

Standard Wage Determinants

From 2015-4929 to 2015-5019

March 24, 2022

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Standard Wage Determination No.: 2015-4929

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4929  
Revision No.: 17  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Wisconsin

Area: Wisconsin Counties of Barron Buffalo Clark Crawford Dunn Jackson  
Juneau Monroe Pepin Trempealeau Vernon

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.56
01013 - Accounting Clerk III		17.40
01020 - Administrative Assistant		24.72
01035 - Court Reporter		17.28
01041 - Customer Service Representative I		14.35
01042 - Customer Service Representative II		15.66

01043 - Customer Service Representative III	17.59
01051 - Data Entry Operator I	15.38
01052 - Data Entry Operator II	16.78
01060 - Dispatcher Motor Vehicle	20.75
01070 - Document Preparation Clerk	14.93
01090 - Duplicating Machine Operator	14.93
01111 - General Clerk I	14.45
01112 - General Clerk II	15.77
01113 - General Clerk III	17.71
01120 - Housing Referral Assistant	19.26
01141 - Messenger Courier	12.44
01191 - Order Clerk I	14.90
01192 - Order Clerk II	16.26
01261 - Personnel Assistant (Employment) I	16.51
01262 - Personnel Assistant (Employment) II	18.46
01263 - Personnel Assistant (Employment) III	20.58
01270 - Production Control Clerk	21.92
01290 - Rental Clerk	16.37
01300 - Scheduler Maintenance	15.45
01311 - Secretary I	15.45
01312 - Secretary II	17.28
01313 - Secretary III	19.26
01320 - Service Order Dispatcher	18.56
01410 - Supply Technician	24.72
01420 - Survey Worker	17.24
01460 - Switchboard Operator/Receptionist	15.80
01531 - Travel Clerk I	15.10
01532 - Travel Clerk II	16.24
01533 - Travel Clerk III	17.43
01611 - Word Processor I	13.76
01612 - Word Processor II	15.45
01613 - Word Processor III	17.28
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	18.21
<b>Fiberglass</b>	
05010 - Automotive Electrician	18.28
05040 - Automotive Glass Installer	17.51
05070 - Automotive Worker	16.48
05110 - Mobile Equipment Servicer	15.77
05130 - Motor Equipment Metal	19.26
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	17.51
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	15.20

05250 - Motor Vehicle Upholstery Worker	16.73
05280 - Motor Vehicle Wrecker	17.51
05310 - Painter Automotive	18.28
05340 - Radiator Repair Specialist	17.51
05370 - Tire Repairer	16.62
05400 - Transmission Repair Specialist	19.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.41
07041 - Cook I	14.95
07042 - Cook II	16.81
07070 - Dishwasher	9.28
07130 - Food Service Worker	11.77
07210 - Meat Cutter	18.69
07260 - Waiter/Waitress	8.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.87
09040 - Furniture Handler	14.24
09080 - Furniture Refinisher	20.88
09090 - Furniture Refinisher Helper	16.50
09110 - Furniture Repairer Minor	18.72
09130 - Upholsterer	21.95
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.53
11060 - Elevator Operator	14.53
11090 - Gardener	17.35
11122 - Housekeeping Aide	14.81
11150 - Janitor	14.81
11210 - Laborer Grounds Maintenance	14.03
11240 - Maid or Houseman	11.50
11260 - Pruner	12.93
11270 - Tractor Operator	16.26
11330 - Trail Maintenance Worker	14.03
11360 - Window Cleaner	16.07
12000 - Health Occupations	
12010 - Ambulance Driver	14.94
12011 - Breath Alcohol Technician	20.41
12012 - Certified Occupational Therapist Assistant	28.78
12015 - Certified Physical Therapist Assistant	26.13
12020 - Dental Assistant	19.05
12025 - Dental Hygienist	35.85
12030 - EKG Technician	30.23
12035 - Electroneurodiagnostic Technologist	30.23

12040 - Emergency Medical Technician	14.94
12071 - Licensed Practical Nurse I	18.25
12072 - Licensed Practical Nurse II	20.41
12073 - Licensed Practical Nurse III	22.75
12100 - Medical Assistant	18.25
12130 - Medical Laboratory Technician	25.89
<b>Technician</b>	
12160 - Medical Record Clerk	18.19
12190 - Medical Record Technician	20.56
12195 - Medical Transcriptionist	20.74
12210 - Nuclear Medicine Technologist	44.86
<b>Technologist</b>	
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.88
12223 - Nursing Assistant III	14.05
12224 - Nursing Assistant IV	15.77
12235 - Optical Dispenser	17.29
12236 - Optical Technician	18.25
12250 - Pharmacy Technician	17.22
12280 - Phlebotomist	17.43
12305 - Radiologic Technologist	29.08
12311 - Registered Nurse I	24.49
12312 - Registered Nurse II	29.96
12313 - Registered Nurse II	29.96
<b>Specialist</b>	
12314 - Registered Nurse III	36.24
12315 - Registered Nurse III	36.24
<b>Anesthetist</b>	
12316 - Registered Nurse IV	42.05
12317 - Scheduler (Drug and Alcohol Testing)	25.29
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	27.19
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	16.66
13012 - Exhibits Specialist II	20.65
13013 - Exhibits Specialist III	25.26
13041 - Illustrator I	16.66
13042 - Illustrator II	20.65
13043 - Illustrator III	25.26
13047 - Librarian	23.03
13050 - Library Aide/Clerk	12.85
13054 - Library Information Technology Systems Administrator	20.65
<b>Technology Systems Administrator</b>	
13058 - Library Technician	15.04
13061 - Media Specialist I	14.90
13062 - Media Specialist II	16.66
13063 - Media Specialist III	18.58

13071 - Photographer I	14.95
13072 - Photographer II	16.73
13073 - Photographer III	20.72
13074 - Photographer IV	25.35
13075 - Photographer V	30.67
13090 - Technical Order Library	16.90
<b>Clerk</b>	
13110 - Video Teleconference	19.98
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	16.10
14042 - Computer Operator II	18.01
14043 - Computer Operator III	20.19
14044 - Computer Operator IV	22.47
14045 - Computer Operator V	26.03
14071 - Computer Programmer I	(see 1) 19.48
14072 - Computer Programmer II	(see 1) 24.16
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	16.10
<b>Operator</b>	
14160 - Personal Computer Support	22.47
<b>Technician</b>	
14170 - System Support Specialist	28.27
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.88
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	36.16
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	43.33
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	29.88
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	31.22
15070 - Flight Instructor (Pilot)	43.33
15080 - Graphic Artist	22.32
15085 - Maintenance Test Pilot Fixed	43.33
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	43.33
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	43.33
<b>Pilot</b>	
15090 - Technical Instructor	20.18
15095 - Technical Instructor/Course	24.69
<b>Developer</b>	
15110 - Test Proctor	16.29

15120 - Tutor	16.29
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	13.22
16030 - Counter Attendant	13.22
16040 - Dry Cleaner	15.65
16070 - Finisher Flatwork Machine	13.22
16090 - Presser Hand	13.22
16110 - Presser Machine Drycleaning	13.22
16130 - Presser Machine Shirts	13.22
16160 - Presser Machine Wearing	13.22
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	16.57
16220 - Tailor	17.51
16250 - Washer Machine	13.89
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	20.85
19040 - Tool And Die Maker	24.83
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	20.84
21030 - Material Coordinator	21.92
21040 - Material Expediter	21.92
21050 - Material Handling Laborer	16.43
21071 - Order Filler	15.84
21080 - Production Line Worker (Food Processing)	20.84
21110 - Shipping Packer	18.08
21130 - Shipping/Receiving Clerk	18.08
21140 - Store Worker I	15.27
21150 - Stock Clerk	19.55
21210 - Tools And Parts Attendant	20.84
21410 - Warehouse Specialist	20.84
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	28.54
23019 - Aircraft Logs and Records	23.35
<b>Technician</b>	
23021 - Aircraft Mechanic I	27.32
23022 - Aircraft Mechanic II	28.54
23023 - Aircraft Mechanic III	29.80
23040 - Aircraft Mechanic Helper	20.57
23050 - Aircraft Painter	26.05
23060 - Aircraft Servicer	23.35
23070 - Aircraft Survival Flight	26.05
<b>Equipment Technician</b>	
23080 - Aircraft Worker	24.72



23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.32
23110 - Appliance Mechanic	25.29
23120 - Bicycle Repairer	21.34
23125 - Cable Splicer	43.92
23130 - Carpenter Maintenance	24.29
23140 - Carpet Layer	24.72
23160 - Electrician Maintenance	26.77
23181 - Electronics Technician Maintenance I	24.72
23182 - Electronics Technician Maintenance II	26.05
23183 - Electronics Technician Maintenance III	27.32
23260 - Fabric Worker	23.35
23290 - Fire Alarm System Mechanic	27.32
23310 - Fire Extinguisher Repairer	21.96
23311 - Fuel Distribution System Mechanic	30.81
23312 - Fuel Distribution System Operator	24.87
23370 - General Maintenance Worker	21.25
23380 - Ground Support Equipment Mechanic	27.32
23381 - Ground Support Equipment Servicer	23.35
23382 - Ground Support Equipment Worker	24.72
23391 - Gunsmith I	21.96
23392 - Gunsmith II	24.72
23393 - Gunsmith III	27.32
23410 - Heating Ventilation And Air- Conditioning Mechanic	21.31
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.34
23430 - Heavy Equipment Mechanic	24.74
23440 - Heavy Equipment Operator	28.42
23460 - Instrument Mechanic	27.32
23465 - Laboratory/Shelter Mechanic	26.05
23470 - Laborer	16.43
23510 - Locksmith	26.05
23530 - Machinery Maintenance Mechanic	25.63
23550 - Machinist Maintenance	19.84

23580 - Maintenance Trades Helper	15.41
23591 - Metrology Technician I	27.32
23592 - Metrology Technician II	28.54
23593 - Metrology Technician III	29.80
23640 - Millwright	27.32
23710 - Office Appliance Repairer	24.32
23760 - Painter Maintenance	21.15
23790 - Pipefitter Maintenance	30.64
23810 - Plumber Maintenance	29.21
23820 - Pneudraulic Systems Mechanic	27.32
23850 - Rigger	27.32
23870 - Scale Mechanic	24.72
23890 - Sheet-Metal Worker	24.78
<b>Maintenance</b>	
23910 - Small Engine Mechanic	16.78
23931 - Telecommunications Mechanic	26.73
<b>I</b>	
23932 - Telecommunications Mechanic	27.92
<b>II</b>	
23950 - Telephone Lineman	27.32
23960 - Welder Combination	20.25
<b>Maintenance</b>	
23965 - Well Driller	27.32
23970 - Woodcraft Worker	27.32
23980 - Woodworker	21.96
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	20.91
24570 - Child Care Attendant	12.28
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	12.56
24620 - Family Readiness And Support	20.91
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	20.91
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	27.32
25040 - Sewage Plant Operator	26.56
25070 - Stationary Engineer	27.32
25190 - Ventilation Equipment Tender	20.57
25210 - Water Treatment Plant	26.56
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	21.89
27007 - Baggage Inspector	16.18
27008 - Corrections Officer	21.10
27010 - Court Security Officer	19.62
27030 - Detection Dog Handler	18.09
27040 - Detention Officer	21.10
27070 - Firefighter	17.50

27101 - Guard I	16.18
27102 - Guard II	18.09
27131 - Police Officer I	22.51
27132 - Police Officer II	25.01
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	14.37
28042 - Carnival Equipment Repairer	15.34
28043 - Carnival Worker	11.43
28210 - Gate Attendant/Gate Tender	15.89
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	17.76
28510 - Recreation Aide/Health	12.96
<b>Facility Attendant</b>	
28515 - Recreation Specialist	22.01
28630 - Sports Official	14.14
28690 - Swimming Pool Operator	17.25
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	24.72
29020 - Hatch Tender	24.72
29030 - Line Handler	24.72
29041 - Stevedore I	23.35
29042 - Stevedore II	26.05
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control	(see 2) 40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control	(see 2) 27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	16.60
30022 - Archeological Technician II	18.56
30023 - Archeological Technician III	23.15
30030 - Cartographic Technician	23.15
30040 - Civil Engineering Technician	24.07
30051 - Cryogenic Technician I	25.47
30052 - Cryogenic Technician II	28.13
30061 - Drafter/CAD Operator I	16.60
30062 - Drafter/CAD Operator II	18.56
30063 - Drafter/CAD Operator III	20.84
30064 - Drafter/CAD Operator IV	25.64
30081 - Engineering Technician I	16.11
30082 - Engineering Technician II	18.10
30083 - Engineering Technician III	20.24
30084 - Engineering Technician IV	25.07
30085 - Engineering Technician V	30.67
30086 - Engineering Technician VI	37.12
30090 - Environmental Technician	25.43
30095 - Evidence Control Specialist	23.00
30210 - Laboratory Technician	19.55

30221 - Latent Fingerprint Technician I	25.47
30222 - Latent Fingerprint Technician II	28.13
30240 - Mathematical Technician	23.15
30361 - Paralegal/Legal Assistant I	19.58
30362 - Paralegal/Legal Assistant II	24.25
30363 - Paralegal/Legal Assistant III	29.66
30364 - Paralegal/Legal Assistant IV	35.89
30375 - Petroleum Supply Specialist	28.13
30390 - Photo-Optics Technician	23.15
30395 - Radiation Control Technician	28.13
30461 - Technical Writer I	23.15
30462 - Technical Writer II	28.32
30463 - Technical Writer III	34.26
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	25.64
30502 - Weather Forecaster II	31.19
30620 - Weather Observer Combined (see 2)	20.84
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	23.15
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.11
31030 - Bus Driver	20.40
31043 - Driver Courier	14.98
31260 - Parking and Lot Attendant	14.30
31290 - Shuttle Bus Driver	15.99
31310 - Taxi Driver	13.08
31361 - Truckdriver Light	15.99
31362 - Truckdriver Medium	17.00
31363 - Truckdriver Heavy	22.37
31364 - Truckdriver Tractor-Trailer	22.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.76
99050 - Desk Clerk	11.17
99095 - Embalmer	34.95

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	12.13
<b>I</b>	
99252 - Laboratory Animal Caretaker	12.95
<b>II</b>	
99260 - Marketing Analyst	24.60
99310 - Mortician	34.95
99410 - Pest Controller	23.78
99510 - Photofinishing Worker	13.88
99710 - Recycling Laborer	20.56
99711 - Recycling Specialist	23.82
99730 - Refuse Collector	18.95
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	16.67
99830 - Survey Party Chief	26.89
99831 - Surveying Aide	15.72
99832 - Surveying Technician	20.64
99840 - Vending Machine Attendant	20.95
99841 - Vending Machine Repairer	25.16
99842 - Vending Machine Repairer	20.95
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 8 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).



Standard Wage Determination No.: 2015-4931

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4931  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Wisconsin

Area: Wisconsin Counties of Ashland Bayfield Burnett Iron Price Rusk Sawyer Taylor Washburn

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.79
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		18.56
01020 - Administrative Assistant		26.28
01035 - Court Reporter		18.57
01041 - Customer Service Representative I		13.52
01042 - Customer Service Representative II		15.22

01043 - Customer Service Representative III	16.60
01051 - Data Entry Operator I	14.58
01052 - Data Entry Operator II	15.91
01060 - Dispatcher Motor Vehicle	19.01
01070 - Document Preparation Clerk	14.79
01090 - Duplicating Machine Operator	14.79
01111 - General Clerk I	13.27
01112 - General Clerk II	14.48
01113 - General Clerk III	16.27
01120 - Housing Referral Assistant	20.70
01141 - Messenger Courier	12.25
01191 - Order Clerk I	14.65
01192 - Order Clerk II	15.98
01261 - Personnel Assistant (Employment) I	16.42
01262 - Personnel Assistant (Employment) II	18.38
01263 - Personnel Assistant (Employment) III	20.48
01270 - Production Control Clerk	21.13
01290 - Rental Clerk	14.42
01300 - Scheduler Maintenance	16.61
01311 - Secretary I	16.61
01312 - Secretary II	18.57
01313 - Secretary III	20.70
01320 - Service Order Dispatcher	16.27
01410 - Supply Technician	26.28
01420 - Survey Worker	18.14
01460 - Switchboard Operator/Receptionist	14.00
01531 - Travel Clerk I	15.10
01532 - Travel Clerk II	16.24
01533 - Travel Clerk III	17.43
01611 - Word Processor I	14.79
01612 - Word Processor II	16.61
01613 - Word Processor III	18.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.95
<b>Fiberglass</b>	
05010 - Automotive Electrician	19.74
05040 - Automotive Glass Installer	18.84
05070 - Automotive Worker	18.84
05110 - Mobile Equipment Servicer	16.97
05130 - Motor Equipment Metal	20.57
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	18.84
05190 - Motor Vehicle Mechanic	20.57
05220 - Motor Vehicle Mechanic Helper	16.00

05250 - Motor Vehicle Upholstery Worker	17.92
05280 - Motor Vehicle Wrecker	18.84
05310 - Painter Automotive	19.74
05340 - Radiator Repair Specialist	18.84
05370 - Tire Repairer	15.26
05400 - Transmission Repair Specialist	20.57
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.86
07041 - Cook I	13.69
07042 - Cook II	15.20
07070 - Dishwasher	9.21
07130 - Food Service Worker	10.69
07210 - Meat Cutter	19.46
07260 - Waiter/Waitress	9.73
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.84
09040 - Furniture Handler	12.55
09080 - Furniture Refinisher	17.84
09090 - Furniture Refinisher Helper	14.60
09110 - Furniture Repairer Minor	16.01
09130 - Upholsterer	17.84
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.64
11060 - Elevator Operator	13.64
11090 - Gardener	17.33
11122 - Housekeeping Aide	13.36
11150 - Janitor	13.36
11210 - Laborer Grounds Maintenance	14.34
11240 - Maid or Houseman	12.29
11260 - Pruner	13.32
11270 - Tractor Operator	16.34
11330 - Trail Maintenance Worker	14.34
11360 - Window Cleaner	14.38
12000 - Health Occupations	
12010 - Ambulance Driver	17.25
12011 - Breath Alcohol Technician	19.87
12012 - Certified Occupational Therapist Assistant	27.26
12015 - Certified Physical Therapist Assistant	26.68
12020 - Dental Assistant	18.68
12025 - Dental Hygienist	33.89
12030 - EKG Technician	30.12
12035 - Electroneurodiagnostic Technologist	30.12

12040 - Emergency Medical Technician	17.25
12071 - Licensed Practical Nurse I	17.77
12072 - Licensed Practical Nurse II	19.87
12073 - Licensed Practical Nurse III	22.15
12100 - Medical Assistant	17.01
12130 - Medical Laboratory Technician	27.27
<b>Technician</b>	
12160 - Medical Record Clerk	16.68
12190 - Medical Record Technician	18.65
12195 - Medical Transcriptionist	17.77
12210 - Nuclear Medicine	43.67
<b>Technologist</b>	
12221 - Nursing Assistant I	12.19
12222 - Nursing Assistant II	13.70
12223 - Nursing Assistant III	14.95
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	19.87
12236 - Optical Technician	17.77
12250 - Pharmacy Technician	17.26
12280 - Phlebotomist	17.77
12305 - Radiologic Technologist	29.66
12311 - Registered Nurse I	25.14
12312 - Registered Nurse II	29.52
12313 - Registered Nurse II	29.52
<b>Specialist</b>	
12314 - Registered Nurse III	35.72
12315 - Registered Nurse III	35.72
<b>Anesthetist</b>	
12316 - Registered Nurse IV	42.81
12317 - Scheduler (Drug and Alcohol Testing)	24.62
<b>Testing)</b>	
12320 - Substance Abuse Treatment	26.85
<b>Counselor</b>	
13000 - Information And Arts	
<b>Occupations</b>	
13011 - Exhibits Specialist I	18.34
13012 - Exhibits Specialist II	22.71
13013 - Exhibits Specialist III	27.79
13041 - Illustrator I	18.34
13042 - Illustrator II	22.71
13043 - Illustrator III	27.79
13047 - Librarian	25.16
13050 - Library Aide/Clerk	13.12
13054 - Library Information	22.71
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	16.20
13061 - Media Specialist I	16.59
13062 - Media Specialist II	18.34
13063 - Media Specialist III	20.44

13071 - Photographer I	16.40
13072 - Photographer II	18.34
13073 - Photographer III	22.71
13074 - Photographer IV	27.79
13075 - Photographer V	33.62
13090 - Technical Order Library	16.48
<b>Clerk</b>	
13110 - Video Teleconference	16.40
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	17.05
14042 - Computer Operator II	19.07
14043 - Computer Operator III	21.25
14044 - Computer Operator IV	23.62
14045 - Computer Operator V	26.16
14071 - Computer Programmer I	(see 1) 19.03
14072 - Computer Programmer II	(see 1) 22.53
14073 - Computer Programmer III	(see 1) 27.51
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	17.05
<b>Operator</b>	
14160 - Personal Computer Support	25.73
<b>Technician</b>	
14170 - System Support Specialist	26.16
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.96
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	35.04
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	40.83
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	28.96
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	32.02
15070 - Flight Instructor (Pilot)	40.83
15080 - Graphic Artist	20.52
15085 - Maintenance Test Pilot Fixed	40.83
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	40.83
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	40.83
<b>Pilot</b>	
15090 - Technical Instructor	19.74
15095 - Technical Instructor/Course	24.15
<b>Developer</b>	
15110 - Test Proctor	15.93

15120 - Tutor	15.93
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	13.22
16030 - Counter Attendant	13.22
16040 - Dry Cleaner	15.65
16070 - Finisher Flatwork Machine	13.22
16090 - Presser Hand	13.22
16110 - Presser Machine Drycleaning	13.22
16130 - Presser Machine Shirts	13.22
16160 - Presser Machine Wearing	13.22
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	16.57
16220 - Tailor	17.51
16250 - Washer Machine	13.89
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	22.95
19040 - Tool And Die Maker	26.85
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	18.89
21030 - Material Coordinator	21.13
21040 - Material Expediter	21.13
21050 - Material Handling Laborer	16.00
21071 - Order Filler	12.40
21080 - Production Line Worker (Food Processing)	18.89
21110 - Shipping Packer	17.02
21130 - Shipping/Receiving Clerk	17.02
21140 - Store Worker I	16.09
21150 - Stock Clerk	20.00
21210 - Tools And Parts Attendant	18.89
21410 - Warehouse Specialist	18.89
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	26.86
23019 - Aircraft Logs and Records Technician	22.50
23021 - Aircraft Mechanic I	25.83
23022 - Aircraft Mechanic II	26.86
23023 - Aircraft Mechanic III	27.93
23040 - Aircraft Mechanic Helper	20.70
23050 - Aircraft Painter	24.78
23060 - Aircraft Servicer	22.50
23070 - Aircraft Survival Flight Equipment Technician	24.78
23080 - Aircraft Worker	23.65

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.83
23110 - Appliance Mechanic	24.98
23120 - Bicycle Repairer	21.31
23125 - Cable Splicer	39.49
23130 - Carpenter Maintenance	23.63
23140 - Carpet Layer	23.65
23160 - Electrician Maintenance	28.62
23181 - Electronics Technician Maintenance I	26.05
23182 - Electronics Technician Maintenance II	26.81
23183 - Electronics Technician Maintenance III	27.67
23260 - Fabric Worker	22.50
23290 - Fire Alarm System Mechanic	25.83
23310 - Fire Extinguisher Repairer	21.31
23311 - Fuel Distribution System Mechanic	25.83
23312 - Fuel Distribution System Operator	21.31
23370 - General Maintenance Worker	19.22
23380 - Ground Support Equipment Mechanic	25.83
23381 - Ground Support Equipment Servicer	22.50
23382 - Ground Support Equipment Worker	23.65
23391 - Gunsmith I	21.31
23392 - Gunsmith II	23.65
23393 - Gunsmith III	25.83
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.14
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.34
23430 - Heavy Equipment Mechanic	25.83
23440 - Heavy Equipment Operator	24.61
23460 - Instrument Mechanic	25.83
23465 - Laboratory/Shelter Mechanic	24.78
23470 - Laborer	16.00
23510 - Locksmith	24.78
23530 - Machinery Maintenance Mechanic	23.86
23550 - Machinist Maintenance	21.37

23580 - Maintenance Trades Helper	20.09
23591 - Metrology Technician I	25.83
23592 - Metrology Technician II	26.86
23593 - Metrology Technician III	27.93
23640 - Millwright	28.44
23710 - Office Appliance Repairer	24.78
23760 - Painter Maintenance	24.45
23790 - Pipefitter Maintenance	30.96
23810 - Plumber Maintenance	28.90
23820 - Pneudraulic Systems Mechanic	25.83
23850 - Rigger	25.83
23870 - Scale Mechanic	23.65
23890 - Sheet-Metal Worker	26.47
<b>Maintenance</b>	
23910 - Small Engine Mechanic	19.67
23931 - Telecommunications Mechanic	27.81
<b>I</b>	
23932 - Telecommunications Mechanic	28.92
<b>II</b>	
23950 - Telephone Lineman	25.83
23960 - Welder Combination	20.93
<b>Maintenance</b>	
23965 - Well Driller	25.48
23970 - Woodcraft Worker	25.83
23980 - Woodworker	21.31
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	20.31
24570 - Child Care Attendant	12.32
24580 - Child Care Center Clerk	15.35
24610 - Chore Aide	11.67
24620 - Family Readiness And Support	20.31
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	20.31
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	25.83
25040 - Sewage Plant Operator	23.40
25070 - Stationary Engineer	25.83
25190 - Ventilation Equipment Tender	20.09
25210 - Water Treatment Plant	23.40
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	13.05
27008 - Corrections Officer	22.33
27010 - Court Security Officer	20.42
27030 - Detection Dog Handler	14.85
27040 - Detention Officer	22.33
27070 - Firefighter	16.27



27101 - Guard I	13.05
27102 - Guard II	14.85
27131 - Police Officer I	24.36
27132 - Police Officer II	27.08
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	13.68
28042 - Carnival Equipment Repairer	14.28
28043 - Carnival Worker	11.17
28210 - Gate Attendant/Gate Tender	13.80
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.43
28510 - Recreation Aide/Health	11.27
<b>Facility Attendant</b>	
28515 - Recreation Specialist	18.93
28630 - Sports Official	12.30
28690 - Swimming Pool Operator	17.78
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	23.65
29020 - Hatch Tender	23.65
29030 - Line Handler	23.65
29041 - Stevedore I	22.50
29042 - Stevedore II	24.78
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control	(see 2) 40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control	(see 2) 27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	16.56
30022 - Archeological Technician II	18.65
30023 - Archeological Technician III	23.01
30030 - Cartographic Technician	22.89
30040 - Civil Engineering Technician	27.78
30051 - Cryogenic Technician I	21.59
30052 - Cryogenic Technician II	23.85
30061 - Drafter/CAD Operator I	16.51
30062 - Drafter/CAD Operator II	18.62
30063 - Drafter/CAD Operator III	20.60
30064 - Drafter/CAD Operator IV	25.34
30081 - Engineering Technician I	14.97
30082 - Engineering Technician II	16.80
30083 - Engineering Technician III	18.79
30084 - Engineering Technician IV	23.28
30085 - Engineering Technician V	28.48
30086 - Engineering Technician VI	34.46
30090 - Environmental Technician	21.39
30095 - Evidence Control Specialist	19.49
30210 - Laboratory Technician	21.32

30221 - Latent Fingerprint Technician I	21.59
30222 - Latent Fingerprint Technician II	23.85
30240 - Mathematical Technician	22.89
30361 - Paralegal/Legal Assistant I	19.42
30362 - Paralegal/Legal Assistant II	24.05
30363 - Paralegal/Legal Assistant III	29.53
30364 - Paralegal/Legal Assistant IV	35.72
30375 - Petroleum Supply Specialist	23.85
30390 - Photo-Optics Technician	22.89
30395 - Radiation Control Technician	23.85
30461 - Technical Writer I	21.42
30462 - Technical Writer II	26.19
30463 - Technical Writer III	31.70
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	25.32
30502 - Weather Forecaster II	30.80
30620 - Weather Observer Combined (see 2)	20.60
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	22.89
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.40
31030 - Bus Driver	19.73
31043 - Driver Courier	14.34
31260 - Parking and Lot Attendant	14.31
31290 - Shuttle Bus Driver	15.42
31310 - Taxi Driver	15.77
31361 - Truckdriver Light	15.38
31362 - Truckdriver Medium	15.99
31363 - Truckdriver Heavy	21.51
31364 - Truckdriver Tractor-Trailer	21.51
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.44
99050 - Desk Clerk	12.99
99095 - Embalmer	31.81

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.80
<b>I</b>	
99252 - Laboratory Animal Caretaker	17.81
<b>II</b>	
99260 - Marketing Analyst	23.24
99310 - Mortician	31.81
99410 - Pest Controller	23.84
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.49
99711 - Recycling Specialist	19.77
99730 - Refuse Collector	16.51
99810 - Sales Clerk	12.33
99820 - School Crossing Guard	17.36
99830 - Survey Party Chief	22.95
99831 - Surveying Aide	15.42
99832 - Surveying Technician	20.16
99840 - Vending Machine Attendant	21.29
99841 - Vending Machine Repairer	25.06
99842 - Vending Machine Repairer	21.29
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4935

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4935  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Illinois

Area: Illinois County of Lake

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		29.91
01035 - Court Reporter		24.51
01041 - Customer Service Representative I		15.35
01042 - Customer Service Representative II		17.26

01043 - Customer Service Representative III	18.83
01051 - Data Entry Operator I	17.39
01052 - Data Entry Operator II	18.98
01060 - Dispatcher Motor Vehicle	23.42
01070 - Document Preparation Clerk	18.54
01090 - Duplicating Machine Operator	18.54
01111 - General Clerk I	14.39
01112 - General Clerk II	15.70
01113 - General Clerk III	17.64
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	13.74
01191 - Order Clerk I	16.00
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	24.79
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	29.91
01420 - Survey Worker	19.19
01460 - Switchboard Operator/Receptionist	15.24
01531 - Travel Clerk I	18.51
01532 - Travel Clerk II	20.01
01533 - Travel Clerk III	21.66
01611 - Word Processor I	17.47
01612 - Word Processor II	19.61
01613 - Word Processor III	21.94
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.69
<b>Fiberglass</b>	
05010 - Automotive Electrician	24.16
05040 - Automotive Glass Installer	23.05
05070 - Automotive Worker	23.05
05110 - Mobile Equipment Servicer	20.85
05130 - Motor Equipment Metal	27.79
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	23.05
05190 - Motor Vehicle Mechanic	27.79
05220 - Motor Vehicle Mechanic Helper	19.73



05250 - Motor Vehicle Upholstery Worker	21.96
05280 - Motor Vehicle Wrecker	23.09
05310 - Painter Automotive	24.16
05340 - Radiator Repair Specialist	23.05
05370 - Tire Repairer	15.92
05400 - Transmission Repair Specialist	27.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.76
07041 - Cook I	14.29
07042 - Cook II	16.13
07070 - Dishwasher	12.63
07130 - Food Service Worker	13.54
07210 - Meat Cutter	16.51
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.06
09040 - Furniture Handler	14.52
09080 - Furniture Refinisher	20.06
09090 - Furniture Refinisher Helper	16.37
09110 - Furniture Repairer Minor	18.23
09130 - Upholsterer	20.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.77
11060 - Elevator Operator	14.91
11090 - Gardener	20.62
11122 - Housekeeping Aide	14.91
11150 - Janitor	14.91
11210 - Laborer Grounds Maintenance	16.39
11240 - Maid or Houseman	13.33
11260 - Pruner	15.01
11270 - Tractor Operator	19.26
11330 - Trail Maintenance Worker	16.39
11360 - Window Cleaner	16.28
12000 - Health Occupations	
12010 - Ambulance Driver	19.13
12011 - Breath Alcohol Technician	24.98
12012 - Certified Occupational Therapist Assistant	31.95
12015 - Certified Physical Therapist Assistant	30.38
12020 - Dental Assistant	20.22
12025 - Dental Hygienist	37.56
12030 - EKG Technician	29.30
12035 - Electroneurodiagnostic Technologist	29.30

12040 - Emergency Medical Technician	19.13
12071 - Licensed Practical Nurse I	22.34
12072 - Licensed Practical Nurse II	24.98
12073 - Licensed Practical Nurse III	27.84
12100 - Medical Assistant	18.04
12130 - Medical Laboratory Technician	27.14
<b>Technician</b>	
12160 - Medical Record Clerk	20.77
12190 - Medical Record Technician	23.27
12195 - Medical Transcriptionist	20.26
12210 - Nuclear Medicine Technologist	42.13
<b>Technologist</b>	
12221 - Nursing Assistant I	12.35
12222 - Nursing Assistant II	13.88
12223 - Nursing Assistant III	15.15
12224 - Nursing Assistant IV	17.01
12235 - Optical Dispenser	17.15
12236 - Optical Technician	17.52
12250 - Pharmacy Technician	16.06
12280 - Phlebotomist	17.63
12305 - Radiologic Technologist	32.88
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II	32.57
<b>Specialist</b>	
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III	38.43
<b>Anesthetist</b>	
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol Testing)	30.94
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	21.15
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	21.92
13012 - Exhibits Specialist II	27.16
13013 - Exhibits Specialist III	33.22
13041 - Illustrator I	21.63
13042 - Illustrator II	26.80
13043 - Illustrator III	32.77
13047 - Librarian	35.08
13050 - Library Aide/Clerk	14.14
13054 - Library Information Technology Systems Administrator	29.01
<b>Technology Systems Administrator</b>	
13058 - Library Technician	17.38
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39

13071 - Photographer I	18.68
13072 - Photographer II	20.89
13073 - Photographer III	25.88
13074 - Photographer IV	31.66
13075 - Photographer V	38.31
13090 - Technical Order Library	16.99
<b>Clerk</b>	
13110 - Video Teleconference	21.65
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	19.92
14042 - Computer Operator II	22.28
14043 - Computer Operator III	24.84
14044 - Computer Operator IV	27.60
14045 - Computer Operator V	30.57
14071 - Computer Programmer I	(see 1) 26.76
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	19.92
<b>Operator</b>	
14160 - Personal Computer Support	27.60
<b>Technician</b>	
14170 - System Support Specialist	30.80
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	36.22
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	41.82
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	46.94
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	36.22
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	38.58
15070 - Flight Instructor (Pilot)	46.94
15080 - Graphic Artist	27.69
15085 - Maintenance Test Pilot Fixed	44.17
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	44.17
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	44.17
<b>Pilot</b>	
15090 - Technical Instructor	27.45
15095 - Technical Instructor/Course	32.88
<b>Developer</b>	
15110 - Test Proctor	21.70

15120 - Tutor	21.70
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	23.40
19040 - Tool And Die Maker	28.57
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	18.38
21030 - Material Coordinator	24.79
21040 - Material Expediter	24.79
21050 - Material Handling Laborer	18.12
21071 - Order Filler	15.18
21080 - Production Line Worker (Food Processing)	18.38
21110 - Shipping Packer	17.72
21130 - Shipping/Receiving Clerk	17.72
21140 - Store Worker I	15.84
21150 - Stock Clerk	20.76
21210 - Tools And Parts Attendant	18.38
21410 - Warehouse Specialist	18.38
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	38.81
23019 - Aircraft Logs and Records Technician	31.33
23021 - Aircraft Mechanic I	36.92
23022 - Aircraft Mechanic II	38.81
23023 - Aircraft Mechanic III	40.34
23040 - Aircraft Mechanic Helper	27.48
23050 - Aircraft Painter	35.06
23060 - Aircraft Servicer	31.33
23070 - Aircraft Survival Flight Equipment Technician	35.06
23080 - Aircraft Worker	33.20

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.92
23110 - Appliance Mechanic	27.23
23120 - Bicycle Repairer	19.26
23125 - Cable Splicer	40.55
23130 - Carpenter Maintenance	40.43
23140 - Carpet Layer	29.49
23160 - Electrician Maintenance	42.13
23181 - Electronics Technician Maintenance I	28.39
23182 - Electronics Technician Maintenance II	29.98
23183 - Electronics Technician Maintenance III	31.57
23260 - Fabric Worker	28.42
23290 - Fire Alarm System Mechanic	28.80
23310 - Fire Extinguisher Repairer	26.69
23311 - Fuel Distribution System Mechanic	38.14
23312 - Fuel Distribution System Operator	30.45
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	36.92
23381 - Ground Support Equipment Servicer	31.33
23382 - Ground Support Equipment Worker	33.20
23391 - Gunsmith I	26.69
23392 - Gunsmith II	30.13
23393 - Gunsmith III	33.50
23410 - Heating Ventilation And Air- Conditioning Mechanic	29.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.71
23430 - Heavy Equipment Mechanic	33.32
23440 - Heavy Equipment Operator	42.62
23460 - Instrument Mechanic	31.91
23465 - Laboratory/Shelter Mechanic	31.80
23470 - Laborer	14.76
23510 - Locksmith	28.62
23530 - Machinery Maintenance Mechanic	27.60
23550 - Machinist Maintenance	27.46

23580 - Maintenance Trades Helper	16.14
23591 - Metrology Technician I	31.91
23592 - Metrology Technician II	33.54
23593 - Metrology Technician III	34.86
23640 - Millwright	31.74
23710 - Office Appliance Repairer	23.17
23760 - Painter Maintenance	27.07
23790 - Pipefitter Maintenance	46.59
23810 - Plumber Maintenance	44.24
23820 - Pneudraulic Systems Mechanic	33.50
23850 - Rigger	34.76
23870 - Scale Mechanic	30.13
23890 - Sheet-Metal Worker	40.28
<b>Maintenance</b>	
23910 - Small Engine Mechanic	21.20
23931 - Telecommunications Mechanic	33.01
<b>I</b>	
23932 - Telecommunications Mechanic	34.69
<b>II</b>	
23950 - Telephone Lineman	33.50
23960 - Welder Combination	20.97
<b>Maintenance</b>	
23965 - Well Driller	32.84
23970 - Woodcraft Worker	33.50
23980 - Woodworker	26.69
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	17.70
24570 - Child Care Attendant	12.41
24580 - Child Care Center Clerk	15.47
24610 - Chore Aide	13.24
24620 - Family Readiness And Support	17.70
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.70
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	45.15
25040 - Sewage Plant Operator	31.06
25070 - Stationary Engineer	45.15
25190 - Ventilation Equipment Tender	33.60
25210 - Water Treatment Plant	31.06
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	28.43
27007 - Baggage Inspector	15.05
27008 - Corrections Officer	32.85
27010 - Court Security Officer	31.83
27030 - Detection Dog Handler	16.83
27040 - Detention Officer	32.85
27070 - Firefighter	31.42

27101 - Guard I	15.05
27102 - Guard II	16.83
27131 - Police Officer I	38.41
27132 - Police Officer II	42.68
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	13.64
28042 - Carnival Equipment Repairer	14.61
28043 - Carnival Worker	10.63
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health	12.62
<b>Facility Attendant</b>	
28515 - Recreation Specialist	21.43
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	18.21
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	26.84
29020 - Hatch Tender	26.84
29030 - Line Handler	26.84
29041 - Stevedore I	25.32
29042 - Stevedore II	28.33
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	44.68
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	30.81
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	33.93
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	20.03
30022 - Archeological Technician II	22.41
30023 - Archeological Technician III	27.76
30030 - Cartographic Technician	27.76
30040 - Civil Engineering Technician	32.60
30051 - Cryogenic Technician I	30.74
30052 - Cryogenic Technician II	33.95
30061 - Drafter/CAD Operator I	20.03
30062 - Drafter/CAD Operator II	22.41
30063 - Drafter/CAD Operator III	24.98
30064 - Drafter/CAD Operator IV	30.74
30081 - Engineering Technician I	18.16
30082 - Engineering Technician II	20.39
30083 - Engineering Technician III	22.81
30084 - Engineering Technician IV	28.26
30085 - Engineering Technician V	34.56
30086 - Engineering Technician VI	45.66
30090 - Environmental Technician	25.74
30095 - Evidence Control Specialist	27.76
30210 - Laboratory Technician	26.77

30221 - Latent Fingerprint Technician I	37.71
30222 - Latent Fingerprint Technician II	41.65
30240 - Mathematical Technician	30.54
30361 - Paralegal/Legal Assistant I	22.52
30362 - Paralegal/Legal Assistant II	27.90
30363 - Paralegal/Legal Assistant III	34.13
30364 - Paralegal/Legal Assistant IV	41.29
30375 - Petroleum Supply Specialist	33.95
30390 - Photo-Optics Technician	27.76
30395 - Radiation Control Technician	33.95
30461 - Technical Writer I	26.76
30462 - Technical Writer II	32.65
30463 - Technical Writer III	39.34
30491 - Unexploded Ordnance (UXO) Technician I	28.39
30492 - Unexploded Ordnance (UXO) Technician II	34.35
30493 - Unexploded Ordnance (UXO) Technician III	41.18
30494 - Unexploded (UXO) Safety Escort	28.39
30495 - Unexploded (UXO) Sweep Personnel	28.39
30501 - Weather Forecaster I	30.74
30502 - Weather Forecaster II	37.40
30620 - Weather Observer Combined (see 2)	24.98
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.76
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.35
31020 - Bus Aide	19.00
31030 - Bus Driver	25.22
31043 - Driver Courier	21.38
31260 - Parking and Lot Attendant	13.39
31290 - Shuttle Bus Driver	21.43
31310 - Taxi Driver	17.88
31361 - Truckdriver Light	22.89
31362 - Truckdriver Medium	24.38
31363 - Truckdriver Heavy	24.71
31364 - Truckdriver Tractor-Trailer	24.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.75
99030 - Cashier	12.18
99050 - Desk Clerk	12.53
99095 - Embalmer	35.46



99130 - Flight Follower	28.39
99251 - Laboratory Animal Caretaker	15.43
<b>I</b>	
99252 - Laboratory Animal Caretaker	16.62
<b>II</b>	
99260 - Marketing Analyst	33.08
99310 - Mortician	35.46
99410 - Pest Controller	19.02
99510 - Photofinishing Worker	19.20
99710 - Recycling Laborer	36.83
99711 - Recycling Specialist	43.27
99730 - Refuse Collector	33.72
99810 - Sales Clerk	13.81
99820 - School Crossing Guard	15.68
99830 - Survey Party Chief	29.62
99831 - Surveying Aide	18.60
99832 - Surveying Technician	25.47
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	18.47
99842 - Vending Machine Repairer	16.09
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4937

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4937  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Wisconsin

Area: Wisconsin County of Kenosha

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		29.91
01035 - Court Reporter		24.51
01041 - Customer Service Representative I		15.35
01042 - Customer Service Representative II		17.26

01043 - Customer Service Representative III	18.83
01051 - Data Entry Operator I	17.39
01052 - Data Entry Operator II	18.98
01060 - Dispatcher Motor Vehicle	23.42
01070 - Document Preparation Clerk	18.54
01090 - Duplicating Machine Operator	18.54
01111 - General Clerk I	14.39
01112 - General Clerk II	15.70
01113 - General Clerk III	17.64
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	13.74
01191 - Order Clerk I	15.99
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	24.79
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.04
01410 - Supply Technician	29.91
01420 - Survey Worker	19.19
01460 - Switchboard Operator/Receptionist	15.24
01531 - Travel Clerk I	18.51
01532 - Travel Clerk II	20.01
01533 - Travel Clerk III	21.66
01611 - Word Processor I	17.47
01612 - Word Processor II	19.61
01613 - Word Processor III	21.94
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.52
<b>Fiberglass</b>	
05010 - Automotive Electrician	25.16
05040 - Automotive Glass Installer	23.16
05070 - Automotive Worker	24.21
05110 - Mobile Equipment Servicer	22.29
05130 - Motor Equipment Metal	28.64
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	24.21
05190 - Motor Vehicle Mechanic	28.63
05220 - Motor Vehicle Mechanic Helper	19.29

05250 - Motor Vehicle Upholstery Worker	21.34
05280 - Motor Vehicle Wrecker	22.01
05310 - Painter Automotive	22.87
05340 - Radiator Repair Specialist	22.01
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	28.64
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.76
07041 - Cook I	14.29
07042 - Cook II	16.13
07070 - Dishwasher	12.63
07130 - Food Service Worker	13.54
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	9.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.74
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	20.42
09090 - Furniture Refinisher Helper	17.22
09110 - Furniture Repairer Minor	18.96
09130 - Upholsterer	20.42
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.77
11060 - Elevator Operator	14.91
11090 - Gardener	20.62
11122 - Housekeeping Aide	14.91
11150 - Janitor	14.91
11210 - Laborer Grounds Maintenance	16.39
11240 - Maid or Houseman	13.33
11260 - Pruner	15.01
11270 - Tractor Operator	19.26
11330 - Trail Maintenance Worker	16.39
11360 - Window Cleaner	16.28
12000 - Health Occupations	
12010 - Ambulance Driver	19.13
12011 - Breath Alcohol Technician	24.98
12012 - Certified Occupational Therapist Assistant	31.95
12015 - Certified Physical Therapist Assistant	30.38
12020 - Dental Assistant	20.22
12025 - Dental Hygienist	37.56
12030 - EKG Technician	29.30
12035 - Electroneurodiagnostic Technologist	29.30

12040 - Emergency Medical Technician	19.13
12071 - Licensed Practical Nurse I	22.34
12072 - Licensed Practical Nurse II	24.98
12073 - Licensed Practical Nurse III	27.84
12100 - Medical Assistant	18.04
12130 - Medical Laboratory Technician	27.14
<b>Technician</b>	
12160 - Medical Record Clerk	20.77
12190 - Medical Record Technician	23.27
12195 - Medical Transcriptionist	20.26
12210 - Nuclear Medicine Technologist	42.13
<b>Technologist</b>	
12221 - Nursing Assistant I	12.35
12222 - Nursing Assistant II	13.88
12223 - Nursing Assistant III	15.15
12224 - Nursing Assistant IV	17.01
12235 - Optical Dispenser	17.15
12236 - Optical Technician	17.52
12250 - Pharmacy Technician	16.06
12280 - Phlebotomist	17.63
12305 - Radiologic Technologist	32.88
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II	32.57
<b>Specialist</b>	
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III	38.43
<b>Anesthetist</b>	
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol Testing)	30.94
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	21.15
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	21.51
13012 - Exhibits Specialist II	26.56
13013 - Exhibits Specialist III	32.46
13041 - Illustrator I	21.63
13042 - Illustrator II	26.57
13043 - Illustrator III	32.62
13047 - Librarian	33.32
13050 - Library Aide/Clerk	14.14
13054 - Library Information Technology Systems Administrator	31.44
<b>Technology Systems Administrator</b>	
13058 - Library Technician	17.76
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39



13071 - Photographer I	18.68
13072 - Photographer II	20.89
13073 - Photographer III	25.88
13074 - Photographer IV	31.66
13075 - Photographer V	38.31
13090 - Technical Order Library	16.99
<b>Clerk</b>	
13110 - Video Teleconference	21.65
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	19.92
14042 - Computer Operator II	22.28
14043 - Computer Operator III	24.84
14044 - Computer Operator IV	27.60
14045 - Computer Operator V	30.57
14071 - Computer Programmer I	(see 1) 26.76
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	19.92
<b>Operator</b>	
14160 - Personal Computer Support	27.60
<b>Technician</b>	
14170 - System Support Specialist	30.80
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	36.22
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	41.82
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	46.94
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	36.22
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	38.58
15070 - Flight Instructor (Pilot)	46.94
15080 - Graphic Artist	27.69
15085 - Maintenance Test Pilot Fixed	44.17
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	44.17
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	44.17
<b>Pilot</b>	
15090 - Technical Instructor	27.45
15095 - Technical Instructor/Course	32.88
<b>Developer</b>	
15110 - Test Proctor	21.70

15120 - Tutor	21.70
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	22.75
19040 - Tool And Die Maker	28.57
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	18.38
21030 - Material Coordinator	24.79
21040 - Material Expediter	24.79
21050 - Material Handling Laborer	17.17
21071 - Order Filler	15.18
21080 - Production Line Worker (Food Processing)	18.38
21110 - Shipping Packer	17.72
21130 - Shipping/Receiving Clerk	17.72
21140 - Store Worker I	15.84
21150 - Stock Clerk	20.76
21210 - Tools And Parts Attendant	18.38
21410 - Warehouse Specialist	18.38
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	38.81
23019 - Aircraft Logs and Records Technician	31.33
23021 - Aircraft Mechanic I	36.92
23022 - Aircraft Mechanic II	38.81
23023 - Aircraft Mechanic III	40.34
23040 - Aircraft Mechanic Helper	27.48
23050 - Aircraft Painter	35.06
23060 - Aircraft Servicer	31.33
23070 - Aircraft Survival Flight Equipment Technician	35.06
23080 - Aircraft Worker	33.20

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.92
23110 - Appliance Mechanic	28.06
23120 - Bicycle Repairer	19.47
23125 - Cable Splicer	40.55
23130 - Carpenter Maintenance	40.43
23140 - Carpet Layer	29.49
23160 - Electrician Maintenance	42.13
23181 - Electronics Technician Maintenance I	28.39
23182 - Electronics Technician Maintenance II	29.98
23183 - Electronics Technician Maintenance III	31.57
23260 - Fabric Worker	28.42
23290 - Fire Alarm System Mechanic	28.80
23310 - Fire Extinguisher Repairer	26.69
23311 - Fuel Distribution System Mechanic	38.14
23312 - Fuel Distribution System Operator	30.45
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	36.92
23381 - Ground Support Equipment Servicer	31.33
23382 - Ground Support Equipment Worker	33.20
23391 - Gunsmith I	26.69
23392 - Gunsmith II	30.13
23393 - Gunsmith III	33.50
23410 - Heating Ventilation And Air- Conditioning Mechanic	29.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.71
23430 - Heavy Equipment Mechanic	33.32
23440 - Heavy Equipment Operator	42.62
23460 - Instrument Mechanic	31.91
23465 - Laboratory/Shelter Mechanic	31.80
23470 - Laborer	14.76
23510 - Locksmith	28.62
23530 - Machinery Maintenance Mechanic	27.60
23550 - Machinist Maintenance	27.46

23580 - Maintenance Trades Helper	18.31
23591 - Metrology Technician I	31.91
23592 - Metrology Technician II	33.54
23593 - Metrology Technician III	34.86
23640 - Millwright	31.74
23710 - Office Appliance Repairer	23.57
23760 - Painter Maintenance	27.07
23790 - Pipefitter Maintenance	46.59
23810 - Plumber Maintenance	44.24
23820 - Pneudraulic Systems Mechanic	33.50
23850 - Rigger	34.76
23870 - Scale Mechanic	30.13
23890 - Sheet-Metal Worker	40.28
<b>Maintenance</b>	
23910 - Small Engine Mechanic	22.48
23931 - Telecommunications Mechanic	33.01
<b>I</b>	
23932 - Telecommunications Mechanic	34.69
<b>II</b>	
23950 - Telephone Lineman	32.84
23960 - Welder Combination	20.76
<b>Maintenance</b>	
23965 - Well Driller	32.84
23970 - Woodcraft Worker	33.50
23980 - Woodworker	26.69
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	18.32
24570 - Child Care Attendant	12.41
24580 - Child Care Center Clerk	15.47
24610 - Chore Aide	13.24
24620 - Family Readiness And Support	18.32
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	18.32
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	45.10
25040 - Sewage Plant Operator	31.06
25070 - Stationary Engineer	45.10
25190 - Ventilation Equipment Tender	33.60
25210 - Water Treatment Plant	31.06
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	28.43
27007 - Baggage Inspector	15.05
27008 - Corrections Officer	32.85
27010 - Court Security Officer	31.83
27030 - Detection Dog Handler	16.99
27040 - Detention Officer	32.85
27070 - Firefighter	31.42

27101 - Guard I	15.05
27102 - Guard II	16.99
27131 - Police Officer I	38.41
27132 - Police Officer II	42.68
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	13.64
28042 - Carnival Equipment Repairer	14.61
28043 - Carnival Worker	10.63
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health	12.62
<b>Facility Attendant</b>	
28515 - Recreation Specialist	21.43
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	16.58
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	26.84
29020 - Hatch Tender	26.84
29030 - Line Handler	26.84
29041 - Stevedore I	25.32
29042 - Stevedore II	28.33
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	44.68
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	30.81
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	33.93
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	20.03
30022 - Archeological Technician II	22.41
30023 - Archeological Technician III	27.76
30030 - Cartographic Technician	27.76
30040 - Civil Engineering Technician	32.60
30051 - Cryogenic Technician I	30.74
30052 - Cryogenic Technician II	33.95
30061 - Drafter/CAD Operator I	20.03
30062 - Drafter/CAD Operator II	22.41
30063 - Drafter/CAD Operator III	24.98
30064 - Drafter/CAD Operator IV	30.74
30081 - Engineering Technician I	18.16
30082 - Engineering Technician II	20.39
30083 - Engineering Technician III	22.81
30084 - Engineering Technician IV	28.26
30085 - Engineering Technician V	34.56
30086 - Engineering Technician VI	45.66
30090 - Environmental Technician	26.32
30095 - Evidence Control Specialist	27.76
30210 - Laboratory Technician	26.77

30221 - Latent Fingerprint Technician I	37.71
30222 - Latent Fingerprint Technician II	41.65
30240 - Mathematical Technician	30.54
30361 - Paralegal/Legal Assistant I	22.52
30362 - Paralegal/Legal Assistant II	27.90
30363 - Paralegal/Legal Assistant III	34.13
30364 - Paralegal/Legal Assistant IV	41.29
30375 - Petroleum Supply Specialist	33.95
30390 - Photo-Optics Technician	27.76
30395 - Radiation Control Technician	33.95
30461 - Technical Writer I	27.48
30462 - Technical Writer II	33.60
30463 - Technical Writer III	40.66
30491 - Unexploded Ordnance (UXO) Technician I	28.39
30492 - Unexploded Ordnance (UXO) Technician II	34.35
30493 - Unexploded Ordnance (UXO) Technician III	41.18
30494 - Unexploded (UXO) Safety Escort	28.39
30495 - Unexploded (UXO) Sweep Personnel	28.39
30501 - Weather Forecaster I	30.74
30502 - Weather Forecaster II	37.40
30620 - Weather Observer Combined (see 2)	24.98
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.76
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.35
31020 - Bus Aide	19.00
31030 - Bus Driver	25.22
31043 - Driver Courier	21.38
31260 - Parking and Lot Attendant	13.39
31290 - Shuttle Bus Driver	20.34
31310 - Taxi Driver	15.92
31361 - Truckdriver Light	22.37
31362 - Truckdriver Medium	24.38
31363 - Truckdriver Heavy	24.71
31364 - Truckdriver Tractor-Trailer	24.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.75
99030 - Cashier	12.18
99050 - Desk Clerk	12.53
99095 - Embalmer	33.52

99130 - Flight Follower	28.39
99251 - Laboratory Animal Caretaker	14.60
<b>I</b>	
99252 - Laboratory Animal Caretaker	15.63
<b>II</b>	
99260 - Marketing Analyst	33.08
99310 - Mortician	33.52
99410 - Pest Controller	19.02
99510 - Photofinishing Worker	19.18
99710 - Recycling Laborer	30.87
99711 - Recycling Specialist	35.49
99730 - Refuse Collector	28.86
99810 - Sales Clerk	13.81
99820 - School Crossing Guard	15.68
99830 - Survey Party Chief	31.25
99831 - Surveying Aide	18.60
99832 - Surveying Technician	25.47
99840 - Vending Machine Attendant	16.03
99841 - Vending Machine Repairer	18.29
99842 - Vending Machine Repairer	16.03
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4939

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4939  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

States: Minnesota Wisconsin

Area: Minnesota Counties of Carlton St Louis

Wisconsin County of Douglas

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.80
01012 - Accounting Clerk II		16.63
01013 - Accounting Clerk III		18.59
01020 - Administrative Assistant		28.16
01035 - Court Reporter		18.20
01041 - Customer Service Representative I		14.50

01042 - Customer Service Representative II	15.82
01043 - Customer Service Representative III	17.77
01051 - Data Entry Operator I	12.27
01052 - Data Entry Operator II	13.46
01060 - Dispatcher Motor Vehicle	26.03
01070 - Document Preparation Clerk	20.28
01090 - Duplicating Machine Operator	20.28
01111 - General Clerk I	14.90
01112 - General Clerk II	16.26
01113 - General Clerk III	18.27
01120 - Housing Referral Assistant	20.30
01141 - Messenger Courier	14.83
01191 - Order Clerk I	14.97
01192 - Order Clerk II	16.33
01261 - Personnel Assistant (Employment) I	16.37
01262 - Personnel Assistant (Employment) II	18.31
01263 - Personnel Assistant (Employment) III	20.41
01270 - Production Control Clerk	28.89
01290 - Rental Clerk	14.36
01300 - Scheduler Maintenance	16.27
01311 - Secretary I	16.27
01312 - Secretary II	18.20
01313 - Secretary III	20.30
01320 - Service Order Dispatcher	23.25
01410 - Supply Technician	28.16
01420 - Survey Worker	18.02
01460 - Switchboard Operator/Receptionist	13.20
01531 - Travel Clerk I	15.10
01532 - Travel Clerk II	16.24
01533 - Travel Clerk III	17.43
01611 - Word Processor I	13.95
01612 - Word Processor II	15.67
01613 - Word Processor III	17.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.67
Fiberglass	
05010 - Automotive Electrician	20.12
05040 - Automotive Glass Installer	19.32
05070 - Automotive Worker	19.32
05110 - Mobile Equipment Servicer	17.55
05130 - Motor Equipment Metal	20.75
Mechanic	
05160 - Motor Equipment Metal Worker	19.32
05190 - Motor Vehicle Mechanic	20.75

05220 - Motor Vehicle Mechanic Helper	17.09
05250 - Motor Vehicle Upholstery Worker	18.46
05280 - Motor Vehicle Wrecker	19.32
05310 - Painter Automotive	20.12
05340 - Radiator Repair Specialist	19.32
05370 - Tire Repairer	14.13
05400 - Transmission Repair Specialist	20.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.21
07041 - Cook I	15.02
07042 - Cook II	16.54
07070 - Dishwasher	11.14
07130 - Food Service Worker	13.79
07210 - Meat Cutter	19.87
07260 - Waiter/Waitress	11.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.02
09040 - Furniture Handler	16.56
09080 - Furniture Refinisher	23.02
09090 - Furniture Refinisher Helper	19.10
09110 - Furniture Repairer Minor	21.01
09130 - Upholsterer	23.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.48
11060 - Elevator Operator	15.85
11090 - Gardener	16.77
11122 - Housekeeping Aide	15.85
11150 - Janitor	15.85
11210 - Laborer Grounds Maintenance	14.00
11240 - Maid or Houseman	12.08
11260 - Pruner	13.06
11270 - Tractor Operator	15.87
11330 - Trail Maintenance Worker	14.00
11360 - Window Cleaner	17.01
12000 - Health Occupations	
12010 - Ambulance Driver	16.63
12011 - Breath Alcohol Technician	20.11
12012 - Certified Occupational Therapist Assistant	27.58
12015 - Certified Physical Therapist Assistant	27.22
12020 - Dental Assistant	22.86
12025 - Dental Hygienist	31.62
12030 - EKG Technician	33.23

12035 - Electroneurodiagnostic Technologist	33.23
12040 - Emergency Medical Technician	16.63
12071 - Licensed Practical Nurse I	17.99
12072 - Licensed Practical Nurse II	20.11
12073 - Licensed Practical Nurse III	22.42
12100 - Medical Assistant	20.33
12130 - Medical Laboratory Technician	26.26
12160 - Medical Record Clerk	21.33
12190 - Medical Record Technician	23.87
12195 - Medical Transcriptionist	22.33
12210 - Nuclear Medicine Technologist	44.20
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.55
12223 - Nursing Assistant III	14.79
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	16.92
12236 - Optical Technician	17.99
12250 - Pharmacy Technician	17.19
12280 - Phlebotomist	18.24
12305 - Radiologic Technologist	31.31
12311 - Registered Nurse I	25.14
12312 - Registered Nurse II	29.52
12313 - Registered Nurse II	29.52
12314 - Registered Nurse III	35.72
12315 - Registered Nurse III	35.72
12316 - Registered Nurse IV	42.81
12317 - Scheduler (Drug and Alcohol Testing)	24.92
12320 - Substance Abuse Treatment Counselor	20.78
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.78
13012 - Exhibits Specialist II	28.23
13013 - Exhibits Specialist III	34.53
13041 - Illustrator I	22.78
13042 - Illustrator II	28.23
13043 - Illustrator III	34.53
13047 - Librarian	31.26
13050 - Library Aide/Clerk	16.82
13054 - Library Information Technology Systems Administrator	28.23
13058 - Library Technician	22.06
13061 - Media Specialist I	20.38

13062 - Media Specialist II	22.78
13063 - Media Specialist III	25.40
13071 - Photographer I	20.38
13072 - Photographer II	22.78
13073 - Photographer III	28.23
13074 - Photographer IV	34.53
13075 - Photographer V	41.78
13090 - Technical Order Library	20.94
<b>Clerk</b>	
13110 - Video Teleconference	20.38
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	19.34
14042 - Computer Operator II	21.63
14043 - Computer Operator III	24.30
14044 - Computer Operator IV	27.01
14045 - Computer Operator V	29.91
14071 - Computer Programmer I	(see 1) 20.75
14072 - Computer Programmer II	(see 1) 25.70
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	19.34
<b>Operator</b>	
14160 - Personal Computer Support	27.01
<b>Technician</b>	
14170 - System Support Specialist	30.17
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices	30.05
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	36.36
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	43.58
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	30.05
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	35.52
15070 - Flight Instructor (Pilot)	43.58
15080 - Graphic Artist	18.80
15085 - Maintenance Test Pilot Fixed	43.58
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	43.58
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	43.58
<b>Pilot</b>	
15090 - Technical Instructor	20.71

15095 - Technical Instructor/Course Developer	25.34
15110 - Test Proctor	16.72
15120 - Tutor	16.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.22
16030 - Counter Attendant	13.22
16040 - Dry Cleaner	15.65
16070 - Finisher Flatwork Machine	13.22
16090 - Presser Hand	13.22
16110 - Presser Machine Drycleaning	13.22
16130 - Presser Machine Shirts	13.22
16160 - Presser Machine Wearing Apparel Laundry	13.22
16190 - Sewing Machine Operator	16.57
16220 - Tailor	17.51
16250 - Washer Machine	13.89
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.48
19040 - Tool And Die Maker	33.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.86
21030 - Material Coordinator	28.89
21040 - Material Expediter	28.89
21050 - Material Handling Laborer	17.63
21071 - Order Filler	13.39
21080 - Production Line Worker (Food Processing)	22.86
21110 - Shipping Packer	18.27
21130 - Shipping/Receiving Clerk	18.27
21140 - Store Worker I	18.06
21150 - Stock Clerk	21.93
21210 - Tools And Parts Attendant	22.86
21410 - Warehouse Specialist	22.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.47
23019 - Aircraft Logs and Records Technician	27.06
23021 - Aircraft Mechanic I	30.50
23022 - Aircraft Mechanic II	31.47
23023 - Aircraft Mechanic III	32.54
23040 - Aircraft Mechanic Helper	24.33
23050 - Aircraft Painter	29.48
23060 - Aircraft Servicer	27.06



23070 - Aircraft Survival Flight Equipment Technician	29.48
23080 - Aircraft Worker	28.30
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	28.30
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	30.50
II	
23110 - Appliance Mechanic	29.48
23120 - Bicycle Repairer	23.45
23125 - Cable Splicer	45.55
23130 - Carpenter Maintenance	24.46
23140 - Carpet Layer	28.30
23160 - Electrician Maintenance	33.88
23181 - Electronics Technician	31.99
Maintenance I	
23182 - Electronics Technician	33.32
Maintenance II	
23183 - Electronics Technician	34.47
Maintenance III	
23260 - Fabric Worker	27.06
23290 - Fire Alarm System Mechanic	27.67
23310 - Fire Extinguisher Repairer	25.72
23311 - Fuel Distribution System Mechanic	35.59
23312 - Fuel Distribution System Operator	30.01
23370 - General Maintenance Worker	20.80
23380 - Ground Support Equipment Mechanic	30.50
23381 - Ground Support Equipment Servicer	27.06
23382 - Ground Support Equipment Worker	28.30
23391 - Gunsmith I	25.72
23392 - Gunsmith II	28.30
23393 - Gunsmith III	30.50
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.77
23430 - Heavy Equipment Mechanic	29.24
23440 - Heavy Equipment Operator	32.21
23460 - Instrument Mechanic	30.50
23465 - Laboratory/Shelter Mechanic	29.48
23470 - Laborer	17.63
23510 - Locksmith	29.48

23530 - Machinery Maintenance	33.63
<b>Mechanic</b>	
23550 - Machinist Maintenance	24.87
23580 - Maintenance Trades Helper	16.62
23591 - Metrology Technician I	30.50
23592 - Metrology Technician II	31.47
23593 - Metrology Technician III	32.54
23640 - Millwright	34.07
23710 - Office Appliance Repairer	22.14
23760 - Painter Maintenance	32.11
23790 - Pipefitter Maintenance	36.87
23810 - Plumber Maintenance	35.36
23820 - Pneudraulic Systems Mechanic	30.50
23850 - Rigger	30.50
23870 - Scale Mechanic	28.30
23890 - Sheet-Metal Worker	31.69
<b>Maintenance</b>	
23910 - Small Engine Mechanic	22.33
23931 - Telecommunications Mechanic	27.09
<b>I</b>	
23932 - Telecommunications Mechanic	27.95
<b>II</b>	
23950 - Telephone Lineman	30.50
23960 - Welder Combination	26.99
<b>Maintenance</b>	
23965 - Well Driller	26.57
23970 - Woodcraft Worker	30.50
23980 - Woodworker	25.72
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	16.80
24570 - Child Care Attendant	12.69
24580 - Child Care Center Clerk	15.83
24610 - Chore Aide	13.43
24620 - Family Readiness And Support	16.80
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.83
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	30.41
25040 - Sewage Plant Operator	30.39
25070 - Stationary Engineer	30.41
25190 - Ventilation Equipment Tender	24.26
25210 - Water Treatment Plant	30.39
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	26.89
27007 - Baggage Inspector	15.15
27008 - Corrections Officer	25.70
27010 - Court Security Officer	24.25

27030 - Detection Dog Handler	16.94
27040 - Detention Officer	25.70
27070 - Firefighter	22.81
27101 - Guard I	15.15
27102 - Guard II	16.94
27131 - Police Officer I	29.18
27132 - Police Officer II	32.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.74
28042 - Carnival Equipment Repairer	15.58
28043 - Carnival Worker	12.18
28210 - Gate Attendant/Gate Tender	17.27
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	19.31
28510 - Recreation Aide/Health	14.09
Facility Attendant	
28515 - Recreation Specialist	23.93
28630 - Sports Official	15.38
28690 - Swimming Pool Operator	17.14
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	30.11
29020 - Hatch Tender	30.11
29030 - Line Handler	30.11
29041 - Stevedore I	28.79
29042 - Stevedore II	31.37
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.86
30022 - Archeological Technician II	19.99
30023 - Archeological Technician III	24.75
30030 - Cartographic Technician	24.75
30040 - Civil Engineering Technician	29.75
30051 - Cryogenic Technician I	27.42
30052 - Cryogenic Technician II	30.28
30061 - Drafter/CAD Operator I	17.86
30062 - Drafter/CAD Operator II	19.99
30063 - Drafter/CAD Operator III	22.28
30064 - Drafter/CAD Operator IV	27.42
30081 - Engineering Technician I	15.77
30082 - Engineering Technician II	17.70
30083 - Engineering Technician III	19.81
30084 - Engineering Technician IV	24.54
30085 - Engineering Technician V	30.01
30086 - Engineering Technician VI	36.31

30090 - Environmental Technician	24.26
30095 - Evidence Control Specialist	24.75
30210 - Laboratory Technician	23.60
30221 - Latent Fingerprint	27.42
Technician I	
30222 - Latent Fingerprint	30.28
Technician II	
30240 - Mathematical Technician	24.75
30361 - Paralegal/Legal Assistant I	18.88
30362 - Paralegal/Legal Assistant II	23.39
30363 - Paralegal/Legal Assistant	28.61
III	
30364 - Paralegal/Legal Assistant IV	34.62
30375 - Petroleum Supply Specialist	30.28
30390 - Photo-Optics Technician	24.26
30395 - Radiation Control Technician	30.28
30461 - Technical Writer I	24.75
30462 - Technical Writer II	30.28
30463 - Technical Writer III	36.64
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	27.42
30502 - Weather Forecaster II	33.35
30620 - Weather Observer Combined (see 2)	22.28
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.75
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	16.04
31030 - Bus Driver	20.05
31043 - Driver Courier	18.04
31260 - Parking and Lot Attendant	12.44
31290 - Shuttle Bus Driver	17.49
31310 - Taxi Driver	16.99
31361 - Truckdriver Light	19.06
31362 - Truckdriver Medium	20.05
31363 - Truckdriver Heavy	26.17
31364 - Truckdriver Tractor-Trailer	26.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10

99030 - Cashier	11.65
99050 - Desk Clerk	12.62
99095 - Embalmer	31.81
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.80
<b>I</b>	
99252 - Laboratory Animal Caretaker	17.81
<b>II</b>	
99260 - Marketing Analyst	31.37
99310 - Mortician	31.81
99410 - Pest Controller	25.84
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	24.04
99711 - Recycling Specialist	27.03
99730 - Refuse Collector	22.41
99810 - Sales Clerk	12.57
99820 - School Crossing Guard	19.33
99830 - Survey Party Chief	26.42
99831 - Surveying Aide	17.75
99832 - Surveying Technician	23.21
99840 - Vending Machine Attendant	21.53
99841 - Vending Machine Repairer	24.00
99842 - Vending Machine Repairer	21.65
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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**

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)).

