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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.: 2015-5327
Revision No.: 30
Date Of Last Revision: 5/13/2026

State: Oklahoma

Area: Oklahoma Counties of Beckham, Caddo, Custer, Roger Mills and Washita

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.70
01012 - Accounting Clerk II		18.75
01013 - Accounting Clerk III		20.97
01020 - Administrative Assistant		26.82
01035 - Court Reporter		20.03
01041 - Customer Service Representative I		15.27
01042 - Customer Service Representative II		16.67
01043 - Customer Service Representative III		18.70
01051 - Data Entry Operator I		14.62
01052 - Data Entry Operator II		15.96
01060 - Dispatcher, Motor Vehicle		21.54
01070 - Document Preparation Clerk		15.96
01090 - Duplicating Machine Operator		15.96
01111 - General Clerk I		14.90
01112 - General Clerk II		16.26
01113 - General Clerk III		18.25
01120 - Housing Referral Assistant		22.33
01141 - Messenger Courier		14.66
01191 - Order Clerk I		14.98
01192 - Order Clerk II		16.34
01261 - Personnel Assistant (Employment) I		17.91
01262 - Personnel Assistant (Employment) II		20.03
01263 - Personnel Assistant (Employment) III		22.33
01270 - Production Control Clerk		25.88
01290 - Rental Clerk		15.32
01300 - Scheduler, Maintenance		17.91
01311 - Secretary I		17.91
01312 - Secretary II		20.03
01313 - Secretary III		22.33
01320 - Service Order Dispatcher		19.26
01410 - Supply Technician		26.82
01420 - Survey Worker		20.03
01460 - Switchboard Operator/Receptionist		14.86
01531 - Travel Clerk I		14.91
01532 - Travel Clerk II		15.90
01533 - Travel Clerk III		18.28
01611 - Word Processor I		15.96
01612 - Word Processor II		17.91
01613 - Word Processor III		20.03
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.95
05010 - Automotive Electrician		19.47
05040 - Automotive Glass Installer		18.46
05070 - Automotive Worker		18.46
05110 - Mobile Equipment Servicer		16.47
05130 - Motor Equipment Metal Mechanic		20.45
05160 - Motor Equipment Metal Worker		18.46
05190 - Motor Vehicle Mechanic		20.45
05220 - Motor Vehicle Mechanic Helper		15.44
05250 - Motor Vehicle Upholstery Worker		17.50
05280 - Motor Vehicle Wrecker		18.46
05310 - Painter, Automotive		19.47
05340 - Radiator Repair Specialist		18.46
05370 - Tire Repairer		16.41
05400 - Transmission Repair Specialist		20.45
07000 - Food Preparation And Service Occupations		

07010 - Baker		15.40
07041 - Cook I		12.64
07042 - Cook II		14.17
07070 - Dishwasher		10.96
07130 - Food Service Worker		12.34
07210 - Meat Cutter		14.54
07260 - Waiter/Waitress		9.14
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		18.93
09040 - Furniture Handler		13.20
09080 - Furniture Refinisher		18.93
09090 - Furniture Refinisher Helper		15.01
09110 - Furniture Repairer, Minor		17.02
09130 - Upholsterer		18.93
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		14.36
11060 - Elevator Operator		14.36
11090 - Gardener		17.52
11122 - Housekeeping Aide		13.62
11150 - Janitor		13.62
11210 - Laborer, Grounds Maintenance		14.43
11240 - Maid or Houseman		11.22
11260 - Pruner		13.46
11270 - Tractor Operator		16.41
11330 - Trail Maintenance Worker		14.43
11360 - Window Cleaner		14.60
12000 - Health Occupations		
12010 - Ambulance Driver		17.84
12011 - Breath Alcohol Technician		22.13
12012 - Certified Occupational Therapist Assistant		27.42
12015 - Certified Physical Therapist Assistant		29.54
12020 - Dental Assistant		21.10
12025 - Dental Hygienist		44.66
12030 - EKG Technician		33.52
12035 - Electroneurodiagnostic Technologist		33.52
12040 - Emergency Medical Technician		17.84
12071 - Licensed Practical Nurse I		19.78
12072 - Licensed Practical Nurse II		22.13
12073 - Licensed Practical Nurse III		24.66
12100 - Medical Assistant		17.03
12130 - Medical Laboratory Technician		25.65
12160 - Medical Record Clerk		19.58
12190 - Medical Record Technician		21.90
12195 - Medical Transcriptionist		19.78
12210 - Nuclear Medicine Technologist		48.62
12221 - Nursing Assistant I		13.05
12222 - Nursing Assistant II		14.68
12223 - Nursing Assistant III		16.02
12224 - Nursing Assistant IV		17.98
12235 - Optical Dispenser		18.00
12236 - Optical Technician		19.78
12250 - Pharmacy Technician		17.13
12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		27.00
12311 - Registered Nurse I		28.68
12312 - Registered Nurse II		34.41
12313 - Registered Nurse II, Specialist		34.41
12314 - Registered Nurse III		41.62
12315 - Registered Nurse III, Anesthetist		41.62
12316 - Registered Nurse IV		49.91
12317 - Scheduler (Drug and Alcohol Testing)		27.41
12320 - Substance Abuse Treatment Counselor		23.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.53
13012 - Exhibits Specialist II		21.59
13013 - Exhibits Specialist III		26.41
13041 - Illustrator I		20.86
13042 - Illustrator II		25.12
13043 - Illustrator III		30.74
13047 - Librarian		23.91
13050 - Library Aide/Clerk		11.94
13054 - Library Information Technology Systems Administrator		21.59
13058 - Library Technician		15.38
13061 - Media Specialist I		15.58
13062 - Media Specialist II		17.43
13063 - Media Specialist III		19.43
13071 - Photographer I		15.58
13072 - Photographer II		17.43
13073 - Photographer III		21.59
13074 - Photographer IV		26.41
13075 - Photographer V		31.95
13090 - Technical Order Library Clerk		15.77
13110 - Video Teleconference Technician		15.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.46
14042 - Computer Operator II		20.65
14043 - Computer Operator III		23.03
14044 - Computer Operator IV		25.59
14045 - Computer Operator V		28.34
14071 - Computer Programmer I	(see 1)	26.48
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		18.46
14160 - Personal Computer Support Technician		25.59
14170 - System Support Specialist		30.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.41
15020 - Aircrew Training Devices Instructor (Rated)		40.43
15030 - Air Crew Training Devices Instructor (Pilot)		48.47
15050 - Computer Based Training Specialist / Instructor		33.41
15060 - Educational Technologist		29.20
15070 - Flight Instructor (Pilot)		48.47
15080 - Graphic Artist		36.19
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.47
15086 - Maintenance Test Pilot, Rotary Wing		48.47
15088 - Non-Maintenance Test/Co-Pilot		48.47
15090 - Technical Instructor		37.31
15095 - Technical Instructor/Course Developer		45.65
15110 - Test Proctor		30.13
15120 - Tutor		30.13
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.57
16030 - Counter Attendant		10.57
16040 - Dry Cleaner		12.98
16070 - Finisher, Flatwork, Machine		10.57
16090 - Presser, Hand		10.57
16110 - Presser, Machine, Drycleaning		10.57
16130 - Presser, Machine, Shirts		10.57
16160 - Presser, Machine, Wearing Apparel, Laundry		10.57
16190 - Sewing Machine Operator		13.83
16220 - Tailor		14.66
16250 - Washer, Machine		11.28
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.12
19040 - Tool And Die Maker		32.40
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.98
21030 - Material Coordinator		25.88
21040 - Material Expediter		25.88
21050 - Material Handling Laborer		17.18
21071 - Order Filler		16.35
21080 - Production Line Worker (Food Processing)		20.98
21110 - Shipping Packer		19.86
21130 - Shipping/Receiving Clerk		19.86
21140 - Store Worker I		16.81
21150 - Stock Clerk		20.83
21210 - Tools And Parts Attendant		20.98
21410 - Warehouse Specialist		20.98
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		36.38
23019 - Aircraft Logs and Records Technician		29.77
23021 - Aircraft Mechanic I		34.78
23022 - Aircraft Mechanic II		36.38
23023 - Aircraft Mechanic III		37.98
23040 - Aircraft Mechanic Helper		26.26
23050 - Aircraft, Painter		33.11
23060 - Aircraft Servicer		29.77
23070 - Aircraft Survival Flight Equipment Technician		33.11
23080 - Aircraft Worker		31.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		31.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		34.78
23110 - Appliance Mechanic		27.12
23120 - Bicycle Repairer		22.95
23125 - Cable Splicer		36.59
23130 - Carpenter, Maintenance		21.60
23140 - Carpet Layer		25.73
23160 - Electrician, Maintenance		26.27
23181 - Electronics Technician Maintenance I		35.62
23182 - Electronics Technician Maintenance II		37.54
23183 - Electronics Technician Maintenance III		39.45
23260 - Fabric Worker		24.38
23290 - Fire Alarm System Mechanic		28.50
23310 - Fire Extinguisher Repairer		22.95
23311 - Fuel Distribution System Mechanic		34.85
23312 - Fuel Distribution System Operator		28.07
23370 - General Maintenance Worker		17.65
23380 - Ground Support Equipment Mechanic		34.78
23381 - Ground Support Equipment Servicer		29.77
23382 - Ground Support Equipment Worker		31.41
23391 - Gunsmith I		22.95
23392 - Gunsmith II		25.73
23393 - Gunsmith III		28.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic		22.39
23411 - Heating, Ventilation And Air Contidioning		

