

Standard Wage Determinants

From 2015-5311 to 2015-5399

March 24, 2022

Standard Wage Determinants.....	1
Standard Wage Determination No.: 2015-5311.....	3
Standard Wage Determination No.: 2015-5313.....	18
Standard Wage Determination No.: 2015-5315.....	33
Standard Wage Determination No.: 2015-5317.....	48
Standard Wage Determination No.: 2015-5319.....	63
Standard Wage Determination No.: 2015-5321.....	78
Standard Wage Determination No.: 2015-5323.....	93
Standard Wage Determination No.: 2015-5325.....	108
Standard Wage Determination No.: 2015-5327.....	123
Standard Wage Determination No.: 2015-5329.....	138
Standard Wage Determination No.: 2015-5331.....	153
Standard Wage Determination No.: 2015-5333.....	168
Standard Wage Determination No.: 2015-5335.....	183
Standard Wage Determination No.: 2015-5337.....	198
Standard Wage Determination No.: 2015-5339.....	213
Standard Wage Determination No.: 2015-5341.....	228
Standard Wage Determination No.: 2015-5343.....	243
Standard Wage Determination No.: 2015-5345.....	258
Standard Wage Determination No.: 2015-5347.....	273
Standard Wage Determination No.: 2015-5349.....	288
Standard Wage Determination No.: 2015-5351.....	303
Standard Wage Determination No.: 2015-5353.....	318
Standard Wage Determination No.: 2015-5355.....	333
Standard Wage Determination No.: 2015-5357.....	348
Standard Wage Determination No.: 2015-5359.....	363
Standard Wage Determination No.: 2015-5361.....	378
Standard Wage Determination No.: 2015-5363.....	393
Standard Wage Determination No.: 2015-5365.....	408
Standard Wage Determination No.: 2015-5367.....	423
Standard Wage Determination No.: 2015-5369.....	438

Standard Wage Determination No.: 2015-5373.....	453
Standard Wage Determination No.: 2015-5375.....	468
Standard Wage Determination No.: 2015-5377.....	483
Standard Wage Determination No.: 2015-5379.....	498
Standard Wage Determination No.: 2015-5381.....	513
Standard Wage Determination No.: 2015-5383.....	528
Standard Wage Determination No.: 2015-5385.....	543
Standard Wage Determination No.: 2015-5387.....	558
Standard Wage Determination No.: 2015-5389.....	573
Standard Wage Determination No.: 2015-5391.....	588
Standard Wage Determination No.: 2015-5393.....	603
Standard Wage Determination No.: 2015-5395.....	618
Standard Wage Determination No.: 2015-5397.....	633
Standard Wage Determination No.: 2015-5399.....	648

Standard Wage Determination No.: 2015-5311

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.: 2015-5311
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.

State: Texas

Area: Texas Counties of De Witt Gonzales Karnes McMullen

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		18.47
01020 - Administrative Assistant		24.31
01035 - Court Reporter		22.14
01041 - Customer Service Representative I		13.41
01042 - Customer Service Representative II		14.63

01043 - Customer Service Representative III	16.43
01051 - Data Entry Operator I	13.65
01052 - Data Entry Operator II	14.90
01060 - Dispatcher Motor Vehicle	18.58
01070 - Document Preparation Clerk	13.37
01090 - Duplicating Machine Operator	13.37
01111 - General Clerk I	12.98
01112 - General Clerk II	14.16
01113 - General Clerk III	15.89
01120 - Housing Referral Assistant	19.91
01141 - Messenger Courier	11.03
01191 - Order Clerk I	15.94
01192 - Order Clerk II	17.39
01261 - Personnel Assistant (Employment) I	17.04
01262 - Personnel Assistant (Employment) II	19.23
01263 - Personnel Assistant (Employment) III	21.26
01270 - Production Control Clerk	22.72
01290 - Rental Clerk	14.90
01300 - Scheduler Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.86
01313 - Secretary III	19.91
01320 - Service Order Dispatcher	16.61
01410 - Supply Technician	24.31
01420 - Survey Worker	16.65
01460 - Switchboard Operator/Receptionist	12.40
01531 - Travel Clerk I	12.70
01532 - Travel Clerk II	13.95
01533 - Travel Clerk III	15.00
01611 - Word Processor I	13.37
01612 - Word Processor II	15.02
01613 - Word Processor III	16.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.14
Fiberglass	
05010 - Automotive Electrician	21.49
05040 - Automotive Glass Installer	20.15
05070 - Automotive Worker	20.15
05110 - Mobile Equipment Servicer	17.52
05130 - Motor Equipment Metal	22.65
Mechanic	
05160 - Motor Equipment Metal Worker	20.15
05190 - Motor Vehicle Mechanic	22.65