Standard Wage Determination No.: 2015-4941

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4941  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Minnesota

Area: Minnesota County of Houston

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.01
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.84
01020 - Administrative Assistant		27.65
01035 - Court Reporter		18.10
01041 - Customer Service Representative I		14.46
01042 - Customer Service Representative II		15.78

01043 - Customer Service Representative III	17.73
01051 - Data Entry Operator I	16.04
01052 - Data Entry Operator II	17.50
01060 - Dispatcher Motor Vehicle	23.85
01070 - Document Preparation Clerk	15.98
01090 - Duplicating Machine Operator	15.98
01111 - General Clerk I	14.39
01112 - General Clerk II	15.70
01113 - General Clerk III	17.64
01120 - Housing Referral Assistant	20.17
01141 - Messenger Courier	13.19
01191 - Order Clerk I	15.05
01192 - Order Clerk II	16.58
01261 - Personnel Assistant (Employment) I	16.35
01262 - Personnel Assistant (Employment) II	18.28
01263 - Personnel Assistant (Employment) III	20.38
01270 - Production Control Clerk	21.40
01290 - Rental Clerk	15.36
01300 - Scheduler Maintenance	16.19
01311 - Secretary I	16.19
01312 - Secretary II	18.10
01313 - Secretary III	20.17
01320 - Service Order Dispatcher	21.33
01410 - Supply Technician	27.65
01420 - Survey Worker	18.10
01460 - Switchboard Operator/Receptionist	15.71
01531 - Travel Clerk I	15.10
01532 - Travel Clerk II	16.24
01533 - Travel Clerk III	17.43
01611 - Word Processor I	14.41
01612 - Word Processor II	16.19
01613 - Word Processor III	18.10
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.15
<b>Fiberglass</b>	
05010 - Automotive Electrician	19.69
05040 - Automotive Glass Installer	18.66
05070 - Automotive Worker	18.66
05110 - Mobile Equipment Servicer	16.64
05130 - Motor Equipment Metal	20.67
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	18.66
05190 - Motor Vehicle Mechanic	20.69
05220 - Motor Vehicle Mechanic Helper	15.62

05250 - Motor Vehicle Upholstery Worker	17.65
05280 - Motor Vehicle Wrecker	18.66
05310 - Painter Automotive	19.69
05340 - Radiator Repair Specialist	18.66
05370 - Tire Repairer	15.24
05400 - Transmission Repair Specialist	20.67
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.79
07041 - Cook I	14.40
07042 - Cook II	16.15
07070 - Dishwasher	10.24
07130 - Food Service Worker	11.80
07210 - Meat Cutter	18.55
07260 - Waiter/Waitress	11.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.49
09040 - Furniture Handler	14.40
09080 - Furniture Refinisher	19.93
09090 - Furniture Refinisher Helper	16.53
09110 - Furniture Repairer Minor	18.30
09130 - Upholsterer	20.01
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.44
11060 - Elevator Operator	14.17
11090 - Gardener	19.71
11122 - Housekeeping Aide	14.17
11150 - Janitor	14.17
11210 - Laborer Grounds Maintenance	16.06
11240 - Maid or Houseman	11.74
11260 - Pruner	14.85
11270 - Tractor Operator	18.52
11330 - Trail Maintenance Worker	16.06
11360 - Window Cleaner	15.38
12000 - Health Occupations	
12010 - Ambulance Driver	19.94
12011 - Breath Alcohol Technician	20.20
12012 - Certified Occupational Therapist Assistant	24.35
12015 - Certified Physical Therapist Assistant	23.93
12020 - Dental Assistant	20.06
12025 - Dental Hygienist	37.70
12030 - EKG Technician	30.62
12035 - Electroneurodiagnostic Technologist	30.62

12040 - Emergency Medical Technician	19.94
12071 - Licensed Practical Nurse I	18.07
12072 - Licensed Practical Nurse II	20.20
12073 - Licensed Practical Nurse III	22.52
12100 - Medical Assistant	19.08
12130 - Medical Laboratory Technician	25.11
<b>Technician</b>	
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.94
12195 - Medical Transcriptionist	18.07
12210 - Nuclear Medicine	44.40
<b>Technologist</b>	
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.00
12223 - Nursing Assistant III	14.19
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	16.48
12236 - Optical Technician	18.07
12250 - Pharmacy Technician	16.80
12280 - Phlebotomist	17.46
12305 - Radiologic Technologist	29.89
12311 - Registered Nurse I	24.26
12312 - Registered Nurse II	29.67
12313 - Registered Nurse II	29.67
<b>Specialist</b>	
12314 - Registered Nurse III	35.91
12315 - Registered Nurse III	35.91
<b>Anesthetist</b>	
12316 - Registered Nurse IV	43.03
12317 - Scheduler (Drug and Alcohol Testing)	25.03
<b>Testing)</b>	
12320 - Substance Abuse Treatment	18.83
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	19.88
13012 - Exhibits Specialist II	24.63
13013 - Exhibits Specialist III	30.13
13041 - Illustrator I	19.88
13042 - Illustrator II	24.63
13043 - Illustrator III	30.13
13047 - Librarian	27.28
13050 - Library Aide/Clerk	19.12
13054 - Library Information	24.63
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	19.38
13061 - Media Specialist I	17.78
13062 - Media Specialist II	19.88
13063 - Media Specialist III	22.16

13071 - Photographer I	16.94
13072 - Photographer II	18.94
13073 - Photographer III	23.46
13074 - Photographer IV	28.70
13075 - Photographer V	33.26
13090 - Technical Order Library	24.02
<b>Clerk</b>	
13110 - Video Teleconference	17.78
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	16.91
14042 - Computer Operator II	18.91
14043 - Computer Operator III	21.09
14044 - Computer Operator IV	23.43
14045 - Computer Operator V	25.94
14071 - Computer Programmer I	(see 1) 19.02
14072 - Computer Programmer II	(see 1) 23.57
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	16.91
<b>Operator</b>	
14160 - Personal Computer Support	23.43
<b>Technician</b>	
14170 - System Support Specialist	30.16
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.12
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	35.22
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	41.01
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	29.12
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	27.31
15070 - Flight Instructor (Pilot)	41.01
15080 - Graphic Artist	20.82
15085 - Maintenance Test Pilot Fixed	39.70
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	39.70
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	39.70
<b>Pilot</b>	
15090 - Technical Instructor	19.78
15095 - Technical Instructor/Course	24.20
<b>Developer</b>	
15110 - Test Proctor	15.96

15120 - Tutor	15.96
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	13.22
16030 - Counter Attendant	13.22
16040 - Dry Cleaner	15.65
16070 - Finisher Flatwork Machine	13.22
16090 - Presser Hand	13.22
16110 - Presser Machine Drycleaning	13.22
16130 - Presser Machine Shirts	13.22
16160 - Presser Machine Wearing	13.22
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	16.57
16220 - Tailor	17.51
16250 - Washer Machine	13.89
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	22.36
19040 - Tool And Die Maker	26.96
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	19.64
21030 - Material Coordinator	21.40
21040 - Material Expediter	21.40
21050 - Material Handling Laborer	17.79
21071 - Order Filler	13.50
21080 - Production Line Worker (Food Processing)	19.64
21110 - Shipping Packer	16.74
21130 - Shipping/Receiving Clerk	16.74
21140 - Store Worker I	14.83
21150 - Stock Clerk	19.13
21210 - Tools And Parts Attendant	19.64
21410 - Warehouse Specialist	19.64
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	31.20
23019 - Aircraft Logs and Records Technician	25.38
23021 - Aircraft Mechanic I	29.76
23022 - Aircraft Mechanic II	31.20
23023 - Aircraft Mechanic III	32.67
23040 - Aircraft Mechanic Helper	22.46
23050 - Aircraft Painter	28.31
23060 - Aircraft Servicer	25.38
23070 - Aircraft Survival Flight Equipment Technician	28.31
23080 - Aircraft Worker	26.84

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.76
23110 - Appliance Mechanic	28.31
23120 - Bicycle Repairer	18.44
23125 - Cable Splicer	31.34
23130 - Carpenter Maintenance	25.83
23140 - Carpet Layer	26.84
23160 - Electrician Maintenance	33.16
23181 - Electronics Technician Maintenance I	26.84
23182 - Electronics Technician Maintenance II	28.31
23183 - Electronics Technician Maintenance III	29.76
23260 - Fabric Worker	25.38
23290 - Fire Alarm System Mechanic	29.76
23310 - Fire Extinguisher Repairer	23.92
23311 - Fuel Distribution System Mechanic	29.76
23312 - Fuel Distribution System Operator	23.92
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment Mechanic	29.76
23381 - Ground Support Equipment Servicer	25.38
23382 - Ground Support Equipment Worker	26.84
23391 - Gunsmith I	23.92
23392 - Gunsmith II	26.84
23393 - Gunsmith III	29.76
23410 - Heating Ventilation And Air- Conditioning Mechanic	29.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.08
23430 - Heavy Equipment Mechanic	27.16
23440 - Heavy Equipment Operator	34.38
23460 - Instrument Mechanic	29.76
23465 - Laboratory/Shelter Mechanic	28.31
23470 - Laborer	17.79
23510 - Locksmith	28.31
23530 - Machinery Maintenance Mechanic	24.94
23550 - Machinist Maintenance	24.91



23580 - Maintenance Trades Helper	17.25
23591 - Metrology Technician I	29.76
23592 - Metrology Technician II	31.20
23593 - Metrology Technician III	32.67
23640 - Millwright	29.76
23710 - Office Appliance Repairer	25.39
23760 - Painter Maintenance	18.17
23790 - Pipefitter Maintenance	37.63
23810 - Plumber Maintenance	35.80
23820 - Pneudraulic Systems Mechanic	29.76
23850 - Rigger	29.76
23870 - Scale Mechanic	26.84
23890 - Sheet-Metal Worker	28.45
<b>Maintenance</b>	
23910 - Small Engine Mechanic	24.41
23931 - Telecommunications Mechanic	28.16
<b>I</b>	
23932 - Telecommunications Mechanic	29.54
<b>II</b>	
23950 - Telephone Lineman	29.76
23960 - Welder Combination	22.51
<b>Maintenance</b>	
23965 - Well Driller	29.76
23970 - Woodcraft Worker	29.76
23980 - Woodworker	23.92
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	19.93
24570 - Child Care Attendant	11.63
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	12.89
24620 - Family Readiness And Support	19.93
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	19.93
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	29.76
25040 - Sewage Plant Operator	25.42
25070 - Stationary Engineer	29.76
25190 - Ventilation Equipment Tender	22.46
25210 - Water Treatment Plant	25.42
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	18.13
27007 - Baggage Inspector	15.96
27008 - Corrections Officer	23.91
27010 - Court Security Officer	20.63
27030 - Detection Dog Handler	17.85
27040 - Detention Officer	23.91
27070 - Firefighter	19.76

27101 - Guard I	15.96
27102 - Guard II	17.85
27131 - Police Officer I	25.07
27132 - Police Officer II	27.86
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	12.32
28042 - Carnival Equipment Repairer	13.12
28043 - Carnival Worker	10.04
28210 - Gate Attendant/Gate Tender	16.06
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.96
28510 - Recreation Aide/Health	13.10
<b>Facility Attendant</b>	
28515 - Recreation Specialist	18.79
28630 - Sports Official	14.30
28690 - Swimming Pool Operator	16.40
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	26.84
29020 - Hatch Tender	26.84
29030 - Line Handler	26.84
29041 - Stevedore I	25.38
29042 - Stevedore II	28.31
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control	(see 2) 40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control	(see 2) 27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	18.45
30022 - Archeological Technician II	20.64
30023 - Archeological Technician III	25.58
30030 - Cartographic Technician	25.58
30040 - Civil Engineering Technician	28.40
30051 - Cryogenic Technician I	27.23
30052 - Cryogenic Technician II	30.06
30061 - Drafter/CAD Operator I	18.45
30062 - Drafter/CAD Operator II	20.64
30063 - Drafter/CAD Operator III	23.02
30064 - Drafter/CAD Operator IV	28.32
30081 - Engineering Technician I	16.21
30082 - Engineering Technician II	18.21
30083 - Engineering Technician III	20.37
30084 - Engineering Technician IV	25.22
30085 - Engineering Technician V	30.77
30086 - Engineering Technician VI	37.34
30090 - Environmental Technician	25.58
30095 - Evidence Control Specialist	24.59
30210 - Laboratory Technician	23.02

30221 - Latent Fingerprint Technician I	27.23
30222 - Latent Fingerprint Technician II	30.06
30240 - Mathematical Technician	25.58
30361 - Paralegal/Legal Assistant I	20.70
30362 - Paralegal/Legal Assistant II	25.64
30363 - Paralegal/Legal Assistant III	31.37
30364 - Paralegal/Legal Assistant IV	37.95
30375 - Petroleum Supply Specialist	30.06
30390 - Photo-Optics Technician	25.58
30395 - Radiation Control Technician	30.06
30461 - Technical Writer I	25.58
30462 - Technical Writer II	31.29
30463 - Technical Writer III	37.85
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	28.32
30502 - Weather Forecaster II	34.45
30620 - Weather Observer Combined (see 2)	23.02
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	17.46
31030 - Bus Driver	22.84
31043 - Driver Courier	15.00
31260 - Parking and Lot Attendant	15.62
31290 - Shuttle Bus Driver	15.97
31310 - Taxi Driver	13.20
31361 - Truckdriver Light	15.97
31362 - Truckdriver Medium	16.95
31363 - Truckdriver Heavy	25.12
31364 - Truckdriver Tractor-Trailer	25.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.22
99050 - Desk Clerk	11.56
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.53
<b>I</b>	
99252 - Laboratory Animal Caretaker	17.71
<b>II</b>	
99260 - Marketing Analyst	24.16
99310 - Mortician	25.60
99410 - Pest Controller	21.84
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.43
99711 - Recycling Specialist	22.49
99730 - Refuse Collector	17.96
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	15.39
99830 - Survey Party Chief	24.88
99831 - Surveying Aide	14.55
99832 - Surveying Technician	19.00
99840 - Vending Machine Attendant	19.77
99841 - Vending Machine Repairer	23.09
99842 - Vending Machine Repairer	19.77
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4943

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4943  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Wisconsin

Area: Wisconsin County of La Crosse

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.47
01012 - Accounting Clerk II		16.26
01013 - Accounting Clerk III		18.18
01020 - Administrative Assistant		27.65
01035 - Court Reporter		18.10
01041 - Customer Service Representative I		14.46
01042 - Customer Service Representative II		15.78



01043 - Customer Service Representative III	17.73
01051 - Data Entry Operator I	15.82
01052 - Data Entry Operator II	17.27
01060 - Dispatcher Motor Vehicle	23.85
01070 - Document Preparation Clerk	15.76
01090 - Duplicating Machine Operator	15.76
01111 - General Clerk I	14.39
01112 - General Clerk II	15.70
01113 - General Clerk III	17.64
01120 - Housing Referral Assistant	20.17
01141 - Messenger Courier	12.24
01191 - Order Clerk I	15.05
01192 - Order Clerk II	16.42
01261 - Personnel Assistant (Employment) I	16.35
01262 - Personnel Assistant (Employment) II	18.28
01263 - Personnel Assistant (Employment) III	20.38
01270 - Production Control Clerk	20.83
01290 - Rental Clerk	15.36
01300 - Scheduler Maintenance	16.19
01311 - Secretary I	16.19
01312 - Secretary II	18.10
01313 - Secretary III	20.17
01320 - Service Order Dispatcher	21.33
01410 - Supply Technician	27.65
01420 - Survey Worker	18.10
01460 - Switchboard Operator/Receptionist	15.71
01531 - Travel Clerk I	15.10
01532 - Travel Clerk II	16.24
01533 - Travel Clerk III	17.43
01611 - Word Processor I	14.41
01612 - Word Processor II	16.19
01613 - Word Processor III	18.10
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.15
<b>Fiberglass</b>	
05010 - Automotive Electrician	19.69
05040 - Automotive Glass Installer	18.66
05070 - Automotive Worker	18.59
05110 - Mobile Equipment Servicer	16.64
05130 - Motor Equipment Metal	20.69
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	18.66
05190 - Motor Vehicle Mechanic	20.55
05220 - Motor Vehicle Mechanic Helper	15.62

05250 - Motor Vehicle Upholstery Worker	17.65
05280 - Motor Vehicle Wrecker	18.66
05310 - Painter Automotive	19.69
05340 - Radiator Repair Specialist	18.66
05370 - Tire Repairer	15.46
05400 - Transmission Repair Specialist	20.69
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.79
07041 - Cook I	14.40
07042 - Cook II	16.15
07070 - Dishwasher	10.24
07130 - Food Service Worker	11.80
07210 - Meat Cutter	18.55
07260 - Waiter/Waitress	11.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.60
09040 - Furniture Handler	14.40
09080 - Furniture Refinisher	19.60
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer Minor	17.93
09130 - Upholsterer	19.60
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.43
11060 - Elevator Operator	14.17
11090 - Gardener	19.71
11122 - Housekeeping Aide	14.17
11150 - Janitor	14.17
11210 - Laborer Grounds Maintenance	15.99
11240 - Maid or Houseman	11.74
11260 - Pruner	14.85
11270 - Tractor Operator	18.52
11330 - Trail Maintenance Worker	15.99
11360 - Window Cleaner	15.38
12000 - Health Occupations	
12010 - Ambulance Driver	19.94
12011 - Breath Alcohol Technician	20.20
12012 - Certified Occupational Therapist Assistant	24.35
12015 - Certified Physical Therapist Assistant	23.93
12020 - Dental Assistant	20.06
12025 - Dental Hygienist	35.99
12030 - EKG Technician	30.62
12035 - Electroneurodiagnostic Technologist	30.62

12040 - Emergency Medical Technician	19.94
12071 - Licensed Practical Nurse I	18.07
12072 - Licensed Practical Nurse II	20.20
12073 - Licensed Practical Nurse III	22.52
12100 - Medical Assistant	19.08
12130 - Medical Laboratory Technician	26.35
<b>Technician</b>	
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.94
12195 - Medical Transcriptionist	18.07
12210 - Nuclear Medicine	44.40
<b>Technologist</b>	
12221 - Nursing Assistant I	11.57
12222 - Nursing Assistant II	13.00
12223 - Nursing Assistant III	14.19
12224 - Nursing Assistant IV	15.94
12235 - Optical Dispenser	15.09
12236 - Optical Technician	18.07
12250 - Pharmacy Technician	16.80
12280 - Phlebotomist	17.46
12305 - Radiologic Technologist	29.89
12311 - Registered Nurse I	24.49
12312 - Registered Nurse II	29.96
12313 - Registered Nurse II	29.96
<b>Specialist</b>	
12314 - Registered Nurse III	36.24
12315 - Registered Nurse III	36.24
<b>Anesthetist</b>	
12316 - Registered Nurse IV	43.03
12317 - Scheduler (Drug and Alcohol Testing)	25.03
<b>Testing)</b>	
12320 - Substance Abuse Treatment	18.83
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	19.88
13012 - Exhibits Specialist II	24.63
13013 - Exhibits Specialist III	30.13
13041 - Illustrator I	19.88
13042 - Illustrator II	24.63
13043 - Illustrator III	30.13
13047 - Librarian	27.28
13050 - Library Aide/Clerk	18.54
13054 - Library Information	24.63
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	18.61
13061 - Media Specialist I	17.78
13062 - Media Specialist II	19.88
13063 - Media Specialist III	22.16

13071 - Photographer I	16.23
13072 - Photographer II	18.16
13073 - Photographer III	22.49
13074 - Photographer IV	27.52
13075 - Photographer V	33.29
13090 - Technical Order Library	24.02
<b>Clerk</b>	
13110 - Video Teleconference	19.98
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	14.64
14042 - Computer Operator II	16.37
14043 - Computer Operator III	18.35
14044 - Computer Operator IV	22.04
14045 - Computer Operator V	26.03
14071 - Computer Programmer I	(see 1) 18.53
14072 - Computer Programmer II	(see 1) 22.95
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	14.99
<b>Operator</b>	
14160 - Personal Computer Support	22.04
<b>Technician</b>	
14170 - System Support Specialist	30.16
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	27.37
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	33.12
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	39.70
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	27.52
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	27.31
15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	22.32
15085 - Maintenance Test Pilot Fixed	39.70
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	39.70
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	39.70
<b>Pilot</b>	
15090 - Technical Instructor	19.74
15095 - Technical Instructor/Course	24.15
<b>Developer</b>	
15110 - Test Proctor	15.94

15120 - Tutor	15.94
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	13.22
16030 - Counter Attendant	13.22
16040 - Dry Cleaner	15.65
16070 - Finisher Flatwork Machine	13.22
16090 - Presser Hand	13.22
16110 - Presser Machine Drycleaning	13.22
16130 - Presser Machine Shirts	13.22
16160 - Presser Machine Wearing	13.22
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	16.57
16220 - Tailor	17.51
16250 - Washer Machine	13.89
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	22.36
19040 - Tool And Die Maker	26.96
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	19.64
21030 - Material Coordinator	20.83
21040 - Material Expediter	20.83
21050 - Material Handling Laborer	17.79
21071 - Order Filler	13.75
21080 - Production Line Worker (Food Processing)	19.64
21110 - Shipping Packer	16.74
21130 - Shipping/Receiving Clerk	16.74
21140 - Store Worker I	14.13
21150 - Stock Clerk	18.08
21210 - Tools And Parts Attendant	19.64
21410 - Warehouse Specialist	19.64
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	31.20
23019 - Aircraft Logs and Records Technician	25.38
23021 - Aircraft Mechanic I	29.76
23022 - Aircraft Mechanic II	31.20
23023 - Aircraft Mechanic III	32.67
23040 - Aircraft Mechanic Helper	22.46
23050 - Aircraft Painter	28.31
23060 - Aircraft Servicer	25.38
23070 - Aircraft Survival Flight Equipment Technician	28.31
23080 - Aircraft Worker	26.84

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.76
23110 - Appliance Mechanic	28.31
23120 - Bicycle Repairer	18.71
23125 - Cable Splicer	35.35
23130 - Carpenter Maintenance	25.83
23140 - Carpet Layer	26.84
23160 - Electrician Maintenance	33.16
23181 - Electronics Technician Maintenance I	26.84
23182 - Electronics Technician Maintenance II	28.31
23183 - Electronics Technician Maintenance III	29.76
23260 - Fabric Worker	25.38
23290 - Fire Alarm System Mechanic	29.76
23310 - Fire Extinguisher Repairer	23.92
23311 - Fuel Distribution System Mechanic	29.76
23312 - Fuel Distribution System Operator	23.92
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment Mechanic	29.76
23381 - Ground Support Equipment Servicer	25.38
23382 - Ground Support Equipment Worker	26.84
23391 - Gunsmith I	23.92
23392 - Gunsmith II	26.84
23393 - Gunsmith III	29.76
23410 - Heating Ventilation And Air- Conditioning Mechanic	27.92
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.27
23430 - Heavy Equipment Mechanic	27.16
23440 - Heavy Equipment Operator	34.38
23460 - Instrument Mechanic	29.76
23465 - Laboratory/Shelter Mechanic	28.31
23470 - Laborer	17.79
23510 - Locksmith	28.31
23530 - Machinery Maintenance Mechanic	24.61
23550 - Machinist Maintenance	24.91

23580 - Maintenance Trades Helper	16.95
23591 - Metrology Technician I	29.76
23592 - Metrology Technician II	31.20
23593 - Metrology Technician III	32.67
23640 - Millwright	29.76
23710 - Office Appliance Repairer	25.56
23760 - Painter Maintenance	18.17
23790 - Pipefitter Maintenance	37.63
23810 - Plumber Maintenance	35.71
23820 - Pneudraulic Systems Mechanic	29.76
23850 - Rigger	29.76
23870 - Scale Mechanic	26.84
23890 - Sheet-Metal Worker	28.45
<b>Maintenance</b>	
23910 - Small Engine Mechanic	22.34
23931 - Telecommunications Mechanic	28.16
<b>I</b>	
23932 - Telecommunications Mechanic	29.54
<b>II</b>	
23950 - Telephone Lineman	29.76
23960 - Welder Combination	22.51
<b>Maintenance</b>	
23965 - Well Driller	29.76
23970 - Woodcraft Worker	29.76
23980 - Woodworker	23.92
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	22.28
24570 - Child Care Attendant	12.22
24580 - Child Care Center Clerk	15.25
24610 - Chore Aide	12.88
24620 - Family Readiness And Support	22.28
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	22.28
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	29.76
25040 - Sewage Plant Operator	25.42
25070 - Stationary Engineer	29.76
25190 - Ventilation Equipment Tender	22.46
25210 - Water Treatment Plant	25.42
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	17.89
27007 - Baggage Inspector	15.96
27008 - Corrections Officer	22.81
27010 - Court Security Officer	19.62
27030 - Detection Dog Handler	17.85
27040 - Detention Officer	22.81
27070 - Firefighter	17.50

27101 - Guard I	15.96
27102 - Guard II	17.85
27131 - Police Officer I	25.05
27132 - Police Officer II	27.84
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	12.32
28042 - Carnival Equipment Repairer	13.12
28043 - Carnival Worker	9.87
28210 - Gate Attendant/Gate Tender	16.06
28310 - Lifeguard	12.95
28350 - Park Attendant (Aide)	17.96
28510 - Recreation Aide/Health	13.10
<b>Facility Attendant</b>	
28515 - Recreation Specialist	22.24
28630 - Sports Official	14.30
28690 - Swimming Pool Operator	15.92
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	26.84
29020 - Hatch Tender	26.84
29030 - Line Handler	26.84
29041 - Stevedore I	25.38
29042 - Stevedore II	28.31
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	17.74
30022 - Archeological Technician II	20.23
30023 - Archeological Technician III	25.15
30030 - Cartographic Technician	25.15
30040 - Civil Engineering Technician	28.40
30051 - Cryogenic Technician I	27.23
30052 - Cryogenic Technician II	30.06
30061 - Drafter/CAD Operator I	17.74
30062 - Drafter/CAD Operator II	20.23
30063 - Drafter/CAD Operator III	22.64
30064 - Drafter/CAD Operator IV	27.86
30081 - Engineering Technician I	16.09
30082 - Engineering Technician II	18.06
30083 - Engineering Technician III	20.22
30084 - Engineering Technician IV	25.04
30085 - Engineering Technician V	30.62
30086 - Engineering Technician VI	37.06
30090 - Environmental Technician	24.59
30095 - Evidence Control Specialist	24.59
30210 - Laboratory Technician	21.51



30221 - Latent Fingerprint Technician I	27.23
30222 - Latent Fingerprint Technician II	30.06
30240 - Mathematical Technician	25.15
30361 - Paralegal/Legal Assistant I	20.31
30362 - Paralegal/Legal Assistant II	25.16
30363 - Paralegal/Legal Assistant III	30.77
30364 - Paralegal/Legal Assistant IV	37.22
30375 - Petroleum Supply Specialist	30.06
30390 - Photo-Optics Technician	23.15
30395 - Radiation Control Technician	30.06
30461 - Technical Writer I	25.15
30462 - Technical Writer II	30.77
30463 - Technical Writer III	37.23
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.23
30502 - Weather Forecaster II	33.12
30620 - Weather Observer Combined (see 2)	22.64
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.15
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	17.46
31030 - Bus Driver	22.84
31043 - Driver Courier	15.00
31260 - Parking and Lot Attendant	15.62
31290 - Shuttle Bus Driver	15.97
31310 - Taxi Driver	13.20
31361 - Truckdriver Light	15.97
31362 - Truckdriver Medium	16.95
31363 - Truckdriver Heavy	25.12
31364 - Truckdriver Tractor-Trailer	25.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.22
99050 - Desk Clerk	11.56
99095 - Embalmer	28.88

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.70
<b>I</b>	
99252 - Laboratory Animal Caretaker	14.54
<b>II</b>	
99260 - Marketing Analyst	24.16
99310 - Mortician	28.88
99410 - Pest Controller	21.84
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.55
99711 - Recycling Specialist	21.32
99730 - Refuse Collector	17.15
99810 - Sales Clerk	11.75
99820 - School Crossing Guard	15.39
99830 - Survey Party Chief	29.00
99831 - Surveying Aide	16.95
99832 - Surveying Technician	22.26
99840 - Vending Machine Attendant	19.33
99841 - Vending Machine Repairer	23.09
99842 - Vending Machine Repairer	19.33
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 8 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4945

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4945  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

States: Minnesota Wisconsin

Area: Minnesota Counties of Anoka Carver Chisago Dakota Hennepin Isanti Ramsey Scott Washington Wright

Wisconsin Counties of Pierce St Croix

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		18.01
01012 - Accounting Clerk II		20.23
01013 - Accounting Clerk III		22.62
01020 - Administrative Assistant		30.26
01035 - Court Reporter		30.88
01041 - Customer Service Representative I		16.74

01042 - Customer Service Representative II	18.27
01043 - Customer Service Representative III	20.52
01051 - Data Entry Operator I	16.06
01052 - Data Entry Operator II	17.52
01060 - Dispatcher Motor Vehicle	23.09
01070 - Document Preparation Clerk	19.95
01090 - Duplicating Machine Operator	19.95
01111 - General Clerk I	15.75
01112 - General Clerk II	17.19
01113 - General Clerk III	19.31
01120 - Housing Referral Assistant	23.06
01141 - Messenger Courier	16.26
01191 - Order Clerk I	16.80
01192 - Order Clerk II	18.33
01261 - Personnel Assistant (Employment) I	18.23
01262 - Personnel Assistant (Employment) II	20.38
01263 - Personnel Assistant (Employment) III	22.72
01270 - Production Control Clerk	25.28
01290 - Rental Clerk	16.80
01300 - Scheduler Maintenance	18.49
01311 - Secretary I	18.49
01312 - Secretary II	20.69
01313 - Secretary III	23.06
01320 - Service Order Dispatcher	20.65
01410 - Supply Technician	30.26
01420 - Survey Worker	20.62
01460 - Switchboard Operator/Receptionist	15.67
01531 - Travel Clerk I	19.40
01532 - Travel Clerk II	20.94
01533 - Travel Clerk III	22.46
01611 - Word Processor I	16.99
01612 - Word Processor II	19.08
01613 - Word Processor III	21.34
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.68
Fiberglass	
05010 - Automotive Electrician	22.10
05040 - Automotive Glass Installer	21.17
05070 - Automotive Worker	21.17
05110 - Mobile Equipment Servicer	19.07
05130 - Motor Equipment Metal	23.02
Mechanic	
05160 - Motor Equipment Metal Worker	21.17
05190 - Motor Vehicle Mechanic	23.02

05220 - Motor Vehicle Mechanic Helper	17.80
05250 - Motor Vehicle Upholstery Worker	20.31
05280 - Motor Vehicle Wrecker	21.17
05310 - Painter Automotive	22.10
05340 - Radiator Repair Specialist	21.17
05370 - Tire Repairer	16.12
05400 - Transmission Repair Specialist	23.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.43
07041 - Cook I	17.70
07042 - Cook II	19.64
07070 - Dishwasher	13.04
07130 - Food Service Worker	15.14
07210 - Meat Cutter	20.01
07260 - Waiter/Waitress	12.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.90
09040 - Furniture Handler	16.13
09080 - Furniture Refinisher	19.90
09090 - Furniture Refinisher Helper	18.07
09110 - Furniture Repairer Minor	19.60
09130 - Upholsterer	21.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.76
11060 - Elevator Operator	15.68
11090 - Gardener	21.62
11122 - Housekeeping Aide	15.68
11150 - Janitor	15.68
11210 - Laborer Grounds Maintenance	17.36
11240 - Maid or Houseman	14.80
11260 - Pruner	16.00
11270 - Tractor Operator	20.17
11330 - Trail Maintenance Worker	17.36
11360 - Window Cleaner	17.05
12000 - Health Occupations	
12010 - Ambulance Driver	22.24
12011 - Breath Alcohol Technician	22.24
12012 - Certified Occupational Therapist Assistant	25.62
12015 - Certified Physical Therapist Assistant	28.57
12020 - Dental Assistant	27.26
12025 - Dental Hygienist	39.60
12030 - EKG Technician	33.23



12035 - Electroneurodiagnostic Technologist	33.23
12040 - Emergency Medical Technician	22.24
12071 - Licensed Practical Nurse I	20.01
12072 - Licensed Practical Nurse II	22.38
12073 - Licensed Practical Nurse III	24.94
12100 - Medical Assistant	21.44
12130 - Medical Laboratory Technician	26.98
12160 - Medical Record Clerk	23.24
12190 - Medical Record Technician	26.00
12195 - Medical Transcriptionist	23.46
12210 - Nuclear Medicine Technologist	43.28
12221 - Nursing Assistant I	13.43
12222 - Nursing Assistant II	15.09
12223 - Nursing Assistant III	16.47
12224 - Nursing Assistant IV	18.50
12235 - Optical Dispenser	20.15
12236 - Optical Technician	17.86
12250 - Pharmacy Technician	19.33
12280 - Phlebotomist	19.31
12305 - Radiologic Technologist	34.05
12311 - Registered Nurse I	29.71
12312 - Registered Nurse II	36.35
12313 - Registered Nurse II	36.35
12314 - Registered Nurse III	43.98
12315 - Registered Nurse III	43.98
12316 - Registered Nurse IV	52.71
12317 - Scheduler (Drug and Alcohol Testing)	27.55
12320 - Substance Abuse Treatment Counselor	25.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.07
13012 - Exhibits Specialist II	26.14
13013 - Exhibits Specialist III	31.93
13041 - Illustrator I	21.94
13042 - Illustrator II	27.18
13043 - Illustrator III	33.25
13047 - Librarian	33.12
13050 - Library Aide/Clerk	17.72
13054 - Library Information Technology Systems Administrator	27.95
13058 - Library Technician	22.17
13061 - Media Specialist I	20.43

13062 - Media Specialist II	22.86
13063 - Media Specialist III	25.48
13071 - Photographer I	19.32
13072 - Photographer II	21.62
13073 - Photographer III	26.77
13074 - Photographer IV	32.74
13075 - Photographer V	39.61
13090 - Technical Order Library	22.26
<b>Clerk</b>	
13110 - Video Teleconference	24.48
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	20.49
14042 - Computer Operator II	22.94
14043 - Computer Operator III	25.55
14044 - Computer Operator IV	28.39
14045 - Computer Operator V	31.45
14071 - Computer Programmer I	(see 1) 26.47
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	20.49
<b>Operator</b>	
14160 - Personal Computer Support	28.39
<b>Technician</b>	
14170 - System Support Specialist	32.93
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices	34.82
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	39.33
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	47.13
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	34.82
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	37.44
15070 - Flight Instructor (Pilot)	47.13
15080 - Graphic Artist	26.02
15085 - Maintenance Test Pilot Fixed	47.13
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	47.13
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	47.13
<b>Pilot</b>	
15090 - Technical Instructor	28.29

15095 - Technical Instructor/Course Developer	34.61
15110 - Test Proctor	22.84
15120 - Tutor	22.84
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.26
16030 - Counter Attendant	13.26
16040 - Dry Cleaner	16.31
16070 - Finisher Flatwork Machine	13.26
16090 - Presser Hand	13.26
16110 - Presser Machine Drycleaning	13.26
16130 - Presser Machine Shirts	13.26
16160 - Presser Machine Wearing Apparel Laundry	13.26
16190 - Sewing Machine Operator	17.26
16220 - Tailor	18.26
16250 - Washer Machine	14.35
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.43
19040 - Tool And Die Maker	29.32
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.16
21030 - Material Coordinator	25.28
21040 - Material Expediter	25.28
21050 - Material Handling Laborer	17.77
21071 - Order Filler	17.51
21080 - Production Line Worker (Food Processing)	21.16
21110 - Shipping Packer	18.78
21130 - Shipping/Receiving Clerk	18.78
21140 - Store Worker I	16.98
21150 - Stock Clerk	21.91
21210 - Tools And Parts Attendant	21.16
21410 - Warehouse Specialist	21.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.97
23019 - Aircraft Logs and Records Technician	31.33
23021 - Aircraft Mechanic I	35.48
23022 - Aircraft Mechanic II	36.97
23023 - Aircraft Mechanic III	38.38
23040 - Aircraft Mechanic Helper	27.46
23050 - Aircraft Painter	34.10
23060 - Aircraft Servicer	31.33

23070 - Aircraft Survival Flight Equipment Technician	34.10
23080 - Aircraft Worker	32.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.48
23110 - Appliance Mechanic	24.70
23120 - Bicycle Repairer	22.78
23125 - Cable Splicer	42.24
23130 - Carpenter Maintenance	28.58
23140 - Carpet Layer	32.45
23160 - Electrician Maintenance	39.45
23181 - Electronics Technician	28.81
Maintenance I	
23182 - Electronics Technician	30.07
Maintenance II	
23183 - Electronics Technician	31.32
Maintenance III	
23260 - Fabric Worker	28.82
23290 - Fire Alarm System Mechanic	29.09
23310 - Fire Extinguisher Repairer	27.07
23311 - Fuel Distribution System Mechanic	38.42
23312 - Fuel Distribution System Operator	31.83
23370 - General Maintenance Worker	24.09
23380 - Ground Support Equipment Mechanic	35.48
23381 - Ground Support Equipment Servicer	31.33
23382 - Ground Support Equipment Worker	32.67
23391 - Gunsmith I	27.07
23392 - Gunsmith II	30.04
23393 - Gunsmith III	32.67
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.63
23430 - Heavy Equipment Mechanic	31.05
23440 - Heavy Equipment Operator	36.68
23460 - Instrument Mechanic	31.37
23465 - Laboratory/Shelter Mechanic	31.36
23470 - Laborer	17.77
23510 - Locksmith	24.41

23530 - Machinery Maintenance	29.77
<b>Mechanic</b>	
23550 - Machinist Maintenance	25.77
23580 - Maintenance Trades Helper	16.60
23591 - Metrology Technician I	31.37
23592 - Metrology Technician II	32.70
23593 - Metrology Technician III	33.95
23640 - Millwright	30.25
23710 - Office Appliance Repairer	21.42
23760 - Painter Maintenance	27.94
23790 - Pipefitter Maintenance	42.80
23810 - Plumber Maintenance	41.09
23820 - Pneudraulic Systems Mechanic	32.67
23850 - Rigger	37.76
23870 - Scale Mechanic	30.04
23890 - Sheet-Metal Worker	38.64
<b>Maintenance</b>	
23910 - Small Engine Mechanic	23.36
23931 - Telecommunications Mechanic	30.61
<b>I</b>	
23932 - Telecommunications Mechanic	31.89
<b>II</b>	
23950 - Telephone Lineman	24.43
23960 - Welder Combination	24.32
<b>Maintenance</b>	
23965 - Well Driller	29.63
23970 - Woodcraft Worker	32.67
23980 - Woodworker	27.07
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	17.80
24570 - Child Care Attendant	13.83
24580 - Child Care Center Clerk	18.03
24610 - Chore Aide	13.73
24620 - Family Readiness And Support	17.80
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	20.05
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	31.74
25040 - Sewage Plant Operator	30.72
25070 - Stationary Engineer	31.74
25190 - Ventilation Equipment Tender	24.55
25210 - Water Treatment Plant	30.72
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	29.68
27007 - Baggage Inspector	17.70
27008 - Corrections Officer	26.40
27010 - Court Security Officer	21.99

27030 - Detection Dog Handler	19.79
27040 - Detention Officer	26.40
27070 - Firefighter	20.84
27101 - Guard I	17.70
27102 - Guard II	19.79
27131 - Police Officer I	35.88
27132 - Police Officer II	39.88
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	15.20
28042 - Carnival Equipment Repairer	16.28
28043 - Carnival Worker	12.03
28210 - Gate Attendant/Gate Tender	17.44
28310 - Lifeguard	12.03
28350 - Park Attendant (Aide)	19.50
28510 - Recreation Aide/Health	14.23
<b>Facility Attendant</b>	
28515 - Recreation Specialist	24.16
28630 - Sports Official	15.53
28690 - Swimming Pool Operator	19.47
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	31.08
29020 - Hatch Tender	31.08
29030 - Line Handler	31.08
29041 - Stevedore I	29.95
29042 - Stevedore II	32.45
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	43.31
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	29.86
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	32.89
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	20.60
30022 - Archeological Technician II	23.05
30023 - Archeological Technician III	28.54
30030 - Cartographic Technician	29.12
30040 - Civil Engineering Technician	34.45
30051 - Cryogenic Technician I	27.45
30052 - Cryogenic Technician II	30.32
30061 - Drafter/CAD Operator I	20.60
30062 - Drafter/CAD Operator II	23.05
30063 - Drafter/CAD Operator III	25.69
30064 - Drafter/CAD Operator IV	31.62
30081 - Engineering Technician I	18.51
30082 - Engineering Technician II	21.39
30083 - Engineering Technician III	23.93
30084 - Engineering Technician IV	29.64
30085 - Engineering Technician V	31.93
30086 - Engineering Technician VI	39.73

30090 - Environmental Technician	27.64
30095 - Evidence Control Specialist	24.79
30210 - Laboratory Technician	24.10
30221 - Latent Fingerprint	27.45
Technician I	
30222 - Latent Fingerprint	30.32
Technician II	
30240 - Mathematical Technician	31.10
30361 - Paralegal/Legal Assistant I	20.05
30362 - Paralegal/Legal Assistant II	24.83
30363 - Paralegal/Legal Assistant	30.38
III	
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	30.32
30390 - Photo-Optics Technician	29.64
30395 - Radiation Control Technician	30.32
30461 - Technical Writer I	27.12
30462 - Technical Writer II	33.18
30463 - Technical Writer III	40.15
30491 - Unexploded Ordnance (UXO)	27.53
Technician I	
30492 - Unexploded Ordnance (UXO)	33.30
Technician II	
30493 - Unexploded Ordnance (UXO)	39.92
Technician III	
30494 - Unexploded (UXO) Safety	27.53
Escort	
30495 - Unexploded (UXO) Sweep	27.53
Personnel	
30501 - Weather Forecaster I	31.62
30502 - Weather Forecaster II	38.47
30620 - Weather Observer Combined (see 2)	25.69
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	28.54
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	33.30
31020 - Bus Aide	16.31
31030 - Bus Driver	21.61
31043 - Driver Courier	18.75
31260 - Parking and Lot Attendant	13.75
31290 - Shuttle Bus Driver	19.41
31310 - Taxi Driver	16.74
31361 - Truckdriver Light	20.09
31362 - Truckdriver Medium	22.10
31363 - Truckdriver Heavy	24.90
31364 - Truckdriver Tractor-Trailer	24.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.24

99030 - Cashier	12.77
99050 - Desk Clerk	13.55
99095 - Embalmer	40.34
99130 - Flight Follower	27.53
99251 - Laboratory Animal Caretaker	14.84
<b>I</b>	
99252 - Laboratory Animal Caretaker	15.90
<b>II</b>	
99260 - Marketing Analyst	36.32
99310 - Mortician	40.34
99410 - Pest Controller	21.70
99510 - Photofinishing Worker	17.97
99710 - Recycling Laborer	23.94
99711 - Recycling Specialist	27.82
99730 - Refuse Collector	22.02
99810 - Sales Clerk	13.49
99820 - School Crossing Guard	15.34
99830 - Survey Party Chief	37.83
99831 - Surveying Aide	25.13
99832 - Surveying Technician	28.89
99840 - Vending Machine Attendant	18.69
99841 - Vending Machine Repairer	21.42
99842 - Vending Machine Repairer	18.69
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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**

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)).

Standard Wage Determination No.: 2015-4947

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4947  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Minnesota

Area: Minnesota Counties of Le Sueur Mille Lacs Sherburne Sibley

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		18.01
01012 - Accounting Clerk II		20.23
01013 - Accounting Clerk III		22.62
01020 - Administrative Assistant		30.26
01035 - Court Reporter		28.29
01041 - Customer Service Representative I		16.74
01042 - Customer Service Representative II		18.27

01043 - Customer Service Representative III	20.52
01051 - Data Entry Operator I	16.06
01052 - Data Entry Operator II	17.52
01060 - Dispatcher Motor Vehicle	23.09
01070 - Document Preparation Clerk	19.95
01090 - Duplicating Machine Operator	19.95
01111 - General Clerk I	15.75
01112 - General Clerk II	17.19
01113 - General Clerk III	19.31
01120 - Housing Referral Assistant	22.57
01141 - Messenger Courier	16.26
01191 - Order Clerk I	16.80
01192 - Order Clerk II	18.33
01261 - Personnel Assistant (Employment) I	18.23
01262 - Personnel Assistant (Employment) II	20.38
01263 - Personnel Assistant (Employment) III	22.72
01270 - Production Control Clerk	25.28
01290 - Rental Clerk	15.18
01300 - Scheduler Maintenance	18.11
01311 - Secretary I	18.11
01312 - Secretary II	20.25
01313 - Secretary III	22.57
01320 - Service Order Dispatcher	20.65
01410 - Supply Technician	30.26
01420 - Survey Worker	20.62
01460 - Switchboard Operator/Receptionist	15.67
01531 - Travel Clerk I	19.40
01532 - Travel Clerk II	20.94
01533 - Travel Clerk III	22.46
01611 - Word Processor I	16.99
01612 - Word Processor II	19.08
01613 - Word Processor III	21.34
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.32
<b>Fiberglass</b>	
05010 - Automotive Electrician	22.10
05040 - Automotive Glass Installer	21.17
05070 - Automotive Worker	21.17
05110 - Mobile Equipment Servicer	19.07
05130 - Motor Equipment Metal	23.02
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	21.17
05190 - Motor Vehicle Mechanic	23.02
05220 - Motor Vehicle Mechanic Helper	17.80

05250 - Motor Vehicle Upholstery Worker	20.31
05280 - Motor Vehicle Wrecker	21.17
05310 - Painter Automotive	22.10
05340 - Radiator Repair Specialist	21.17
05370 - Tire Repairer	16.03
05400 - Transmission Repair Specialist	23.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.43
07041 - Cook I	17.70
07042 - Cook II	19.64
07070 - Dishwasher	13.04
07130 - Food Service Worker	15.14
07210 - Meat Cutter	19.37
07260 - Waiter/Waitress	12.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.55
09040 - Furniture Handler	12.95
09080 - Furniture Refinisher	18.68
09090 - Furniture Refinisher Helper	15.05
09110 - Furniture Repairer Minor	17.17
09130 - Upholsterer	20.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.76
11060 - Elevator Operator	15.68
11090 - Gardener	21.57
11122 - Housekeeping Aide	15.68
11150 - Janitor	15.68
11210 - Laborer Grounds Maintenance	17.33
11240 - Maid or Houseman	14.80
11260 - Pruner	15.97
11270 - Tractor Operator	20.13
11330 - Trail Maintenance Worker	17.33
11360 - Window Cleaner	17.05
12000 - Health Occupations	
12010 - Ambulance Driver	22.24
12011 - Breath Alcohol Technician	22.24
12012 - Certified Occupational Therapist Assistant	25.62
12015 - Certified Physical Therapist Assistant	28.57
12020 - Dental Assistant	27.26
12025 - Dental Hygienist	39.60
12030 - EKG Technician	33.23
12035 - Electroneurodiagnostic Technologist	33.23

12040 - Emergency Medical Technician	22.24
12071 - Licensed Practical Nurse I	20.01
12072 - Licensed Practical Nurse II	22.38
12073 - Licensed Practical Nurse III	24.94
12100 - Medical Assistant	21.44
12130 - Medical Laboratory Technician	26.98
<b>Technician</b>	
12160 - Medical Record Clerk	23.24
12190 - Medical Record Technician	26.00
12195 - Medical Transcriptionist	23.46
12210 - Nuclear Medicine Technologist	43.28
<b>Technologist</b>	
12221 - Nursing Assistant I	13.43
12222 - Nursing Assistant II	15.09
12223 - Nursing Assistant III	16.47
12224 - Nursing Assistant IV	18.50
12235 - Optical Dispenser	19.94
12236 - Optical Technician	17.86
12250 - Pharmacy Technician	19.33
12280 - Phlebotomist	19.31
12305 - Radiologic Technologist	34.05
12311 - Registered Nurse I	23.39
12312 - Registered Nurse II	28.61
12313 - Registered Nurse II	28.61
<b>Specialist</b>	
12314 - Registered Nurse III	46.70
12315 - Registered Nurse III	46.70
<b>Anesthetist</b>	
12316 - Registered Nurse IV	41.49
12317 - Scheduler (Drug and Alcohol Testing)	27.55
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	25.29
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	21.07
13012 - Exhibits Specialist II	26.10
13013 - Exhibits Specialist III	31.93
13041 - Illustrator I	20.47
13042 - Illustrator II	25.37
13043 - Illustrator III	31.05
13047 - Librarian	31.35
13050 - Library Aide/Clerk	17.72
13054 - Library Information Technology Systems Administrator	28.31
<b>Technology Systems Administrator</b>	
13058 - Library Technician	22.17
13061 - Media Specialist I	20.43
13062 - Media Specialist II	22.86
13063 - Media Specialist III	25.48



13071 - Photographer I	19.32
13072 - Photographer II	21.62
13073 - Photographer III	26.77
13074 - Photographer IV	32.74
13075 - Photographer V	39.61
13090 - Technical Order Library	22.26
<b>Clerk</b>	
13110 - Video Teleconference	24.48
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	18.41
14042 - Computer Operator II	20.59
14043 - Computer Operator III	22.96
14044 - Computer Operator IV	25.51
14045 - Computer Operator V	28.25
14071 - Computer Programmer I	(see 1) 24.22
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	18.41
<b>Operator</b>	
14160 - Personal Computer Support	25.51
<b>Technician</b>	
14170 - System Support Specialist	32.93
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	32.50
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	39.33
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	47.13
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	32.50
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	37.44
15070 - Flight Instructor (Pilot)	47.13
15080 - Graphic Artist	26.02
15085 - Maintenance Test Pilot Fixed	47.13
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	47.13
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	47.13
<b>Pilot</b>	
15090 - Technical Instructor	28.29
15095 - Technical Instructor/Course	34.61
<b>Developer</b>	
15110 - Test Proctor	22.84

15120 - Tutor	22.84
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	13.26
16030 - Counter Attendant	13.26
16040 - Dry Cleaner	16.31
16070 - Finisher Flatwork Machine	13.26
16090 - Presser Hand	13.26
16110 - Presser Machine Drycleaning	13.26
16130 - Presser Machine Shirts	13.26
16160 - Presser Machine Wearing	13.26
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	17.26
16220 - Tailor	18.26
16250 - Washer Machine	14.35
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	24.43
19040 - Tool And Die Maker	28.52
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	21.16
21030 - Material Coordinator	25.28
21040 - Material Expediter	25.28
21050 - Material Handling Laborer	17.77
21071 - Order Filler	15.37
21080 - Production Line Worker (Food Processing)	21.16
21110 - Shipping Packer	18.78
21130 - Shipping/Receiving Clerk	18.78
21140 - Store Worker I	16.98
21150 - Stock Clerk	21.91
21210 - Tools And Parts Attendant	21.16
21410 - Warehouse Specialist	21.16
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	36.97
23019 - Aircraft Logs and Records Technician	30.96
23021 - Aircraft Mechanic I	35.48
23022 - Aircraft Mechanic II	36.97
23023 - Aircraft Mechanic III	38.38
23040 - Aircraft Mechanic Helper	27.36
23050 - Aircraft Painter	33.72
23060 - Aircraft Servicer	30.96
23070 - Aircraft Survival Flight Equipment Technician	33.72
23080 - Aircraft Worker	32.29

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.29
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.48
23110 - Appliance Mechanic	24.70
23120 - Bicycle Repairer	18.44
23125 - Cable Splicer	42.24
23130 - Carpenter Maintenance	28.58
23140 - Carpet Layer	32.45
23160 - Electrician Maintenance	38.56
23181 - Electronics Technician Maintenance I	28.81
23182 - Electronics Technician Maintenance II	30.07
23183 - Electronics Technician Maintenance III	31.32
23260 - Fabric Worker	28.82
23290 - Fire Alarm System Mechanic	29.09
23310 - Fire Extinguisher Repairer	27.07
23311 - Fuel Distribution System Mechanic	38.42
23312 - Fuel Distribution System Operator	31.83
23370 - General Maintenance Worker	24.09
23380 - Ground Support Equipment Mechanic	35.48
23381 - Ground Support Equipment Servicer	30.96
23382 - Ground Support Equipment Worker	32.29
23391 - Gunsmith I	27.07
23392 - Gunsmith II	30.04
23393 - Gunsmith III	32.67
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.63
23430 - Heavy Equipment Mechanic	31.05
23440 - Heavy Equipment Operator	36.68
23460 - Instrument Mechanic	31.37
23465 - Laboratory/Shelter Mechanic	31.36
23470 - Laborer	17.77
23510 - Locksmith	24.19
23530 - Machinery Maintenance Mechanic	29.77
23550 - Machinist Maintenance	25.77

23580 - Maintenance Trades Helper	16.51
23591 - Metrology Technician I	31.37
23592 - Metrology Technician II	32.70
23593 - Metrology Technician III	33.95
23640 - Millwright	29.89
23710 - Office Appliance Repairer	20.26
23760 - Painter Maintenance	27.94
23790 - Pipefitter Maintenance	42.80
23810 - Plumber Maintenance	41.09
23820 - Pneudraulic Systems Mechanic	32.67
23850 - Rigger	36.17
23870 - Scale Mechanic	30.04
23890 - Sheet-Metal Worker	36.16
<b>Maintenance</b>	
23910 - Small Engine Mechanic	20.79
23931 - Telecommunications Mechanic	30.61
<b>I</b>	
23932 - Telecommunications Mechanic	31.89
<b>II</b>	
23950 - Telephone Lineman	23.31
23960 - Welder Combination	24.32
<b>Maintenance</b>	
23965 - Well Driller	29.63
23970 - Woodcraft Worker	32.67
23980 - Woodworker	27.07
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	17.80
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	17.15
24610 - Chore Aide	13.73
24620 - Family Readiness And Support	17.80
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.80
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	31.74
25040 - Sewage Plant Operator	30.72
25070 - Stationary Engineer	31.74
25190 - Ventilation Equipment Tender	24.55
25210 - Water Treatment Plant	30.72
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	29.18
27007 - Baggage Inspector	17.70
27008 - Corrections Officer	26.40
27010 - Court Security Officer	21.64
27030 - Detection Dog Handler	19.79
27040 - Detention Officer	26.40
27070 - Firefighter	19.76

27101 - Guard I	17.70
27102 - Guard II	19.79
27131 - Police Officer I	35.88
27132 - Police Officer II	39.88
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	15.20
28042 - Carnival Equipment Repairer	16.28
28043 - Carnival Worker	12.03
28210 - Gate Attendant/Gate Tender	17.44
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	19.50
28510 - Recreation Aide/Health	14.23
<b>Facility Attendant</b>	
28515 - Recreation Specialist	24.16
28630 - Sports Official	15.53
28690 - Swimming Pool Operator	18.07
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	29.41
29020 - Hatch Tender	29.41
29030 - Line Handler	29.41
29041 - Stevedore I	28.21
29042 - Stevedore II	30.70
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control	(see 2) 43.31
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control	(see 2) 29.86
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	32.89
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	18.45
30022 - Archeological Technician II	20.64
30023 - Archeological Technician III	25.58
30030 - Cartographic Technician	25.58
30040 - Civil Engineering Technician	34.45
30051 - Cryogenic Technician I	27.45
30052 - Cryogenic Technician II	30.32
30061 - Drafter/CAD Operator I	18.45
30062 - Drafter/CAD Operator II	20.64
30063 - Drafter/CAD Operator III	23.02
30064 - Drafter/CAD Operator IV	28.32
30081 - Engineering Technician I	16.46
30082 - Engineering Technician II	18.49
30083 - Engineering Technician III	20.67
30084 - Engineering Technician IV	25.61
30085 - Engineering Technician V	31.33
30086 - Engineering Technician VI	37.91
30090 - Environmental Technician	27.93
30095 - Evidence Control Specialist	24.79
30210 - Laboratory Technician	24.35

30221 - Latent Fingerprint Technician I	27.45
30222 - Latent Fingerprint Technician II	30.32
30240 - Mathematical Technician	32.16
30361 - Paralegal/Legal Assistant I	18.89
30362 - Paralegal/Legal Assistant II	23.40
30363 - Paralegal/Legal Assistant III	28.62
30364 - Paralegal/Legal Assistant IV	34.63
30375 - Petroleum Supply Specialist	30.32
30390 - Photo-Optics Technician	25.58
30395 - Radiation Control Technician	30.32
30461 - Technical Writer I	27.12
30462 - Technical Writer II	33.18
30463 - Technical Writer III	40.15
30491 - Unexploded Ordnance (UXO) Technician I	27.53
30492 - Unexploded Ordnance (UXO) Technician II	33.30
30493 - Unexploded Ordnance (UXO) Technician III	39.92
30494 - Unexploded (UXO) Safety Escort	27.53
30495 - Unexploded (UXO) Sweep Personnel	27.53
30501 - Weather Forecaster I	27.45
30502 - Weather Forecaster II	33.40
30620 - Weather Observer Combined (see 2)	23.02
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.30
31020 - Bus Aide	16.31
31030 - Bus Driver	21.61
31043 - Driver Courier	18.75
31260 - Parking and Lot Attendant	13.75
31290 - Shuttle Bus Driver	19.32
31310 - Taxi Driver	16.74
31361 - Truckdriver Light	20.09
31362 - Truckdriver Medium	21.39
31363 - Truckdriver Heavy	24.90
31364 - Truckdriver Tractor-Trailer	24.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.24
99030 - Cashier	12.77
99050 - Desk Clerk	13.55
99095 - Embalmer	40.34

99130 - Flight Follower	27.53
99251 - Laboratory Animal Caretaker	14.84
I	
99252 - Laboratory Animal Caretaker	15.90
II	
99260 - Marketing Analyst	36.32
99310 - Mortician	40.34
99410 - Pest Controller	20.25
99510 - Photofinishing Worker	15.55
99710 - Recycling Laborer	23.94
99711 - Recycling Specialist	27.65
99730 - Refuse Collector	22.02
99810 - Sales Clerk	13.49
99820 - School Crossing Guard	15.76
99830 - Survey Party Chief	37.83
99831 - Surveying Aide	22.13
99832 - Surveying Technician	28.89
99840 - Vending Machine Attendant	21.75
99841 - Vending Machine Repairer	23.78
99842 - Vending Machine Repairer	21.75
Helper	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4949

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4949  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Minnesota

Area: Minnesota Counties of Blue Earth Nicollet

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		16.46
01012 - Accounting Clerk II		18.49
01013 - Accounting Clerk III		20.67
01020 - Administrative Assistant		25.45
01035 - Court Reporter		18.11
01041 - Customer Service Representative I		15.32
01042 - Customer Service Representative II		16.72

01043 - Customer Service Representative III	18.78
01051 - Data Entry Operator I	13.22
01052 - Data Entry Operator II	14.42
01060 - Dispatcher Motor Vehicle	21.98
01070 - Document Preparation Clerk	17.38
01090 - Duplicating Machine Operator	17.38
01111 - General Clerk I	13.95
01112 - General Clerk II	15.22
01113 - General Clerk III	17.10
01120 - Housing Referral Assistant	20.19
01141 - Messenger Courier	14.25
01191 - Order Clerk I	13.22
01192 - Order Clerk II	14.42
01261 - Personnel Assistant (Employment) I	16.92
01262 - Personnel Assistant (Employment) II	18.93
01263 - Personnel Assistant (Employment) III	21.10
01270 - Production Control Clerk	26.93
01290 - Rental Clerk	14.80
01300 - Scheduler Maintenance	16.18
01311 - Secretary I	16.18
01312 - Secretary II	18.11
01313 - Secretary III	20.19
01320 - Service Order Dispatcher	19.66
01410 - Supply Technician	25.45
01420 - Survey Worker	18.64
01460 - Switchboard Operator/Receptionist	13.32
01531 - Travel Clerk I	15.10
01532 - Travel Clerk II	16.24
01533 - Travel Clerk III	17.43
01611 - Word Processor I	14.42
01612 - Word Processor II	16.18
01613 - Word Processor III	18.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.40
<b>Fiberglass</b>	
05010 - Automotive Electrician	19.61
05040 - Automotive Glass Installer	18.62
05070 - Automotive Worker	18.62
05110 - Mobile Equipment Servicer	16.64
05130 - Motor Equipment Metal	20.46
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	18.62
05190 - Motor Vehicle Mechanic	20.46
05220 - Motor Vehicle Mechanic Helper	15.55

05250 - Motor Vehicle Upholstery Worker	17.72
05280 - Motor Vehicle Wrecker	18.62
05310 - Painter Automotive	19.61
05340 - Radiator Repair Specialist	18.62
05370 - Tire Repairer	16.40
05400 - Transmission Repair Specialist	20.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.03
07041 - Cook I	15.46
07042 - Cook II	17.43
07070 - Dishwasher	11.62
07130 - Food Service Worker	15.07
07210 - Meat Cutter	15.47
07260 - Waiter/Waitress	11.37
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.08
09040 - Furniture Handler	13.63
09080 - Furniture Refinisher	20.08
09090 - Furniture Refinisher Helper	15.81
09110 - Furniture Repairer Minor	18.01
09130 - Upholsterer	20.08
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.90
11060 - Elevator Operator	14.59
11090 - Gardener	17.66
11122 - Housekeeping Aide	14.59
11150 - Janitor	14.59
11210 - Laborer Grounds Maintenance	14.24
11240 - Maid or Houseman	14.20
11260 - Pruner	13.13
11270 - Tractor Operator	16.51
11330 - Trail Maintenance Worker	14.24
11360 - Window Cleaner	15.83
12000 - Health Occupations	
12010 - Ambulance Driver	20.92
12011 - Breath Alcohol Technician	20.92
12012 - Certified Occupational Therapist Assistant	28.70
12015 - Certified Physical Therapist Assistant	26.87
12020 - Dental Assistant	22.76
12025 - Dental Hygienist	36.60
12030 - EKG Technician	31.71
12035 - Electroneurodiagnostic Technologist	31.71

12040 - Emergency Medical Technician	20.92
12071 - Licensed Practical Nurse I	18.71
12072 - Licensed Practical Nurse II	20.92
12073 - Licensed Practical Nurse III	23.32
12100 - Medical Assistant	18.83
12130 - Medical Laboratory Technician	27.07
<b>Technician</b>	
12160 - Medical Record Clerk	19.33
12190 - Medical Record Technician	21.63
12195 - Medical Transcriptionist	18.71
12210 - Nuclear Medicine	45.98
<b>Technologist</b>	
12221 - Nursing Assistant I	11.97
12222 - Nursing Assistant II	13.46
12223 - Nursing Assistant III	14.68
12224 - Nursing Assistant IV	16.48
12235 - Optical Dispenser	20.92
12236 - Optical Technician	18.71
12250 - Pharmacy Technician	18.70
12280 - Phlebotomist	18.71
12305 - Radiologic Technologist	31.84
12311 - Registered Nurse I	22.90
12312 - Registered Nurse II	28.01
12313 - Registered Nurse II	28.01
<b>Specialist</b>	
12314 - Registered Nurse III	33.89
12315 - Registered Nurse III	33.89
<b>Anesthetist</b>	
12316 - Registered Nurse IV	40.62
12317 - Scheduler (Drug and Alcohol Testing)	25.92
<b>Testing)</b>	
12320 - Substance Abuse Treatment	29.62
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	24.08
13012 - Exhibits Specialist II	29.83
13013 - Exhibits Specialist III	36.49
13041 - Illustrator I	24.08
13042 - Illustrator II	29.83
13043 - Illustrator III	36.49
13047 - Librarian	33.04
13050 - Library Aide/Clerk	14.39
13054 - Library Information	29.83
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	22.89
13061 - Media Specialist I	21.54
13062 - Media Specialist II	24.08
13063 - Media Specialist III	26.84

13071 - Photographer I	21.54
13072 - Photographer II	24.08
13073 - Photographer III	29.83
13074 - Photographer IV	36.49
13075 - Photographer V	44.16
13090 - Technical Order Library	17.61
<b>Clerk</b>	
13110 - Video Teleconference	21.54
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	16.91
14042 - Computer Operator II	18.91
14043 - Computer Operator III	21.09
14044 - Computer Operator IV	23.43
14045 - Computer Operator V	25.94
14071 - Computer Programmer I	(see 1) 19.34
14072 - Computer Programmer II	(see 1) 23.95
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	16.91
<b>Operator</b>	
14160 - Personal Computer Support	23.43
<b>Technician</b>	
14170 - System Support Specialist	28.70
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.15
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	36.48
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	43.72
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	30.15
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	32.46
15070 - Flight Instructor (Pilot)	43.72
15080 - Graphic Artist	22.02
15085 - Maintenance Test Pilot Fixed	43.72
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	43.72
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	43.72
<b>Pilot</b>	
15090 - Technical Instructor	23.83
15095 - Technical Instructor/Course	29.15
<b>Developer</b>	
15110 - Test Proctor	19.24

15120 - Tutor	19.24
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	13.22
16030 - Counter Attendant	13.22
16040 - Dry Cleaner	15.65
16070 - Finisher Flatwork Machine	13.22
16090 - Presser Hand	13.22
16110 - Presser Machine Drycleaning	13.22
16130 - Presser Machine Shirts	13.22
16160 - Presser Machine Wearing	13.22
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	16.57
16220 - Tailor	17.51
16250 - Washer Machine	13.89
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	26.17
19040 - Tool And Die Maker	30.88
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	20.97
21030 - Material Coordinator	26.93
21040 - Material Expediter	26.93
21050 - Material Handling Laborer	14.87
21071 - Order Filler	14.64
21080 - Production Line Worker (Food Processing)	20.97
21110 - Shipping Packer	16.98
21130 - Shipping/Receiving Clerk	16.98
21140 - Store Worker I	16.40
21150 - Stock Clerk	21.03
21210 - Tools And Parts Attendant	20.97
21410 - Warehouse Specialist	20.97
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	28.52
23019 - Aircraft Logs and Records Technician	23.47
23021 - Aircraft Mechanic I	27.40
23022 - Aircraft Mechanic II	28.52
23023 - Aircraft Mechanic III	29.72
23040 - Aircraft Mechanic Helper	20.60
23050 - Aircraft Painter	26.17
23060 - Aircraft Servicer	23.47
23070 - Aircraft Survival Flight Equipment Technician	26.17
23080 - Aircraft Worker	24.84



23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.40
23110 - Appliance Mechanic	26.17
23120 - Bicycle Repairer	22.03
23125 - Cable Splicer	41.39
23130 - Carpenter Maintenance	24.94
23140 - Carpet Layer	24.84
23160 - Electrician Maintenance	31.97
23181 - Electronics Technician Maintenance I	24.84
23182 - Electronics Technician Maintenance II	26.17
23183 - Electronics Technician Maintenance III	27.40
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	27.40
23310 - Fire Extinguisher Repairer	22.03
23311 - Fuel Distribution System Mechanic	27.40
23312 - Fuel Distribution System Operator	22.03
23370 - General Maintenance Worker	21.62
23380 - Ground Support Equipment Mechanic	27.40
23381 - Ground Support Equipment Servicer	23.47
23382 - Ground Support Equipment Worker	24.84
23391 - Gunsmith I	22.03
23392 - Gunsmith II	24.84
23393 - Gunsmith III	27.40
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.21
23430 - Heavy Equipment Mechanic	28.77
23440 - Heavy Equipment Operator	28.24
23460 - Instrument Mechanic	27.40
23465 - Laboratory/Shelter Mechanic	26.17
23470 - Laborer	14.80
23510 - Locksmith	26.17
23530 - Machinery Maintenance Mechanic	25.96
23550 - Machinist Maintenance	25.44

23580 - Maintenance Trades Helper	20.60
23591 - Metrology Technician I	27.40
23592 - Metrology Technician II	28.52
23593 - Metrology Technician III	29.72
23640 - Millwright	27.40
23710 - Office Appliance Repairer	24.79
23760 - Painter Maintenance	22.37
23790 - Pipefitter Maintenance	29.66
23810 - Plumber Maintenance	28.34
23820 - Pneudraulic Systems Mechanic	27.40
23850 - Rigger	27.40
23870 - Scale Mechanic	24.84
23890 - Sheet-Metal Worker	27.74
<b>Maintenance</b>	
23910 - Small Engine Mechanic	24.84
23931 - Telecommunications Mechanic	24.08
<b>I</b>	
23932 - Telecommunications Mechanic	25.62
<b>II</b>	
23950 - Telephone Lineman	27.40
23960 - Welder Combination	20.95
<b>Maintenance</b>	
23965 - Well Driller	27.40
23970 - Woodcraft Worker	27.40
23980 - Woodworker	22.03
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	21.21
24570 - Child Care Attendant	12.10
24580 - Child Care Center Clerk	15.08
24610 - Chore Aide	14.33
24620 - Family Readiness And Support	21.21
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	21.21
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	27.40
25040 - Sewage Plant Operator	28.11
25070 - Stationary Engineer	27.40
25190 - Ventilation Equipment Tender	20.60
25210 - Water Treatment Plant	28.11
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	24.12
27007 - Baggage Inspector	15.66
27008 - Corrections Officer	21.92
27010 - Court Security Officer	20.63
27030 - Detection Dog Handler	17.52
27040 - Detention Officer	21.92
27070 - Firefighter	21.74

27101 - Guard I	15.66
27102 - Guard II	17.52
27131 - Police Officer I	31.63
27132 - Police Officer II	35.15
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	14.58
28042 - Carnival Equipment Repairer	15.59
28043 - Carnival Worker	11.59
28210 - Gate Attendant/Gate Tender	18.91
28310 - Lifeguard	16.84
28350 - Park Attendant (Aide)	21.15
28510 - Recreation Aide/Health	15.43
<b>Facility Attendant</b>	
28515 - Recreation Specialist	25.96
28630 - Sports Official	16.84
28690 - Swimming Pool Operator	17.58
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	24.84
29020 - Hatch Tender	24.84
29030 - Line Handler	24.84
29041 - Stevedore I	23.47
29042 - Stevedore II	26.17
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	18.45
30022 - Archeological Technician II	20.64
30023 - Archeological Technician III	25.58
30030 - Cartographic Technician	25.58
30040 - Civil Engineering Technician	32.06
30051 - Cryogenic Technician I	26.33
30052 - Cryogenic Technician II	29.08
30061 - Drafter/CAD Operator I	18.45
30062 - Drafter/CAD Operator II	20.64
30063 - Drafter/CAD Operator III	23.02
30064 - Drafter/CAD Operator IV	28.32
30081 - Engineering Technician I	16.21
30082 - Engineering Technician II	18.21
30083 - Engineering Technician III	20.37
30084 - Engineering Technician IV	25.22
30085 - Engineering Technician V	29.98
30086 - Engineering Technician VI	37.34
30090 - Environmental Technician	25.58
30095 - Evidence Control Specialist	23.77
30210 - Laboratory Technician	23.02

30221 - Latent Fingerprint Technician I	26.33
30222 - Latent Fingerprint Technician II	29.08
30240 - Mathematical Technician	25.58
30361 - Paralegal/Legal Assistant I	20.22
30362 - Paralegal/Legal Assistant II	25.05
30363 - Paralegal/Legal Assistant III	30.64
30364 - Paralegal/Legal Assistant IV	37.08
30375 - Petroleum Supply Specialist	29.08
30390 - Photo-Optics Technician	25.58
30395 - Radiation Control Technician	29.08
30461 - Technical Writer I	25.58
30462 - Technical Writer II	31.29
30463 - Technical Writer III	37.85
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	28.32
30502 - Weather Forecaster II	34.45
30620 - Weather Observer Combined (see 2)	23.02
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.63
31030 - Bus Driver	19.33
31043 - Driver Courier	16.97
31260 - Parking and Lot Attendant	13.82
31290 - Shuttle Bus Driver	16.73
31310 - Taxi Driver	14.81
31361 - Truckdriver Light	18.15
31362 - Truckdriver Medium	19.33
31363 - Truckdriver Heavy	21.54
31364 - Truckdriver Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.03
99050 - Desk Clerk	12.66
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	20.00
<b>I</b>	
99252 - Laboratory Animal Caretaker	21.43
<b>II</b>	
99260 - Marketing Analyst	28.31
99310 - Mortician	25.60
99410 - Pest Controller	25.72
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.60
99711 - Recycling Specialist	22.73
99730 - Refuse Collector	18.07
99810 - Sales Clerk	13.08
99820 - School Crossing Guard	17.95
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	13.23
99832 - Surveying Technician	17.27
99840 - Vending Machine Attendant	22.58
99841 - Vending Machine Repairer	27.23
99842 - Vending Machine Repairer	22.58
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).



Standard Wage Determination No.: 2015-4951

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4951  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Minnesota

Area: Minnesota Counties of Dodge Fillmore Olmsted Wabasha

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		16.52
01012 - Accounting Clerk II		18.55
01013 - Accounting Clerk III		20.75
01020 - Administrative Assistant		24.10
01035 - Court Reporter		18.05
01041 - Customer Service Representative I		13.29
01042 - Customer Service Representative II		14.94

01043 - Customer Service Representative III	16.30
01051 - Data Entry Operator I	17.67
01052 - Data Entry Operator II	19.28
01060 - Dispatcher Motor Vehicle	24.38
01070 - Document Preparation Clerk	17.37
01090 - Duplicating Machine Operator	17.37
01111 - General Clerk I	14.41
01112 - General Clerk II	15.72
01113 - General Clerk III	17.66
01120 - Housing Referral Assistant	20.11
01141 - Messenger Courier	13.19
01191 - Order Clerk I	16.26
01192 - Order Clerk II	17.74
01261 - Personnel Assistant (Employment) I	17.07
01262 - Personnel Assistant (Employment) II	19.09
01263 - Personnel Assistant (Employment) III	21.29
01270 - Production Control Clerk	21.64
01290 - Rental Clerk	14.47
01300 - Scheduler Maintenance	16.13
01311 - Secretary I	16.13
01312 - Secretary II	18.05
01313 - Secretary III	20.11
01320 - Service Order Dispatcher	21.80
01410 - Supply Technician	24.10
01420 - Survey Worker	19.18
01460 - Switchboard Operator/Receptionist	13.93
01531 - Travel Clerk I	15.94
01532 - Travel Clerk II	17.24
01533 - Travel Clerk III	18.48
01611 - Word Processor I	14.37
01612 - Word Processor II	16.13
01613 - Word Processor III	18.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	26.23
<b>Fiberglass</b>	
05010 - Automotive Electrician	18.65
05040 - Automotive Glass Installer	17.71
05070 - Automotive Worker	17.71
05110 - Mobile Equipment Servicer	15.97
05130 - Motor Equipment Metal	19.53
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	17.71
05190 - Motor Vehicle Mechanic	19.65
05220 - Motor Vehicle Mechanic Helper	15.22

05250 - Motor Vehicle Upholstery Worker	16.73
05280 - Motor Vehicle Wrecker	17.71
05310 - Painter Automotive	18.65
05340 - Radiator Repair Specialist	17.71
05370 - Tire Repairer	16.76
05400 - Transmission Repair Specialist	19.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.69
07041 - Cook I	15.66
07042 - Cook II	17.66
07070 - Dishwasher	12.12
07130 - Food Service Worker	12.84
07210 - Meat Cutter	20.20
07260 - Waiter/Waitress	11.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.35
09040 - Furniture Handler	12.46
09080 - Furniture Refinisher	18.35
09090 - Furniture Refinisher Helper	14.45
09110 - Furniture Repairer Minor	16.46
09130 - Upholsterer	18.35
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.14
11060 - Elevator Operator	14.77
11090 - Gardener	21.32
11122 - Housekeeping Aide	14.77
11150 - Janitor	14.77
11210 - Laborer Grounds Maintenance	17.19
11240 - Maid or Houseman	13.02
11260 - Pruner	15.85
11270 - Tractor Operator	19.94
11330 - Trail Maintenance Worker	17.19
11360 - Window Cleaner	16.02
12000 - Health Occupations	
12010 - Ambulance Driver	19.37
12011 - Breath Alcohol Technician	22.00
12012 - Certified Occupational Therapist Assistant	30.18
12015 - Certified Physical Therapist Assistant	27.07
12020 - Dental Assistant	26.30
12025 - Dental Hygienist	37.30
12030 - EKG Technician	33.34
12035 - Electroneurodiagnostic Technologist	33.34

12040 - Emergency Medical Technician	19.37
12071 - Licensed Practical Nurse I	19.67
12072 - Licensed Practical Nurse II	22.00
12073 - Licensed Practical Nurse III	24.52
12100 - Medical Assistant	21.96
12130 - Medical Laboratory Technician	27.62
<b>Technician</b>	
12160 - Medical Record Clerk	20.94
12190 - Medical Record Technician	23.41
12195 - Medical Transcriptionist	19.67
12210 - Nuclear Medicine Technologist	48.35
<b>Technologist</b>	
12221 - Nursing Assistant I	12.71
12222 - Nursing Assistant II	14.28
12223 - Nursing Assistant III	15.59
12224 - Nursing Assistant IV	17.51
12235 - Optical Dispenser	18.39
12236 - Optical Technician	19.67
12250 - Pharmacy Technician	19.33
12280 - Phlebotomist	19.67
12305 - Radiologic Technologist	36.64
12311 - Registered Nurse I	24.62
12312 - Registered Nurse II	30.12
12313 - Registered Nurse II	30.12
<b>Specialist</b>	
12314 - Registered Nurse III	36.44
12315 - Registered Nurse III	36.44
<b>Anesthetist</b>	
12316 - Registered Nurse IV	43.68
12317 - Scheduler (Drug and Alcohol Testing)	27.25
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	24.25
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	22.55
13012 - Exhibits Specialist II	27.92
13013 - Exhibits Specialist III	34.16
13041 - Illustrator I	22.55
13042 - Illustrator II	27.92
13043 - Illustrator III	34.16
13047 - Librarian	30.93
13050 - Library Aide/Clerk	14.39
13054 - Library Information Technology Systems Administrator	27.92
<b>Technology Systems Administrator</b>	
13058 - Library Technician	25.54
13061 - Media Specialist I	20.15
13062 - Media Specialist II	22.55
13063 - Media Specialist III	25.13

13071 - Photographer I	20.15
13072 - Photographer II	22.55
13073 - Photographer III	27.92
13074 - Photographer IV	34.16
13075 - Photographer V	40.25
13090 - Technical Order Library	18.07
<b>Clerk</b>	
13110 - Video Teleconference	20.15
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	17.82
14042 - Computer Operator II	19.93
14043 - Computer Operator III	22.21
14044 - Computer Operator IV	24.69
14045 - Computer Operator V	27.34
14071 - Computer Programmer I	(see 1) 20.92
14072 - Computer Programmer II	(see 1) 25.93
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	17.82
<b>Operator</b>	
14160 - Personal Computer Support	24.69
<b>Technician</b>	
14170 - System Support Specialist	31.40
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.12
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	35.22
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	41.02
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	29.12
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	34.22
15070 - Flight Instructor (Pilot)	41.02
15080 - Graphic Artist	23.32
15085 - Maintenance Test Pilot Fixed	41.02
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	41.02
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	41.02
<b>Pilot</b>	
15090 - Technical Instructor	26.33
15095 - Technical Instructor/Course	32.21
<b>Developer</b>	
15110 - Test Proctor	21.25

15120 - Tutor	21.25
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	13.22
16030 - Counter Attendant	13.22
16040 - Dry Cleaner	15.65
16070 - Finisher Flatwork Machine	13.22
16090 - Presser Hand	13.22
16110 - Presser Machine Drycleaning	13.22
16130 - Presser Machine Shirts	13.22
16160 - Presser Machine Wearing	13.22
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	16.57
16220 - Tailor	17.51
16250 - Washer Machine	13.89
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	25.09
19040 - Tool And Die Maker	29.60
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	22.36
21030 - Material Coordinator	21.64
21040 - Material Expediter	21.64
21050 - Material Handling Laborer	16.79
21071 - Order Filler	14.21
21080 - Production Line Worker (Food Processing)	22.36
21110 - Shipping Packer	19.75
21130 - Shipping/Receiving Clerk	19.75
21140 - Store Worker I	16.40
21150 - Stock Clerk	21.03
21210 - Tools And Parts Attendant	22.36
21410 - Warehouse Specialist	22.36
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	27.79
23019 - Aircraft Logs and Records Technician	22.90
23021 - Aircraft Mechanic I	26.70
23022 - Aircraft Mechanic II	27.79
23023 - Aircraft Mechanic III	28.95
23040 - Aircraft Mechanic Helper	20.30
23050 - Aircraft Painter	25.12
23060 - Aircraft Servicer	22.90
23070 - Aircraft Survival Flight Equipment Technician	25.12
23080 - Aircraft Worker	23.88

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.88
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.70
23110 - Appliance Mechanic	25.09
23120 - Bicycle Repairer	21.12
23125 - Cable Splicer	34.21
23130 - Carpenter Maintenance	25.31
23140 - Carpet Layer	24.31
23160 - Electrician Maintenance	32.43
23181 - Electronics Technician Maintenance I	24.31
23182 - Electronics Technician Maintenance II	25.59
23183 - Electronics Technician Maintenance III	26.70
23260 - Fabric Worker	23.13
23290 - Fire Alarm System Mechanic	26.70
23310 - Fire Extinguisher Repairer	21.72
23311 - Fuel Distribution System Mechanic	26.18
23312 - Fuel Distribution System Operator	21.13
23370 - General Maintenance Worker	20.26
23380 - Ground Support Equipment Mechanic	26.70
23381 - Ground Support Equipment Servicer	22.90
23382 - Ground Support Equipment Worker	23.88
23391 - Gunsmith I	21.72
23392 - Gunsmith II	24.31
23393 - Gunsmith III	26.70
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.23
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.31
23430 - Heavy Equipment Mechanic	27.44
23440 - Heavy Equipment Operator	28.90
23460 - Instrument Mechanic	26.70
23465 - Laboratory/Shelter Mechanic	25.59
23470 - Laborer	16.79
23510 - Locksmith	25.30
23530 - Machinery Maintenance Mechanic	26.12
23550 - Machinist Maintenance	23.52

23580 - Maintenance Trades Helper	17.25
23591 - Metrology Technician I	26.70
23592 - Metrology Technician II	27.79
23593 - Metrology Technician III	28.95
23640 - Millwright	26.70
23710 - Office Appliance Repairer	24.77
23760 - Painter Maintenance	22.41
23790 - Pipefitter Maintenance	36.99
23810 - Plumber Maintenance	35.33
23820 - Pneudraulic Systems Mechanic	26.70
23850 - Rigger	26.70
23870 - Scale Mechanic	24.31
23890 - Sheet-Metal Worker	29.80
<b>Maintenance</b>	
23910 - Small Engine Mechanic	24.23
23931 - Telecommunications Mechanic	30.97
<b>I</b>	
23932 - Telecommunications Mechanic	33.73
<b>II</b>	
23950 - Telephone Lineman	25.84
23960 - Welder Combination	20.51
<b>Maintenance</b>	
23965 - Well Driller	29.37
23970 - Woodcraft Worker	26.70
23980 - Woodworker	21.72
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	18.59
24570 - Child Care Attendant	11.89
24580 - Child Care Center Clerk	14.82
24610 - Chore Aide	14.31
24620 - Family Readiness And Support	18.59
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	18.59
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	30.86
25040 - Sewage Plant Operator	31.00
25070 - Stationary Engineer	30.86
25190 - Ventilation Equipment Tender	23.20
25210 - Water Treatment Plant	31.00
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	29.18
27007 - Baggage Inspector	15.36
27008 - Corrections Officer	26.34
27010 - Court Security Officer	22.85
27030 - Detection Dog Handler	17.18
27040 - Detention Officer	26.34
27070 - Firefighter	21.74



27101 - Guard I	15.36
27102 - Guard II	17.18
27131 - Police Officer I	29.53
27132 - Police Officer II	32.82
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	14.97
28042 - Carnival Equipment Repairer	16.01
28043 - Carnival Worker	11.90
28210 - Gate Attendant/Gate Tender	17.31
28310 - Lifeguard	14.84
28350 - Park Attendant (Aide)	19.35
28510 - Recreation Aide/Health	14.12
<b>Facility Attendant</b>	
28515 - Recreation Specialist	23.98
28630 - Sports Official	15.41
28690 - Swimming Pool Operator	18.05
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	24.31
29020 - Hatch Tender	24.31
29030 - Line Handler	24.31
29041 - Stevedore I	23.13
29042 - Stevedore II	25.59
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control	(see 2) 40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control	(see 2) 27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	18.45
30022 - Archeological Technician II	20.64
30023 - Archeological Technician III	25.58
30030 - Cartographic Technician	25.58
30040 - Civil Engineering Technician	31.32
30051 - Cryogenic Technician I	23.91
30052 - Cryogenic Technician II	26.41
30061 - Drafter/CAD Operator I	18.45
30062 - Drafter/CAD Operator II	20.64
30063 - Drafter/CAD Operator III	23.02
30064 - Drafter/CAD Operator IV	28.32
30081 - Engineering Technician I	16.21
30082 - Engineering Technician II	18.21
30083 - Engineering Technician III	20.37
30084 - Engineering Technician IV	25.22
30085 - Engineering Technician V	29.98
30086 - Engineering Technician VI	37.34
30090 - Environmental Technician	25.58
30095 - Evidence Control Specialist	21.58
30210 - Laboratory Technician	23.02

30221 - Latent Fingerprint Technician I	23.91
30222 - Latent Fingerprint Technician II	26.41
30240 - Mathematical Technician	28.14
30361 - Paralegal/Legal Assistant I	19.01
30362 - Paralegal/Legal Assistant II	23.55
30363 - Paralegal/Legal Assistant III	28.80
30364 - Paralegal/Legal Assistant IV	34.85
30375 - Petroleum Supply Specialist	26.41
30390 - Photo-Optics Technician	25.58
30395 - Radiation Control Technician	26.41
30461 - Technical Writer I	25.58
30462 - Technical Writer II	31.29
30463 - Technical Writer III	37.85
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	28.32
30502 - Weather Forecaster II	34.45
30620 - Weather Observer Combined (see 2)	23.02
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.41
31030 - Bus Driver	20.11
31043 - Driver Courier	15.55
31260 - Parking and Lot Attendant	13.58
31290 - Shuttle Bus Driver	16.41
31310 - Taxi Driver	15.28
31361 - Truckdriver Light	16.63
31362 - Truckdriver Medium	17.71
31363 - Truckdriver Heavy	22.88
31364 - Truckdriver Tractor-Trailer	22.88
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.52
99050 - Desk Clerk	13.39
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.89
<b>I</b>	
99252 - Laboratory Animal Caretaker	18.06
<b>II</b>	
99260 - Marketing Analyst	25.78
99310 - Mortician	25.60
99410 - Pest Controller	25.72
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.00
99711 - Recycling Specialist	22.04
99730 - Refuse Collector	17.52
99810 - Sales Clerk	13.40
99820 - School Crossing Guard	17.95
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	13.23
99832 - Surveying Technician	17.27
99840 - Vending Machine Attendant	22.58
99841 - Vending Machine Repairer	27.23
99842 - Vending Machine Repairer	22.58
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4953