Mechanic (Research Facility)		23.42
23430 - Heavy Equipment Mechanic		22.74
23440 - Heavy Equipment Operator		22.90
23460 - Instrument Mechanic		28.50
23465 - Laboratory/Shelter Mechanic		27.12
23470 - Laborer		17.18
23510 - Locksmith		27.12
23530 - Machinery Maintenance Mechanic		33.14
23550 - Machinist, Maintenance		24.16
23580 - Maintenance Trades Helper		16.09
23591 - Metrology Technician I		28.50
23592 - Metrology Technician II		29.81
23593 - Metrology Technician III		31.12
23640 - Millwright		28.50
23710 - Office Appliance Repairer		29.36
23760 - Painter, Maintenance		19.73
23790 - Pipefitter, Maintenance		25.38
23810 - Plumber, Maintenance		24.16
23820 - Pneudraulic Systems Mechanic		28.50
23850 - Rigger		28.50
23870 - Scale Mechanic		25.73
23890 - Sheet-Metal Worker, Maintenance		36.41
23910 - Small Engine Mechanic		25.73
23931 - Telecommunications Mechanic I		28.92
23932 - Telecommunications Mechanic II		30.25
23950 - Telephone Lineman		27.06
23960 - Welder, Combination, Maintenance		23.07
23965 - Well Driller		28.50
23970 - Woodcraft Worker		28.50
23980 - Woodworker		22.95
24000 - Personal Needs Occupations		
24550 - Case Manager		17.54
24570 - Child Care Attendant		10.74
24580 - Child Care Center Clerk		13.39
24610 - Chore Aide		12.30
24620 - Family Readiness And Support Services Coordinator		17.54
24630 - Homemaker		17.54
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		24.95
25040 - Sewage Plant Operator		18.39
25070 - Stationary Engineer		24.95
25190 - Ventilation Equipment Tender		18.84
25210 - Water Treatment Plant Operator		18.39
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.31
27007 - Baggage Inspector		16.00
27008 - Corrections Officer		19.31
27010 - Court Security Officer		20.62
27030 - Detection Dog Handler		17.90
27040 - Detention Officer		19.31
27070 - Firefighter		24.14
27101 - Guard I		16.00
27102 - Guard II		17.90
27131 - Police Officer I		23.19
27132 - Police Officer II		25.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.31
28042 - Carnival Equipment Repairer		14.21
28043 - Carnival Worker		10.92
28210 - Gate Attendant/Gate Tender		19.33
28310 - Lifeguard		12.82
28350 - Park Attendant (Aide)		21.62
28510 - Recreation Aide/Health Facility Attendant		15.78
28515 - Recreation Specialist		26.78
28630 - Sports Official		17.22
28690 - Swimming Pool Operator		22.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.73
29020 - Hatch Tender		25.73
29030 - Line Handler		25.73
29041 - Stevedore I		24.38
29042 - Stevedore II		27.12
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		21.98
30022 - Archeological Technician II		24.59
30023 - Archeological Technician III		30.46
30030 - Cartographic Technician		30.46
30040 - Civil Engineering Technician		30.46
30051 - Cryogenic Technician I		33.74
30052 - Cryogenic Technician II		37.25
30061 - Drafter/CAD Operator I		21.98
30062 - Drafter/CAD Operator II		24.59
30063 - Drafter/CAD Operator III		27.41
30064 - Drafter/CAD Operator IV		33.74
30081 - Engineering Technician I		19.59

30082 - Engineering Technician II		21.98
30083 - Engineering Technician III		24.59
30084 - Engineering Technician IV		30.46
30085 - Engineering Technician V		37.25
30086 - Engineering Technician VI		45.07
30090 - Environmental Technician		30.46
30095 - Evidence Control Specialist		30.46
30210 - Laboratory Technician		33.79
30221 - Latent Fingerprint Technician I		33.74
30222 - Latent Fingerprint Technician II		37.25
30240 - Mathematical Technician		30.46
30361 - Paralegal/Legal Assistant I		23.32
30362 - Paralegal/Legal Assistant II		28.90
30363 - Paralegal/Legal Assistant III		35.33
30364 - Paralegal/Legal Assistant IV		42.75
30375 - Petroleum Supply Specialist		37.25
30390 - Photo-Optics Technician		30.46
30395 - Radiation Control Technician		37.25
30461 - Technical Writer I		30.46
30462 - Technical Writer II		37.25
30463 - Technical Writer III		45.07
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		33.74
30502 - Weather Forecaster II		41.03
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.41
30621 - Weather Observer, Senior	(see 2)	30.46
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		17.02
31030 - Bus Driver		21.62
31043 - Driver Courier		17.30
31260 - Parking and Lot Attendant		15.06
31290 - Shuttle Bus Driver		16.78
31310 - Taxi Driver		11.77
31361 - Truckdriver, Light		18.46
31362 - Truckdriver, Medium		19.61
31363 - Truckdriver, Heavy		23.91
31364 - Truckdriver, Tractor-Trailer		23.91
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		11.40
99050 - Desk Clerk		12.83
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		14.02
99252 - Laboratory Animal Caretaker II		14.96
99260 - Marketing Analyst		30.49
99310 - Mortician		29.28
99410 - Pest Controller		24.19
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		18.18
99711 - Recycling Specialist		20.63
99730 - Refuse Collector		16.96
99810 - Sales Clerk		13.64
99820 - School Crossing Guard		18.19
99830 - Survey Party Chief		23.62
99831 - Surveying Aide		13.28
99832 - Surveying Technician		20.91
99840 - Vending Machine Attendant		19.32
99841 - Vending Machine Repairer		23.11
99842 - Vending Machine Repairer Helper		19.03

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 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of 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.: 2015-5315
Revision No.: 29
Date Of Last Revision: 5/13/2026