05220 - Motor Vehicle Mechanic	16.18
Helper	
05250 - Motor Vehicle Upholstery	18.84
Worker	
05280 - Motor Vehicle Wrecker	20.15
05310 - Painter Automotive	21.49
05340 - Radiator Repair Specialist	20.15
05370 - Tire Repairer	16.85
05400 - Transmission Repair	22.65
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.62
07041 - Cook I	10.70
07042 - Cook II	12.31
07070 - Dishwasher	10.02
07130 - Food Service Worker	11.06
07210 - Meat Cutter	13.53
07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.15
09040 - Furniture Handler	12.69
09080 - Furniture Refinisher	20.15
09090 - Furniture Refinisher Helper	15.32
09110 - Furniture Repairer Minor	17.85
09130 - Upholsterer	20.15
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.07
11060 - Elevator Operator	11.13
11090 - Gardener	16.42
11122 - Housekeeping Aide	11.13
11150 - Janitor	11.13
11210 - Laborer Grounds Maintenance	12.79
11240 - Maid or Houseman	10.46
11260 - Pruner	11.51
11270 - Tractor Operator	15.42
11330 - Trail Maintenance Worker	12.79
11360 - Window Cleaner	12.47
12000 - Health Occupations	
12010 - Ambulance Driver	16.20
12011 - Breath Alcohol Technician	19.61
12012 - Certified Occupational	31.17
Therapist Assistant	
12015 - Certified Physical Therapist	37.55
Assistant	
12020 - Dental Assistant	18.50
12025 - Dental Hygienist	34.12

12030 - EKG Technician	30.03
12035 - Electroneurodiagnostic Technologist	30.03
12040 - Emergency Medical Technician	16.20
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.82
12073 - Licensed Practical Nurse III	22.09
12100 - Medical Assistant	13.39
12130 - Medical Laboratory Technician	22.39
12160 - Medical Record Clerk	14.97
12190 - Medical Record Technician	16.56
12195 - Medical Transcriptionist	17.72
12210 - Nuclear Medicine Technologist	42.04
12221 - Nursing Assistant I	12.98
12222 - Nursing Assistant II	14.59
12223 - Nursing Assistant III	15.92
12224 - Nursing Assistant IV	17.88
12235 - Optical Dispenser	19.82
12236 - Optical Technician	17.72
12250 - Pharmacy Technician	16.92
12280 - Phlebotomist	14.36
12305 - Radiologic Technologist	26.90
12311 - Registered Nurse I	26.27
12312 - Registered Nurse II	32.13
12313 - Registered Nurse II Specialist	32.13
12314 - Registered Nurse III	38.88
12315 - Registered Nurse III Anesthetist	38.88
12316 - Registered Nurse IV	46.60
12317 - Scheduler (Drug and Alcohol Testing)	24.55
12320 - Substance Abuse Treatment Counselor	19.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.32
13012 - Exhibits Specialist II	22.70
13013 - Exhibits Specialist III	27.76
13041 - Illustrator I	18.68
13042 - Illustrator II	23.15
13043 - Illustrator III	27.76
13047 - Librarian	25.63
13050 - Library Aide/Clerk	11.03
13054 - Library Information Technology Systems Administrator	23.15