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.: 2015-4953  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Minnesota

Area: Minnesota Counties of Benton Stearns

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		16.54
01012 - Accounting Clerk II		18.58
01013 - Accounting Clerk III		20.78
01020 - Administrative Assistant		25.37
01035 - Court Reporter		19.79
01041 - Customer Service Representative I		13.60
01042 - Customer Service Representative II		15.16

01043 - Customer Service Representative III	16.67
01051 - Data Entry Operator I	13.97
01052 - Data Entry Operator II	15.24
01060 - Dispatcher Motor Vehicle	22.59
01070 - Document Preparation Clerk	15.98
01090 - Duplicating Machine Operator	15.98
01111 - General Clerk I	14.86
01112 - General Clerk II	16.22
01113 - General Clerk III	18.22
01120 - Housing Referral Assistant	22.06
01141 - Messenger Courier	16.82
01191 - Order Clerk I	16.17
01192 - Order Clerk II	17.65
01261 - Personnel Assistant (Employment) I	17.23
01262 - Personnel Assistant (Employment) II	19.28
01263 - Personnel Assistant (Employment) III	21.49
01270 - Production Control Clerk	22.57
01290 - Rental Clerk	12.24
01300 - Scheduler Maintenance	17.69
01311 - Secretary I	17.69
01312 - Secretary II	19.79
01313 - Secretary III	22.06
01320 - Service Order Dispatcher	20.11
01410 - Supply Technician	25.37
01420 - Survey Worker	19.06
01460 - Switchboard Operator/Receptionist	14.66
01531 - Travel Clerk I	15.16
01532 - Travel Clerk II	16.29
01533 - Travel Clerk III	17.49
01611 - Word Processor I	15.75
01612 - Word Processor II	17.69
01613 - Word Processor III	19.79
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.08
Fiberglass	
05010 - Automotive Electrician	20.12
05040 - Automotive Glass Installer	19.27
05070 - Automotive Worker	19.27
05110 - Mobile Equipment Servicer	17.37
05130 - Motor Equipment Metal	20.96
Mechanic	
05160 - Motor Equipment Metal Worker	19.27
05190 - Motor Vehicle Mechanic	20.96
05220 - Motor Vehicle Mechanic Helper	16.21



05250 - Motor Vehicle Upholstery Worker	18.49
05280 - Motor Vehicle Wrecker	19.27
05310 - Painter Automotive	20.12
05340 - Radiator Repair Specialist	19.27
05370 - Tire Repairer	15.59
05400 - Transmission Repair Specialist	20.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.46
07041 - Cook I	16.71
07042 - Cook II	18.54
07070 - Dishwasher	11.41
07130 - Food Service Worker	13.13
07210 - Meat Cutter	16.69
07260 - Waiter/Waitress	11.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	14.90
09080 - Furniture Refinisher	21.50
09090 - Furniture Refinisher Helper	17.32
09110 - Furniture Repairer Minor	19.75
09130 - Upholsterer	20.16
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.21
11060 - Elevator Operator	13.21
11090 - Gardener	18.65
11122 - Housekeeping Aide	16.36
11150 - Janitor	16.36
11210 - Laborer Grounds Maintenance	14.98
11240 - Maid or Houseman	14.42
11260 - Pruner	13.78
11270 - Tractor Operator	17.40
11330 - Trail Maintenance Worker	14.98
11360 - Window Cleaner	17.79
12000 - Health Occupations	
12010 - Ambulance Driver	21.11
12011 - Breath Alcohol Technician	20.40
12012 - Certified Occupational Therapist Assistant	27.99
12015 - Certified Physical Therapist Assistant	26.75
12020 - Dental Assistant	23.52
12025 - Dental Hygienist	35.80
12030 - EKG Technician	30.92
12035 - Electroneurodiagnostic Technologist	30.92

12040 - Emergency Medical Technician	21.11
12071 - Licensed Practical Nurse I	18.25
12072 - Licensed Practical Nurse II	20.40
12073 - Licensed Practical Nurse III	22.74
12100 - Medical Assistant	18.67
12130 - Medical Laboratory Technician	25.50
<b>Technician</b>	
12160 - Medical Record Clerk	21.13
12190 - Medical Record Technician	23.63
12195 - Medical Transcriptionist	20.86
12210 - Nuclear Medicine Technologist	44.84
<b>Technologist</b>	
12221 - Nursing Assistant I	13.00
12222 - Nursing Assistant II	14.61
12223 - Nursing Assistant III	15.94
12224 - Nursing Assistant IV	17.91
12235 - Optical Dispenser	18.37
12236 - Optical Technician	15.06
12250 - Pharmacy Technician	18.94
12280 - Phlebotomist	18.25
12305 - Radiologic Technologist	31.54
12311 - Registered Nurse I	25.87
12312 - Registered Nurse II	31.64
12313 - Registered Nurse II	31.64
<b>Specialist</b>	
12314 - Registered Nurse III	38.28
12315 - Registered Nurse III	38.28
<b>Anesthetist</b>	
12316 - Registered Nurse IV	45.88
12317 - Scheduler (Drug and Alcohol Testing)	25.27
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	25.06
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	21.26
13012 - Exhibits Specialist II	26.33
13013 - Exhibits Specialist III	32.21
13041 - Illustrator I	21.26
13042 - Illustrator II	26.33
13043 - Illustrator III	32.21
13047 - Librarian	29.17
13050 - Library Aide/Clerk	16.79
13054 - Library Information Technology Systems Administrator	26.33
<b>Technology Systems Administrator</b>	
13058 - Library Technician	21.09
13061 - Media Specialist I	19.01
13062 - Media Specialist II	21.26
13063 - Media Specialist III	23.70

13071 - Photographer I	19.01
13072 - Photographer II	21.26
13073 - Photographer III	26.33
13074 - Photographer IV	32.21
13075 - Photographer V	38.97
13090 - Technical Order Library	21.09
<b>Clerk</b>	
13110 - Video Teleconference	22.66
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	18.21
14042 - Computer Operator II	20.36
14043 - Computer Operator III	22.69
14044 - Computer Operator IV	25.22
14045 - Computer Operator V	27.93
14071 - Computer Programmer I	(see 1) 20.75
14072 - Computer Programmer II	(see 1) 25.70
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	18.21
<b>Operator</b>	
14160 - Personal Computer Support	25.22
<b>Technician</b>	
14170 - System Support Specialist	28.79
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	31.83
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	38.52
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	46.16
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	31.83
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	28.53
15070 - Flight Instructor (Pilot)	46.16
15080 - Graphic Artist	22.81
15085 - Maintenance Test Pilot Fixed	46.16
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	46.16
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	46.16
<b>Pilot</b>	
15090 - Technical Instructor	25.69
15095 - Technical Instructor/Course	31.43
<b>Developer</b>	
15110 - Test Proctor	20.74

15120 - Tutor	20.74
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	13.26
16030 - Counter Attendant	13.26
16040 - Dry Cleaner	16.31
16070 - Finisher Flatwork Machine	13.26
16090 - Presser Hand	13.26
16110 - Presser Machine Drycleaning	13.26
16130 - Presser Machine Shirts	13.26
16160 - Presser Machine Wearing	13.26
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	17.26
16220 - Tailor	18.26
16250 - Washer Machine	14.35
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	25.40
19040 - Tool And Die Maker	29.64
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	18.62
21030 - Material Coordinator	22.57
21040 - Material Expediter	22.57
21050 - Material Handling Laborer	16.18
21071 - Order Filler	13.75
21080 - Production Line Worker (Food Processing)	18.62
21110 - Shipping Packer	17.52
21130 - Shipping/Receiving Clerk	17.52
21140 - Store Worker I	16.98
21150 - Stock Clerk	21.91
21210 - Tools And Parts Attendant	18.62
21410 - Warehouse Specialist	18.62
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	30.33
23019 - Aircraft Logs and Records Technician	25.66
23021 - Aircraft Mechanic I	29.10
23022 - Aircraft Mechanic II	30.33
23023 - Aircraft Mechanic III	31.49
23040 - Aircraft Mechanic Helper	22.51
23050 - Aircraft Painter	27.94
23060 - Aircraft Servicer	25.66
23070 - Aircraft Survival Flight Equipment Technician	27.94
23080 - Aircraft Worker	26.76

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.10
23110 - Appliance Mechanic	27.94
23120 - Bicycle Repairer	22.31
23125 - Cable Splicer	34.28
23130 - Carpenter Maintenance	25.27
23140 - Carpet Layer	26.76
23160 - Electrician Maintenance	29.72
23181 - Electronics Technician Maintenance I	28.59
23182 - Electronics Technician Maintenance II	29.85
23183 - Electronics Technician Maintenance III	31.09
23260 - Fabric Worker	25.66
23290 - Fire Alarm System Mechanic	28.32
23310 - Fire Extinguisher Repairer	24.11
23311 - Fuel Distribution System Mechanic	31.10
23312 - Fuel Distribution System Operator	25.96
23370 - General Maintenance Worker	20.97
23380 - Ground Support Equipment Mechanic	29.10
23381 - Ground Support Equipment Servicer	25.66
23382 - Ground Support Equipment Worker	26.76
23391 - Gunsmith I	24.11
23392 - Gunsmith II	26.76
23393 - Gunsmith III	29.10
23410 - Heating Ventilation And Air- Conditioning Mechanic	31.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	32.94
23430 - Heavy Equipment Mechanic	29.57
23440 - Heavy Equipment Operator	32.00
23460 - Instrument Mechanic	29.10
23465 - Laboratory/Shelter Mechanic	27.94
23470 - Laborer	16.18
23510 - Locksmith	27.09
23530 - Machinery Maintenance Mechanic	25.02
23550 - Machinist Maintenance	26.14

23580 - Maintenance Trades Helper	14.25
23591 - Metrology Technician I	29.10
23592 - Metrology Technician II	30.33
23593 - Metrology Technician III	31.49
23640 - Millwright	29.10
23710 - Office Appliance Repairer	21.82
23760 - Painter Maintenance	27.98
23790 - Pipefitter Maintenance	33.20
23810 - Plumber Maintenance	31.87
23820 - Pneudraulic Systems Mechanic	29.10
23850 - Rigger	29.10
23870 - Scale Mechanic	26.76
23890 - Sheet-Metal Worker	26.15
<b>Maintenance</b>	
23910 - Small Engine Mechanic	21.44
23931 - Telecommunications Mechanic	31.78
<b>I</b>	
23932 - Telecommunications Mechanic	33.13
<b>II</b>	
23950 - Telephone Lineman	22.04
23960 - Welder Combination	23.25
<b>Maintenance</b>	
23965 - Well Driller	24.94
23970 - Woodcraft Worker	29.10
23980 - Woodworker	24.11
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	17.88
24570 - Child Care Attendant	11.95
24580 - Child Care Center Clerk	14.89
24610 - Chore Aide	15.02
24620 - Family Readiness And Support	17.88
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.88
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	29.20
25040 - Sewage Plant Operator	27.27
25070 - Stationary Engineer	29.20
25190 - Ventilation Equipment Tender	22.58
25210 - Water Treatment Plant	27.27
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	19.94
27007 - Baggage Inspector	18.05
27008 - Corrections Officer	26.72
27010 - Court Security Officer	20.75
27030 - Detection Dog Handler	20.18
27040 - Detention Officer	26.72
27070 - Firefighter	20.32

27101 - Guard I	18.05
27102 - Guard II	20.18
27131 - Police Officer I	30.10
27132 - Police Officer II	33.45
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	15.24
28042 - Carnival Equipment Repairer	16.32
28043 - Carnival Worker	12.06
28210 - Gate Attendant/Gate Tender	17.29
28310 - Lifeguard	14.00
28350 - Park Attendant (Aide)	19.35
28510 - Recreation Aide/Health	14.12
<b>Facility Attendant</b>	
28515 - Recreation Specialist	23.76
28630 - Sports Official	15.40
28690 - Swimming Pool Operator	18.12
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	26.76
29020 - Hatch Tender	26.76
29030 - Line Handler	26.76
29041 - Stevedore I	25.66
29042 - Stevedore II	27.94
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control	(see 2) 43.31
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control	(see 2) 29.86
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	32.89
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	19.52
30022 - Archeological Technician II	21.83
30023 - Archeological Technician III	27.04
30030 - Cartographic Technician	27.04
30040 - Civil Engineering Technician	31.34
30051 - Cryogenic Technician I	29.95
30052 - Cryogenic Technician II	33.08
30061 - Drafter/CAD Operator I	19.52
30062 - Drafter/CAD Operator II	21.83
30063 - Drafter/CAD Operator III	24.33
30064 - Drafter/CAD Operator IV	29.95
30081 - Engineering Technician I	16.21
30082 - Engineering Technician II	18.21
30083 - Engineering Technician III	20.37
30084 - Engineering Technician IV	25.22
30085 - Engineering Technician V	30.10
30086 - Engineering Technician VI	37.34
30090 - Environmental Technician	27.04
30095 - Evidence Control Specialist	27.04
30210 - Laboratory Technician	24.33

30221 - Latent Fingerprint Technician I	29.95
30222 - Latent Fingerprint Technician II	33.08
30240 - Mathematical Technician	27.04
30361 - Paralegal/Legal Assistant I	20.35
30362 - Paralegal/Legal Assistant II	25.20
30363 - Paralegal/Legal Assistant III	30.84
30364 - Paralegal/Legal Assistant IV	37.31
30375 - Petroleum Supply Specialist	33.08
30390 - Photo-Optics Technician	27.04
30395 - Radiation Control Technician	33.08
30461 - Technical Writer I	27.04
30462 - Technical Writer II	33.08
30463 - Technical Writer III	40.03
30491 - Unexploded Ordnance (UXO) Technician I	27.53
30492 - Unexploded Ordnance (UXO) Technician II	33.30
30493 - Unexploded Ordnance (UXO) Technician III	39.92
30494 - Unexploded (UXO) Safety Escort	27.53
30495 - Unexploded (UXO) Sweep Personnel	27.53
30501 - Weather Forecaster I	29.95
30502 - Weather Forecaster II	36.44
30620 - Weather Observer Combined (see 2)	24.33
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.04
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.30
31020 - Bus Aide	13.82
31030 - Bus Driver	18.31
31043 - Driver Courier	16.26
31260 - Parking and Lot Attendant	12.73
31290 - Shuttle Bus Driver	18.92
31310 - Taxi Driver	14.10
31361 - Truckdriver Light	17.43
31362 - Truckdriver Medium	18.55
31363 - Truckdriver Heavy	23.38
31364 - Truckdriver Tractor-Trailer	23.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.24
99030 - Cashier	12.63
99050 - Desk Clerk	12.71
99095 - Embalmer	27.53



99130 - Flight Follower	27.53
99251 - Laboratory Animal Caretaker	16.53
<b>I</b>	
99252 - Laboratory Animal Caretaker	17.71
<b>II</b>	
99260 - Marketing Analyst	27.05
99310 - Mortician	27.53
99410 - Pest Controller	26.86
99510 - Photofinishing Worker	14.46
99710 - Recycling Laborer	20.27
99711 - Recycling Specialist	23.55
99730 - Refuse Collector	18.64
99810 - Sales Clerk	12.91
99820 - School Crossing Guard	20.30
99830 - Survey Party Chief	23.80
99831 - Surveying Aide	13.92
99832 - Surveying Technician	18.17
99840 - Vending Machine Attendant	23.31
99841 - Vending Machine Repairer	27.72
99842 - Vending Machine Repairer	23.31
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4955

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4955  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Minnesota

Area: Minnesota Counties of Becker Beltrami Cass Clearwater Crow Wing  
Hubbard Kittson Lake of The Woo Mahnomen Marshall Norman Otter Tail  
Pennington Red Lake Roseau Wadena Wilkin

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.79
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		18.56
01020 - Administrative Assistant		24.18
01035 - Court Reporter		24.22
01041 - Customer Service Representative I		14.90

01042 - Customer Service Representative II	16.26
01043 - Customer Service Representative III	18.27
01051 - Data Entry Operator I	16.01
01052 - Data Entry Operator II	17.47
01060 - Dispatcher Motor Vehicle	25.30
01070 - Document Preparation Clerk	18.14
01090 - Duplicating Machine Operator	18.14
01111 - General Clerk I	13.89
01112 - General Clerk II	15.15
01113 - General Clerk III	17.02
01120 - Housing Referral Assistant	20.44
01141 - Messenger Courier	15.54
01191 - Order Clerk I	16.88
01192 - Order Clerk II	18.42
01261 - Personnel Assistant (Employment) I	16.05
01262 - Personnel Assistant (Employment) II	17.95
01263 - Personnel Assistant (Employment) III	20.02
01270 - Production Control Clerk	23.03
01290 - Rental Clerk	12.93
01300 - Scheduler Maintenance	16.39
01311 - Secretary I	16.39
01312 - Secretary II	18.34
01313 - Secretary III	20.44
01320 - Service Order Dispatcher	21.27
01410 - Supply Technician	24.18
01420 - Survey Worker	16.10
01460 - Switchboard Operator/Receptionist	14.91
01531 - Travel Clerk I	16.59
01532 - Travel Clerk II	17.91
01533 - Travel Clerk III	19.26
01611 - Word Processor I	14.60
01612 - Word Processor II	16.39
01613 - Word Processor III	18.34
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.87
Fiberglass	
05010 - Automotive Electrician	19.69
05040 - Automotive Glass Installer	18.65
05070 - Automotive Worker	18.65
05110 - Mobile Equipment Servicer	16.50
05130 - Motor Equipment Metal	20.61
Mechanic	
05160 - Motor Equipment Metal Worker	18.65
05190 - Motor Vehicle Mechanic	20.61

05220 - Motor Vehicle Mechanic Helper	15.87
05250 - Motor Vehicle Upholstery Worker	17.60
05280 - Motor Vehicle Wrecker	18.65
05310 - Painter Automotive	19.69
05340 - Radiator Repair Specialist	18.65
05370 - Tire Repairer	16.43
05400 - Transmission Repair Specialist	20.61
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.83
07041 - Cook I	14.52
07042 - Cook II	16.41
07070 - Dishwasher	11.59
07130 - Food Service Worker	13.86
07210 - Meat Cutter	17.76
07260 - Waiter/Waitress	11.41
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.94
09040 - Furniture Handler	12.26
09080 - Furniture Refinisher	17.84
09090 - Furniture Refinisher Helper	14.60
09110 - Furniture Repairer Minor	15.77
09130 - Upholsterer	17.84
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.22
11060 - Elevator Operator	15.22
11090 - Gardener	18.60
11122 - Housekeeping Aide	15.28
11150 - Janitor	15.28
11210 - Laborer Grounds Maintenance	16.58
11240 - Maid or Houseman	14.16
11260 - Pruner	14.05
11270 - Tractor Operator	17.34
11330 - Trail Maintenance Worker	16.58
11360 - Window Cleaner	16.65
12000 - Health Occupations	
12010 - Ambulance Driver	18.68
12011 - Breath Alcohol Technician	19.87
12012 - Certified Occupational Therapist Assistant	23.86
12015 - Certified Physical Therapist Assistant	27.75
12020 - Dental Assistant	21.93
12025 - Dental Hygienist	38.87
12030 - EKG Technician	30.12

12035 - Electroneurodiagnostic Technologist	30.12
12040 - Emergency Medical Technician	18.68
12071 - Licensed Practical Nurse I	17.77
12072 - Licensed Practical Nurse II	19.87
12073 - Licensed Practical Nurse III	22.15
12100 - Medical Assistant	20.25
12130 - Medical Laboratory Technician	27.25
12160 - Medical Record Clerk	19.91
12190 - Medical Record Technician	22.26
12195 - Medical Transcriptionist	21.74
12210 - Nuclear Medicine Technologist	43.67
12221 - Nursing Assistant I	11.28
12222 - Nursing Assistant II	12.68
12223 - Nursing Assistant III	13.83
12224 - Nursing Assistant IV	15.54
12235 - Optical Dispenser	19.78
12236 - Optical Technician	17.77
12250 - Pharmacy Technician	17.06
12280 - Phlebotomist	14.72
12305 - Radiologic Technologist	29.88
12311 - Registered Nurse I	25.14
12312 - Registered Nurse II	29.52
12313 - Registered Nurse II	29.52
Specialist	
12314 - Registered Nurse III	35.72
12315 - Registered Nurse III	35.72
Anesthetist	
12316 - Registered Nurse IV	42.81
12317 - Scheduler (Drug and Alcohol Testing)	24.62
12320 - Substance Abuse Treatment Counselor	23.19
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.28
13012 - Exhibits Specialist II	26.36
13013 - Exhibits Specialist III	32.24
13041 - Illustrator I	21.28
13042 - Illustrator II	26.36
13043 - Illustrator III	32.24
13047 - Librarian	29.19
13050 - Library Aide/Clerk	12.64
13054 - Library Information Technology Systems	26.36
Administrator	
13058 - Library Technician	20.30
13061 - Media Specialist I	19.03



13062 - Media Specialist II	21.28
13063 - Media Specialist III	23.71
13071 - Photographer I	18.80
13072 - Photographer II	21.28
13073 - Photographer III	26.36
13074 - Photographer IV	32.24
13075 - Photographer V	39.02
13090 - Technical Order Library	15.71
<b>Clerk</b>	
13110 - Video Teleconference	17.97
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	17.58
14042 - Computer Operator II	19.66
14043 - Computer Operator III	23.01
14044 - Computer Operator IV	25.58
14045 - Computer Operator V	28.30
14071 - Computer Programmer I	(see 1) 22.40
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	17.58
<b>Operator</b>	
14160 - Personal Computer Support	26.21
<b>Technician</b>	
14170 - System Support Specialist	29.03
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices	28.96
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	35.04
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	40.44
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	28.96
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	32.02
15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	19.99
15085 - Maintenance Test Pilot Fixed	39.87
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	39.87
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	39.87
<b>Pilot</b>	
15090 - Technical Instructor	22.75

15095 - Technical Instructor/Course Developer	27.83
15110 - Test Proctor	18.36
15120 - Tutor	18.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.22
16030 - Counter Attendant	13.22
16040 - Dry Cleaner	15.65
16070 - Finisher Flatwork Machine	13.22
16090 - Presser Hand	13.22
16110 - Presser Machine Drycleaning	13.22
16130 - Presser Machine Shirts	13.22
16160 - Presser Machine Wearing Apparel Laundry	13.22
16190 - Sewing Machine Operator	16.57
16220 - Tailor	17.51
16250 - Washer Machine	13.89
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.67
19040 - Tool And Die Maker	27.75
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.62
21030 - Material Coordinator	23.03
21040 - Material Expediter	23.03
21050 - Material Handling Laborer	16.52
21071 - Order Filler	13.52
21080 - Production Line Worker (Food Processing)	18.62
21110 - Shipping Packer	19.03
21130 - Shipping/Receiving Clerk	19.03
21140 - Store Worker I	15.63
21150 - Stock Clerk	20.02
21210 - Tools And Parts Attendant	18.62
21410 - Warehouse Specialist	18.62
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.80
23019 - Aircraft Logs and Records Technician	22.96
23021 - Aircraft Mechanic I	26.76
23022 - Aircraft Mechanic II	27.80
23023 - Aircraft Mechanic III	28.86
23040 - Aircraft Mechanic Helper	20.70
23050 - Aircraft Painter	25.62
23060 - Aircraft Servicer	22.96

23070 - Aircraft Survival Flight Equipment Technician	25.62
23080 - Aircraft Worker	24.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.76
23110 - Appliance Mechanic	26.80
23120 - Bicycle Repairer	22.46
23125 - Cable Splicer	39.83
23130 - Carpenter Maintenance	21.48
23140 - Carpet Layer	25.38
23160 - Electrician Maintenance	29.31
23181 - Electronics Technician	28.19
Maintenance I	
23182 - Electronics Technician	29.76
Maintenance II	
23183 - Electronics Technician	31.15
Maintenance III	
23260 - Fabric Worker	23.95
23290 - Fire Alarm System Mechanic	28.04
23310 - Fire Extinguisher Repairer	22.46
23311 - Fuel Distribution System Mechanic	38.43
23312 - Fuel Distribution System Operator	30.78
23370 - General Maintenance Worker	20.59
23380 - Ground Support Equipment Mechanic	26.76
23381 - Ground Support Equipment Servicer	22.96
23382 - Ground Support Equipment Worker	24.31
23391 - Gunsmith I	22.46
23392 - Gunsmith II	25.38
23393 - Gunsmith III	28.04
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.58
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.62
23430 - Heavy Equipment Mechanic	29.34
23440 - Heavy Equipment Operator	23.94
23460 - Instrument Mechanic	28.04
23465 - Laboratory/Shelter Mechanic	26.80
23470 - Laborer	16.52
23510 - Locksmith	26.80

23530 - Machinery Maintenance	24.31
<b>Mechanic</b>	
23550 - Machinist Maintenance	21.79
23580 - Maintenance Trades Helper	16.62
23591 - Metrology Technician I	28.04
23592 - Metrology Technician II	29.14
23593 - Metrology Technician III	30.25
23640 - Millwright	30.13
23710 - Office Appliance Repairer	25.55
23760 - Painter Maintenance	22.23
23790 - Pipefitter Maintenance	29.07
23810 - Plumber Maintenance	26.98
23820 - Pneudraulic Systems Mechanic	28.04
23850 - Rigger	27.39
23870 - Scale Mechanic	25.38
23890 - Sheet-Metal Worker	36.18
<b>Maintenance</b>	
23910 - Small Engine Mechanic	19.97
23931 - Telecommunications Mechanic	27.81
<b>I</b>	
23932 - Telecommunications Mechanic	28.89
<b>II</b>	
23950 - Telephone Lineman	25.78
23960 - Welder Combination	20.72
<b>Maintenance</b>	
23965 - Well Driller	25.88
23970 - Woodcraft Worker	28.04
23980 - Woodworker	22.46
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	17.88
24570 - Child Care Attendant	12.32
24580 - Child Care Center Clerk	15.35
24610 - Chore Aide	12.91
24620 - Family Readiness And Support	17.88
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.88
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	28.24
25040 - Sewage Plant Operator	27.31
25070 - Stationary Engineer	28.24
25190 - Ventilation Equipment Tender	21.08
25210 - Water Treatment Plant	27.31
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	22.49
27007 - Baggage Inspector	16.59
27008 - Corrections Officer	22.49
27010 - Court Security Officer	20.66

27030 - Detection Dog Handler	18.55
27040 - Detention Officer	22.49
27070 - Firefighter	18.96
27101 - Guard I	16.59
27102 - Guard II	18.55
27131 - Police Officer I	25.80
27132 - Police Officer II	28.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.86
28042 - Carnival Equipment Repairer	15.94
28043 - Carnival Worker	11.66
28210 - Gate Attendant/Gate Tender	15.18
28310 - Lifeguard	11.46
28350 - Park Attendant (Aide)	16.97
28510 - Recreation Aide/Health Facility Attendant	12.40
28515 - Recreation Specialist	20.34
28630 - Sports Official	13.53
28690 - Swimming Pool Operator	18.02
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.38
29020 - Hatch Tender	25.38
29030 - Line Handler	25.38
29041 - Stevedore I	23.95
29042 - Stevedore II	26.80
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.26
30022 - Archeological Technician II	19.30
30023 - Archeological Technician III	23.91
30030 - Cartographic Technician	23.91
30040 - Civil Engineering Technician	30.38
30051 - Cryogenic Technician I	26.48
30052 - Cryogenic Technician II	29.25
30061 - Drafter/CAD Operator I	17.26
30062 - Drafter/CAD Operator II	19.30
30063 - Drafter/CAD Operator III	21.51
30064 - Drafter/CAD Operator IV	26.48
30081 - Engineering Technician I	15.98
30082 - Engineering Technician II	17.95
30083 - Engineering Technician III	20.08
30084 - Engineering Technician IV	25.61
30085 - Engineering Technician V	30.42
30086 - Engineering Technician VI	36.82

30090 - Environmental Technician	23.54
30095 - Evidence Control Specialist	23.91
30210 - Laboratory Technician	21.72
30221 - Latent Fingerprint Technician I	26.48
30222 - Latent Fingerprint Technician II	29.25
30240 - Mathematical Technician	23.91
30361 - Paralegal/Legal Assistant I	18.62
30362 - Paralegal/Legal Assistant II	22.41
30363 - Paralegal/Legal Assistant III	27.42
30364 - Paralegal/Legal Assistant IV	33.17
30375 - Petroleum Supply Specialist	29.25
30390 - Photo-Optics Technician	23.91
30395 - Radiation Control Technician	29.25
30461 - Technical Writer I	23.91
30462 - Technical Writer II	29.25
30463 - Technical Writer III	35.39
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.48
30502 - Weather Forecaster II	32.21
30620 - Weather Observer Combined (see 2)	21.51
30621 - Weather Observer Senior (see 2)	23.91
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.67
31030 - Bus Driver	18.62
31043 - Driver Courier	16.71
31260 - Parking and Lot Attendant	14.04
31290 - Shuttle Bus Driver	19.56
31310 - Taxi Driver	18.30
31361 - Truckdriver Light	17.92
31362 - Truckdriver Medium	19.11
31363 - Truckdriver Heavy	21.72
31364 - Truckdriver Tractor-Trailer	21.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10

99030 - Cashier	11.88
99050 - Desk Clerk	13.57
99095 - Embalmer	38.49
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.98
<b>I</b>	
99252 - Laboratory Animal Caretaker	15.00
<b>II</b>	
99260 - Marketing Analyst	26.73
99310 - Mortician	38.49
99410 - Pest Controller	24.69
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.85
99711 - Recycling Specialist	24.38
99730 - Refuse Collector	19.13
99810 - Sales Clerk	13.17
99820 - School Crossing Guard	17.31
99830 - Survey Party Chief	33.13
99831 - Surveying Aide	22.26
99832 - Surveying Technician	29.11
99840 - Vending Machine Attendant	21.59
99841 - Vending Machine Repairer	26.17
99842 - Vending Machine Repairer	21.59
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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**

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)).

Standard Wage Determination No.: 2015-4957

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4957  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Minnesota

Area: Minnesota Counties of Douglas Grant Morrison Pope Stevens Todd Traverse

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.01
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.84
01020 - Administrative Assistant		24.18
01035 - Court Reporter		23.38
01041 - Customer Service Representative I		14.90
01042 - Customer Service Representative II		16.26

01043 - Customer Service Representative III	18.27
01051 - Data Entry Operator I	16.01
01052 - Data Entry Operator II	17.47
01060 - Dispatcher Motor Vehicle	24.85
01070 - Document Preparation Clerk	18.14
01090 - Duplicating Machine Operator	18.14
01111 - General Clerk I	13.89
01112 - General Clerk II	15.15
01113 - General Clerk III	17.02
01120 - Housing Referral Assistant	20.44
01141 - Messenger Courier	15.54
01191 - Order Clerk I	16.88
01192 - Order Clerk II	18.42
01261 - Personnel Assistant (Employment) I	15.42
01262 - Personnel Assistant (Employment) II	17.24
01263 - Personnel Assistant (Employment) III	19.22
01270 - Production Control Clerk	23.03
01290 - Rental Clerk	12.93
01300 - Scheduler Maintenance	16.39
01311 - Secretary I	16.39
01312 - Secretary II	18.34
01313 - Secretary III	20.44
01320 - Service Order Dispatcher	22.12
01410 - Supply Technician	24.18
01420 - Survey Worker	17.44
01460 - Switchboard Operator/Receptionist	14.91
01531 - Travel Clerk I	16.59
01532 - Travel Clerk II	17.91
01533 - Travel Clerk III	19.26
01611 - Word Processor I	14.60
01612 - Word Processor II	16.39
01613 - Word Processor III	18.34
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.87
<b>Fiberglass</b>	
05010 - Automotive Electrician	19.69
05040 - Automotive Glass Installer	18.65
05070 - Automotive Worker	18.65
05110 - Mobile Equipment Servicer	16.50
05130 - Motor Equipment Metal	20.61
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	18.65
05190 - Motor Vehicle Mechanic	20.61
05220 - Motor Vehicle Mechanic Helper	15.39

05250 - Motor Vehicle Upholstery Worker	17.60
05280 - Motor Vehicle Wrecker	18.65
05310 - Painter Automotive	19.69
05340 - Radiator Repair Specialist	18.65
05370 - Tire Repairer	16.43
05400 - Transmission Repair Specialist	20.61
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.83
07041 - Cook I	14.52
07042 - Cook II	16.41
07070 - Dishwasher	11.59
07130 - Food Service Worker	13.86
07210 - Meat Cutter	16.88
07260 - Waiter/Waitress	11.41
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.94
09040 - Furniture Handler	12.31
09080 - Furniture Refinisher	16.47
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer Minor	15.13
09130 - Upholsterer	17.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.22
11060 - Elevator Operator	15.22
11090 - Gardener	19.65
11122 - Housekeeping Aide	15.28
11150 - Janitor	15.28
11210 - Laborer Grounds Maintenance	16.07
11240 - Maid or Houseman	14.16
11260 - Pruner	15.47
11270 - Tractor Operator	18.59
11330 - Trail Maintenance Worker	16.07
11360 - Window Cleaner	16.65
12000 - Health Occupations	
12010 - Ambulance Driver	18.68
12011 - Breath Alcohol Technician	19.87
12012 - Certified Occupational Therapist Assistant	23.86
12015 - Certified Physical Therapist Assistant	27.75
12020 - Dental Assistant	21.93
12025 - Dental Hygienist	38.87
12030 - EKG Technician	30.12
12035 - Electroneurodiagnostic Technologist	30.12

12040 - Emergency Medical Technician	18.68
12071 - Licensed Practical Nurse I	17.77
12072 - Licensed Practical Nurse II	19.87
12073 - Licensed Practical Nurse III	22.15
12100 - Medical Assistant	20.25
12130 - Medical Laboratory Technician	27.25
<b>Technician</b>	
12160 - Medical Record Clerk	19.91
12190 - Medical Record Technician	22.26
12195 - Medical Transcriptionist	21.74
12210 - Nuclear Medicine	43.67
<b>Technologist</b>	
12221 - Nursing Assistant I	11.28
12222 - Nursing Assistant II	12.68
12223 - Nursing Assistant III	13.83
12224 - Nursing Assistant IV	15.54
12235 - Optical Dispenser	19.78
12236 - Optical Technician	17.77
12250 - Pharmacy Technician	17.06
12280 - Phlebotomist	14.84
12305 - Radiologic Technologist	29.88
12311 - Registered Nurse I	23.48
12312 - Registered Nurse II	28.73
12313 - Registered Nurse II	28.73
<b>Specialist</b>	
12314 - Registered Nurse III	34.75
12315 - Registered Nurse III	34.75
<b>Anesthetist</b>	
12316 - Registered Nurse IV	41.65
12317 - Scheduler (Drug and Alcohol Testing)	24.62
<b>Testing)</b>	
12320 - Substance Abuse Treatment	23.19
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	21.28
13012 - Exhibits Specialist II	26.36
13013 - Exhibits Specialist III	32.24
13041 - Illustrator I	21.28
13042 - Illustrator II	26.36
13043 - Illustrator III	32.24
13047 - Librarian	29.19
13050 - Library Aide/Clerk	13.64
13054 - Library Information	26.36
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	20.30
13061 - Media Specialist I	19.03
13062 - Media Specialist II	21.28
13063 - Media Specialist III	23.71

13071 - Photographer I	19.03
13072 - Photographer II	21.28
13073 - Photographer III	26.36
13074 - Photographer IV	32.24
13075 - Photographer V	39.02
13090 - Technical Order Library	15.71
<b>Clerk</b>	
13110 - Video Teleconference	17.97
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	17.16
14042 - Computer Operator II	19.20
14043 - Computer Operator III	21.39
14044 - Computer Operator IV	23.77
14045 - Computer Operator V	26.33
14071 - Computer Programmer I	(see 1) 22.40
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	17.16
<b>Operator</b>	
14160 - Personal Computer Support	23.77
<b>Technician</b>	
14170 - System Support Specialist	29.03
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.12
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	35.22
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	41.01
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	29.12
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	30.38
15070 - Flight Instructor (Pilot)	41.01
15080 - Graphic Artist	20.49
15085 - Maintenance Test Pilot Fixed	39.87
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	39.87
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	39.87
<b>Pilot</b>	
15090 - Technical Instructor	22.75
15095 - Technical Instructor/Course	27.83
<b>Developer</b>	
15110 - Test Proctor	18.36



15120 - Tutor	18.36
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	13.22
16030 - Counter Attendant	13.22
16040 - Dry Cleaner	15.65
16070 - Finisher Flatwork Machine	13.22
16090 - Presser Hand	13.22
16110 - Presser Machine Drycleaning	13.22
16130 - Presser Machine Shirts	13.22
16160 - Presser Machine Wearing	13.22
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	16.57
16220 - Tailor	17.51
16250 - Washer Machine	13.89
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	23.67
19040 - Tool And Die Maker	27.75
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	18.62
21030 - Material Coordinator	23.03
21040 - Material Expediter	23.03
21050 - Material Handling Laborer	16.52
21071 - Order Filler	13.52
21080 - Production Line Worker (Food Processing)	18.62
21110 - Shipping Packer	19.03
21130 - Shipping/Receiving Clerk	19.03
21140 - Store Worker I	15.60
21150 - Stock Clerk	20.02
21210 - Tools And Parts Attendant	18.62
21410 - Warehouse Specialist	18.62
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	27.80
23019 - Aircraft Logs and Records Technician	22.96
23021 - Aircraft Mechanic I	26.76
23022 - Aircraft Mechanic II	27.80
23023 - Aircraft Mechanic III	28.86
23040 - Aircraft Mechanic Helper	20.07
23050 - Aircraft Painter	25.62
23060 - Aircraft Servicer	22.96
23070 - Aircraft Survival Flight Equipment Technician	25.62
23080 - Aircraft Worker	24.31

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.76
23110 - Appliance Mechanic	26.80
23120 - Bicycle Repairer	22.31
23125 - Cable Splicer	39.83
23130 - Carpenter Maintenance	20.33
23140 - Carpet Layer	25.38
23160 - Electrician Maintenance	29.31
23181 - Electronics Technician Maintenance I	28.19
23182 - Electronics Technician Maintenance II	29.76
23183 - Electronics Technician Maintenance III	31.15
23260 - Fabric Worker	23.95
23290 - Fire Alarm System Mechanic	28.04
23310 - Fire Extinguisher Repairer	22.46
23311 - Fuel Distribution System Mechanic	37.94
23312 - Fuel Distribution System Operator	30.78
23370 - General Maintenance Worker	20.59
23380 - Ground Support Equipment Mechanic	26.76
23381 - Ground Support Equipment Servicer	22.96
23382 - Ground Support Equipment Worker	24.31
23391 - Gunsmith I	22.46
23392 - Gunsmith II	25.38
23393 - Gunsmith III	28.04
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.58
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.62
23430 - Heavy Equipment Mechanic	29.34
23440 - Heavy Equipment Operator	23.94
23460 - Instrument Mechanic	28.04
23465 - Laboratory/Shelter Mechanic	26.80
23470 - Laborer	16.52
23510 - Locksmith	26.80
23530 - Machinery Maintenance Mechanic	24.31
23550 - Machinist Maintenance	21.89

23580 - Maintenance Trades Helper	14.25
23591 - Metrology Technician I	28.04
23592 - Metrology Technician II	29.14
23593 - Metrology Technician III	30.25
23640 - Millwright	30.13
23710 - Office Appliance Repairer	25.55
23760 - Painter Maintenance	19.88
23790 - Pipefitter Maintenance	29.66
23810 - Plumber Maintenance	27.18
23820 - Pneudraulic Systems Mechanic	28.04
23850 - Rigger	27.39
23870 - Scale Mechanic	25.38
23890 - Sheet-Metal Worker	36.18
<b>Maintenance</b>	
23910 - Small Engine Mechanic	22.03
23931 - Telecommunications Mechanic	27.81
<b>I</b>	
23932 - Telecommunications Mechanic	28.89
<b>II</b>	
23950 - Telephone Lineman	25.78
23960 - Welder Combination	20.72
<b>Maintenance</b>	
23965 - Well Driller	25.88
23970 - Woodcraft Worker	28.04
23980 - Woodworker	22.46
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	17.88
24570 - Child Care Attendant	12.08
24580 - Child Care Center Clerk	15.06
24610 - Chore Aide	12.91
24620 - Family Readiness And Support	17.88
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.88
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	28.24
25040 - Sewage Plant Operator	27.31
25070 - Stationary Engineer	28.24
25190 - Ventilation Equipment Tender	21.08
25210 - Water Treatment Plant	27.31
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	22.49
27007 - Baggage Inspector	16.59
27008 - Corrections Officer	22.49
27010 - Court Security Officer	20.66
27030 - Detection Dog Handler	18.55
27040 - Detention Officer	22.49
27070 - Firefighter	19.76

27101 - Guard I	16.59
27102 - Guard II	18.55
27131 - Police Officer I	25.80
27132 - Police Officer II	28.67
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	14.86
28042 - Carnival Equipment Repairer	15.94
28043 - Carnival Worker	11.66
28210 - Gate Attendant/Gate Tender	16.46
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	18.93
28510 - Recreation Aide/Health	13.19
<b>Facility Attendant</b>	
28515 - Recreation Specialist	20.34
28630 - Sports Official	15.07
28690 - Swimming Pool Operator	18.02
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	25.38
29020 - Hatch Tender	25.38
29030 - Line Handler	25.38
29041 - Stevedore I	23.95
29042 - Stevedore II	26.80
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	18.45
30022 - Archeological Technician II	20.64
30023 - Archeological Technician III	25.58
30030 - Cartographic Technician	25.58
30040 - Civil Engineering Technician	30.38
30051 - Cryogenic Technician I	26.48
30052 - Cryogenic Technician II	29.25
30061 - Drafter/CAD Operator I	18.45
30062 - Drafter/CAD Operator II	20.64
30063 - Drafter/CAD Operator III	23.02
30064 - Drafter/CAD Operator IV	28.32
30081 - Engineering Technician I	16.21
30082 - Engineering Technician II	18.21
30083 - Engineering Technician III	20.37
30084 - Engineering Technician IV	25.22
30085 - Engineering Technician V	30.42
30086 - Engineering Technician VI	37.34
30090 - Environmental Technician	25.58
30095 - Evidence Control Specialist	23.91
30210 - Laboratory Technician	23.02

30221 - Latent Fingerprint Technician I	26.48
30222 - Latent Fingerprint Technician II	29.25
30240 - Mathematical Technician	25.58
30361 - Paralegal/Legal Assistant I	18.85
30362 - Paralegal/Legal Assistant II	23.34
30363 - Paralegal/Legal Assistant III	28.56
30364 - Paralegal/Legal Assistant IV	34.55
30375 - Petroleum Supply Specialist	29.25
30390 - Photo-Optics Technician	25.58
30395 - Radiation Control Technician	29.25
30461 - Technical Writer I	25.58
30462 - Technical Writer II	31.29
30463 - Technical Writer III	37.85
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.48
30502 - Weather Forecaster II	32.21
30620 - Weather Observer Combined (see 2)	23.02
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.77
31030 - Bus Driver	18.45
31043 - Driver Courier	16.71
31260 - Parking and Lot Attendant	14.04
31290 - Shuttle Bus Driver	19.56
31310 - Taxi Driver	15.62
31361 - Truckdriver Light	17.92
31362 - Truckdriver Medium	19.11
31363 - Truckdriver Heavy	21.72
31364 - Truckdriver Tractor-Trailer	21.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.88
99050 - Desk Clerk	13.57
99095 - Embalmer	30.69

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.98
<b>I</b>	
99252 - Laboratory Animal Caretaker	15.00
<b>II</b>	
99260 - Marketing Analyst	26.73
99310 - Mortician	30.69
99410 - Pest Controller	24.69
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.85
99711 - Recycling Specialist	24.38
99730 - Refuse Collector	19.13
99810 - Sales Clerk	13.17
99820 - School Crossing Guard	17.31
99830 - Survey Party Chief	36.43
99831 - Surveying Aide	21.31
99832 - Surveying Technician	27.82
99840 - Vending Machine Attendant	21.59
99841 - Vending Machine Repairer	26.17
99842 - Vending Machine Repairer	21.59
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4959

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4959  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Minnesota

Area: Minnesota Counties of Aitkin Cook Itasca Kanabec Koochiching Lake Pine

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.87
01012 - Accounting Clerk II		16.70
01013 - Accounting Clerk III		18.67
01020 - Administrative Assistant		27.70
01035 - Court Reporter		18.20
01041 - Customer Service Representative I		12.80
01042 - Customer Service Representative II		14.40

01043 - Customer Service Representative III	15.71
01051 - Data Entry Operator I	12.34
01052 - Data Entry Operator II	13.46
01060 - Dispatcher Motor Vehicle	19.01
01070 - Document Preparation Clerk	14.78
01090 - Duplicating Machine Operator	14.78
01111 - General Clerk I	13.37
01112 - General Clerk II	14.59
01113 - General Clerk III	16.38
01120 - Housing Referral Assistant	20.30
01141 - Messenger Courier	12.25
01191 - Order Clerk I	14.05
01192 - Order Clerk II	15.19
01261 - Personnel Assistant (Employment) I	16.81
01262 - Personnel Assistant (Employment) II	18.81
01263 - Personnel Assistant (Employment) III	20.97
01270 - Production Control Clerk	28.11
01290 - Rental Clerk	11.21
01300 - Scheduler Maintenance	16.27
01311 - Secretary I	16.27
01312 - Secretary II	18.20
01313 - Secretary III	20.30
01320 - Service Order Dispatcher	16.01
01410 - Supply Technician	27.70
01420 - Survey Worker	17.60
01460 - Switchboard Operator/Receptionist	15.24
01531 - Travel Clerk I	15.10
01532 - Travel Clerk II	16.24
01533 - Travel Clerk III	17.43
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	17.41
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.25
<b>Fiberglass</b>	
05010 - Automotive Electrician	21.55
05040 - Automotive Glass Installer	20.68
05070 - Automotive Worker	20.68
05110 - Mobile Equipment Servicer	18.79
05130 - Motor Equipment Metal	22.29
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	20.68
05190 - Motor Vehicle Mechanic	22.29
05220 - Motor Vehicle Mechanic Helper	17.78

05250 - Motor Vehicle Upholstery Worker	19.77
05280 - Motor Vehicle Wrecker	20.68
05310 - Painter Automotive	21.55
05340 - Radiator Repair Specialist	20.68
05370 - Tire Repairer	18.79
05400 - Transmission Repair Specialist	22.29
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.57
07041 - Cook I	16.44
07042 - Cook II	18.09
07070 - Dishwasher	11.61
07130 - Food Service Worker	14.34
07210 - Meat Cutter	22.96
07260 - Waiter/Waitress	11.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.74
09040 - Furniture Handler	17.95
09080 - Furniture Refinisher	23.74
09090 - Furniture Refinisher Helper	21.38
09110 - Furniture Repairer Minor	23.10
09130 - Upholsterer	23.74
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.72
11060 - Elevator Operator	13.72
11090 - Gardener	18.01
11122 - Housekeeping Aide	14.17
11150 - Janitor	14.17
11210 - Laborer Grounds Maintenance	15.16
11240 - Maid or Houseman	14.99
11260 - Pruner	14.18
11270 - Tractor Operator	17.04
11330 - Trail Maintenance Worker	15.16
11360 - Window Cleaner	15.15
12000 - Health Occupations	
12010 - Ambulance Driver	18.56
12011 - Breath Alcohol Technician	18.61
12012 - Certified Occupational Therapist Assistant	25.53
12015 - Certified Physical Therapist Assistant	25.53
12020 - Dental Assistant	22.81
12025 - Dental Hygienist	34.97
12030 - EKG Technician	28.20
12035 - Electroneurodiagnostic Technologist	28.20

12040 - Emergency Medical Technician	18.56
12071 - Licensed Practical Nurse I	16.64
12072 - Licensed Practical Nurse II	18.61
12073 - Licensed Practical Nurse III	20.74
12100 - Medical Assistant	20.46
12130 - Medical Laboratory Technician	26.34
<b>Technician</b>	
12160 - Medical Record Clerk	20.08
12190 - Medical Record Technician	22.47
12195 - Medical Transcriptionist	16.64
12210 - Nuclear Medicine Technologist	40.89
<b>Technologist</b>	
12221 - Nursing Assistant I	11.80
12222 - Nursing Assistant II	13.26
12223 - Nursing Assistant III	14.47
12224 - Nursing Assistant IV	16.25
12235 - Optical Dispenser	19.11
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	18.48
12280 - Phlebotomist	16.64
12305 - Radiologic Technologist	30.02
12311 - Registered Nurse I	25.14
12312 - Registered Nurse II	29.70
12313 - Registered Nurse II	29.70
<b>Specialist</b>	
12314 - Registered Nurse III	35.93
12315 - Registered Nurse III	35.93
<b>Anesthetist</b>	
12316 - Registered Nurse IV	43.06
12317 - Scheduler (Drug and Alcohol Testing)	23.05
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	26.39
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	19.50
13012 - Exhibits Specialist II	24.17
13013 - Exhibits Specialist III	29.56
13041 - Illustrator I	19.50
13042 - Illustrator II	24.17
13043 - Illustrator III	29.56
13047 - Librarian	26.75
13050 - Library Aide/Clerk	15.68
13054 - Library Information Technology Systems Administrator	24.15
<b>Technology Systems Administrator</b>	
13058 - Library Technician	17.82
13061 - Media Specialist I	17.48
13062 - Media Specialist II	19.56
13063 - Media Specialist III	21.80

13071 - Photographer I	16.50
13072 - Photographer II	19.56
13073 - Photographer III	24.22
13074 - Photographer IV	29.64
13075 - Photographer V	35.86
13090 - Technical Order Library	19.92
<b>Clerk</b>	
13110 - Video Teleconference	17.48
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	18.66
14042 - Computer Operator II	20.86
14043 - Computer Operator III	23.25
14044 - Computer Operator IV	25.84
14045 - Computer Operator V	28.62
14071 - Computer Programmer I	(see 1) 19.66
14072 - Computer Programmer II	(see 1) 24.35
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	18.66
<b>Operator</b>	
14160 - Personal Computer Support	25.84
<b>Technician</b>	
14170 - System Support Specialist	28.62
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.96
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	35.04
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	40.44
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	28.96
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	34.80
15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	23.55
15085 - Maintenance Test Pilot Fixed	40.44
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	40.44
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	40.44
<b>Pilot</b>	
15090 - Technical Instructor	19.74
15095 - Technical Instructor/Course	24.15
<b>Developer</b>	
15110 - Test Proctor	15.93

15120 - Tutor	15.93
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	13.22
16030 - Counter Attendant	13.22
16040 - Dry Cleaner	15.65
16070 - Finisher Flatwork Machine	13.22
16090 - Presser Hand	13.22
16110 - Presser Machine Drycleaning	13.22
16130 - Presser Machine Shirts	13.22
16160 - Presser Machine Wearing	13.22
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	16.57
16220 - Tailor	17.51
16250 - Washer Machine	13.89
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	28.04
19040 - Tool And Die Maker	31.93
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	18.23
21030 - Material Coordinator	28.11
21040 - Material Expediter	28.11
21050 - Material Handling Laborer	13.92
21071 - Order Filler	13.35
21080 - Production Line Worker (Food Processing)	18.23
21110 - Shipping Packer	15.99
21130 - Shipping/Receiving Clerk	15.65
21140 - Store Worker I	18.06
21150 - Stock Clerk	21.93
21210 - Tools And Parts Attendant	18.23
21410 - Warehouse Specialist	18.23
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	29.83
23019 - Aircraft Logs and Records Technician	25.72
23021 - Aircraft Mechanic I	28.91
23022 - Aircraft Mechanic II	29.83
23023 - Aircraft Mechanic III	30.84
23040 - Aircraft Mechanic Helper	23.14
23050 - Aircraft Painter	28.04
23060 - Aircraft Servicer	25.72
23070 - Aircraft Survival Flight Equipment Technician	28.04
23080 - Aircraft Worker	26.92

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.91
23110 - Appliance Mechanic	28.04
23120 - Bicycle Repairer	23.38
23125 - Cable Splicer	43.98
23130 - Carpenter Maintenance	27.44
23140 - Carpet Layer	26.92
23160 - Electrician Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.92
23182 - Electronics Technician Maintenance II	28.04
23183 - Electronics Technician Maintenance III	28.91
23260 - Fabric Worker	25.72
23290 - Fire Alarm System Mechanic	28.91
23310 - Fire Extinguisher Repairer	24.45
23311 - Fuel Distribution System Mechanic	28.91
23312 - Fuel Distribution System Operator	24.45
23370 - General Maintenance Worker	22.23
23380 - Ground Support Equipment Mechanic	28.91
23381 - Ground Support Equipment Servicer	25.72
23382 - Ground Support Equipment Worker	26.92
23391 - Gunsmith I	24.45
23392 - Gunsmith II	26.92
23393 - Gunsmith III	28.91
23410 - Heating Ventilation And Air- Conditioning Mechanic	29.38
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.32
23430 - Heavy Equipment Mechanic	25.52
23440 - Heavy Equipment Operator	26.85
23460 - Instrument Mechanic	28.91
23465 - Laboratory/Shelter Mechanic	28.04
23470 - Laborer	13.92
23510 - Locksmith	28.04
23530 - Machinery Maintenance Mechanic	26.73
23550 - Machinist Maintenance	24.08



23580 - Maintenance Trades Helper	22.12
23591 - Metrology Technician I	28.91
23592 - Metrology Technician II	29.83
23593 - Metrology Technician III	30.84
23640 - Millwright	34.69
23710 - Office Appliance Repairer	28.04
23760 - Painter Maintenance	28.04
23790 - Pipefitter Maintenance	34.97
23810 - Plumber Maintenance	33.01
23820 - Pneudraulic Systems Mechanic	28.91
23850 - Rigger	28.91
23870 - Scale Mechanic	26.92
23890 - Sheet-Metal Worker	28.91
<b>Maintenance</b>	
23910 - Small Engine Mechanic	26.18
23931 - Telecommunications Mechanic	28.91
<b>I</b>	
23932 - Telecommunications Mechanic	29.83
<b>II</b>	
23950 - Telephone Lineman	23.44
23960 - Welder Combination	23.35
<b>Maintenance</b>	
23965 - Well Driller	28.70
23970 - Woodcraft Worker	28.91
23980 - Woodworker	24.45
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	18.27
24570 - Child Care Attendant	11.89
24580 - Child Care Center Clerk	14.82
24610 - Chore Aide	13.31
24620 - Family Readiness And Support	18.27
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	18.86
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	28.91
25040 - Sewage Plant Operator	25.38
25070 - Stationary Engineer	28.91
25190 - Ventilation Equipment Tender	23.14
25210 - Water Treatment Plant	25.38
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	21.28
27007 - Baggage Inspector	14.55
27008 - Corrections Officer	25.41
27010 - Court Security Officer	24.04
27030 - Detection Dog Handler	16.28
27040 - Detention Officer	25.41
27070 - Firefighter	19.69

27101 - Guard I	14.55
27102 - Guard II	16.28
27131 - Police Officer I	27.77
27132 - Police Officer II	30.86
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	13.89
28042 - Carnival Equipment Repairer	14.68
28043 - Carnival Worker	11.52
28210 - Gate Attendant/Gate Tender	17.17
28310 - Lifeguard	15.29
28350 - Park Attendant (Aide)	19.20
28510 - Recreation Aide/Health	14.01
<b>Facility Attendant</b>	
28515 - Recreation Specialist	23.79
28630 - Sports Official	15.29
28690 - Swimming Pool Operator	16.16
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	26.92
29020 - Hatch Tender	26.92
29030 - Line Handler	26.92
29041 - Stevedore I	25.72
29042 - Stevedore II	28.04
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	18.10
30022 - Archeological Technician II	20.24
30023 - Archeological Technician III	25.08
30030 - Cartographic Technician	25.08
30040 - Civil Engineering Technician	25.25
30051 - Cryogenic Technician I	27.77
30052 - Cryogenic Technician II	30.67
30061 - Drafter/CAD Operator I	18.10
30062 - Drafter/CAD Operator II	20.24
30063 - Drafter/CAD Operator III	22.56
30064 - Drafter/CAD Operator IV	27.77
30081 - Engineering Technician I	16.11
30082 - Engineering Technician II	18.10
30083 - Engineering Technician III	20.24
30084 - Engineering Technician IV	25.08
30085 - Engineering Technician V	30.67
30086 - Engineering Technician VI	37.12
30090 - Environmental Technician	25.08
30095 - Evidence Control Specialist	25.08
30210 - Laboratory Technician	22.56

30221 - Latent Fingerprint Technician I	27.77
30222 - Latent Fingerprint Technician II	30.67
30240 - Mathematical Technician	25.08
30361 - Paralegal/Legal Assistant I	19.71
30362 - Paralegal/Legal Assistant II	24.42
30363 - Paralegal/Legal Assistant III	29.87
30364 - Paralegal/Legal Assistant IV	36.15
30375 - Petroleum Supply Specialist	30.67
30390 - Photo-Optics Technician	25.08
30395 - Radiation Control Technician	30.67
30461 - Technical Writer I	25.08
30462 - Technical Writer II	30.67
30463 - Technical Writer III	37.12
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.77
30502 - Weather Forecaster II	33.79
30620 - Weather Observer Combined (see 2)	22.56
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	16.43
31030 - Bus Driver	20.54
31043 - Driver Courier	15.30
31260 - Parking and Lot Attendant	15.32
31290 - Shuttle Bus Driver	17.70
31310 - Taxi Driver	17.70
31361 - Truckdriver Light	16.17
31362 - Truckdriver Medium	17.01
31363 - Truckdriver Heavy	23.59
31364 - Truckdriver Tractor-Trailer	23.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.67
99050 - Desk Clerk	11.78
99095 - Embalmer	31.81

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	17.42
<b>I</b>	
99252 - Laboratory Animal Caretaker	18.40
<b>II</b>	
99260 - Marketing Analyst	25.87
99310 - Mortician	31.81
99410 - Pest Controller	25.84
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	22.46
99711 - Recycling Specialist	25.25
99730 - Refuse Collector	21.00
99810 - Sales Clerk	12.76
99820 - School Crossing Guard	19.33
99830 - Survey Party Chief	22.95
99831 - Surveying Aide	15.42
99832 - Surveying Technician	20.16
99840 - Vending Machine Attendant	23.24
99841 - Vending Machine Repairer	27.03
99842 - Vending Machine Repairer	23.24
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4963

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4963  
Revision No.: 19  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Minnesota

Area: Minnesota Counties of Big Stone Chippewa Cottonwood Jackson  
Kandiyohi Lac Qui Parle Lincoln Lyon McLeod Meeke Murray Nobles  
Pipestone Redwood Renville Rock Swift Yellow Medicine

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.78
01013 - Accounting Clerk III		19.89
01020 - Administrative Assistant		26.89
01035 - Court Reporter		19.29
01041 - Customer Service Representative I		13.58



01042 - Customer Service Representative II	15.13
01043 - Customer Service Representative III	16.65
01051 - Data Entry Operator I	13.93
01052 - Data Entry Operator II	15.20
01060 - Dispatcher Motor Vehicle	20.96
01070 - Document Preparation Clerk	16.89
01090 - Duplicating Machine Operator	16.89
01111 - General Clerk I	13.88
01112 - General Clerk II	15.14
01113 - General Clerk III	17.01
01120 - Housing Referral Assistant	21.50
01141 - Messenger Courier	16.74
01191 - Order Clerk I	16.62
01192 - Order Clerk II	18.14
01261 - Personnel Assistant (Employment) I	16.68
01262 - Personnel Assistant (Employment) II	18.66
01263 - Personnel Assistant (Employment) III	20.80
01270 - Production Control Clerk	23.18
01290 - Rental Clerk	14.96
01300 - Scheduler Maintenance	17.24
01311 - Secretary I	17.24
01312 - Secretary II	19.29
01313 - Secretary III	21.50
01320 - Service Order Dispatcher	18.74
01410 - Supply Technician	26.89
01420 - Survey Worker	18.13
01460 - Switchboard Operator/Receptionist	14.80
01531 - Travel Clerk I	15.16
01532 - Travel Clerk II	16.29
01533 - Travel Clerk III	17.49
01611 - Word Processor I	15.35
01612 - Word Processor II	17.24
01613 - Word Processor III	19.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	18.27
Fiberglass	
05010 - Automotive Electrician	17.11
05040 - Automotive Glass Installer	16.27
05070 - Automotive Worker	16.27
05110 - Mobile Equipment Servicer	14.52
05130 - Motor Equipment Metal	17.91
Mechanic	
05160 - Motor Equipment Metal Worker	16.27
05190 - Motor Vehicle Mechanic	17.91

05220 - Motor Vehicle Mechanic Helper	13.84
05250 - Motor Vehicle Upholstery Worker	15.44
05280 - Motor Vehicle Wrecker	16.27
05310 - Painter Automotive	17.11
05340 - Radiator Repair Specialist	16.27
05370 - Tire Repairer	17.84
05400 - Transmission Repair Specialist	17.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.77
07041 - Cook I	14.72
07042 - Cook II	16.67
07070 - Dishwasher	11.28
07130 - Food Service Worker	13.13
07210 - Meat Cutter	15.17
07260 - Waiter/Waitress	11.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.79
09040 - Furniture Handler	14.89
09080 - Furniture Refinisher	19.99
09090 - Furniture Refinisher Helper	15.93
09110 - Furniture Repairer Minor	18.17
09130 - Upholsterer	23.57
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.21
11060 - Elevator Operator	13.21
11090 - Gardener	18.97
11122 - Housekeeping Aide	15.84
11150 - Janitor	15.84
11210 - Laborer Grounds Maintenance	15.21
11240 - Maid or Houseman	12.98
11260 - Pruner	13.91
11270 - Tractor Operator	17.72
11330 - Trail Maintenance Worker	15.21
11360 - Window Cleaner	17.28
12000 - Health Occupations	
12010 - Ambulance Driver	17.64
12011 - Breath Alcohol Technician	19.67
12012 - Certified Occupational Therapist Assistant	26.98
12015 - Certified Physical Therapist Assistant	24.79
12020 - Dental Assistant	22.93
12025 - Dental Hygienist	36.22
12030 - EKG Technician	29.80

12035 - Electroneurodiagnostic Technologist	29.80
12040 - Emergency Medical Technician	17.64
12071 - Licensed Practical Nurse I	17.59
12072 - Licensed Practical Nurse II	19.67
12073 - Licensed Practical Nurse III	21.92
12100 - Medical Assistant	19.09
12130 - Medical Laboratory Technician	26.41
12160 - Medical Record Clerk	19.04
12190 - Medical Record Technician	21.29
12195 - Medical Transcriptionist	20.18
12210 - Nuclear Medicine Technologist	43.22
12221 - Nursing Assistant I	12.40
12222 - Nursing Assistant II	13.93
12223 - Nursing Assistant III	15.20
12224 - Nursing Assistant IV	17.07
12235 - Optical Dispenser	16.99
12236 - Optical Technician	17.59
12250 - Pharmacy Technician	17.06
12280 - Phlebotomist	17.35
12305 - Radiologic Technologist	31.17
12311 - Registered Nurse I	26.08
12312 - Registered Nurse II	31.90
12313 - Registered Nurse II	31.90
12314 - Registered Nurse III	38.59
12315 - Registered Nurse III	38.59
12316 - Registered Nurse IV	46.23
12317 - Scheduler (Drug and Alcohol Testing)	24.36
12320 - Substance Abuse Treatment Counselor	24.80
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.61
13012 - Exhibits Specialist II	23.06
13013 - Exhibits Specialist III	28.23
13041 - Illustrator I	18.61
13042 - Illustrator II	23.06
13043 - Illustrator III	28.23
13047 - Librarian	25.57
13050 - Library Aide/Clerk	14.32
13054 - Library Information Technology Systems Administrator	23.06
13058 - Library Technician	19.38
13061 - Media Specialist I	16.65

13062 - Media Specialist II	18.61
13063 - Media Specialist III	20.76
13071 - Photographer I	16.94
13072 - Photographer II	18.94
13073 - Photographer III	23.46
13074 - Photographer IV	28.70
13075 - Photographer V	33.26
13090 - Technical Order Library	18.61
<b>Clerk</b>	
13110 - Video Teleconference	16.23
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	16.91
14042 - Computer Operator II	18.91
14043 - Computer Operator III	21.09
14044 - Computer Operator IV	23.43
14045 - Computer Operator V	25.94
14071 - Computer Programmer I	(see 1) 21.42
14072 - Computer Programmer II	(see 1) 26.52
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	16.91
<b>Operator</b>	
14160 - Personal Computer Support	23.43
<b>Technician</b>	
14170 - System Support Specialist	27.05
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices	30.36
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	36.73
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	44.03
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	30.36
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	30.64
15070 - Flight Instructor (Pilot)	44.03
15080 - Graphic Artist	20.03
15085 - Maintenance Test Pilot Fixed	44.03
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	44.03
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	44.03
<b>Pilot</b>	
15090 - Technical Instructor	21.67

15095 - Technical Instructor/Course Developer	26.51
15110 - Test Proctor	17.49
15120 - Tutor	17.49
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.26
16030 - Counter Attendant	13.26
16040 - Dry Cleaner	16.31
16070 - Finisher Flatwork Machine	13.26
16090 - Presser Hand	13.26
16110 - Presser Machine Drycleaning	13.26
16130 - Presser Machine Shirts	13.26
16160 - Presser Machine Wearing Apparel Laundry	13.26
16190 - Sewing Machine Operator	17.26
16220 - Tailor	18.26
16250 - Washer Machine	14.35
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.51
19040 - Tool And Die Maker	31.45
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.16
21030 - Material Coordinator	23.18
21040 - Material Expediter	23.18
21050 - Material Handling Laborer	16.49
21071 - Order Filler	14.05
21080 - Production Line Worker (Food Processing)	21.16
21110 - Shipping Packer	18.31
21130 - Shipping/Receiving Clerk	18.31
21140 - Store Worker I	15.04
21150 - Stock Clerk	19.55
21210 - Tools And Parts Attendant	21.16
21410 - Warehouse Specialist	21.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.46
23019 - Aircraft Logs and Records Technician	22.21
23021 - Aircraft Mechanic I	26.24
23022 - Aircraft Mechanic II	27.46
23023 - Aircraft Mechanic III	28.70
23040 - Aircraft Mechanic Helper	19.46
23050 - Aircraft Painter	24.94
23060 - Aircraft Servicer	22.21

23070 - Aircraft Survival Flight Equipment Technician	24.94
23080 - Aircraft Worker	23.59
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	23.59
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	26.24
II	
23110 - Appliance Mechanic	24.94
23120 - Bicycle Repairer	20.83
23125 - Cable Splicer	40.73
23130 - Carpenter Maintenance	20.92
23140 - Carpet Layer	23.59
23160 - Electrician Maintenance	27.30
23181 - Electronics Technician	24.87
Maintenance I	
23182 - Electronics Technician	26.17
Maintenance II	
23183 - Electronics Technician	27.39
Maintenance III	
23260 - Fabric Worker	22.21
23290 - Fire Alarm System Mechanic	26.24
23310 - Fire Extinguisher Repairer	20.83
23311 - Fuel Distribution System Mechanic	34.21
23312 - Fuel Distribution System Operator	28.60
23370 - General Maintenance Worker	20.02
23380 - Ground Support Equipment Mechanic	26.24
23381 - Ground Support Equipment Servicer	22.21
23382 - Ground Support Equipment Worker	23.59
23391 - Gunsmith I	20.83
23392 - Gunsmith II	23.59
23393 - Gunsmith III	26.24
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.64
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.83
23430 - Heavy Equipment Mechanic	27.34
23440 - Heavy Equipment Operator	25.70
23460 - Instrument Mechanic	26.24
23465 - Laboratory/Shelter Mechanic	24.94
23470 - Laborer	16.49
23510 - Locksmith	24.94

23530 - Machinery Maintenance	25.43
<b>Mechanic</b>	
23550 - Machinist Maintenance	22.67
23580 - Maintenance Trades Helper	14.38
23591 - Metrology Technician I	26.24
23592 - Metrology Technician II	27.46
23593 - Metrology Technician III	28.70
23640 - Millwright	22.45
23710 - Office Appliance Repairer	20.26
23760 - Painter Maintenance	20.86
23790 - Pipefitter Maintenance	29.66
23810 - Plumber Maintenance	27.18
23820 - Pneudraulic Systems Mechanic	26.24
23850 - Rigger	26.24
23870 - Scale Mechanic	23.59
23890 - Sheet-Metal Worker	27.39
<b>Maintenance</b>	
23910 - Small Engine Mechanic	22.61
23931 - Telecommunications Mechanic	23.92
<b>I</b>	
23932 - Telecommunications Mechanic	25.62
<b>II</b>	
23950 - Telephone Lineman	21.21
23960 - Welder Combination	20.95
<b>Maintenance</b>	
23965 - Well Driller	26.24
23970 - Woodcraft Worker	26.24
23980 - Woodworker	20.83
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	17.80
24570 - Child Care Attendant	12.68
24580 - Child Care Center Clerk	15.80
24610 - Chore Aide	13.70
24620 - Family Readiness And Support	17.80
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.80
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	31.30
25040 - Sewage Plant Operator	25.53
25070 - Stationary Engineer	31.30
25190 - Ventilation Equipment Tender	23.57
25210 - Water Treatment Plant	25.53
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	22.75
27007 - Baggage Inspector	16.21
27008 - Corrections Officer	23.32
27010 - Court Security Officer	20.63

27030 - Detection Dog Handler	19.28
27040 - Detention Officer	23.32
27070 - Firefighter	19.76
27101 - Guard I	16.21
27102 - Guard II	19.28
27131 - Police Officer I	25.07
27132 - Police Officer II	27.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.80
28042 - Carnival Equipment Repairer	16.91
28043 - Carnival Worker	12.40
28210 - Gate Attendant/Gate Tender	17.43
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	19.49
28510 - Recreation Aide/Health	14.22
Facility Attendant	
28515 - Recreation Specialist	23.60
28630 - Sports Official	15.52
28690 - Swimming Pool Operator	19.15
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	27.06
29020 - Hatch Tender	27.06
29030 - Line Handler	27.06
29041 - Stevedore I	25.72
29042 - Stevedore II	28.47
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	43.31
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	29.86
Specialist Station (HFO)	
30012 - Air Traffic Control	32.89
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.45
30022 - Archeological Technician II	20.64
30023 - Archeological Technician III	25.58
30030 - Cartographic Technician	25.58
30040 - Civil Engineering Technician	30.47
30051 - Cryogenic Technician I	27.64
30052 - Cryogenic Technician II	30.52
30061 - Drafter/CAD Operator I	18.45
30062 - Drafter/CAD Operator II	20.64
30063 - Drafter/CAD Operator III	23.02
30064 - Drafter/CAD Operator IV	28.32
30081 - Engineering Technician I	16.36
30082 - Engineering Technician II	18.37
30083 - Engineering Technician III	20.56
30084 - Engineering Technician IV	25.46
30085 - Engineering Technician V	31.16
30086 - Engineering Technician VI	37.69



30090 - Environmental Technician	25.58
30095 - Evidence Control Specialist	24.96
30210 - Laboratory Technician	23.02
30221 - Latent Fingerprint Technician I	27.64
30222 - Latent Fingerprint Technician II	30.52
30240 - Mathematical Technician	25.58
30361 - Paralegal/Legal Assistant I	21.61
30362 - Paralegal/Legal Assistant II	26.77
30363 - Paralegal/Legal Assistant III	32.75
30364 - Paralegal/Legal Assistant IV	39.63
30375 - Petroleum Supply Specialist	30.52
30390 - Photo-Optics Technician	25.58
30395 - Radiation Control Technician	30.52
30461 - Technical Writer I	26.66
30462 - Technical Writer II	32.61
30463 - Technical Writer III	39.45
30491 - Unexploded Ordnance (UXO) Technician I	27.53
30492 - Unexploded Ordnance (UXO) Technician II	33.30
30493 - Unexploded Ordnance (UXO) Technician III	39.92
30494 - Unexploded (UXO) Safety Escort	27.53
30495 - Unexploded (UXO) Sweep Personnel	27.53
30501 - Weather Forecaster I	27.64
30502 - Weather Forecaster II	33.62
30620 - Weather Observer Combined (see 2)	23.02
30621 - Weather Observer Senior (see 2)	25.58
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.30
31020 - Bus Aide	13.27
31030 - Bus Driver	17.65
31043 - Driver Courier	14.28
31260 - Parking and Lot Attendant	14.05
31290 - Shuttle Bus Driver	16.82
31310 - Taxi Driver	17.03
31361 - Truckdriver Light	15.29
31362 - Truckdriver Medium	16.29
31363 - Truckdriver Heavy	21.48
31364 - Truckdriver Tractor-Trailer	21.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.24

99030 - Cashier	11.79
99050 - Desk Clerk	11.31
99095 - Embalmer	39.85
99130 - Flight Follower	27.53
99251 - Laboratory Animal Caretaker	17.77
<b>I</b>	
99252 - Laboratory Animal Caretaker	19.03
<b>II</b>	
99260 - Marketing Analyst	30.99
99310 - Mortician	39.85
99410 - Pest Controller	23.98
99510 - Photofinishing Worker	14.46
99710 - Recycling Laborer	19.70
99711 - Recycling Specialist	22.90
99730 - Refuse Collector	18.06
99810 - Sales Clerk	13.12
99820 - School Crossing Guard	16.55
99830 - Survey Party Chief	27.37
99831 - Surveying Aide	16.00
99832 - Surveying Technician	20.90
99840 - Vending Machine Attendant	21.02
99841 - Vending Machine Repairer	25.30
99842 - Vending Machine Repairer	21.02
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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) Does not apply to employees employed in a bona fide executive administrative or professional capacity as defined and delineated in 29 CFR Part 541. (See 29 CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving 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)).