State: Oklahoma

Area: Oklahoma Counties of Canadian, Cleveland, Grady, Lincoln,
Logan, McClain and Oklahoma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.46
01012 - Accounting Clerk II		19.60
01013 - Accounting Clerk III		21.92
01020 - Administrative Assistant		27.32
01035 - Court Reporter		23.01
01041 - Customer Service Representative I		14.87
01042 - Customer Service Representative II		16.23
01043 - Customer Service Representative III		18.22
01051 - Data Entry Operator I		15.85
01052 - Data Entry Operator II		17.29
01060 - Dispatcher, Motor Vehicle		23.11
01070 - Document Preparation Clerk		17.19
01090 - Duplicating Machine Operator		17.19
01111 - General Clerk I		14.66
01112 - General Clerk II		16.00
01113 - General Clerk III		18.00
01120 - Housing Referral Assistant		23.33
01141 - Messenger Courier		18.07
01191 - Order Clerk I		19.44
01192 - Order Clerk II		21.21
01261 - Personnel Assistant (Employment) I		18.84
01262 - Personnel Assistant (Employment) II		21.07
01263 - Personnel Assistant (Employment) III		23.48
01270 - Production Control Clerk		26.63
01290 - Rental Clerk		15.44
01300 - Scheduler, Maintenance		18.70
01311 - Secretary I		18.70
01312 - Secretary II		20.92
01313 - Secretary III		23.33
01320 - Service Order Dispatcher		20.67
01410 - Supply Technician		27.32
01420 - Survey Worker		18.93
01460 - Switchboard Operator/Receptionist		16.65
01531 - Travel Clerk I		17.05
01532 - Travel Clerk II		18.16
01533 - Travel Clerk III		19.75
01611 - Word Processor I		15.95
01612 - Word Processor II		17.91
01613 - Word Processor III		20.03
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.89
05010 - Automotive Electrician		22.11
05040 - Automotive Glass Installer		21.00
05070 - Automotive Worker		21.00
05110 - Mobile Equipment Servicer		18.85
05130 - Motor Equipment Metal Mechanic		23.17
05160 - Motor Equipment Metal Worker		21.00
05190 - Motor Vehicle Mechanic		23.17
05220 - Motor Vehicle Mechanic Helper		17.73
05250 - Motor Vehicle Upholstery Worker		20.01
05280 - Motor Vehicle Wrecker		21.00
05310 - Painter, Automotive		22.11
05340 - Radiator Repair Specialist		21.00
05370 - Tire Repairer		16.86
05400 - Transmission Repair Specialist		23.17
07000 - Food Preparation And Service Occupations		

07010 - Baker		14.84
07041 - Cook I		14.10
07042 - Cook II		15.70
07070 - Dishwasher		12.72
07130 - Food Service Worker		14.20
07210 - Meat Cutter		17.13
07260 - Waiter/Waitress		10.09
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		21.73
09040 - Furniture Handler		13.89
09080 - Furniture Refinisher		19.37
09090 - Furniture Refinisher Helper		15.53
09110 - Furniture Repairer, Minor		17.53
09130 - Upholsterer		19.56
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		14.27
11060 - Elevator Operator		14.89
11090 - Gardener		20.24
11122 - Housekeeping Aide		14.89
11150 - Janitor		14.89
11210 - Laborer, Grounds Maintenance		17.02
11240 - Maid or Houseman		13.30
11260 - Pruner		16.05
11270 - Tractor Operator		19.03
11330 - Trail Maintenance Worker		17.02
11360 - Window Cleaner		15.78
12000 - Health Occupations		
12010 - Ambulance Driver		19.13
12011 - Breath Alcohol Technician		25.03
12012 - Certified Occupational Therapist Assistant		31.93
12015 - Certified Physical Therapist Assistant		30.80
12020 - Dental Assistant		22.19
12025 - Dental Hygienist		46.19
12030 - EKG Technician		23.05
12035 - Electroneurodiagnostic Technologist		23.05
12040 - Emergency Medical Technician		19.13
12071 - Licensed Practical Nurse I		22.37
12072 - Licensed Practical Nurse II		25.03
12073 - Licensed Practical Nurse III		27.91
12100 - Medical Assistant		18.36
12130 - Medical Laboratory Technician		26.36
12160 - Medical Record Clerk		22.17
12190 - Medical Record Technician		24.80
12195 - Medical Transcriptionist		20.96
12210 - Nuclear Medicine Technologist		42.86
12221 - Nursing Assistant I		14.03
12222 - Nursing Assistant II		15.79
12223 - Nursing Assistant III		17.23
12224 - Nursing Assistant IV		19.34
12235 - Optical Dispenser		17.50
12236 - Optical Technician		17.58
12250 - Pharmacy Technician		18.58
12280 - Phlebotomist		19.34
12305 - Radiologic Technologist		36.71
12311 - Registered Nurse I		27.48
12312 - Registered Nurse II		31.97
12313 - Registered Nurse II, Specialist		31.97
12314 - Registered Nurse III		38.68
12315 - Registered Nurse III, Anesthetist		38.68
12316 - Registered Nurse IV		46.38
12317 - Scheduler (Drug and Alcohol Testing)		31.01
12320 - Substance Abuse Treatment Counselor		29.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.25
13012 - Exhibits Specialist II		27.17
13013 - Exhibits Specialist III		33.22
13041 - Illustrator I		20.86
13042 - Illustrator II		25.65
13043 - Illustrator III		31.38
13047 - Librarian		28.37
13050 - Library Aide/Clerk		15.62
13054 - Library Information Technology Systems Administrator		25.61
13058 - Library Technician		17.35
13061 - Media Specialist I		18.49
13062 - Media Specialist II		20.68
13063 - Media Specialist III		23.05
13071 - Photographer I		17.38
13072 - Photographer II		19.44
13073 - Photographer III		24.08
13074 - Photographer IV		29.45
13075 - Photographer V		35.63
13090 - Technical Order Library Clerk		19.62
13110 - Video Teleconference Technician		24.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		24.27
14042 - Computer Operator II		27.14
14043 - Computer Operator III		30.25
14044 - Computer Operator IV		33.62
14045 - Computer Operator V		37.24
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		24.27
14160 - Personal Computer Support Technician		33.62
14170 - System Support Specialist		37.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.98
15020 - Aircrew Training Devices Instructor (Rated)		41.11
15030 - Air Crew Training Devices Instructor (Pilot)		49.27
15050 - Computer Based Training Specialist / Instructor		33.98
15060 - Educational Technologist		30.08
15070 - Flight Instructor (Pilot)		49.27
15080 - Graphic Artist		24.08
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.27
15086 - Maintenance Test Pilot, Rotary Wing		49.27
15088 - Non-Maintenance Test/Co-Pilot		49.27
15090 - Technical Instructor		25.15
15095 - Technical Instructor/Course Developer		30.76
15110 - Test Proctor		20.31
15120 - Tutor		20.31
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.01
16030 - Counter Attendant		11.01
16040 - Dry Cleaner		14.03
16070 - Finisher, Flatwork, Machine		11.01
16090 - Presser, Hand		11.01
16110 - Presser, Machine, Drycleaning		11.01
16130 - Presser, Machine, Shirts		11.01
16160 - Presser, Machine, Wearing Apparel, Laundry		11.01
16190 - Sewing Machine Operator		15.05
16220 - Tailor		16.06
16250 - Washer, Machine		12.05
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		29.38
19040 - Tool And Die Maker		34.79
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.85
21030 - Material Coordinator		26.63
21040 - Material Expediter		26.63
21050 - Material Handling Laborer		17.43
21071 - Order Filler		16.20
21080 - Production Line Worker (Food Processing)		21.85
21110 - Shipping Packer		18.49
21130 - Shipping/Receiving Clerk		18.49
21140 - Store Worker I		18.03
21150 - Stock Clerk		21.83
21210 - Tools And Parts Attendant		21.85
21410 - Warehouse Specialist		21.85
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.32
23019 - Aircraft Logs and Records Technician		26.74
23021 - Aircraft Mechanic I		30.97
23022 - Aircraft Mechanic II		32.32
23023 - Aircraft Mechanic III		33.67
23040 - Aircraft Mechanic Helper		23.70
23050 - Aircraft, Painter		29.56
23060 - Aircraft Servicer		26.74
23070 - Aircraft Survival Flight Equipment Technician		29.56
23080 - Aircraft Worker		28.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		28.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		30.97
23110 - Appliance Mechanic		19.08
23120 - Bicycle Repairer		23.09
23125 - Cable Splicer		34.84
23130 - Carpenter, Maintenance		23.44
23140 - Carpet Layer		22.84
23160 - Electrician, Maintenance		29.08
23181 - Electronics Technician Maintenance I		30.40
23182 - Electronics Technician Maintenance II		32.02
23183 - Electronics Technician Maintenance III		33.55
23260 - Fabric Worker		24.49
23290 - Fire Alarm System Mechanic		24.56
23310 - Fire Extinguisher Repairer		23.09
23311 - Fuel Distribution System Mechanic		32.74
23312 - Fuel Distribution System Operator		26.65
23370 - General Maintenance Worker		20.28
23380 - Ground Support Equipment Mechanic		30.97
23381 - Ground Support Equipment Servicer		26.74
23382 - Ground Support Equipment Worker		28.06
23391 - Gunsmith I		23.09
23392 - Gunsmith II		25.70
23393 - Gunsmith III		28.37
23410 - Heating, Ventilation And Air-Conditioning Mechanic		26.43
23411 - Heating, Ventilation And Air Contidioning		