13058 - Library Technician	14.44
13061 - Media Specialist I	16.37
13062 - Media Specialist II	18.32
13063 - Media Specialist III	20.43
13071 - Photographer I	16.37
13072 - Photographer II	18.32
13073 - Photographer III	22.70
13074 - Photographer IV	26.45
13075 - Photographer V	32.01
13090 - Technical Order Library Clerk	17.91
13110 - Video Teleconference Technician	19.58
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.87
14042 - Computer Operator II	17.74
14043 - Computer Operator III	19.77
14044 - Computer Operator IV	21.98
14045 - Computer Operator V	24.34
14071 - Computer Programmer I (see 1)	22.67
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	15.87
14160 - Personal Computer Support Technician	21.98
14170 - System Support Specialist	24.59
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.80
15020 - Aircrew Training Devices Instructor (Rated)	38.47
15030 - Air Crew Training Devices Instructor (Pilot)	46.12
15050 - Computer Based Training Specialist / Instructor	31.80
15060 - Educational Technologist	30.27
15070 - Flight Instructor (Pilot)	46.12
15080 - Graphic Artist	22.57
15085 - Maintenance Test Pilot Fixed Jet/Prop	46.12
15086 - Maintenance Test Pilot Rotary Wing	46.12

15088 - Non-Maintenance Test/Co-Pilot	46.12
15090 - Technical Instructor	24.17
15095 - Technical Instructor/Course Developer	29.57
15110 - Test Proctor	19.51
15120 - Tutor	19.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.51
16030 - Counter Attendant	9.51
16040 - Dry Cleaner	11.17
16070 - Finisher Flatwork Machine	9.51
16090 - Presser Hand	9.51
16110 - Presser Machine Drycleaning	9.51
16130 - Presser Machine Shirts	9.51
16160 - Presser Machine Wearing Apparel Laundry	
16190 - Sewing Machine Operator	11.74
16220 - Tailor	12.37
16250 - Washer Machine	9.97
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.50
19040 - Tool And Die Maker	28.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.31
21030 - Material Coordinator	22.72
21040 - Material Expediter	22.72
21050 - Material Handling Laborer	13.34
21071 - Order Filler	13.53
21080 - Production Line Worker (Food Processing)	17.31
21110 - Shipping Packer	15.67
21130 - Shipping/Receiving Clerk	15.67
21140 - Store Worker I	13.26
21150 - Stock Clerk	18.49
21210 - Tools And Parts Attendant	17.31
21410 - Warehouse Specialist	17.31
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.24
23019 - Aircraft Logs and Records Technician	23.24
23021 - Aircraft Mechanic I	27.94
23022 - Aircraft Mechanic II	29.24
23023 - Aircraft Mechanic III	30.72

23040 - Aircraft Mechanic Helper	19.97
23050 - Aircraft Painter	26.51
23060 - Aircraft Servicer	23.24
23070 - Aircraft Survival Flight	26.51
Equipment Technician	
23080 - Aircraft Worker	24.85
23091 - Aircrew Life Support	24.85
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.94
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.50
23120 - Bicycle Repairer	18.08
23125 - Cable Splicer	32.30
23130 - Carpenter Maintenance	19.56
23140 - Carpet Layer	22.03
23160 - Electrician Maintenance	23.96
23181 - Electronics Technician	32.62
Maintenance I	
23182 - Electronics Technician	34.79
Maintenance II	
23183 - Electronics Technician	36.66
Maintenance III	
23260 - Fabric Worker	20.59
23290 - Fire Alarm System Mechanic	24.76
23310 - Fire Extinguisher Repairer	19.15
23311 - Fuel Distribution System	22.92
Mechanic	
23312 - Fuel Distribution System	17.73
Operator	
23370 - General Maintenance Worker	15.37
23380 - Ground Support Equipment	27.94
Mechanic	
23381 - Ground Support Equipment	23.24
Servicer	
23382 - Ground Support Equipment	24.85
Worker	
23391 - Gunsmith I	19.15
23392 - Gunsmith II	22.03
23393 - Gunsmith III	24.76
23410 - Heating Ventilation And Air-	21.08
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.23
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.38
23440 - Heavy Equipment Operator	21.92