Standard Wage Determination No.: 2015-4965

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4965  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Minnesota

Area: Minnesota Counties of Brown Faribault Freeborn Goodhue Martin Mower  
Rice Steele Waseca Watonwan Winona

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.69
01012 - Accounting Clerk II		17.62
01013 - Accounting Clerk III		19.71
01020 - Administrative Assistant		24.28
01035 - Court Reporter		19.58
01041 - Customer Service Representative I		13.80
01042 - Customer Service Representative II		15.10

01043 - Customer Service Representative III	16.91
01051 - Data Entry Operator I	14.09
01052 - Data Entry Operator II	15.38
01060 - Dispatcher Motor Vehicle	21.97
01070 - Document Preparation Clerk	18.05
01090 - Duplicating Machine Operator	18.05
01111 - General Clerk I	14.04
01112 - General Clerk II	15.32
01113 - General Clerk III	17.21
01120 - Housing Referral Assistant	21.82
01141 - Messenger Courier	13.19
01191 - Order Clerk I	14.81
01192 - Order Clerk II	16.16
01261 - Personnel Assistant (Employment) I	17.63
01262 - Personnel Assistant (Employment) II	19.71
01263 - Personnel Assistant (Employment) III	21.97
01270 - Production Control Clerk	23.96
01290 - Rental Clerk	13.65
01300 - Scheduler Maintenance	17.51
01311 - Secretary I	17.51
01312 - Secretary II	19.58
01313 - Secretary III	21.82
01320 - Service Order Dispatcher	19.65
01410 - Supply Technician	24.28
01420 - Survey Worker	18.43
01460 - Switchboard Operator/Receptionist	14.91
01531 - Travel Clerk I	15.10
01532 - Travel Clerk II	16.24
01533 - Travel Clerk III	17.43
01611 - Word Processor I	15.59
01612 - Word Processor II	17.51
01613 - Word Processor III	19.58
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.89
<b>Fiberglass</b>	
05010 - Automotive Electrician	20.63
05040 - Automotive Glass Installer	19.63
05070 - Automotive Worker	19.63
05110 - Mobile Equipment Servicer	17.56
05130 - Motor Equipment Metal	21.54
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	19.63
05190 - Motor Vehicle Mechanic	21.54
05220 - Motor Vehicle Mechanic Helper	16.43

05250 - Motor Vehicle Upholstery Worker	18.67
05280 - Motor Vehicle Wrecker	19.63
05310 - Painter Automotive	20.63
05340 - Radiator Repair Specialist	19.63
05370 - Tire Repairer	14.80
05400 - Transmission Repair Specialist	21.54
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.91
07041 - Cook I	15.95
07042 - Cook II	17.85
07070 - Dishwasher	11.41
07130 - Food Service Worker	13.07
07210 - Meat Cutter	18.71
07260 - Waiter/Waitress	11.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.38
09040 - Furniture Handler	13.98
09080 - Furniture Refinisher	20.38
09090 - Furniture Refinisher Helper	16.22
09110 - Furniture Repairer Minor	18.44
09130 - Upholsterer	20.38
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.52
11060 - Elevator Operator	15.17
11090 - Gardener	17.18
11122 - Housekeeping Aide	15.17
11150 - Janitor	15.17
11210 - Laborer Grounds Maintenance	13.85
11240 - Maid or Houseman	13.59
11260 - Pruner	12.76
11270 - Tractor Operator	16.06
11330 - Trail Maintenance Worker	13.85
11360 - Window Cleaner	16.47
12000 - Health Occupations	
12010 - Ambulance Driver	18.86
12011 - Breath Alcohol Technician	20.90
12012 - Certified Occupational Therapist Assistant	27.81
12015 - Certified Physical Therapist Assistant	28.84
12020 - Dental Assistant	23.86
12025 - Dental Hygienist	37.00
12030 - EKG Technician	31.67
12035 - Electroneurodiagnostic Technologist	31.67



12040 - Emergency Medical Technician	18.86
12071 - Licensed Practical Nurse I	18.69
12072 - Licensed Practical Nurse II	20.90
12073 - Licensed Practical Nurse III	23.29
12100 - Medical Assistant	19.03
12130 - Medical Laboratory Technician	27.94
<b>Technician</b>	
12160 - Medical Record Clerk	21.44
12190 - Medical Record Technician	23.97
12195 - Medical Transcriptionist	20.16
12210 - Nuclear Medicine Technologist	45.92
<b>Technologist</b>	
12221 - Nursing Assistant I	13.06
12222 - Nursing Assistant II	14.68
12223 - Nursing Assistant III	16.02
12224 - Nursing Assistant IV	17.99
12235 - Optical Dispenser	16.48
12236 - Optical Technician	18.69
12250 - Pharmacy Technician	17.68
12280 - Phlebotomist	18.69
12305 - Radiologic Technologist	32.92
12311 - Registered Nurse I	23.72
12312 - Registered Nurse II	29.01
12313 - Registered Nurse II	29.01
<b>Specialist</b>	
12314 - Registered Nurse III	35.11
12315 - Registered Nurse III	35.11
<b>Anesthetist</b>	
12316 - Registered Nurse IV	42.07
12317 - Scheduler (Drug and Alcohol Testing)	25.89
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	23.20
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	23.61
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	35.78
13041 - Illustrator I	23.61
13042 - Illustrator II	29.25
13043 - Illustrator III	35.78
13047 - Librarian	32.39
13050 - Library Aide/Clerk	13.64
13054 - Library Information Technology Systems Administrator	29.25
<b>Technology Systems Administrator</b>	
13058 - Library Technician	22.01
13061 - Media Specialist I	21.11
13062 - Media Specialist II	23.61
13063 - Media Specialist III	26.31

13071 - Photographer I	21.11
13072 - Photographer II	23.61
13073 - Photographer III	29.25
13074 - Photographer IV	35.78
13075 - Photographer V	43.29
13090 - Technical Order Library	16.87
<b>Clerk</b>	
13110 - Video Teleconference	21.11
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	18.62
14042 - Computer Operator II	20.82
14043 - Computer Operator III	23.21
14044 - Computer Operator IV	25.80
14045 - Computer Operator V	28.57
14071 - Computer Programmer I	(see 1) 22.49
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	18.62
<b>Operator</b>	
14160 - Personal Computer Support	25.80
<b>Technician</b>	
14170 - System Support Specialist	28.57
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.49
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	36.89
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	44.22
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	30.49
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	35.97
15070 - Flight Instructor (Pilot)	44.22
15080 - Graphic Artist	20.39
15085 - Maintenance Test Pilot Fixed	44.22
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	44.22
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	44.22
<b>Pilot</b>	
15090 - Technical Instructor	24.40
15095 - Technical Instructor/Course	29.85
<b>Developer</b>	
15110 - Test Proctor	19.70

15120 - Tutor	19.70
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	13.22
16030 - Counter Attendant	13.22
16040 - Dry Cleaner	15.65
16070 - Finisher Flatwork Machine	13.22
16090 - Presser Hand	13.22
16110 - Presser Machine Drycleaning	13.22
16130 - Presser Machine Shirts	13.22
16160 - Presser Machine Wearing	13.22
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	16.57
16220 - Tailor	17.51
16250 - Washer Machine	13.89
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	24.01
19040 - Tool And Die Maker	28.40
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	20.71
21030 - Material Coordinator	23.96
21040 - Material Expediter	23.96
21050 - Material Handling Laborer	16.47
21071 - Order Filler	15.64
21080 - Production Line Worker (Food Processing)	20.71
21110 - Shipping Packer	17.96
21130 - Shipping/Receiving Clerk	17.96
21140 - Store Worker I	15.84
21150 - Stock Clerk	20.34
21210 - Tools And Parts Attendant	20.71
21410 - Warehouse Specialist	20.71
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	26.11
23019 - Aircraft Logs and Records Technician	21.69
23021 - Aircraft Mechanic I	25.02
23022 - Aircraft Mechanic II	26.11
23023 - Aircraft Mechanic III	27.21
23040 - Aircraft Mechanic Helper	19.08
23050 - Aircraft Painter	23.96
23060 - Aircraft Servicer	21.69
23070 - Aircraft Survival Flight Equipment Technician	23.96
23080 - Aircraft Worker	22.80

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.02
23110 - Appliance Mechanic	21.78
23120 - Bicycle Repairer	21.37
23125 - Cable Splicer	41.39
23130 - Carpenter Maintenance	23.85
23140 - Carpet Layer	23.91
23160 - Electrician Maintenance	31.00
23181 - Electronics Technician Maintenance I	27.91
23182 - Electronics Technician Maintenance II	29.30
23183 - Electronics Technician Maintenance III	30.62
23260 - Fabric Worker	22.72
23290 - Fire Alarm System Mechanic	26.28
23310 - Fire Extinguisher Repairer	21.37
23311 - Fuel Distribution System Mechanic	30.27
23312 - Fuel Distribution System Operator	24.68
23370 - General Maintenance Worker	22.72
23380 - Ground Support Equipment Mechanic	25.02
23381 - Ground Support Equipment Servicer	21.69
23382 - Ground Support Equipment Worker	22.80
23391 - Gunsmith I	21.37
23392 - Gunsmith II	23.91
23393 - Gunsmith III	26.28
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.69
23430 - Heavy Equipment Mechanic	28.01
23440 - Heavy Equipment Operator	30.29
23460 - Instrument Mechanic	26.28
23465 - Laboratory/Shelter Mechanic	25.12
23470 - Laborer	16.47
23510 - Locksmith	25.12
23530 - Machinery Maintenance Mechanic	25.30
23550 - Machinist Maintenance	20.67

23580 - Maintenance Trades Helper	14.25
23591 - Metrology Technician I	26.28
23592 - Metrology Technician II	27.44
23593 - Metrology Technician III	28.59
23640 - Millwright	24.90
23710 - Office Appliance Repairer	25.12
23760 - Painter Maintenance	21.69
23790 - Pipefitter Maintenance	30.20
23810 - Plumber Maintenance	28.86
23820 - Pneudraulic Systems Mechanic	26.28
23850 - Rigger	26.28
23870 - Scale Mechanic	23.91
23890 - Sheet-Metal Worker	29.88
<b>Maintenance</b>	
23910 - Small Engine Mechanic	21.09
23931 - Telecommunications Mechanic	30.97
<b>I</b>	
23932 - Telecommunications Mechanic	32.35
<b>II</b>	
23950 - Telephone Lineman	23.70
23960 - Welder Combination	19.96
<b>Maintenance</b>	
23965 - Well Driller	26.19
23970 - Woodcraft Worker	26.28
23980 - Woodworker	21.37
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	17.66
24570 - Child Care Attendant	11.52
24580 - Child Care Center Clerk	14.36
24610 - Chore Aide	13.76
24620 - Family Readiness And Support	17.66
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.66
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	29.45
25040 - Sewage Plant Operator	26.14
25070 - Stationary Engineer	29.45
25190 - Ventilation Equipment Tender	22.40
25210 - Water Treatment Plant	26.14
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	24.50
27007 - Baggage Inspector	17.30
27008 - Corrections Officer	25.10
27010 - Court Security Officer	21.47
27030 - Detection Dog Handler	19.34
27040 - Detention Officer	25.10
27070 - Firefighter	19.76

27101 - Guard I	17.30
27102 - Guard II	19.34
27131 - Police Officer I	27.45
27132 - Police Officer II	30.51
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	14.38
28042 - Carnival Equipment Repairer	15.38
28043 - Carnival Worker	11.42
28210 - Gate Attendant/Gate Tender	15.79
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.65
28510 - Recreation Aide/Health	12.88
<b>Facility Attendant</b>	
28515 - Recreation Specialist	21.87
28630 - Sports Official	14.06
28690 - Swimming Pool Operator	17.21
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	23.91
29020 - Hatch Tender	23.91
29030 - Line Handler	23.91
29041 - Stevedore I	22.72
29042 - Stevedore II	25.12
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	43.31
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	29.86
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	32.89
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	20.09
30022 - Archeological Technician II	22.46
30023 - Archeological Technician III	27.83
30030 - Cartographic Technician	27.83
30040 - Civil Engineering Technician	30.17
30051 - Cryogenic Technician I	30.82
30052 - Cryogenic Technician II	34.04
30061 - Drafter/CAD Operator I	20.09
30062 - Drafter/CAD Operator II	22.46
30063 - Drafter/CAD Operator III	25.04
30064 - Drafter/CAD Operator IV	30.82
30081 - Engineering Technician I	17.14
30082 - Engineering Technician II	19.25
30083 - Engineering Technician III	21.53
30084 - Engineering Technician IV	26.67
30085 - Engineering Technician V	32.62
30086 - Engineering Technician VI	39.48
30090 - Environmental Technician	27.83
30095 - Evidence Control Specialist	27.83
30210 - Laboratory Technician	25.32

30221 - Latent Fingerprint Technician I	30.82
30222 - Latent Fingerprint Technician II	34.04
30240 - Mathematical Technician	27.83
30361 - Paralegal/Legal Assistant I	19.57
30362 - Paralegal/Legal Assistant II	24.25
30363 - Paralegal/Legal Assistant III	29.66
30364 - Paralegal/Legal Assistant IV	35.89
30375 - Petroleum Supply Specialist	34.04
30390 - Photo-Optics Technician	27.83
30395 - Radiation Control Technician	34.04
30461 - Technical Writer I	27.83
30462 - Technical Writer II	34.04
30463 - Technical Writer III	41.20
30491 - Unexploded Ordnance (UXO) Technician I	27.53
30492 - Unexploded Ordnance (UXO) Technician II	33.30
30493 - Unexploded Ordnance (UXO) Technician III	39.92
30494 - Unexploded (UXO) Safety Escort	27.53
30495 - Unexploded (UXO) Sweep Personnel	27.53
30501 - Weather Forecaster I	30.82
30502 - Weather Forecaster II	37.50
30620 - Weather Observer Combined (see 2)	25.04
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.30
31020 - Bus Aide	13.62
31030 - Bus Driver	17.96
31043 - Driver Courier	14.18
31260 - Parking and Lot Attendant	13.95
31290 - Shuttle Bus Driver	15.47
31310 - Taxi Driver	15.08
31361 - Truckdriver Light	15.16
31362 - Truckdriver Medium	16.12
31363 - Truckdriver Heavy	23.13
31364 - Truckdriver Tractor-Trailer	23.13
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.24
99030 - Cashier	12.27
99050 - Desk Clerk	13.31
99095 - Embalmer	29.71

99130 - Flight Follower	27.53
99251 - Laboratory Animal Caretaker	15.99
<b>I</b>	
99252 - Laboratory Animal Caretaker	17.09
<b>II</b>	
99260 - Marketing Analyst	27.16
99310 - Mortician	29.71
99410 - Pest Controller	24.81
99510 - Photofinishing Worker	14.46
99710 - Recycling Laborer	22.81
99711 - Recycling Specialist	26.46
99730 - Refuse Collector	21.01
99810 - Sales Clerk	13.64
99820 - School Crossing Guard	17.36
99830 - Survey Party Chief	27.37
99831 - Surveying Aide	16.00
99832 - Surveying Technician	20.90
99840 - Vending Machine Attendant	21.82
99841 - Vending Machine Repairer	26.11
99842 - Vending Machine Repairer	21.82
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4967

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4967  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Minnesota

Area: Minnesota County of Clay

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.37
01012 - Accounting Clerk II		17.26
01013 - Accounting Clerk III		19.30
01020 - Administrative Assistant		24.78
01035 - Court Reporter		18.75
01041 - Customer Service Representative I		14.54
01042 - Customer Service Representative II		15.86

01043 - Customer Service Representative III	17.82
01051 - Data Entry Operator I	15.21
01052 - Data Entry Operator II	16.59
01060 - Dispatcher Motor Vehicle	24.51
01070 - Document Preparation Clerk	17.53
01090 - Duplicating Machine Operator	17.53
01111 - General Clerk I	15.88
01112 - General Clerk II	17.32
01113 - General Clerk III	19.46
01120 - Housing Referral Assistant	20.90
01141 - Messenger Courier	13.55
01191 - Order Clerk I	17.17
01192 - Order Clerk II	18.74
01261 - Personnel Assistant (Employment) I	16.87
01262 - Personnel Assistant (Employment) II	18.87
01263 - Personnel Assistant (Employment) III	21.03
01270 - Production Control Clerk	25.56
01290 - Rental Clerk	15.96
01300 - Scheduler Maintenance	16.77
01311 - Secretary I	16.77
01312 - Secretary II	18.75
01313 - Secretary III	20.90
01320 - Service Order Dispatcher	21.92
01410 - Supply Technician	24.78
01420 - Survey Worker	15.92
01460 - Switchboard Operator/Receptionist	13.90
01531 - Travel Clerk I	16.73
01532 - Travel Clerk II	17.64
01533 - Travel Clerk III	18.56
01611 - Word Processor I	14.93
01612 - Word Processor II	16.77
01613 - Word Processor III	18.75
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.92
<b>Fiberglass</b>	
05010 - Automotive Electrician	21.84
05040 - Automotive Glass Installer	20.34
05070 - Automotive Worker	20.34
05110 - Mobile Equipment Servicer	17.40
05130 - Motor Equipment Metal	23.13
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	20.34
05190 - Motor Vehicle Mechanic	23.13
05220 - Motor Vehicle Mechanic Helper	17.16

05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	20.34
05310 - Painter Automotive	21.84
05340 - Radiator Repair Specialist	20.34
05370 - Tire Repairer	16.58
05400 - Transmission Repair Specialist	23.13
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.86
07041 - Cook I	15.84
07042 - Cook II	18.51
07070 - Dishwasher	11.53
07130 - Food Service Worker	12.75
07210 - Meat Cutter	18.34
07260 - Waiter/Waitress	9.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.71
09040 - Furniture Handler	13.49
09080 - Furniture Refinisher	19.71
09090 - Furniture Refinisher Helper	16.06
09110 - Furniture Repairer Minor	17.35
09130 - Upholsterer	19.71
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.51
11060 - Elevator Operator	14.25
11090 - Gardener	23.72
11122 - Housekeeping Aide	14.25
11150 - Janitor	14.25
11210 - Laborer Grounds Maintenance	17.74
11240 - Maid or Houseman	13.31
11260 - Pruner	15.75
11270 - Tractor Operator	21.61
11330 - Trail Maintenance Worker	17.74
11360 - Window Cleaner	16.05
12000 - Health Occupations	
12010 - Ambulance Driver	16.81
12011 - Breath Alcohol Technician	19.98
12012 - Certified Occupational Therapist Assistant	29.20
12015 - Certified Physical Therapist Assistant	26.90
12020 - Dental Assistant	23.30
12025 - Dental Hygienist	33.79
12030 - EKG Technician	30.28
12035 - Electroneurodiagnostic Technologist	30.28

12040 - Emergency Medical Technician	16.81
12071 - Licensed Practical Nurse I	17.87
12072 - Licensed Practical Nurse II	19.98
12073 - Licensed Practical Nurse III	22.27
12100 - Medical Assistant	18.70
12130 - Medical Laboratory Technician	23.77
<b>Technician</b>	
12160 - Medical Record Clerk	21.57
12190 - Medical Record Technician	26.00
12195 - Medical Transcriptionist	17.34
12210 - Nuclear Medicine	43.91
<b>Technologist</b>	
12221 - Nursing Assistant I	11.95
12222 - Nursing Assistant II	13.43
12223 - Nursing Assistant III	14.65
12224 - Nursing Assistant IV	16.46
12235 - Optical Dispenser	18.38
12236 - Optical Technician	17.87
12250 - Pharmacy Technician	19.22
12280 - Phlebotomist	16.37
12305 - Radiologic Technologist	26.80
12311 - Registered Nurse I	25.14
12312 - Registered Nurse II	29.52
12313 - Registered Nurse II	29.52
<b>Specialist</b>	
12314 - Registered Nurse III	35.72
12315 - Registered Nurse III	35.72
<b>Anesthetist</b>	
12316 - Registered Nurse IV	42.81
12317 - Scheduler (Drug and Alcohol Testing)	24.75
<b>Testing)</b>	
12320 - Substance Abuse Treatment	25.60
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	23.16
13012 - Exhibits Specialist II	28.70
13013 - Exhibits Specialist III	35.10
13041 - Illustrator I	23.16
13042 - Illustrator II	28.70
13043 - Illustrator III	35.10
13047 - Librarian	31.78
13050 - Library Aide/Clerk	16.82
13054 - Library Information	28.70
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	17.79
13061 - Media Specialist I	20.72
13062 - Media Specialist II	23.16
13063 - Media Specialist III	25.82

13071 - Photographer I	17.96
13072 - Photographer II	20.10
13073 - Photographer III	24.88
13074 - Photographer IV	30.45
13075 - Photographer V	36.84
13090 - Technical Order Library	17.71
<b>Clerk</b>	
13110 - Video Teleconference	23.62
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	17.58
14042 - Computer Operator II	19.66
14043 - Computer Operator III	23.01
14044 - Computer Operator IV	25.58
14045 - Computer Operator V	28.30
14071 - Computer Programmer I	(see 1) 19.03
14072 - Computer Programmer II	(see 1) 23.33
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	17.58
<b>Operator</b>	
14160 - Personal Computer Support	27.77
<b>Technician</b>	
14170 - System Support Specialist	30.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.96
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	35.04
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	42.00
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	28.96
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	31.53
15070 - Flight Instructor (Pilot)	42.00
15080 - Graphic Artist	20.20
15085 - Maintenance Test Pilot Fixed	42.00
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	42.00
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	42.00
<b>Pilot</b>	
15090 - Technical Instructor	21.44
15095 - Technical Instructor/Course	26.23
<b>Developer</b>	
15110 - Test Proctor	17.31



15120 - Tutor	17.31
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	11.19
16030 - Counter Attendant	11.19
16040 - Dry Cleaner	14.10
16070 - Finisher Flatwork Machine	11.19
16090 - Presser Hand	11.19
16110 - Presser Machine Drycleaning	11.19
16130 - Presser Machine Shirts	11.19
16160 - Presser Machine Wearing	11.19
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	14.92
16220 - Tailor	15.77
16250 - Washer Machine	12.41
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	26.12
19040 - Tool And Die Maker	31.13
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	19.54
21030 - Material Coordinator	25.56
21040 - Material Expediter	25.56
21050 - Material Handling Laborer	15.88
21071 - Order Filler	14.32
21080 - Production Line Worker (Food Processing)	19.54
21110 - Shipping Packer	17.84
21130 - Shipping/Receiving Clerk	17.84
21140 - Store Worker I	15.63
21150 - Stock Clerk	19.08
21210 - Tools And Parts Attendant	19.54
21410 - Warehouse Specialist	19.54
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	28.53
23019 - Aircraft Logs and Records Technician	22.51
23021 - Aircraft Mechanic I	27.31
23022 - Aircraft Mechanic II	28.53
23023 - Aircraft Mechanic III	29.62
23040 - Aircraft Mechanic Helper	20.70
23050 - Aircraft Painter	25.78
23060 - Aircraft Servicer	22.51
23070 - Aircraft Survival Flight Equipment Technician	25.78
23080 - Aircraft Worker	24.26

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.26
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.31
23110 - Appliance Mechanic	26.12
23120 - Bicycle Repairer	20.82
23125 - Cable Splicer	40.58
23130 - Carpenter Maintenance	22.32
23140 - Carpet Layer	24.33
23160 - Electrician Maintenance	29.59
23181 - Electronics Technician Maintenance I	27.14
23182 - Electronics Technician Maintenance II	29.15
23183 - Electronics Technician Maintenance III	30.87
23260 - Fabric Worker	22.57
23290 - Fire Alarm System Mechanic	26.95
23310 - Fire Extinguisher Repairer	20.82
23311 - Fuel Distribution System Mechanic	27.66
23312 - Fuel Distribution System Operator	21.26
23370 - General Maintenance Worker	21.32
23380 - Ground Support Equipment Mechanic	27.31
23381 - Ground Support Equipment Servicer	22.51
23382 - Ground Support Equipment Worker	24.26
23391 - Gunsmith I	20.82
23392 - Gunsmith II	24.33
23393 - Gunsmith III	27.66
23410 - Heating Ventilation And Air- Conditioning Mechanic	28.36
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.07
23430 - Heavy Equipment Mechanic	26.97
23440 - Heavy Equipment Operator	26.56
23460 - Instrument Mechanic	27.66
23465 - Laboratory/Shelter Mechanic	26.12
23470 - Laborer	15.88
23510 - Locksmith	26.12
23530 - Machinery Maintenance Mechanic	26.83
23550 - Machinist Maintenance	22.90

23580 - Maintenance Trades Helper	18.99
23591 - Metrology Technician I	27.66
23592 - Metrology Technician II	28.89
23593 - Metrology Technician III	29.99
23640 - Millwright	27.36
23710 - Office Appliance Repairer	24.59
23760 - Painter Maintenance	23.58
23790 - Pipefitter Maintenance	29.07
23810 - Plumber Maintenance	25.42
23820 - Pneudraulic Systems Mechanic	27.66
23850 - Rigger	27.66
23870 - Scale Mechanic	24.33
23890 - Sheet-Metal Worker	26.47
<b>Maintenance</b>	
23910 - Small Engine Mechanic	22.87
23931 - Telecommunications Mechanic	31.41
<b>I</b>	
23932 - Telecommunications Mechanic	32.80
<b>II</b>	
23950 - Telephone Lineman	33.67
23960 - Welder Combination	22.47
<b>Maintenance</b>	
23965 - Well Driller	27.66
23970 - Woodcraft Worker	27.66
23980 - Woodworker	20.82
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	19.27
24570 - Child Care Attendant	11.37
24580 - Child Care Center Clerk	14.18
24610 - Chore Aide	14.87
24620 - Family Readiness And Support	19.27
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	19.40
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	25.60
25040 - Sewage Plant Operator	29.16
25070 - Stationary Engineer	25.60
25190 - Ventilation Equipment Tender	18.84
25210 - Water Treatment Plant	29.16
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	23.89
27007 - Baggage Inspector	15.00
27008 - Corrections Officer	22.16
27010 - Court Security Officer	22.15
27030 - Detection Dog Handler	17.20
27040 - Detention Officer	22.16
27070 - Firefighter	22.15

27101 - Guard I	15.00
27102 - Guard II	17.20
27131 - Police Officer I	28.26
27132 - Police Officer II	31.41
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	15.31
28042 - Carnival Equipment Repairer	16.79
28043 - Carnival Worker	10.94
28210 - Gate Attendant/Gate Tender	18.24
28310 - Lifeguard	12.75
28350 - Park Attendant (Aide)	20.40
28510 - Recreation Aide/Health	14.88
<b>Facility Attendant</b>	
28515 - Recreation Specialist	25.27
28630 - Sports Official	16.24
28690 - Swimming Pool Operator	19.62
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	30.29
29020 - Hatch Tender	30.29
29030 - Line Handler	30.29
29041 - Stevedore I	28.12
29042 - Stevedore II	32.43
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	17.25
30022 - Archeological Technician II	19.30
30023 - Archeological Technician III	23.90
30030 - Cartographic Technician	23.90
30040 - Civil Engineering Technician	27.92
30051 - Cryogenic Technician I	24.88
30052 - Cryogenic Technician II	27.48
30061 - Drafter/CAD Operator I	17.25
30062 - Drafter/CAD Operator II	19.30
30063 - Drafter/CAD Operator III	21.51
30064 - Drafter/CAD Operator IV	26.48
30081 - Engineering Technician I	15.03
30082 - Engineering Technician II	16.88
30083 - Engineering Technician III	18.88
30084 - Engineering Technician IV	23.39
30085 - Engineering Technician V	28.61
30086 - Engineering Technician VI	34.62
30090 - Environmental Technician	25.01
30095 - Evidence Control Specialist	22.46
30210 - Laboratory Technician	21.51

30221 - Latent Fingerprint Technician I	24.88
30222 - Latent Fingerprint Technician II	27.48
30240 - Mathematical Technician	23.90
30361 - Paralegal/Legal Assistant I	19.09
30362 - Paralegal/Legal Assistant II	23.65
30363 - Paralegal/Legal Assistant III	28.93
30364 - Paralegal/Legal Assistant IV	35.01
30375 - Petroleum Supply Specialist	27.48
30390 - Photo-Optics Technician	22.89
30395 - Radiation Control Technician	27.48
30461 - Technical Writer I	24.75
30462 - Technical Writer II	30.28
30463 - Technical Writer III	36.64
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.48
30502 - Weather Forecaster II	32.20
30620 - Weather Observer Combined (see 2)	21.51
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	23.90
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.63
31030 - Bus Driver	21.61
31043 - Driver Courier	16.60
31260 - Parking and Lot Attendant	13.42
31290 - Shuttle Bus Driver	17.44
31310 - Taxi Driver	16.64
31361 - Truckdriver Light	18.19
31362 - Truckdriver Medium	19.72
31363 - Truckdriver Heavy	23.80
31364 - Truckdriver Tractor-Trailer	23.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.82
99050 - Desk Clerk	12.30
99095 - Embalmer	31.81

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.13
<b>I</b>	
99252 - Laboratory Animal Caretaker	16.58
<b>II</b>	
99260 - Marketing Analyst	25.92
99310 - Mortician	31.81
99410 - Pest Controller	21.88
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	24.84
99711 - Recycling Specialist	30.65
99730 - Refuse Collector	22.05
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	29.03
99831 - Surveying Aide	19.50
99832 - Surveying Technician	25.50
99840 - Vending Machine Attendant	18.94
99841 - Vending Machine Repairer	21.82
99842 - Vending Machine Repairer	18.94
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4969

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4969  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: North Dakota

Area: North Dakota County of Cass

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.37
01012 - Accounting Clerk II		17.26
01013 - Accounting Clerk III		19.30
01020 - Administrative Assistant		24.78
01035 - Court Reporter		18.75
01041 - Customer Service Representative I		14.54
01042 - Customer Service Representative II		15.86

01043 - Customer Service Representative III	17.82
01051 - Data Entry Operator I	15.21
01052 - Data Entry Operator II	16.59
01060 - Dispatcher Motor Vehicle	24.51
01070 - Document Preparation Clerk	17.53
01090 - Duplicating Machine Operator	17.53
01111 - General Clerk I	15.88
01112 - General Clerk II	17.32
01113 - General Clerk III	19.46
01120 - Housing Referral Assistant	20.90
01141 - Messenger Courier	13.55
01191 - Order Clerk I	17.17
01192 - Order Clerk II	18.74
01261 - Personnel Assistant (Employment) I	16.87
01262 - Personnel Assistant (Employment) II	18.87
01263 - Personnel Assistant (Employment) III	21.03
01270 - Production Control Clerk	24.73
01290 - Rental Clerk	15.96
01300 - Scheduler Maintenance	16.77
01311 - Secretary I	16.77
01312 - Secretary II	18.75
01313 - Secretary III	20.90
01320 - Service Order Dispatcher	21.92
01410 - Supply Technician	24.78
01420 - Survey Worker	15.10
01460 - Switchboard Operator/Receptionist	13.90
01531 - Travel Clerk I	16.73
01532 - Travel Clerk II	17.64
01533 - Travel Clerk III	18.56
01611 - Word Processor I	14.93
01612 - Word Processor II	16.77
01613 - Word Processor III	18.75
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.92
<b>Fiberglass</b>	
05010 - Automotive Electrician	21.84
05040 - Automotive Glass Installer	20.34
05070 - Automotive Worker	20.34
05110 - Mobile Equipment Servicer	17.40
05130 - Motor Equipment Metal	23.13
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	20.34
05190 - Motor Vehicle Mechanic	23.13
05220 - Motor Vehicle Mechanic Helper	15.88

05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	20.34
05310 - Painter Automotive	21.84
05340 - Radiator Repair Specialist	20.34
05370 - Tire Repairer	16.58
05400 - Transmission Repair Specialist	23.13
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.04
07041 - Cook I	15.84
07042 - Cook II	18.51
07070 - Dishwasher	11.53
07130 - Food Service Worker	12.75
07210 - Meat Cutter	18.34
07260 - Waiter/Waitress	9.84
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.98
09040 - Furniture Handler	13.53
09080 - Furniture Refinisher	19.98
09090 - Furniture Refinisher Helper	15.85
09110 - Furniture Repairer Minor	17.75
09130 - Upholsterer	19.71
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.87
11060 - Elevator Operator	14.25
11090 - Gardener	23.02
11122 - Housekeeping Aide	14.25
11150 - Janitor	14.25
11210 - Laborer Grounds Maintenance	17.74
11240 - Maid or Houseman	13.31
11260 - Pruner	15.75
11270 - Tractor Operator	22.05
11330 - Trail Maintenance Worker	17.74
11360 - Window Cleaner	16.05
12000 - Health Occupations	
12010 - Ambulance Driver	17.69
12011 - Breath Alcohol Technician	19.98
12012 - Certified Occupational Therapist Assistant	29.20
12015 - Certified Physical Therapist Assistant	23.80
12020 - Dental Assistant	23.30
12025 - Dental Hygienist	33.79
12030 - EKG Technician	29.65
12035 - Electroneurodiagnostic Technologist	29.65

12040 - Emergency Medical Technician	17.69
12071 - Licensed Practical Nurse I	17.87
12072 - Licensed Practical Nurse II	19.98
12073 - Licensed Practical Nurse III	22.27
12100 - Medical Assistant	18.70
12130 - Medical Laboratory Technician	23.77
<b>Technician</b>	
12160 - Medical Record Clerk	19.46
12190 - Medical Record Technician	26.00
12195 - Medical Transcriptionist	17.34
12210 - Nuclear Medicine	43.91
<b>Technologist</b>	
12221 - Nursing Assistant I	11.95
12222 - Nursing Assistant II	13.43
12223 - Nursing Assistant III	14.65
12224 - Nursing Assistant IV	16.46
12235 - Optical Dispenser	18.38
12236 - Optical Technician	17.87
12250 - Pharmacy Technician	19.22
12280 - Phlebotomist	16.37
12305 - Radiologic Technologist	26.80
12311 - Registered Nurse I	23.69
12312 - Registered Nurse II	28.98
12313 - Registered Nurse II	28.98
<b>Specialist</b>	
12314 - Registered Nurse III	35.07
12315 - Registered Nurse III	35.07
<b>Anesthetist</b>	
12316 - Registered Nurse IV	42.03
12317 - Scheduler (Drug and Alcohol Testing)	24.75
<b>Testing)</b>	
12320 - Substance Abuse Treatment	25.60
<b>Counselor</b>	
13000 - Information And Arts	
<b>Occupations</b>	
13011 - Exhibits Specialist I	23.16
13012 - Exhibits Specialist II	28.70
13013 - Exhibits Specialist III	35.10
13041 - Illustrator I	23.16
13042 - Illustrator II	28.70
13043 - Illustrator III	35.10
13047 - Librarian	31.45
13050 - Library Aide/Clerk	13.67
13054 - Library Information	27.78
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	17.79
13061 - Media Specialist I	20.32
13062 - Media Specialist II	22.71
13063 - Media Specialist III	25.32

13071 - Photographer I	17.96
13072 - Photographer II	20.10
13073 - Photographer III	24.88
13074 - Photographer IV	30.45
13075 - Photographer V	36.84
13090 - Technical Order Library	17.71
<b>Clerk</b>	
13110 - Video Teleconference	23.24
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	16.98
14042 - Computer Operator II	19.00
14043 - Computer Operator III	21.18
14044 - Computer Operator IV	23.53
14045 - Computer Operator V	26.06
14071 - Computer Programmer I	(see 1) 18.90
14072 - Computer Programmer II	(see 1) 23.33
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	16.98
<b>Operator</b>	
14160 - Personal Computer Support	24.17
<b>Technician</b>	
14170 - System Support Specialist	30.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	27.85
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	33.70
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	40.39
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	27.85
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	31.53
15070 - Flight Instructor (Pilot)	40.39
15080 - Graphic Artist	20.20
15085 - Maintenance Test Pilot Fixed	40.39
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	40.39
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	40.39
<b>Pilot</b>	
15090 - Technical Instructor	21.44
15095 - Technical Instructor/Course	26.23
<b>Developer</b>	
15110 - Test Proctor	17.31

15120 - Tutor	17.31
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	10.15
16030 - Counter Attendant	10.15
16040 - Dry Cleaner	11.84
16070 - Finisher Flatwork Machine	10.15
16090 - Presser Hand	10.15
16110 - Presser Machine Drycleaning	10.15
16130 - Presser Machine Shirts	10.15
16160 - Presser Machine Wearing	10.15
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	12.42
16220 - Tailor	12.98
16250 - Washer Machine	10.66
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	26.12
19040 - Tool And Die Maker	31.13
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	19.54
21030 - Material Coordinator	24.73
21040 - Material Expediter	24.73
21050 - Material Handling Laborer	15.88
21071 - Order Filler	14.32
21080 - Production Line Worker (Food Processing)	19.54
21110 - Shipping Packer	17.84
21130 - Shipping/Receiving Clerk	17.84
21140 - Store Worker I	12.34
21150 - Stock Clerk	17.09
21210 - Tools And Parts Attendant	19.54
21410 - Warehouse Specialist	19.54
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	28.53
23019 - Aircraft Logs and Records Technician	22.29
23021 - Aircraft Mechanic I	27.31
23022 - Aircraft Mechanic II	28.53
23023 - Aircraft Mechanic III	29.62
23040 - Aircraft Mechanic Helper	18.77
23050 - Aircraft Painter	25.78
23060 - Aircraft Servicer	22.29
23070 - Aircraft Survival Flight Equipment Technician	25.78
23080 - Aircraft Worker	24.01

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.31
23110 - Appliance Mechanic	25.16
23120 - Bicycle Repairer	20.82
23125 - Cable Splicer	39.68
23130 - Carpenter Maintenance	21.68
23140 - Carpet Layer	23.12
23160 - Electrician Maintenance	29.59
23181 - Electronics Technician Maintenance I	27.14
23182 - Electronics Technician Maintenance II	29.15
23183 - Electronics Technician Maintenance III	30.87
23260 - Fabric Worker	22.57
23290 - Fire Alarm System Mechanic	26.30
23310 - Fire Extinguisher Repairer	20.82
23311 - Fuel Distribution System Mechanic	27.66
23312 - Fuel Distribution System Operator	20.99
23370 - General Maintenance Worker	21.32
23380 - Ground Support Equipment Mechanic	27.31
23381 - Ground Support Equipment Servicer	22.29
23382 - Ground Support Equipment Worker	24.01
23391 - Gunsmith I	20.82
23392 - Gunsmith II	24.33
23393 - Gunsmith III	27.66
23410 - Heating Ventilation And Air- Conditioning Mechanic	27.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.71
23430 - Heavy Equipment Mechanic	26.97
23440 - Heavy Equipment Operator	26.56
23460 - Instrument Mechanic	27.66
23465 - Laboratory/Shelter Mechanic	26.12
23470 - Laborer	15.88
23510 - Locksmith	26.12
23530 - Machinery Maintenance Mechanic	26.83
23550 - Machinist Maintenance	22.90



23580 - Maintenance Trades Helper	18.44
23591 - Metrology Technician I	27.66
23592 - Metrology Technician II	28.89
23593 - Metrology Technician III	29.99
23640 - Millwright	27.36
23710 - Office Appliance Repairer	24.59
23760 - Painter Maintenance	23.58
23790 - Pipefitter Maintenance	26.92
23810 - Plumber Maintenance	25.42
23820 - Pneudraulic Systems Mechanic	27.66
23850 - Rigger	27.66
23870 - Scale Mechanic	24.33
23890 - Sheet-Metal Worker	25.72
<b>Maintenance</b>	
23910 - Small Engine Mechanic	22.87
23931 - Telecommunications Mechanic	31.41
<b>I</b>	
23932 - Telecommunications Mechanic	32.80
<b>II</b>	
23950 - Telephone Lineman	33.19
23960 - Welder Combination	22.47
<b>Maintenance</b>	
23965 - Well Driller	27.66
23970 - Woodcraft Worker	27.66
23980 - Woodworker	20.82
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	19.27
24570 - Child Care Attendant	11.37
24580 - Child Care Center Clerk	14.18
24610 - Chore Aide	14.87
24620 - Family Readiness And Support	19.27
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	19.27
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	25.60
25040 - Sewage Plant Operator	26.91
25070 - Stationary Engineer	25.60
25190 - Ventilation Equipment Tender	17.57
25210 - Water Treatment Plant	26.91
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	20.81
27007 - Baggage Inspector	15.38
27008 - Corrections Officer	22.16
27010 - Court Security Officer	22.15
27030 - Detection Dog Handler	17.20
27040 - Detention Officer	22.16
27070 - Firefighter	22.15

27101 - Guard I	15.38
27102 - Guard II	17.20
27131 - Police Officer I	28.26
27132 - Police Officer II	31.41
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	15.31
28042 - Carnival Equipment Repairer	16.79
28043 - Carnival Worker	10.94
28210 - Gate Attendant/Gate Tender	18.24
28310 - Lifeguard	12.75
28350 - Park Attendant (Aide)	20.40
28510 - Recreation Aide/Health	14.88
<b>Facility Attendant</b>	
28515 - Recreation Specialist	25.27
28630 - Sports Official	16.24
28690 - Swimming Pool Operator	19.62
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	28.90
29020 - Hatch Tender	28.90
29030 - Line Handler	28.90
29041 - Stevedore I	26.81
29042 - Stevedore II	31.03
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	17.25
30022 - Archeological Technician II	19.30
30023 - Archeological Technician III	23.90
30030 - Cartographic Technician	23.90
30040 - Civil Engineering Technician	27.92
30051 - Cryogenic Technician I	24.88
30052 - Cryogenic Technician II	27.48
30061 - Drafter/CAD Operator I	17.25
30062 - Drafter/CAD Operator II	19.30
30063 - Drafter/CAD Operator III	21.51
30064 - Drafter/CAD Operator IV	26.48
30081 - Engineering Technician I	16.65
30082 - Engineering Technician II	18.70
30083 - Engineering Technician III	21.71
30084 - Engineering Technician IV	26.89
30085 - Engineering Technician V	32.90
30086 - Engineering Technician VI	39.41
30090 - Environmental Technician	25.01
30095 - Evidence Control Specialist	22.46
30210 - Laboratory Technician	20.21

30221 - Latent Fingerprint Technician I	24.88
30222 - Latent Fingerprint Technician II	27.48
30240 - Mathematical Technician	23.90
30361 - Paralegal/Legal Assistant I	19.09
30362 - Paralegal/Legal Assistant II	23.65
30363 - Paralegal/Legal Assistant III	28.93
30364 - Paralegal/Legal Assistant IV	35.01
30375 - Petroleum Supply Specialist	27.48
30390 - Photo-Optics Technician	23.75
30395 - Radiation Control Technician	27.48
30461 - Technical Writer I	24.75
30462 - Technical Writer II	30.28
30463 - Technical Writer III	36.64
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.48
30502 - Weather Forecaster II	32.20
30620 - Weather Observer Combined (see 2)	21.51
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	23.90
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.43
31030 - Bus Driver	19.80
31043 - Driver Courier	16.60
31260 - Parking and Lot Attendant	12.82
31290 - Shuttle Bus Driver	17.44
31310 - Taxi Driver	15.70
31361 - Truckdriver Light	18.19
31362 - Truckdriver Medium	19.72
31363 - Truckdriver Heavy	23.80
31364 - Truckdriver Tractor-Trailer	23.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.82
99050 - Desk Clerk	12.30
99095 - Embalmer	30.07

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.99
I	
99252 - Laboratory Animal Caretaker	16.38
II	
99260 - Marketing Analyst	25.92
99310 - Mortician	30.07
99410 - Pest Controller	21.88
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	24.67
99711 - Recycling Specialist	30.65
99730 - Refuse Collector	21.92
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	28.03
99831 - Surveying Aide	18.82
99832 - Surveying Technician	24.61
99840 - Vending Machine Attendant	18.54
99841 - Vending Machine Repairer	21.79
99842 - Vending Machine Repairer	18.54
Helper	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4971

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4971  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Minnesota

Area: Minnesota County of Polk

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.53
01012 - Accounting Clerk II		17.44
01013 - Accounting Clerk III		19.50
01020 - Administrative Assistant		25.27
01035 - Court Reporter		18.65
01041 - Customer Service Representative I		14.31
01042 - Customer Service Representative II		15.62



01043 - Customer Service Representative III	17.54
01051 - Data Entry Operator I	13.86
01052 - Data Entry Operator II	15.12
01060 - Dispatcher Motor Vehicle	21.73
01070 - Document Preparation Clerk	14.85
01090 - Duplicating Machine Operator	14.85
01111 - General Clerk I	15.30
01112 - General Clerk II	16.69
01113 - General Clerk III	18.75
01120 - Housing Referral Assistant	20.79
01141 - Messenger Courier	12.25
01191 - Order Clerk I	17.00
01192 - Order Clerk II	18.54
01261 - Personnel Assistant (Employment) I	16.68
01262 - Personnel Assistant (Employment) II	18.65
01263 - Personnel Assistant (Employment) III	20.79
01270 - Production Control Clerk	23.79
01290 - Rental Clerk	14.78
01300 - Scheduler Maintenance	16.68
01311 - Secretary I	16.68
01312 - Secretary II	18.65
01313 - Secretary III	20.79
01320 - Service Order Dispatcher	17.92
01410 - Supply Technician	25.27
01420 - Survey Worker	18.65
01460 - Switchboard Operator/Receptionist	14.50
01531 - Travel Clerk I	13.72
01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.89
01611 - Word Processor I	14.86
01612 - Word Processor II	16.69
01613 - Word Processor III	18.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.11
<b>Fiberglass</b>	
05010 - Automotive Electrician	21.44
05040 - Automotive Glass Installer	19.97
05070 - Automotive Worker	19.97
05110 - Mobile Equipment Servicer	17.09
05130 - Motor Equipment Metal	22.71
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	19.97
05190 - Motor Vehicle Mechanic	22.71
05220 - Motor Vehicle Mechanic Helper	15.87

05250 - Motor Vehicle Upholstery Worker	18.53
05280 - Motor Vehicle Wrecker	19.97
05310 - Painter Automotive	21.44
05340 - Radiator Repair Specialist	19.97
05370 - Tire Repairer	15.32
05400 - Transmission Repair Specialist	22.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.42
07041 - Cook I	15.97
07042 - Cook II	18.65
07070 - Dishwasher	11.75
07130 - Food Service Worker	14.01
07210 - Meat Cutter	17.76
07260 - Waiter/Waitress	10.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.75
09040 - Furniture Handler	14.80
09080 - Furniture Refinisher	24.75
09090 - Furniture Refinisher Helper	18.38
09110 - Furniture Repairer Minor	21.39
09130 - Upholsterer	24.75
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.74
11060 - Elevator Operator	13.74
11090 - Gardener	21.81
11122 - Housekeeping Aide	14.82
11150 - Janitor	14.82
11210 - Laborer Grounds Maintenance	16.01
11240 - Maid or Houseman	12.38
11260 - Pruner	14.21
11270 - Tractor Operator	19.90
11330 - Trail Maintenance Worker	16.01
11360 - Window Cleaner	16.69
12000 - Health Occupations	
12010 - Ambulance Driver	19.84
12011 - Breath Alcohol Technician	19.84
12012 - Certified Occupational Therapist Assistant	27.22
12015 - Certified Physical Therapist Assistant	27.22
12020 - Dental Assistant	23.37
12025 - Dental Hygienist	36.98
12030 - EKG Technician	30.06
12035 - Electroneurodiagnostic Technologist	30.06

12040 - Emergency Medical Technician	19.84
12071 - Licensed Practical Nurse I	17.74
12072 - Licensed Practical Nurse II	19.84
12073 - Licensed Practical Nurse III	22.11
12100 - Medical Assistant	21.73
12130 - Medical Laboratory Technician	21.29
<b>Technician</b>	
12160 - Medical Record Clerk	16.87
12190 - Medical Record Technician	24.51
12195 - Medical Transcriptionist	17.74
12210 - Nuclear Medicine Technologist	43.59
<b>Technologist</b>	
12221 - Nursing Assistant I	12.25
12222 - Nursing Assistant II	13.76
12223 - Nursing Assistant III	15.02
12224 - Nursing Assistant IV	16.87
12235 - Optical Dispenser	14.80
12236 - Optical Technician	17.74
12250 - Pharmacy Technician	18.54
12280 - Phlebotomist	17.74
12305 - Radiologic Technologist	30.06
12311 - Registered Nurse I	25.14
12312 - Registered Nurse II	30.06
12313 - Registered Nurse II	30.06
<b>Specialist</b>	
12314 - Registered Nurse III	36.38
12315 - Registered Nurse III	36.38
<b>Anesthetist</b>	
12316 - Registered Nurse IV	43.59
12317 - Scheduler (Drug and Alcohol Testing)	24.57
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	28.19
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	20.34
13012 - Exhibits Specialist II	25.20
13013 - Exhibits Specialist III	30.83
13041 - Illustrator I	20.34
13042 - Illustrator II	25.20
13043 - Illustrator III	30.83
13047 - Librarian	27.91
13050 - Library Aide/Clerk	16.20
13054 - Library Information Technology Systems Administrator	25.20
<b>Technology Systems Administrator</b>	
13058 - Library Technician	18.63
13061 - Media Specialist I	18.19
13062 - Media Specialist II	20.34
13063 - Media Specialist III	22.67

13071 - Photographer I	18.19
13072 - Photographer II	20.34
13073 - Photographer III	25.20
13074 - Photographer IV	30.83
13075 - Photographer V	37.31
13090 - Technical Order Library	20.34
<b>Clerk</b>	
13110 - Video Teleconference	18.32
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	17.58
14042 - Computer Operator II	19.66
14043 - Computer Operator III	23.01
14044 - Computer Operator IV	25.58
14045 - Computer Operator V	28.30
14071 - Computer Programmer I	(see 1) 20.93
14072 - Computer Programmer II	(see 1) 24.78
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	17.58
<b>Operator</b>	
14160 - Personal Computer Support	28.30
<b>Technician</b>	
14170 - System Support Specialist	31.63
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.89
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	36.16
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	43.34
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	29.89
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	30.45
15070 - Flight Instructor (Pilot)	43.34
15080 - Graphic Artist	23.71
15085 - Maintenance Test Pilot Fixed	43.34
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	43.34
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	43.34
<b>Pilot</b>	
15090 - Technical Instructor	25.87
15095 - Technical Instructor/Course	31.65
<b>Developer</b>	
15110 - Test Proctor	20.89

15120 - Tutor	20.89
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	11.19
16030 - Counter Attendant	11.19
16040 - Dry Cleaner	14.10
16070 - Finisher Flatwork Machine	11.19
16090 - Presser Hand	11.19
16110 - Presser Machine Drycleaning	11.19
16130 - Presser Machine Shirts	11.19
16160 - Presser Machine Wearing	11.19
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	14.92
16220 - Tailor	15.77
16250 - Washer Machine	12.41
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	25.70
19040 - Tool And Die Maker	30.63
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	19.33
21030 - Material Coordinator	23.79
21040 - Material Expediter	23.79
21050 - Material Handling Laborer	17.11
21071 - Order Filler	15.24
21080 - Production Line Worker (Food Processing)	19.33
21110 - Shipping Packer	19.13
21130 - Shipping/Receiving Clerk	19.13
21140 - Store Worker I	15.63
21150 - Stock Clerk	19.08
21210 - Tools And Parts Attendant	19.33
21410 - Warehouse Specialist	19.33
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	24.61
23019 - Aircraft Logs and Records Technician	21.17
23021 - Aircraft Mechanic I	23.44
23022 - Aircraft Mechanic II	24.61
23023 - Aircraft Mechanic III	25.84
23040 - Aircraft Mechanic Helper	20.70
23050 - Aircraft Painter	22.65
23060 - Aircraft Servicer	21.17
23070 - Aircraft Survival Flight Equipment Technician	22.65
23080 - Aircraft Worker	22.06

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.44
23110 - Appliance Mechanic	25.70
23120 - Bicycle Repairer	20.48
23125 - Cable Splicer	41.65
23130 - Carpenter Maintenance	21.69
23140 - Carpet Layer	23.93
23160 - Electrician Maintenance	28.95
23181 - Electronics Technician Maintenance I	26.05
23182 - Electronics Technician Maintenance II	26.81
23183 - Electronics Technician Maintenance III	27.67
23260 - Fabric Worker	22.21
23290 - Fire Alarm System Mechanic	27.22
23310 - Fire Extinguisher Repairer	20.48
23311 - Fuel Distribution System Mechanic	27.22
23312 - Fuel Distribution System Operator	21.26
23370 - General Maintenance Worker	19.03
23380 - Ground Support Equipment Mechanic	23.44
23381 - Ground Support Equipment Servicer	21.17
23382 - Ground Support Equipment Worker	22.06
23391 - Gunsmith I	20.48
23392 - Gunsmith II	23.93
23393 - Gunsmith III	27.22
23410 - Heating Ventilation And Air- Conditioning Mechanic	28.85
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.13
23430 - Heavy Equipment Mechanic	27.68
23440 - Heavy Equipment Operator	26.95
23460 - Instrument Mechanic	27.22
23465 - Laboratory/Shelter Mechanic	25.70
23470 - Laborer	17.11
23510 - Locksmith	25.70
23530 - Machinery Maintenance Mechanic	27.60
23550 - Machinist Maintenance	26.03

23580 - Maintenance Trades Helper	18.69
23591 - Metrology Technician I	27.22
23592 - Metrology Technician II	28.42
23593 - Metrology Technician III	29.51
23640 - Millwright	27.22
23710 - Office Appliance Repairer	25.70
23760 - Painter Maintenance	24.75
23790 - Pipefitter Maintenance	30.01
23810 - Plumber Maintenance	28.33
23820 - Pneudraulic Systems Mechanic	27.22
23850 - Rigger	27.22
23870 - Scale Mechanic	23.93
23890 - Sheet-Metal Worker	26.47
<b>Maintenance</b>	
23910 - Small Engine Mechanic	23.93
23931 - Telecommunications Mechanic	32.54
<b>I</b>	
23932 - Telecommunications Mechanic	33.98
<b>II</b>	
23950 - Telephone Lineman	27.22
23960 - Welder Combination	22.34
<b>Maintenance</b>	
23965 - Well Driller	27.22
23970 - Woodcraft Worker	27.22
23980 - Woodworker	20.48
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	19.67
24570 - Child Care Attendant	11.64
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	14.62
24620 - Family Readiness And Support	19.67
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	19.67
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	27.58
25040 - Sewage Plant Operator	26.40
25070 - Stationary Engineer	27.58
25190 - Ventilation Equipment Tender	18.93
25210 - Water Treatment Plant	26.40
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	13.64
27008 - Corrections Officer	22.16
27010 - Court Security Officer	24.71
27030 - Detection Dog Handler	15.45
27040 - Detention Officer	22.16
27070 - Firefighter	26.21

27101 - Guard I	13.64
27102 - Guard II	15.45
27131 - Police Officer I	26.11
27132 - Police Officer II	29.02
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	16.00
28042 - Carnival Equipment Repairer	17.54
28043 - Carnival Worker	11.43
28210 - Gate Attendant/Gate Tender	21.36
28310 - Lifeguard	15.09
28350 - Park Attendant (Aide)	23.90
28510 - Recreation Aide/Health	17.45
<b>Facility Attendant</b>	
28515 - Recreation Specialist	27.49
28630 - Sports Official	19.03
28690 - Swimming Pool Operator	20.49
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	23.93
29020 - Hatch Tender	23.93
29030 - Line Handler	23.93
29041 - Stevedore I	22.21
29042 - Stevedore II	25.70
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control	(see 2) 40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control	(see 2) 27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	17.86
30022 - Archeological Technician II	19.97
30023 - Archeological Technician III	24.74
30030 - Cartographic Technician	24.74
30040 - Civil Engineering Technician	27.41
30051 - Cryogenic Technician I	27.40
30052 - Cryogenic Technician II	30.26
30061 - Drafter/CAD Operator I	17.86
30062 - Drafter/CAD Operator II	19.97
30063 - Drafter/CAD Operator III	22.26
30064 - Drafter/CAD Operator IV	27.40
30081 - Engineering Technician I	15.90
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	19.97
30084 - Engineering Technician IV	24.74
30085 - Engineering Technician V	30.26
30086 - Engineering Technician VI	36.62
30090 - Environmental Technician	24.74
30095 - Evidence Control Specialist	24.74
30210 - Laboratory Technician	22.26



30221 - Latent Fingerprint Technician I	27.40
30222 - Latent Fingerprint Technician II	30.26
30240 - Mathematical Technician	24.74
30361 - Paralegal/Legal Assistant I	19.64
30362 - Paralegal/Legal Assistant II	24.33
30363 - Paralegal/Legal Assistant III	29.76
30364 - Paralegal/Legal Assistant IV	36.02
30375 - Petroleum Supply Specialist	30.26
30390 - Photo-Optics Technician	24.74
30395 - Radiation Control Technician	30.26
30461 - Technical Writer I	24.74
30462 - Technical Writer II	30.26
30463 - Technical Writer III	36.62
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.40
30502 - Weather Forecaster II	33.34
30620 - Weather Observer Combined (see 2)	22.26
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.74
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	16.37
31030 - Bus Driver	24.19
31043 - Driver Courier	20.35
31260 - Parking and Lot Attendant	14.54
31290 - Shuttle Bus Driver	22.31
31310 - Taxi Driver	18.30
31361 - Truckdriver Light	22.31
31362 - Truckdriver Medium	24.19
31363 - Truckdriver Heavy	25.59
31364 - Truckdriver Tractor-Trailer	25.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.96
99050 - Desk Clerk	12.61
99095 - Embalmer	31.81

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.94
<b>I</b>	
99252 - Laboratory Animal Caretaker	20.76
<b>II</b>	
99260 - Marketing Analyst	24.68
99310 - Mortician	31.81
99410 - Pest Controller	22.51
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.49
99711 - Recycling Specialist	19.84
99730 - Refuse Collector	16.51
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	22.95
99831 - Surveying Aide	15.42
99832 - Surveying Technician	20.16
99840 - Vending Machine Attendant	18.94
99841 - Vending Machine Repairer	21.82
99842 - Vending Machine Repairer	18.94
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4973

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4973  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: North Dakota

Area: North Dakota County of Grand Forks

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.53
01012 - Accounting Clerk II		17.44
01013 - Accounting Clerk III		19.50
01020 - Administrative Assistant		25.27
01035 - Court Reporter		18.65
01041 - Customer Service Representative I		14.31
01042 - Customer Service Representative II		15.62

01043 - Customer Service Representative III	17.54
01051 - Data Entry Operator I	13.86
01052 - Data Entry Operator II	15.12
01060 - Dispatcher Motor Vehicle	20.48
01070 - Document Preparation Clerk	14.85
01090 - Duplicating Machine Operator	14.85
01111 - General Clerk I	15.30
01112 - General Clerk II	16.69
01113 - General Clerk III	18.75
01120 - Housing Referral Assistant	20.79
01141 - Messenger Courier	12.11
01191 - Order Clerk I	16.68
01192 - Order Clerk II	18.19
01261 - Personnel Assistant (Employment) I	16.68
01262 - Personnel Assistant (Employment) II	18.65
01263 - Personnel Assistant (Employment) III	20.79
01270 - Production Control Clerk	23.68
01290 - Rental Clerk	14.10
01300 - Scheduler Maintenance	16.68
01311 - Secretary I	16.68
01312 - Secretary II	18.65
01313 - Secretary III	20.79
01320 - Service Order Dispatcher	18.30
01410 - Supply Technician	25.27
01420 - Survey Worker	18.65
01460 - Switchboard Operator/Receptionist	14.50
01531 - Travel Clerk I	12.60
01532 - Travel Clerk II	13.28
01533 - Travel Clerk III	13.98
01611 - Word Processor I	14.85
01612 - Word Processor II	16.68
01613 - Word Processor III	18.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.11
<b>Fiberglass</b>	
05010 - Automotive Electrician	21.44
05040 - Automotive Glass Installer	19.97
05070 - Automotive Worker	19.97
05110 - Mobile Equipment Servicer	17.09
05130 - Motor Equipment Metal	22.71
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	19.97
05190 - Motor Vehicle Mechanic	22.71
05220 - Motor Vehicle Mechanic Helper	15.59

05250 - Motor Vehicle Upholstery Worker	18.53
05280 - Motor Vehicle Wrecker	19.97
05310 - Painter Automotive	21.44
05340 - Radiator Repair Specialist	19.97
05370 - Tire Repairer	15.32
05400 - Transmission Repair Specialist	22.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.42
07041 - Cook I	15.97
07042 - Cook II	18.66
07070 - Dishwasher	11.75
07130 - Food Service Worker	14.01
07210 - Meat Cutter	16.30
07260 - Waiter/Waitress	10.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.75
09040 - Furniture Handler	14.80
09080 - Furniture Refinisher	24.75
09090 - Furniture Refinisher Helper	18.38
09110 - Furniture Repairer Minor	21.48
09130 - Upholsterer	24.75
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.74
11060 - Elevator Operator	13.74
11090 - Gardener	21.81
11122 - Housekeeping Aide	14.82
11150 - Janitor	14.82
11210 - Laborer Grounds Maintenance	16.01
11240 - Maid or Houseman	12.38
11260 - Pruner	14.21
11270 - Tractor Operator	19.90
11330 - Trail Maintenance Worker	16.01
11360 - Window Cleaner	16.69
12000 - Health Occupations	
12010 - Ambulance Driver	19.84
12011 - Breath Alcohol Technician	19.84
12012 - Certified Occupational Therapist Assistant	27.22
12015 - Certified Physical Therapist Assistant	27.22
12020 - Dental Assistant	23.37
12025 - Dental Hygienist	36.98
12030 - EKG Technician	30.06
12035 - Electroneurodiagnostic Technologist	30.06



12040 - Emergency Medical Technician	19.84
12071 - Licensed Practical Nurse I	17.74
12072 - Licensed Practical Nurse II	19.84
12073 - Licensed Practical Nurse III	22.11
12100 - Medical Assistant	21.56
12130 - Medical Laboratory Technician	19.32
<b>Technician</b>	
12160 - Medical Record Clerk	14.62
12190 - Medical Record Technician	24.51
12195 - Medical Transcriptionist	17.74
12210 - Nuclear Medicine Technologist	43.59
<b>Technologist</b>	
12221 - Nursing Assistant I	12.25
12222 - Nursing Assistant II	13.76
12223 - Nursing Assistant III	15.02
12224 - Nursing Assistant IV	16.87
12235 - Optical Dispenser	14.80
12236 - Optical Technician	17.74
12250 - Pharmacy Technician	18.54
12280 - Phlebotomist	17.74
12305 - Radiologic Technologist	30.06
12311 - Registered Nurse I	23.89
12312 - Registered Nurse II	29.23
12313 - Registered Nurse II	29.23
<b>Specialist</b>	
12314 - Registered Nurse III	35.35
12315 - Registered Nurse III	35.35
<b>Anesthetist</b>	
12316 - Registered Nurse IV	42.37
12317 - Scheduler (Drug and Alcohol Testing)	24.57
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	28.19
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	20.34
13012 - Exhibits Specialist II	25.20
13013 - Exhibits Specialist III	30.83
13041 - Illustrator I	20.34
13042 - Illustrator II	25.20
13043 - Illustrator III	30.83
13047 - Librarian	27.91
13050 - Library Aide/Clerk	14.53
13054 - Library Information Technology Systems Administrator	25.20
<b>Technology Systems Administrator</b>	
13058 - Library Technician	18.63
13061 - Media Specialist I	18.19
13062 - Media Specialist II	20.34
13063 - Media Specialist III	22.67

13071 - Photographer I	18.19
13072 - Photographer II	20.34
13073 - Photographer III	25.20
13074 - Photographer IV	30.83
13075 - Photographer V	37.31
13090 - Technical Order Library	20.34
<b>Clerk</b>	
13110 - Video Teleconference	18.32
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	14.95
14042 - Computer Operator II	16.73
14043 - Computer Operator III	18.66
14044 - Computer Operator IV	20.74
14045 - Computer Operator V	22.95
14071 - Computer Programmer I	(see 1) 20.79
14072 - Computer Programmer II	(see 1) 24.20
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	14.95
<b>Operator</b>	
14160 - Personal Computer Support	24.17
<b>Technician</b>	
14170 - System Support Specialist	31.63
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.66
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	34.67
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	41.57
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	28.66
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	30.45
15070 - Flight Instructor (Pilot)	41.57
15080 - Graphic Artist	23.71
15085 - Maintenance Test Pilot Fixed	41.57
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	41.57
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	41.57
<b>Pilot</b>	
15090 - Technical Instructor	25.87
15095 - Technical Instructor/Course	31.65
<b>Developer</b>	
15110 - Test Proctor	20.89

15120 - Tutor	20.89
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	10.15
16030 - Counter Attendant	10.15
16040 - Dry Cleaner	11.84
16070 - Finisher Flatwork Machine	10.15
16090 - Presser Hand	10.15
16110 - Presser Machine Drycleaning	10.15
16130 - Presser Machine Shirts	10.15
16160 - Presser Machine Wearing	10.15
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	12.42
16220 - Tailor	12.98
16250 - Washer Machine	10.66
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	25.70
19040 - Tool And Die Maker	30.63
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	19.33
21030 - Material Coordinator	23.68
21040 - Material Expediter	23.68
21050 - Material Handling Laborer	17.11
21071 - Order Filler	15.24
21080 - Production Line Worker (Food Processing)	19.33
21110 - Shipping Packer	19.13
21130 - Shipping/Receiving Clerk	19.13
21140 - Store Worker I	12.34
21150 - Stock Clerk	17.09
21210 - Tools And Parts Attendant	19.33
21410 - Warehouse Specialist	19.33
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	23.96
23019 - Aircraft Logs and Records	19.06
<b>Technician</b>	
23021 - Aircraft Mechanic I	22.94
23022 - Aircraft Mechanic II	23.96
23023 - Aircraft Mechanic III	24.88
23040 - Aircraft Mechanic Helper	17.06
23050 - Aircraft Painter	21.66
23060 - Aircraft Servicer	19.06
23070 - Aircraft Survival Flight	21.66
<b>Equipment Technician</b>	
23080 - Aircraft Worker	20.17

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.94
23110 - Appliance Mechanic	25.70
23120 - Bicycle Repairer	20.48
23125 - Cable Splicer	41.65
23130 - Carpenter Maintenance	21.69
23140 - Carpet Layer	23.93
23160 - Electrician Maintenance	28.36
23181 - Electronics Technician Maintenance I	23.93
23182 - Electronics Technician Maintenance II	25.70
23183 - Electronics Technician Maintenance III	27.22
23260 - Fabric Worker	22.21
23290 - Fire Alarm System Mechanic	27.22
23310 - Fire Extinguisher Repairer	20.48
23311 - Fuel Distribution System Mechanic	27.22
23312 - Fuel Distribution System Operator	20.99
23370 - General Maintenance Worker	19.03
23380 - Ground Support Equipment Mechanic	22.94
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.17
23391 - Gunsmith I	20.48
23392 - Gunsmith II	23.93
23393 - Gunsmith III	27.22
23410 - Heating Ventilation And Air- Conditioning Mechanic	28.85
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.13
23430 - Heavy Equipment Mechanic	27.68
23440 - Heavy Equipment Operator	26.06
23460 - Instrument Mechanic	27.22
23465 - Laboratory/Shelter Mechanic	25.70
23470 - Laborer	17.11
23510 - Locksmith	25.70
23530 - Machinery Maintenance Mechanic	27.60
23550 - Machinist Maintenance	26.03

23580 - Maintenance Trades Helper	18.69
23591 - Metrology Technician I	27.22
23592 - Metrology Technician II	28.42
23593 - Metrology Technician III	29.51
23640 - Millwright	27.22
23710 - Office Appliance Repairer	25.70
23760 - Painter Maintenance	23.42
23790 - Pipefitter Maintenance	30.01
23810 - Plumber Maintenance	28.33
23820 - Pneudraulic Systems Mechanic	27.22
23850 - Rigger	27.22
23870 - Scale Mechanic	23.93
23890 - Sheet-Metal Worker	23.76
<b>Maintenance</b>	
23910 - Small Engine Mechanic	23.93
23931 - Telecommunications Mechanic	32.54
<b>I</b>	
23932 - Telecommunications Mechanic	33.98
<b>II</b>	
23950 - Telephone Lineman	27.22
23960 - Welder Combination	22.34
<b>Maintenance</b>	
23965 - Well Driller	27.22
23970 - Woodcraft Worker	27.22
23980 - Woodworker	20.48
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	19.67
24570 - Child Care Attendant	11.64
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	14.62
24620 - Family Readiness And Support	19.67
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	19.67
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	27.58
25040 - Sewage Plant Operator	26.40
25070 - Stationary Engineer	27.58
25190 - Ventilation Equipment Tender	18.93
25210 - Water Treatment Plant	26.40
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	15.57
27007 - Baggage Inspector	13.82
27008 - Corrections Officer	22.16
27010 - Court Security Officer	21.69
27030 - Detection Dog Handler	15.45
27040 - Detention Officer	22.16
27070 - Firefighter	26.82

27101 - Guard I	13.82
27102 - Guard II	15.45
27131 - Police Officer I	26.11
27132 - Police Officer II	29.02
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	16.00
28042 - Carnival Equipment Repairer	17.54
28043 - Carnival Worker	11.43
28210 - Gate Attendant/Gate Tender	21.24
28310 - Lifeguard	14.65
28350 - Park Attendant (Aide)	23.76
28510 - Recreation Aide/Health	17.34
<b>Facility Attendant</b>	
28515 - Recreation Specialist	29.44
28630 - Sports Official	18.91
28690 - Swimming Pool Operator	20.49
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	23.93
29020 - Hatch Tender	23.93
29030 - Line Handler	23.93
29041 - Stevedore I	22.21
29042 - Stevedore II	25.70
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control	(see 2) 40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control	(see 2) 27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	17.86
30022 - Archeological Technician II	19.97
30023 - Archeological Technician III	24.74
30030 - Cartographic Technician	24.74
30040 - Civil Engineering Technician	27.05
30051 - Cryogenic Technician I	27.40
30052 - Cryogenic Technician II	30.26
30061 - Drafter/CAD Operator I	17.86
30062 - Drafter/CAD Operator II	19.97
30063 - Drafter/CAD Operator III	22.26
30064 - Drafter/CAD Operator IV	27.40
30081 - Engineering Technician I	16.65
30082 - Engineering Technician II	18.70
30083 - Engineering Technician III	21.71
30084 - Engineering Technician IV	26.89
30085 - Engineering Technician V	32.90
30086 - Engineering Technician VI	39.41
30090 - Environmental Technician	24.74
30095 - Evidence Control Specialist	24.74
30210 - Laboratory Technician	22.26

30221 - Latent Fingerprint Technician I	27.40
30222 - Latent Fingerprint Technician II	30.26
30240 - Mathematical Technician	24.74
30361 - Paralegal/Legal Assistant I	19.64
30362 - Paralegal/Legal Assistant II	24.33
30363 - Paralegal/Legal Assistant III	29.76
30364 - Paralegal/Legal Assistant IV	36.02
30375 - Petroleum Supply Specialist	30.26
30390 - Photo-Optics Technician	24.74
30395 - Radiation Control Technician	30.26
30461 - Technical Writer I	24.74
30462 - Technical Writer II	30.26
30463 - Technical Writer III	36.62
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.40
30502 - Weather Forecaster II	33.34
30620 - Weather Observer Combined (see 2)	22.26
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.74
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.77
31030 - Bus Driver	21.78
31043 - Driver Courier	20.35
31260 - Parking and Lot Attendant	14.31
31290 - Shuttle Bus Driver	22.31
31310 - Taxi Driver	15.15
31361 - Truckdriver Light	22.31
31362 - Truckdriver Medium	24.19
31363 - Truckdriver Heavy	25.59
31364 - Truckdriver Tractor-Trailer	25.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.96
99050 - Desk Clerk	12.61
99095 - Embalmer	30.07

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.14
<b>I</b>	
99252 - Laboratory Animal Caretaker	19.82
<b>II</b>	
99260 - Marketing Analyst	24.68
99310 - Mortician	30.07
99410 - Pest Controller	22.51
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.97
99711 - Recycling Specialist	19.84
99730 - Refuse Collector	14.18
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	21.05
99831 - Surveying Aide	14.14
99832 - Surveying Technician	18.49
99840 - Vending Machine Attendant	18.54
99841 - Vending Machine Repairer	21.79
99842 - Vending Machine Repairer	18.54
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4975

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4975  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Iowa

Area: Iowa County of Story

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.05
01012 - Accounting Clerk II		16.89
01013 - Accounting Clerk III		18.90
01020 - Administrative Assistant		22.91
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		13.15
01042 - Customer Service Representative II		14.79

01043 - Customer Service Representative III	16.14
01051 - Data Entry Operator I	14.64
01052 - Data Entry Operator II	15.97
01060 - Dispatcher Motor Vehicle	20.44
01070 - Document Preparation Clerk	15.66
01090 - Duplicating Machine Operator	15.66
01111 - General Clerk I	13.89
01112 - General Clerk II	15.15
01113 - General Clerk III	17.02
01120 - Housing Referral Assistant	21.92
01141 - Messenger Courier	12.77
01191 - Order Clerk I	15.59
01192 - Order Clerk II	18.54
01261 - Personnel Assistant (Employment) I	17.59
01262 - Personnel Assistant (Employment) II	20.39
01263 - Personnel Assistant (Employment) III	23.30
01270 - Production Control Clerk	24.79
01290 - Rental Clerk	12.28
01300 - Scheduler Maintenance	17.59
01311 - Secretary I	17.59
01312 - Secretary II	19.67
01313 - Secretary III	21.92
01320 - Service Order Dispatcher	17.59
01410 - Supply Technician	22.91
01420 - Survey Worker	17.88
01460 - Switchboard Operator/Receptionist	14.07
01531 - Travel Clerk I	13.43
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.15
01611 - Word Processor I	15.66
01612 - Word Processor II	17.59
01613 - Word Processor III	19.67
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.28
<b>Fiberglass</b>	
05010 - Automotive Electrician	21.12
05040 - Automotive Glass Installer	19.81
05070 - Automotive Worker	19.81
05110 - Mobile Equipment Servicer	18.10
05130 - Motor Equipment Metal	22.41
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	19.81
05190 - Motor Vehicle Mechanic	21.86
05220 - Motor Vehicle Mechanic Helper	17.33

05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.81
05310 - Painter Automotive	21.12
05340 - Radiator Repair Specialist	19.81
05370 - Tire Repairer	16.48
05400 - Transmission Repair Specialist	22.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.64
07041 - Cook I	14.70
07042 - Cook II	16.83
07070 - Dishwasher	9.45
07130 - Food Service Worker	11.31
07210 - Meat Cutter	12.99
07260 - Waiter/Waitress	9.41
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.90
09040 - Furniture Handler	15.43
09080 - Furniture Refinisher	23.90
09090 - Furniture Refinisher Helper	18.17
09110 - Furniture Repairer Minor	20.98
09130 - Upholsterer	23.90
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.92
11060 - Elevator Operator	13.92
11090 - Gardener	18.44
11122 - Housekeeping Aide	13.92
11150 - Janitor	13.92
11210 - Laborer Grounds Maintenance	14.55
11240 - Maid or Houseman	11.21
11260 - Pruner	13.25
11270 - Tractor Operator	17.11
11330 - Trail Maintenance Worker	14.55
11360 - Window Cleaner	15.32
12000 - Health Occupations	
12010 - Ambulance Driver	20.84
12011 - Breath Alcohol Technician	20.84
12012 - Certified Occupational Therapist Assistant	27.52
12015 - Certified Physical Therapist Assistant	27.52
12020 - Dental Assistant	22.41
12025 - Dental Hygienist	35.80
12030 - EKG Technician	30.40
12035 - Electroneurodiagnostic Technologist	30.40

12040 - Emergency Medical Technician	20.84
12071 - Licensed Practical Nurse I	17.94
12072 - Licensed Practical Nurse II	20.06
12073 - Licensed Practical Nurse III	22.36
12100 - Medical Assistant	18.05
12130 - Medical Laboratory Technician	23.47
<b>Technician</b>	
12160 - Medical Record Clerk	18.57
12190 - Medical Record Technician	22.41
12195 - Medical Transcriptionist	18.92
12210 - Nuclear Medicine	44.09
<b>Technologist</b>	
12221 - Nursing Assistant I	11.74
12222 - Nursing Assistant II	13.20
12223 - Nursing Assistant III	14.40
12224 - Nursing Assistant IV	16.18
12235 - Optical Dispenser	19.10
12236 - Optical Technician	17.94
12250 - Pharmacy Technician	16.96
12280 - Phlebotomist	15.80
12305 - Radiologic Technologist	25.30
12311 - Registered Nurse I	24.62
12312 - Registered Nurse II	30.12
12313 - Registered Nurse II	30.12
<b>Specialist</b>	
12314 - Registered Nurse III	36.45
12315 - Registered Nurse III	36.45
<b>Anesthetist</b>	
12316 - Registered Nurse IV	43.68
12317 - Scheduler (Drug and Alcohol Testing)	25.81
<b>Testing)</b>	
12320 - Substance Abuse Treatment	29.05
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	20.82
13012 - Exhibits Specialist II	25.79
13013 - Exhibits Specialist III	31.55
13041 - Illustrator I	20.82
13042 - Illustrator II	25.79
13043 - Illustrator III	31.55
13047 - Librarian	28.56
13050 - Library Aide/Clerk	16.57
13054 - Library Information	25.79
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	21.21
13061 - Media Specialist I	18.62
13062 - Media Specialist II	20.82
13063 - Media Specialist III	23.20

13071 - Photographer I	18.62
13072 - Photographer II	20.82
13073 - Photographer III	25.79
13074 - Photographer IV	31.55
13075 - Photographer V	38.18
13090 - Technical Order Library	20.82
<b>Clerk</b>	
13110 - Video Teleconference	18.62
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	16.86
14042 - Computer Operator II	18.86
14043 - Computer Operator III	21.02
14044 - Computer Operator IV	23.36
14045 - Computer Operator V	25.87
14071 - Computer Programmer I	(see 1) 22.64
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	16.86
<b>Operator</b>	
14160 - Personal Computer Support	24.56
<b>Technician</b>	
14170 - System Support Specialist	27.27
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.72
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	34.74
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	41.63
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	28.72
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	34.90
15070 - Flight Instructor (Pilot)	41.63
15080 - Graphic Artist	24.43
15085 - Maintenance Test Pilot Fixed	40.13
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	40.13
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	40.13
<b>Pilot</b>	
15090 - Technical Instructor	23.62
15095 - Technical Instructor/Course	28.90
<b>Developer</b>	
15110 - Test Proctor	19.07



15120 - Tutor	19.07
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.53
16070 - Finisher Flatwork Machine	10.97
16090 - Presser Hand	10.97
16110 - Presser Machine Drycleaning	10.97
16130 - Presser Machine Shirts	10.97
16160 - Presser Machine Wearing	10.97
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	13.24
16220 - Tailor	14.02
16250 - Washer Machine	11.49
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	23.90
19040 - Tool And Die Maker	29.30
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	22.04
21030 - Material Coordinator	24.79
21040 - Material Expediter	24.79
21050 - Material Handling Laborer	16.15
21071 - Order Filler	13.82
21080 - Production Line Worker (Food Processing)	22.04
21110 - Shipping Packer	17.38
21130 - Shipping/Receiving Clerk	17.38
21140 - Store Worker I	13.37
21150 - Stock Clerk	17.78
21210 - Tools And Parts Attendant	22.04
21410 - Warehouse Specialist	22.04
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	26.81
23019 - Aircraft Logs and Records Technician	20.98
23021 - Aircraft Mechanic I	25.35
23022 - Aircraft Mechanic II	26.81
23023 - Aircraft Mechanic III	28.24
23040 - Aircraft Mechanic Helper	19.20
23050 - Aircraft Painter	23.90
23060 - Aircraft Servicer	20.98
23070 - Aircraft Survival Flight Equipment Technician	23.90
23080 - Aircraft Worker	22.41

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.35
23110 - Appliance Mechanic	23.90
23120 - Bicycle Repairer	19.59
23125 - Cable Splicer	25.35
23130 - Carpenter Maintenance	22.11
23140 - Carpet Layer	22.41
23160 - Electrician Maintenance	28.79
23181 - Electronics Technician Maintenance I	24.42
23182 - Electronics Technician Maintenance II	26.02
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	20.98
23290 - Fire Alarm System Mechanic	25.35
23310 - Fire Extinguisher Repairer	19.59
23311 - Fuel Distribution System Mechanic	25.35
23312 - Fuel Distribution System Operator	19.59
23370 - General Maintenance Worker	22.17
23380 - Ground Support Equipment Mechanic	25.35
23381 - Ground Support Equipment Servicer	20.98
23382 - Ground Support Equipment Worker	22.41
23391 - Gunsmith I	19.59
23392 - Gunsmith II	22.41
23393 - Gunsmith III	25.35
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.71
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.19
23430 - Heavy Equipment Mechanic	25.43
23440 - Heavy Equipment Operator	24.55
23460 - Instrument Mechanic	25.35
23465 - Laboratory/Shelter Mechanic	23.90
23470 - Laborer	16.15
23510 - Locksmith	23.90
23530 - Machinery Maintenance Mechanic	29.38
23550 - Machinist Maintenance	22.44

23580 - Maintenance Trades Helper	18.17
23591 - Metrology Technician I	25.35
23592 - Metrology Technician II	26.81
23593 - Metrology Technician III	28.24
23640 - Millwright	25.35
23710 - Office Appliance Repairer	23.90
23760 - Painter Maintenance	20.36
23790 - Pipefitter Maintenance	25.42
23810 - Plumber Maintenance	23.96
23820 - Pneudraulic Systems Mechanic	25.35
23850 - Rigger	25.35
23870 - Scale Mechanic	22.41
23890 - Sheet-Metal Worker	25.35
<b>Maintenance</b>	
23910 - Small Engine Mechanic	22.41
23931 - Telecommunications Mechanic	30.56
<b>I</b>	
23932 - Telecommunications Mechanic	32.31
<b>II</b>	
23950 - Telephone Lineman	25.35
23960 - Welder Combination	22.72
<b>Maintenance</b>	
23965 - Well Driller	25.35
23970 - Woodcraft Worker	25.35
23980 - Woodworker	19.59
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	15.25
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.10
24610 - Chore Aide	12.90
24620 - Family Readiness And Support	15.25
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.64
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	25.35
25040 - Sewage Plant Operator	23.75
25070 - Stationary Engineer	25.35
25190 - Ventilation Equipment Tender	18.17
25210 - Water Treatment Plant	23.75
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	25.40
27007 - Baggage Inspector	13.55
27008 - Corrections Officer	22.35
27010 - Court Security Officer	20.95
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	22.35
27070 - Firefighter	19.70