Mechanic (Research Facility)		27.58
23430 - Heavy Equipment Mechanic		28.80
23440 - Heavy Equipment Operator		22.94
23460 - Instrument Mechanic		30.27
23465 - Laboratory/Shelter Mechanic		27.07
23470 - Laborer		17.43
23510 - Locksmith		24.54
23530 - Machinery Maintenance Mechanic		29.63
23550 - Machinist, Maintenance		27.52
23580 - Maintenance Trades Helper		16.93
23591 - Metrology Technician I		30.27
23592 - Metrology Technician II		31.59
23593 - Metrology Technician III		32.91
23640 - Millwright		28.37
23710 - Office Appliance Repairer		21.86
23760 - Painter, Maintenance		23.74
23790 - Pipefitter, Maintenance		28.13
23810 - Plumber, Maintenance		26.85
23820 - Pneudraulic Systems Mechanic		28.37
23850 - Rigger		28.37
23870 - Scale Mechanic		25.70
23890 - Sheet-Metal Worker, Maintenance		30.97
23910 - Small Engine Mechanic		21.97
23931 - Telecommunications Mechanic I		27.56
23932 - Telecommunications Mechanic II		28.75
23950 - Telephone Lineman		31.64
23960 - Welder, Combination, Maintenance		22.85
23965 - Well Driller		28.13
23970 - Woodcraft Worker		28.37
23980 - Woodworker		23.09
24000 - Personal Needs Occupations		
24550 - Case Manager		18.05
24570 - Child Care Attendant		12.19
24580 - Child Care Center Clerk		15.19
24610 - Chore Aide		13.05
24620 - Family Readiness And Support Services Coordinator		18.05
24630 - Homemaker		18.05
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		34.34
25040 - Sewage Plant Operator		23.55
25070 - Stationary Engineer		34.34
25190 - Ventilation Equipment Tender		26.28
25210 - Water Treatment Plant Operator		23.55
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.56
27007 - Baggage Inspector		17.08
27008 - Corrections Officer		23.46
27010 - Court Security Officer		27.20
27030 - Detection Dog Handler		19.43
27040 - Detention Officer		23.46
27070 - Firefighter		33.46
27101 - Guard I		17.08
27102 - Guard II		19.43
27131 - Police Officer I		33.01
27132 - Police Officer II		36.67
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.73
28042 - Carnival Equipment Repairer		13.54
28043 - Carnival Worker		10.74
28210 - Gate Attendant/Gate Tender		18.37
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		20.54
28510 - Recreation Aide/Health Facility Attendant		15.00
28515 - Recreation Specialist		25.46
28630 - Sports Official		16.37
28690 - Swimming Pool Operator		16.74
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		32.70
29020 - Hatch Tender		32.70
29030 - Line Handler		32.70
29041 - Stevedore I		31.17
29042 - Stevedore II		34.44
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		19.75
30022 - Archeological Technician II		22.09
30023 - Archeological Technician III		27.37
30030 - Cartographic Technician		27.37
30040 - Civil Engineering Technician		32.42
30051 - Cryogenic Technician I		30.31
30052 - Cryogenic Technician II		33.47
30061 - Drafter/CAD Operator I		19.75
30062 - Drafter/CAD Operator II		22.09
30063 - Drafter/CAD Operator III		24.62
30064 - Drafter/CAD Operator IV		30.31
30081 - Engineering Technician I		19.05

30082 - Engineering Technician II		21.83
30083 - Engineering Technician III		23.92
30084 - Engineering Technician IV		29.64
30085 - Engineering Technician V		36.26
30086 - Engineering Technician VI		43.86
30090 - Environmental Technician		27.05
30095 - Evidence Control Specialist		27.37
30210 - Laboratory Technician		25.44
30221 - Latent Fingerprint Technician I		29.86
30222 - Latent Fingerprint Technician II		32.97
30240 - Mathematical Technician		28.87
30361 - Paralegal/Legal Assistant I		21.56
30362 - Paralegal/Legal Assistant II		26.71
30363 - Paralegal/Legal Assistant III		32.67
30364 - Paralegal/Legal Assistant IV		39.53
30375 - Petroleum Supply Specialist		33.47
30390 - Photo-Optics Technician		27.37
30395 - Radiation Control Technician		33.47
30461 - Technical Writer I		27.76
30462 - Technical Writer II		33.96
30463 - Technical Writer III		41.09
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		30.31
30502 - Weather Forecaster II		36.87
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.62
30621 - Weather Observer, Senior	(see 2)	27.37
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		19.47
31030 - Bus Driver		24.57
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		14.06
31290 - Shuttle Bus Driver		16.24
31310 - Taxi Driver		12.36
31361 - Truckdriver, Light		18.42
31362 - Truckdriver, Medium		19.55
31363 - Truckdriver, Heavy		24.95
31364 - Truckdriver, Tractor-Trailer		24.95
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.34
99050 - Desk Clerk		13.30
99095 - Embalmer		29.54
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		16.52
99252 - Laboratory Animal Caretaker II		17.57
99260 - Marketing Analyst		28.39
99310 - Mortician		29.54
99410 - Pest Controller		17.98
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		22.88
99711 - Recycling Specialist		25.59
99730 - Refuse Collector		21.59
99810 - Sales Clerk		14.34
99820 - School Crossing Guard		17.53
99830 - Survey Party Chief		25.32
99831 - Surveying Aide		14.24
99832 - Surveying Technician		22.42
99840 - Vending Machine Attendant		17.45
99841 - Vending Machine Repairer		20.66
99842 - Vending Machine Repairer Helper		17.45

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 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of 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.: 2015-5321
Revision No.: 30
Date Of Last Revision: 5/13/2026