23460 - Instrument Mechanic	24.76
23465 - Laboratory/Shelter Mechanic	23.50
23470 - Laborer	13.34
23510 - Locksmith	23.50
23530 - Machinery Maintenance	25.73
Mechanic	
23550 - Machinist Maintenance	21.92
23580 - Maintenance Trades Helper	15.20
23591 - Metrology Technician I	24.76
23592 - Metrology Technician II	25.91
23593 - Metrology Technician III	27.07
23640 - Millwright	28.27
23710 - Office Appliance Repairer	23.50
23760 - Painter Maintenance	20.44
23790 - Pipefitter Maintenance	23.39
23810 - Plumber Maintenance	22.03
23820 - Pneudraulic Systems Mechanic	24.76
23850 - Rigger	23.19
23870 - Scale Mechanic	22.03
23890 - Sheet-Metal Worker	23.36
Maintenance	
23910 - Small Engine Mechanic	20.78
23931 - Telecommunications Mechanic	23.40
I	
23932 - Telecommunications Mechanic	24.48
II	
23950 - Telephone Lineman	30.25
23960 - Welder Combination	21.57
Maintenance	
23965 - Well Driller	24.76
23970 - Woodcraft Worker	24.76
23980 - Woodworker	19.15
24000 - Personal Needs Occupations	
24550 - Case Manager	15.75
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	12.07
24610 - Chore Aide	10.57
24620 - Family Readiness And Support	15.75
Services	
Coordinator	
24630 - Homemaker	15.75
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	23.36
25040 - Sewage Plant Operator	16.63
25070 - Stationary Engineer	23.36
25190 - Ventilation Equipment Tender	16.69
25210 - Water Treatment Plant	16.63
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.89
27007 - Baggage Inspector		13.60
27008 - Corrections Officer		21.15
27010 - Court Security Officer		21.15
27030 - Detection Dog Handler		15.62
27040 - Detention Officer		21.15
27070 - Firefighter		22.59
27101 - Guard I		13.60
27102 - Guard II		15.62
27131 - Police Officer I		23.14
27132 - Police Officer II		25.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.31
28042 - Carnival Equipment Repairer		14.42
28043 - Carnival Worker		9.84
28210 - Gate Attendant/Gate Tender		12.51
28310 - Lifeguard		11.05
28350 - Park Attendant (Aide)		13.88
28510 - Recreation Aide/Health Facility Attendant		10.13
28515 - Recreation Specialist		17.11
28630 - Sports Official		11.05
28690 - Swimming Pool Operator		16.58
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.89
29020 - Hatch Tender		28.89
29030 - Line Handler		28.89
29041 - Stevedore I		27.00
29042 - Stevedore II		30.81
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	45.86
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	31.63
Specialist Station (HFO)		
30012 - Air Traffic Control		34.83
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		19.90
30022 - Archeological Technician II		22.26
30023 - Archeological Technician III		27.58
30030 - Cartographic Technician		27.58
30040 - Civil Engineering Technician		20.21
30051 - Cryogenic Technician I		30.54
30052 - Cryogenic Technician II		33.73
30061 - Drafter/CAD Operator I		19.90
30062 - Drafter/CAD Operator II		22.26
30063 - Drafter/CAD Operator III		24.82
30064 - Drafter/CAD Operator IV		30.54

30081 - Engineering Technician I	17.94
30082 - Engineering Technician II	20.15
30083 - Engineering Technician III	22.54
30084 - Engineering Technician IV	27.92
30085 - Engineering Technician V	34.15
30086 - Engineering Technician VI	41.33
30090 - Environmental Technician	25.89
30095 - Evidence Control Specialist	27.58
30210 - Laboratory Technician	28.96
30221 - Latent Fingerprint Technician I	30.54
30222 - Latent Fingerprint Technician II	33.73
30240 - Mathematical Technician	27.58
30361 - Paralegal/Legal Assistant I	17.91
30362 - Paralegal/Legal Assistant II	22.19
30363 - Paralegal/Legal Assistant III	27.14
30364 - Paralegal/Legal Assistant IV	32.84
30375 - Petroleum Supply Specialist	33.73
30390 - Photo-Optics Technician	25.86
30395 - Radiation Control Technician	33.73
30461 - Technical Writer I	27.58
30462 - Technical Writer II	33.73
30463 - Technical Writer III	40.81
30491 - Unexploded Ordnance (UXO) Technician I	29.15
30492 - Unexploded Ordnance (UXO) Technician II	35.26
30493 - Unexploded Ordnance (UXO) Technician III	42.27
30494 - Unexploded (UXO) Safety Escort	29.15
30495 - Unexploded (UXO) Sweep Personnel	29.15
30501 - Weather Forecaster I	30.54
30502 - Weather Forecaster II	37.15
30620 - Weather Observer Combined (see 2)	24.82
30621 - Weather Observer Senior (see 2)	27.58
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.26
31020 - Bus Aide	13.15
31030 - Bus Driver	18.45
31043 - Driver Courier	13.17
31260 - Parking and Lot Attendant	11.66
31290 - Shuttle Bus Driver	14.18