27101 - Guard I	13.55
27102 - Guard II	18.66
27131 - Police Officer I	28.99
27132 - Police Officer II	32.21
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	13.72
28042 - Carnival Equipment Repairer	14.80
28043 - Carnival Worker	10.59
28210 - Gate Attendant/Gate Tender	13.85
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	15.49
28510 - Recreation Aide/Health	11.30
<b>Facility Attendant</b>	
28515 - Recreation Specialist	19.18
28630 - Sports Official	12.33
28690 - Swimming Pool Operator	19.08
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	22.41
29020 - Hatch Tender	22.41
29030 - Line Handler	22.41
29041 - Stevedore I	21.05
29042 - Stevedore II	23.90
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	17.92
30022 - Archeological Technician II	20.26
30023 - Archeological Technician III	25.08
30030 - Cartographic Technician	25.08
30040 - Civil Engineering Technician	34.45
30051 - Cryogenic Technician I	31.26
30052 - Cryogenic Technician II	34.53
30061 - Drafter/CAD Operator I	17.92
30062 - Drafter/CAD Operator II	20.26
30063 - Drafter/CAD Operator III	22.35
30064 - Drafter/CAD Operator IV	27.50
30081 - Engineering Technician I	17.34
30082 - Engineering Technician II	19.46
30083 - Engineering Technician III	21.77
30084 - Engineering Technician IV	26.96
30085 - Engineering Technician V	32.98
30086 - Engineering Technician VI	39.91
30090 - Environmental Technician	26.53
30095 - Evidence Control Specialist	28.22
30210 - Laboratory Technician	20.36

30221 - Latent Fingerprint Technician I	31.26
30222 - Latent Fingerprint Technician II	34.53
30240 - Mathematical Technician	25.08
30361 - Paralegal/Legal Assistant I	19.03
30362 - Paralegal/Legal Assistant II	23.63
30363 - Paralegal/Legal Assistant III	28.90
30364 - Paralegal/Legal Assistant IV	34.98
30375 - Petroleum Supply Specialist	34.53
30390 - Photo-Optics Technician	27.59
30395 - Radiation Control Technician	34.53
30461 - Technical Writer I	24.66
30462 - Technical Writer II	31.25
30463 - Technical Writer III	37.81
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	31.26
30502 - Weather Forecaster II	38.02
30620 - Weather Observer Combined (see 2)	22.35
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.31
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.89
31030 - Bus Driver	20.24
31043 - Driver Courier	14.48
31260 - Parking and Lot Attendant	13.69
31290 - Shuttle Bus Driver	15.81
31310 - Taxi Driver	13.46
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	16.40
31363 - Truckdriver Heavy	22.37
31364 - Truckdriver Tractor-Trailer	22.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.27
99050 - Desk Clerk	11.20
99095 - Embalmer	27.89

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.51
<b>I</b>	
99252 - Laboratory Animal Caretaker	14.56
<b>II</b>	
99260 - Marketing Analyst	27.68
99310 - Mortician	27.89
99410 - Pest Controller	22.20
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.60
99711 - Recycling Specialist	20.70
99730 - Refuse Collector	16.02
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	14.68
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	19.22
99841 - Vending Machine Repairer	23.71
99842 - Vending Machine Repairer	19.22
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4977

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4977  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Iowa

Area: Iowa Counties of Benton Jones Linn

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.58
01012 - Accounting Clerk II		17.50
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		27.36
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		15.17
01042 - Customer Service Representative II		16.67

01043 - Customer Service Representative III	18.60
01051 - Data Entry Operator I	15.16
01052 - Data Entry Operator II	16.54
01060 - Dispatcher Motor Vehicle	19.84
01070 - Document Preparation Clerk	18.68
01090 - Duplicating Machine Operator	18.68
01111 - General Clerk I	14.34
01112 - General Clerk II	15.65
01113 - General Clerk III	17.58
01120 - Housing Referral Assistant	20.78
01141 - Messenger Courier	12.10
01191 - Order Clerk I	17.07
01192 - Order Clerk II	18.62
01261 - Personnel Assistant (Employment) I	16.09
01262 - Personnel Assistant (Employment) II	18.01
01263 - Personnel Assistant (Employment) III	20.08
01270 - Production Control Clerk	26.93
01290 - Rental Clerk	12.47
01300 - Scheduler Maintenance	16.67
01311 - Secretary I	16.67
01312 - Secretary II	18.64
01313 - Secretary III	20.78
01320 - Service Order Dispatcher	17.74
01410 - Supply Technician	27.36
01420 - Survey Worker	15.55
01460 - Switchboard Operator/Receptionist	15.36
01531 - Travel Clerk I	17.85
01532 - Travel Clerk II	19.31
01533 - Travel Clerk III	20.89
01611 - Word Processor I	14.84
01612 - Word Processor II	16.67
01613 - Word Processor III	18.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.03
Fiberglass	
05010 - Automotive Electrician	21.43
05040 - Automotive Glass Installer	20.44
05070 - Automotive Worker	20.44
05110 - Mobile Equipment Servicer	18.01
05130 - Motor Equipment Metal	22.33
Mechanic	
05160 - Motor Equipment Metal Worker	20.44
05190 - Motor Vehicle Mechanic	22.33
05220 - Motor Vehicle Mechanic Helper	16.98

05250 - Motor Vehicle Upholstery Worker	19.16
05280 - Motor Vehicle Wrecker	20.44
05310 - Painter Automotive	21.43
05340 - Radiator Repair Specialist	20.44
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	22.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.23
07041 - Cook I	14.01
07042 - Cook II	15.90
07070 - Dishwasher	9.41
07130 - Food Service Worker	11.95
07210 - Meat Cutter	14.26
07260 - Waiter/Waitress	9.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.00
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer Minor	18.49
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.04
11060 - Elevator Operator	15.04
11090 - Gardener	18.55
11122 - Housekeeping Aide	15.04
11150 - Janitor	15.04
11210 - Laborer Grounds Maintenance	15.32
11240 - Maid or Houseman	11.84
11260 - Pruner	14.24
11270 - Tractor Operator	17.49
11330 - Trail Maintenance Worker	15.32
11360 - Window Cleaner	16.18
12000 - Health Occupations	
12010 - Ambulance Driver	15.48
12011 - Breath Alcohol Technician	19.27
12012 - Certified Occupational Therapist Assistant	27.79
12015 - Certified Physical Therapist Assistant	27.53
12020 - Dental Assistant	23.56
12025 - Dental Hygienist	36.03
12030 - EKG Technician	29.20
12035 - Electroneurodiagnostic Technologist	29.20

12040 - Emergency Medical Technician	15.48
12071 - Licensed Practical Nurse I	17.23
12072 - Licensed Practical Nurse II	19.27
12073 - Licensed Practical Nurse III	21.48
12100 - Medical Assistant	18.14
12130 - Medical Laboratory Technician	22.52
<b>Technician</b>	
12160 - Medical Record Clerk	18.42
12190 - Medical Record Technician	20.60
12195 - Medical Transcriptionist	21.03
12210 - Nuclear Medicine	42.35
<b>Technologist</b>	
12221 - Nursing Assistant I	11.86
12222 - Nursing Assistant II	13.32
12223 - Nursing Assistant III	14.54
12224 - Nursing Assistant IV	16.33
12235 - Optical Dispenser	16.84
12236 - Optical Technician	17.23
12250 - Pharmacy Technician	16.49
12280 - Phlebotomist	15.39
12305 - Radiologic Technologist	24.65
12311 - Registered Nurse I	23.80
12312 - Registered Nurse II	29.11
12313 - Registered Nurse II	29.11
<b>Specialist</b>	
12314 - Registered Nurse III	35.23
12315 - Registered Nurse III	35.23
<b>Anesthetist</b>	
12316 - Registered Nurse IV	42.21
12317 - Scheduler (Drug and Alcohol Testing)	23.87
<b>Testing)</b>	
12320 - Substance Abuse Treatment	27.13
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	17.56
13012 - Exhibits Specialist II	21.43
13013 - Exhibits Specialist III	26.17
13041 - Illustrator I	17.06
13042 - Illustrator II	21.13
13043 - Illustrator III	25.85
13047 - Librarian	23.41
13050 - Library Aide/Clerk	11.98
13054 - Library Information	21.13
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	17.74
13061 - Media Specialist I	15.25
13062 - Media Specialist II	17.06
13063 - Media Specialist III	19.02

13071 - Photographer I	14.72
13072 - Photographer II	17.66
13073 - Photographer III	20.94
13074 - Photographer IV	26.01
13075 - Photographer V	30.93
13090 - Technical Order Library	15.74
<b>Clerk</b>	
13110 - Video Teleconference	21.33
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	19.21
14042 - Computer Operator II	21.49
14043 - Computer Operator III	23.96
14044 - Computer Operator IV	26.62
14045 - Computer Operator V	29.49
14071 - Computer Programmer I	(see 1) 22.28
14072 - Computer Programmer II	(see 1) 27.60
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	19.21
<b>Operator</b>	
14160 - Personal Computer Support	26.62
<b>Technician</b>	
14170 - System Support Specialist	28.04
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	27.53
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	33.31
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	39.12
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	27.53
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	34.02
15070 - Flight Instructor (Pilot)	39.12
15080 - Graphic Artist	21.99
15085 - Maintenance Test Pilot Fixed	39.02
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	39.02
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	39.02
<b>Pilot</b>	
15090 - Technical Instructor	21.98
15095 - Technical Instructor/Course	26.90
<b>Developer</b>	
15110 - Test Proctor	17.75

15120 - Tutor	17.75
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	12.26
16030 - Counter Attendant	12.26
16040 - Dry Cleaner	14.00
16070 - Finisher Flatwork Machine	12.26
16090 - Presser Hand	12.26
16110 - Presser Machine Drycleaning	12.26
16130 - Presser Machine Shirts	12.26
16160 - Presser Machine Wearing	12.26
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	14.61
16220 - Tailor	15.25
16250 - Washer Machine	12.84
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	21.42
19040 - Tool And Die Maker	24.34
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	21.47
21030 - Material Coordinator	26.93
21040 - Material Expediter	26.93
21050 - Material Handling Laborer	15.82
21071 - Order Filler	14.51
21080 - Production Line Worker (Food Processing)	21.47
21110 - Shipping Packer	19.02
21130 - Shipping/Receiving Clerk	19.02
21140 - Store Worker I	16.23
21150 - Stock Clerk	20.25
21210 - Tools And Parts Attendant	21.47
21410 - Warehouse Specialist	21.47
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	28.60
23019 - Aircraft Logs and Records Technician	23.61
23021 - Aircraft Mechanic I	27.51
23022 - Aircraft Mechanic II	28.60
23023 - Aircraft Mechanic III	29.44
23040 - Aircraft Mechanic Helper	20.91
23050 - Aircraft Painter	26.40
23060 - Aircraft Servicer	23.61
23070 - Aircraft Survival Flight Equipment Technician	26.40
23080 - Aircraft Worker	25.17

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.51
23110 - Appliance Mechanic	22.10
23120 - Bicycle Repairer	22.18
23125 - Cable Splicer	38.99
23130 - Carpenter Maintenance	23.95
23140 - Carpet Layer	25.17
23160 - Electrician Maintenance	30.81
23181 - Electronics Technician Maintenance I	25.65
23182 - Electronics Technician Maintenance II	26.82
23183 - Electronics Technician Maintenance III	27.93
23260 - Fabric Worker	23.61
23290 - Fire Alarm System Mechanic	27.51
23310 - Fire Extinguisher Repairer	22.18
23311 - Fuel Distribution System Mechanic	28.27
23312 - Fuel Distribution System Operator	23.39
23370 - General Maintenance Worker	22.20
23380 - Ground Support Equipment Mechanic	27.51
23381 - Ground Support Equipment Servicer	23.61
23382 - Ground Support Equipment Worker	25.17
23391 - Gunsmith I	22.18
23392 - Gunsmith II	25.17
23393 - Gunsmith III	27.51
23410 - Heating Ventilation And Air- Conditioning Mechanic	28.93
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.08
23430 - Heavy Equipment Mechanic	26.97
23440 - Heavy Equipment Operator	24.44
23460 - Instrument Mechanic	27.51
23465 - Laboratory/Shelter Mechanic	26.40
23470 - Laborer	14.40
23510 - Locksmith	26.40
23530 - Machinery Maintenance Mechanic	30.17
23550 - Machinist Maintenance	23.49



23580 - Maintenance Trades Helper	20.91
23591 - Metrology Technician I	27.51
23592 - Metrology Technician II	28.60
23593 - Metrology Technician III	29.44
23640 - Millwright	26.40
23710 - Office Appliance Repairer	20.39
23760 - Painter Maintenance	21.41
23790 - Pipefitter Maintenance	30.26
23810 - Plumber Maintenance	29.05
23820 - Pneudraulic Systems Mechanic	27.51
23850 - Rigger	27.51
23870 - Scale Mechanic	25.17
23890 - Sheet-Metal Worker	28.86
<b>Maintenance</b>	
23910 - Small Engine Mechanic	24.21
23931 - Telecommunications Mechanic	30.21
<b>I</b>	
23932 - Telecommunications Mechanic	31.41
<b>II</b>	
23950 - Telephone Lineman	30.76
23960 - Welder Combination	20.27
<b>Maintenance</b>	
23965 - Well Driller	27.51
23970 - Woodcraft Worker	27.51
23980 - Woodworker	22.18
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	15.54
24570 - Child Care Attendant	12.17
24580 - Child Care Center Clerk	15.17
24610 - Chore Aide	13.33
24620 - Family Readiness And Support	15.54
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	15.54
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	27.51
25040 - Sewage Plant Operator	26.47
25070 - Stationary Engineer	27.51
25190 - Ventilation Equipment Tender	20.91
25210 - Water Treatment Plant	26.47
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	26.32
27007 - Baggage Inspector	15.69
27008 - Corrections Officer	28.03
27010 - Court Security Officer	28.03
27030 - Detection Dog Handler	18.55
27040 - Detention Officer	28.03
27070 - Firefighter	30.10

27101 - Guard I	15.69
27102 - Guard II	18.55
27131 - Police Officer I	28.00
27132 - Police Officer II	31.12
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	11.45
28042 - Carnival Equipment Repairer	12.14
28043 - Carnival Worker	9.32
28210 - Gate Attendant/Gate Tender	14.85
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	16.62
28510 - Recreation Aide/Health	12.12
<b>Facility Attendant</b>	
28515 - Recreation Specialist	20.58
28630 - Sports Official	13.23
28690 - Swimming Pool Operator	15.27
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	33.70
29020 - Hatch Tender	33.70
29030 - Line Handler	33.70
29041 - Stevedore I	29.95
29042 - Stevedore II	35.26
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	17.50
30022 - Archeological Technician II	21.58
30023 - Archeological Technician III	24.24
30030 - Cartographic Technician	24.24
30040 - Civil Engineering Technician	27.37
30051 - Cryogenic Technician I	26.84
30052 - Cryogenic Technician II	29.65
30061 - Drafter/CAD Operator I	17.50
30062 - Drafter/CAD Operator II	21.58
30063 - Drafter/CAD Operator III	22.11
30064 - Drafter/CAD Operator IV	26.84
30081 - Engineering Technician I	15.69
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	20.62
30084 - Engineering Technician IV	24.41
30085 - Engineering Technician V	29.86
30086 - Engineering Technician VI	36.14
30090 - Environmental Technician	24.24
30095 - Evidence Control Specialist	24.24
30210 - Laboratory Technician	27.67

30221 - Latent Fingerprint Technician I	26.84
30222 - Latent Fingerprint Technician II	29.65
30240 - Mathematical Technician	24.24
30361 - Paralegal/Legal Assistant I	18.52
30362 - Paralegal/Legal Assistant II	22.94
30363 - Paralegal/Legal Assistant III	28.07
30364 - Paralegal/Legal Assistant IV	33.96
30375 - Petroleum Supply Specialist	29.65
30390 - Photo-Optics Technician	24.24
30395 - Radiation Control Technician	29.65
30461 - Technical Writer I	25.43
30462 - Technical Writer II	31.10
30463 - Technical Writer III	37.64
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.84
30502 - Weather Forecaster II	32.65
30620 - Weather Observer Combined (see 2)	22.11
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.24
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.16
31030 - Bus Driver	19.57
31043 - Driver Courier	15.31
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	16.71
31310 - Taxi Driver	15.03
31361 - Truckdriver Light	16.24
31362 - Truckdriver Medium	17.28
31363 - Truckdriver Heavy	20.30
31364 - Truckdriver Tractor-Trailer	20.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.37
99050 - Desk Clerk	11.51
99095 - Embalmer	27.03

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.56
I	
99252 - Laboratory Animal Caretaker	14.38
II	
99260 - Marketing Analyst	27.19
99310 - Mortician	27.03
99410 - Pest Controller	20.76
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.01
99711 - Recycling Specialist	22.86
99730 - Refuse Collector	18.60
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	15.85
99830 - Survey Party Chief	35.95
99831 - Surveying Aide	18.00
99832 - Surveying Technician	24.65
99840 - Vending Machine Attendant	20.97
99841 - Vending Machine Repairer	23.84
99842 - Vending Machine Repairer	20.97
Helper	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4979

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4979  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Iowa

Area: Iowa Counties of Dallas Guthrie Madison Polk Warren

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		17.34
01012 - Accounting Clerk II		19.48
01013 - Accounting Clerk III		21.78
01020 - Administrative Assistant		27.83
01035 - Court Reporter		27.65
01041 - Customer Service Representative I		16.42
01042 - Customer Service Representative II		17.92



01043 - Customer Service Representative III	20.13
01051 - Data Entry Operator I	15.69
01052 - Data Entry Operator II	17.12
01060 - Dispatcher Motor Vehicle	22.73
01070 - Document Preparation Clerk	18.81
01090 - Duplicating Machine Operator	18.81
01111 - General Clerk I	14.34
01112 - General Clerk II	15.65
01113 - General Clerk III	17.58
01120 - Housing Referral Assistant	19.52
01141 - Messenger Courier	15.26
01191 - Order Clerk I	18.12
01192 - Order Clerk II	20.39
01261 - Personnel Assistant (Employment) I	17.41
01262 - Personnel Assistant (Employment) II	19.47
01263 - Personnel Assistant (Employment) III	21.70
01270 - Production Control Clerk	23.96
01290 - Rental Clerk	13.37
01300 - Scheduler Maintenance	15.66
01311 - Secretary I	15.66
01312 - Secretary II	17.51
01313 - Secretary III	19.52
01320 - Service Order Dispatcher	20.33
01410 - Supply Technician	27.83
01420 - Survey Worker	16.15
01460 - Switchboard Operator/Receptionist	14.99
01531 - Travel Clerk I	18.18
01532 - Travel Clerk II	19.34
01533 - Travel Clerk III	20.53
01611 - Word Processor I	17.79
01612 - Word Processor II	19.98
01613 - Word Processor III	22.34
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.62
<b>Fiberglass</b>	
05010 - Automotive Electrician	21.26
05040 - Automotive Glass Installer	19.94
05070 - Automotive Worker	19.94
05110 - Mobile Equipment Servicer	18.10
05130 - Motor Equipment Metal	22.55
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	19.94
05190 - Motor Vehicle Mechanic	22.55
05220 - Motor Vehicle Mechanic Helper	17.33

05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.94
05310 - Painter Automotive	21.26
05340 - Radiator Repair Specialist	19.94
05370 - Tire Repairer	15.07
05400 - Transmission Repair Specialist	22.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.73
07041 - Cook I	14.82
07042 - Cook II	16.96
07070 - Dishwasher	11.55
07130 - Food Service Worker	12.03
07210 - Meat Cutter	13.01
07260 - Waiter/Waitress	10.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.13
09040 - Furniture Handler	14.77
09080 - Furniture Refinisher	18.30
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer Minor	16.07
09130 - Upholsterer	17.09
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.29
11060 - Elevator Operator	14.29
11090 - Gardener	20.94
11122 - Housekeeping Aide	12.23
11150 - Janitor	12.23
11210 - Laborer Grounds Maintenance	16.49
11240 - Maid or Houseman	12.15
11260 - Pruner	14.99
11270 - Tractor Operator	19.41
11330 - Trail Maintenance Worker	16.49
11360 - Window Cleaner	13.45
12000 - Health Occupations	
12010 - Ambulance Driver	17.61
12011 - Breath Alcohol Technician	20.77
12012 - Certified Occupational Therapist Assistant	28.90
12015 - Certified Physical Therapist Assistant	26.42
12020 - Dental Assistant	23.86
12025 - Dental Hygienist	36.40
12030 - EKG Technician	27.08
12035 - Electroneurodiagnostic Technologist	27.08

12040 - Emergency Medical Technician	17.61
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.77
12073 - Licensed Practical Nurse III	23.15
12100 - Medical Assistant	19.33
12130 - Medical Laboratory Technician	23.08
<b>Technician</b>	
12160 - Medical Record Clerk	19.61
12190 - Medical Record Technician	21.95
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine	45.64
<b>Technologist</b>	
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.68
12223 - Nursing Assistant III	14.92
12224 - Nursing Assistant IV	16.75
12235 - Optical Dispenser	16.73
12236 - Optical Technician	18.04
12250 - Pharmacy Technician	16.84
12280 - Phlebotomist	14.75
12305 - Radiologic Technologist	26.55
12311 - Registered Nurse I	24.50
12312 - Registered Nurse II	29.97
12313 - Registered Nurse II	29.97
<b>Specialist</b>	
12314 - Registered Nurse III	36.27
12315 - Registered Nurse III	36.27
<b>Anesthetist</b>	
12316 - Registered Nurse IV	43.46
12317 - Scheduler (Drug and Alcohol Testing)	25.73
<b>Testing)</b>	
12320 - Substance Abuse Treatment	24.70
<b>Counselor</b>	
13000 - Information And Arts	
<b>Occupations</b>	
13011 - Exhibits Specialist I	21.76
13012 - Exhibits Specialist II	26.96
13013 - Exhibits Specialist III	32.98
13041 - Illustrator I	21.76
13042 - Illustrator II	26.96
13043 - Illustrator III	32.98
13047 - Librarian	29.86
13050 - Library Aide/Clerk	11.77
13054 - Library Information	26.96
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	16.14
13061 - Media Specialist I	19.46
13062 - Media Specialist II	21.76
13063 - Media Specialist III	24.26

13071 - Photographer I	16.46
13072 - Photographer II	18.42
13073 - Photographer III	22.81
13074 - Photographer IV	27.91
13075 - Photographer V	33.77
13090 - Technical Order Library	15.74
<b>Clerk</b>	
13110 - Video Teleconference	23.69
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	18.46
14042 - Computer Operator II	20.66
14043 - Computer Operator III	23.01
14044 - Computer Operator IV	25.58
14045 - Computer Operator V	27.32
14071 - Computer Programmer I	(see 1) 22.64
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	18.46
<b>Operator</b>	
14160 - Personal Computer Support	26.25
<b>Technician</b>	
14170 - System Support Specialist	29.49
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.80
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	36.07
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	43.22
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	29.80
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	35.74
15070 - Flight Instructor (Pilot)	43.22
15080 - Graphic Artist	25.04
15085 - Maintenance Test Pilot Fixed	43.22
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	43.22
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	43.22
<b>Pilot</b>	
15090 - Technical Instructor	25.66
15095 - Technical Instructor/Course	31.39
<b>Developer</b>	
15110 - Test Proctor	20.72

15120 - Tutor	20.72
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.53
16070 - Finisher Flatwork Machine	10.97
16090 - Presser Hand	10.97
16110 - Presser Machine Drycleaning	10.97
16130 - Presser Machine Shirts	10.97
16160 - Presser Machine Wearing	10.97
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	13.24
16220 - Tailor	14.02
16250 - Washer Machine	11.49
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	22.84
19040 - Tool And Die Maker	28.01
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	18.76
21030 - Material Coordinator	23.96
21040 - Material Expediter	23.96
21050 - Material Handling Laborer	16.98
21071 - Order Filler	13.91
21080 - Production Line Worker (Food Processing)	18.76
21110 - Shipping Packer	17.92
21130 - Shipping/Receiving Clerk	17.92
21140 - Store Worker I	13.37
21150 - Stock Clerk	17.78
21210 - Tools And Parts Attendant	18.76
21410 - Warehouse Specialist	18.76
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	30.57
23019 - Aircraft Logs and Records Technician	23.93
23021 - Aircraft Mechanic I	28.91
23022 - Aircraft Mechanic II	30.57
23023 - Aircraft Mechanic III	32.21
23040 - Aircraft Mechanic Helper	21.12
23050 - Aircraft Painter	27.25
23060 - Aircraft Servicer	23.93
23070 - Aircraft Survival Flight Equipment Technician	27.25
23080 - Aircraft Worker	25.56

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.56
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.91
23110 - Appliance Mechanic	22.55
23120 - Bicycle Repairer	17.73
23125 - Cable Splicer	40.32
23130 - Carpenter Maintenance	21.93
23140 - Carpet Layer	27.64
23160 - Electrician Maintenance	27.30
23181 - Electronics Technician Maintenance I	25.37
23182 - Electronics Technician Maintenance II	27.05
23183 - Electronics Technician Maintenance III	28.70
23260 - Fabric Worker	21.86
23290 - Fire Alarm System Mechanic	25.49
23310 - Fire Extinguisher Repairer	20.40
23311 - Fuel Distribution System Mechanic	31.70
23312 - Fuel Distribution System Operator	24.49
23370 - General Maintenance Worker	21.25
23380 - Ground Support Equipment Mechanic	28.91
23381 - Ground Support Equipment Servicer	23.93
23382 - Ground Support Equipment Worker	25.56
23391 - Gunsmith I	20.40
23392 - Gunsmith II	23.34
23393 - Gunsmith III	26.41
23410 - Heating Ventilation And Air- Conditioning Mechanic	27.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.57
23430 - Heavy Equipment Mechanic	29.35
23440 - Heavy Equipment Operator	27.56
23460 - Instrument Mechanic	26.31
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.98
23510 - Locksmith	26.63
23530 - Machinery Maintenance Mechanic	25.32
23550 - Machinist Maintenance	21.52

23580 - Maintenance Trades Helper	17.06
23591 - Metrology Technician I	26.31
23592 - Metrology Technician II	27.82
23593 - Metrology Technician III	29.32
23640 - Millwright	26.41
23710 - Office Appliance Repairer	21.14
23760 - Painter Maintenance	22.65
23790 - Pipefitter Maintenance	28.78
23810 - Plumber Maintenance	27.12
23820 - Pneudraulic Systems Mechanic	26.41
23850 - Rigger	26.41
23870 - Scale Mechanic	23.34
23890 - Sheet-Metal Worker	27.08
<b>Maintenance</b>	
23910 - Small Engine Mechanic	21.93
23931 - Telecommunications Mechanic	25.94
<b>I</b>	
23932 - Telecommunications Mechanic	27.43
<b>II</b>	
23950 - Telephone Lineman	23.76
23960 - Welder Combination	19.62
<b>Maintenance</b>	
23965 - Well Driller	23.46
23970 - Woodcraft Worker	26.41
23980 - Woodworker	20.40
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	17.14
24570 - Child Care Attendant	12.90
24580 - Child Care Center Clerk	16.08
24610 - Chore Aide	13.86
24620 - Family Readiness And Support	17.14
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.64
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	26.41
25040 - Sewage Plant Operator	27.66
25070 - Stationary Engineer	26.41
25190 - Ventilation Equipment Tender	18.92
25210 - Water Treatment Plant	27.66
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	26.71
27007 - Baggage Inspector	13.55
27008 - Corrections Officer	26.23
27010 - Court Security Officer	24.04
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	26.23
27070 - Firefighter	22.18

27101 - Guard I	13.55
27102 - Guard II	18.66
27131 - Police Officer I	31.54
27132 - Police Officer II	35.05
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	13.36
28042 - Carnival Equipment Repairer	14.40
28043 - Carnival Worker	10.31
28210 - Gate Attendant/Gate Tender	15.64
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	17.50
28510 - Recreation Aide/Health	12.77
<b>Facility Attendant</b>	
28515 - Recreation Specialist	21.68
28630 - Sports Official	13.94
28690 - Swimming Pool Operator	16.48
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	26.87
29020 - Hatch Tender	26.87
29030 - Line Handler	26.87
29041 - Stevedore I	25.48
29042 - Stevedore II	28.48
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	18.64
30022 - Archeological Technician II	20.86
30023 - Archeological Technician III	25.84
30030 - Cartographic Technician	25.84
30040 - Civil Engineering Technician	26.49
30051 - Cryogenic Technician I	28.62
30052 - Cryogenic Technician II	31.61
30061 - Drafter/CAD Operator I	18.64
30062 - Drafter/CAD Operator II	20.86
30063 - Drafter/CAD Operator III	23.26
30064 - Drafter/CAD Operator IV	28.62
30081 - Engineering Technician I	15.76
30082 - Engineering Technician II	17.69
30083 - Engineering Technician III	19.79
30084 - Engineering Technician IV	24.51
30085 - Engineering Technician V	29.98
30086 - Engineering Technician VI	36.28
30090 - Environmental Technician	28.42
30095 - Evidence Control Specialist	25.84
30210 - Laboratory Technician	23.76



30221 - Latent Fingerprint Technician I	28.81
30222 - Latent Fingerprint Technician II	31.81
30240 - Mathematical Technician	28.42
30361 - Paralegal/Legal Assistant I	19.03
30362 - Paralegal/Legal Assistant II	23.63
30363 - Paralegal/Legal Assistant III	28.90
30364 - Paralegal/Legal Assistant IV	34.98
30375 - Petroleum Supply Specialist	31.61
30390 - Photo-Optics Technician	25.84
30395 - Radiation Control Technician	31.61
30461 - Technical Writer I	24.53
30462 - Technical Writer II	30.01
30463 - Technical Writer III	36.31
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	28.62
30502 - Weather Forecaster II	34.82
30620 - Weather Observer Combined (see 2)	23.26
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.84
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.92
31030 - Bus Driver	20.29
31043 - Driver Courier	15.25
31260 - Parking and Lot Attendant	12.85
31290 - Shuttle Bus Driver	17.37
31310 - Taxi Driver	14.95
31361 - Truckdriver Light	16.44
31362 - Truckdriver Medium	17.61
31363 - Truckdriver Heavy	23.77
31364 - Truckdriver Tractor-Trailer	23.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.58
99050 - Desk Clerk	12.68
99095 - Embalmer	32.21

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.61
<b>I</b>	
99252 - Laboratory Animal Caretaker	15.75
<b>II</b>	
99260 - Marketing Analyst	32.92
99310 - Mortician	32.21
99410 - Pest Controller	20.59
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.88
99711 - Recycling Specialist	24.55
99730 - Refuse Collector	19.01
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	15.83
99830 - Survey Party Chief	31.90
99831 - Surveying Aide	17.08
99832 - Surveying Technician	24.11
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	19.27
99842 - Vending Machine Repairer	16.09
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4981

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4981  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Iowa

Area: Iowa County of Dubuque

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.96
01012 - Accounting Clerk II		16.94
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		24.75
01035 - Court Reporter		22.43
01041 - Customer Service Representative I		14.51
01042 - Customer Service Representative II		16.32

01043 - Customer Service Representative III	17.81
01051 - Data Entry Operator I	13.74
01052 - Data Entry Operator II	16.02
01060 - Dispatcher Motor Vehicle	22.35
01070 - Document Preparation Clerk	16.76
01090 - Duplicating Machine Operator	16.76
01111 - General Clerk I	13.72
01112 - General Clerk II	14.97
01113 - General Clerk III	16.81
01120 - Housing Referral Assistant	20.13
01141 - Messenger Courier	13.67
01191 - Order Clerk I	17.01
01192 - Order Clerk II	18.56
01261 - Personnel Assistant (Employment) I	17.26
01262 - Personnel Assistant (Employment) II	19.32
01263 - Personnel Assistant (Employment) III	21.53
01270 - Production Control Clerk	24.70
01290 - Rental Clerk	11.73
01300 - Scheduler Maintenance	16.15
01311 - Secretary I	16.15
01312 - Secretary II	18.06
01313 - Secretary III	20.13
01320 - Service Order Dispatcher	19.97
01410 - Supply Technician	24.75
01420 - Survey Worker	15.44
01460 - Switchboard Operator/Receptionist	14.99
01531 - Travel Clerk I	15.05
01532 - Travel Clerk II	16.26
01533 - Travel Clerk III	17.60
01611 - Word Processor I	15.38
01612 - Word Processor II	17.26
01613 - Word Processor III	19.32
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.55
Fiberglass	
05010 - Automotive Electrician	21.70
05040 - Automotive Glass Installer	20.76
05070 - Automotive Worker	20.76
05110 - Mobile Equipment Servicer	18.85
05130 - Motor Equipment Metal	22.62
Mechanic	
05160 - Motor Equipment Metal Worker	20.76
05190 - Motor Vehicle Mechanic	22.62
05220 - Motor Vehicle Mechanic Helper	18.03

05250 - Motor Vehicle Upholstery Worker	19.79
05280 - Motor Vehicle Wrecker	20.76
05310 - Painter Automotive	21.70
05340 - Radiator Repair Specialist	20.76
05370 - Tire Repairer	16.71
05400 - Transmission Repair Specialist	22.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.20
07041 - Cook I	13.77
07042 - Cook II	15.17
07070 - Dishwasher	9.81
07130 - Food Service Worker	10.92
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	10.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer Minor	18.49
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.00
11060 - Elevator Operator	15.16
11090 - Gardener	18.06
11122 - Housekeeping Aide	15.16
11150 - Janitor	15.16
11210 - Laborer Grounds Maintenance	15.87
11240 - Maid or Houseman	12.20
11260 - Pruner	15.16
11270 - Tractor Operator	17.28
11330 - Trail Maintenance Worker	15.87
11360 - Window Cleaner	15.87
12000 - Health Occupations	
12010 - Ambulance Driver	16.95
12011 - Breath Alcohol Technician	19.55
12012 - Certified Occupational Therapist Assistant	28.01
12015 - Certified Physical Therapist Assistant	24.48
12020 - Dental Assistant	20.46
12025 - Dental Hygienist	35.22
12030 - EKG Technician	28.92
12035 - Electroneurodiagnostic Technologist	28.92



12040 - Emergency Medical Technician	16.95
12071 - Licensed Practical Nurse I	17.47
12072 - Licensed Practical Nurse II	19.55
12073 - Licensed Practical Nurse III	21.78
12100 - Medical Assistant	18.15
12130 - Medical Laboratory Technician	26.84
<b>Technician</b>	
12160 - Medical Record Clerk	17.09
12190 - Medical Record Technician	19.12
12195 - Medical Transcriptionist	17.47
12210 - Nuclear Medicine	42.94
<b>Technologist</b>	
12221 - Nursing Assistant I	11.69
12222 - Nursing Assistant II	13.14
12223 - Nursing Assistant III	14.34
12224 - Nursing Assistant IV	16.10
12235 - Optical Dispenser	18.50
12236 - Optical Technician	17.07
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	15.47
12305 - Radiologic Technologist	27.31
12311 - Registered Nurse I	23.83
12312 - Registered Nurse II	29.16
12313 - Registered Nurse II	29.16
<b>Specialist</b>	
12314 - Registered Nurse III	35.29
12315 - Registered Nurse III	35.29
<b>Anesthetist</b>	
12316 - Registered Nurse IV	42.26
12317 - Scheduler (Drug and Alcohol Testing)	24.21
<b>Testing)</b>	
12320 - Substance Abuse Treatment	18.76
<b>Counselor</b>	
13000 - Information And Arts	
<b>Occupations</b>	
13011 - Exhibits Specialist I	21.77
13012 - Exhibits Specialist II	26.97
13013 - Exhibits Specialist III	32.99
13041 - Illustrator I	21.77
13042 - Illustrator II	26.97
13043 - Illustrator III	32.99
13047 - Librarian	29.87
13050 - Library Aide/Clerk	14.18
13054 - Library Information	26.97
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	21.46
13061 - Media Specialist I	19.47
13062 - Media Specialist II	21.77
13063 - Media Specialist III	24.27

13071 - Photographer I	19.47
13072 - Photographer II	21.77
13073 - Photographer III	26.97
13074 - Photographer IV	32.99
13075 - Photographer V	39.93
13090 - Technical Order Library	19.46
<b>Clerk</b>	
13110 - Video Teleconference	19.47
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	16.35
14042 - Computer Operator II	18.28
14043 - Computer Operator III	20.92
14044 - Computer Operator IV	22.83
14045 - Computer Operator V	25.29
14071 - Computer Programmer I	(see 1) 21.58
14072 - Computer Programmer II	(see 1) 26.73
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	16.35
<b>Operator</b>	
14160 - Personal Computer Support	22.83
<b>Technician</b>	
14170 - System Support Specialist	24.67
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.94
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	35.01
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	41.96
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	28.94
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	33.90
15070 - Flight Instructor (Pilot)	41.96
15080 - Graphic Artist	21.56
15085 - Maintenance Test Pilot Fixed	41.96
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	41.96
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	41.96
<b>Pilot</b>	
15090 - Technical Instructor	24.63
15095 - Technical Instructor/Course	30.13
<b>Developer</b>	
15110 - Test Proctor	19.88

15120 - Tutor	19.88
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	23.56
19040 - Tool And Die Maker	26.71
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	19.83
21030 - Material Coordinator	24.70
21040 - Material Expediter	24.70
21050 - Material Handling Laborer	17.41
21071 - Order Filler	14.77
21080 - Production Line Worker (Food Processing)	19.83
21110 - Shipping Packer	18.52
21130 - Shipping/Receiving Clerk	18.52
21140 - Store Worker I	19.14
21150 - Stock Clerk	21.89
21210 - Tools And Parts Attendant	19.83
21410 - Warehouse Specialist	19.83
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	26.52
23019 - Aircraft Logs and Records	22.30
<b>Technician</b>	
23021 - Aircraft Mechanic I	25.49
23022 - Aircraft Mechanic II	26.52
23023 - Aircraft Mechanic III	27.57
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft Painter	24.44
23060 - Aircraft Servicer	22.30
23070 - Aircraft Survival Flight	24.44
<b>Equipment Technician</b>	
23080 - Aircraft Worker	23.38

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.49
23110 - Appliance Mechanic	24.40
23120 - Bicycle Repairer	21.20
23125 - Cable Splicer	32.35
23130 - Carpenter Maintenance	26.06
23140 - Carpet Layer	24.01
23160 - Electrician Maintenance	29.57
23181 - Electronics Technician Maintenance I	25.60
23182 - Electronics Technician Maintenance II	26.57
23183 - Electronics Technician Maintenance III	27.84
23260 - Fabric Worker	22.25
23290 - Fire Alarm System Mechanic	25.44
23310 - Fire Extinguisher Repairer	21.20
23311 - Fuel Distribution System Mechanic	25.44
23312 - Fuel Distribution System Operator	21.20
23370 - General Maintenance Worker	19.63
23380 - Ground Support Equipment Mechanic	25.49
23381 - Ground Support Equipment Servicer	22.30
23382 - Ground Support Equipment Worker	23.38
23391 - Gunsmith I	21.20
23392 - Gunsmith II	23.35
23393 - Gunsmith III	25.44
23410 - Heating Ventilation And Air- Conditioning Mechanic	26.51
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.59
23430 - Heavy Equipment Mechanic	26.24
23440 - Heavy Equipment Operator	27.38
23460 - Instrument Mechanic	25.44
23465 - Laboratory/Shelter Mechanic	24.40
23470 - Laborer	17.41
23510 - Locksmith	24.40
23530 - Machinery Maintenance Mechanic	24.46
23550 - Machinist Maintenance	21.05

23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	25.44
23592 - Metrology Technician II	26.47
23593 - Metrology Technician III	27.52
23640 - Millwright	25.44
23710 - Office Appliance Repairer	24.40
23760 - Painter Maintenance	21.56
23790 - Pipefitter Maintenance	34.24
23810 - Plumber Maintenance	32.84
23820 - Pneudraulic Systems Mechanic	25.44
23850 - Rigger	25.44
23870 - Scale Mechanic	23.35
23890 - Sheet-Metal Worker	26.01
<b>Maintenance</b>	
23910 - Small Engine Mechanic	23.35
23931 - Telecommunications Mechanic	26.59
<b>I</b>	
23932 - Telecommunications Mechanic	27.67
<b>II</b>	
23950 - Telephone Lineman	25.44
23960 - Welder Combination	21.56
<b>Maintenance</b>	
23965 - Well Driller	25.44
23970 - Woodcraft Worker	25.44
23980 - Woodworker	21.20
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	18.50
24570 - Child Care Attendant	10.59
24580 - Child Care Center Clerk	13.22
24610 - Chore Aide	13.29
24620 - Family Readiness And Support	18.50
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	18.50
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	25.44
25040 - Sewage Plant Operator	27.37
25070 - Stationary Engineer	25.44
25190 - Ventilation Equipment Tender	20.27
25210 - Water Treatment Plant	27.37
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	19.60
27007 - Baggage Inspector	14.01
27008 - Corrections Officer	22.90
27010 - Court Security Officer	21.05
27030 - Detection Dog Handler	15.67
27040 - Detention Officer	22.90
27070 - Firefighter	20.55

27101 - Guard I	14.01
27102 - Guard II	15.67
27131 - Police Officer I	28.38
27132 - Police Officer II	31.53
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	11.56
28042 - Carnival Equipment Repairer	12.08
28043 - Carnival Worker	10.14
28210 - Gate Attendant/Gate Tender	17.20
28310 - Lifeguard	11.22
28350 - Park Attendant (Aide)	19.25
28510 - Recreation Aide/Health	14.05
<b>Facility Attendant</b>	
28515 - Recreation Specialist	23.85
28630 - Sports Official	15.33
28690 - Swimming Pool Operator	15.27
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	26.82
29020 - Hatch Tender	26.82
29030 - Line Handler	26.82
29041 - Stevedore I	25.58
29042 - Stevedore II	28.04
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control	(see 2) 40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control	(see 2) 27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	17.33
30022 - Archeological Technician II	21.58
30023 - Archeological Technician III	24.03
30030 - Cartographic Technician	24.03
30040 - Civil Engineering Technician	23.73
30051 - Cryogenic Technician I	26.28
30052 - Cryogenic Technician II	29.03
30061 - Drafter/CAD Operator I	17.33
30062 - Drafter/CAD Operator II	21.58
30063 - Drafter/CAD Operator III	22.11
30064 - Drafter/CAD Operator IV	26.60
30081 - Engineering Technician I	15.65
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	20.62
30084 - Engineering Technician IV	24.34
30085 - Engineering Technician V	29.79
30086 - Engineering Technician VI	36.05
30090 - Environmental Technician	24.44
30095 - Evidence Control Specialist	23.73
30210 - Laboratory Technician	25.15

30221 - Latent Fingerprint Technician I	26.28
30222 - Latent Fingerprint Technician II	29.03
30240 - Mathematical Technician	24.03
30361 - Paralegal/Legal Assistant I	19.18
30362 - Paralegal/Legal Assistant II	23.76
30363 - Paralegal/Legal Assistant III	29.06
30364 - Paralegal/Legal Assistant IV	35.17
30375 - Petroleum Supply Specialist	29.03
30390 - Photo-Optics Technician	24.03
30395 - Radiation Control Technician	29.03
30461 - Technical Writer I	24.27
30462 - Technical Writer II	29.69
30463 - Technical Writer III	35.92
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.60
30502 - Weather Forecaster II	32.35
30620 - Weather Observer Combined (see 2)	22.11
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.03
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	17.58
31030 - Bus Driver	21.01
31043 - Driver Courier	16.42
31260 - Parking and Lot Attendant	16.29
31290 - Shuttle Bus Driver	16.67
31310 - Taxi Driver	16.53
31361 - Truckdriver Light	17.17
31362 - Truckdriver Medium	18.03
31363 - Truckdriver Heavy	23.39
31364 - Truckdriver Tractor-Trailer	23.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.43
99050 - Desk Clerk	11.45
99095 - Embalmer	27.03

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	17.11
<b>I</b>	
99252 - Laboratory Animal Caretaker	18.14
<b>II</b>	
99260 - Marketing Analyst	28.02
99310 - Mortician	27.03
99410 - Pest Controller	25.07
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.98
99711 - Recycling Specialist	22.84
99730 - Refuse Collector	20.04
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	20.04
99830 - Survey Party Chief	27.01
99831 - Surveying Aide	13.52
99832 - Surveying Technician	18.52
99840 - Vending Machine Attendant	20.97
99841 - Vending Machine Repairer	24.02
99842 - Vending Machine Repairer	20.97
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4983

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4983  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Iowa

Area: Iowa Counties of Johnson Washington

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.31
01012 - Accounting Clerk II		17.20
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		25.01
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		14.03
01042 - Customer Service Representative II		15.30

01043 - Customer Service Representative III	17.18
01051 - Data Entry Operator I	15.11
01052 - Data Entry Operator II	16.52
01060 - Dispatcher Motor Vehicle	19.24
01070 - Document Preparation Clerk	16.55
01090 - Duplicating Machine Operator	16.55
01111 - General Clerk I	15.73
01112 - General Clerk II	17.16
01113 - General Clerk III	19.27
01120 - Housing Referral Assistant	20.86
01141 - Messenger Courier	12.15
01191 - Order Clerk I	14.63
01192 - Order Clerk II	16.55
01261 - Personnel Assistant (Employment) I	17.72
01262 - Personnel Assistant (Employment) II	19.82
01263 - Personnel Assistant (Employment) III	22.09
01270 - Production Control Clerk	23.16
01290 - Rental Clerk	11.50
01300 - Scheduler Maintenance	16.74
01311 - Secretary I	16.74
01312 - Secretary II	18.71
01313 - Secretary III	20.86
01320 - Service Order Dispatcher	17.19
01410 - Supply Technician	25.01
01420 - Survey Worker	18.71
01460 - Switchboard Operator/Receptionist	14.08
01531 - Travel Clerk I	13.94
01532 - Travel Clerk II	15.09
01533 - Travel Clerk III	16.33
01611 - Word Processor I	14.90
01612 - Word Processor II	16.74
01613 - Word Processor III	18.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.08
<b>Fiberglass</b>	
05010 - Automotive Electrician	21.84
05040 - Automotive Glass Installer	20.82
05070 - Automotive Worker	20.82
05110 - Mobile Equipment Servicer	18.34
05130 - Motor Equipment Metal	22.75
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	20.82
05190 - Motor Vehicle Mechanic	22.75
05220 - Motor Vehicle Mechanic Helper	17.29

05250 - Motor Vehicle Upholstery Worker	19.52
05280 - Motor Vehicle Wrecker	20.82
05310 - Painter Automotive	21.84
05340 - Radiator Repair Specialist	20.82
05370 - Tire Repairer	17.97
05400 - Transmission Repair Specialist	22.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.48
07041 - Cook I	14.80
07042 - Cook II	16.80
07070 - Dishwasher	10.86
07130 - Food Service Worker	13.80
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	9.58
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.78
09040 - Furniture Handler	17.88
09080 - Furniture Refinisher	25.78
09090 - Furniture Refinisher Helper	20.42
09110 - Furniture Repairer Minor	23.05
09130 - Upholsterer	25.78
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.94
11060 - Elevator Operator	14.94
11090 - Gardener	18.56
11122 - Housekeeping Aide	15.92
11150 - Janitor	15.92
11210 - Laborer Grounds Maintenance	15.33
11240 - Maid or Houseman	11.78
11260 - Pruner	14.25
11270 - Tractor Operator	17.50
11330 - Trail Maintenance Worker	15.33
11360 - Window Cleaner	17.12
12000 - Health Occupations	
12010 - Ambulance Driver	20.65
12011 - Breath Alcohol Technician	20.63
12012 - Certified Occupational Therapist Assistant	28.30
12015 - Certified Physical Therapist Assistant	26.93
12020 - Dental Assistant	19.87
12025 - Dental Hygienist	35.67
12030 - EKG Technician	31.26
12035 - Electroneurodiagnostic Technologist	31.26

12040 - Emergency Medical Technician	20.65
12071 - Licensed Practical Nurse I	18.45
12072 - Licensed Practical Nurse II	20.63
12073 - Licensed Practical Nurse III	22.99
12100 - Medical Assistant	19.82
12130 - Medical Laboratory Technician	22.89
<b>Technician</b>	
12160 - Medical Record Clerk	22.88
12190 - Medical Record Technician	26.44
12195 - Medical Transcriptionist	18.45
12210 - Nuclear Medicine	45.33
<b>Technologist</b>	
12221 - Nursing Assistant I	12.18
12222 - Nursing Assistant II	13.68
12223 - Nursing Assistant III	14.93
12224 - Nursing Assistant IV	16.77
12235 - Optical Dispenser	16.64
12236 - Optical Technician	18.45
12250 - Pharmacy Technician	17.84
12280 - Phlebotomist	15.20
12305 - Radiologic Technologist	26.83
12311 - Registered Nurse I	21.66
12312 - Registered Nurse II	26.51
12313 - Registered Nurse II	26.51
<b>Specialist</b>	
12314 - Registered Nurse III	32.08
12315 - Registered Nurse III	32.08
<b>Anesthetist</b>	
12316 - Registered Nurse IV	38.42
12317 - Scheduler (Drug and Alcohol Testing)	25.57
<b>Testing)</b>	
12320 - Substance Abuse Treatment	25.51
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	22.12
13012 - Exhibits Specialist II	27.40
13013 - Exhibits Specialist III	33.52
13041 - Illustrator I	22.12
13042 - Illustrator II	27.40
13043 - Illustrator III	33.52
13047 - Librarian	30.35
13050 - Library Aide/Clerk	13.12
13054 - Library Information	27.40
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	23.61
13061 - Media Specialist I	19.77
13062 - Media Specialist II	22.12
13063 - Media Specialist III	24.65

13071 - Photographer I	19.77
13072 - Photographer II	22.12
13073 - Photographer III	27.40
13074 - Photographer IV	33.52
13075 - Photographer V	40.55
13090 - Technical Order Library	16.48
<b>Clerk</b>	
13110 - Video Teleconference	19.77
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	16.35
14042 - Computer Operator II	18.28
14043 - Computer Operator III	22.29
14044 - Computer Operator IV	24.78
14045 - Computer Operator V	27.44
14071 - Computer Programmer I	(see 1) 20.67
14072 - Computer Programmer II	(see 1) 25.59
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 27.53
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	16.35
<b>Operator</b>	
14160 - Personal Computer Support	24.78
<b>Technician</b>	
14170 - System Support Specialist	27.44
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	27.53
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	33.31
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	39.12
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	27.53
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	35.96
15070 - Flight Instructor (Pilot)	39.12
15080 - Graphic Artist	25.73
15085 - Maintenance Test Pilot Fixed	39.12
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	39.12
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	39.12
<b>Pilot</b>	
15090 - Technical Instructor	23.33
15095 - Technical Instructor/Course	28.54
<b>Developer</b>	
15110 - Test Proctor	18.83



15120 - Tutor	18.83
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	25.78
19040 - Tool And Die Maker	29.70
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	18.41
21030 - Material Coordinator	23.16
21040 - Material Expediter	23.16
21050 - Material Handling Laborer	15.82
21071 - Order Filler	14.29
21080 - Production Line Worker (Food Processing)	18.41
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	16.23
21150 - Stock Clerk	20.25
21210 - Tools And Parts Attendant	18.41
21410 - Warehouse Specialist	18.41
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	27.93
23019 - Aircraft Logs and Records Technician	23.05
23021 - Aircraft Mechanic I	26.86
23022 - Aircraft Mechanic II	27.93
23023 - Aircraft Mechanic III	28.74
23040 - Aircraft Mechanic Helper	20.42
23050 - Aircraft Painter	25.78
23060 - Aircraft Servicer	23.05
23070 - Aircraft Survival Flight Equipment Technician	25.78
23080 - Aircraft Worker	24.58

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.86
23110 - Appliance Mechanic	25.78
23120 - Bicycle Repairer	21.66
23125 - Cable Splicer	39.01
23130 - Carpenter Maintenance	22.43
23140 - Carpet Layer	24.58
23160 - Electrician Maintenance	26.84
23181 - Electronics Technician Maintenance I	24.58
23182 - Electronics Technician Maintenance II	25.78
23183 - Electronics Technician Maintenance III	26.86
23260 - Fabric Worker	23.05
23290 - Fire Alarm System Mechanic	26.86
23310 - Fire Extinguisher Repairer	21.66
23311 - Fuel Distribution System Mechanic	26.86
23312 - Fuel Distribution System Operator	21.66
23370 - General Maintenance Worker	22.13
23380 - Ground Support Equipment Mechanic	26.86
23381 - Ground Support Equipment Servicer	23.05
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	21.66
23392 - Gunsmith II	24.58
23393 - Gunsmith III	26.86
23410 - Heating Ventilation And Air- Conditioning Mechanic	27.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.76
23430 - Heavy Equipment Mechanic	29.50
23440 - Heavy Equipment Operator	24.88
23460 - Instrument Mechanic	26.86
23465 - Laboratory/Shelter Mechanic	25.78
23470 - Laborer	14.15
23510 - Locksmith	25.78
23530 - Machinery Maintenance Mechanic	26.87
23550 - Machinist Maintenance	26.86

23580 - Maintenance Trades Helper	20.17
23591 - Metrology Technician I	26.86
23592 - Metrology Technician II	27.93
23593 - Metrology Technician III	28.74
23640 - Millwright	26.86
23710 - Office Appliance Repairer	25.78
23760 - Painter Maintenance	18.94
23790 - Pipefitter Maintenance	28.45
23810 - Plumber Maintenance	27.32
23820 - Pneudraulic Systems Mechanic	26.86
23850 - Rigger	26.86
23870 - Scale Mechanic	24.58
23890 - Sheet-Metal Worker	23.33
<b>Maintenance</b>	
23910 - Small Engine Mechanic	24.58
23931 - Telecommunications Mechanic	28.83
<b>I</b>	
23932 - Telecommunications Mechanic	29.98
<b>II</b>	
23950 - Telephone Lineman	26.86
23960 - Welder Combination	20.37
<b>Maintenance</b>	
23965 - Well Driller	26.86
23970 - Woodcraft Worker	26.86
23980 - Woodworker	21.66
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	18.80
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.11
24610 - Chore Aide	12.62
24620 - Family Readiness And Support	18.80
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	18.80
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	29.30
25040 - Sewage Plant Operator	26.42
25070 - Stationary Engineer	29.30
25190 - Ventilation Equipment Tender	22.35
25210 - Water Treatment Plant	26.42
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	25.31
27007 - Baggage Inspector	14.56
27008 - Corrections Officer	27.71
27010 - Court Security Officer	25.48
27030 - Detection Dog Handler	18.39
27040 - Detention Officer	27.71
27070 - Firefighter	24.86

27101 - Guard I	14.56
27102 - Guard II	18.39
27131 - Police Officer I	27.51
27132 - Police Officer II	30.58
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	12.99
28042 - Carnival Equipment Repairer	13.78
28043 - Carnival Worker	10.58
28210 - Gate Attendant/Gate Tender	16.33
28310 - Lifeguard	11.38
28350 - Park Attendant (Aide)	18.27
28510 - Recreation Aide/Health	13.33
<b>Facility Attendant</b>	
28515 - Recreation Specialist	22.63
28630 - Sports Official	14.54
28690 - Swimming Pool Operator	15.65
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	27.23
29020 - Hatch Tender	27.23
29030 - Line Handler	27.23
29041 - Stevedore I	25.53
29042 - Stevedore II	28.56
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	17.91
30022 - Archeological Technician II	21.58
30023 - Archeological Technician III	24.81
30030 - Cartographic Technician	24.81
30040 - Civil Engineering Technician	27.86
30051 - Cryogenic Technician I	27.48
30052 - Cryogenic Technician II	30.35
30061 - Drafter/CAD Operator I	17.91
30062 - Drafter/CAD Operator II	21.58
30063 - Drafter/CAD Operator III	22.32
30064 - Drafter/CAD Operator IV	27.48
30081 - Engineering Technician I	15.65
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	20.62
30084 - Engineering Technician IV	24.34
30085 - Engineering Technician V	29.79
30086 - Engineering Technician VI	36.05
30090 - Environmental Technician	24.96
30095 - Evidence Control Specialist	24.81
30210 - Laboratory Technician	25.15

30221 - Latent Fingerprint Technician I	27.48
30222 - Latent Fingerprint Technician II	30.35
30240 - Mathematical Technician	24.81
30361 - Paralegal/Legal Assistant I	19.72
30362 - Paralegal/Legal Assistant II	24.43
30363 - Paralegal/Legal Assistant III	29.88
30364 - Paralegal/Legal Assistant IV	36.16
30375 - Petroleum Supply Specialist	30.35
30390 - Photo-Optics Technician	24.81
30395 - Radiation Control Technician	30.35
30461 - Technical Writer I	24.81
30462 - Technical Writer II	30.35
30463 - Technical Writer III	36.73
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.48
30502 - Weather Forecaster II	33.43
30620 - Weather Observer Combined (see 2)	22.32
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.81
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	16.68
31030 - Bus Driver	20.92
31043 - Driver Courier	14.78
31260 - Parking and Lot Attendant	14.78
31290 - Shuttle Bus Driver	17.23
31310 - Taxi Driver	15.47
31361 - Truckdriver Light	15.66
31362 - Truckdriver Medium	16.60
31363 - Truckdriver Heavy	22.24
31364 - Truckdriver Tractor-Trailer	22.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.59
99050 - Desk Clerk	12.21
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.89
<b>I</b>	
99252 - Laboratory Animal Caretaker	15.79
<b>II</b>	
99260 - Marketing Analyst	25.12
99310 - Mortician	25.60
99410 - Pest Controller	24.37
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.81
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	18.42
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	17.58
99830 - Survey Party Chief	24.64
99831 - Surveying Aide	12.33
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	21.59
99841 - Vending Machine Repairer	25.30
99842 - Vending Machine Repairer	21.59
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4985

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4985  
Revision No.: 17  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Iowa

Area: Iowa Counties of Black Hawk Bremer Grundy

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.62
01012 - Accounting Clerk II		16.42
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		25.01
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		13.90
01042 - Customer Service Representative II		15.17

01043 - Customer Service Representative III	17.04
01051 - Data Entry Operator I	13.86
01052 - Data Entry Operator II	16.02
01060 - Dispatcher Motor Vehicle	20.05
01070 - Document Preparation Clerk	14.86
01090 - Duplicating Machine Operator	14.86
01111 - General Clerk I	13.49
01112 - General Clerk II	14.72
01113 - General Clerk III	16.54
01120 - Housing Referral Assistant	20.81
01141 - Messenger Courier	13.38
01191 - Order Clerk I	15.07
01192 - Order Clerk II	16.45
01261 - Personnel Assistant (Employment) I	16.57
01262 - Personnel Assistant (Employment) II	18.54
01263 - Personnel Assistant (Employment) III	20.67
01270 - Production Control Clerk	24.51
01290 - Rental Clerk	10.91
01300 - Scheduler Maintenance	16.68
01311 - Secretary I	16.68
01312 - Secretary II	18.67
01313 - Secretary III	20.81
01320 - Service Order Dispatcher	17.92
01410 - Supply Technician	25.01
01420 - Survey Worker	16.55
01460 - Switchboard Operator/Receptionist	14.90
01531 - Travel Clerk I	16.85
01532 - Travel Clerk II	18.22
01533 - Travel Clerk III	19.72
01611 - Word Processor I	14.86
01612 - Word Processor II	16.68
01613 - Word Processor III	18.67
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.72
<b>Fiberglass</b>	
05010 - Automotive Electrician	19.50
05040 - Automotive Glass Installer	18.65
05070 - Automotive Worker	18.65
05110 - Mobile Equipment Servicer	16.94
05130 - Motor Equipment Metal	20.31
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	18.65
05190 - Motor Vehicle Mechanic	20.31
05220 - Motor Vehicle Mechanic Helper	16.40

05250 - Motor Vehicle Upholstery Worker	17.49
05280 - Motor Vehicle Wrecker	18.65
05310 - Painter Automotive	19.50
05340 - Radiator Repair Specialist	18.65
05370 - Tire Repairer	18.11
05400 - Transmission Repair Specialist	20.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.50
07041 - Cook I	13.47
07042 - Cook II	15.29
07070 - Dishwasher	9.83
07130 - Food Service Worker	12.73
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	9.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer Minor	18.49
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.00
11060 - Elevator Operator	15.37
11090 - Gardener	18.18
11122 - Housekeeping Aide	15.37
11150 - Janitor	15.37
11210 - Laborer Grounds Maintenance	15.02
11240 - Maid or Houseman	11.49
11260 - Pruner	13.95
11270 - Tractor Operator	17.15
11330 - Trail Maintenance Worker	15.02
11360 - Window Cleaner	16.54
12000 - Health Occupations	
12010 - Ambulance Driver	17.81
12011 - Breath Alcohol Technician	19.17
12012 - Certified Occupational Therapist Assistant	26.42
12015 - Certified Physical Therapist Assistant	27.44
12020 - Dental Assistant	18.14
12025 - Dental Hygienist	34.38
12030 - EKG Technician	27.74
12035 - Electroneurodiagnostic Technologist	27.74

12040 - Emergency Medical Technician	17.81
12071 - Licensed Practical Nurse I	17.15
12072 - Licensed Practical Nurse II	19.17
12073 - Licensed Practical Nurse III	21.37
12100 - Medical Assistant	16.76
12130 - Medical Laboratory Technician	21.75
<b>Technician</b>	
12160 - Medical Record Clerk	17.67
12190 - Medical Record Technician	19.77
12195 - Medical Transcriptionist	17.15
12210 - Nuclear Medicine Technologist	42.13
<b>Technologist</b>	
12221 - Nursing Assistant I	11.82
12222 - Nursing Assistant II	13.28
12223 - Nursing Assistant III	14.49
12224 - Nursing Assistant IV	16.28
12235 - Optical Dispenser	17.66
12236 - Optical Technician	17.15
12250 - Pharmacy Technician	16.43
12280 - Phlebotomist	14.88
12305 - Radiologic Technologist	28.66
12311 - Registered Nurse I	23.71
12312 - Registered Nurse II	29.00
12313 - Registered Nurse II	29.00
<b>Specialist</b>	
12314 - Registered Nurse III	35.09
12315 - Registered Nurse III	35.09
<b>Anesthetist</b>	
12316 - Registered Nurse IV	42.06
12317 - Scheduler (Drug and Alcohol Testing)	23.75
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	27.69
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	19.88
13012 - Exhibits Specialist II	24.61
13013 - Exhibits Specialist III	30.11
13041 - Illustrator I	19.88
13042 - Illustrator II	24.61
13043 - Illustrator III	30.11
13047 - Librarian	27.26
13050 - Library Aide/Clerk	11.52
13054 - Library Information Technology Systems Administrator	24.61
<b>Technology Systems Administrator</b>	
13058 - Library Technician	17.99
13061 - Media Specialist I	17.77
13062 - Media Specialist II	19.88
13063 - Media Specialist III	22.14

13071 - Photographer I	16.19
13072 - Photographer II	19.43
13073 - Photographer III	23.03
13074 - Photographer IV	28.61
13075 - Photographer V	34.02
13090 - Technical Order Library	15.74
<b>Clerk</b>	
13110 - Video Teleconference	17.77
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	16.35
14042 - Computer Operator II	18.28
14043 - Computer Operator III	22.94
14044 - Computer Operator IV	25.51
14045 - Computer Operator V	28.23
14071 - Computer Programmer I	(see 1) 20.67
14072 - Computer Programmer II	(see 1) 25.59
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	16.35
<b>Operator</b>	
14160 - Personal Computer Support	25.51
<b>Technician</b>	
14170 - System Support Specialist	28.56
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.56
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	34.56
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	41.43
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	28.56
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	38.94
15070 - Flight Instructor (Pilot)	41.43
15080 - Graphic Artist	20.34
15085 - Maintenance Test Pilot Fixed	41.43
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	41.43
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	41.43
<b>Pilot</b>	
15090 - Technical Instructor	18.70
15095 - Technical Instructor/Course	22.98
<b>Developer</b>	
15110 - Test Proctor	15.09

15120 - Tutor	15.09
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	22.14
19040 - Tool And Die Maker	25.50
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	18.38
21030 - Material Coordinator	24.51
21040 - Material Expediter	24.51
21050 - Material Handling Laborer	17.79
21071 - Order Filler	14.58
21080 - Production Line Worker (Food Processing)	18.38
21110 - Shipping Packer	17.23
21130 - Shipping/Receiving Clerk	17.23
21140 - Store Worker I	16.23
21150 - Stock Clerk	20.25
21210 - Tools And Parts Attendant	18.38
21410 - Warehouse Specialist	18.38
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	27.30
23019 - Aircraft Logs and Records Technician	22.53
23021 - Aircraft Mechanic I	26.25
23022 - Aircraft Mechanic II	27.30
23023 - Aircraft Mechanic III	28.09
23040 - Aircraft Mechanic Helper	19.96
23050 - Aircraft Painter	25.20
23060 - Aircraft Servicer	22.53
23070 - Aircraft Survival Flight Equipment Technician	25.20
23080 - Aircraft Worker	24.03

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.03
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.25
23110 - Appliance Mechanic	25.20
23120 - Bicycle Repairer	21.17
23125 - Cable Splicer	35.89
23130 - Carpenter Maintenance	21.86
23140 - Carpet Layer	24.03
23160 - Electrician Maintenance	26.07
23181 - Electronics Technician Maintenance I	26.27
23182 - Electronics Technician Maintenance II	27.56
23183 - Electronics Technician Maintenance III	28.71
23260 - Fabric Worker	22.53
23290 - Fire Alarm System Mechanic	26.25
23310 - Fire Extinguisher Repairer	21.17
23311 - Fuel Distribution System Mechanic	26.25
23312 - Fuel Distribution System Operator	21.17
23370 - General Maintenance Worker	21.69
23380 - Ground Support Equipment Mechanic	26.25
23381 - Ground Support Equipment Servicer	22.53
23382 - Ground Support Equipment Worker	24.03
23391 - Gunsmith I	21.17
23392 - Gunsmith II	24.03
23393 - Gunsmith III	26.25
23410 - Heating Ventilation And Air- Conditioning Mechanic	27.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.72
23430 - Heavy Equipment Mechanic	28.60
23440 - Heavy Equipment Operator	26.51
23460 - Instrument Mechanic	26.25
23465 - Laboratory/Shelter Mechanic	25.20
23470 - Laborer	17.79
23510 - Locksmith	25.20
23530 - Machinery Maintenance Mechanic	25.61
23550 - Machinist Maintenance	22.57



23580 - Maintenance Trades Helper	19.55
23591 - Metrology Technician I	26.25
23592 - Metrology Technician II	27.30
23593 - Metrology Technician III	28.09
23640 - Millwright	26.25
23710 - Office Appliance Repairer	22.43
23760 - Painter Maintenance	24.13
23790 - Pipefitter Maintenance	25.63
23810 - Plumber Maintenance	24.42
23820 - Pneudraulic Systems Mechanic	26.25
23850 - Rigger	26.25
23870 - Scale Mechanic	24.03
23890 - Sheet-Metal Worker	27.17
<b>Maintenance</b>	
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic	26.10
<b>I</b>	
23932 - Telecommunications Mechanic	27.13
<b>II</b>	
23950 - Telephone Lineman	26.25
23960 - Welder Combination	20.27
<b>Maintenance</b>	
23965 - Well Driller	26.25
23970 - Woodcraft Worker	26.25
23980 - Woodworker	21.17
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	15.26
24570 - Child Care Attendant	9.63
24580 - Child Care Center Clerk	12.02
24610 - Chore Aide	13.06
24620 - Family Readiness And Support	15.26
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	15.31
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	26.25
25040 - Sewage Plant Operator	25.08
25070 - Stationary Engineer	26.25
25190 - Ventilation Equipment Tender	19.96
25210 - Water Treatment Plant	25.08
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	23.75
27007 - Baggage Inspector	13.41
27008 - Corrections Officer	19.60
27010 - Court Security Officer	19.83
27030 - Detection Dog Handler	15.35
27040 - Detention Officer	19.60
27070 - Firefighter	20.05

27101 - Guard I	13.41
27102 - Guard II	15.35
27131 - Police Officer I	27.97
27132 - Police Officer II	31.09
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	11.36
28042 - Carnival Equipment Repairer	12.05
28043 - Carnival Worker	9.25
28210 - Gate Attendant/Gate Tender	15.45
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	17.28
28510 - Recreation Aide/Health	12.61
<b>Facility Attendant</b>	
28515 - Recreation Specialist	21.41
28630 - Sports Official	13.76
28690 - Swimming Pool Operator	15.27
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	24.03
29020 - Hatch Tender	24.03
29030 - Line Handler	24.03
29041 - Stevedore I	22.53
29042 - Stevedore II	25.20
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	20.68
30022 - Archeological Technician II	23.14
30023 - Archeological Technician III	28.66
30030 - Cartographic Technician	28.66
30040 - Civil Engineering Technician	27.84
30051 - Cryogenic Technician I	30.77
30052 - Cryogenic Technician II	33.99
30061 - Drafter/CAD Operator I	20.68
30062 - Drafter/CAD Operator II	23.14
30063 - Drafter/CAD Operator III	25.79
30064 - Drafter/CAD Operator IV	31.75
30081 - Engineering Technician I	15.65
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	20.62
30084 - Engineering Technician IV	24.34
30085 - Engineering Technician V	29.79
30086 - Engineering Technician VI	36.05
30090 - Environmental Technician	28.66
30095 - Evidence Control Specialist	27.78
30210 - Laboratory Technician	25.79

30221 - Latent Fingerprint Technician I	30.77
30222 - Latent Fingerprint Technician II	33.99
30240 - Mathematical Technician	28.66
30361 - Paralegal/Legal Assistant I	19.87
30362 - Paralegal/Legal Assistant II	24.62
30363 - Paralegal/Legal Assistant III	30.11
30364 - Paralegal/Legal Assistant IV	36.44
30375 - Petroleum Supply Specialist	33.99
30390 - Photo-Optics Technician	28.66
30395 - Radiation Control Technician	33.99
30461 - Technical Writer I	27.14
30462 - Technical Writer II	33.21
30463 - Technical Writer III	40.18
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	31.75
30502 - Weather Forecaster II	38.61
30620 - Weather Observer Combined (see 2)	25.79
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	28.66
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.30
31030 - Bus Driver	18.43
31043 - Driver Courier	15.17
31260 - Parking and Lot Attendant	13.30
31290 - Shuttle Bus Driver	15.33
31310 - Taxi Driver	13.50
31361 - Truckdriver Light	16.09
31362 - Truckdriver Medium	17.12
31363 - Truckdriver Heavy	21.47
31364 - Truckdriver Tractor-Trailer	21.47
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.64
99050 - Desk Clerk	10.60
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	20.70
<b>I</b>	
99252 - Laboratory Animal Caretaker	21.95
<b>II</b>	
99260 - Marketing Analyst	25.78
99310 - Mortician	25.60
99410 - Pest Controller	23.78
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.86
99711 - Recycling Specialist	22.66
99730 - Refuse Collector	18.44
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	17.58
99830 - Survey Party Chief	24.64
99831 - Surveying Aide	12.33
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	18.73
99841 - Vending Machine Repairer	22.37
99842 - Vending Machine Repairer	18.73
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4987

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4987  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Iowa

Area: Iowa Counties of Allamakee Buchanan Butler Chickasaw Clayton Delaware Fayette Floyd Howard Mitchell Winneshiek

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.82
01012 - Accounting Clerk II		16.72
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		21.12
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		13.60
01042 - Customer Service Representative II		15.27



01043 - Customer Service Representative III	16.67
01051 - Data Entry Operator I	13.66
01052 - Data Entry Operator II	14.91
01060 - Dispatcher Motor Vehicle	24.78
01070 - Document Preparation Clerk	14.34
01090 - Duplicating Machine Operator	14.34
01111 - General Clerk I	12.51
01112 - General Clerk II	13.66
01113 - General Clerk III	15.34
01120 - Housing Referral Assistant	20.08
01141 - Messenger Courier	14.64
01191 - Order Clerk I	15.85
01192 - Order Clerk II	17.29
01261 - Personnel Assistant (Employment) I	16.06
01262 - Personnel Assistant (Employment) II	17.97
01263 - Personnel Assistant (Employment) III	20.04
01270 - Production Control Clerk	23.33
01290 - Rental Clerk	11.96
01300 - Scheduler Maintenance	16.11
01311 - Secretary I	16.11
01312 - Secretary II	18.01
01313 - Secretary III	20.08
01320 - Service Order Dispatcher	22.16
01410 - Supply Technician	21.12
01420 - Survey Worker	16.08
01460 - Switchboard Operator/Receptionist	14.64
01531 - Travel Clerk I	13.43
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	14.34
01612 - Word Processor II	16.11
01613 - Word Processor III	18.01
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.08
Fiberglass	
05010 - Automotive Electrician	19.10
05040 - Automotive Glass Installer	18.06
05070 - Automotive Worker	18.06
05110 - Mobile Equipment Servicer	16.94
05130 - Motor Equipment Metal	20.07
Mechanic	
05160 - Motor Equipment Metal Worker	18.06
05190 - Motor Vehicle Mechanic	20.07
05220 - Motor Vehicle Mechanic Helper	16.40

05250 - Motor Vehicle Upholstery Worker	17.45
05280 - Motor Vehicle Wrecker	18.06
05310 - Painter Automotive	19.10
05340 - Radiator Repair Specialist	18.06
05370 - Tire Repairer	16.80
05400 - Transmission Repair Specialist	20.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.00
07041 - Cook I	13.46
07042 - Cook II	15.34
07070 - Dishwasher	8.95
07130 - Food Service Worker	10.13
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	9.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer Minor	18.49
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.30
11060 - Elevator Operator	14.30
11090 - Gardener	17.47
11122 - Housekeeping Aide	13.15
11150 - Janitor	13.15
11210 - Laborer Grounds Maintenance	14.11
11240 - Maid or Houseman	12.23
11260 - Pruner	12.98
11270 - Tractor Operator	16.34
11330 - Trail Maintenance Worker	14.11
11360 - Window Cleaner	14.29
12000 - Health Occupations	
12010 - Ambulance Driver	17.30
12011 - Breath Alcohol Technician	20.55
12012 - Certified Occupational Therapist Assistant	28.19
12015 - Certified Physical Therapist Assistant	23.64
12020 - Dental Assistant	21.68
12025 - Dental Hygienist	34.49
12030 - EKG Technician	31.13
12035 - Electroneurodiagnostic Technologist	31.13

12040 - Emergency Medical Technician	17.30
12071 - Licensed Practical Nurse I	18.37
12072 - Licensed Practical Nurse II	20.55
12073 - Licensed Practical Nurse III	22.90
12100 - Medical Assistant	16.74
12130 - Medical Laboratory Technician	24.47
<b>Technician</b>	
12160 - Medical Record Clerk	17.35
12190 - Medical Record Technician	20.28
12195 - Medical Transcriptionist	16.89
12210 - Nuclear Medicine Technologist	45.15
<b>Technologist</b>	
12221 - Nursing Assistant I	11.91
12222 - Nursing Assistant II	13.38
12223 - Nursing Assistant III	14.60
12224 - Nursing Assistant IV	16.40
12235 - Optical Dispenser	15.51
12236 - Optical Technician	18.37
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	15.12
12305 - Radiologic Technologist	26.58
12311 - Registered Nurse I	23.22
12312 - Registered Nurse II	28.41
12313 - Registered Nurse II	28.41
<b>Specialist</b>	
12314 - Registered Nurse III	34.38
12315 - Registered Nurse III	34.38
<b>Anesthetist</b>	
12316 - Registered Nurse IV	41.20
12317 - Scheduler (Drug and Alcohol Testing)	25.45
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	25.32
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	17.56
13012 - Exhibits Specialist II	21.43
13013 - Exhibits Specialist III	26.17
13041 - Illustrator I	16.69
13042 - Illustrator II	20.69
13043 - Illustrator III	25.31
13047 - Librarian	22.91
13050 - Library Aide/Clerk	10.65
13054 - Library Information Technology Systems Administrator	20.69
<b>Technology Systems Administrator</b>	
13058 - Library Technician	13.33
13061 - Media Specialist I	14.93
13062 - Media Specialist II	16.69
13063 - Media Specialist III	18.62

13071 - Photographer I	14.95
13072 - Photographer II	17.66
13073 - Photographer III	20.94
13074 - Photographer IV	26.01
13075 - Photographer V	30.93
13090 - Technical Order Library	15.49
<b>Clerk</b>	
13110 - Video Teleconference	16.03
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	14.86
14042 - Computer Operator II	16.62
14043 - Computer Operator III	20.85
14044 - Computer Operator IV	23.19
14045 - Computer Operator V	25.66
14071 - Computer Programmer I	(see 1) 20.67
14072 - Computer Programmer II	(see 1) 25.59
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	14.86
<b>Operator</b>	
14160 - Personal Computer Support	23.19
<b>Technician</b>	
14170 - System Support Specialist	27.52
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.23
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	35.37
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	42.39
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	29.23
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	30.45
15070 - Flight Instructor (Pilot)	42.39
15080 - Graphic Artist	19.60
15085 - Maintenance Test Pilot Fixed	42.39
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	42.39
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	42.39
<b>Pilot</b>	
15090 - Technical Instructor	18.70
15095 - Technical Instructor/Course	22.98
<b>Developer</b>	
15110 - Test Proctor	15.09