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Blaine, Dewey, Ellis, Grant,
Harper, Kingfisher, Major, Noble, Payne,
Woods and Woodward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.93
01012 - Accounting Clerk II		19.00
01013 - Accounting Clerk III		21.25
01020 - Administrative Assistant		25.87
01035 - Court Reporter		19.71
01041 - Customer Service Representative I		15.01
01042 - Customer Service Representative II		16.38
01043 - Customer Service Representative III		18.38
01051 - Data Entry Operator I		15.57
01052 - Data Entry Operator II		16.99
01060 - Dispatcher, Motor Vehicle		21.93
01070 - Document Preparation Clerk		15.70
01090 - Duplicating Machine Operator		15.70
01111 - General Clerk I		14.74
01112 - General Clerk II		16.08
01113 - General Clerk III		18.42
01120 - Housing Referral Assistant		21.97
01141 - Messenger Courier		12.79
01191 - Order Clerk I		16.22
01192 - Order Clerk II		17.70
01261 - Personnel Assistant (Employment) I		17.62
01262 - Personnel Assistant (Employment) II		19.71
01263 - Personnel Assistant (Employment) III		21.97
01270 - Production Control Clerk		24.17
01290 - Rental Clerk		15.44
01300 - Scheduler, Maintenance		17.62
01311 - Secretary I		17.62
01312 - Secretary II		19.71
01313 - Secretary III		21.97
01320 - Service Order Dispatcher		19.61
01410 - Supply Technician		25.87
01420 - Survey Worker		17.33
01460 - Switchboard Operator/Receptionist		15.06
01531 - Travel Clerk I		15.70
01532 - Travel Clerk II		17.62
01533 - Travel Clerk III		19.71
01611 - Word Processor I		15.70
01612 - Word Processor II		17.62
01613 - Word Processor III		19.71
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.94
05010 - Automotive Electrician		17.73
05040 - Automotive Glass Installer		16.63
05070 - Automotive Worker		16.63
05110 - Mobile Equipment Servicer		14.47
05130 - Motor Equipment Metal Mechanic		18.84
05160 - Motor Equipment Metal Worker		16.63
05190 - Motor Vehicle Mechanic		18.84
05220 - Motor Vehicle Mechanic Helper		13.39
05250 - Motor Vehicle Upholstery Worker		15.56
05280 - Motor Vehicle Wrecker		16.63
05310 - Painter, Automotive		17.73
05340 - Radiator Repair Specialist		16.63
05370 - Tire Repairer		15.57
05400 - Transmission Repair Specialist		18.84

07000 - Food Preparation And Service Occupations		
07010 - Baker		13.18
07041 - Cook I		13.74
07042 - Cook II		15.80
07070 - Dishwasher		11.12
07130 - Food Service Worker		12.93
07210 - Meat Cutter		14.66
07260 - Waiter/Waitress		9.02
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		21.55
09040 - Furniture Handler		13.67
09080 - Furniture Refinisher		21.55
09090 - Furniture Refinisher Helper		16.24
09110 - Furniture Repairer, Minor		18.89
09130 - Upholsterer		21.55
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		15.49
11060 - Elevator Operator		13.73
11090 - Gardener		18.04
11122 - Housekeeping Aide		13.73
11150 - Janitor		13.73
11210 - Laborer, Grounds Maintenance		14.03
11240 - Maid or Houseman		12.00
11260 - Pruner		12.88
11270 - Tractor Operator		16.68
11330 - Trail Maintenance Worker		14.03
11360 - Window Cleaner		14.95
12000 - Health Occupations		
12010 - Ambulance Driver		16.14
12011 - Breath Alcohol Technician		22.45
12012 - Certified Occupational Therapist Assistant		30.80
12015 - Certified Physical Therapist Assistant		30.91
12020 - Dental Assistant		20.89
12025 - Dental Hygienist		44.13
12030 - EKG Technician		34.01
12035 - Electroneurodiagnostic Technologist		34.01
12040 - Emergency Medical Technician		16.14
12071 - Licensed Practical Nurse I		20.07
12072 - Licensed Practical Nurse II		22.45
12073 - Licensed Practical Nurse III		25.02
12100 - Medical Assistant		17.29
12130 - Medical Laboratory Technician		26.57
12160 - Medical Record Clerk		19.32
12190 - Medical Record Technician		21.61
12195 - Medical Transcriptionist		20.07
12210 - Nuclear Medicine Technologist		49.33
12221 - Nursing Assistant I		13.43
12222 - Nursing Assistant II		15.11
12223 - Nursing Assistant III		16.49
12224 - Nursing Assistant IV		18.51
12235 - Optical Dispenser		20.54
12236 - Optical Technician		20.07
12250 - Pharmacy Technician		17.09
12280 - Phlebotomist		16.42
12305 - Radiologic Technologist		30.33
12311 - Registered Nurse I		28.06
12312 - Registered Nurse II		34.32
12313 - Registered Nurse II, Specialist		34.32
12314 - Registered Nurse III		41.52
12315 - Registered Nurse III, Anesthetist		41.52
12316 - Registered Nurse IV		49.76
12317 - Scheduler (Drug and Alcohol Testing)		27.81
12320 - Substance Abuse Treatment Counselor		24.56
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.53
13012 - Exhibits Specialist II		21.46
13013 - Exhibits Specialist III		26.26
13041 - Illustrator I		20.86
13042 - Illustrator II		25.12
13043 - Illustrator III		30.74
13047 - Librarian		23.77
13050 - Library Aide/Clerk		11.59
13054 - Library Information Technology Systems Administrator		21.46
13058 - Library Technician		15.43
13061 - Media Specialist I		15.49
13062 - Media Specialist II		17.32
13063 - Media Specialist III		19.32
13071 - Photographer I		15.49
13072 - Photographer II		17.32
13073 - Photographer III		21.46
13074 - Photographer IV		26.26
13075 - Photographer V		31.76
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		16.46
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.66
14042 - Computer Operator II		20.88
14043 - Computer Operator III		23.27
14044 - Computer Operator IV		25.86
14045 - Computer Operator V		28.64
14071 - Computer Programmer I	(see 1)	24.07
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		18.66
14160 - Personal Computer Support Technician		25.86
14170 - System Support Specialist		29.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.74
15020 - Aircrew Training Devices Instructor (Rated)		40.80
15030 - Air Crew Training Devices Instructor (Pilot)		48.24
15050 - Computer Based Training Specialist / Instructor		33.74
15060 - Educational Technologist		25.04
15070 - Flight Instructor (Pilot)		48.24
15080 - Graphic Artist		23.84
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.24
15086 - Maintenance Test Pilot, Rotary Wing		48.24
15088 - Non-Maintenance Test/Co-Pilot		48.24
15090 - Technical Instructor		22.40
15095 - Technical Instructor/Course Developer		27.40
15110 - Test Proctor		18.08
15120 - Tutor		18.08
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.01
16030 - Counter Attendant		11.01
16040 - Dry Cleaner		14.03
16070 - Finisher, Flatwork, Machine		11.01
16090 - Presser, Hand		11.01
16110 - Presser, Machine, Drycleaning		11.01
16130 - Presser, Machine, Shirts		11.01
16160 - Presser, Machine, Wearing Apparel, Laundry		11.01
16190 - Sewing Machine Operator		15.05
16220 - Tailor		16.06
16250 - Washer, Machine		12.05
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.11
19040 - Tool And Die Maker		31.09
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.58
21030 - Material Coordinator		24.17
21040 - Material Expediter		24.17
21050 - Material Handling Laborer		16.39
21071 - Order Filler		14.91
21080 - Production Line Worker (Food Processing)		20.58
21110 - Shipping Packer		18.23
21130 - Shipping/Receiving Clerk		18.23
21140 - Store Worker I		15.35
21150 - Stock Clerk		19.44
21210 - Tools And Parts Attendant		20.58
21410 - Warehouse Specialist		20.58
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.74
23019 - Aircraft Logs and Records Technician		23.24
23021 - Aircraft Mechanic I		28.16
23022 - Aircraft Mechanic II		29.74
23023 - Aircraft Mechanic III		31.33
23040 - Aircraft Mechanic Helper		19.98
23050 - Aircraft, Painter		26.50
23060 - Aircraft Servicer		23.24
23070 - Aircraft Survival Flight Equipment Technician		26.50
23080 - Aircraft Worker		24.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		24.85
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		28.16
23110 - Appliance Mechanic		25.11
23120 - Bicycle Repairer		20.47
23125 - Cable Splicer		34.19
23130 - Carpenter, Maintenance		22.50
23140 - Carpet Layer		23.54
23160 - Electrician, Maintenance		26.64
23181 - Electronics Technician Maintenance I		26.62
23182 - Electronics Technician Maintenance II		28.40
23183 - Electronics Technician Maintenance III		30.17
23260 - Fabric Worker		22.02
23290 - Fire Alarm System Mechanic		26.68
23310 - Fire Extinguisher Repairer		20.47
23311 - Fuel Distribution System Mechanic		35.84
23312 - Fuel Distribution System Operator		27.52
23370 - General Maintenance Worker		17.87
23380 - Ground Support Equipment Mechanic		28.16
23381 - Ground Support Equipment Servicer		23.24
23382 - Ground Support Equipment Worker		24.85
23391 - Gunsmith I		20.47
23392 - Gunsmith II		23.54
23393 - Gunsmith III		26.68
23410 - Heating, Ventilation And Air-Conditioning Mechanic		23.41