31310 - Taxi Driver	11.36
31361 - Truckdriver Light	14.18
31362 - Truckdriver Medium	15.07
31363 - Truckdriver Heavy	19.74
31364 - Truckdriver Tractor-Trailer	19.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.19
99030 - Cashier	10.74
99050 - Desk Clerk	9.68
99095 - Embalmer	29.15
99130 - Flight Follower	29.15
99251 - Laboratory Animal Caretaker	11.08
I	
99252 - Laboratory Animal Caretaker	11.92
II	
99260 - Marketing Analyst	33.05
99310 - Mortician	29.15
99410 - Pest Controller	20.53
99510 - Photofinishing Worker	15.32
99710 - Recycling Laborer	16.73
99711 - Recycling Specialist	19.73
99730 - Refuse Collector	15.00
99810 - Sales Clerk	10.88
99820 - School Crossing Guard	14.92
99830 - Survey Party Chief	23.58
99831 - Surveying Aide	16.42
99832 - Surveying Technician	19.63
99840 - Vending Machine Attendant	20.18
99841 - Vending Machine Repairer	24.94
99842 - Vending Machine Repairer	20.18
Helper	

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.

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.: 2015-5313

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.: 2015-5313
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.

State: Oklahoma

Area: Oklahoma Counties of Comanche Cotton

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.90
01012 - Accounting Clerk II		15.61
01013 - Accounting Clerk III		17.47
01020 - Administrative Assistant		20.23
01035 - Court Reporter		15.89
01041 - Customer Service Representative I		11.40
01042 - Customer Service Representative II		12.82

01043 - Customer Service Representative III	13.99
01051 - Data Entry Operator I	12.41
01052 - Data Entry Operator II	13.54
01060 - Dispatcher Motor Vehicle	18.73
01070 - Document Preparation Clerk	12.31
01090 - Duplicating Machine Operator	12.31
01111 - General Clerk I	11.48
01112 - General Clerk II	12.53
01113 - General Clerk III	14.07
01120 - Housing Referral Assistant	17.23
01141 - Messenger Courier	12.22
01191 - Order Clerk I	12.29
01192 - Order Clerk II	13.41
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	23.78
01290 - Rental Clerk	11.06
01300 - Scheduler Maintenance	13.82
01311 - Secretary I	13.82
01312 - Secretary II	15.46
01313 - Secretary III	17.23
01320 - Service Order Dispatcher	16.74
01410 - Supply Technician	20.23
01420 - Survey Worker	14.20
01460 - Switchboard Operator/Receptionist	12.35
01531 - Travel Clerk I	12.44
01532 - Travel Clerk II	13.37
01533 - Travel Clerk III	14.12
01611 - Word Processor I	13.50
01612 - Word Processor II	15.07
01613 - Word Processor III	16.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.85
Fiberglass	
05010 - Automotive Electrician	20.66
05040 - Automotive Glass Installer	19.58
05070 - Automotive Worker	19.58
05110 - Mobile Equipment Servicer	17.35
05130 - Motor Equipment Metal	21.77
Mechanic	
05160 - Motor Equipment Metal Worker	19.58
05190 - Motor Vehicle Mechanic	21.77