15120 - Tutor	15.09
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.53
16070 - Finisher Flatwork Machine	10.97
16090 - Presser Hand	10.97
16110 - Presser Machine Drycleaning	10.97
16130 - Presser Machine Shirts	10.97
16160 - Presser Machine Wearing	10.97
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	13.37
16220 - Tailor	14.31
16250 - Washer Machine	11.49
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	19.47
19040 - Tool And Die Maker	22.26
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	18.56
21030 - Material Coordinator	23.33
21040 - Material Expediter	23.33
21050 - Material Handling Laborer	16.43
21071 - Order Filler	12.88
21080 - Production Line Worker (Food Processing)	18.56
21110 - Shipping Packer	18.00
21130 - Shipping/Receiving Clerk	18.00
21140 - Store Worker I	14.80
21150 - Stock Clerk	19.02
21210 - Tools And Parts Attendant	18.56
21410 - Warehouse Specialist	18.56
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	27.40
23019 - Aircraft Logs and Records Technician	22.05
23021 - Aircraft Mechanic I	26.14
23022 - Aircraft Mechanic II	27.40
23023 - Aircraft Mechanic III	28.53
23040 - Aircraft Mechanic Helper	19.32
23050 - Aircraft Painter	24.87
23060 - Aircraft Servicer	22.05
23070 - Aircraft Survival Flight Equipment Technician	24.87
23080 - Aircraft Worker	23.53

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.53
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.14
23110 - Appliance Mechanic	24.40
23120 - Bicycle Repairer	20.65
23125 - Cable Splicer	39.57
23130 - Carpenter Maintenance	20.91
23140 - Carpet Layer	23.53
23160 - Electrician Maintenance	27.36
23181 - Electronics Technician Maintenance I	23.69
23182 - Electronics Technician Maintenance II	25.00
23183 - Electronics Technician Maintenance III	26.27
23260 - Fabric Worker	22.05
23290 - Fire Alarm System Mechanic	26.14
23310 - Fire Extinguisher Repairer	20.65
23311 - Fuel Distribution System Mechanic	31.10
23312 - Fuel Distribution System Operator	25.73
23370 - General Maintenance Worker	19.93
23380 - Ground Support Equipment Mechanic	26.14
23381 - Ground Support Equipment Servicer	22.05
23382 - Ground Support Equipment Worker	23.53
23391 - Gunsmith I	20.65
23392 - Gunsmith II	23.53
23393 - Gunsmith III	26.14
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.68
23430 - Heavy Equipment Mechanic	24.09
23440 - Heavy Equipment Operator	22.24
23460 - Instrument Mechanic	26.14
23465 - Laboratory/Shelter Mechanic	24.87
23470 - Laborer	16.43
23510 - Locksmith	24.87
23530 - Machinery Maintenance Mechanic	26.38
23550 - Machinist Maintenance	20.99

23580 - Maintenance Trades Helper	18.51
23591 - Metrology Technician I	26.14
23592 - Metrology Technician II	27.40
23593 - Metrology Technician III	28.53
23640 - Millwright	25.51
23710 - Office Appliance Repairer	22.18
23760 - Painter Maintenance	20.89
23790 - Pipefitter Maintenance	25.68
23810 - Plumber Maintenance	24.02
23820 - Pneudraulic Systems Mechanic	26.14
23850 - Rigger	26.14
23870 - Scale Mechanic	23.53
23890 - Sheet-Metal Worker	22.17
<b>Maintenance</b>	
23910 - Small Engine Mechanic	21.52
23931 - Telecommunications Mechanic	28.82
<b>I</b>	
23932 - Telecommunications Mechanic	30.21
<b>II</b>	
23950 - Telephone Lineman	26.14
23960 - Welder Combination	20.27
<b>Maintenance</b>	
23965 - Well Driller	26.14
23970 - Woodcraft Worker	26.14
23980 - Woodworker	20.65
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	18.66
24570 - Child Care Attendant	9.63
24580 - Child Care Center Clerk	12.02
24610 - Chore Aide	13.45
24620 - Family Readiness And Support	18.66
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	18.66
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	26.14
25040 - Sewage Plant Operator	22.65
25070 - Stationary Engineer	26.14
25190 - Ventilation Equipment Tender	19.32
25210 - Water Treatment Plant	22.65
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	20.35
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	21.06
27010 - Court Security Officer	20.67
27030 - Detection Dog Handler	15.83
27040 - Detention Officer	21.06
27070 - Firefighter	21.54

27101 - Guard I	14.10
27102 - Guard II	15.83
27131 - Police Officer I	24.45
27132 - Police Officer II	27.18
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	12.33
28042 - Carnival Equipment Repairer	13.18
28043 - Carnival Worker	9.79
28210 - Gate Attendant/Gate Tender	17.46
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	19.54
28510 - Recreation Aide/Health	14.26
<b>Facility Attendant</b>	
28515 - Recreation Specialist	24.19
28630 - Sports Official	15.55
28690 - Swimming Pool Operator	16.80
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	25.46
29020 - Hatch Tender	25.46
29030 - Line Handler	25.46
29041 - Stevedore I	23.86
29042 - Stevedore II	26.93
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	17.40
30022 - Archeological Technician II	21.58
30023 - Archeological Technician III	24.11
30030 - Cartographic Technician	24.11
30040 - Civil Engineering Technician	28.56
30051 - Cryogenic Technician I	26.70
30052 - Cryogenic Technician II	29.49
30061 - Drafter/CAD Operator I	17.40
30062 - Drafter/CAD Operator II	21.58
30063 - Drafter/CAD Operator III	22.11
30064 - Drafter/CAD Operator IV	26.70
30081 - Engineering Technician I	15.65
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	20.62
30084 - Engineering Technician IV	24.34
30085 - Engineering Technician V	29.79
30086 - Engineering Technician VI	36.05
30090 - Environmental Technician	24.11
30095 - Evidence Control Specialist	24.11
30210 - Laboratory Technician	25.15



30221 - Latent Fingerprint Technician I	26.70
30222 - Latent Fingerprint Technician II	29.49
30240 - Mathematical Technician	24.11
30361 - Paralegal/Legal Assistant I	19.95
30362 - Paralegal/Legal Assistant II	24.71
30363 - Paralegal/Legal Assistant III	30.23
30364 - Paralegal/Legal Assistant IV	36.57
30375 - Petroleum Supply Specialist	29.49
30390 - Photo-Optics Technician	24.11
30395 - Radiation Control Technician	29.49
30461 - Technical Writer I	24.11
30462 - Technical Writer II	29.49
30463 - Technical Writer III	35.69
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.70
30502 - Weather Forecaster II	32.48
30620 - Weather Observer Combined (see 2)	22.11
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.11
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.77
31030 - Bus Driver	18.21
31043 - Driver Courier	13.66
31260 - Parking and Lot Attendant	12.67
31290 - Shuttle Bus Driver	14.60
31310 - Taxi Driver	15.03
31361 - Truckdriver Light	14.60
31362 - Truckdriver Medium	15.56
31363 - Truckdriver Heavy	19.87
31364 - Truckdriver Tractor-Trailer	19.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.04
99050 - Desk Clerk	11.06
99095 - Embalmer	32.85

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.66
<b>I</b>	
99252 - Laboratory Animal Caretaker	14.60
<b>II</b>	
99260 - Marketing Analyst	25.09
99310 - Mortician	32.85
99410 - Pest Controller	23.29
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.51
99711 - Recycling Specialist	21.44
99730 - Refuse Collector	17.03
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	16.20
99830 - Survey Party Chief	24.64
99831 - Surveying Aide	12.33
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	20.41
99841 - Vending Machine Repairer	24.85
99842 - Vending Machine Repairer	20.41
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 4 weeks after 15 years and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4989

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4989  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Iowa

Area: Iowa Counties of Cerro Gordo Franklin Hardin Worth

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.82
01012 - Accounting Clerk II		16.65
01013 - Accounting Clerk III		18.62
01020 - Administrative Assistant		22.14
01035 - Court Reporter		18.01
01041 - Customer Service Representative I		13.60
01042 - Customer Service Representative II		15.27

01043 - Customer Service Representative III	16.67
01051 - Data Entry Operator I	13.59
01052 - Data Entry Operator II	14.82
01060 - Dispatcher Motor Vehicle	27.20
01070 - Document Preparation Clerk	14.34
01090 - Duplicating Machine Operator	14.34
01111 - General Clerk I	12.53
01112 - General Clerk II	13.68
01113 - General Clerk III	15.35
01120 - Housing Referral Assistant	20.08
01141 - Messenger Courier	15.46
01191 - Order Clerk I	15.85
01192 - Order Clerk II	18.54
01261 - Personnel Assistant (Employment) I	16.47
01262 - Personnel Assistant (Employment) II	18.43
01263 - Personnel Assistant (Employment) III	21.01
01270 - Production Control Clerk	23.33
01290 - Rental Clerk	12.93
01300 - Scheduler Maintenance	16.11
01311 - Secretary I	16.11
01312 - Secretary II	18.01
01313 - Secretary III	20.08
01320 - Service Order Dispatcher	24.31
01410 - Supply Technician	22.14
01420 - Survey Worker	16.09
01460 - Switchboard Operator/Receptionist	14.64
01531 - Travel Clerk I	13.43
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.15
01611 - Word Processor I	14.34
01612 - Word Processor II	16.11
01613 - Word Processor III	18.01
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.28
Fiberglass	
05010 - Automotive Electrician	20.43
05040 - Automotive Glass Installer	19.68
05070 - Automotive Worker	19.68
05110 - Mobile Equipment Servicer	18.10
05130 - Motor Equipment Metal	21.62
Mechanic	
05160 - Motor Equipment Metal Worker	19.68
05190 - Motor Vehicle Mechanic	20.07
05220 - Motor Vehicle Mechanic Helper	17.33

05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.68
05310 - Painter Automotive	20.02
05340 - Radiator Repair Specialist	19.68
05370 - Tire Repairer	16.68
05400 - Transmission Repair Specialist	21.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.00
07041 - Cook I	13.46
07042 - Cook II	15.34
07070 - Dishwasher	8.95
07130 - Food Service Worker	10.13
07210 - Meat Cutter	12.99
07260 - Waiter/Waitress	9.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.21
09040 - Furniture Handler	14.77
09080 - Furniture Refinisher	17.53
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer Minor	15.83
09130 - Upholsterer	17.49
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.30
11060 - Elevator Operator	14.30
11090 - Gardener	17.47
11122 - Housekeeping Aide	13.15
11150 - Janitor	13.15
11210 - Laborer Grounds Maintenance	14.11
11240 - Maid or Houseman	12.23
11260 - Pruner	12.98
11270 - Tractor Operator	16.34
11330 - Trail Maintenance Worker	14.11
11360 - Window Cleaner	14.29
12000 - Health Occupations	
12010 - Ambulance Driver	17.72
12011 - Breath Alcohol Technician	20.55
12012 - Certified Occupational Therapist Assistant	28.19
12015 - Certified Physical Therapist Assistant	23.64
12020 - Dental Assistant	21.68
12025 - Dental Hygienist	34.78
12030 - EKG Technician	31.13
12035 - Electroneurodiagnostic Technologist	31.13



12040 - Emergency Medical Technician	17.72
12071 - Licensed Practical Nurse I	18.37
12072 - Licensed Practical Nurse II	20.55
12073 - Licensed Practical Nurse III	22.90
12100 - Medical Assistant	16.74
12130 - Medical Laboratory Technician	24.47
<b>Technician</b>	
12160 - Medical Record Clerk	17.35
12190 - Medical Record Technician	20.28
12195 - Medical Transcriptionist	16.89
12210 - Nuclear Medicine	45.15
<b>Technologist</b>	
12221 - Nursing Assistant I	11.91
12222 - Nursing Assistant II	13.38
12223 - Nursing Assistant III	14.60
12224 - Nursing Assistant IV	16.40
12235 - Optical Dispenser	16.10
12236 - Optical Technician	18.37
12250 - Pharmacy Technician	16.09
12280 - Phlebotomist	15.12
12305 - Radiologic Technologist	26.58
12311 - Registered Nurse I	23.22
12312 - Registered Nurse II	28.41
12313 - Registered Nurse II	28.41
<b>Specialist</b>	
12314 - Registered Nurse III	34.38
12315 - Registered Nurse III	34.38
<b>Anesthetist</b>	
12316 - Registered Nurse IV	41.20
12317 - Scheduler (Drug and Alcohol Testing)	25.45
<b>Testing)</b>	
12320 - Substance Abuse Treatment	25.32
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	17.57
13012 - Exhibits Specialist II	21.77
13013 - Exhibits Specialist III	26.63
13041 - Illustrator I	17.57
13042 - Illustrator II	21.77
13043 - Illustrator III	26.63
13047 - Librarian	24.10
13050 - Library Aide/Clerk	11.11
13054 - Library Information	21.77
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	13.17
13061 - Media Specialist I	14.39
13062 - Media Specialist II	16.12
13063 - Media Specialist III	18.05

13071 - Photographer I	15.38
13072 - Photographer II	17.57
13073 - Photographer III	21.76
13074 - Photographer IV	26.74
13075 - Photographer V	32.21
13090 - Technical Order Library	15.49
<b>Clerk</b>	
13110 - Video Teleconference	18.44
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	16.18
14042 - Computer Operator II	18.11
14043 - Computer Operator III	20.20
14044 - Computer Operator IV	22.44
14045 - Computer Operator V	24.84
14071 - Computer Programmer I	(see 1) 22.64
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	16.18
<b>Operator</b>	
14160 - Personal Computer Support	24.56
<b>Technician</b>	
14170 - System Support Specialist	27.52
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.23
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	35.37
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	42.39
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	29.23
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	30.99
15070 - Flight Instructor (Pilot)	42.39
15080 - Graphic Artist	22.58
15085 - Maintenance Test Pilot Fixed	42.39
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	42.39
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	42.39
<b>Pilot</b>	
15090 - Technical Instructor	19.97
15095 - Technical Instructor/Course	24.42
<b>Developer</b>	
15110 - Test Proctor	16.12

15120 - Tutor	16.12
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.53
16070 - Finisher Flatwork Machine	10.97
16090 - Presser Hand	10.97
16110 - Presser Machine Drycleaning	10.97
16130 - Presser Machine Shirts	10.97
16160 - Presser Machine Wearing	10.97
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	13.24
16220 - Tailor	14.02
16250 - Washer Machine	11.49
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	18.74
19040 - Tool And Die Maker	22.26
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	18.56
21030 - Material Coordinator	23.33
21040 - Material Expediter	23.33
21050 - Material Handling Laborer	16.43
21071 - Order Filler	13.82
21080 - Production Line Worker (Food Processing)	18.56
21110 - Shipping Packer	18.00
21130 - Shipping/Receiving Clerk	18.00
21140 - Store Worker I	14.80
21150 - Stock Clerk	19.02
21210 - Tools And Parts Attendant	18.56
21410 - Warehouse Specialist	18.56
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	27.40
23019 - Aircraft Logs and Records Technician	22.05
23021 - Aircraft Mechanic I	26.14
23022 - Aircraft Mechanic II	27.40
23023 - Aircraft Mechanic III	28.53
23040 - Aircraft Mechanic Helper	19.32
23050 - Aircraft Painter	24.87
23060 - Aircraft Servicer	22.05
23070 - Aircraft Survival Flight Equipment Technician	24.87
23080 - Aircraft Worker	23.53

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.53
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.14
23110 - Appliance Mechanic	24.40
23120 - Bicycle Repairer	20.65
23125 - Cable Splicer	39.57
23130 - Carpenter Maintenance	20.91
23140 - Carpet Layer	23.53
23160 - Electrician Maintenance	27.36
23181 - Electronics Technician Maintenance I	24.42
23182 - Electronics Technician Maintenance II	26.02
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	22.05
23290 - Fire Alarm System Mechanic	26.14
23310 - Fire Extinguisher Repairer	20.65
23311 - Fuel Distribution System Mechanic	35.00
23312 - Fuel Distribution System Operator	27.72
23370 - General Maintenance Worker	19.93
23380 - Ground Support Equipment Mechanic	26.14
23381 - Ground Support Equipment Servicer	22.05
23382 - Ground Support Equipment Worker	23.53
23391 - Gunsmith I	20.65
23392 - Gunsmith II	23.53
23393 - Gunsmith III	26.14
23410 - Heating Ventilation And Air- Conditioning Mechanic	23.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.11
23430 - Heavy Equipment Mechanic	24.09
23440 - Heavy Equipment Operator	22.46
23460 - Instrument Mechanic	26.14
23465 - Laboratory/Shelter Mechanic	24.87
23470 - Laborer	16.43
23510 - Locksmith	24.87
23530 - Machinery Maintenance Mechanic	26.38
23550 - Machinist Maintenance	20.99

23580 - Maintenance Trades Helper	18.51
23591 - Metrology Technician I	26.14
23592 - Metrology Technician II	27.40
23593 - Metrology Technician III	28.53
23640 - Millwright	24.66
23710 - Office Appliance Repairer	20.36
23760 - Painter Maintenance	20.89
23790 - Pipefitter Maintenance	25.68
23810 - Plumber Maintenance	24.42
23820 - Pneudraulic Systems Mechanic	26.14
23850 - Rigger	26.14
23870 - Scale Mechanic	23.53
23890 - Sheet-Metal Worker	22.02
<b>Maintenance</b>	
23910 - Small Engine Mechanic	21.52
23931 - Telecommunications Mechanic	28.82
<b>I</b>	
23932 - Telecommunications Mechanic	30.21
<b>II</b>	
23950 - Telephone Lineman	26.14
23960 - Welder Combination	20.21
<b>Maintenance</b>	
23965 - Well Driller	26.14
23970 - Woodcraft Worker	26.14
23980 - Woodworker	20.65
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	18.66
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.10
24610 - Chore Aide	13.54
24620 - Family Readiness And Support	18.66
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	18.66
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	26.14
25040 - Sewage Plant Operator	23.52
25070 - Stationary Engineer	26.14
25190 - Ventilation Equipment Tender	19.32
25210 - Water Treatment Plant	23.52
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	20.35
27007 - Baggage Inspector	14.45
27008 - Corrections Officer	22.35
27010 - Court Security Officer	20.95
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	22.35
27070 - Firefighter	21.54

27101 - Guard I	14.45
27102 - Guard II	18.66
27131 - Police Officer I	24.45
27132 - Police Officer II	27.18
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	12.33
28042 - Carnival Equipment Repairer	13.18
28043 - Carnival Worker	9.79
28210 - Gate Attendant/Gate Tender	17.46
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	19.54
28510 - Recreation Aide/Health	14.26
<b>Facility Attendant</b>	
28515 - Recreation Specialist	24.19
28630 - Sports Official	15.55
28690 - Swimming Pool Operator	17.35
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	25.46
29020 - Hatch Tender	25.46
29030 - Line Handler	25.46
29041 - Stevedore I	23.86
29042 - Stevedore II	26.93
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control	(see 2) 40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control	(see 2) 27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	17.40
30022 - Archeological Technician II	19.46
30023 - Archeological Technician III	24.11
30030 - Cartographic Technician	24.11
30040 - Civil Engineering Technician	28.56
30051 - Cryogenic Technician I	26.70
30052 - Cryogenic Technician II	29.49
30061 - Drafter/CAD Operator I	17.40
30062 - Drafter/CAD Operator II	19.46
30063 - Drafter/CAD Operator III	21.69
30064 - Drafter/CAD Operator IV	26.70
30081 - Engineering Technician I	15.76
30082 - Engineering Technician II	17.69
30083 - Engineering Technician III	19.79
30084 - Engineering Technician IV	24.51
30085 - Engineering Technician V	29.98
30086 - Engineering Technician VI	36.28
30090 - Environmental Technician	24.12
30095 - Evidence Control Specialist	24.11
30210 - Laboratory Technician	22.40

30221 - Latent Fingerprint Technician I	26.70
30222 - Latent Fingerprint Technician II	29.49
30240 - Mathematical Technician	24.11
30361 - Paralegal/Legal Assistant I	20.06
30362 - Paralegal/Legal Assistant II	24.84
30363 - Paralegal/Legal Assistant III	30.39
30364 - Paralegal/Legal Assistant IV	36.77
30375 - Petroleum Supply Specialist	29.49
30390 - Photo-Optics Technician	25.08
30395 - Radiation Control Technician	29.49
30461 - Technical Writer I	24.11
30462 - Technical Writer II	29.49
30463 - Technical Writer III	35.69
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.70
30502 - Weather Forecaster II	32.48
30620 - Weather Observer Combined (see 2)	21.69
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.77
31030 - Bus Driver	18.21
31043 - Driver Courier	14.48
31260 - Parking and Lot Attendant	12.67
31290 - Shuttle Bus Driver	15.81
31310 - Taxi Driver	13.27
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	16.06
31363 - Truckdriver Heavy	19.88
31364 - Truckdriver Tractor-Trailer	19.88
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.04
99050 - Desk Clerk	11.06
99095 - Embalmer	32.86

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.66
<b>I</b>	
99252 - Laboratory Animal Caretaker	14.60
<b>II</b>	
99260 - Marketing Analyst	25.09
99310 - Mortician	32.86
99410 - Pest Controller	23.29
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.51
99711 - Recycling Specialist	21.44
99730 - Refuse Collector	17.03
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	16.20
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	20.41
99841 - Vending Machine Repairer	24.85
99842 - Vending Machine Repairer	20.41
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4991

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4991  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Iowa

Area: Iowa Counties of Calhoun Emmet Hamilton Hancock Humboldt Kossuth  
Palo Alto Pocahontas Webster Winnebago Wright

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		13.90
01012 - Accounting Clerk II		15.61
01013 - Accounting Clerk III		17.46
01020 - Administrative Assistant		23.32
01035 - Court Reporter		17.49
01041 - Customer Service Representative I		13.00
01042 - Customer Service Representative II		14.53

01043 - Customer Service Representative III	15.93
01051 - Data Entry Operator I	15.04
01052 - Data Entry Operator II	16.41
01060 - Dispatcher Motor Vehicle	20.71
01070 - Document Preparation Clerk	13.93
01090 - Duplicating Machine Operator	13.93
01111 - General Clerk I	13.10
01112 - General Clerk II	14.29
01113 - General Clerk III	16.04
01120 - Housing Referral Assistant	19.50
01141 - Messenger Courier	12.33
01191 - Order Clerk I	16.44
01192 - Order Clerk II	18.54
01261 - Personnel Assistant (Employment) I	15.74
01262 - Personnel Assistant (Employment) II	17.61
01263 - Personnel Assistant (Employment) III	21.01
01270 - Production Control Clerk	22.48
01290 - Rental Clerk	12.28
01300 - Scheduler Maintenance	15.63
01311 - Secretary I	15.63
01312 - Secretary II	17.49
01313 - Secretary III	19.50
01320 - Service Order Dispatcher	18.51
01410 - Supply Technician	23.32
01420 - Survey Worker	16.09
01460 - Switchboard Operator/Receptionist	14.81
01531 - Travel Clerk I	13.43
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.15
01611 - Word Processor I	13.93
01612 - Word Processor II	15.63
01613 - Word Processor III	17.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.99
<b>Fiberglass</b>	
05010 - Automotive Electrician	20.55
05040 - Automotive Glass Installer	19.68
05070 - Automotive Worker	19.68
05110 - Mobile Equipment Servicer	18.10
05130 - Motor Equipment Metal	21.66
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	19.68
05190 - Motor Vehicle Mechanic	21.66
05220 - Motor Vehicle Mechanic Helper	17.33

05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.68
05310 - Painter Automotive	20.55
05340 - Radiator Repair Specialist	19.68
05370 - Tire Repairer	18.14
05400 - Transmission Repair Specialist	21.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.13
07041 - Cook I	12.66
07042 - Cook II	14.39
07070 - Dishwasher	9.02
07130 - Food Service Worker	11.15
07210 - Meat Cutter	12.99
07260 - Waiter/Waitress	9.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.35
09040 - Furniture Handler	14.77
09080 - Furniture Refinisher	19.35
09090 - Furniture Refinisher Helper	15.98
09110 - Furniture Repairer Minor	17.41
09130 - Upholsterer	19.35
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.49
11060 - Elevator Operator	14.49
11090 - Gardener	20.00
11122 - Housekeeping Aide	14.55
11150 - Janitor	14.55
11210 - Laborer Grounds Maintenance	16.28
11240 - Maid or Houseman	11.16
11260 - Pruner	14.84
11270 - Tractor Operator	18.64
11330 - Trail Maintenance Worker	16.28
11360 - Window Cleaner	15.96
12000 - Health Occupations	
12010 - Ambulance Driver	17.72
12011 - Breath Alcohol Technician	18.68
12012 - Certified Occupational Therapist Assistant	25.63
12015 - Certified Physical Therapist Assistant	23.62
12020 - Dental Assistant	21.50
12025 - Dental Hygienist	34.79
12030 - EKG Technician	28.31
12035 - Electroneurodiagnostic Technologist	28.31

12040 - Emergency Medical Technician	17.72
12071 - Licensed Practical Nurse I	16.70
12072 - Licensed Practical Nurse II	18.68
12073 - Licensed Practical Nurse III	20.82
12100 - Medical Assistant	17.84
12130 - Medical Laboratory Technician	24.17
<b>Technician</b>	
12160 - Medical Record Clerk	16.85
12190 - Medical Record Technician	18.91
12195 - Medical Transcriptionist	17.13
12210 - Nuclear Medicine Technologist	41.05
<b>Technologist</b>	
12221 - Nursing Assistant I	12.03
12222 - Nursing Assistant II	13.52
12223 - Nursing Assistant III	14.75
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	16.77
12236 - Optical Technician	16.70
12250 - Pharmacy Technician	16.36
12280 - Phlebotomist	16.70
12305 - Radiologic Technologist	25.64
12311 - Registered Nurse I	23.35
12312 - Registered Nurse II	28.56
12313 - Registered Nurse II	28.56
<b>Specialist</b>	
12314 - Registered Nurse III	34.56
12315 - Registered Nurse III	34.56
<b>Anesthetist</b>	
12316 - Registered Nurse IV	41.42
12317 - Scheduler (Drug and Alcohol Testing)	23.14
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	21.75
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	17.57
13012 - Exhibits Specialist II	21.77
13013 - Exhibits Specialist III	26.63
13041 - Illustrator I	17.57
13042 - Illustrator II	21.77
13043 - Illustrator III	26.63
13047 - Librarian	24.10
13050 - Library Aide/Clerk	11.11
13054 - Library Information Technology Systems Administrator	21.77
<b>Technology Systems Administrator</b>	
13058 - Library Technician	15.69
13061 - Media Specialist I	14.39
13062 - Media Specialist II	16.12
13063 - Media Specialist III	18.05

13071 - Photographer I	15.38
13072 - Photographer II	17.57
13073 - Photographer III	21.76
13074 - Photographer IV	26.74
13075 - Photographer V	32.21
13090 - Technical Order Library	15.49
<b>Clerk</b>	
13110 - Video Teleconference	18.44
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	16.03
14042 - Computer Operator II	17.93
14043 - Computer Operator III	19.99
14044 - Computer Operator IV	22.21
14045 - Computer Operator V	24.60
14071 - Computer Programmer I	(see 1) 22.64
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	16.03
<b>Operator</b>	
14160 - Personal Computer Support	22.33
<b>Technician</b>	
14170 - System Support Specialist	25.43
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.43
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	35.61
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	42.67
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	29.43
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	33.84
15070 - Flight Instructor (Pilot)	42.67
15080 - Graphic Artist	22.58
15085 - Maintenance Test Pilot Fixed	42.67
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	42.67
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	42.67
<b>Pilot</b>	
15090 - Technical Instructor	19.97
15095 - Technical Instructor/Course	24.42
<b>Developer</b>	
15110 - Test Proctor	16.12



15120 - Tutor	16.12
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.53
16070 - Finisher Flatwork Machine	10.97
16090 - Presser Hand	10.97
16110 - Presser Machine Drycleaning	10.97
16130 - Presser Machine Shirts	10.97
16160 - Presser Machine Wearing	10.97
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	13.24
16220 - Tailor	14.02
16250 - Washer Machine	11.49
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	20.55
19040 - Tool And Die Maker	24.71
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	17.51
21030 - Material Coordinator	22.48
21040 - Material Expediter	22.48
21050 - Material Handling Laborer	17.66
21071 - Order Filler	15.40
21080 - Production Line Worker (Food Processing)	17.51
21110 - Shipping Packer	17.65
21130 - Shipping/Receiving Clerk	17.65
21140 - Store Worker I	13.04
21150 - Stock Clerk	17.11
21210 - Tools And Parts Attendant	17.51
21410 - Warehouse Specialist	17.51
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	35.64
23019 - Aircraft Logs and Records Technician	27.84
23021 - Aircraft Mechanic I	33.70
23022 - Aircraft Mechanic II	35.64
23023 - Aircraft Mechanic III	37.54
23040 - Aircraft Mechanic Helper	25.33
23050 - Aircraft Painter	30.82
23060 - Aircraft Servicer	27.84
23070 - Aircraft Survival Flight Equipment Technician	30.82
23080 - Aircraft Worker	29.03

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.03
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.70
23110 - Appliance Mechanic	23.44
23120 - Bicycle Repairer	19.45
23125 - Cable Splicer	35.01
23130 - Carpenter Maintenance	21.01
23140 - Carpet Layer	22.10
23160 - Electrician Maintenance	26.38
23181 - Electronics Technician Maintenance I	24.42
23182 - Electronics Technician Maintenance II	26.02
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	20.76
23290 - Fire Alarm System Mechanic	24.70
23310 - Fire Extinguisher Repairer	19.45
23311 - Fuel Distribution System Mechanic	28.31
23312 - Fuel Distribution System Operator	22.29
23370 - General Maintenance Worker	20.30
23380 - Ground Support Equipment Mechanic	33.70
23381 - Ground Support Equipment Servicer	27.84
23382 - Ground Support Equipment Worker	29.03
23391 - Gunsmith I	19.45
23392 - Gunsmith II	22.10
23393 - Gunsmith III	24.70
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.38
23430 - Heavy Equipment Mechanic	24.34
23440 - Heavy Equipment Operator	22.46
23460 - Instrument Mechanic	24.70
23465 - Laboratory/Shelter Mechanic	23.44
23470 - Laborer	17.66
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	23.53
23550 - Machinist Maintenance	18.83

23580 - Maintenance Trades Helper	14.86
23591 - Metrology Technician I	24.70
23592 - Metrology Technician II	25.98
23593 - Metrology Technician III	27.16
23640 - Millwright	25.51
23710 - Office Appliance Repairer	23.44
23760 - Painter Maintenance	21.70
23790 - Pipefitter Maintenance	25.89
23810 - Plumber Maintenance	24.57
23820 - Pneudraulic Systems Mechanic	24.70
23850 - Rigger	24.70
23870 - Scale Mechanic	22.10
23890 - Sheet-Metal Worker	24.22
<b>Maintenance</b>	
23910 - Small Engine Mechanic	22.10
23931 - Telecommunications Mechanic	24.08
<b>I</b>	
23932 - Telecommunications Mechanic	25.33
<b>II</b>	
23950 - Telephone Lineman	24.46
23960 - Welder Combination	19.87
<b>Maintenance</b>	
23965 - Well Driller	24.70
23970 - Woodcraft Worker	24.70
23980 - Woodworker	19.45
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	16.77
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.10
24610 - Chore Aide	12.59
24620 - Family Readiness And Support	16.77
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.64
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	26.31
25040 - Sewage Plant Operator	22.94
25070 - Stationary Engineer	26.31
25190 - Ventilation Equipment Tender	19.28
25210 - Water Treatment Plant	22.94
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	20.71
27007 - Baggage Inspector	14.84
27008 - Corrections Officer	23.47
27010 - Court Security Officer	20.95
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	23.47
27070 - Firefighter	19.70

27101 - Guard I	14.84
27102 - Guard II	18.66
27131 - Police Officer I	25.57
27132 - Police Officer II	28.42
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	12.50
28042 - Carnival Equipment Repairer	13.41
28043 - Carnival Worker	9.79
28210 - Gate Attendant/Gate Tender	15.97
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	17.88
28510 - Recreation Aide/Health	13.05
<b>Facility Attendant</b>	
28515 - Recreation Specialist	22.14
28630 - Sports Official	14.23
28690 - Swimming Pool Operator	15.77
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	27.20
29020 - Hatch Tender	27.20
29030 - Line Handler	27.20
29041 - Stevedore I	25.55
29042 - Stevedore II	28.86
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	17.79
30022 - Archeological Technician II	19.90
30023 - Archeological Technician III	24.65
30030 - Cartographic Technician	24.65
30040 - Civil Engineering Technician	25.53
30051 - Cryogenic Technician I	27.31
30052 - Cryogenic Technician II	30.16
30061 - Drafter/CAD Operator I	17.79
30062 - Drafter/CAD Operator II	19.90
30063 - Drafter/CAD Operator III	22.18
30064 - Drafter/CAD Operator IV	27.31
30081 - Engineering Technician I	15.89
30082 - Engineering Technician II	17.85
30083 - Engineering Technician III	19.95
30084 - Engineering Technician IV	24.72
30085 - Engineering Technician V	30.24
30086 - Engineering Technician VI	36.59
30090 - Environmental Technician	24.20
30095 - Evidence Control Specialist	24.65
30210 - Laboratory Technician	22.65

30221 - Latent Fingerprint Technician I	27.31
30222 - Latent Fingerprint Technician II	30.16
30240 - Mathematical Technician	24.65
30361 - Paralegal/Legal Assistant I	19.03
30362 - Paralegal/Legal Assistant II	23.63
30363 - Paralegal/Legal Assistant III	28.90
30364 - Paralegal/Legal Assistant IV	34.98
30375 - Petroleum Supply Specialist	30.16
30390 - Photo-Optics Technician	25.08
30395 - Radiation Control Technician	30.16
30461 - Technical Writer I	24.65
30462 - Technical Writer II	30.16
30463 - Technical Writer III	36.48
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.31
30502 - Weather Forecaster II	33.20
30620 - Weather Observer Combined (see 2)	22.18
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.10
31030 - Bus Driver	17.54
31043 - Driver Courier	14.71
31260 - Parking and Lot Attendant	11.72
31290 - Shuttle Bus Driver	15.81
31310 - Taxi Driver	12.01
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	16.85
31363 - Truckdriver Heavy	20.25
31364 - Truckdriver Tractor-Trailer	20.25
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.86
99050 - Desk Clerk	11.85
99095 - Embalmer	33.75

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.16
<b>I</b>	
99252 - Laboratory Animal Caretaker	17.16
<b>II</b>	
99260 - Marketing Analyst	22.35
99310 - Mortician	33.75
99410 - Pest Controller	21.10
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.23
99711 - Recycling Specialist	24.80
99730 - Refuse Collector	19.35
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	14.38
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	18.43
99841 - Vending Machine Repairer	22.47
99842 - Vending Machine Repairer	18.43
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4993

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4993  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Iowa

Area: Iowa Counties of Buena Vista Cherokee Clay Dickinson Ida Lyon  
Obrien Osceola Sac Sioux

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		13.90
01012 - Accounting Clerk II		15.61
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		23.32
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		13.00
01042 - Customer Service Representative II		14.53

01043 - Customer Service Representative III	15.93
01051 - Data Entry Operator I	15.04
01052 - Data Entry Operator II	16.41
01060 - Dispatcher Motor Vehicle	20.71
01070 - Document Preparation Clerk	13.93
01090 - Duplicating Machine Operator	13.93
01111 - General Clerk I	13.10
01112 - General Clerk II	14.29
01113 - General Clerk III	17.51
01120 - Housing Referral Assistant	19.50
01141 - Messenger Courier	12.33
01191 - Order Clerk I	15.05
01192 - Order Clerk II	16.42
01261 - Personnel Assistant (Employment) I	15.74
01262 - Personnel Assistant (Employment) II	17.61
01263 - Personnel Assistant (Employment) III	19.63
01270 - Production Control Clerk	22.48
01290 - Rental Clerk	12.30
01300 - Scheduler Maintenance	15.63
01311 - Secretary I	15.63
01312 - Secretary II	17.49
01313 - Secretary III	19.50
01320 - Service Order Dispatcher	18.51
01410 - Supply Technician	23.32
01420 - Survey Worker	14.71
01460 - Switchboard Operator/Receptionist	14.81
01531 - Travel Clerk I	13.43
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.15
01611 - Word Processor I	13.93
01612 - Word Processor II	15.63
01613 - Word Processor III	17.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.99
<b>Fiberglass</b>	
05010 - Automotive Electrician	20.55
05040 - Automotive Glass Installer	19.38
05070 - Automotive Worker	19.38
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal	21.66
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	19.38
05190 - Motor Vehicle Mechanic	21.66
05220 - Motor Vehicle Mechanic Helper	16.21

05250 - Motor Vehicle Upholstery Worker	18.20
05280 - Motor Vehicle Wrecker	19.38
05310 - Painter Automotive	20.55
05340 - Radiator Repair Specialist	19.38
05370 - Tire Repairer	18.14
05400 - Transmission Repair Specialist	21.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.13
07041 - Cook I	12.66
07042 - Cook II	14.39
07070 - Dishwasher	9.02
07130 - Food Service Worker	11.15
07210 - Meat Cutter	12.95
07260 - Waiter/Waitress	9.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.35
09040 - Furniture Handler	13.54
09080 - Furniture Refinisher	19.35
09090 - Furniture Refinisher Helper	15.39
09110 - Furniture Repairer Minor	17.14
09130 - Upholsterer	19.35
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.49
11060 - Elevator Operator	14.49
11090 - Gardener	20.00
11122 - Housekeeping Aide	14.55
11150 - Janitor	14.55
11210 - Laborer Grounds Maintenance	15.98
11240 - Maid or Houseman	11.16
11260 - Pruner	14.78
11270 - Tractor Operator	18.64
11330 - Trail Maintenance Worker	15.98
11360 - Window Cleaner	15.96
12000 - Health Occupations	
12010 - Ambulance Driver	17.56
12011 - Breath Alcohol Technician	18.68
12012 - Certified Occupational Therapist Assistant	25.63
12015 - Certified Physical Therapist Assistant	23.62
12020 - Dental Assistant	21.50
12025 - Dental Hygienist	34.79
12030 - EKG Technician	28.31
12035 - Electroneurodiagnostic Technologist	28.31

12040 - Emergency Medical Technician	17.56
12071 - Licensed Practical Nurse I	16.70
12072 - Licensed Practical Nurse II	18.68
12073 - Licensed Practical Nurse III	20.82
12100 - Medical Assistant	17.84
12130 - Medical Laboratory Technician	24.17
<b>Technician</b>	
12160 - Medical Record Clerk	16.85
12190 - Medical Record Technician	18.91
12195 - Medical Transcriptionist	17.13
12210 - Nuclear Medicine	41.05
<b>Technologist</b>	
12221 - Nursing Assistant I	12.03
12222 - Nursing Assistant II	13.52
12223 - Nursing Assistant III	14.75
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	16.77
12236 - Optical Technician	16.70
12250 - Pharmacy Technician	16.36
12280 - Phlebotomist	16.70
12305 - Radiologic Technologist	25.64
12311 - Registered Nurse I	23.35
12312 - Registered Nurse II	28.56
12313 - Registered Nurse II	28.56
<b>Specialist</b>	
12314 - Registered Nurse III	34.56
12315 - Registered Nurse III	34.56
<b>Anesthetist</b>	
12316 - Registered Nurse IV	41.42
12317 - Scheduler (Drug and Alcohol Testing)	23.14
<b>Testing)</b>	
12320 - Substance Abuse Treatment	21.75
<b>Counselor</b>	
13000 - Information And Arts	
<b>Occupations</b>	
13011 - Exhibits Specialist I	17.43
13012 - Exhibits Specialist II	21.58
13013 - Exhibits Specialist III	26.39
13041 - Illustrator I	19.13
13042 - Illustrator II	23.71
13043 - Illustrator III	29.00
13047 - Librarian	23.91
13050 - Library Aide/Clerk	10.56
13054 - Library Information	21.59
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	16.13
13061 - Media Specialist I	15.58
13062 - Media Specialist II	17.42
13063 - Media Specialist III	19.42

13071 - Photographer I	14.95
13072 - Photographer II	16.73
13073 - Photographer III	20.72
13074 - Photographer IV	24.79
13075 - Photographer V	30.00
13090 - Technical Order Library	15.49
<b>Clerk</b>	
13110 - Video Teleconference	14.95
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	16.03
14042 - Computer Operator II	17.93
14043 - Computer Operator III	20.69
14044 - Computer Operator IV	22.21
14045 - Computer Operator V	24.60
14071 - Computer Programmer I	(see 1) 24.18
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	16.03
<b>Operator</b>	
14160 - Personal Computer Support	22.21
<b>Technician</b>	
14170 - System Support Specialist	25.43
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.60
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	35.61
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	42.67
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	30.60
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	33.22
15070 - Flight Instructor (Pilot)	42.67
15080 - Graphic Artist	21.89
15085 - Maintenance Test Pilot Fixed	42.67
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	42.67
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	42.67
<b>Pilot</b>	
15090 - Technical Instructor	21.17
15095 - Technical Instructor/Course	23.66
<b>Developer</b>	
15110 - Test Proctor	17.08

15120 - Tutor	17.08
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.53
16070 - Finisher Flatwork Machine	10.97
16090 - Presser Hand	10.97
16110 - Presser Machine Drycleaning	10.97
16130 - Presser Machine Shirts	10.97
16160 - Presser Machine Wearing	10.97
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	13.24
16220 - Tailor	14.02
16250 - Washer Machine	11.49
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	20.55
19040 - Tool And Die Maker	24.71
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	17.51
21030 - Material Coordinator	22.48
21040 - Material Expediter	22.48
21050 - Material Handling Laborer	17.66
21071 - Order Filler	15.40
21080 - Production Line Worker (Food Processing)	17.51
21110 - Shipping Packer	17.65
21130 - Shipping/Receiving Clerk	17.65
21140 - Store Worker I	13.04
21150 - Stock Clerk	17.11
21210 - Tools And Parts Attendant	17.51
21410 - Warehouse Specialist	17.51
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	34.79
23019 - Aircraft Logs and Records Technician	29.00
23021 - Aircraft Mechanic I	33.13
23022 - Aircraft Mechanic II	34.79
23023 - Aircraft Mechanic III	36.54
23040 - Aircraft Mechanic Helper	25.33
23050 - Aircraft Painter	32.62
23060 - Aircraft Servicer	29.00
23070 - Aircraft Survival Flight Equipment Technician	32.62
23080 - Aircraft Worker	30.89

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.89
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.13
23110 - Appliance Mechanic	23.44
23120 - Bicycle Repairer	19.45
23125 - Cable Splicer	35.01
23130 - Carpenter Maintenance	21.01
23140 - Carpet Layer	22.10
23160 - Electrician Maintenance	26.21
23181 - Electronics Technician Maintenance I	22.93
23182 - Electronics Technician Maintenance II	24.32
23183 - Electronics Technician Maintenance III	25.63
23260 - Fabric Worker	20.76
23290 - Fire Alarm System Mechanic	24.70
23310 - Fire Extinguisher Repairer	19.45
23311 - Fuel Distribution System Mechanic	28.31
23312 - Fuel Distribution System Operator	22.29
23370 - General Maintenance Worker	20.30
23380 - Ground Support Equipment Mechanic	33.13
23381 - Ground Support Equipment Servicer	29.00
23382 - Ground Support Equipment Worker	30.89
23391 - Gunsmith I	19.45
23392 - Gunsmith II	22.10
23393 - Gunsmith III	24.70
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.58
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.74
23430 - Heavy Equipment Mechanic	24.34
23440 - Heavy Equipment Operator	22.09
23460 - Instrument Mechanic	24.70
23465 - Laboratory/Shelter Mechanic	23.44
23470 - Laborer	17.66
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	23.53
23550 - Machinist Maintenance	18.73



23580 - Maintenance Trades Helper	14.65
23591 - Metrology Technician I	24.70
23592 - Metrology Technician II	25.98
23593 - Metrology Technician III	27.16
23640 - Millwright	25.51
23710 - Office Appliance Repairer	23.44
23760 - Painter Maintenance	21.70
23790 - Pipefitter Maintenance	26.10
23810 - Plumber Maintenance	25.32
23820 - Pneudraulic Systems Mechanic	24.70
23850 - Rigger	24.70
23870 - Scale Mechanic	22.10
23890 - Sheet-Metal Worker	25.00
<b>Maintenance</b>	
23910 - Small Engine Mechanic	22.10
23931 - Telecommunications Mechanic	24.08
<b>I</b>	
23932 - Telecommunications Mechanic	26.07
<b>II</b>	
23950 - Telephone Lineman	24.46
23960 - Welder Combination	19.87
<b>Maintenance</b>	
23965 - Well Driller	24.70
23970 - Woodcraft Worker	24.70
23980 - Woodworker	19.45
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	16.77
24570 - Child Care Attendant	9.72
24580 - Child Care Center Clerk	13.42
24610 - Chore Aide	12.59
24620 - Family Readiness And Support	16.77
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	16.77
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	25.85
25040 - Sewage Plant Operator	22.94
25070 - Stationary Engineer	25.85
25190 - Ventilation Equipment Tender	18.96
25210 - Water Treatment Plant	22.94
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	20.71
27007 - Baggage Inspector	14.82
27008 - Corrections Officer	23.47
27010 - Court Security Officer	22.20
27030 - Detection Dog Handler	16.61
27040 - Detention Officer	23.47
27070 - Firefighter	22.36

27101 - Guard I	14.82
27102 - Guard II	16.61
27131 - Police Officer I	25.57
27132 - Police Officer II	28.42
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	12.50
28042 - Carnival Equipment Repairer	13.41
28043 - Carnival Worker	9.79
28210 - Gate Attendant/Gate Tender	15.97
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	17.88
28510 - Recreation Aide/Health	13.05
<b>Facility Attendant</b>	
28515 - Recreation Specialist	22.14
28630 - Sports Official	14.23
28690 - Swimming Pool Operator	17.03
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	27.20
29020 - Hatch Tender	27.20
29030 - Line Handler	27.20
29041 - Stevedore I	25.55
29042 - Stevedore II	28.86
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	18.46
30022 - Archeological Technician II	20.64
30023 - Archeological Technician III	25.57
30030 - Cartographic Technician	25.57
30040 - Civil Engineering Technician	24.99
30051 - Cryogenic Technician I	27.31
30052 - Cryogenic Technician II	30.16
30061 - Drafter/CAD Operator I	18.46
30062 - Drafter/CAD Operator II	20.64
30063 - Drafter/CAD Operator III	23.02
30064 - Drafter/CAD Operator IV	27.98
30081 - Engineering Technician I	16.00
30082 - Engineering Technician II	17.95
30083 - Engineering Technician III	20.08
30084 - Engineering Technician IV	24.89
30085 - Engineering Technician V	30.45
30086 - Engineering Technician VI	36.83
30090 - Environmental Technician	24.20
30095 - Evidence Control Specialist	24.65
30210 - Laboratory Technician	22.74

30221 - Latent Fingerprint Technician I	27.31
30222 - Latent Fingerprint Technician II	30.16
30240 - Mathematical Technician	25.41
30361 - Paralegal/Legal Assistant I	18.36
30362 - Paralegal/Legal Assistant II	22.74
30363 - Paralegal/Legal Assistant III	27.82
30364 - Paralegal/Legal Assistant IV	33.66
30375 - Petroleum Supply Specialist	30.16
30390 - Photo-Optics Technician	25.37
30395 - Radiation Control Technician	30.16
30461 - Technical Writer I	24.65
30462 - Technical Writer II	30.16
30463 - Technical Writer III	36.48
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.98
30502 - Weather Forecaster II	34.04
30620 - Weather Observer Combined (see 2)	23.02
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.83
31030 - Bus Driver	16.89
31043 - Driver Courier	14.71
31260 - Parking and Lot Attendant	11.72
31290 - Shuttle Bus Driver	14.68
31310 - Taxi Driver	11.96
31361 - Truckdriver Light	15.79
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	20.25
31364 - Truckdriver Tractor-Trailer	20.25
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.86
99050 - Desk Clerk	11.85
99095 - Embalmer	41.29

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.32
<b>I</b>	
99252 - Laboratory Animal Caretaker	17.51
<b>II</b>	
99260 - Marketing Analyst	22.35
99310 - Mortician	41.29
99410 - Pest Controller	21.10
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.23
99711 - Recycling Specialist	24.80
99730 - Refuse Collector	19.35
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.38
99830 - Survey Party Chief	28.72
99831 - Surveying Aide	15.55
99832 - Surveying Technician	19.72
99840 - Vending Machine Attendant	18.43
99841 - Vending Machine Repairer	22.47
99842 - Vending Machine Repairer	18.43
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 8 years 4 weeks after 15 years and 5 weeks after 20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4995

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4995  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Iowa

Area: Iowa Counties of Adair Audubon Boone Carroll Clarke Decatur Greene  
Lucas Ringgold Taylor Union Wayne

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		17.55
01020 - Administrative Assistant		25.78
01035 - Court Reporter		17.40
01041 - Customer Service Representative I		14.34
01042 - Customer Service Representative II		15.65



01043 - Customer Service Representative III	17.58
01051 - Data Entry Operator I	13.40
01052 - Data Entry Operator II	14.62
01060 - Dispatcher Motor Vehicle	24.98
01070 - Document Preparation Clerk	13.85
01090 - Duplicating Machine Operator	13.85
01111 - General Clerk I	13.50
01112 - General Clerk II	14.73
01113 - General Clerk III	16.55
01120 - Housing Referral Assistant	19.39
01141 - Messenger Courier	11.91
01191 - Order Clerk I	15.21
01192 - Order Clerk II	18.54
01261 - Personnel Assistant (Employment) I	15.46
01262 - Personnel Assistant (Employment) II	17.30
01263 - Personnel Assistant (Employment) III	21.01
01270 - Production Control Clerk	24.61
01290 - Rental Clerk	12.86
01300 - Scheduler Maintenance	15.56
01311 - Secretary I	15.56
01312 - Secretary II	17.40
01313 - Secretary III	19.39
01320 - Service Order Dispatcher	22.32
01410 - Supply Technician	25.78
01420 - Survey Worker	16.09
01460 - Switchboard Operator/Receptionist	14.79
01531 - Travel Clerk I	16.50
01532 - Travel Clerk II	17.55
01533 - Travel Clerk III	18.63
01611 - Word Processor I	13.85
01612 - Word Processor II	15.56
01613 - Word Processor III	17.40
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.52
Fiberglass	
05010 - Automotive Electrician	20.43
05040 - Automotive Glass Installer	19.68
05070 - Automotive Worker	19.68
05110 - Mobile Equipment Servicer	18.10
05130 - Motor Equipment Metal	21.62
Mechanic	
05160 - Motor Equipment Metal Worker	19.68
05190 - Motor Vehicle Mechanic	19.87
05220 - Motor Vehicle Mechanic Helper	17.33

05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.68
05310 - Painter Automotive	20.02
05340 - Radiator Repair Specialist	19.68
05370 - Tire Repairer	16.72
05400 - Transmission Repair Specialist	21.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.28
07041 - Cook I	12.63
07042 - Cook II	14.34
07070 - Dishwasher	9.57
07130 - Food Service Worker	11.43
07210 - Meat Cutter	13.16
07260 - Waiter/Waitress	9.24
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.33
09040 - Furniture Handler	14.77
09080 - Furniture Refinisher	19.33
09090 - Furniture Refinisher Helper	15.98
09110 - Furniture Repairer Minor	17.41
09130 - Upholsterer	19.33
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.75
11060 - Elevator Operator	13.69
11090 - Gardener	16.02
11122 - Housekeeping Aide	13.69
11150 - Janitor	13.69
11210 - Laborer Grounds Maintenance	12.80
11240 - Maid or Houseman	11.38
11260 - Pruner	11.72
11270 - Tractor Operator	14.91
11330 - Trail Maintenance Worker	13.08
11360 - Window Cleaner	14.97
12000 - Health Occupations	
12010 - Ambulance Driver	19.23
12011 - Breath Alcohol Technician	19.23
12012 - Certified Occupational Therapist Assistant	27.68
12015 - Certified Physical Therapist Assistant	24.85
12020 - Dental Assistant	21.11
12025 - Dental Hygienist	37.19
12030 - EKG Technician	29.56
12035 - Electroneurodiagnostic Technologist	29.56

12040 - Emergency Medical Technician	19.23
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.50
12073 - Licensed Practical Nurse III	21.74
12100 - Medical Assistant	16.03
12130 - Medical Laboratory Technician	23.69
<b>Technician</b>	
12160 - Medical Record Clerk	16.95
12190 - Medical Record Technician	20.67
12195 - Medical Transcriptionist	18.99
12210 - Nuclear Medicine Technologist	42.86
<b>Technologist</b>	
12221 - Nursing Assistant I	11.52
12222 - Nursing Assistant II	12.94
12223 - Nursing Assistant III	14.12
12224 - Nursing Assistant IV	15.86
12235 - Optical Dispenser	16.67
12236 - Optical Technician	17.44
12250 - Pharmacy Technician	16.33
12280 - Phlebotomist	14.70
12305 - Radiologic Technologist	25.49
12311 - Registered Nurse I	22.79
12312 - Registered Nurse II	27.88
12313 - Registered Nurse II	27.88
<b>Specialist</b>	
12314 - Registered Nurse III	33.74
12315 - Registered Nurse III	33.74
<b>Anesthetist</b>	
12316 - Registered Nurse IV	40.43
12317 - Scheduler (Drug and Alcohol Testing)	23.82
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	21.45
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	17.57
13012 - Exhibits Specialist II	21.77
13013 - Exhibits Specialist III	26.63
13041 - Illustrator I	17.57
13042 - Illustrator II	21.77
13043 - Illustrator III	26.63
13047 - Librarian	24.10
13050 - Library Aide/Clerk	11.11
13054 - Library Information Technology Systems Administrator	21.77
<b>Technology Systems Administrator</b>	
13058 - Library Technician	12.56
13061 - Media Specialist I	14.39
13062 - Media Specialist II	16.12
13063 - Media Specialist III	18.05

13071 - Photographer I	15.38
13072 - Photographer II	17.57
13073 - Photographer III	21.76
13074 - Photographer IV	26.74
13075 - Photographer V	32.21
13090 - Technical Order Library	15.49
<b>Clerk</b>	
13110 - Video Teleconference	18.44
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	15.50
14042 - Computer Operator II	17.33
14043 - Computer Operator III	19.32
14044 - Computer Operator IV	21.47
14045 - Computer Operator V	23.78
14071 - Computer Programmer I	(see 1) 22.64
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	15.50
<b>Operator</b>	
14160 - Personal Computer Support	22.33
<b>Technician</b>	
14170 - System Support Specialist	25.34
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.54
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	35.75
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	42.84
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	29.54
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	34.09
15070 - Flight Instructor (Pilot)	42.84
15080 - Graphic Artist	22.58
15085 - Maintenance Test Pilot Fixed	42.84
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	42.84
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	42.84
<b>Pilot</b>	
15090 - Technical Instructor	21.97
15095 - Technical Instructor/Course	26.86
<b>Developer</b>	
15110 - Test Proctor	17.73

15120 - Tutor	17.73
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.53
16070 - Finisher Flatwork Machine	10.97
16090 - Presser Hand	10.97
16110 - Presser Machine Drycleaning	10.97
16130 - Presser Machine Shirts	10.97
16160 - Presser Machine Wearing	10.97
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	13.24
16220 - Tailor	14.02
16250 - Washer Machine	11.49
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	22.03
19040 - Tool And Die Maker	26.27
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	20.05
21030 - Material Coordinator	24.61
21040 - Material Expediter	24.61
21050 - Material Handling Laborer	17.49
21071 - Order Filler	16.25
21080 - Production Line Worker (Food Processing)	20.05
21110 - Shipping Packer	18.04
21130 - Shipping/Receiving Clerk	18.04
21140 - Store Worker I	13.45
21150 - Stock Clerk	17.51
21210 - Tools And Parts Attendant	20.05
21410 - Warehouse Specialist	20.05
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	26.77
23019 - Aircraft Logs and Records Technician	20.92
23021 - Aircraft Mechanic I	25.32
23022 - Aircraft Mechanic II	26.77
23023 - Aircraft Mechanic III	28.21
23040 - Aircraft Mechanic Helper	19.20
23050 - Aircraft Painter	23.42
23060 - Aircraft Servicer	20.92
23070 - Aircraft Survival Flight Equipment Technician	23.42
23080 - Aircraft Worker	22.10

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.32
23110 - Appliance Mechanic	23.42
23120 - Bicycle Repairer	19.46
23125 - Cable Splicer	37.09
23130 - Carpenter Maintenance	21.42
23140 - Carpet Layer	22.10
23160 - Electrician Maintenance	24.80
23181 - Electronics Technician Maintenance I	24.42
23182 - Electronics Technician Maintenance II	26.02
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	20.77
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	19.46
23311 - Fuel Distribution System Mechanic	35.00
23312 - Fuel Distribution System Operator	27.72
23370 - General Maintenance Worker	18.25
23380 - Ground Support Equipment Mechanic	25.32
23381 - Ground Support Equipment Servicer	20.92
23382 - Ground Support Equipment Worker	22.10
23391 - Gunsmith I	19.46
23392 - Gunsmith II	22.10
23393 - Gunsmith III	24.63
23410 - Heating Ventilation And Air- Conditioning Mechanic	22.56
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.72
23430 - Heavy Equipment Mechanic	21.40
23440 - Heavy Equipment Operator	22.63
23460 - Instrument Mechanic	24.63
23465 - Laboratory/Shelter Mechanic	23.42
23470 - Laborer	17.49
23510 - Locksmith	23.42
23530 - Machinery Maintenance Mechanic	24.30
23550 - Machinist Maintenance	19.57

23580 - Maintenance Trades Helper	15.18
23591 - Metrology Technician I	24.63
23592 - Metrology Technician II	25.89
23593 - Metrology Technician III	27.01
23640 - Millwright	24.44
23710 - Office Appliance Repairer	23.42
23760 - Painter Maintenance	23.42
23790 - Pipefitter Maintenance	23.55
23810 - Plumber Maintenance	22.20
23820 - Pneudraulic Systems Mechanic	24.63
23850 - Rigger	24.63
23870 - Scale Mechanic	22.10
23890 - Sheet-Metal Worker	23.75
<b>Maintenance</b>	
23910 - Small Engine Mechanic	19.94
23931 - Telecommunications Mechanic	26.89
<b>I</b>	
23932 - Telecommunications Mechanic	28.26
<b>II</b>	
23950 - Telephone Lineman	24.44
23960 - Welder Combination	19.58
<b>Maintenance</b>	
23965 - Well Driller	24.63
23970 - Woodcraft Worker	24.63
23980 - Woodworker	19.46
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	16.70
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.10
24610 - Chore Aide	13.28
24620 - Family Readiness And Support	16.70
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.64
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	24.63
25040 - Sewage Plant Operator	21.64
25070 - Stationary Engineer	24.63
25190 - Ventilation Equipment Tender	18.13
25210 - Water Treatment Plant	21.64
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	20.98
27007 - Baggage Inspector	13.55
27008 - Corrections Officer	27.84
27010 - Court Security Officer	23.05
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	27.84
27070 - Firefighter	23.84

27101 - Guard I	13.55
27102 - Guard II	18.66
27131 - Police Officer I	24.67
27132 - Police Officer II	27.42
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	13.82
28042 - Carnival Equipment Repairer	14.84
28043 - Carnival Worker	10.84
28210 - Gate Attendant/Gate Tender	15.92
28310 - Lifeguard	12.52
28350 - Park Attendant (Aide)	17.81
28510 - Recreation Aide/Health	12.99
<b>Facility Attendant</b>	
28515 - Recreation Specialist	22.06
28630 - Sports Official	14.17
28690 - Swimming Pool Operator	16.85
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	22.21
29020 - Hatch Tender	22.21
29030 - Line Handler	22.21
29041 - Stevedore I	21.05
29042 - Stevedore II	23.42
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	19.35
30022 - Archeological Technician II	21.65
30023 - Archeological Technician III	26.81
30030 - Cartographic Technician	26.81
30040 - Civil Engineering Technician	26.94
30051 - Cryogenic Technician I	29.70
30052 - Cryogenic Technician II	32.80
30061 - Drafter/CAD Operator I	19.35
30062 - Drafter/CAD Operator II	21.65
30063 - Drafter/CAD Operator III	24.13
30064 - Drafter/CAD Operator IV	29.70
30081 - Engineering Technician I	17.34
30082 - Engineering Technician II	19.46
30083 - Engineering Technician III	21.77
30084 - Engineering Technician IV	26.96
30085 - Engineering Technician V	32.98
30086 - Engineering Technician VI	39.91
30090 - Environmental Technician	26.81
30095 - Evidence Control Specialist	26.81
30210 - Laboratory Technician	20.61



30221 - Latent Fingerprint Technician I	29.70
30222 - Latent Fingerprint Technician II	32.80
30240 - Mathematical Technician	26.81
30361 - Paralegal/Legal Assistant I	20.93
30362 - Paralegal/Legal Assistant II	25.99
30363 - Paralegal/Legal Assistant III	31.79
30364 - Paralegal/Legal Assistant IV	38.48
30375 - Petroleum Supply Specialist	32.80
30390 - Photo-Optics Technician	27.59
30395 - Radiation Control Technician	32.80
30461 - Technical Writer I	26.81
30462 - Technical Writer II	32.80
30463 - Technical Writer III	39.69
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	29.70
30502 - Weather Forecaster II	36.12
30620 - Weather Observer Combined (see 2)	24.13
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.31
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.57
31030 - Bus Driver	16.61
31043 - Driver Courier	14.48
31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	17.39
31310 - Taxi Driver	13.89
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	16.27
31363 - Truckdriver Heavy	19.88
31364 - Truckdriver Tractor-Trailer	19.88
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.17
99050 - Desk Clerk	11.08
99095 - Embalmer	28.68

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.58
<b>I</b>	
99252 - Laboratory Animal Caretaker	17.80
<b>II</b>	
99260 - Marketing Analyst	25.52
99310 - Mortician	28.68
99410 - Pest Controller	21.61
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.60
99711 - Recycling Specialist	20.70
99730 - Refuse Collector	16.02
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	14.79
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	18.86
99841 - Vending Machine Repairer	22.99
99842 - Vending Machine Repairer	18.86
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4997

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4997  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Iowa

Area: Iowa Counties of Adams Cass Crawford Fremont Monona Montgomery  
Page Shelby

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		25.37
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		14.34
01042 - Customer Service Representative II		15.65

01043 - Customer Service Representative III	17.58
01051 - Data Entry Operator I	13.40
01052 - Data Entry Operator II	14.62
01060 - Dispatcher Motor Vehicle	24.98
01070 - Document Preparation Clerk	13.85
01090 - Duplicating Machine Operator	13.85
01111 - General Clerk I	13.50
01112 - General Clerk II	14.73
01113 - General Clerk III	17.51
01120 - Housing Referral Assistant	19.39
01141 - Messenger Courier	11.91
01191 - Order Clerk I	13.07
01192 - Order Clerk II	14.26
01261 - Personnel Assistant (Employment) I	15.46
01262 - Personnel Assistant (Employment) II	17.58
01263 - Personnel Assistant (Employment) III	19.55
01270 - Production Control Clerk	24.61
01290 - Rental Clerk	12.86
01300 - Scheduler Maintenance	15.56
01311 - Secretary I	15.56
01312 - Secretary II	17.40
01313 - Secretary III	19.39
01320 - Service Order Dispatcher	22.32
01410 - Supply Technician	25.37
01420 - Survey Worker	14.70
01460 - Switchboard Operator/Receptionist	14.79
01531 - Travel Clerk I	16.50
01532 - Travel Clerk II	17.55
01533 - Travel Clerk III	18.63
01611 - Word Processor I	13.85
01612 - Word Processor II	15.56
01613 - Word Processor III	17.40
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.52
<b>Fiberglass</b>	
05010 - Automotive Electrician	18.93
05040 - Automotive Glass Installer	18.38
05070 - Automotive Worker	18.38
05110 - Mobile Equipment Servicer	16.99
05130 - Motor Equipment Metal	19.53
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	18.38
05190 - Motor Vehicle Mechanic	19.17
05220 - Motor Vehicle Mechanic Helper	16.21

05250 - Motor Vehicle Upholstery Worker	18.08
05280 - Motor Vehicle Wrecker	18.38
05310 - Painter Automotive	18.93
05340 - Radiator Repair Specialist	17.20
05370 - Tire Repairer	16.72
05400 - Transmission Repair Specialist	19.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.28
07041 - Cook I	12.63
07042 - Cook II	14.34
07070 - Dishwasher	9.57
07130 - Food Service Worker	11.43
07210 - Meat Cutter	13.16
07260 - Waiter/Waitress	9.24
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.33
09040 - Furniture Handler	13.54
09080 - Furniture Refinisher	19.33
09090 - Furniture Refinisher Helper	15.39
09110 - Furniture Repairer Minor	17.14
09130 - Upholsterer	19.33
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.75
11060 - Elevator Operator	13.69
11090 - Gardener	16.02
11122 - Housekeeping Aide	13.69
11150 - Janitor	13.69
11210 - Laborer Grounds Maintenance	12.80
11240 - Maid or Houseman	11.38
11260 - Pruner	11.72
11270 - Tractor Operator	14.91
11330 - Trail Maintenance Worker	12.80
11360 - Window Cleaner	14.97
12000 - Health Occupations	
12010 - Ambulance Driver	19.23
12011 - Breath Alcohol Technician	19.23
12012 - Certified Occupational Therapist Assistant	27.68
12015 - Certified Physical Therapist Assistant	24.85
12020 - Dental Assistant	21.11
12025 - Dental Hygienist	37.19
12030 - EKG Technician	29.56
12035 - Electroneurodiagnostic Technologist	29.56



12040 - Emergency Medical Technician	19.23
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.50
12073 - Licensed Practical Nurse III	21.74
12100 - Medical Assistant	16.03
12130 - Medical Laboratory Technician	23.69
<b>Technician</b>	
12160 - Medical Record Clerk	16.95
12190 - Medical Record Technician	20.67
12195 - Medical Transcriptionist	18.99
12210 - Nuclear Medicine Technologist	42.86
<b>Technologist</b>	
12221 - Nursing Assistant I	11.52
12222 - Nursing Assistant II	12.94
12223 - Nursing Assistant III	14.12
12224 - Nursing Assistant IV	15.86
12235 - Optical Dispenser	16.67
12236 - Optical Technician	17.44
12250 - Pharmacy Technician	16.33
12280 - Phlebotomist	14.69
12305 - Radiologic Technologist	25.49
12311 - Registered Nurse I	22.79
12312 - Registered Nurse II	27.88
12313 - Registered Nurse II	27.88
<b>Specialist</b>	
12314 - Registered Nurse III	33.74
12315 - Registered Nurse III	33.74
<b>Anesthetist</b>	
12316 - Registered Nurse IV	40.43
12317 - Scheduler (Drug and Alcohol Testing)	23.82
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	21.45
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	17.43
13012 - Exhibits Specialist II	21.58
13013 - Exhibits Specialist III	26.39
13041 - Illustrator I	19.13
13042 - Illustrator II	23.71
13043 - Illustrator III	29.00
13047 - Librarian	23.91
13050 - Library Aide/Clerk	10.07
13054 - Library Information Technology Systems Administrator	21.59
<b>Technology Systems Administrator</b>	
13058 - Library Technician	15.09
13061 - Media Specialist I	15.58
13062 - Media Specialist II	17.42
13063 - Media Specialist III	19.42

13071 - Photographer I	14.95
13072 - Photographer II	16.73
13073 - Photographer III	20.72
13074 - Photographer IV	24.79
13075 - Photographer V	30.00
13090 - Technical Order Library	15.49
<b>Clerk</b>	
13110 - Video Teleconference	14.95
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	15.50
14042 - Computer Operator II	17.33
14043 - Computer Operator III	20.69
14044 - Computer Operator IV	22.16
14045 - Computer Operator V	24.58
14071 - Computer Programmer I	(see 1) 24.18
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	15.50
<b>Operator</b>	
14160 - Personal Computer Support	22.16
<b>Technician</b>	
14170 - System Support Specialist	25.34
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.60
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	35.75
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	42.84
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	30.60
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	33.81
15070 - Flight Instructor (Pilot)	42.84
15080 - Graphic Artist	21.89
15085 - Maintenance Test Pilot Fixed	42.84
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	42.84
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	42.84
<b>Pilot</b>	
15090 - Technical Instructor	23.29
15095 - Technical Instructor/Course	26.40
<b>Developer</b>	
15110 - Test Proctor	18.79

15120 - Tutor	18.79
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.53
16070 - Finisher Flatwork Machine	10.97
16090 - Presser Hand	10.97
16110 - Presser Machine Drycleaning	10.97
16130 - Presser Machine Shirts	10.97
16160 - Presser Machine Wearing	10.97
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	13.24
16220 - Tailor	14.02
16250 - Washer Machine	11.49
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	22.03
19040 - Tool And Die Maker	26.27
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	20.05
21030 - Material Coordinator	24.61
21040 - Material Expediter	24.61
21050 - Material Handling Laborer	17.49
21071 - Order Filler	16.25
21080 - Production Line Worker (Food Processing)	20.05
21110 - Shipping Packer	18.04
21130 - Shipping/Receiving Clerk	18.04
21140 - Store Worker I	13.45
21150 - Stock Clerk	17.51
21210 - Tools And Parts Attendant	20.05
21410 - Warehouse Specialist	20.05
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	26.14
23019 - Aircraft Logs and Records Technician	23.11
23021 - Aircraft Mechanic I	24.89
23022 - Aircraft Mechanic II	26.14
23023 - Aircraft Mechanic III	27.45
23040 - Aircraft Mechanic Helper	20.66
23050 - Aircraft Painter	24.50
23060 - Aircraft Servicer	23.11
23070 - Aircraft Survival Flight Equipment Technician	24.50
23080 - Aircraft Worker	23.40

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.89
23110 - Appliance Mechanic	23.42
23120 - Bicycle Repairer	19.46
23125 - Cable Splicer	37.09
23130 - Carpenter Maintenance	21.42
23140 - Carpet Layer	22.10
23160 - Electrician Maintenance	24.66
23181 - Electronics Technician Maintenance I	22.10
23182 - Electronics Technician Maintenance II	23.42
23183 - Electronics Technician Maintenance III	24.63
23260 - Fabric Worker	20.77
23290 - Fire Alarm System Mechanic	24.63
23310 - Fire Extinguisher Repairer	19.46
23311 - Fuel Distribution System Mechanic	35.89
23312 - Fuel Distribution System Operator	28.51
23370 - General Maintenance Worker	18.25
23380 - Ground Support Equipment Mechanic	24.89
23381 - Ground Support Equipment Servicer	23.11
23382 - Ground Support Equipment Worker	23.40
23391 - Gunsmith I	19.46
23392 - Gunsmith II	22.10
23393 - Gunsmith III	24.63
23410 - Heating Ventilation And Air- Conditioning Mechanic	22.56
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.72
23430 - Heavy Equipment Mechanic	19.56
23440 - Heavy Equipment Operator	22.63
23460 - Instrument Mechanic	24.63
23465 - Laboratory/Shelter Mechanic	23.42
23470 - Laborer	17.49
23510 - Locksmith	23.42
23530 - Machinery Maintenance Mechanic	24.30
23550 - Machinist Maintenance	19.57

23580 - Maintenance Trades Helper	15.18
23591 - Metrology Technician I	24.63
23592 - Metrology Technician II	25.89
23593 - Metrology Technician III	27.01
23640 - Millwright	24.44
23710 - Office Appliance Repairer	23.42
23760 - Painter Maintenance	23.42
23790 - Pipefitter Maintenance	26.10
23810 - Plumber Maintenance	25.32
23820 - Pneudraulic Systems Mechanic	24.63
23850 - Rigger	24.63
23870 - Scale Mechanic	22.10
23890 - Sheet-Metal Worker	23.75
<b>Maintenance</b>	
23910 - Small Engine Mechanic	19.94
23931 - Telecommunications Mechanic	26.89
<b>I</b>	
23932 - Telecommunications Mechanic	28.26
<b>II</b>	
23950 - Telephone Lineman	24.44
23960 - Welder Combination	19.09
<b>Maintenance</b>	
23965 - Well Driller	24.63
23970 - Woodcraft Worker	24.63
23980 - Woodworker	19.46
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	16.70
24570 - Child Care Attendant	9.72
24580 - Child Care Center Clerk	13.42
24610 - Chore Aide	12.39
24620 - Family Readiness And Support	16.70
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	16.70
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	24.63
25040 - Sewage Plant Operator	21.64
25070 - Stationary Engineer	24.63
25190 - Ventilation Equipment Tender	18.13
25210 - Water Treatment Plant	21.64
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	20.98
27007 - Baggage Inspector	13.01
27008 - Corrections Officer	25.65
27010 - Court Security Officer	24.42
27030 - Detection Dog Handler	16.42
27040 - Detention Officer	25.65
27070 - Firefighter	25.39

27101 - Guard I	13.01
27102 - Guard II	16.42
27131 - Police Officer I	24.67
27132 - Police Officer II	27.42
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	13.82
28042 - Carnival Equipment Repairer	14.84
28043 - Carnival Worker	10.84
28210 - Gate Attendant/Gate Tender	15.92
28310 - Lifeguard	12.52
28350 - Park Attendant (Aide)	17.81
28510 - Recreation Aide/Health	12.99
<b>Facility Attendant</b>	
28515 - Recreation Specialist	21.64
28630 - Sports Official	14.17
28690 - Swimming Pool Operator	17.03
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	22.10
29020 - Hatch Tender	22.10
29030 - Line Handler	22.10
29041 - Stevedore I	20.77
29042 - Stevedore II	23.42
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	20.31
30022 - Archeological Technician II	22.70
30023 - Archeological Technician III	28.13
30030 - Cartographic Technician	28.13
30040 - Civil Engineering Technician	26.33
30051 - Cryogenic Technician I	29.70
30052 - Cryogenic Technician II	32.80
30061 - Drafter/CAD Operator I	20.31
30062 - Drafter/CAD Operator II	22.70
30063 - Drafter/CAD Operator III	25.32
30064 - Drafter/CAD Operator IV	30.78
30081 - Engineering Technician I	17.60
30082 - Engineering Technician II	19.75
30083 - Engineering Technician III	22.09
30084 - Engineering Technician IV	27.38
30085 - Engineering Technician V	33.50
30086 - Engineering Technician VI	40.51
30090 - Environmental Technician	26.81
30095 - Evidence Control Specialist	26.81
30210 - Laboratory Technician	22.74

30221 - Latent Fingerprint Technician I	29.70
30222 - Latent Fingerprint Technician II	32.80
30240 - Mathematical Technician	27.95
30361 - Paralegal/Legal Assistant I	19.72
30362 - Paralegal/Legal Assistant II	24.43
30363 - Paralegal/Legal Assistant III	29.88
30364 - Paralegal/Legal Assistant IV	36.15
30375 - Petroleum Supply Specialist	32.80
30390 - Photo-Optics Technician	27.91
30395 - Radiation Control Technician	32.80
30461 - Technical Writer I	26.81
30462 - Technical Writer II	32.80
30463 - Technical Writer III	39.69
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	30.78
30502 - Weather Forecaster II	37.44
30620 - Weather Observer Combined (see 2)	25.32
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.80
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.11
31030 - Bus Driver	16.19
31043 - Driver Courier	14.20
31260 - Parking and Lot Attendant	11.72
31290 - Shuttle Bus Driver	16.78
31310 - Taxi Driver	13.89
31361 - Truckdriver Light	15.25
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	19.94
31364 - Truckdriver Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.17
99050 - Desk Clerk	11.08
99095 - Embalmer	34.13

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	17.47
<b>I</b>	
99252 - Laboratory Animal Caretaker	17.92
<b>II</b>	
99260 - Marketing Analyst	25.52
99310 - Mortician	34.13
99410 - Pest Controller	21.61
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.73
99711 - Recycling Specialist	19.49
99730 - Refuse Collector	15.32
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.79
99830 - Survey Party Chief	26.90
99831 - Surveying Aide	14.56
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	18.86
99841 - Vending Machine Repairer	21.53
99842 - Vending Machine Repairer	18.86
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 8 years 4 weeks after 15 years and 5 weeks after 20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-4999

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4999  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Iowa

Area: Iowa Counties of Des Moines Henry Lee Louisa Muscatine

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		21.47
01035 - Court Reporter		28.00
01041 - Customer Service Representative I		13.65
01042 - Customer Service Representative II		14.90

01043 - Customer Service Representative III	16.74
01051 - Data Entry Operator I	14.73
01052 - Data Entry Operator II	16.71
01060 - Dispatcher Motor Vehicle	21.48
01070 - Document Preparation Clerk	14.57
01090 - Duplicating Machine Operator	14.57
01111 - General Clerk I	13.18
01112 - General Clerk II	14.38
01113 - General Clerk III	16.15
01120 - Housing Referral Assistant	20.40
01141 - Messenger Courier	11.72
01191 - Order Clerk I	15.07
01192 - Order Clerk II	16.44
01261 - Personnel Assistant (Employment) I	16.90
01262 - Personnel Assistant (Employment) II	18.89
01263 - Personnel Assistant (Employment) III	21.06
01270 - Production Control Clerk	22.97
01290 - Rental Clerk	12.87
01300 - Scheduler Maintenance	16.37
01311 - Secretary I	16.37
01312 - Secretary II	18.30
01313 - Secretary III	20.40
01320 - Service Order Dispatcher	19.19
01410 - Supply Technician	21.47
01420 - Survey Worker	14.82
01460 - Switchboard Operator/Receptionist	13.73
01531 - Travel Clerk I	15.29
01532 - Travel Clerk II	16.53
01533 - Travel Clerk III	17.89
01611 - Word Processor I	15.33
01612 - Word Processor II	17.21
01613 - Word Processor III	19.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.71
<b>Fiberglass</b>	
05010 - Automotive Electrician	18.27
05040 - Automotive Glass Installer	17.62
05070 - Automotive Worker	17.62
05110 - Mobile Equipment Servicer	16.17
05130 - Motor Equipment Metal	18.91
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	17.62
05190 - Motor Vehicle Mechanic	18.83
05220 - Motor Vehicle Mechanic Helper	15.60