23411 - Heating, Ventilation And Air Contidioning
Mechanic (Research Facility) 24.72
23430 - Heavy Equipment Mechanic 25.59
23440 - Heavy Equipment Operator 22.86
23460 - Instrument Mechanic 26.68
23465 - Laboratory/Shelter Mechanic 25.11
23470 - Laborer 16.39
23510 - Locksmith 25.11
23530 - Machinery Maintenance Mechanic 28.83
23550 - Machinist, Maintenance 22.50
23580 - Maintenance Trades Helper 17.55
23591 - Metrology Technician I 26.68
23592 - Metrology Technician II 28.18
23593 - Metrology Technician III 29.68
23640 - Millwright 26.68
23710 - Office Appliance Repairer 24.08
23760 - Painter, Maintenance 18.95
23790 - Pipefitter, Maintenance 28.99
23810 - Plumber, Maintenance 27.27
23820 - Pneudraulic Systems Mechanic 26.68
23850 - Rigger 25.22
23870 - Scale Mechanic 23.54
23890 - Sheet-Metal Worker, Maintenance 26.52
23910 - Small Engine Mechanic 20.61
23931 - Telecommunications Mechanic I 28.85
23932 - Telecommunications Mechanic II 30.47
23950 - Telephone Lineman 36.59
23960 - Welder, Combination, Maintenance 22.85
23965 - Well Driller 26.68
23970 - Woodcraft Worker 26.68
23980 - Woodworker 20.47

24000 - Personal Needs Occupations
24550 - Case Manager 17.61
24570 - Child Care Attendant 11.60
24580 - Child Care Center Clerk 14.46
24610 - Chore Aide 12.75
24620 - Family Readiness And Support Services
Coordinator 17.61
24630 - Homemaker 17.61

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.52
25040 - Sewage Plant Operator 18.34
25070 - Stationary Engineer 24.52
25190 - Ventilation Equipment Tender 17.43
25210 - Water Treatment Plant Operator 18.34

27000 - Protective Service Occupations
27004 - Alarm Monitor 17.60
27007 - Baggage Inspector 14.93
27008 - Corrections Officer 21.55
27010 - Court Security Officer 21.92
27030 - Detection Dog Handler 16.70
27040 - Detention Officer 21.55
27070 - Firefighter 24.14
27101 - Guard I 14.93
27102 - Guard II 16.70
27131 - Police Officer I 23.19
27132 - Police Officer II 25.77

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.74
28042 - Carnival Equipment Repairer 13.77
28043 - Carnival Worker 9.82
28210 - Gate Attendant/Gate Tender 18.19
28310 - Lifeguard 13.72
28350 - Park Attendant (Aide) 20.35
28510 - Recreation Aide/Health Facility Attendant 14.85
28515 - Recreation Specialist 25.20
28630 - Sports Official 16.21
28690 - Swimming Pool Operator 18.41

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.98
29020 - Hatch Tender 31.98
29030 - Line Handler 31.98
29041 - Stevedore I 29.91
29042 - Stevedore II 34.10

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 17.91
30022 - Archeological Technician II 20.36
30023 - Archeological Technician III 25.22
30030 - Cartographic Technician 25.22
30040 - Civil Engineering Technician 24.82
30051 - Cryogenic Technician I 27.49
30052 - Cryogenic Technician II 30.36
30061 - Drafter/CAD Operator I 17.91
30062 - Drafter/CAD Operator II 20.36
30063 - Drafter/CAD Operator III 22.71
30064 - Drafter/CAD Operator IV 27.49

30081 - Engineering Technician I		19.05
30082 - Engineering Technician II		21.83
30083 - Engineering Technician III		23.92
30084 - Engineering Technician IV		29.64
30085 - Engineering Technician V		36.26
30086 - Engineering Technician VI		43.86
30090 - Environmental Technician		24.11
30095 - Evidence Control Specialist		24.82
30210 - Laboratory Technician		28.31
30221 - Latent Fingerprint Technician I		27.49
30222 - Latent Fingerprint Technician II		30.36
30240 - Mathematical Technician		27.75
30361 - Paralegal/Legal Assistant I		20.86
30362 - Paralegal/Legal Assistant II		25.85
30363 - Paralegal/Legal Assistant III		31.60
30364 - Paralegal/Legal Assistant IV		38.24
30375 - Petroleum Supply Specialist		30.36
30390 - Photo-Optics Technician		25.22
30395 - Radiation Control Technician		30.36
30461 - Technical Writer I		28.41
30462 - Technical Writer II		34.76
30463 - Technical Writer III		42.04
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		27.49
30502 - Weather Forecaster II		33.44
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.71
30621 - Weather Observer, Senior	(see 2)	25.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		17.80
31030 - Bus Driver		23.61
31043 - Driver Courier		15.90
31260 - Parking and Lot Attendant		13.53
31290 - Shuttle Bus Driver		14.21
31310 - Taxi Driver		10.96
31361 - Truckdriver, Light		17.19
31362 - Truckdriver, Medium		18.50
31363 - Truckdriver, Heavy		23.85
31364 - Truckdriver, Tractor-Trailer		23.85
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		12.54
99050 - Desk Clerk		12.60
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		14.57
99252 - Laboratory Animal Caretaker II		15.76
99260 - Marketing Analyst		27.96
99310 - Mortician		29.28
99410 - Pest Controller		17.74
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		23.42
99711 - Recycling Specialist		27.83
99730 - Refuse Collector		21.43
99810 - Sales Clerk		13.67
99820 - School Crossing Guard		16.34
99830 - Survey Party Chief		24.60
99831 - Surveying Aide		13.83
99832 - Surveying Technician		21.77
99840 - Vending Machine Attendant		12.16
99841 - Vending Machine Repairer		15.00
99842 - Vending Machine Repairer Helper		12.06

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 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of 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.: 2015-5317
Revision No.: 29
Date Of Last Revision: 5/13/2026

