		30.63
99310 - Mortician		28.73
99410 - Pest Controller		26.95
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		25.41
99711 - Recycling Specialist		30.77
99730 - Refuse Collector		22.46
99810 - Sales Clerk		16.76
99820 - School Crossing Guard		18.63
99830 - Survey Party Chief		29.85
99831 - Surveying Aide		18.54
99832 - Surveying Technician		25.20
99840 - Vending Machine Attendant		22.99
99841 - Vending Machine Repairer		28.88
99842 - Vending Machine Repairer Helper		22.99

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))."""