05250 - Motor Vehicle Upholstery Worker	16.98
05280 - Motor Vehicle Wrecker	17.62
05310 - Painter Automotive	17.90
05340 - Radiator Repair Specialist	17.62
05370 - Tire Repairer	15.53
05400 - Transmission Repair Specialist	18.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.16
07041 - Cook I	13.03
07042 - Cook II	14.58
07070 - Dishwasher	9.99
07130 - Food Service Worker	11.81
07210 - Meat Cutter	15.36
07260 - Waiter/Waitress	10.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.59
09040 - Furniture Handler	15.92
09080 - Furniture Refinisher	20.10
09090 - Furniture Refinisher Helper	17.51
09110 - Furniture Repairer Minor	18.83
09130 - Upholsterer	20.66
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.12
11060 - Elevator Operator	13.12
11090 - Gardener	15.71
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer Grounds Maintenance	13.29
11240 - Maid or Houseman	11.28
11260 - Pruner	12.48
11270 - Tractor Operator	14.89
11330 - Trail Maintenance Worker	13.29
11360 - Window Cleaner	15.01
12000 - Health Occupations	
12010 - Ambulance Driver	18.02
12011 - Breath Alcohol Technician	18.02
12012 - Certified Occupational Therapist Assistant	28.27
12015 - Certified Physical Therapist Assistant	24.01
12020 - Dental Assistant	19.96
12025 - Dental Hygienist	35.68
12030 - EKG Technician	29.50
12035 - Electroneurodiagnostic Technologist	29.50

12040 - Emergency Medical Technician	18.02
12071 - Licensed Practical Nurse I	17.41
12072 - Licensed Practical Nurse II	19.47
12073 - Licensed Practical Nurse III	21.70
12100 - Medical Assistant	17.27
12130 - Medical Laboratory Technician	24.61
<b>Technician</b>	
12160 - Medical Record Clerk	15.95
12190 - Medical Record Technician	17.91
12195 - Medical Transcriptionist	17.19
12210 - Nuclear Medicine Technologist	42.79
<b>Technologist</b>	
12221 - Nursing Assistant I	11.52
12222 - Nursing Assistant II	12.94
12223 - Nursing Assistant III	14.12
12224 - Nursing Assistant IV	15.86
12235 - Optical Dispenser	16.85
12236 - Optical Technician	17.41
12250 - Pharmacy Technician	16.67
12280 - Phlebotomist	14.20
12305 - Radiologic Technologist	24.13
12311 - Registered Nurse I	23.57
12312 - Registered Nurse II	28.83
12313 - Registered Nurse II	28.83
<b>Specialist</b>	
12314 - Registered Nurse III	34.89
12315 - Registered Nurse III	34.89
<b>Anesthetist</b>	
12316 - Registered Nurse IV	41.81
12317 - Scheduler (Drug and Alcohol Testing)	22.32
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	30.22
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	18.48
13012 - Exhibits Specialist II	23.58
13013 - Exhibits Specialist III	27.60
13041 - Illustrator I	18.21
13042 - Illustrator II	22.91
13043 - Illustrator III	27.60
13047 - Librarian	24.98
13050 - Library Aide/Clerk	11.73
13054 - Library Information Technology Systems Administrator	22.56
<b>Technology Systems Administrator</b>	
13058 - Library Technician	15.77
13061 - Media Specialist I	16.28
13062 - Media Specialist II	18.21
13063 - Media Specialist III	20.31

13071 - Photographer I	14.18
13072 - Photographer II	17.10
13073 - Photographer III	21.83
13074 - Photographer IV	26.69
13075 - Photographer V	29.08
13090 - Technical Order Library	15.50
<b>Clerk</b>	
13110 - Video Teleconference	14.05
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	16.48
14042 - Computer Operator II	18.43
14043 - Computer Operator III	21.18
14044 - Computer Operator IV	24.24
14045 - Computer Operator V	26.85
14071 - Computer Programmer I	(see 1) 20.59
14072 - Computer Programmer II	(see 1) 26.66
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	16.48
<b>Operator</b>	
14160 - Personal Computer Support	24.24
<b>Technician</b>	
14170 - System Support Specialist	26.85
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.56
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	37.47
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	44.32
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	30.56
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	34.35
15070 - Flight Instructor (Pilot)	44.32
15080 - Graphic Artist	20.42
15085 - Maintenance Test Pilot Fixed	44.02
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	44.02
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	44.02
<b>Pilot</b>	
15090 - Technical Instructor	21.02
15095 - Technical Instructor/Course	25.71
<b>Developer</b>	
15110 - Test Proctor	16.97



15120 - Tutor	16.97
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.53
16070 - Finisher Flatwork Machine	10.97
16090 - Presser Hand	10.97
16110 - Presser Machine Drycleaning	10.97
16130 - Presser Machine Shirts	10.97
16160 - Presser Machine Wearing	10.97
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	13.24
16220 - Tailor	14.02
16250 - Washer Machine	11.49
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	22.81
19040 - Tool And Die Maker	26.93
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	20.54
21030 - Material Coordinator	22.97
21040 - Material Expediter	22.97
21050 - Material Handling Laborer	16.65
21071 - Order Filler	13.96
21080 - Production Line Worker (Food Processing)	20.54
21110 - Shipping Packer	16.14
21130 - Shipping/Receiving Clerk	16.14
21140 - Store Worker I	17.02
21150 - Stock Clerk	20.50
21210 - Tools And Parts Attendant	20.54
21410 - Warehouse Specialist	20.54
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	30.41
23019 - Aircraft Logs and Records Technician	25.06
23021 - Aircraft Mechanic I	29.13
23022 - Aircraft Mechanic II	30.41
23023 - Aircraft Mechanic III	31.67
23040 - Aircraft Mechanic Helper	22.50
23050 - Aircraft Painter	27.83
23060 - Aircraft Servicer	25.06
23070 - Aircraft Survival Flight Equipment Technician	27.83
23080 - Aircraft Worker	26.50

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.13
23110 - Appliance Mechanic	18.76
23120 - Bicycle Repairer	21.11
23125 - Cable Splicer	38.27
23130 - Carpenter Maintenance	21.59
23140 - Carpet Layer	23.62
23160 - Electrician Maintenance	27.05
23181 - Electronics Technician Maintenance I	26.16
23182 - Electronics Technician Maintenance II	27.49
23183 - Electronics Technician Maintenance III	28.78
23260 - Fabric Worker	22.34
23290 - Fire Alarm System Mechanic	25.99
23310 - Fire Extinguisher Repairer	21.11
23311 - Fuel Distribution System Mechanic	33.58
23312 - Fuel Distribution System Operator	27.51
23370 - General Maintenance Worker	20.52
23380 - Ground Support Equipment Mechanic	29.13
23381 - Ground Support Equipment Servicer	25.06
23382 - Ground Support Equipment Worker	26.50
23391 - Gunsmith I	21.11
23392 - Gunsmith II	23.62
23393 - Gunsmith III	25.99
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.24
23430 - Heavy Equipment Mechanic	21.75
23440 - Heavy Equipment Operator	28.17
23460 - Instrument Mechanic	25.99
23465 - Laboratory/Shelter Mechanic	24.83
23470 - Laborer	16.65
23510 - Locksmith	24.83
23530 - Machinery Maintenance Mechanic	25.98
23550 - Machinist Maintenance	18.79

23580 - Maintenance Trades Helper	17.12
23591 - Metrology Technician I	25.99
23592 - Metrology Technician II	27.15
23593 - Metrology Technician III	28.26
23640 - Millwright	27.16
23710 - Office Appliance Repairer	22.03
23760 - Painter Maintenance	19.32
23790 - Pipefitter Maintenance	28.41
23810 - Plumber Maintenance	27.14
23820 - Pneudraulic Systems Mechanic	25.99
23850 - Rigger	25.99
23870 - Scale Mechanic	23.62
23890 - Sheet-Metal Worker	25.13
<b>Maintenance</b>	
23910 - Small Engine Mechanic	18.36
23931 - Telecommunications Mechanic	25.58
<b>I</b>	
23932 - Telecommunications Mechanic	29.00
<b>II</b>	
23950 - Telephone Lineman	28.68
23960 - Welder Combination	19.51
<b>Maintenance</b>	
23965 - Well Driller	25.56
23970 - Woodcraft Worker	25.99
23980 - Woodworker	21.11
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	14.75
24570 - Child Care Attendant	9.74
24580 - Child Care Center Clerk	13.55
24610 - Chore Aide	12.17
24620 - Family Readiness And Support	14.75
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	14.75
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	28.75
25040 - Sewage Plant Operator	23.76
25070 - Stationary Engineer	28.75
25190 - Ventilation Equipment Tender	22.16
25210 - Water Treatment Plant	23.76
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	21.50
27007 - Baggage Inspector	12.96
27008 - Corrections Officer	26.91
27010 - Court Security Officer	24.84
27030 - Detection Dog Handler	15.08
27040 - Detention Officer	26.91
27070 - Firefighter	22.77

27101 - Guard I	12.96
27102 - Guard II	15.08
27131 - Police Officer I	24.00
27132 - Police Officer II	26.68
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	11.57
28042 - Carnival Equipment Repairer	12.21
28043 - Carnival Worker	9.70
28210 - Gate Attendant/Gate Tender	16.14
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	18.05
28510 - Recreation Aide/Health	13.17
<b>Facility Attendant</b>	
28515 - Recreation Specialist	22.36
28630 - Sports Official	14.37
28690 - Swimming Pool Operator	13.66
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	26.26
29020 - Hatch Tender	26.26
29030 - Line Handler	26.26
29041 - Stevedore I	24.83
29042 - Stevedore II	27.60
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control	(see 2) 40.67
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control	(see 2) 28.04
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.88
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	18.88
30022 - Archeological Technician II	21.11
30023 - Archeological Technician III	26.16
30030 - Cartographic Technician	25.49
30040 - Civil Engineering Technician	26.98
30051 - Cryogenic Technician I	25.78
30052 - Cryogenic Technician II	28.46
30061 - Drafter/CAD Operator I	17.21
30062 - Drafter/CAD Operator II	20.58
30063 - Drafter/CAD Operator III	22.95
30064 - Drafter/CAD Operator IV	28.25
30081 - Engineering Technician I	18.52
30082 - Engineering Technician II	20.79
30083 - Engineering Technician III	23.25
30084 - Engineering Technician IV	28.85
30085 - Engineering Technician V	35.57
30086 - Engineering Technician VI	42.64
30090 - Environmental Technician	23.77
30095 - Evidence Control Specialist	23.27
30210 - Laboratory Technician	23.03

30221 - Latent Fingerprint Technician I	25.78
30222 - Latent Fingerprint Technician II	28.46
30240 - Mathematical Technician	25.49
30361 - Paralegal/Legal Assistant I	18.27
30362 - Paralegal/Legal Assistant II	22.16
30363 - Paralegal/Legal Assistant III	26.29
30364 - Paralegal/Legal Assistant IV	31.80
30375 - Petroleum Supply Specialist	28.46
30390 - Photo-Optics Technician	25.49
30395 - Radiation Control Technician	28.46
30461 - Technical Writer I	23.80
30462 - Technical Writer II	29.11
30463 - Technical Writer III	35.22
30491 - Unexploded Ordnance (UXO) Technician I	25.84
30492 - Unexploded Ordnance (UXO) Technician II	31.27
30493 - Unexploded Ordnance (UXO) Technician III	37.48
30494 - Unexploded (UXO) Safety Escort	25.84
30495 - Unexploded (UXO) Sweep Personnel	25.84
30501 - Weather Forecaster I	25.78
30502 - Weather Forecaster II	31.35
30620 - Weather Observer Combined (see 2)	22.95
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	25.49
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.27
31020 - Bus Aide	15.08
31030 - Bus Driver	18.85
31043 - Driver Courier	12.48
31260 - Parking and Lot Attendant	14.05
31290 - Shuttle Bus Driver	13.87
31310 - Taxi Driver	13.59
31361 - Truckdriver Light	13.08
31362 - Truckdriver Medium	13.82
31363 - Truckdriver Heavy	21.93
31364 - Truckdriver Tractor-Trailer	21.93
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.24
99030 - Cashier	10.61
99050 - Desk Clerk	11.34
99095 - Embalmer	35.57

99130 - Flight Follower	25.84
99251 - Laboratory Animal Caretaker	13.73
<b>I</b>	
99252 - Laboratory Animal Caretaker	14.48
<b>II</b>	
99260 - Marketing Analyst	26.70
99310 - Mortician	35.57
99410 - Pest Controller	17.63
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	20.25
99711 - Recycling Specialist	22.68
99730 - Refuse Collector	19.02
99810 - Sales Clerk	11.84
99820 - School Crossing Guard	18.17
99830 - Survey Party Chief	28.51
99831 - Surveying Aide	14.77
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	13.48
99841 - Vending Machine Repairer	15.91
99842 - Vending Machine Repairer	13.48
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 4 weeks after 15 years and 5 weeks after 20 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 thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-5001

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5001  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Iowa

Area: Iowa Counties of Cedar Clinton Iowa Jackson Jefferson Keokuk Tama Van Buren

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.35
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		21.47
01035 - Court Reporter		29.85
01041 - Customer Service Representative I		13.65
01042 - Customer Service Representative II		14.90

01043 - Customer Service Representative III	16.74
01051 - Data Entry Operator I	14.73
01052 - Data Entry Operator II	16.07
01060 - Dispatcher Motor Vehicle	21.48
01070 - Document Preparation Clerk	14.57
01090 - Duplicating Machine Operator	14.57
01111 - General Clerk I	13.18
01112 - General Clerk II	14.38
01113 - General Clerk III	16.15
01120 - Housing Referral Assistant	20.40
01141 - Messenger Courier	11.72
01191 - Order Clerk I	15.07
01192 - Order Clerk II	16.44
01261 - Personnel Assistant (Employment) I	16.90
01262 - Personnel Assistant (Employment) II	18.89
01263 - Personnel Assistant (Employment) III	21.06
01270 - Production Control Clerk	22.97
01290 - Rental Clerk	13.02
01300 - Scheduler Maintenance	16.37
01311 - Secretary I	16.37
01312 - Secretary II	18.30
01313 - Secretary III	20.40
01320 - Service Order Dispatcher	19.19
01410 - Supply Technician	21.47
01420 - Survey Worker	14.82
01460 - Switchboard Operator/Receptionist	13.73
01531 - Travel Clerk I	15.97
01532 - Travel Clerk II	17.27
01533 - Travel Clerk III	18.68
01611 - Word Processor I	15.33
01612 - Word Processor II	17.21
01613 - Word Processor III	19.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.92
<b>Fiberglass</b>	
05010 - Automotive Electrician	18.51
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	18.00
05110 - Mobile Equipment Servicer	16.94
05130 - Motor Equipment Metal	19.02
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	18.00
05190 - Motor Vehicle Mechanic	19.02
05220 - Motor Vehicle Mechanic Helper	16.40

05250 - Motor Vehicle Upholstery Worker	17.45
05280 - Motor Vehicle Wrecker	18.00
05310 - Painter Automotive	18.51
05340 - Radiator Repair Specialist	18.00
05370 - Tire Repairer	15.53
05400 - Transmission Repair Specialist	19.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.02
07041 - Cook I	13.03
07042 - Cook II	14.58
07070 - Dishwasher	8.86
07130 - Food Service Worker	11.63
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	9.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.74
09040 - Furniture Handler	16.85
09080 - Furniture Refinisher	22.26
09090 - Furniture Refinisher Helper	18.11
09110 - Furniture Repairer Minor	20.34
09130 - Upholsterer	22.26
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.12
11060 - Elevator Operator	13.12
11090 - Gardener	15.71
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer Grounds Maintenance	13.29
11240 - Maid or Houseman	11.28
11260 - Pruner	12.48
11270 - Tractor Operator	14.89
11330 - Trail Maintenance Worker	13.29
11360 - Window Cleaner	15.01
12000 - Health Occupations	
12010 - Ambulance Driver	18.02
12011 - Breath Alcohol Technician	18.02
12012 - Certified Occupational Therapist Assistant	26.58
12015 - Certified Physical Therapist Assistant	24.01
12020 - Dental Assistant	19.96
12025 - Dental Hygienist	35.68
12030 - EKG Technician	29.50
12035 - Electroneurodiagnostic Technologist	29.50

12040 - Emergency Medical Technician	18.02
12071 - Licensed Practical Nurse I	17.41
12072 - Licensed Practical Nurse II	19.47
12073 - Licensed Practical Nurse III	21.70
12100 - Medical Assistant	17.27
12130 - Medical Laboratory Technician	24.61
<b>Technician</b>	
12160 - Medical Record Clerk	15.95
12190 - Medical Record Technician	17.96
12195 - Medical Transcriptionist	16.84
12210 - Nuclear Medicine Technologist	42.79
<b>Technologist</b>	
12221 - Nursing Assistant I	11.52
12222 - Nursing Assistant II	12.94
12223 - Nursing Assistant III	14.12
12224 - Nursing Assistant IV	15.86
12235 - Optical Dispenser	16.85
12236 - Optical Technician	17.41
12250 - Pharmacy Technician	16.67
12280 - Phlebotomist	14.67
12305 - Radiologic Technologist	24.45
12311 - Registered Nurse I	23.57
12312 - Registered Nurse II	28.83
12313 - Registered Nurse II	28.83
<b>Specialist</b>	
12314 - Registered Nurse III	34.89
12315 - Registered Nurse III	34.89
<b>Anesthetist</b>	
12316 - Registered Nurse IV	41.81
12317 - Scheduler (Drug and Alcohol Testing)	22.32
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	30.22
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	17.56
13012 - Exhibits Specialist II	21.43
13013 - Exhibits Specialist III	26.17
13041 - Illustrator I	17.12
13042 - Illustrator II	21.20
13043 - Illustrator III	25.93
13047 - Librarian	23.48
13050 - Library Aide/Clerk	11.72
13054 - Library Information Technology Systems Administrator	21.20
<b>Technology Systems Administrator</b>	
13058 - Library Technician	15.77
13061 - Media Specialist I	15.30
13062 - Media Specialist II	17.12
13063 - Media Specialist III	19.07

13071 - Photographer I	14.72
13072 - Photographer II	17.66
13073 - Photographer III	20.94
13074 - Photographer IV	26.01
13075 - Photographer V	30.93
13090 - Technical Order Library	15.50
<b>Clerk</b>	
13110 - Video Teleconference	16.03
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	15.25
14042 - Computer Operator II	17.06
14043 - Computer Operator III	19.01
14044 - Computer Operator IV	21.13
14045 - Computer Operator V	23.40
14071 - Computer Programmer I	(see 1) 20.67
14072 - Computer Programmer II	(see 1) 25.59
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	15.25
<b>Operator</b>	
14160 - Personal Computer Support	21.13
<b>Technician</b>	
14170 - System Support Specialist	25.90
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.56
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	36.97
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	44.32
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	30.56
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	34.35
15070 - Flight Instructor (Pilot)	44.32
15080 - Graphic Artist	19.60
15085 - Maintenance Test Pilot Fixed	44.02
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	44.02
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	44.02
<b>Pilot</b>	
15090 - Technical Instructor	21.02
15095 - Technical Instructor/Course	25.71
<b>Developer</b>	
15110 - Test Proctor	16.97

15120 - Tutor	16.97
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.53
16070 - Finisher Flatwork Machine	10.97
16090 - Presser Hand	10.97
16110 - Presser Machine Drycleaning	10.97
16130 - Presser Machine Shirts	10.97
16160 - Presser Machine Wearing	10.97
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	13.37
16220 - Tailor	14.31
16250 - Washer Machine	11.49
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	22.81
19040 - Tool And Die Maker	26.93
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	20.54
21030 - Material Coordinator	22.97
21040 - Material Expediter	22.97
21050 - Material Handling Laborer	16.65
21071 - Order Filler	13.96
21080 - Production Line Worker (Food Processing)	20.54
21110 - Shipping Packer	17.16
21130 - Shipping/Receiving Clerk	16.14
21140 - Store Worker I	17.02
21150 - Stock Clerk	20.50
21210 - Tools And Parts Attendant	20.54
21410 - Warehouse Specialist	20.54
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	30.41
23019 - Aircraft Logs and Records Technician	25.06
23021 - Aircraft Mechanic I	29.13
23022 - Aircraft Mechanic II	30.41
23023 - Aircraft Mechanic III	31.67
23040 - Aircraft Mechanic Helper	22.50
23050 - Aircraft Painter	27.83
23060 - Aircraft Servicer	25.06
23070 - Aircraft Survival Flight Equipment Technician	27.83
23080 - Aircraft Worker	26.50

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.13
23110 - Appliance Mechanic	21.89
23120 - Bicycle Repairer	21.11
23125 - Cable Splicer	38.27
23130 - Carpenter Maintenance	20.39
23140 - Carpet Layer	23.62
23160 - Electrician Maintenance	27.05
23181 - Electronics Technician Maintenance I	26.16
23182 - Electronics Technician Maintenance II	27.49
23183 - Electronics Technician Maintenance III	28.78
23260 - Fabric Worker	22.34
23290 - Fire Alarm System Mechanic	25.99
23310 - Fire Extinguisher Repairer	21.11
23311 - Fuel Distribution System Mechanic	31.10
23312 - Fuel Distribution System Operator	25.73
23370 - General Maintenance Worker	20.52
23380 - Ground Support Equipment Mechanic	29.13
23381 - Ground Support Equipment Servicer	25.06
23382 - Ground Support Equipment Worker	26.50
23391 - Gunsmith I	21.11
23392 - Gunsmith II	23.62
23393 - Gunsmith III	25.99
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.68
23430 - Heavy Equipment Mechanic	21.75
23440 - Heavy Equipment Operator	23.58
23460 - Instrument Mechanic	25.99
23465 - Laboratory/Shelter Mechanic	24.83
23470 - Laborer	16.65
23510 - Locksmith	24.83
23530 - Machinery Maintenance Mechanic	25.98
23550 - Machinist Maintenance	19.63



23580 - Maintenance Trades Helper	17.12
23591 - Metrology Technician I	25.99
23592 - Metrology Technician II	27.15
23593 - Metrology Technician III	28.26
23640 - Millwright	27.16
23710 - Office Appliance Repairer	22.43
23760 - Painter Maintenance	19.32
23790 - Pipefitter Maintenance	28.41
23810 - Plumber Maintenance	27.14
23820 - Pneudraulic Systems Mechanic	25.99
23850 - Rigger	25.99
23870 - Scale Mechanic	23.62
23890 - Sheet-Metal Worker	24.39
<b>Maintenance</b>	
23910 - Small Engine Mechanic	19.22
23931 - Telecommunications Mechanic	25.58
<b>I</b>	
23932 - Telecommunications Mechanic	26.74
<b>II</b>	
23950 - Telephone Lineman	26.52
23960 - Welder Combination	20.27
<b>Maintenance</b>	
23965 - Well Driller	25.56
23970 - Woodcraft Worker	25.99
23980 - Woodworker	21.11
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	14.75
24570 - Child Care Attendant	9.63
24580 - Child Care Center Clerk	12.02
24610 - Chore Aide	12.17
24620 - Family Readiness And Support	14.75
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	15.31
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	28.75
25040 - Sewage Plant Operator	23.76
25070 - Stationary Engineer	28.75
25190 - Ventilation Equipment Tender	22.16
25210 - Water Treatment Plant	23.76
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	21.50
27007 - Baggage Inspector	12.96
27008 - Corrections Officer	26.91
27010 - Court Security Officer	24.84
27030 - Detection Dog Handler	14.91
27040 - Detention Officer	26.91
27070 - Firefighter	22.77

27101 - Guard I	12.96
27102 - Guard II	14.91
27131 - Police Officer I	24.00
27132 - Police Officer II	26.68
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	11.57
28042 - Carnival Equipment Repairer	12.21
28043 - Carnival Worker	9.70
28210 - Gate Attendant/Gate Tender	16.14
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	18.05
28510 - Recreation Aide/Health	13.17
<b>Facility Attendant</b>	
28515 - Recreation Specialist	22.36
28630 - Sports Official	14.37
28690 - Swimming Pool Operator	15.27
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	26.26
29020 - Hatch Tender	26.26
29030 - Line Handler	26.26
29041 - Stevedore I	24.83
29042 - Stevedore II	27.60
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control	(see 2) 40.67
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control	(see 2) 28.04
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.88
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	17.33
30022 - Archeological Technician II	21.58
30023 - Archeological Technician III	24.03
30030 - Cartographic Technician	24.03
30040 - Civil Engineering Technician	26.98
30051 - Cryogenic Technician I	25.78
30052 - Cryogenic Technician II	28.46
30061 - Drafter/CAD Operator I	17.33
30062 - Drafter/CAD Operator II	21.58
30063 - Drafter/CAD Operator III	22.11
30064 - Drafter/CAD Operator IV	26.60
30081 - Engineering Technician I	15.65
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	20.62
30084 - Engineering Technician IV	24.34
30085 - Engineering Technician V	29.79
30086 - Engineering Technician VI	36.05
30090 - Environmental Technician	24.03
30095 - Evidence Control Specialist	23.27
30210 - Laboratory Technician	25.15

30221 - Latent Fingerprint Technician I	25.78
30222 - Latent Fingerprint Technician II	28.46
30240 - Mathematical Technician	24.03
30361 - Paralegal/Legal Assistant I	18.27
30362 - Paralegal/Legal Assistant II	22.63
30363 - Paralegal/Legal Assistant III	27.69
30364 - Paralegal/Legal Assistant IV	33.51
30375 - Petroleum Supply Specialist	28.46
30390 - Photo-Optics Technician	24.03
30395 - Radiation Control Technician	28.46
30461 - Technical Writer I	23.80
30462 - Technical Writer II	29.11
30463 - Technical Writer III	35.22
30491 - Unexploded Ordnance (UXO) Technician I	25.84
30492 - Unexploded Ordnance (UXO) Technician II	31.27
30493 - Unexploded Ordnance (UXO) Technician III	37.48
30494 - Unexploded (UXO) Safety Escort	25.84
30495 - Unexploded (UXO) Sweep Personnel	25.84
30501 - Weather Forecaster I	25.78
30502 - Weather Forecaster II	31.35
30620 - Weather Observer Combined (see 2)	22.11
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.03
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.27
31020 - Bus Aide	15.85
31030 - Bus Driver	19.76
31043 - Driver Courier	13.44
31260 - Parking and Lot Attendant	14.16
31290 - Shuttle Bus Driver	14.05
31310 - Taxi Driver	13.87
31361 - Truckdriver Light	14.05
31362 - Truckdriver Medium	14.87
31363 - Truckdriver Heavy	21.93
31364 - Truckdriver Tractor-Trailer	21.93
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.24
99030 - Cashier	10.61
99050 - Desk Clerk	11.34
99095 - Embalmer	32.70

99130 - Flight Follower	25.84
99251 - Laboratory Animal Caretaker	15.55
<b>I</b>	
99252 - Laboratory Animal Caretaker	16.49
<b>II</b>	
99260 - Marketing Analyst	26.70
99310 - Mortician	32.70
99410 - Pest Controller	17.63
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	20.25
99711 - Recycling Specialist	22.68
99730 - Refuse Collector	19.02
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	18.17
99830 - Survey Party Chief	24.87
99831 - Surveying Aide	12.45
99832 - Surveying Technician	17.06
99840 - Vending Machine Attendant	13.48
99841 - Vending Machine Repairer	15.91
99842 - Vending Machine Repairer	13.48
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 4 weeks after 15 years and 5 weeks after 20 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 thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-5003

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5003  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Iowa

Area: Iowa Counties of Appanoose Davis Jasper Mahaska Marion Marshall  
Monroe Poweshiek Wapello

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.35
01013 - Accounting Clerk III		18.28
01020 - Administrative Assistant		22.14
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		13.65
01042 - Customer Service Representative II		14.90



01043 - Customer Service Representative III	16.74
01051 - Data Entry Operator I	14.73
01052 - Data Entry Operator II	16.07
01060 - Dispatcher Motor Vehicle	21.48
01070 - Document Preparation Clerk	14.57
01090 - Duplicating Machine Operator	14.57
01111 - General Clerk I	13.18
01112 - General Clerk II	14.38
01113 - General Clerk III	16.15
01120 - Housing Referral Assistant	20.40
01141 - Messenger Courier	11.72
01191 - Order Clerk I	15.21
01192 - Order Clerk II	18.54
01261 - Personnel Assistant (Employment) I	16.90
01262 - Personnel Assistant (Employment) II	18.89
01263 - Personnel Assistant (Employment) III	21.06
01270 - Production Control Clerk	22.97
01290 - Rental Clerk	13.51
01300 - Scheduler Maintenance	16.37
01311 - Secretary I	16.37
01312 - Secretary II	18.30
01313 - Secretary III	20.40
01320 - Service Order Dispatcher	19.19
01410 - Supply Technician	22.14
01420 - Survey Worker	16.09
01460 - Switchboard Operator/Receptionist	13.73
01531 - Travel Clerk I	15.03
01532 - Travel Clerk II	15.98
01533 - Travel Clerk III	16.96
01611 - Word Processor I	16.09
01612 - Word Processor II	18.06
01613 - Word Processor III	20.21
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.25
<b>Fiberglass</b>	
05010 - Automotive Electrician	20.43
05040 - Automotive Glass Installer	19.68
05070 - Automotive Worker	19.68
05110 - Mobile Equipment Servicer	18.10
05130 - Motor Equipment Metal	21.62
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	19.68
05190 - Motor Vehicle Mechanic	19.87
05220 - Motor Vehicle Mechanic Helper	17.33

05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.68
05310 - Painter Automotive	20.02
05340 - Radiator Repair Specialist	19.68
05370 - Tire Repairer	15.53
05400 - Transmission Repair Specialist	21.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.12
07041 - Cook I	13.03
07042 - Cook II	14.58
07070 - Dishwasher	8.86
07130 - Food Service Worker	11.63
07210 - Meat Cutter	13.23
07260 - Waiter/Waitress	9.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.01
09040 - Furniture Handler	16.25
09080 - Furniture Refinisher	19.72
09090 - Furniture Refinisher Helper	15.98
09110 - Furniture Repairer Minor	17.77
09130 - Upholsterer	20.00
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.28
11060 - Elevator Operator	13.28
11090 - Gardener	15.71
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer Grounds Maintenance	13.29
11240 - Maid or Houseman	11.28
11260 - Pruner	12.48
11270 - Tractor Operator	14.89
11330 - Trail Maintenance Worker	13.29
11360 - Window Cleaner	15.01
12000 - Health Occupations	
12010 - Ambulance Driver	18.02
12011 - Breath Alcohol Technician	18.02
12012 - Certified Occupational Therapist Assistant	28.90
12015 - Certified Physical Therapist Assistant	24.01
12020 - Dental Assistant	19.96
12025 - Dental Hygienist	35.68
12030 - EKG Technician	29.50
12035 - Electroneurodiagnostic Technologist	29.50

12040 - Emergency Medical Technician	18.02
12071 - Licensed Practical Nurse I	17.41
12072 - Licensed Practical Nurse II	19.47
12073 - Licensed Practical Nurse III	21.70
12100 - Medical Assistant	17.27
12130 - Medical Laboratory Technician	24.61
<b>Technician</b>	
12160 - Medical Record Clerk	15.95
12190 - Medical Record Technician	17.91
12195 - Medical Transcriptionist	16.84
12210 - Nuclear Medicine Technologist	42.79
<b>Technologist</b>	
12221 - Nursing Assistant I	11.52
12222 - Nursing Assistant II	12.94
12223 - Nursing Assistant III	14.12
12224 - Nursing Assistant IV	15.86
12235 - Optical Dispenser	16.85
12236 - Optical Technician	17.41
12250 - Pharmacy Technician	16.67
12280 - Phlebotomist	14.70
12305 - Radiologic Technologist	24.13
12311 - Registered Nurse I	23.57
12312 - Registered Nurse II	28.83
12313 - Registered Nurse II	28.83
<b>Specialist</b>	
12314 - Registered Nurse III	34.89
12315 - Registered Nurse III	34.89
<b>Anesthetist</b>	
12316 - Registered Nurse IV	41.81
12317 - Scheduler (Drug and Alcohol Testing)	22.32
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	30.22
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	17.57
13012 - Exhibits Specialist II	21.77
13013 - Exhibits Specialist III	26.63
13041 - Illustrator I	17.57
13042 - Illustrator II	21.77
13043 - Illustrator III	26.63
13047 - Librarian	24.10
13050 - Library Aide/Clerk	11.73
13054 - Library Information Technology Systems Administrator	21.77
<b>Technology Systems Administrator</b>	
13058 - Library Technician	15.77
13061 - Media Specialist I	15.30
13062 - Media Specialist II	17.12
13063 - Media Specialist III	19.07

13071 - Photographer I	15.38
13072 - Photographer II	17.57
13073 - Photographer III	21.76
13074 - Photographer IV	26.74
13075 - Photographer V	32.21
13090 - Technical Order Library	15.50
<b>Clerk</b>	
13110 - Video Teleconference	18.44
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	15.25
14042 - Computer Operator II	17.06
14043 - Computer Operator III	19.01
14044 - Computer Operator IV	21.13
14045 - Computer Operator V	23.40
14071 - Computer Programmer I	(see 1) 22.64
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	15.25
<b>Operator</b>	
14160 - Personal Computer Support	22.33
<b>Technician</b>	
14170 - System Support Specialist	25.90
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.96
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	37.47
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	44.90
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	30.96
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	34.35
15070 - Flight Instructor (Pilot)	44.90
15080 - Graphic Artist	22.58
15085 - Maintenance Test Pilot Fixed	44.02
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	44.02
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	44.02
<b>Pilot</b>	
15090 - Technical Instructor	21.02
15095 - Technical Instructor/Course	25.71
<b>Developer</b>	
15110 - Test Proctor	16.97

15120 - Tutor	16.97
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.53
16070 - Finisher Flatwork Machine	10.97
16090 - Presser Hand	10.97
16110 - Presser Machine Drycleaning	10.97
16130 - Presser Machine Shirts	10.97
16160 - Presser Machine Wearing	10.97
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	13.24
16220 - Tailor	14.02
16250 - Washer Machine	11.49
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	22.81
19040 - Tool And Die Maker	26.93
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	20.54
21030 - Material Coordinator	22.97
21040 - Material Expediter	22.97
21050 - Material Handling Laborer	16.65
21071 - Order Filler	13.96
21080 - Production Line Worker (Food Processing)	20.54
21110 - Shipping Packer	16.14
21130 - Shipping/Receiving Clerk	16.14
21140 - Store Worker I	17.02
21150 - Stock Clerk	20.50
21210 - Tools And Parts Attendant	20.54
21410 - Warehouse Specialist	20.54
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	31.92
23019 - Aircraft Logs and Records Technician	25.31
23021 - Aircraft Mechanic I	30.56
23022 - Aircraft Mechanic II	31.92
23023 - Aircraft Mechanic III	33.22
23040 - Aircraft Mechanic Helper	23.23
23050 - Aircraft Painter	28.02
23060 - Aircraft Servicer	25.31
23070 - Aircraft Survival Flight Equipment Technician	28.02
23080 - Aircraft Worker	26.50

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.56
23110 - Appliance Mechanic	21.67
23120 - Bicycle Repairer	21.11
23125 - Cable Splicer	38.27
23130 - Carpenter Maintenance	19.57
23140 - Carpet Layer	23.62
23160 - Electrician Maintenance	27.05
23181 - Electronics Technician Maintenance I	26.16
23182 - Electronics Technician Maintenance II	27.49
23183 - Electronics Technician Maintenance III	28.78
23260 - Fabric Worker	22.34
23290 - Fire Alarm System Mechanic	25.99
23310 - Fire Extinguisher Repairer	21.11
23311 - Fuel Distribution System Mechanic	33.58
23312 - Fuel Distribution System Operator	27.51
23370 - General Maintenance Worker	20.52
23380 - Ground Support Equipment Mechanic	30.56
23381 - Ground Support Equipment Servicer	25.31
23382 - Ground Support Equipment Worker	26.50
23391 - Gunsmith I	21.11
23392 - Gunsmith II	23.62
23393 - Gunsmith III	25.99
23410 - Heating Ventilation And Air- Conditioning Mechanic	24.16
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.24
23430 - Heavy Equipment Mechanic	21.75
23440 - Heavy Equipment Operator	23.58
23460 - Instrument Mechanic	25.99
23465 - Laboratory/Shelter Mechanic	24.83
23470 - Laborer	16.65
23510 - Locksmith	24.83
23530 - Machinery Maintenance Mechanic	25.98
23550 - Machinist Maintenance	18.83

23580 - Maintenance Trades Helper	17.12
23591 - Metrology Technician I	25.99
23592 - Metrology Technician II	27.15
23593 - Metrology Technician III	28.26
23640 - Millwright	27.16
23710 - Office Appliance Repairer	22.03
23760 - Painter Maintenance	19.32
23790 - Pipefitter Maintenance	28.41
23810 - Plumber Maintenance	27.14
23820 - Pneudraulic Systems Mechanic	25.99
23850 - Rigger	25.99
23870 - Scale Mechanic	23.62
23890 - Sheet-Metal Worker	24.22
<b>Maintenance</b>	
23910 - Small Engine Mechanic	18.36
23931 - Telecommunications Mechanic	25.54
<b>I</b>	
23932 - Telecommunications Mechanic	26.68
<b>II</b>	
23950 - Telephone Lineman	26.40
23960 - Welder Combination	19.58
<b>Maintenance</b>	
23965 - Well Driller	25.56
23970 - Woodcraft Worker	25.99
23980 - Woodworker	21.11
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	14.75
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.10
24610 - Chore Aide	12.44
24620 - Family Readiness And Support	14.75
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	17.64
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	28.75
25040 - Sewage Plant Operator	23.76
25070 - Stationary Engineer	28.75
25190 - Ventilation Equipment Tender	22.16
25210 - Water Treatment Plant	23.76
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	21.50
27007 - Baggage Inspector	13.55
27008 - Corrections Officer	26.91
27010 - Court Security Officer	24.84
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	26.91
27070 - Firefighter	22.77

27101 - Guard I	13.55
27102 - Guard II	18.66
27131 - Police Officer I	24.00
27132 - Police Officer II	26.68
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	11.57
28042 - Carnival Equipment Repairer	12.21
28043 - Carnival Worker	9.70
28210 - Gate Attendant/Gate Tender	16.14
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	18.05
28510 - Recreation Aide/Health	13.17
<b>Facility Attendant</b>	
28515 - Recreation Specialist	22.36
28630 - Sports Official	14.37
28690 - Swimming Pool Operator	15.77
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	26.26
29020 - Hatch Tender	26.26
29030 - Line Handler	26.26
29041 - Stevedore I	24.83
29042 - Stevedore II	27.60
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.67
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	28.04
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.88
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	16.79
30022 - Archeological Technician II	18.79
30023 - Archeological Technician III	23.27
30030 - Cartographic Technician	23.27
30040 - Civil Engineering Technician	26.98
30051 - Cryogenic Technician I	25.78
30052 - Cryogenic Technician II	28.46
30061 - Drafter/CAD Operator I	16.79
30062 - Drafter/CAD Operator II	18.79
30063 - Drafter/CAD Operator III	20.95
30064 - Drafter/CAD Operator IV	25.78
30081 - Engineering Technician I	15.76
30082 - Engineering Technician II	17.69
30083 - Engineering Technician III	19.79
30084 - Engineering Technician IV	24.51
30085 - Engineering Technician V	29.98
30086 - Engineering Technician VI	36.28
30090 - Environmental Technician	24.12
30095 - Evidence Control Specialist	23.27
30210 - Laboratory Technician	23.03



30221 - Latent Fingerprint Technician I	25.78
30222 - Latent Fingerprint Technician II	28.46
30240 - Mathematical Technician	23.27
30361 - Paralegal/Legal Assistant I	19.03
30362 - Paralegal/Legal Assistant II	23.63
30363 - Paralegal/Legal Assistant III	28.90
30364 - Paralegal/Legal Assistant IV	34.98
30375 - Petroleum Supply Specialist	28.46
30390 - Photo-Optics Technician	25.08
30395 - Radiation Control Technician	28.46
30461 - Technical Writer I	23.80
30462 - Technical Writer II	29.11
30463 - Technical Writer III	35.22
30491 - Unexploded Ordnance (UXO) Technician I	25.84
30492 - Unexploded Ordnance (UXO) Technician II	31.27
30493 - Unexploded Ordnance (UXO) Technician III	37.48
30494 - Unexploded (UXO) Safety Escort	25.84
30495 - Unexploded (UXO) Sweep Personnel	25.84
30501 - Weather Forecaster I	25.78
30502 - Weather Forecaster II	31.35
30620 - Weather Observer Combined (see 2)	20.95
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.27
31020 - Bus Aide	15.85
31030 - Bus Driver	19.76
31043 - Driver Courier	14.48
31260 - Parking and Lot Attendant	13.88
31290 - Shuttle Bus Driver	15.81
31310 - Taxi Driver	13.59
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	16.06
31363 - Truckdriver Heavy	21.93
31364 - Truckdriver Tractor-Trailer	21.93
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.24
99030 - Cashier	10.61
99050 - Desk Clerk	11.34
99095 - Embalmer	34.74

99130 - Flight Follower	25.84
99251 - Laboratory Animal Caretaker	13.73
<b>I</b>	
99252 - Laboratory Animal Caretaker	14.48
<b>II</b>	
99260 - Marketing Analyst	26.70
99310 - Mortician	34.74
99410 - Pest Controller	17.63
99510 - Photofinishing Worker	13.84
99710 - Recycling Laborer	20.25
99711 - Recycling Specialist	22.68
99730 - Refuse Collector	19.02
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	18.17
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	15.47
99841 - Vending Machine Repairer	17.52
99842 - Vending Machine Repairer	15.47
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 4 weeks after 15 years and 5 weeks after 20 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 thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-5005

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5005  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

States: Iowa Nebraska

Area: Iowa Counties of Harrison Mills Pottawattamie

Nebraska Counties of Cass Douglas Sarpy Saunders Washington

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		16.05
01012 - Accounting Clerk II		18.03
01013 - Accounting Clerk III		20.16
01020 - Administrative Assistant		26.25
01035 - Court Reporter		26.10
01041 - Customer Service Representative I		14.28

01042 - Customer Service Representative II	15.59
01043 - Customer Service Representative III	17.51
01051 - Data Entry Operator I	15.53
01052 - Data Entry Operator II	16.94
01060 - Dispatcher Motor Vehicle	25.59
01070 - Document Preparation Clerk	19.11
01090 - Duplicating Machine Operator	19.11
01111 - General Clerk I	14.10
01112 - General Clerk II	15.38
01113 - General Clerk III	17.51
01120 - Housing Referral Assistant	20.10
01141 - Messenger Courier	13.90
01191 - Order Clerk I	14.61
01192 - Order Clerk II	15.94
01261 - Personnel Assistant (Employment) I	15.70
01262 - Personnel Assistant (Employment) II	17.58
01263 - Personnel Assistant (Employment) III	19.58
01270 - Production Control Clerk	20.35
01290 - Rental Clerk	12.30
01300 - Scheduler Maintenance	16.12
01311 - Secretary I	16.12
01312 - Secretary II	18.03
01313 - Secretary III	20.10
01320 - Service Order Dispatcher	22.87
01410 - Supply Technician	26.25
01420 - Survey Worker	13.58
01460 - Switchboard Operator/Receptionist	15.04
01531 - Travel Clerk I	18.18
01532 - Travel Clerk II	19.34
01533 - Travel Clerk III	20.53
01611 - Word Processor I	14.17
01612 - Word Processor II	15.92
01613 - Word Processor III	17.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.38
Fiberglass	
05010 - Automotive Electrician	21.70
05040 - Automotive Glass Installer	20.61
05070 - Automotive Worker	20.61
05110 - Mobile Equipment Servicer	18.30
05130 - Motor Equipment Metal	22.60
Mechanic	
05160 - Motor Equipment Metal Worker	20.61
05190 - Motor Vehicle Mechanic	22.60

05220 - Motor Vehicle Mechanic Helper	17.11
05250 - Motor Vehicle Upholstery Worker	19.44
05280 - Motor Vehicle Wrecker	20.61
05310 - Painter Automotive	21.70
05340 - Radiator Repair Specialist	20.61
05370 - Tire Repairer	13.73
05400 - Transmission Repair Specialist	22.60
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.48
07041 - Cook I	14.99
07042 - Cook II	16.89
07070 - Dishwasher	11.82
07130 - Food Service Worker	12.68
07210 - Meat Cutter	16.84
07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.46
09040 - Furniture Handler	13.29
09080 - Furniture Refinisher	19.46
09090 - Furniture Refinisher Helper	15.34
09110 - Furniture Repairer Minor	17.44
09130 - Upholsterer	19.46
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.86
11060 - Elevator Operator	13.86
11090 - Gardener	20.78
11122 - Housekeeping Aide	13.92
11150 - Janitor	13.92
11210 - Laborer Grounds Maintenance	16.83
11240 - Maid or Houseman	11.97
11260 - Pruner	15.49
11270 - Tractor Operator	19.44
11330 - Trail Maintenance Worker	16.83
11360 - Window Cleaner	15.11
12000 - Health Occupations	
12010 - Ambulance Driver	17.03
12011 - Breath Alcohol Technician	20.33
12012 - Certified Occupational Therapist Assistant	29.52
12015 - Certified Physical Therapist Assistant	25.21
12020 - Dental Assistant	19.75
12025 - Dental Hygienist	35.42
12030 - EKG Technician	24.98



12035 - Electroneurodiagnostic Technologist	24.98
12040 - Emergency Medical Technician	17.03
12071 - Licensed Practical Nurse I	18.18
12072 - Licensed Practical Nurse II	20.33
12073 - Licensed Practical Nurse III	22.66
12100 - Medical Assistant	17.62
12130 - Medical Laboratory Technician	28.03
12160 - Medical Record Clerk	20.44
12190 - Medical Record Technician	22.86
12195 - Medical Transcriptionist	19.50
12210 - Nuclear Medicine Technologist	36.44
12221 - Nursing Assistant I	12.28
12222 - Nursing Assistant II	13.80
12223 - Nursing Assistant III	15.06
12224 - Nursing Assistant IV	16.92
12235 - Optical Dispenser	17.57
12236 - Optical Technician	16.57
12250 - Pharmacy Technician	17.30
12280 - Phlebotomist	16.84
12305 - Radiologic Technologist	27.03
12311 - Registered Nurse I	23.43
12312 - Registered Nurse II	28.67
12313 - Registered Nurse II	28.67
12314 - Registered Nurse III	34.68
12315 - Registered Nurse III	34.68
12316 - Registered Nurse IV	41.57
12317 - Scheduler (Drug and Alcohol Testing)	25.19
12320 - Substance Abuse Treatment Counselor	24.88
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.39
13012 - Exhibits Specialist II	27.73
13013 - Exhibits Specialist III	33.92
13041 - Illustrator I	20.94
13042 - Illustrator II	25.93
13043 - Illustrator III	31.73
13047 - Librarian	31.28
13050 - Library Aide/Clerk	11.64
13054 - Library Information Technology Systems Administrator	28.24
13058 - Library Technician	16.37
13061 - Media Specialist I	20.39

13062 - Media Specialist II	22.80
13063 - Media Specialist III	25.41
13071 - Photographer I	15.34
13072 - Photographer II	17.15
13073 - Photographer III	21.25
13074 - Photographer IV	25.99
13075 - Photographer V	31.45
13090 - Technical Order Library	15.74
<b>Clerk</b>	
13110 - Video Teleconference	19.91
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	18.03
14042 - Computer Operator II	20.16
14043 - Computer Operator III	22.76
14044 - Computer Operator IV	24.98
14045 - Computer Operator V	27.66
14071 - Computer Programmer I	(see 1) 24.18
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	18.03
<b>Operator</b>	
14160 - Personal Computer Support	24.98
<b>Technician</b>	
14170 - System Support Specialist	28.10
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices	30.60
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	34.46
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	41.06
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	30.60
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	34.82
15070 - Flight Instructor (Pilot)	41.06
15080 - Graphic Artist	24.10
15085 - Maintenance Test Pilot Fixed	41.06
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	41.06
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	41.06
<b>Pilot</b>	
15090 - Technical Instructor	24.35

15095 - Technical Instructor/Course Developer	29.79
15110 - Test Proctor	19.66
15120 - Tutor	19.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.53
16070 - Finisher Flatwork Machine	10.97
16090 - Presser Hand	10.97
16110 - Presser Machine Drycleaning	10.97
16130 - Presser Machine Shirts	10.97
16160 - Presser Machine Wearing Apparel Laundry	10.97
16190 - Sewing Machine Operator	13.24
16220 - Tailor	14.02
16250 - Washer Machine	11.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.42
19040 - Tool And Die Maker	24.75
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.24
21030 - Material Coordinator	20.35
21040 - Material Expediter	20.35
21050 - Material Handling Laborer	15.94
21071 - Order Filler	13.24
21080 - Production Line Worker (Food Processing)	17.24
21110 - Shipping Packer	16.45
21130 - Shipping/Receiving Clerk	16.45
21140 - Store Worker I	13.54
21150 - Stock Clerk	17.23
21210 - Tools And Parts Attendant	17.24
21410 - Warehouse Specialist	17.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.33
23019 - Aircraft Logs and Records Technician	23.11
23021 - Aircraft Mechanic I	25.21
23022 - Aircraft Mechanic II	26.33
23023 - Aircraft Mechanic III	27.45
23040 - Aircraft Mechanic Helper	20.66
23050 - Aircraft Painter	24.50
23060 - Aircraft Servicer	23.11

23070 - Aircraft Survival Flight Equipment Technician	24.50
23080 - Aircraft Worker	23.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	23.40
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	25.21
II	
23110 - Appliance Mechanic	20.00
23120 - Bicycle Repairer	20.94
23125 - Cable Splicer	38.62
23130 - Carpenter Maintenance	19.66
23140 - Carpet Layer	23.37
23160 - Electrician Maintenance	28.05
23181 - Electronics Technician	23.46
Maintenance I	
23182 - Electronics Technician	24.71
Maintenance II	
23183 - Electronics Technician	25.73
Maintenance III	
23260 - Fabric Worker	22.25
23290 - Fire Alarm System Mechanic	23.57
23310 - Fire Extinguisher Repairer	20.94
23311 - Fuel Distribution System Mechanic	26.39
23312 - Fuel Distribution System Operator	22.22
23370 - General Maintenance Worker	20.70
23380 - Ground Support Equipment Mechanic	25.21
23381 - Ground Support Equipment Servicer	23.11
23382 - Ground Support Equipment Worker	23.40
23391 - Gunsmith I	20.94
23392 - Gunsmith II	23.59
23393 - Gunsmith III	25.87
23410 - Heating Ventilation And Air- Conditioning Mechanic	25.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.49
23430 - Heavy Equipment Mechanic	27.13
23440 - Heavy Equipment Operator	24.22
23460 - Instrument Mechanic	26.26
23465 - Laboratory/Shelter Mechanic	24.84
23470 - Laborer	15.94
23510 - Locksmith	23.45

23530 - Machinery Maintenance	25.13
<b>Mechanic</b>	
23550 - Machinist Maintenance	21.49
23580 - Maintenance Trades Helper	14.65
23591 - Metrology Technician I	26.26
23592 - Metrology Technician II	27.42
23593 - Metrology Technician III	28.29
23640 - Millwright	29.79
23710 - Office Appliance Repairer	20.24
23760 - Painter Maintenance	17.53
23790 - Pipefitter Maintenance	35.21
23810 - Plumber Maintenance	33.81
23820 - Pneudraulic Systems Mechanic	25.87
23850 - Rigger	25.87
23870 - Scale Mechanic	23.59
23890 - Sheet-Metal Worker	28.88
<b>Maintenance</b>	
23910 - Small Engine Mechanic	20.61
23931 - Telecommunications Mechanic	29.09
<b>I</b>	
23932 - Telecommunications Mechanic	30.38
<b>II</b>	
23950 - Telephone Lineman	25.15
23960 - Welder Combination	20.79
<b>Maintenance</b>	
23965 - Well Driller	21.19
23970 - Woodcraft Worker	25.87
23980 - Woodworker	20.94
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	16.46
24570 - Child Care Attendant	11.78
24580 - Child Care Center Clerk	14.68
24610 - Chore Aide	12.47
24620 - Family Readiness And Support	16.46
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	16.46
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	26.07
25040 - Sewage Plant Operator	26.33
25070 - Stationary Engineer	26.07
25190 - Ventilation Equipment Tender	19.74
25210 - Water Treatment Plant	26.33
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	20.00
27007 - Baggage Inspector	16.47
27008 - Corrections Officer	22.21
27010 - Court Security Officer	24.81

27030 - Detection Dog Handler	18.42
27040 - Detention Officer	22.21
27070 - Firefighter	27.79
27101 - Guard I	16.47
27102 - Guard II	18.42
27131 - Police Officer I	30.59
27132 - Police Officer II	34.00
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	13.07
28042 - Carnival Equipment Repairer	13.98
28043 - Carnival Worker	10.42
28210 - Gate Attendant/Gate Tender	15.37
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	17.19
28510 - Recreation Aide/Health	12.54
<b>Facility Attendant</b>	
28515 - Recreation Specialist	21.29
28630 - Sports Official	13.68
28690 - Swimming Pool Operator	17.03
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	26.83
29020 - Hatch Tender	26.83
29030 - Line Handler	26.83
29041 - Stevedore I	25.32
29042 - Stevedore II	28.25
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.41
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.87
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.69
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	18.46
30022 - Archeological Technician II	20.64
30023 - Archeological Technician III	25.57
30030 - Cartographic Technician	25.57
30040 - Civil Engineering Technician	21.59
30051 - Cryogenic Technician I	27.98
30052 - Cryogenic Technician II	29.43
30061 - Drafter/CAD Operator I	18.46
30062 - Drafter/CAD Operator II	20.64
30063 - Drafter/CAD Operator III	23.02
30064 - Drafter/CAD Operator IV	27.98
30081 - Engineering Technician I	16.00
30082 - Engineering Technician II	17.95
30083 - Engineering Technician III	20.08
30084 - Engineering Technician IV	24.89
30085 - Engineering Technician V	30.45
30086 - Engineering Technician VI	36.83

30090 - Environmental Technician	25.41
30095 - Evidence Control Specialist	24.05
30210 - Laboratory Technician	28.62
30221 - Latent Fingerprint	23.41
Technician I	
30222 - Latent Fingerprint	25.85
Technician II	
30240 - Mathematical Technician	27.28
30361 - Paralegal/Legal Assistant I	19.64
30362 - Paralegal/Legal Assistant II	24.32
30363 - Paralegal/Legal Assistant	29.75
III	
30364 - Paralegal/Legal Assistant IV	35.99
30375 - Petroleum Supply Specialist	29.43
30390 - Photo-Optics Technician	25.37
30395 - Radiation Control Technician	29.43
30461 - Technical Writer I	24.07
30462 - Technical Writer II	29.45
30463 - Technical Writer III	35.63
30491 - Unexploded Ordnance (UXO)	25.69
Technician I	
30492 - Unexploded Ordnance (UXO)	31.08
Technician II	
30493 - Unexploded Ordnance (UXO)	37.25
Technician III	
30494 - Unexploded (UXO) Safety	25.69
Escort	
30495 - Unexploded (UXO) Sweep	25.69
Personnel	
30501 - Weather Forecaster I	27.98
30502 - Weather Forecaster II	32.41
30620 - Weather Observer Combined (see 2)	23.02
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.27
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	31.08
31020 - Bus Aide	18.04
31030 - Bus Driver	23.67
31043 - Driver Courier	15.63
31260 - Parking and Lot Attendant	12.66
31290 - Shuttle Bus Driver	16.03
31310 - Taxi Driver	13.68
31361 - Truckdriver Light	16.71
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	22.18
31364 - Truckdriver Tractor-Trailer	22.18
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.15

99030 - Cashier	11.85
99050 - Desk Clerk	11.59
99095 - Embalmer	34.13
99130 - Flight Follower	25.69
99251 - Laboratory Animal Caretaker	13.23
<b>I</b>	
99252 - Laboratory Animal Caretaker	14.15
<b>II</b>	
99260 - Marketing Analyst	27.48
99310 - Mortician	34.13
99410 - Pest Controller	20.15
99510 - Photofinishing Worker	17.82
99710 - Recycling Laborer	17.88
99711 - Recycling Specialist	20.64
99730 - Refuse Collector	16.46
99810 - Sales Clerk	12.85
99820 - School Crossing Guard	14.74
99830 - Survey Party Chief	34.88
99831 - Surveying Aide	18.88
99832 - Surveying Technician	23.95
99840 - Vending Machine Attendant	14.88
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer	14.88
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 8 years 4 weeks after 15 years and 5 weeks after 20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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**

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)).

Standard Wage Determination No.: 2015-5007

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5007  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

States: Iowa Nebraska

Area: Iowa Counties of Plymouth Woodbury

Nebraska Counties of Dakota Dixon

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.20
01012 - Accounting Clerk II		17.07
01013 - Accounting Clerk III		19.09
01020 - Administrative Assistant		22.37
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		12.86

01042 - Customer Service Representative II	14.03
01043 - Customer Service Representative III	15.76
01051 - Data Entry Operator I	13.64
01052 - Data Entry Operator II	14.89
01060 - Dispatcher Motor Vehicle	23.23
01070 - Document Preparation Clerk	14.89
01090 - Duplicating Machine Operator	14.89
01111 - General Clerk I	14.12
01112 - General Clerk II	15.40
01113 - General Clerk III	17.51
01120 - Housing Referral Assistant	20.84
01141 - Messenger Courier	12.14
01191 - Order Clerk I	17.22
01192 - Order Clerk II	18.78
01261 - Personnel Assistant (Employment) I	16.13
01262 - Personnel Assistant (Employment) II	18.05
01263 - Personnel Assistant (Employment) III	20.12
01270 - Production Control Clerk	25.61
01290 - Rental Clerk	14.66
01300 - Scheduler Maintenance	16.72
01311 - Secretary I	16.72
01312 - Secretary II	18.70
01313 - Secretary III	20.84
01320 - Service Order Dispatcher	20.76
01410 - Supply Technician	22.37
01420 - Survey Worker	16.38
01460 - Switchboard Operator/Receptionist	14.34
01531 - Travel Clerk I	12.97
01532 - Travel Clerk II	13.73
01533 - Travel Clerk III	14.64
01611 - Word Processor I	14.89
01612 - Word Processor II	16.72
01613 - Word Processor III	18.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.72
Fiberglass	
05010 - Automotive Electrician	19.54
05040 - Automotive Glass Installer	18.56
05070 - Automotive Worker	18.56
05110 - Mobile Equipment Servicer	16.99
05130 - Motor Equipment Metal	20.35
Mechanic	
05160 - Motor Equipment Metal Worker	18.56
05190 - Motor Vehicle Mechanic	20.35

05220 - Motor Vehicle Mechanic	16.21
Helper	
05250 - Motor Vehicle Upholstery	18.08
Worker	
05280 - Motor Vehicle Wrecker	18.56
05310 - Painter Automotive	19.54
05340 - Radiator Repair Specialist	18.56
05370 - Tire Repairer	15.40
05400 - Transmission Repair	20.35
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.10
07041 - Cook I	12.89
07042 - Cook II	14.52
07070 - Dishwasher	10.13
07130 - Food Service Worker	10.91
07210 - Meat Cutter	12.74
07260 - Waiter/Waitress	9.78
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.79
09040 - Furniture Handler	14.89
09080 - Furniture Refinisher	19.79
09090 - Furniture Refinisher Helper	16.93
09110 - Furniture Repairer Minor	18.36
09130 - Upholsterer	19.79
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.80
11060 - Elevator Operator	13.80
11090 - Gardener	18.10
11122 - Housekeeping Aide	14.18
11150 - Janitor	14.18
11210 - Laborer Grounds Maintenance	14.66
11240 - Maid or Houseman	12.16
11260 - Pruner	13.50
11270 - Tractor Operator	16.93
11330 - Trail Maintenance Worker	14.66
11360 - Window Cleaner	15.40
12000 - Health Occupations	
12010 - Ambulance Driver	18.18
12011 - Breath Alcohol Technician	18.18
12012 - Certified Occupational	26.93
Therapist Assistant	
12015 - Certified Physical Therapist	26.93
Assistant	
12020 - Dental Assistant	21.60
12025 - Dental Hygienist	36.05
12030 - EKG Technician	26.78

12035 - Electroneurodiagnostic Technologist	26.78
12040 - Emergency Medical Technician	18.18
12071 - Licensed Practical Nurse I	17.56
12072 - Licensed Practical Nurse II	19.63
12073 - Licensed Practical Nurse III	21.88
12100 - Medical Assistant	16.81
12130 - Medical Laboratory Technician	22.19
12160 - Medical Record Clerk	15.52
12190 - Medical Record Technician	18.17
12195 - Medical Transcriptionist	18.01
12210 - Nuclear Medicine Technologist	43.14
12221 - Nursing Assistant I	12.01
12222 - Nursing Assistant II	13.50
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.55
12235 - Optical Dispenser	18.51
12236 - Optical Technician	17.56
12250 - Pharmacy Technician	16.01
12280 - Phlebotomist	15.16
12305 - Radiologic Technologist	24.32
12311 - Registered Nurse I	23.29
12312 - Registered Nurse II	28.49
12313 - Registered Nurse II	28.49
12314 - Registered Nurse III	34.47
12315 - Registered Nurse III	34.47
12316 - Registered Nurse IV	41.32
12317 - Scheduler (Drug and Alcohol Testing)	22.52
12320 - Substance Abuse Treatment Counselor	17.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.64
13012 - Exhibits Specialist II	23.09
13013 - Exhibits Specialist III	28.24
13041 - Illustrator I	19.13
13042 - Illustrator II	23.71
13043 - Illustrator III	29.00
13047 - Librarian	25.57
13050 - Library Aide/Clerk	13.03
13054 - Library Information Technology Systems Administrator	23.09
13058 - Library Technician	17.15
13061 - Media Specialist I	16.67



13062 - Media Specialist II	18.64
13063 - Media Specialist III	20.77
13071 - Photographer I	16.45
13072 - Photographer II	18.40
13073 - Photographer III	22.79
13074 - Photographer IV	27.27
13075 - Photographer V	33.00
13090 - Technical Order Library	16.65
<b>Clerk</b>	
13110 - Video Teleconference	16.45
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	16.79
14042 - Computer Operator II	18.79
14043 - Computer Operator III	21.71
14044 - Computer Operator IV	24.13
14045 - Computer Operator V	26.72
14071 - Computer Programmer I	(see 1) 24.18
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	16.79
<b>Operator</b>	
14160 - Personal Computer Support	24.13
<b>Technician</b>	
14170 - System Support Specialist	26.72
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices	30.60
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	34.63
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	41.51
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	30.60
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	31.48
15070 - Flight Instructor (Pilot)	41.51
15080 - Graphic Artist	21.89
15085 - Maintenance Test Pilot Fixed	41.51
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	41.51
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	41.51
<b>Pilot</b>	
15090 - Technical Instructor	21.17

15095 - Technical Instructor/Course Developer	23.72
15110 - Test Proctor	17.08
15120 - Tutor	17.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.53
16070 - Finisher Flatwork Machine	10.97
16090 - Presser Hand	10.97
16110 - Presser Machine Drycleaning	10.97
16130 - Presser Machine Shirts	10.97
16160 - Presser Machine Wearing Apparel Laundry	10.97
16190 - Sewing Machine Operator	13.24
16220 - Tailor	14.02
16250 - Washer Machine	11.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.54
19040 - Tool And Die Maker	29.52
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.16
21030 - Material Coordinator	25.61
21040 - Material Expediter	25.61
21050 - Material Handling Laborer	17.18
21071 - Order Filler	14.98
21080 - Production Line Worker (Food Processing)	19.16
21110 - Shipping Packer	17.88
21130 - Shipping/Receiving Clerk	17.88
21140 - Store Worker I	13.54
21150 - Stock Clerk	17.23
21210 - Tools And Parts Attendant	19.16
21410 - Warehouse Specialist	19.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.87
23019 - Aircraft Logs and Records Technician	23.11
23021 - Aircraft Mechanic I	25.73
23022 - Aircraft Mechanic II	26.87
23023 - Aircraft Mechanic III	27.72
23040 - Aircraft Mechanic Helper	20.66
23050 - Aircraft Painter	24.71
23060 - Aircraft Servicer	23.11

23070 - Aircraft Survival Flight Equipment Technician	24.71
23080 - Aircraft Worker	23.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.73
23110 - Appliance Mechanic	25.54
23120 - Bicycle Repairer	21.53
23125 - Cable Splicer	43.77
23130 - Carpenter Maintenance	20.55
23140 - Carpet Layer	24.26
23160 - Electrician Maintenance	25.30
23181 - Electronics Technician	24.26
Maintenance I	
23182 - Electronics Technician	25.54
Maintenance II	
23183 - Electronics Technician	26.60
Maintenance III	
23260 - Fabric Worker	22.88
23290 - Fire Alarm System Mechanic	26.60
23310 - Fire Extinguisher Repairer	21.53
23311 - Fuel Distribution System Mechanic	33.55
23312 - Fuel Distribution System Operator	27.18
23370 - General Maintenance Worker	20.82
23380 - Ground Support Equipment Mechanic	25.73
23381 - Ground Support Equipment Servicer	23.11
23382 - Ground Support Equipment Worker	23.47
23391 - Gunsmith I	21.53
23392 - Gunsmith II	24.26
23393 - Gunsmith III	26.60
23410 - Heating Ventilation And Air- Conditioning Mechanic	28.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.35
23430 - Heavy Equipment Mechanic	24.20
23440 - Heavy Equipment Operator	22.11
23460 - Instrument Mechanic	26.60
23465 - Laboratory/Shelter Mechanic	25.54
23470 - Laborer	17.18
23510 - Locksmith	25.54

23530 - Machinery Maintenance	27.45
<b>Mechanic</b>	
23550 - Machinist Maintenance	21.77
23580 - Maintenance Trades Helper	20.14
23591 - Metrology Technician I	26.60
23592 - Metrology Technician II	27.77
23593 - Metrology Technician III	28.65
23640 - Millwright	26.60
23710 - Office Appliance Repairer	21.14
23760 - Painter Maintenance	18.02
23790 - Pipefitter Maintenance	28.65
23810 - Plumber Maintenance	27.51
23820 - Pneudraulic Systems Mechanic	26.60
23850 - Rigger	26.60
23870 - Scale Mechanic	24.26
23890 - Sheet-Metal Worker	28.23
<b>Maintenance</b>	
23910 - Small Engine Mechanic	24.18
23931 - Telecommunications Mechanic	26.68
<b>I</b>	
23932 - Telecommunications Mechanic	28.68
<b>II</b>	
23950 - Telephone Lineman	26.18
23960 - Welder Combination	21.05
<b>Maintenance</b>	
23965 - Well Driller	26.60
23970 - Woodcraft Worker	26.60
23980 - Woodworker	21.53
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	16.64
24570 - Child Care Attendant	10.58
24580 - Child Care Center Clerk	13.42
24610 - Chore Aide	13.57
24620 - Family Readiness And Support	16.64
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	16.64
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	26.60
25040 - Sewage Plant Operator	24.04
25070 - Stationary Engineer	26.60
25190 - Ventilation Equipment Tender	20.14
25210 - Water Treatment Plant	24.04
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	21.09
27007 - Baggage Inspector	13.98
27008 - Corrections Officer	20.22
27010 - Court Security Officer	22.78

27030 - Detection Dog Handler	16.42
27040 - Detention Officer	20.22
27070 - Firefighter	26.01
27101 - Guard I	13.98
27102 - Guard II	16.42
27131 - Police Officer I	26.05
27132 - Police Officer II	28.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.54
28042 - Carnival Equipment Repairer	13.41
28043 - Carnival Worker	10.00
28210 - Gate Attendant/Gate Tender	15.17
28310 - Lifeguard	12.17
28350 - Park Attendant (Aide)	16.97
28510 - Recreation Aide/Health	12.39
Facility Attendant	
28515 - Recreation Specialist	20.46
28630 - Sports Official	13.51
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	24.26
29020 - Hatch Tender	24.26
29030 - Line Handler	24.26
29041 - Stevedore I	22.88
29042 - Stevedore II	25.54
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.46
30022 - Archeological Technician II	20.64
30023 - Archeological Technician III	25.57
30030 - Cartographic Technician	25.57
30040 - Civil Engineering Technician	26.97
30051 - Cryogenic Technician I	25.70
30052 - Cryogenic Technician II	28.39
30061 - Drafter/CAD Operator I	18.46
30062 - Drafter/CAD Operator II	20.64
30063 - Drafter/CAD Operator III	23.02
30064 - Drafter/CAD Operator IV	28.26
30081 - Engineering Technician I	16.40
30082 - Engineering Technician II	18.41
30083 - Engineering Technician III	20.60
30084 - Engineering Technician IV	25.51
30085 - Engineering Technician V	31.21
30086 - Engineering Technician VI	37.76

30090 - Environmental Technician	24.56
30095 - Evidence Control Specialist	23.21
30210 - Laboratory Technician	22.95
30221 - Latent Fingerprint Technician I	25.70
30222 - Latent Fingerprint Technician II	28.39
30240 - Mathematical Technician	25.51
30361 - Paralegal/Legal Assistant I	19.49
30362 - Paralegal/Legal Assistant II	24.15
30363 - Paralegal/Legal Assistant III	29.54
30364 - Paralegal/Legal Assistant IV	35.74
30375 - Petroleum Supply Specialist	28.39
30390 - Photo-Optics Technician	25.51
30395 - Radiation Control Technician	28.39
30461 - Technical Writer I	24.19
30462 - Technical Writer II	29.60
30463 - Technical Writer III	35.56
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	28.26
30502 - Weather Forecaster II	34.36
30620 - Weather Observer Combined (see 2)	23.02
30621 - Weather Observer Senior (see 2)	25.51
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.22
31030 - Bus Driver	19.97
31043 - Driver Courier	15.82
31260 - Parking and Lot Attendant	13.81
31290 - Shuttle Bus Driver	16.85
31310 - Taxi Driver	15.22
31361 - Truckdriver Light	16.91
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	21.16
31364 - Truckdriver Tractor-Trailer	21.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10

99030 - Cashier	11.28
99050 - Desk Clerk	11.15
99095 - Embalmer	34.13
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.49
<b>I</b>	
99252 - Laboratory Animal Caretaker	19.71
<b>II</b>	
99260 - Marketing Analyst	25.07
99310 - Mortician	34.13
99410 - Pest Controller	21.01
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.57
99711 - Recycling Specialist	24.91
99730 - Refuse Collector	19.88
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.74
99830 - Survey Party Chief	26.90
99831 - Surveying Aide	14.56
99832 - Surveying Technician	18.47
99840 - Vending Machine Attendant	18.49
99841 - Vending Machine Repairer	22.27
99842 - Vending Machine Repairer	18.49
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 8 years 4 weeks after 15 years and 5 weeks after 20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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**

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)).