05220 - Motor Vehicle Mechanic	16.19
Helper	
05250 - Motor Vehicle Upholstery	18.45
Worker	
05280 - Motor Vehicle Wrecker	19.58
05310 - Painter Automotive	20.66
05340 - Radiator Repair Specialist	19.58
05370 - Tire Repairer	14.27
05400 - Transmission Repair	21.77
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.36
07041 - Cook I	9.88
07042 - Cook II	11.15
07070 - Dishwasher	10.55
07130 - Food Service Worker	11.92
07210 - Meat Cutter	14.63
07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.52
09040 - Furniture Handler	15.99
09080 - Furniture Refinisher	23.52
09090 - Furniture Refinisher Helper	18.43
09110 - Furniture Repairer Minor	21.00
09130 - Upholsterer	23.52
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.50
11060 - Elevator Operator	11.77
11090 - Gardener	14.99
11122 - Housekeeping Aide	11.77
11150 - Janitor	11.77
11210 - Laborer Grounds Maintenance	12.14
11240 - Maid or Houseman	10.05
11260 - Pruner	11.19
11270 - Tractor Operator	13.99
11330 - Trail Maintenance Worker	12.14
11360 - Window Cleaner	12.77
12000 - Health Occupations	
12010 - Ambulance Driver	16.38
12011 - Breath Alcohol Technician	17.15
12012 - Certified Occupational	24.75
Therapist Assistant	
12015 - Certified Physical Therapist	32.04
Assistant	
12020 - Dental Assistant	17.79
12025 - Dental Hygienist	35.05

12030 - EKG Technician	26.00
12035 - Electroneurodiagnostic Technologist	26.00
12040 - Emergency Medical Technician	16.38
12071 - Licensed Practical Nurse I	15.34
12072 - Licensed Practical Nurse II	17.15
12073 - Licensed Practical Nurse III	19.12
12100 - Medical Assistant	13.51
12130 - Medical Laboratory Technician	24.67
12160 - Medical Record Clerk	19.51
12190 - Medical Record Technician	21.82
12195 - Medical Transcriptionist	15.34
12210 - Nuclear Medicine Technologist	37.70
12221 - Nursing Assistant I	11.84
12222 - Nursing Assistant II	13.30
12223 - Nursing Assistant III	14.52
12224 - Nursing Assistant IV	16.31
12235 - Optical Dispenser	17.15
12236 - Optical Technician	15.34
12250 - Pharmacy Technician	16.36
12280 - Phlebotomist	13.81
12305 - Radiologic Technologist	25.65
12311 - Registered Nurse I	22.76
12312 - Registered Nurse II	27.84
12313 - Registered Nurse II Specialist	27.84
12314 - Registered Nurse III	33.68
12315 - Registered Nurse III Anesthetist	33.68
12316 - Registered Nurse IV	40.37
12317 - Scheduler (Drug and Alcohol Testing)	21.25
12320 - Substance Abuse Treatment Counselor	21.40
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.57
13012 - Exhibits Specialist II	23.00
13013 - Exhibits Specialist III	28.14
13041 - Illustrator I	18.57
13042 - Illustrator II	23.00
13043 - Illustrator III	28.14
13047 - Librarian	25.48
13050 - Library Aide/Clerk	13.45
13054 - Library Information Technology Systems Administrator	23.00

13058 - Library Technician	18.57
13061 - Media Specialist I	16.60
13062 - Media Specialist II	18.57
13063 - Media Specialist III	20.70
13071 - Photographer I	16.60
13072 - Photographer II	18.57
13073 - Photographer III	23.00
13074 - Photographer IV	28.14
13075 - Photographer V	34.05
13090 - Technical Order Library Clerk	17.31
13110 - Video Teleconference Technician	16.60
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.61
14042 - Computer Operator II	15.22
14043 - Computer Operator III	16.98
14044 - Computer Operator IV	21.48
14045 - Computer Operator V	23.85
14071 - Computer Programmer I (see 1)	19.41
14072 - Computer Programmer II (see 1)	24.05
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	13.61
14160 - Personal Computer Support Technician	23.46
14170 - System Support Specialist	27.93
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.59
15020 - Aircrew Training Devices Instructor (Rated)	34.59
15030 - Air Crew Training Devices Instructor (Pilot)	41.45
15050 - Computer Based Training Specialist / Instructor	28.59
15060 - Educational Technologist	34.59
15070 - Flight Instructor (Pilot)	41.45
15080 - Graphic Artist	23.31
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.45
15086 - Maintenance Test Pilot Rotary Wing	41.45