State: Oklahoma

Area: Oklahoma Counties of Creek, Okmulgee, Osage, Pawnee, Rogers,
Tulsa and Wagoner

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.90
01012 - Accounting Clerk II		20.09
01013 - Accounting Clerk III		22.47
01020 - Administrative Assistant		29.07
01035 - Court Reporter		21.22
01041 - Customer Service Representative I		14.83
01042 - Customer Service Representative II		16.19
01043 - Customer Service Representative III		18.17
01051 - Data Entry Operator I		16.92
01052 - Data Entry Operator II		18.46
01060 - Dispatcher, Motor Vehicle		22.13
01070 - Document Preparation Clerk		17.53
01090 - Duplicating Machine Operator		17.53
01111 - General Clerk I		14.91
01112 - General Clerk II		16.27
01113 - General Clerk III		18.26
01120 - Housing Referral Assistant		23.65
01141 - Messenger Courier		18.72
01191 - Order Clerk I		18.17
01192 - Order Clerk II		19.83
01261 - Personnel Assistant (Employment) I		19.16
01262 - Personnel Assistant (Employment) II		21.43
01263 - Personnel Assistant (Employment) III		23.88
01270 - Production Control Clerk		25.47
01290 - Rental Clerk		16.75
01300 - Scheduler, Maintenance		18.97
01311 - Secretary I		18.97
01312 - Secretary II		21.22
01313 - Secretary III		23.65
01320 - Service Order Dispatcher		19.79
01410 - Supply Technician		29.07
01420 - Survey Worker		19.07
01460 - Switchboard Operator/Receptionist		16.73
01531 - Travel Clerk I		16.76
01532 - Travel Clerk II		18.81
01533 - Travel Clerk III		21.04
01611 - Word Processor I		16.90
01612 - Word Processor II		18.97
01613 - Word Processor III		21.22
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.96
05010 - Automotive Electrician		20.36
05040 - Automotive Glass Installer		18.96
05070 - Automotive Worker		18.96
05110 - Mobile Equipment Servicer		16.65
05130 - Motor Equipment Metal Mechanic		21.80
05160 - Motor Equipment Metal Worker		18.96
05190 - Motor Vehicle Mechanic		21.80
05220 - Motor Vehicle Mechanic Helper		15.23
05250 - Motor Vehicle Upholstery Worker		17.69
05280 - Motor Vehicle Wrecker		18.92
05310 - Painter, Automotive		20.36
05340 - Radiator Repair Specialist		18.96
05370 - Tire Repairer		16.65
05400 - Transmission Repair Specialist		21.80
07000 - Food Preparation And Service Occupations		

07010 - Baker		14.85
07041 - Cook I		14.41
07042 - Cook II		17.01
07070 - Dishwasher		13.05
07130 - Food Service Worker		14.88
07210 - Meat Cutter		16.20
07260 - Waiter/Waitress		9.98
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		21.90
09040 - Furniture Handler		12.53
09080 - Furniture Refinisher		21.90
09090 - Furniture Refinisher Helper		15.68
09110 - Furniture Repairer, Minor		18.78
09130 - Upholsterer		21.90
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		14.47
11060 - Elevator Operator		14.98
11090 - Gardener		23.45
11122 - Housekeeping Aide		14.98
11150 - Janitor		14.98
11210 - Laborer, Grounds Maintenance		17.02
11240 - Maid or Houseman		13.23
11260 - Pruner		14.95
11270 - Tractor Operator		21.30
11330 - Trail Maintenance Worker		17.02
11360 - Window Cleaner		16.90
12000 - Health Occupations		
12010 - Ambulance Driver		17.99
12011 - Breath Alcohol Technician		25.63
12012 - Certified Occupational Therapist Assistant		35.06
12015 - Certified Physical Therapist Assistant		31.25
12020 - Dental Assistant		22.11
12025 - Dental Hygienist		47.09
12030 - EKG Technician		24.41
12035 - Electroneurodiagnostic Technologist		24.41
12040 - Emergency Medical Technician		17.99
12071 - Licensed Practical Nurse I		22.91
12072 - Licensed Practical Nurse II		25.63
12073 - Licensed Practical Nurse III		28.56
12100 - Medical Assistant		18.71
12130 - Medical Laboratory Technician		25.20
12160 - Medical Record Clerk		21.18
12190 - Medical Record Technician		23.69
12195 - Medical Transcriptionist		19.82
12210 - Nuclear Medicine Technologist		41.67
12221 - Nursing Assistant I		13.46
12222 - Nursing Assistant II		15.15
12223 - Nursing Assistant III		16.52
12224 - Nursing Assistant IV		18.56
12235 - Optical Dispenser		17.78
12236 - Optical Technician		20.12
12250 - Pharmacy Technician		18.43
12280 - Phlebotomist		18.23
12305 - Radiologic Technologist		30.83
12311 - Registered Nurse I		26.68
12312 - Registered Nurse II		32.63
12313 - Registered Nurse II, Specialist		32.63
12314 - Registered Nurse III		39.48
12315 - Registered Nurse III, Anesthetist		39.48
12316 - Registered Nurse IV		47.33
12317 - Scheduler (Drug and Alcohol Testing)		31.74
12320 - Substance Abuse Treatment Counselor		27.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.04
13012 - Exhibits Specialist II		26.07
13013 - Exhibits Specialist III		31.89
13041 - Illustrator I		21.04
13042 - Illustrator II		26.07
13043 - Illustrator III		31.89
13047 - Librarian		28.87
13050 - Library Aide/Clerk		14.27
13054 - Library Information Technology Systems Administrator		26.07
13058 - Library Technician		15.41
13061 - Media Specialist I		18.81
13062 - Media Specialist II		21.04
13063 - Media Specialist III		23.46
13071 - Photographer I		19.75
13072 - Photographer II		22.10
13073 - Photographer III		27.37
13074 - Photographer IV		33.48
13075 - Photographer V		40.51
13090 - Technical Order Library Clerk		17.91
13110 - Video Teleconference Technician		23.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.20
14042 - Computer Operator II		25.95
14043 - Computer Operator III		28.94
14044 - Computer Operator IV		32.15
14045 - Computer Operator V		35.61
14071 - Computer Programmer I	(see 1)	24.72
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		23.20
14160 - Personal Computer Support Technician		32.15
14170 - System Support Specialist		37.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.51
15020 - Aircrew Training Devices Instructor (Rated)		39.34
15030 - Air Crew Training Devices Instructor (Pilot)		47.14
15050 - Computer Based Training Specialist / Instructor		32.51
15060 - Educational Technologist		31.02
15070 - Flight Instructor (Pilot)		47.14
15080 - Graphic Artist		26.49
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.14
15086 - Maintenance Test Pilot, Rotary Wing		47.14
15088 - Non-Maintenance Test/Co-Pilot		47.14
15090 - Technical Instructor		21.78
15095 - Technical Instructor/Course Developer		26.64
15110 - Test Proctor		17.58
15120 - Tutor		17.58
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.01
16030 - Counter Attendant		11.01
16040 - Dry Cleaner		14.03
16070 - Finisher, Flatwork, Machine		11.01
16090 - Presser, Hand		11.01
16110 - Presser, Machine, Drycleaning		11.01
16130 - Presser, Machine, Shirts		11.01
16160 - Presser, Machine, Wearing Apparel, Laundry		11.01
16190 - Sewing Machine Operator		15.05
16220 - Tailor		16.06
16250 - Washer, Machine		12.05
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.55
19040 - Tool And Die Maker		31.08
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.61
21030 - Material Coordinator		25.47
21040 - Material Expediter		25.47
21050 - Material Handling Laborer		17.54
21071 - Order Filler		16.48
21080 - Production Line Worker (Food Processing)		21.61
21110 - Shipping Packer		19.45
21130 - Shipping/Receiving Clerk		19.45
21140 - Store Worker I		14.32
21150 - Stock Clerk		19.11
21210 - Tools And Parts Attendant		21.61
21410 - Warehouse Specialist		21.61
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.39
23019 - Aircraft Logs and Records Technician		25.23
23021 - Aircraft Mechanic I		31.45
23022 - Aircraft Mechanic II		33.39
23023 - Aircraft Mechanic III		35.42
23040 - Aircraft Mechanic Helper		21.12
23050 - Aircraft, Painter		29.36
23060 - Aircraft Servicer		25.23
23070 - Aircraft Survival Flight Equipment Technician		29.36
23080 - Aircraft Worker		27.29
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.29
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		31.45
23110 - Appliance Mechanic		20.32
23120 - Bicycle Repairer		19.71
23125 - Cable Splicer		30.34
23130 - Carpenter, Maintenance		23.13
23140 - Carpet Layer		23.14
23160 - Electrician, Maintenance		29.03
23181 - Electronics Technician Maintenance I		27.50
23182 - Electronics Technician Maintenance II		29.60
23183 - Electronics Technician Maintenance III		31.69
23260 - Fabric Worker		21.48
23290 - Fire Alarm System Mechanic		23.96
23310 - Fire Extinguisher Repairer		19.71
23311 - Fuel Distribution System Mechanic		38.61
23312 - Fuel Distribution System Operator		28.38
23370 - General Maintenance Worker		20.93
23380 - Ground Support Equipment Mechanic		31.45
23381 - Ground Support Equipment Servicer		25.23
23382 - Ground Support Equipment Worker		27.29
23391 - Gunsmith I		19.71
23392 - Gunsmith II		23.26
23393 - Gunsmith III		26.81
23410 - Heating, Ventilation And Air-Conditioning Mechanic		25.40
23411 - Heating, Ventilation And Air Contidioning		