Standard Wage Determination No.: 2015-5009

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5009  
Revision No.: 18  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: South Dakota

Area: South Dakota County of Union

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.20
01012 - Accounting Clerk II		17.07
01013 - Accounting Clerk III		19.09
01020 - Administrative Assistant		22.37
01035 - Court Reporter		18.70
01041 - Customer Service Representative I		12.86
01042 - Customer Service Representative II		14.03

01043 - Customer Service Representative III	15.76
01051 - Data Entry Operator I	13.64
01052 - Data Entry Operator II	14.89
01060 - Dispatcher Motor Vehicle	23.23
01070 - Document Preparation Clerk	14.89
01090 - Duplicating Machine Operator	14.89
01111 - General Clerk I	14.12
01112 - General Clerk II	15.40
01113 - General Clerk III	17.29
01120 - Housing Referral Assistant	20.84
01141 - Messenger Courier	12.14
01191 - Order Clerk I	17.22
01192 - Order Clerk II	18.78
01261 - Personnel Assistant (Employment) I	16.13
01262 - Personnel Assistant (Employment) II	18.05
01263 - Personnel Assistant (Employment) III	20.12
01270 - Production Control Clerk	25.61
01290 - Rental Clerk	13.99
01300 - Scheduler Maintenance	16.72
01311 - Secretary I	16.72
01312 - Secretary II	18.70
01313 - Secretary III	20.84
01320 - Service Order Dispatcher	20.06
01410 - Supply Technician	22.37
01420 - Survey Worker	16.38
01460 - Switchboard Operator/Receptionist	14.34
01531 - Travel Clerk I	12.97
01532 - Travel Clerk II	13.73
01533 - Travel Clerk III	14.64
01611 - Word Processor I	14.89
01612 - Word Processor II	16.72
01613 - Word Processor III	18.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.72
<b>Fiberglass</b>	
05010 - Automotive Electrician	19.54
05040 - Automotive Glass Installer	18.56
05070 - Automotive Worker	18.56
05110 - Mobile Equipment Servicer	16.47
05130 - Motor Equipment Metal	20.35
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	18.56
05190 - Motor Vehicle Mechanic	20.35
05220 - Motor Vehicle Mechanic Helper	15.41

05250 - Motor Vehicle Upholstery Worker	17.51
05280 - Motor Vehicle Wrecker	18.56
05310 - Painter Automotive	19.54
05340 - Radiator Repair Specialist	18.56
05370 - Tire Repairer	15.40
05400 - Transmission Repair Specialist	20.35
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.10
07041 - Cook I	12.89
07042 - Cook II	14.52
07070 - Dishwasher	10.13
07130 - Food Service Worker	10.91
07210 - Meat Cutter	13.28
07260 - Waiter/Waitress	9.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.60
09040 - Furniture Handler	13.38
09080 - Furniture Refinisher	19.60
09090 - Furniture Refinisher Helper	15.45
09110 - Furniture Repairer Minor	17.56
09130 - Upholsterer	19.60
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.80
11060 - Elevator Operator	13.80
11090 - Gardener	18.10
11122 - Housekeeping Aide	14.18
11150 - Janitor	14.18
11210 - Laborer Grounds Maintenance	14.66
11240 - Maid or Houseman	12.16
11260 - Pruner	13.50
11270 - Tractor Operator	16.93
11330 - Trail Maintenance Worker	14.66
11360 - Window Cleaner	15.40
12000 - Health Occupations	
12010 - Ambulance Driver	18.18
12011 - Breath Alcohol Technician	18.18
12012 - Certified Occupational Therapist Assistant	26.93
12015 - Certified Physical Therapist Assistant	25.80
12020 - Dental Assistant	21.60
12025 - Dental Hygienist	36.05
12030 - EKG Technician	26.78
12035 - Electroneurodiagnostic Technologist	26.78

12040 - Emergency Medical Technician	18.18
12071 - Licensed Practical Nurse I	17.56
12072 - Licensed Practical Nurse II	19.63
12073 - Licensed Practical Nurse III	21.88
12100 - Medical Assistant	16.81
12130 - Medical Laboratory Technician	22.19
<b>Technician</b>	
12160 - Medical Record Clerk	15.52
12190 - Medical Record Technician	18.17
12195 - Medical Transcriptionist	18.01
12210 - Nuclear Medicine	43.14
<b>Technologist</b>	
12221 - Nursing Assistant I	12.01
12222 - Nursing Assistant II	13.50
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.55
12235 - Optical Dispenser	18.51
12236 - Optical Technician	17.56
12250 - Pharmacy Technician	16.03
12280 - Phlebotomist	15.16
12305 - Radiologic Technologist	24.32
12311 - Registered Nurse I	23.29
12312 - Registered Nurse II	28.49
12313 - Registered Nurse II	28.49
<b>Specialist</b>	
12314 - Registered Nurse III	34.47
12315 - Registered Nurse III	34.47
<b>Anesthetist</b>	
12316 - Registered Nurse IV	41.32
12317 - Scheduler (Drug and Alcohol Testing)	22.52
<b>Testing)</b>	
12320 - Substance Abuse Treatment	17.55
<b>Counselor</b>	
13000 - Information And Arts	
<b>Occupations</b>	
13011 - Exhibits Specialist I	16.62
13012 - Exhibits Specialist II	20.55
13013 - Exhibits Specialist III	25.18
13041 - Illustrator I	16.39
13042 - Illustrator II	20.31
13043 - Illustrator III	24.85
13047 - Librarian	22.48
13050 - Library Aide/Clerk	13.06
13054 - Library Information	20.31
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	17.15
13061 - Media Specialist I	14.83
13062 - Media Specialist II	16.39
13063 - Media Specialist III	18.28

13071 - Photographer I	16.45
13072 - Photographer II	18.40
13073 - Photographer III	22.79
13074 - Photographer IV	27.89
13075 - Photographer V	33.74
13090 - Technical Order Library	16.65
<b>Clerk</b>	
13110 - Video Teleconference	14.03
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	15.51
14042 - Computer Operator II	17.44
14043 - Computer Operator III	19.35
14044 - Computer Operator IV	21.44
14045 - Computer Operator V	23.88
14071 - Computer Programmer I	(see 1) 19.46
14072 - Computer Programmer II	(see 1) 24.12
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	17.06
<b>Operator</b>	
14160 - Personal Computer Support	24.13
<b>Technician</b>	
14170 - System Support Specialist	25.26
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.93
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	37.42
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	43.93
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	30.93
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	30.96
15070 - Flight Instructor (Pilot)	43.93
15080 - Graphic Artist	19.96
15085 - Maintenance Test Pilot Fixed	41.51
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	41.51
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	41.51
<b>Pilot</b>	
15090 - Technical Instructor	19.35
15095 - Technical Instructor/Course	23.67
<b>Developer</b>	
15110 - Test Proctor	15.62



15120 - Tutor	15.62
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.53
16070 - Finisher Flatwork Machine	10.97
16090 - Presser Hand	10.97
16110 - Presser Machine Drycleaning	10.97
16130 - Presser Machine Shirts	10.97
16160 - Presser Machine Wearing	10.97
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	13.24
16220 - Tailor	14.02
16250 - Washer Machine	11.49
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	25.54
19040 - Tool And Die Maker	29.52
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	19.16
21030 - Material Coordinator	25.61
21040 - Material Expediter	25.61
21050 - Material Handling Laborer	17.18
21071 - Order Filler	14.98
21080 - Production Line Worker (Food Processing)	19.16
21110 - Shipping Packer	17.88
21130 - Shipping/Receiving Clerk	17.88
21140 - Store Worker I	13.54
21150 - Stock Clerk	17.23
21210 - Tools And Parts Attendant	19.16
21410 - Warehouse Specialist	19.16
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	26.87
23019 - Aircraft Logs and Records Technician	22.15
23021 - Aircraft Mechanic I	25.73
23022 - Aircraft Mechanic II	26.87
23023 - Aircraft Mechanic III	27.72
23040 - Aircraft Mechanic Helper	19.49
23050 - Aircraft Painter	24.71
23060 - Aircraft Servicer	22.15
23070 - Aircraft Survival Flight Equipment Technician	24.71
23080 - Aircraft Worker	23.47

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.73
23110 - Appliance Mechanic	25.54
23120 - Bicycle Repairer	18.36
23125 - Cable Splicer	43.77
23130 - Carpenter Maintenance	20.55
23140 - Carpet Layer	24.26
23160 - Electrician Maintenance	25.30
23181 - Electronics Technician Maintenance I	24.26
23182 - Electronics Technician Maintenance II	25.54
23183 - Electronics Technician Maintenance III	26.60
23260 - Fabric Worker	22.88
23290 - Fire Alarm System Mechanic	26.60
23310 - Fire Extinguisher Repairer	21.53
23311 - Fuel Distribution System Mechanic	30.72
23312 - Fuel Distribution System Operator	24.46
23370 - General Maintenance Worker	20.82
23380 - Ground Support Equipment Mechanic	25.73
23381 - Ground Support Equipment Servicer	22.15
23382 - Ground Support Equipment Worker	23.47
23391 - Gunsmith I	21.53
23392 - Gunsmith II	24.26
23393 - Gunsmith III	26.60
23410 - Heating Ventilation And Air- Conditioning Mechanic	27.03
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.23
23430 - Heavy Equipment Mechanic	24.20
23440 - Heavy Equipment Operator	22.11
23460 - Instrument Mechanic	26.60
23465 - Laboratory/Shelter Mechanic	25.54
23470 - Laborer	17.18
23510 - Locksmith	25.54
23530 - Machinery Maintenance Mechanic	27.45
23550 - Machinist Maintenance	21.77

23580 - Maintenance Trades Helper	20.14
23591 - Metrology Technician I	26.60
23592 - Metrology Technician II	27.77
23593 - Metrology Technician III	28.65
23640 - Millwright	26.60
23710 - Office Appliance Repairer	21.14
23760 - Painter Maintenance	18.02
23790 - Pipefitter Maintenance	28.65
23810 - Plumber Maintenance	27.51
23820 - Pneudraulic Systems Mechanic	26.60
23850 - Rigger	26.60
23870 - Scale Mechanic	24.26
23890 - Sheet-Metal Worker	26.84
<b>Maintenance</b>	
23910 - Small Engine Mechanic	23.96
23931 - Telecommunications Mechanic	26.68
<b>I</b>	
23932 - Telecommunications Mechanic	27.86
<b>II</b>	
23950 - Telephone Lineman	24.49
23960 - Welder Combination	21.05
<b>Maintenance</b>	
23965 - Well Driller	26.60
23970 - Woodcraft Worker	26.60
23980 - Woodworker	21.53
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	16.08
24570 - Child Care Attendant	10.58
24580 - Child Care Center Clerk	13.19
24610 - Chore Aide	13.57
24620 - Family Readiness And Support	16.08
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	16.08
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	26.60
25040 - Sewage Plant Operator	24.04
25070 - Stationary Engineer	26.60
25190 - Ventilation Equipment Tender	20.14
25210 - Water Treatment Plant	24.04
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	21.09
27007 - Baggage Inspector	13.98
27008 - Corrections Officer	20.22
27010 - Court Security Officer	22.78
27030 - Detection Dog Handler	15.63
27040 - Detention Officer	20.22
27070 - Firefighter	23.34

27101 - Guard I	13.98
27102 - Guard II	15.63
27131 - Police Officer I	26.05
27132 - Police Officer II	28.94
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	12.54
28042 - Carnival Equipment Repairer	13.41
28043 - Carnival Worker	10.00
28210 - Gate Attendant/Gate Tender	15.15
28310 - Lifeguard	12.17
28350 - Park Attendant (Aide)	16.94
28510 - Recreation Aide/Health	12.36
<b>Facility Attendant</b>	
28515 - Recreation Specialist	20.82
28630 - Sports Official	13.50
28690 - Swimming Pool Operator	16.52
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	24.26
29020 - Hatch Tender	24.26
29030 - Line Handler	24.26
29041 - Stevedore I	22.88
29042 - Stevedore II	25.54
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	17.72
30022 - Archeological Technician II	19.83
30023 - Archeological Technician III	24.56
30030 - Cartographic Technician	24.56
30040 - Civil Engineering Technician	23.86
30051 - Cryogenic Technician I	25.70
30052 - Cryogenic Technician II	28.39
30061 - Drafter/CAD Operator I	17.72
30062 - Drafter/CAD Operator II	19.83
30063 - Drafter/CAD Operator III	22.10
30064 - Drafter/CAD Operator IV	27.20
30081 - Engineering Technician I	16.02
30082 - Engineering Technician II	17.99
30083 - Engineering Technician III	20.12
30084 - Engineering Technician IV	24.93
30085 - Engineering Technician V	30.49
30086 - Engineering Technician VI	36.90
30090 - Environmental Technician	24.56
30095 - Evidence Control Specialist	23.21
30210 - Laboratory Technician	22.10

30221 - Latent Fingerprint Technician I	25.70
30222 - Latent Fingerprint Technician II	28.39
30240 - Mathematical Technician	24.56
30361 - Paralegal/Legal Assistant I	19.49
30362 - Paralegal/Legal Assistant II	24.15
30363 - Paralegal/Legal Assistant III	29.54
30364 - Paralegal/Legal Assistant IV	35.74
30375 - Petroleum Supply Specialist	28.39
30390 - Photo-Optics Technician	24.56
30395 - Radiation Control Technician	28.39
30461 - Technical Writer I	24.56
30462 - Technical Writer II	30.04
30463 - Technical Writer III	36.35
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.20
30502 - Weather Forecaster II	33.09
30620 - Weather Observer Combined (see 2)	22.10
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.56
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.22
31030 - Bus Driver	19.97
31043 - Driver Courier	15.82
31260 - Parking and Lot Attendant	14.01
31290 - Shuttle Bus Driver	16.85
31310 - Taxi Driver	15.22
31361 - Truckdriver Light	16.91
31362 - Truckdriver Medium	17.97
31363 - Truckdriver Heavy	21.16
31364 - Truckdriver Tractor-Trailer	21.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.28
99050 - Desk Clerk	11.15
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.49
<b>I</b>	
99252 - Laboratory Animal Caretaker	19.77
<b>II</b>	
99260 - Marketing Analyst	25.07
99310 - Mortician	25.60
99410 - Pest Controller	21.01
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.57
99711 - Recycling Specialist	24.91
99730 - Refuse Collector	19.88
99810 - Sales Clerk	11.92
99820 - School Crossing Guard	14.74
99830 - Survey Party Chief	18.73
99831 - Surveying Aide	12.34
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	18.49
99841 - Vending Machine Repairer	22.27
99842 - Vending Machine Repairer	18.49
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-5011

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5011  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

States: Illinois Iowa

Area: Iowa County of Scott

Illinois Counties of Henry Mercer Rock Island

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		14.81
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		24.11
01035 - Court Reporter		19.13
01041 - Customer Service Representative I		13.13

01042 - Customer Service Representative II	14.33
01043 - Customer Service Representative III	16.10
01051 - Data Entry Operator I	14.28
01052 - Data Entry Operator II	16.71
01060 - Dispatcher Motor Vehicle	21.14
01070 - Document Preparation Clerk	16.19
01090 - Duplicating Machine Operator	16.19
01111 - General Clerk I	13.49
01112 - General Clerk II	14.72
01113 - General Clerk III	16.53
01120 - Housing Referral Assistant	19.93
01141 - Messenger Courier	12.73
01191 - Order Clerk I	15.13
01192 - Order Clerk II	17.32
01261 - Personnel Assistant (Employment) I	16.96
01262 - Personnel Assistant (Employment) II	18.96
01263 - Personnel Assistant (Employment) III	21.13
01270 - Production Control Clerk	24.77
01290 - Rental Clerk	12.87
01300 - Scheduler Maintenance	15.98
01311 - Secretary I	15.98
01312 - Secretary II	17.89
01313 - Secretary III	19.93
01320 - Service Order Dispatcher	18.91
01410 - Supply Technician	24.11
01420 - Survey Worker	17.14
01460 - Switchboard Operator/Receptionist	14.19
01531 - Travel Clerk I	17.74
01532 - Travel Clerk II	18.95
01533 - Travel Clerk III	20.50
01611 - Word Processor I	13.65
01612 - Word Processor II	15.33
01613 - Word Processor III	17.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.55
Fiberglass	
05010 - Automotive Electrician	19.62
05040 - Automotive Glass Installer	18.76
05070 - Automotive Worker	18.76
05110 - Mobile Equipment Servicer	17.07
05130 - Motor Equipment Metal	20.45
Mechanic	
05160 - Motor Equipment Metal Worker	18.76
05190 - Motor Vehicle Mechanic	20.45

05220 - Motor Vehicle Mechanic Helper	16.41
05250 - Motor Vehicle Upholstery Worker	17.89
05280 - Motor Vehicle Wrecker	18.76
05310 - Painter Automotive	19.62
05340 - Radiator Repair Specialist	18.76
05370 - Tire Repairer	16.45
05400 - Transmission Repair Specialist	20.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.84
07041 - Cook I	12.86
07042 - Cook II	14.13
07070 - Dishwasher	10.05
07130 - Food Service Worker	10.94
07210 - Meat Cutter	15.36
07260 - Waiter/Waitress	10.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.90
09040 - Furniture Handler	14.47
09080 - Furniture Refinisher	18.27
09090 - Furniture Refinisher Helper	15.92
09110 - Furniture Repairer Minor	17.12
09130 - Upholsterer	18.27
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.07
11060 - Elevator Operator	13.07
11090 - Gardener	17.55
11122 - Housekeeping Aide	13.35
11150 - Janitor	13.35
11210 - Laborer Grounds Maintenance	15.50
11240 - Maid or Houseman	11.36
11260 - Pruner	14.80
11270 - Tractor Operator	16.87
11330 - Trail Maintenance Worker	15.50
11360 - Window Cleaner	13.99
12000 - Health Occupations	
12010 - Ambulance Driver	15.66
12011 - Breath Alcohol Technician	19.65
12012 - Certified Occupational Therapist Assistant	26.96
12015 - Certified Physical Therapist Assistant	27.21
12020 - Dental Assistant	17.85
12025 - Dental Hygienist	34.20
12030 - EKG Technician	29.78

12035 - Electroneurodiagnostic Technologist	29.78
12040 - Emergency Medical Technician	15.66
12071 - Licensed Practical Nurse I	17.57
12072 - Licensed Practical Nurse II	19.65
12073 - Licensed Practical Nurse III	21.90
12100 - Medical Assistant	16.38
12130 - Medical Laboratory Technician	23.51
12160 - Medical Record Clerk	16.05
12190 - Medical Record Technician	17.95
12195 - Medical Transcriptionist	16.68
12210 - Nuclear Medicine Technologist	43.18
12221 - Nursing Assistant I	11.74
12222 - Nursing Assistant II	13.20
12223 - Nursing Assistant III	14.41
12224 - Nursing Assistant IV	16.17
12235 - Optical Dispenser	17.53
12236 - Optical Technician	17.57
12250 - Pharmacy Technician	14.83
12280 - Phlebotomist	16.18
12305 - Radiologic Technologist	26.51
12311 - Registered Nurse I	22.47
12312 - Registered Nurse II	27.49
12313 - Registered Nurse II	27.49
12314 - Registered Nurse III	33.27
12315 - Registered Nurse III	33.27
12316 - Registered Nurse IV	39.87
12317 - Scheduler (Drug and Alcohol Testing)	24.34
12320 - Substance Abuse Treatment Counselor	19.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.18
13012 - Exhibits Specialist II	24.99
13013 - Exhibits Specialist III	30.57
13041 - Illustrator I	20.18
13042 - Illustrator II	24.99
13043 - Illustrator III	30.57
13047 - Librarian	27.68
13050 - Library Aide/Clerk	12.36
13054 - Library Information Technology Systems Administrator	24.99
13058 - Library Technician	17.10
13061 - Media Specialist I	18.03

13062 - Media Specialist II	20.18
13063 - Media Specialist III	22.49
13071 - Photographer I	14.71
13072 - Photographer II	18.59
13073 - Photographer III	23.03
13074 - Photographer IV	28.18
13075 - Photographer V	30.89
13090 - Technical Order Library	15.81
<b>Clerk</b>	
13110 - Video Teleconference	17.55
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	18.13
14042 - Computer Operator II	20.27
14043 - Computer Operator III	23.30
14044 - Computer Operator IV	26.25
14045 - Computer Operator V	29.07
14071 - Computer Programmer I	(see 1) 24.74
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	18.13
<b>Operator</b>	
14160 - Personal Computer Support	26.25
<b>Technician</b>	
14170 - System Support Specialist	29.07
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices	30.82
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	37.29
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	44.70
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	30.82
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	32.72
15070 - Flight Instructor (Pilot)	44.70
15080 - Graphic Artist	22.25
15085 - Maintenance Test Pilot Fixed	44.70
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	44.70
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	44.70
<b>Pilot</b>	
15090 - Technical Instructor	19.81

15095 - Technical Instructor/Course Developer	24.23
15110 - Test Proctor	15.99
15120 - Tutor	15.99
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing Apparel Laundry	15.31
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.21
19040 - Tool And Die Maker	27.30
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.79
21030 - Material Coordinator	24.77
21040 - Material Expediter	24.77
21050 - Material Handling Laborer	15.83
21071 - Order Filler	13.36
21080 - Production Line Worker (Food Processing)	17.79
21110 - Shipping Packer	16.54
21130 - Shipping/Receiving Clerk	16.54
21140 - Store Worker I	19.34
21150 - Stock Clerk	22.09
21210 - Tools And Parts Attendant	17.79
21410 - Warehouse Specialist	17.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.56
23019 - Aircraft Logs and Records Technician	26.03
23021 - Aircraft Mechanic I	29.29
23022 - Aircraft Mechanic II	30.56
23023 - Aircraft Mechanic III	31.82
23040 - Aircraft Mechanic Helper	23.98
23050 - Aircraft Painter	28.52
23060 - Aircraft Servicer	26.03

23070 - Aircraft Survival Flight Equipment Technician	28.52
23080 - Aircraft Worker	27.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.29
23110 - Appliance Mechanic	25.98
23120 - Bicycle Repairer	21.79
23125 - Cable Splicer	34.56
23130 - Carpenter Maintenance	25.58
23140 - Carpet Layer	21.50
23160 - Electrician Maintenance	31.99
23181 - Electronics Technician	27.81
Maintenance I	
23182 - Electronics Technician	29.08
Maintenance II	
23183 - Electronics Technician	30.31
Maintenance III	
23260 - Fabric Worker	24.68
23290 - Fire Alarm System Mechanic	25.92
23310 - Fire Extinguisher Repairer	23.55
23311 - Fuel Distribution System Mechanic	31.38
23312 - Fuel Distribution System Operator	26.38
23370 - General Maintenance Worker	21.38
23380 - Ground Support Equipment Mechanic	29.29
23381 - Ground Support Equipment Servicer	26.03
23382 - Ground Support Equipment Worker	27.28
23391 - Gunsmith I	23.55
23392 - Gunsmith II	25.87
23393 - Gunsmith III	28.20
23410 - Heating Ventilation And Air- Conditioning Mechanic	28.50
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	29.70
23430 - Heavy Equipment Mechanic	29.64
23440 - Heavy Equipment Operator	33.91
23460 - Instrument Mechanic	27.87
23465 - Laboratory/Shelter Mechanic	27.05
23470 - Laborer	15.58
23510 - Locksmith	25.17



23530 - Machinery Maintenance	26.72
<b>Mechanic</b>	
23550 - Machinist Maintenance	22.08
23580 - Maintenance Trades Helper	17.99
23591 - Metrology Technician I	27.87
23592 - Metrology Technician II	29.04
23593 - Metrology Technician III	30.25
23640 - Millwright	32.29
23710 - Office Appliance Repairer	20.85
23760 - Painter Maintenance	25.95
23790 - Pipefitter Maintenance	29.37
23810 - Plumber Maintenance	28.17
23820 - Pneudraulic Systems Mechanic	28.20
23850 - Rigger	28.20
23870 - Scale Mechanic	25.87
23890 - Sheet-Metal Worker	34.20
<b>Maintenance</b>	
23910 - Small Engine Mechanic	19.96
23931 - Telecommunications Mechanic	31.29
<b>I</b>	
23932 - Telecommunications Mechanic	32.61
<b>II</b>	
23950 - Telephone Lineman	27.64
23960 - Welder Combination	18.91
<b>Maintenance</b>	
23965 - Well Driller	28.20
23970 - Woodcraft Worker	28.20
23980 - Woodworker	23.55
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	14.94
24570 - Child Care Attendant	10.97
24580 - Child Care Center Clerk	13.67
24610 - Chore Aide	12.23
24620 - Family Readiness And Support	14.94
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	14.94
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	34.44
25040 - Sewage Plant Operator	26.57
25070 - Stationary Engineer	34.44
25190 - Ventilation Equipment Tender	27.81
25210 - Water Treatment Plant	26.57
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	25.88
27007 - Baggage Inspector	14.14
27008 - Corrections Officer	28.23
27010 - Court Security Officer	25.65

27030 - Detection Dog Handler	15.81
27040 - Detention Officer	28.23
27070 - Firefighter	23.44
27101 - Guard I	14.14
27102 - Guard II	15.81
27131 - Police Officer I	26.53
27132 - Police Officer II	29.49
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	11.37
28042 - Carnival Equipment Repairer	11.84
28043 - Carnival Worker	9.98
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	18.17
28510 - Recreation Aide/Health	13.26
<b>Facility Attendant</b>	
28515 - Recreation Specialist	22.51
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	13.31
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	30.25
29020 - Hatch Tender	30.25
29030 - Line Handler	29.57
29041 - Stevedore I	28.85
29042 - Stevedore II	31.62
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.67
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	28.04
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.88
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	20.66
30022 - Archeological Technician II	23.11
30023 - Archeological Technician III	28.62
30030 - Cartographic Technician	28.62
30040 - Civil Engineering Technician	30.08
30051 - Cryogenic Technician I	30.76
30052 - Cryogenic Technician II	33.98
30061 - Drafter/CAD Operator I	20.66
30062 - Drafter/CAD Operator II	23.11
30063 - Drafter/CAD Operator III	25.77
30064 - Drafter/CAD Operator IV	31.71
30081 - Engineering Technician I	18.52
30082 - Engineering Technician II	20.79
30083 - Engineering Technician III	23.25
30084 - Engineering Technician IV	28.85
30085 - Engineering Technician V	35.57
30086 - Engineering Technician VI	42.64

30090 - Environmental Technician	28.62
30095 - Evidence Control Specialist	27.78
30210 - Laboratory Technician	23.79
30221 - Latent Fingerprint Technician I	30.76
30222 - Latent Fingerprint Technician II	33.98
30240 - Mathematical Technician	31.48
30361 - Paralegal/Legal Assistant I	18.97
30362 - Paralegal/Legal Assistant II	23.50
30363 - Paralegal/Legal Assistant III	28.75
30364 - Paralegal/Legal Assistant IV	34.78
30375 - Petroleum Supply Specialist	33.98
30390 - Photo-Optics Technician	28.62
30395 - Radiation Control Technician	33.98
30461 - Technical Writer I	27.78
30462 - Technical Writer II	33.98
30463 - Technical Writer III	41.11
30491 - Unexploded Ordnance (UXO) Technician I	25.84
30492 - Unexploded Ordnance (UXO) Technician II	31.27
30493 - Unexploded Ordnance (UXO) Technician III	37.48
30494 - Unexploded (UXO) Safety Escort	25.84
30495 - Unexploded (UXO) Sweep Personnel	25.84
30501 - Weather Forecaster I	31.71
30502 - Weather Forecaster II	38.56
30620 - Weather Observer Combined (see 2)	25.77
30621 - Weather Observer Senior (see 2)	28.62
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.27
31020 - Bus Aide	15.19
31030 - Bus Driver	18.05
31043 - Driver Courier	14.41
31260 - Parking and Lot Attendant	12.32
31290 - Shuttle Bus Driver	16.21
31310 - Taxi Driver	13.65
31361 - Truckdriver Light	14.99
31362 - Truckdriver Medium	15.71
31363 - Truckdriver Heavy	23.29
31364 - Truckdriver Tractor-Trailer	23.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.24

99030 - Cashier	10.57
99050 - Desk Clerk	10.90
99095 - Embalmer	33.04
99130 - Flight Follower	25.84
99251 - Laboratory Animal Caretaker	13.36
<b>I</b>	
99252 - Laboratory Animal Caretaker	13.90
<b>II</b>	
99260 - Marketing Analyst	25.66
99310 - Mortician	33.04
99410 - Pest Controller	19.64
99510 - Photofinishing Worker	13.58
99710 - Recycling Laborer	21.32
99711 - Recycling Specialist	23.20
99730 - Refuse Collector	20.36
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	17.13
99830 - Survey Party Chief	28.51
99831 - Surveying Aide	14.77
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	15.61
99841 - Vending Machine Repairer	17.68
99842 - Vending Machine Repairer	15.73
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 4 weeks after 15 years and 5 weeks after 20 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 thirteen paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day the Day before Christmas and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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**

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)).



Standard Wage Determination No.: 2015-5013

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5013  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Illinois

Area: Illinois Counties of De Witt McLean

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.77
01012 - Accounting Clerk II		17.72
01013 - Accounting Clerk III		19.81
01020 - Administrative Assistant		24.43
01035 - Court Reporter		18.21
01041 - Customer Service Representative I		13.19
01042 - Customer Service Representative II		14.40

01043 - Customer Service Representative III	16.17
01051 - Data Entry Operator I	14.76
01052 - Data Entry Operator II	16.10
01060 - Dispatcher Motor Vehicle	21.95
01070 - Document Preparation Clerk	16.01
01090 - Duplicating Machine Operator	16.01
01111 - General Clerk I	12.62
01112 - General Clerk II	13.77
01113 - General Clerk III	15.47
01120 - Housing Referral Assistant	20.31
01141 - Messenger Courier	11.82
01191 - Order Clerk I	14.47
01192 - Order Clerk II	15.79
01261 - Personnel Assistant (Employment) I	15.84
01262 - Personnel Assistant (Employment) II	17.72
01263 - Personnel Assistant (Employment) III	19.75
01270 - Production Control Clerk	21.86
01290 - Rental Clerk	11.69
01300 - Scheduler Maintenance	16.28
01311 - Secretary I	16.28
01312 - Secretary II	18.21
01313 - Secretary III	20.31
01320 - Service Order Dispatcher	19.63
01410 - Supply Technician	24.43
01420 - Survey Worker	17.53
01460 - Switchboard Operator/Receptionist	13.70
01531 - Travel Clerk I	14.48
01532 - Travel Clerk II	15.67
01533 - Travel Clerk III	16.97
01611 - Word Processor I	14.50
01612 - Word Processor II	16.28
01613 - Word Processor III	18.21
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.99
<b>Fiberglass</b>	
05010 - Automotive Electrician	18.64
05040 - Automotive Glass Installer	17.41
05070 - Automotive Worker	17.41
05110 - Mobile Equipment Servicer	15.99
05130 - Motor Equipment Metal	18.89
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	17.41
05190 - Motor Vehicle Mechanic	18.89
05220 - Motor Vehicle Mechanic Helper	15.40

05250 - Motor Vehicle Upholstery Worker	17.41
05280 - Motor Vehicle Wrecker	17.41
05310 - Painter Automotive	17.97
05340 - Radiator Repair Specialist	17.41
05370 - Tire Repairer	14.53
05400 - Transmission Repair Specialist	18.89
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.18
07041 - Cook I	14.74
07042 - Cook II	16.90
07070 - Dishwasher	10.17
07130 - Food Service Worker	10.35
07210 - Meat Cutter	14.19
07260 - Waiter/Waitress	9.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.43
09040 - Furniture Handler	17.82
09080 - Furniture Refinisher	21.43
09090 - Furniture Refinisher Helper	20.20
09110 - Furniture Repairer Minor	21.04
09130 - Upholsterer	21.43
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.99
11060 - Elevator Operator	13.75
11090 - Gardener	18.31
11122 - Housekeeping Aide	13.75
11150 - Janitor	13.75
11210 - Laborer Grounds Maintenance	14.73
11240 - Maid or Houseman	11.44
11260 - Pruner	13.55
11270 - Tractor Operator	17.10
11330 - Trail Maintenance Worker	14.73
11360 - Window Cleaner	14.95
12000 - Health Occupations	
12010 - Ambulance Driver	17.40
12011 - Breath Alcohol Technician	21.66
12012 - Certified Occupational Therapist Assistant	29.72
12015 - Certified Physical Therapist Assistant	29.72
12020 - Dental Assistant	21.28
12025 - Dental Hygienist	36.41
12030 - EKG Technician	32.83
12035 - Electroneurodiagnostic Technologist	32.83

12040 - Emergency Medical Technician	17.40
12071 - Licensed Practical Nurse I	19.36
12072 - Licensed Practical Nurse II	21.66
12073 - Licensed Practical Nurse III	24.15
12100 - Medical Assistant	17.77
12130 - Medical Laboratory Technician	24.19
<b>Technician</b>	
12160 - Medical Record Clerk	19.33
12190 - Medical Record Technician	22.35
12195 - Medical Transcriptionist	18.64
12210 - Nuclear Medicine	47.60
<b>Technologist</b>	
12221 - Nursing Assistant I	11.82
12222 - Nursing Assistant II	13.29
12223 - Nursing Assistant III	14.50
12224 - Nursing Assistant IV	16.27
12235 - Optical Dispenser	17.12
12236 - Optical Technician	19.00
12250 - Pharmacy Technician	15.37
12280 - Phlebotomist	18.83
12305 - Radiologic Technologist	27.70
12311 - Registered Nurse I	24.46
12312 - Registered Nurse II	29.92
12313 - Registered Nurse II	29.92
<b>Specialist</b>	
12314 - Registered Nurse III	36.21
12315 - Registered Nurse III	36.21
<b>Anesthetist</b>	
12316 - Registered Nurse IV	43.39
12317 - Scheduler (Drug and Alcohol Testing)	26.83
<b>Testing)</b>	
12320 - Substance Abuse Treatment	24.23
<b>Counselor</b>	
13000 - Information And Arts	
<b>Occupations</b>	
13011 - Exhibits Specialist I	19.55
13012 - Exhibits Specialist II	24.21
13013 - Exhibits Specialist III	29.62
13041 - Illustrator I	19.55
13042 - Illustrator II	24.21
13043 - Illustrator III	29.62
13047 - Librarian	26.82
13050 - Library Aide/Clerk	12.84
13054 - Library Information	24.21
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	18.23
13061 - Media Specialist I	17.47
13062 - Media Specialist II	19.55
13063 - Media Specialist III	21.79

13071 - Photographer I	17.47
13072 - Photographer II	19.55
13073 - Photographer III	24.21
13074 - Photographer IV	29.62
13075 - Photographer V	35.84
13090 - Technical Order Library	15.74
<b>Clerk</b>	
13110 - Video Teleconference	17.83
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	18.02
14042 - Computer Operator II	20.15
14043 - Computer Operator III	22.46
14044 - Computer Operator IV	24.97
14045 - Computer Operator V	27.65
14071 - Computer Programmer I	(see 1) 23.76
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	18.02
<b>Operator</b>	
14160 - Personal Computer Support	24.97
<b>Technician</b>	
14170 - System Support Specialist	38.76
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	33.05
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	40.00
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	47.93
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	33.05
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	30.15
15070 - Flight Instructor (Pilot)	47.93
15080 - Graphic Artist	23.38
15085 - Maintenance Test Pilot Fixed	47.93
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	47.93
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	47.93
<b>Pilot</b>	
15090 - Technical Instructor	28.45
15095 - Technical Instructor/Course	35.22
<b>Developer</b>	
15110 - Test Proctor	21.97

15120 - Tutor	21.97
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	28.14
19040 - Tool And Die Maker	34.24
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	19.46
21030 - Material Coordinator	21.86
21040 - Material Expediter	21.86
21050 - Material Handling Laborer	15.69
21071 - Order Filler	12.33
21080 - Production Line Worker (Food Processing)	19.46
21110 - Shipping Packer	16.18
21130 - Shipping/Receiving Clerk	16.18
21140 - Store Worker I	14.11
21150 - Stock Clerk	18.21
21210 - Tools And Parts Attendant	19.46
21410 - Warehouse Specialist	19.46
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	31.22
23019 - Aircraft Logs and Records Technician	25.02
23021 - Aircraft Mechanic I	29.69
23022 - Aircraft Mechanic II	31.22
23023 - Aircraft Mechanic III	32.72
23040 - Aircraft Mechanic Helper	21.78
23050 - Aircraft Painter	28.14
23060 - Aircraft Servicer	25.02
23070 - Aircraft Survival Flight Equipment Technician	28.14
23080 - Aircraft Worker	26.64

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.69
23110 - Appliance Mechanic	24.39
23120 - Bicycle Repairer	20.09
23125 - Cable Splicer	29.69
23130 - Carpenter Maintenance	25.70
23140 - Carpet Layer	26.64
23160 - Electrician Maintenance	35.98
23181 - Electronics Technician Maintenance I	26.64
23182 - Electronics Technician Maintenance II	28.14
23183 - Electronics Technician Maintenance III	29.69
23260 - Fabric Worker	25.02
23290 - Fire Alarm System Mechanic	28.85
23310 - Fire Extinguisher Repairer	23.32
23311 - Fuel Distribution System Mechanic	29.69
23312 - Fuel Distribution System Operator	23.32
23370 - General Maintenance Worker	19.05
23380 - Ground Support Equipment Mechanic	29.69
23381 - Ground Support Equipment Servicer	25.02
23382 - Ground Support Equipment Worker	26.64
23391 - Gunsmith I	23.32
23392 - Gunsmith II	26.64
23393 - Gunsmith III	29.69
23410 - Heating Ventilation And Air- Conditioning Mechanic	23.78
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.01
23430 - Heavy Equipment Mechanic	31.42
23440 - Heavy Equipment Operator	33.68
23460 - Instrument Mechanic	29.69
23465 - Laboratory/Shelter Mechanic	28.14
23470 - Laborer	15.69
23510 - Locksmith	28.14
23530 - Machinery Maintenance Mechanic	29.14
23550 - Machinist Maintenance	20.69

23580 - Maintenance Trades Helper	18.77
23591 - Metrology Technician I	29.69
23592 - Metrology Technician II	31.22
23593 - Metrology Technician III	32.72
23640 - Millwright	29.69
23710 - Office Appliance Repairer	24.33
23760 - Painter Maintenance	24.12
23790 - Pipefitter Maintenance	34.34
23810 - Plumber Maintenance	32.62
23820 - Pneudraulic Systems Mechanic	29.69
23850 - Rigger	29.69
23870 - Scale Mechanic	26.64
23890 - Sheet-Metal Worker	33.99
<b>Maintenance</b>	
23910 - Small Engine Mechanic	26.64
23931 - Telecommunications Mechanic	29.69
<b>I</b>	
23932 - Telecommunications Mechanic	31.22
<b>II</b>	
23950 - Telephone Lineman	29.69
23960 - Welder Combination	22.46
<b>Maintenance</b>	
23965 - Well Driller	29.69
23970 - Woodcraft Worker	29.69
23980 - Woodworker	23.32
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	18.20
24570 - Child Care Attendant	10.98
24580 - Child Care Center Clerk	13.68
24610 - Chore Aide	13.50
24620 - Family Readiness And Support	18.20
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	18.20
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	29.69
25040 - Sewage Plant Operator	24.22
25070 - Stationary Engineer	29.69
25190 - Ventilation Equipment Tender	20.78
25210 - Water Treatment Plant	24.22
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	25.61
27007 - Baggage Inspector	13.66
27008 - Corrections Officer	22.75
27010 - Court Security Officer	23.83
27030 - Detection Dog Handler	16.41
27040 - Detention Officer	22.75
27070 - Firefighter	23.24



27101 - Guard I	13.66
27102 - Guard II	16.41
27131 - Police Officer I	34.05
27132 - Police Officer II	37.84
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	12.67
28042 - Carnival Equipment Repairer	13.56
28043 - Carnival Worker	10.24
28210 - Gate Attendant/Gate Tender	13.52
28310 - Lifeguard	12.04
28350 - Park Attendant (Aide)	15.12
28510 - Recreation Aide/Health	11.04
<b>Facility Attendant</b>	
28515 - Recreation Specialist	18.73
28630 - Sports Official	12.04
28690 - Swimming Pool Operator	17.64
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	26.64
29020 - Hatch Tender	26.64
29030 - Line Handler	26.64
29041 - Stevedore I	25.02
29042 - Stevedore II	28.14
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control	(see 2) 40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control	(see 2) 27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	17.07
30022 - Archeological Technician II	19.11
30023 - Archeological Technician III	23.66
30030 - Cartographic Technician	23.66
30040 - Civil Engineering Technician	23.97
30051 - Cryogenic Technician I	26.21
30052 - Cryogenic Technician II	28.95
30061 - Drafter/CAD Operator I	17.07
30062 - Drafter/CAD Operator II	19.11
30063 - Drafter/CAD Operator III	21.31
30064 - Drafter/CAD Operator IV	26.21
30081 - Engineering Technician I	15.41
30082 - Engineering Technician II	17.41
30083 - Engineering Technician III	19.48
30084 - Engineering Technician IV	24.12
30085 - Engineering Technician V	29.52
30086 - Engineering Technician VI	35.49
30090 - Environmental Technician	23.66
30095 - Evidence Control Specialist	23.66
30210 - Laboratory Technician	21.46

30221 - Latent Fingerprint Technician I	26.21
30222 - Latent Fingerprint Technician II	28.95
30240 - Mathematical Technician	23.66
30361 - Paralegal/Legal Assistant I	18.94
30362 - Paralegal/Legal Assistant II	23.46
30363 - Paralegal/Legal Assistant III	28.70
30364 - Paralegal/Legal Assistant IV	34.73
30375 - Petroleum Supply Specialist	28.95
30390 - Photo-Optics Technician	23.66
30395 - Radiation Control Technician	28.95
30461 - Technical Writer I	23.97
30462 - Technical Writer II	29.33
30463 - Technical Writer III	35.49
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.21
30502 - Weather Forecaster II	31.89
30620 - Weather Observer Combined (see 2)	21.31
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	23.66
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	18.01
31030 - Bus Driver	23.81
31043 - Driver Courier	15.27
31260 - Parking and Lot Attendant	12.28
31290 - Shuttle Bus Driver	16.31
31310 - Taxi Driver	13.43
31361 - Truckdriver Light	16.35
31362 - Truckdriver Medium	17.55
31363 - Truckdriver Heavy	26.47
31364 - Truckdriver Tractor-Trailer	26.47
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.21
99050 - Desk Clerk	11.53
99095 - Embalmer	26.24

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.49
<b>I</b>	
99252 - Laboratory Animal Caretaker	15.51
<b>II</b>	
99260 - Marketing Analyst	28.01
99310 - Mortician	26.24
99410 - Pest Controller	22.47
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.47
99711 - Recycling Specialist	21.44
99730 - Refuse Collector	16.97
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	15.49
99830 - Survey Party Chief	21.14
99831 - Surveying Aide	13.84
99832 - Surveying Technician	18.95
99840 - Vending Machine Attendant	19.55
99841 - Vending Machine Repairer	23.99
99842 - Vending Machine Repairer	19.55
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 8 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-5015

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5015  
Revision No.: 16  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Illinois

Area: Illinois Counties of Champaign Ford Piatt

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		15.82
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		19.87
01020 - Administrative Assistant		29.96
01035 - Court Reporter		18.46
01041 - Customer Service Representative I		13.11
01042 - Customer Service Representative II		14.41

01043 - Customer Service Representative III	16.07
01051 - Data Entry Operator I	15.44
01052 - Data Entry Operator II	16.85
01060 - Dispatcher Motor Vehicle	21.69
01070 - Document Preparation Clerk	14.70
01090 - Duplicating Machine Operator	14.70
01111 - General Clerk I	15.14
01112 - General Clerk II	16.52
01113 - General Clerk III	18.56
01120 - Housing Referral Assistant	20.58
01141 - Messenger Courier	12.78
01191 - Order Clerk I	16.87
01192 - Order Clerk II	18.41
01261 - Personnel Assistant (Employment) I	16.05
01262 - Personnel Assistant (Employment) II	17.96
01263 - Personnel Assistant (Employment) III	20.02
01270 - Production Control Clerk	27.55
01290 - Rental Clerk	11.69
01300 - Scheduler Maintenance	16.51
01311 - Secretary I	16.51
01312 - Secretary II	18.46
01313 - Secretary III	20.58
01320 - Service Order Dispatcher	19.38
01410 - Supply Technician	29.96
01420 - Survey Worker	17.63
01460 - Switchboard Operator/Receptionist	14.01
01531 - Travel Clerk I	14.48
01532 - Travel Clerk II	15.67
01533 - Travel Clerk III	16.97
01611 - Word Processor I	14.70
01612 - Word Processor II	16.51
01613 - Word Processor III	18.46
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.13
<b>Fiberglass</b>	
05010 - Automotive Electrician	18.92
05040 - Automotive Glass Installer	17.90
05070 - Automotive Worker	17.90
05110 - Mobile Equipment Servicer	15.99
05130 - Motor Equipment Metal	19.95
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	17.90
05190 - Motor Vehicle Mechanic	19.95
05220 - Motor Vehicle Mechanic Helper	15.40



05250 - Motor Vehicle Upholstery Worker	17.41
05280 - Motor Vehicle Wrecker	17.90
05310 - Painter Automotive	18.92
05340 - Radiator Repair Specialist	17.90
05370 - Tire Repairer	13.37
05400 - Transmission Repair Specialist	19.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.56
07041 - Cook I	14.75
07042 - Cook II	16.91
07070 - Dishwasher	9.81
07130 - Food Service Worker	11.80
07210 - Meat Cutter	14.73
07260 - Waiter/Waitress	9.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.15
09040 - Furniture Handler	13.79
09080 - Furniture Refinisher	19.15
09090 - Furniture Refinisher Helper	15.17
09110 - Furniture Repairer Minor	17.03
09130 - Upholsterer	19.15
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.78
11060 - Elevator Operator	13.66
11090 - Gardener	18.48
11122 - Housekeeping Aide	13.66
11150 - Janitor	13.66
11210 - Laborer Grounds Maintenance	14.86
11240 - Maid or Houseman	11.76
11260 - Pruner	13.67
11270 - Tractor Operator	17.26
11330 - Trail Maintenance Worker	14.86
11360 - Window Cleaner	14.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.40
12011 - Breath Alcohol Technician	21.42
12012 - Certified Occupational Therapist Assistant	31.17
12015 - Certified Physical Therapist Assistant	30.49
12020 - Dental Assistant	19.35
12025 - Dental Hygienist	29.72
12030 - EKG Technician	29.36
12035 - Electroneurodiagnostic Technologist	29.36

12040 - Emergency Medical Technician	17.40
12071 - Licensed Practical Nurse I	19.15
12072 - Licensed Practical Nurse II	21.42
12073 - Licensed Practical Nurse III	23.87
12100 - Medical Assistant	17.62
12130 - Medical Laboratory Technician	25.62
<b>Technician</b>	
12160 - Medical Record Clerk	17.64
12190 - Medical Record Technician	19.82
12195 - Medical Transcriptionist	19.15
12210 - Nuclear Medicine	47.06
<b>Technologist</b>	
12221 - Nursing Assistant I	11.87
12222 - Nursing Assistant II	13.34
12223 - Nursing Assistant III	14.56
12224 - Nursing Assistant IV	16.35
12235 - Optical Dispenser	18.98
12236 - Optical Technician	19.15
12250 - Pharmacy Technician	15.81
12280 - Phlebotomist	14.57
12305 - Radiologic Technologist	29.34
12311 - Registered Nurse I	24.36
12312 - Registered Nurse II	29.80
12313 - Registered Nurse II	29.80
<b>Specialist</b>	
12314 - Registered Nurse III	36.06
12315 - Registered Nurse III	36.06
<b>Anesthetist</b>	
12316 - Registered Nurse IV	43.22
12317 - Scheduler (Drug and Alcohol Testing)	26.53
<b>Testing)</b>	
12320 - Substance Abuse Treatment	24.28
<b>Counselor</b>	
13000 - Information And Arts	
<b>Occupations</b>	
13011 - Exhibits Specialist I	20.93
13012 - Exhibits Specialist II	25.93
13013 - Exhibits Specialist III	31.72
13041 - Illustrator I	20.93
13042 - Illustrator II	25.93
13043 - Illustrator III	31.72
13047 - Librarian	28.72
13050 - Library Aide/Clerk	12.84
13054 - Library Information	25.93
<b>Technology Systems</b>	
<b>Administrator</b>	
13058 - Library Technician	21.45
13061 - Media Specialist I	18.72
13062 - Media Specialist II	20.93
13063 - Media Specialist III	23.33

13071 - Photographer I	18.12
13072 - Photographer II	20.27
13073 - Photographer III	25.10
13074 - Photographer IV	30.71
13075 - Photographer V	37.16
13090 - Technical Order Library	15.74
<b>Clerk</b>	
13110 - Video Teleconference	18.72
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	18.73
14042 - Computer Operator II	20.94
14043 - Computer Operator III	23.36
14044 - Computer Operator IV	25.96
14045 - Computer Operator V	28.75
14071 - Computer Programmer I	(see 1) 21.34
14072 - Computer Programmer II	(see 1) 26.43
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	18.73
<b>Operator</b>	
14160 - Personal Computer Support	25.96
<b>Technician</b>	
14170 - System Support Specialist	30.08
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.30
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	34.25
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	41.04
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	28.30
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	28.20
15070 - Flight Instructor (Pilot)	41.04
15080 - Graphic Artist	21.62
15085 - Maintenance Test Pilot Fixed	41.04
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	41.04
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	41.04
<b>Pilot</b>	
15090 - Technical Instructor	25.86
15095 - Technical Instructor/Course	32.30
<b>Developer</b>	
15110 - Test Proctor	19.20

15120 - Tutor	19.20
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	24.49
19040 - Tool And Die Maker	28.90
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	16.86
21030 - Material Coordinator	27.55
21040 - Material Expediter	27.55
21050 - Material Handling Laborer	14.03
21071 - Order Filler	12.72
21080 - Production Line Worker (Food Processing)	16.86
21110 - Shipping Packer	16.08
21130 - Shipping/Receiving Clerk	16.08
21140 - Store Worker I	14.11
21150 - Stock Clerk	18.21
21210 - Tools And Parts Attendant	16.86
21410 - Warehouse Specialist	16.86
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	32.02
23019 - Aircraft Logs and Records Technician	25.50
23021 - Aircraft Mechanic I	30.45
23022 - Aircraft Mechanic II	32.02
23023 - Aircraft Mechanic III	33.58
23040 - Aircraft Mechanic Helper	22.19
23050 - Aircraft Painter	28.78
23060 - Aircraft Servicer	25.50
23070 - Aircraft Survival Flight Equipment Technician	28.78
23080 - Aircraft Worker	27.23

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.45
23110 - Appliance Mechanic	31.16
23120 - Bicycle Repairer	21.54
23125 - Cable Splicer	32.96
23130 - Carpenter Maintenance	32.40
23140 - Carpet Layer	25.07
23160 - Electrician Maintenance	38.93
23181 - Electronics Technician Maintenance I	29.47
23182 - Electronics Technician Maintenance II	31.16
23183 - Electronics Technician Maintenance III	32.96
23260 - Fabric Worker	27.61
23290 - Fire Alarm System Mechanic	32.96
23310 - Fire Extinguisher Repairer	25.71
23311 - Fuel Distribution System Mechanic	30.02
23312 - Fuel Distribution System Operator	23.68
23370 - General Maintenance Worker	21.39
23380 - Ground Support Equipment Mechanic	30.45
23381 - Ground Support Equipment Servicer	25.50
23382 - Ground Support Equipment Worker	27.23
23391 - Gunsmith I	25.71
23392 - Gunsmith II	29.47
23393 - Gunsmith III	32.96
23410 - Heating Ventilation And Air- Conditioning Mechanic	27.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.39
23430 - Heavy Equipment Mechanic	32.96
23440 - Heavy Equipment Operator	44.13
23460 - Instrument Mechanic	32.96
23465 - Laboratory/Shelter Mechanic	31.16
23470 - Laborer	14.03
23510 - Locksmith	29.14
23530 - Machinery Maintenance Mechanic	26.25
23550 - Machinist Maintenance	23.18

23580 - Maintenance Trades Helper	18.74
23591 - Metrology Technician I	32.96
23592 - Metrology Technician II	34.66
23593 - Metrology Technician III	36.35
23640 - Millwright	32.96
23710 - Office Appliance Repairer	31.16
23760 - Painter Maintenance	29.36
23790 - Pipefitter Maintenance	41.86
23810 - Plumber Maintenance	39.57
23820 - Pneudraulic Systems Mechanic	32.96
23850 - Rigger	32.96
23870 - Scale Mechanic	29.47
23890 - Sheet-Metal Worker	38.67
<b>Maintenance</b>	
23910 - Small Engine Mechanic	29.47
23931 - Telecommunications Mechanic	30.53
<b>I</b>	
23932 - Telecommunications Mechanic	32.10
<b>II</b>	
23950 - Telephone Lineman	33.80
23960 - Welder Combination	18.55
<b>Maintenance</b>	
23965 - Well Driller	32.96
23970 - Woodcraft Worker	32.96
23980 - Woodworker	25.71
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	19.10
24570 - Child Care Attendant	12.31
24580 - Child Care Center Clerk	15.34
24610 - Chore Aide	13.37
24620 - Family Readiness And Support	19.10
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	19.10
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	32.96
25040 - Sewage Plant Operator	27.40
25070 - Stationary Engineer	32.96
25190 - Ventilation Equipment Tender	24.02
25210 - Water Treatment Plant	27.40
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	26.19
27007 - Baggage Inspector	16.46
27008 - Corrections Officer	28.96
27010 - Court Security Officer	30.35
27030 - Detection Dog Handler	18.41
27040 - Detention Officer	28.96
27070 - Firefighter	30.35

27101 - Guard I	16.46
27102 - Guard II	18.41
27131 - Police Officer I	31.56
27132 - Police Officer II	35.07
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	15.14
28043 - Carnival Worker	12.39
28210 - Gate Attendant/Gate Tender	14.71
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	16.45
28510 - Recreation Aide/Health	12.00
<b>Facility Attendant</b>	
28515 - Recreation Specialist	20.38
28630 - Sports Official	13.10
28690 - Swimming Pool Operator	23.47
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	29.47
29020 - Hatch Tender	29.47
29030 - Line Handler	29.47
29041 - Stevedore I	27.61
29042 - Stevedore II	31.16
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	40.29
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	27.78
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	30.59
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	17.85
30022 - Archeological Technician II	19.97
30023 - Archeological Technician III	24.74
30030 - Cartographic Technician	24.74
30040 - Civil Engineering Technician	31.30
30051 - Cryogenic Technician I	27.40
30052 - Cryogenic Technician II	30.26
30061 - Drafter/CAD Operator I	17.85
30062 - Drafter/CAD Operator II	19.97
30063 - Drafter/CAD Operator III	22.26
30064 - Drafter/CAD Operator IV	27.40
30081 - Engineering Technician I	15.80
30082 - Engineering Technician II	17.75
30083 - Engineering Technician III	19.85
30084 - Engineering Technician IV	24.59
30085 - Engineering Technician V	30.08
30086 - Engineering Technician VI	36.06
30090 - Environmental Technician	24.74
30095 - Evidence Control Specialist	24.74
30210 - Laboratory Technician	24.31

30221 - Latent Fingerprint Technician I	27.40
30222 - Latent Fingerprint Technician II	30.26
30240 - Mathematical Technician	27.21
30361 - Paralegal/Legal Assistant I	19.41
30362 - Paralegal/Legal Assistant II	24.05
30363 - Paralegal/Legal Assistant III	29.42
30364 - Paralegal/Legal Assistant IV	35.60
30375 - Petroleum Supply Specialist	30.26
30390 - Photo-Optics Technician	24.74
30395 - Radiation Control Technician	30.26
30461 - Technical Writer I	24.74
30462 - Technical Writer II	30.26
30463 - Technical Writer III	36.61
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.40
30502 - Weather Forecaster II	33.32
30620 - Weather Observer Combined (see 2)	22.26
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	24.74
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.96
31030 - Bus Driver	21.29
31043 - Driver Courier	16.84
31260 - Parking and Lot Attendant	13.38
31290 - Shuttle Bus Driver	18.03
31310 - Taxi Driver	14.73
31361 - Truckdriver Light	18.03
31362 - Truckdriver Medium	19.35
31363 - Truckdriver Heavy	20.43
31364 - Truckdriver Tractor-Trailer	20.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.94
99050 - Desk Clerk	11.49
99095 - Embalmer	26.66



99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.94
<b>I</b>	
99252 - Laboratory Animal Caretaker	15.99
<b>II</b>	
99260 - Marketing Analyst	26.52
99310 - Mortician	26.66
99410 - Pest Controller	22.47
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.84
99711 - Recycling Specialist	19.55
99730 - Refuse Collector	15.49
99810 - Sales Clerk	12.42
99820 - School Crossing Guard	15.10
99830 - Survey Party Chief	23.25
99831 - Surveying Aide	15.22
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	18.50
99841 - Vending Machine Repairer	22.63
99842 - Vending Machine Repairer	18.50
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 8 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-5017

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5017  
Revision No.: 20  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Illinois

Area: Illinois Counties of Cook Du Page McHenry

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		29.91
01035 - Court Reporter		24.51
01041 - Customer Service Representative I		15.18
01042 - Customer Service Representative II		16.57

01043 - Customer Service Representative III	18.61
01051 - Data Entry Operator I	17.39
01052 - Data Entry Operator II	18.98
01060 - Dispatcher Motor Vehicle	24.18
01070 - Document Preparation Clerk	18.54
01090 - Duplicating Machine Operator	18.54
01111 - General Clerk I	14.39
01112 - General Clerk II	15.70
01113 - General Clerk III	17.64
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	15.67
01191 - Order Clerk I	16.20
01192 - Order Clerk II	17.68
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	24.79
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.62
01410 - Supply Technician	29.91
01420 - Survey Worker	19.19
01460 - Switchboard Operator/Receptionist	15.24
01531 - Travel Clerk I	19.40
01532 - Travel Clerk II	21.00
01533 - Travel Clerk III	22.72
01611 - Word Processor I	17.51
01612 - Word Processor II	19.65
01613 - Word Processor III	21.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.97
<b>Fiberglass</b>	
05010 - Automotive Electrician	24.16
05040 - Automotive Glass Installer	23.05
05070 - Automotive Worker	23.05
05110 - Mobile Equipment Servicer	20.85
05130 - Motor Equipment Metal	27.79
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	23.05
05190 - Motor Vehicle Mechanic	27.79
05220 - Motor Vehicle Mechanic Helper	19.73

05250 - Motor Vehicle Upholstery Worker	21.96
05280 - Motor Vehicle Wrecker	23.09
05310 - Painter Automotive	24.16
05340 - Radiator Repair Specialist	23.05
05370 - Tire Repairer	15.92
05400 - Transmission Repair Specialist	27.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.76
07041 - Cook I	14.29
07042 - Cook II	16.13
07070 - Dishwasher	12.63
07130 - Food Service Worker	13.54
07210 - Meat Cutter	15.72
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.06
09040 - Furniture Handler	14.52
09080 - Furniture Refinisher	20.06
09090 - Furniture Refinisher Helper	16.37
09110 - Furniture Repairer Minor	18.23
09130 - Upholsterer	20.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.77
11060 - Elevator Operator	14.91
11090 - Gardener	20.62
11122 - Housekeeping Aide	14.91
11150 - Janitor	14.91
11210 - Laborer Grounds Maintenance	16.39
11240 - Maid or Houseman	13.33
11260 - Pruner	15.01
11270 - Tractor Operator	19.26
11330 - Trail Maintenance Worker	16.39
11360 - Window Cleaner	16.28
12000 - Health Occupations	
12010 - Ambulance Driver	21.04
12011 - Breath Alcohol Technician	24.98
12012 - Certified Occupational Therapist Assistant	31.95
12015 - Certified Physical Therapist Assistant	30.38
12020 - Dental Assistant	20.22
12025 - Dental Hygienist	37.42
12030 - EKG Technician	30.87
12035 - Electroneurodiagnostic Technologist	30.87

12040 - Emergency Medical Technician	21.04
12071 - Licensed Practical Nurse I	22.34
12072 - Licensed Practical Nurse II	24.98
12073 - Licensed Practical Nurse III	27.84
12100 - Medical Assistant	18.04
12130 - Medical Laboratory Technician	26.30
<b>Technician</b>	
12160 - Medical Record Clerk	20.81
12190 - Medical Record Technician	23.47
12195 - Medical Transcriptionist	17.07
12210 - Nuclear Medicine Technologist	42.13
<b>Technologist</b>	
12221 - Nursing Assistant I	12.35
12222 - Nursing Assistant II	13.88
12223 - Nursing Assistant III	15.15
12224 - Nursing Assistant IV	17.01
12235 - Optical Dispenser	17.19
12236 - Optical Technician	19.62
12250 - Pharmacy Technician	16.06
12280 - Phlebotomist	17.63
12305 - Radiologic Technologist	32.46
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II	32.57
<b>Specialist</b>	
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III	38.43
<b>Anesthetist</b>	
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol Testing)	30.94
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	21.15
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	21.92
13012 - Exhibits Specialist II	27.16
13013 - Exhibits Specialist III	33.22
13041 - Illustrator I	21.63
13042 - Illustrator II	26.80
13043 - Illustrator III	32.77
13047 - Librarian	35.08
13050 - Library Aide/Clerk	14.14
13054 - Library Information Technology Systems Administrator	29.01
<b>Technology Systems Administrator</b>	
13058 - Library Technician	17.38
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39



13071 - Photographer I	18.68
13072 - Photographer II	20.89
13073 - Photographer III	25.88
13074 - Photographer IV	31.66
13075 - Photographer V	38.31
13090 - Technical Order Library	17.20
<b>Clerk</b>	
13110 - Video Teleconference	20.49
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	19.92
14042 - Computer Operator II	22.28
14043 - Computer Operator III	24.84
14044 - Computer Operator IV	27.60
14045 - Computer Operator V	30.57
14071 - Computer Programmer I	(see 1) 26.76
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	19.92
<b>Operator</b>	
14160 - Personal Computer Support	27.60
<b>Technician</b>	
14170 - System Support Specialist	33.99
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	36.22
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	41.82
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	46.94
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	36.22
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	32.65
15070 - Flight Instructor (Pilot)	46.94
15080 - Graphic Artist	27.69
15085 - Maintenance Test Pilot Fixed	43.63
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	43.63
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	43.63
<b>Pilot</b>	
15090 - Technical Instructor	27.45
15095 - Technical Instructor/Course	32.88
<b>Developer</b>	
15110 - Test Proctor	21.70

15120 - Tutor	21.70
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	23.40
19040 - Tool And Die Maker	28.57
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	18.38
21030 - Material Coordinator	24.79
21040 - Material Expediter	24.79
21050 - Material Handling Laborer	18.12
21071 - Order Filler	15.18
21080 - Production Line Worker (Food Processing)	18.38
21110 - Shipping Packer	17.72
21130 - Shipping/Receiving Clerk	17.72
21140 - Store Worker I	15.84
21150 - Stock Clerk	20.76
21210 - Tools And Parts Attendant	18.38
21410 - Warehouse Specialist	18.38
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	38.81
23019 - Aircraft Logs and Records Technician	31.33
23021 - Aircraft Mechanic I	36.92
23022 - Aircraft Mechanic II	38.81
23023 - Aircraft Mechanic III	40.34
23040 - Aircraft Mechanic Helper	27.48
23050 - Aircraft Painter	35.06
23060 - Aircraft Servicer	31.33
23070 - Aircraft Survival Flight Equipment Technician	35.06
23080 - Aircraft Worker	33.20

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.92
23110 - Appliance Mechanic	27.22
23120 - Bicycle Repairer	21.19
23125 - Cable Splicer	44.61
23130 - Carpenter Maintenance	40.43
23140 - Carpet Layer	32.44
23160 - Electrician Maintenance	42.13
23181 - Electronics Technician Maintenance I	28.39
23182 - Electronics Technician Maintenance II	29.98
23183 - Electronics Technician Maintenance III	31.57
23260 - Fabric Worker	27.96
23290 - Fire Alarm System Mechanic	28.80
23310 - Fire Extinguisher Repairer	26.69
23311 - Fuel Distribution System Mechanic	38.55
23312 - Fuel Distribution System Operator	30.77
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	36.92
23381 - Ground Support Equipment Servicer	31.33
23382 - Ground Support Equipment Worker	33.20
23391 - Gunsmith I	26.69
23392 - Gunsmith II	30.13
23393 - Gunsmith III	33.50
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.27
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.81
23430 - Heavy Equipment Mechanic	34.23
23440 - Heavy Equipment Operator	42.62
23460 - Instrument Mechanic	33.80
23465 - Laboratory/Shelter Mechanic	31.80
23470 - Laborer	14.76
23510 - Locksmith	28.62
23530 - Machinery Maintenance Mechanic	27.60
23550 - Machinist Maintenance	27.46

23580 - Maintenance Trades Helper	16.14
23591 - Metrology Technician I	33.80
23592 - Metrology Technician II	35.52
23593 - Metrology Technician III	36.93
23640 - Millwright	31.97
23710 - Office Appliance Repairer	23.17
23760 - Painter Maintenance	28.08
23790 - Pipefitter Maintenance	46.59
23810 - Plumber Maintenance	44.24
23820 - Pneudraulic Systems Mechanic	33.50
23850 - Rigger	34.76
23870 - Scale Mechanic	30.13
23890 - Sheet-Metal Worker	41.97
<b>Maintenance</b>	
23910 - Small Engine Mechanic	22.69
23931 - Telecommunications Mechanic	33.01
<b>I</b>	
23932 - Telecommunications Mechanic	34.69
<b>II</b>	
23950 - Telephone Lineman	34.65
23960 - Welder Combination	20.97
<b>Maintenance</b>	
23965 - Well Driller	36.85
23970 - Woodcraft Worker	33.50
23980 - Woodworker	26.69
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	18.32
24570 - Child Care Attendant	12.41
24580 - Child Care Center Clerk	15.47
24610 - Chore Aide	13.24
24620 - Family Readiness And Support	18.32
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	18.32
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	45.15
25040 - Sewage Plant Operator	31.86
25070 - Stationary Engineer	45.15
25190 - Ventilation Equipment Tender	33.60
25210 - Water Treatment Plant	31.86
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	28.43
27007 - Baggage Inspector	15.05
27008 - Corrections Officer	32.85
27010 - Court Security Officer	32.47
27030 - Detection Dog Handler	16.83
27040 - Detention Officer	32.85
27070 - Firefighter	34.35

27101 - Guard I	15.05
27102 - Guard II	16.83
27131 - Police Officer I	38.41
27132 - Police Officer II	42.68
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	14.11
28042 - Carnival Equipment Repairer	15.10
28043 - Carnival Worker	11.00
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health	12.62
<b>Facility Attendant</b>	
28515 - Recreation Specialist	21.43
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	18.21
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	27.56
29020 - Hatch Tender	27.56
29030 - Line Handler	27.56
29041 - Stevedore I	26.00
29042 - Stevedore II	29.08
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	44.68
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	30.81
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	33.93
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	20.03
30022 - Archeological Technician II	22.41
30023 - Archeological Technician III	27.76
30030 - Cartographic Technician	27.76
30040 - Civil Engineering Technician	32.60
30051 - Cryogenic Technician I	30.74
30052 - Cryogenic Technician II	33.95
30061 - Drafter/CAD Operator I	20.03
30062 - Drafter/CAD Operator II	22.41
30063 - Drafter/CAD Operator III	24.98
30064 - Drafter/CAD Operator IV	30.74
30081 - Engineering Technician I	18.16
30082 - Engineering Technician II	20.39
30083 - Engineering Technician III	22.81
30084 - Engineering Technician IV	28.26
30085 - Engineering Technician V	34.56
30086 - Engineering Technician VI	45.66
30090 - Environmental Technician	24.39
30095 - Evidence Control Specialist	27.76
30210 - Laboratory Technician	24.10

30221 - Latent Fingerprint Technician I	37.71
30222 - Latent Fingerprint Technician II	41.65
30240 - Mathematical Technician	30.54
30361 - Paralegal/Legal Assistant I	22.52
30362 - Paralegal/Legal Assistant II	27.90
30363 - Paralegal/Legal Assistant III	34.13
30364 - Paralegal/Legal Assistant IV	41.29
30375 - Petroleum Supply Specialist	33.95
30390 - Photo-Optics Technician	27.76
30395 - Radiation Control Technician	33.95
30461 - Technical Writer I	26.76
30462 - Technical Writer II	32.65
30463 - Technical Writer III	39.34
30491 - Unexploded Ordnance (UXO) Technician I	28.39
30492 - Unexploded Ordnance (UXO) Technician II	34.35
30493 - Unexploded Ordnance (UXO) Technician III	41.18
30494 - Unexploded (UXO) Safety Escort	28.39
30495 - Unexploded (UXO) Sweep Personnel	28.39
30501 - Weather Forecaster I	30.74
30502 - Weather Forecaster II	37.40
30620 - Weather Observer Combined (see 2)	24.98
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.76
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.35
31020 - Bus Aide	22.89
31030 - Bus Driver	30.61
31043 - Driver Courier	21.38
31260 - Parking and Lot Attendant	13.39
31290 - Shuttle Bus Driver	21.43
31310 - Taxi Driver	17.88
31361 - Truckdriver Light	22.89
31362 - Truckdriver Medium	24.38
31363 - Truckdriver Heavy	24.71
31364 - Truckdriver Tractor-Trailer	24.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.75
99030 - Cashier	12.18
99050 - Desk Clerk	12.53
99095 - Embalmer	36.98

99130 - Flight Follower	28.39
99251 - Laboratory Animal Caretaker	15.43
<b>I</b>	
99252 - Laboratory Animal Caretaker	16.62
<b>II</b>	
99260 - Marketing Analyst	31.34
99310 - Mortician	36.98
99410 - Pest Controller	19.86
99510 - Photofinishing Worker	19.20
99710 - Recycling Laborer	37.57
99711 - Recycling Specialist	44.15
99730 - Refuse Collector	34.40
99810 - Sales Clerk	13.81
99820 - School Crossing Guard	16.35
99830 - Survey Party Chief	30.76
99831 - Surveying Aide	19.29
99832 - Surveying Technician	26.44
99840 - Vending Machine Attendant	16.09
99841 - Vending Machine Repairer	19.18
99842 - Vending Machine Repairer	16.09
<b>Helper</b>	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

Standard Wage Determination No.: 2015-5019

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5019  
Revision No.: 20  
Date Of Last Revision: 12/27/2021

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Illinois

Area: Illinois Counties of Grundy Kendall Will

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		29.91
01035 - Court Reporter		24.51
01041 - Customer Service Representative I		15.18
01042 - Customer Service Representative II		16.57

01043 - Customer Service Representative III	18.61
01051 - Data Entry Operator I	17.39
01052 - Data Entry Operator II	18.98
01060 - Dispatcher Motor Vehicle	24.18
01070 - Document Preparation Clerk	18.54
01090 - Duplicating Machine Operator	18.54
01111 - General Clerk I	14.39
01112 - General Clerk II	15.70
01113 - General Clerk III	17.64
01120 - Housing Referral Assistant	22.12
01141 - Messenger Courier	15.67
01191 - Order Clerk I	16.20
01192 - Order Clerk II	17.68
01261 - Personnel Assistant (Employment) I	17.84
01262 - Personnel Assistant (Employment) II	19.95
01263 - Personnel Assistant (Employment) III	22.24
01270 - Production Control Clerk	24.79
01290 - Rental Clerk	17.41
01300 - Scheduler Maintenance	18.36
01311 - Secretary I	18.36
01312 - Secretary II	19.84
01313 - Secretary III	22.12
01320 - Service Order Dispatcher	21.62
01410 - Supply Technician	29.91
01420 - Survey Worker	19.19
01460 - Switchboard Operator/Receptionist	15.24
01531 - Travel Clerk I	19.40
01532 - Travel Clerk II	21.00
01533 - Travel Clerk III	22.72
01611 - Word Processor I	17.51
01612 - Word Processor II	19.65
01613 - Word Processor III	21.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.97
<b>Fiberglass</b>	
05010 - Automotive Electrician	24.51
05040 - Automotive Glass Installer	23.47
05070 - Automotive Worker	23.47
05110 - Mobile Equipment Servicer	21.37
05130 - Motor Equipment Metal	28.12
<b>Mechanic</b>	
05160 - Motor Equipment Metal Worker	23.47
05190 - Motor Vehicle Mechanic	28.63
05220 - Motor Vehicle Mechanic Helper	20.28

05250 - Motor Vehicle Upholstery Worker	22.45
05280 - Motor Vehicle Wrecker	23.47
05310 - Painter Automotive	23.47
05340 - Radiator Repair Specialist	23.47
05370 - Tire Repairer	16.41
05400 - Transmission Repair Specialist	28.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.77
07041 - Cook I	14.43
07042 - Cook II	16.13
07070 - Dishwasher	12.63
07130 - Food Service Worker	13.54
07210 - Meat Cutter	15.77
07260 - Waiter/Waitress	12.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.79
09040 - Furniture Handler	15.81
09080 - Furniture Refinisher	21.77
09090 - Furniture Refinisher Helper	18.02
09110 - Furniture Repairer Minor	19.94
09130 - Upholsterer	21.77
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.77
11060 - Elevator Operator	14.91
11090 - Gardener	20.62
11122 - Housekeeping Aide	14.91
11150 - Janitor	14.91
11210 - Laborer Grounds Maintenance	16.39
11240 - Maid or Houseman	13.33
11260 - Pruner	15.01
11270 - Tractor Operator	19.26
11330 - Trail Maintenance Worker	16.39
11360 - Window Cleaner	16.28
12000 - Health Occupations	
12010 - Ambulance Driver	22.26
12011 - Breath Alcohol Technician	24.98
12012 - Certified Occupational Therapist Assistant	31.95
12015 - Certified Physical Therapist Assistant	30.38
12020 - Dental Assistant	20.22
12025 - Dental Hygienist	37.42
12030 - EKG Technician	30.87
12035 - Electroneurodiagnostic Technologist	30.87

12040 - Emergency Medical Technician	22.26
12071 - Licensed Practical Nurse I	22.34
12072 - Licensed Practical Nurse II	24.98
12073 - Licensed Practical Nurse III	27.84
12100 - Medical Assistant	18.04
12130 - Medical Laboratory Technician	26.30
<b>Technician</b>	
12160 - Medical Record Clerk	20.81
12190 - Medical Record Technician	23.47
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine Technologist	42.13
<b>Technologist</b>	
12221 - Nursing Assistant I	12.35
12222 - Nursing Assistant II	13.88
12223 - Nursing Assistant III	15.15
12224 - Nursing Assistant IV	17.01
12235 - Optical Dispenser	17.70
12236 - Optical Technician	19.62
12250 - Pharmacy Technician	16.06
12280 - Phlebotomist	17.63
12305 - Radiologic Technologist	32.46
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II	32.57
<b>Specialist</b>	
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III	38.43
<b>Anesthetist</b>	
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol Testing)	30.94
<b>Testing)</b>	
12320 - Substance Abuse Treatment Counselor	21.15
<b>Counselor</b>	
13000 - Information And Arts Occupations	
<b>Occupations</b>	
13011 - Exhibits Specialist I	21.51
13012 - Exhibits Specialist II	26.65
13013 - Exhibits Specialist III	32.46
13041 - Illustrator I	22.03
13042 - Illustrator II	27.53
13043 - Illustrator III	32.62
13047 - Librarian	33.74
13050 - Library Aide/Clerk	14.14
13054 - Library Information Technology Systems Administrator	29.74
<b>Technology Systems Administrator</b>	
13058 - Library Technician	17.76
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39

13071 - Photographer I	19.24
13072 - Photographer II	21.51
13073 - Photographer III	26.65
13074 - Photographer IV	32.46
13075 - Photographer V	38.31
13090 - Technical Order Library	17.20
<b>Clerk</b>	
13110 - Video Teleconference	20.49
<b>Technician</b>	
14000 - Information Technology	
<b>Occupations</b>	
14041 - Computer Operator I	19.92
14042 - Computer Operator II	22.28
14043 - Computer Operator III	24.84
14044 - Computer Operator IV	27.60
14045 - Computer Operator V	30.57
14071 - Computer Programmer I	(see 1) 26.76
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	19.92
<b>Operator</b>	
14160 - Personal Computer Support	27.60
<b>Technician</b>	
14170 - System Support Specialist	33.99
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	36.22
<b>Instructor (Non-Rated)</b>	
15020 - Aircrew Training Devices	41.82
<b>Instructor (Rated)</b>	
15030 - Air Crew Training Devices	46.94
<b>Instructor (Pilot)</b>	
15050 - Computer Based Training	36.22
<b>Specialist / Instructor</b>	
15060 - Educational Technologist	32.65
15070 - Flight Instructor (Pilot)	46.94
15080 - Graphic Artist	27.69
15085 - Maintenance Test Pilot Fixed	43.63
<b>Jet/Prop</b>	
15086 - Maintenance Test Pilot	43.63
<b>Rotary Wing</b>	
15088 - Non-Maintenance Test/Co-	43.63
<b>Pilot</b>	
15090 - Technical Instructor	27.45
15095 - Technical Instructor/Course	32.88
<b>Developer</b>	
15110 - Test Proctor	21.70

15120 - Tutor	21.70
<b>16000 - Laundry Dry-Cleaning Pressing And Related Occupations</b>	
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
<b>Apparel Laundry</b>	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
<b>19000 - Machine Tool Operation And Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	23.85
19040 - Tool And Die Maker	28.57
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	18.38
21030 - Material Coordinator	24.79
21040 - Material Expediter	24.79
21050 - Material Handling Laborer	17.45
21071 - Order Filler	15.18
21080 - Production Line Worker (Food Processing)	18.38
21110 - Shipping Packer	17.72
21130 - Shipping/Receiving Clerk	17.72
21140 - Store Worker I	15.84
21150 - Stock Clerk	20.76
21210 - Tools And Parts Attendant	18.38
21410 - Warehouse Specialist	18.38
<b>23000 - Mechanics And Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	38.81
23019 - Aircraft Logs and Records Technician	31.33
23021 - Aircraft Mechanic I	36.92
23022 - Aircraft Mechanic II	38.81
23023 - Aircraft Mechanic III	40.34
23040 - Aircraft Mechanic Helper	27.48
23050 - Aircraft Painter	35.06
23060 - Aircraft Servicer	31.33
23070 - Aircraft Survival Flight Equipment Technician	35.06
23080 - Aircraft Worker	33.20



23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.92
23110 - Appliance Mechanic	27.22
23120 - Bicycle Repairer	21.85
23125 - Cable Splicer	46.39
23130 - Carpenter Maintenance	40.43
23140 - Carpet Layer	28.21
23160 - Electrician Maintenance	42.13
23181 - Electronics Technician Maintenance I	28.39
23182 - Electronics Technician Maintenance II	29.98
23183 - Electronics Technician Maintenance III	31.57
23260 - Fabric Worker	28.42
23290 - Fire Alarm System Mechanic	28.80
23310 - Fire Extinguisher Repairer	26.69
23311 - Fuel Distribution System Mechanic	38.55
23312 - Fuel Distribution System Operator	30.77
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	36.92
23381 - Ground Support Equipment Servicer	31.33
23382 - Ground Support Equipment Worker	33.20
23391 - Gunsmith I	26.69
23392 - Gunsmith II	30.13
23393 - Gunsmith III	33.50
23410 - Heating Ventilation And Air- Conditioning Mechanic	30.27
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.81
23430 - Heavy Equipment Mechanic	34.23
23440 - Heavy Equipment Operator	42.62
23460 - Instrument Mechanic	33.80
23465 - Laboratory/Shelter Mechanic	31.80
23470 - Laborer	14.76
23510 - Locksmith	28.62
23530 - Machinery Maintenance Mechanic	27.60
23550 - Machinist Maintenance	27.64

23580 - Maintenance Trades Helper	19.22
23591 - Metrology Technician I	33.80
23592 - Metrology Technician II	35.52
23593 - Metrology Technician III	36.93
23640 - Millwright	31.97
23710 - Office Appliance Repairer	24.84
23760 - Painter Maintenance	28.08
23790 - Pipefitter Maintenance	46.59
23810 - Plumber Maintenance	44.24
23820 - Pneudraulic Systems Mechanic	33.50
23850 - Rigger	34.76
23870 - Scale Mechanic	30.13
23890 - Sheet-Metal Worker	41.97
<b>Maintenance</b>	
23910 - Small Engine Mechanic	23.54
23931 - Telecommunications Mechanic	33.01
<b>I</b>	
23932 - Telecommunications Mechanic	34.69
<b>II</b>	
23950 - Telephone Lineman	34.65
23960 - Welder Combination	21.33
<b>Maintenance</b>	
23965 - Well Driller	34.85
23970 - Woodcraft Worker	33.50
23980 - Woodworker	26.69
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	18.32
24570 - Child Care Attendant	12.41
24580 - Child Care Center Clerk	16.17
24610 - Chore Aide	14.01
24620 - Family Readiness And Support	18.32
<b>Services</b>	
<b>Coordinator</b>	
24630 - Homemaker	18.32
<b>25000 - Plant And System Operations</b>	
<b>Occupations</b>	
25010 - Boiler Tender	45.15
25040 - Sewage Plant Operator	31.86
25070 - Stationary Engineer	45.15
25190 - Ventilation Equipment Tender	33.60
25210 - Water Treatment Plant	31.86
<b>Operator</b>	
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	28.43
27007 - Baggage Inspector	15.05
27008 - Corrections Officer	32.85
27010 - Court Security Officer	32.47
27030 - Detection Dog Handler	16.83
27040 - Detention Officer	32.85
27070 - Firefighter	34.35

27101 - Guard I	15.05
27102 - Guard II	16.83
27131 - Police Officer I	38.41
27132 - Police Officer II	42.68
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	14.11
28042 - Carnival Equipment Repairer	15.10
28043 - Carnival Worker	11.17
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health	12.62
<b>Facility Attendant</b>	
28515 - Recreation Specialist	21.43
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	20.03
<b>29000 - Stevedoring/Longshoremen</b>	
<b>Occupational Services</b>	
29010 - Blocker And Bracer	27.56
29020 - Hatch Tender	27.56
29030 - Line Handler	27.56
29041 - Stevedore I	26.00
29042 - Stevedore II	29.08
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control (see 2)	44.68
<b>Specialist Center (HFO)</b>	
30011 - Air Traffic Control (see 2)	30.81
<b>Specialist Station (HFO)</b>	
30012 - Air Traffic Control	33.93
<b>Specialist Terminal (HFO) (see 2)</b>	
30021 - Archeological Technician I	20.03
30022 - Archeological Technician II	22.41
30023 - Archeological Technician III	27.76
30030 - Cartographic Technician	27.76
30040 - Civil Engineering Technician	32.60
30051 - Cryogenic Technician I	30.74
30052 - Cryogenic Technician II	33.95
30061 - Drafter/CAD Operator I	20.03
30062 - Drafter/CAD Operator II	22.41
30063 - Drafter/CAD Operator III	24.98
30064 - Drafter/CAD Operator IV	30.74
30081 - Engineering Technician I	17.38
30082 - Engineering Technician II	20.39
30083 - Engineering Technician III	22.81
30084 - Engineering Technician IV	28.26
30085 - Engineering Technician V	34.56
30086 - Engineering Technician VI	40.57
30090 - Environmental Technician	26.71
30095 - Evidence Control Specialist	27.76
30210 - Laboratory Technician	24.10

30221 - Latent Fingerprint Technician I	37.71
30222 - Latent Fingerprint Technician II	41.65
30240 - Mathematical Technician	30.54
30361 - Paralegal/Legal Assistant I	22.52
30362 - Paralegal/Legal Assistant II	27.90
30363 - Paralegal/Legal Assistant III	34.13
30364 - Paralegal/Legal Assistant IV	41.29
30375 - Petroleum Supply Specialist	33.95
30390 - Photo-Optics Technician	27.76
30395 - Radiation Control Technician	33.95
30461 - Technical Writer I	26.07
30462 - Technical Writer II	31.89
30463 - Technical Writer III	38.58
30491 - Unexploded Ordnance (UXO) Technician I	28.39
30492 - Unexploded Ordnance (UXO) Technician II	34.35
30493 - Unexploded Ordnance (UXO) Technician III	41.18
30494 - Unexploded (UXO) Safety Escort	28.39
30495 - Unexploded (UXO) Sweep Personnel	28.39
30501 - Weather Forecaster I	30.74
30502 - Weather Forecaster II	37.40
30620 - Weather Observer Combined (see 2)	24.98
Upper Air Or Surface Programs	
30621 - Weather Observer Senior (see 2)	27.76
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.35
31020 - Bus Aide	22.89
31030 - Bus Driver	30.61
31043 - Driver Courier	21.38
31260 - Parking and Lot Attendant	13.39
31290 - Shuttle Bus Driver	20.34
31310 - Taxi Driver	15.82
31361 - Truckdriver Light	22.37
31362 - Truckdriver Medium	24.38
31363 - Truckdriver Heavy	24.71
31364 - Truckdriver Tractor-Trailer	24.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.75
99030 - Cashier	12.18
99050 - Desk Clerk	12.53
99095 - Embalmer	34.58

99130 - Flight Follower	28.39
99251 - Laboratory Animal Caretaker	19.18
I	
99252 - Laboratory Animal Caretaker	20.46
II	
99260 - Marketing Analyst	31.34
99310 - Mortician	34.58
99410 - Pest Controller	19.86
99510 - Photofinishing Worker	19.00
99710 - Recycling Laborer	34.68
99711 - Recycling Specialist	39.80
99730 - Refuse Collector	32.10
99810 - Sales Clerk	13.12
99820 - School Crossing Guard	16.35
99830 - Survey Party Chief	32.96
99831 - Surveying Aide	20.10
99832 - Surveying Technician	25.96
99840 - Vending Machine Attendant	18.25
99841 - Vending Machine Repairer	21.08
99842 - Vending Machine Repairer	18.25
Helper	

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).