15088 - Non-Maintenance Test/Co-Pilot	41.45
15090 - Technical Instructor	21.96
15095 - Technical Instructor/Course Developer	26.86
15110 - Test Proctor	17.72
15120 - Tutor	17.72
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.32
16030 - Counter Attendant	9.32
16040 - Dry Cleaner	11.73
16070 - Finisher Flatwork Machine	9.32
16090 - Presser Hand	9.32
16110 - Presser Machine Drycleaning	9.32
16130 - Presser Machine Shirts	9.32
16160 - Presser Machine Wearing Apparel Laundry	
16190 - Sewing Machine Operator	12.50
16220 - Tailor	13.33
16250 - Washer Machine	10.08
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.52
19040 - Tool And Die Maker	28.35
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.20
21030 - Material Coordinator	23.78
21040 - Material Expediter	23.78
21050 - Material Handling Laborer	12.19
21071 - Order Filler	13.41
21080 - Production Line Worker (Food Processing)	16.20
21110 - Shipping Packer	17.81
21130 - Shipping/Receiving Clerk	17.81
21140 - Store Worker I	13.62
21150 - Stock Clerk	17.21
21210 - Tools And Parts Attendant	16.20
21410 - Warehouse Specialist	16.20
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.99
23019 - Aircraft Logs and Records Technician	21.00
23021 - Aircraft Mechanic I	24.78
23022 - Aircraft Mechanic II	25.99
23023 - Aircraft Mechanic III	27.19

23040 - Aircraft Mechanic Helper	18.43
23050 - Aircraft Painter	23.52
23060 - Aircraft Servicer	21.00
23070 - Aircraft Survival Flight	23.52
Equipment Technician	
23080 - Aircraft Worker	22.29
23091 - Aircrew Life Support	22.29
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	24.78
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.52
23120 - Bicycle Repairer	19.75
23125 - Cable Splicer	28.23
23130 - Carpenter Maintenance	21.41
23140 - Carpet Layer	22.29
23160 - Electrician Maintenance	29.48
23181 - Electronics Technician	25.50
Maintenance I	
23182 - Electronics Technician	26.91
Maintenance II	
23183 - Electronics Technician	28.36
Maintenance III	
23260 - Fabric Worker	21.00
23290 - Fire Alarm System Mechanic	24.78
23310 - Fire Extinguisher Repairer	19.75
23311 - Fuel Distribution System	24.78
Mechanic	
23312 - Fuel Distribution System	19.75
Operator	
23370 - General Maintenance Worker	16.63
23380 - Ground Support Equipment	24.78
Mechanic	
23381 - Ground Support Equipment	21.00
Servicer	
23382 - Ground Support Equipment	22.29
Worker	
23391 - Gunsmith I	19.75
23392 - Gunsmith II	22.29
23393 - Gunsmith III	24.78
23410 - Heating Ventilation And Air-	21.82
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.88
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.11
23440 - Heavy Equipment Operator	18.36