Mechanic (Research Facility)		26.98
23430 - Heavy Equipment Mechanic		28.46
23440 - Heavy Equipment Operator		23.66
23460 - Instrument Mechanic		26.81
23465 - Laboratory/Shelter Mechanic		25.03
23470 - Laborer		17.54
23510 - Locksmith		24.15
23530 - Machinery Maintenance Mechanic		30.51
23550 - Machinist, Maintenance		25.57
23580 - Maintenance Trades Helper		17.17
23591 - Metrology Technician I		26.81
23592 - Metrology Technician II		28.47
23593 - Metrology Technician III		30.20
23640 - Millwright		29.69
23710 - Office Appliance Repairer		22.40
23760 - Painter, Maintenance		20.67
23790 - Pipefitter, Maintenance		30.18
23810 - Plumber, Maintenance		28.18
23820 - Pneudraulic Systems Mechanic		26.81
23850 - Rigger		22.61
23870 - Scale Mechanic		23.26
23890 - Sheet-Metal Worker, Maintenance		24.41
23910 - Small Engine Mechanic		21.05
23931 - Telecommunications Mechanic I		30.27
23932 - Telecommunications Mechanic II		32.15
23950 - Telephone Lineman		28.83
23960 - Welder, Combination, Maintenance		24.90
23965 - Well Driller		26.81
23970 - Woodcraft Worker		26.81
23980 - Woodworker		19.71
24000 - Personal Needs Occupations		
24550 - Case Manager		19.31
24570 - Child Care Attendant		13.08
24580 - Child Care Center Clerk		16.31
24610 - Chore Aide		13.09
24620 - Family Readiness And Support Services Coordinator		19.31
24630 - Homemaker		19.54
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		32.74
25040 - Sewage Plant Operator		22.43
25070 - Stationary Engineer		32.74
25190 - Ventilation Equipment Tender		21.98
25210 - Water Treatment Plant Operator		22.43
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.42
27007 - Baggage Inspector		15.73
27008 - Corrections Officer		21.43
27010 - Court Security Officer		22.83
27030 - Detection Dog Handler		17.60
27040 - Detention Officer		21.43
27070 - Firefighter		26.10
27101 - Guard I		15.73
27102 - Guard II		17.60
27131 - Police Officer I		26.63
27132 - Police Officer II		29.60
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.69
28042 - Carnival Equipment Repairer		16.15
28043 - Carnival Worker		10.41
28210 - Gate Attendant/Gate Tender		20.36
28310 - Lifeguard		11.48
28350 - Park Attendant (Aide)		22.77
28510 - Recreation Aide/Health Facility Attendant		16.62
28515 - Recreation Specialist		28.21
28630 - Sports Official		18.14
28690 - Swimming Pool Operator		19.07
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		31.24
29020 - Hatch Tender		31.24
29030 - Line Handler		31.24
29041 - Stevedore I		28.83
29042 - Stevedore II		33.62
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		20.57
30022 - Archeological Technician II		23.01
30023 - Archeological Technician III		28.50
30030 - Cartographic Technician		28.50
30040 - Civil Engineering Technician		29.54
30051 - Cryogenic Technician I		31.57
30052 - Cryogenic Technician II		34.86
30061 - Drafter/CAD Operator I		20.57
30062 - Drafter/CAD Operator II		23.01
30063 - Drafter/CAD Operator III		25.65
30064 - Drafter/CAD Operator IV		31.57
30081 - Engineering Technician I		17.80

30082 - Engineering Technician II		19.98
30083 - Engineering Technician III		22.35
30084 - Engineering Technician IV		27.69
30085 - Engineering Technician V		33.86
30086 - Engineering Technician VI		40.97
30090 - Environmental Technician		22.77
30095 - Evidence Control Specialist		28.50
30210 - Laboratory Technician		30.54
30221 - Latent Fingerprint Technician I		31.57
30222 - Latent Fingerprint Technician II		34.86
30240 - Mathematical Technician		31.28
30361 - Paralegal/Legal Assistant I		19.49
30362 - Paralegal/Legal Assistant II		24.14
30363 - Paralegal/Legal Assistant III		29.52
30364 - Paralegal/Legal Assistant IV		35.72
30375 - Petroleum Supply Specialist		34.86
30390 - Photo-Optics Technician		28.50
30395 - Radiation Control Technician		34.86
30461 - Technical Writer I		25.86
30462 - Technical Writer II		31.63
30463 - Technical Writer III		38.27
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		31.57
30502 - Weather Forecaster II		38.40
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.65
30621 - Weather Observer, Senior	(see 2)	28.50
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		14.01
31030 - Bus Driver		20.99
31043 - Driver Courier		16.90
31260 - Parking and Lot Attendant		12.86
31290 - Shuttle Bus Driver		15.89
31310 - Taxi Driver		13.26
31361 - Truckdriver, Light		18.58
31362 - Truckdriver, Medium		20.24
31363 - Truckdriver, Heavy		27.03
31364 - Truckdriver, Tractor-Trailer		27.03
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.50
99050 - Desk Clerk		13.36
99095 - Embalmer		27.69
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		14.61
99252 - Laboratory Animal Caretaker II		16.06
99260 - Marketing Analyst		32.81
99310 - Mortician		27.69
99410 - Pest Controller		17.73
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		20.91
99711 - Recycling Specialist		26.16
99730 - Refuse Collector		18.37
99810 - Sales Clerk		14.42
99820 - School Crossing Guard		10.93
99830 - Survey Party Chief		29.92
99831 - Surveying Aide		17.77
99832 - Surveying Technician		28.11
99840 - Vending Machine Attendant		17.57
99841 - Vending Machine Repairer		22.72
99842 - Vending Machine Repairer Helper		17.57

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))."""