23460 - Instrument Mechanic	24.78
23465 - Laboratory/Shelter Mechanic	23.52
23470 - Laborer	12.19
23510 - Locksmith	23.52
23530 - Machinery Maintenance	28.48
Mechanic	
23550 - Machinist Maintenance	23.80
23580 - Maintenance Trades Helper	15.16
23591 - Metrology Technician I	24.78
23592 - Metrology Technician II	25.99
23593 - Metrology Technician III	27.19
23640 - Millwright	24.78
23710 - Office Appliance Repairer	23.43
23760 - Painter Maintenance	21.26
23790 - Pipefitter Maintenance	24.88
23810 - Plumber Maintenance	23.62
23820 - Pneudraulic Systems Mechanic	24.78
23850 - Rigger	24.78
23870 - Scale Mechanic	22.29
23890 - Sheet-Metal Worker	24.78
Maintenance	
23910 - Small Engine Mechanic	22.29
23931 - Telecommunications Mechanic	24.96
I	
23932 - Telecommunications Mechanic	26.19
II	
23950 - Telephone Lineman	26.76
23960 - Welder Combination	21.54
Maintenance	
23965 - Well Driller	24.78
23970 - Woodcraft Worker	24.78
23980 - Woodworker	19.75
24000 - Personal Needs Occupations	
24550 - Case Manager	12.46
24570 - Child Care Attendant	9.14
24580 - Child Care Center Clerk	11.39
24610 - Chore Aide	10.12
24620 - Family Readiness And Support	12.46
Services	
Coordinator	
24630 - Homemaker	13.29
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.78
25040 - Sewage Plant Operator	18.76
25070 - Stationary Engineer	24.78
25190 - Ventilation Equipment Tender	18.43
25210 - Water Treatment Plant	18.76
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.59
27007 - Baggage Inspector		14.83
27008 - Corrections Officer		14.99
27010 - Court Security Officer		17.03
27030 - Detection Dog Handler		16.59
27040 - Detention Officer		14.99
27070 - Firefighter		18.14
27101 - Guard I		14.83
27102 - Guard II		16.59
27131 - Police Officer I		20.01
27132 - Police Officer II		22.24
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.60
28042 - Carnival Equipment Repairer		13.50
28043 - Carnival Worker		10.08
28210 - Gate Attendant/Gate Tender		16.30
28310 - Lifeguard		14.52
28350 - Park Attendant (Aide)		18.24
28510 - Recreation Aide/Health		13.30
Facility Attendant		
28515 - Recreation Specialist		20.69
28630 - Sports Official		14.52
28690 - Swimming Pool Operator		15.10
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		22.29
29020 - Hatch Tender		22.29
29030 - Line Handler		22.29
29041 - Stevedore I		21.00
29042 - Stevedore II		23.52
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		16.33
30022 - Archeological Technician II		18.28
30023 - Archeological Technician III		22.64
30030 - Cartographic Technician		22.64
30040 - Civil Engineering Technician		22.91
30051 - Cryogenic Technician I		25.08
30052 - Cryogenic Technician II		27.70
30061 - Drafter/CAD Operator I		16.33
30062 - Drafter/CAD Operator II		18.28
30063 - Drafter/CAD Operator III		20.38
30064 - Drafter/CAD Operator IV		25.08

30081 - Engineering Technician I	14.55
30082 - Engineering Technician II	16.44
30083 - Engineering Technician III	18.50
30084 - Engineering Technician IV	22.64
30085 - Engineering Technician V	27.70
30086 - Engineering Technician VI	33.51
30090 - Environmental Technician	22.64
30095 - Evidence Control Specialist	22.64
30210 - Laboratory Technician	20.38
30221 - Latent Fingerprint Technician I	25.08
30222 - Latent Fingerprint Technician II	27.70
30240 - Mathematical Technician	22.64
30361 - Paralegal/Legal Assistant I	18.17
30362 - Paralegal/Legal Assistant II	22.51
30363 - Paralegal/Legal Assistant	27.53
III	
30364 - Paralegal/Legal Assistant IV	33.31
30375 - Petroleum Supply Specialist	27.70
30390 - Photo-Optics Technician	22.64
30395 - Radiation Control Technician	27.70
30461 - Technical Writer I	22.64
30462 - Technical Writer II	27.70
30463 - Technical Writer III	33.51
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	25.08
30502 - Weather Forecaster II	30.51
30620 - Weather Observer Combined (see 2)	20.38
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	22.64
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.01
31030 - Bus Driver	17.06
31043 - Driver Courier	15.70
31260 - Parking and Lot Attendant	12.56
31290 - Shuttle Bus Driver	15.30

31310 - Taxi Driver	13.15
31361 - Truckdriver Light	16.82
31362 - Truckdriver Medium	17.89
31363 - Truckdriver Heavy	18.77
31364 - Truckdriver Tractor-Trailer	18.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.40
99050 - Desk Clerk	10.22
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.06
I	
99252 - Laboratory Animal Caretaker	13.99
II	
99260 - Marketing Analyst	20.45
99310 - Mortician	25.60
99410 - Pest Controller	20.97
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.00
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	16.59
99810 - Sales Clerk	11.05
99820 - School Crossing Guard	14.72
99830 - Survey Party Chief	18.62
99831 - Surveying Aide	12.51
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	15.33
99841 - Vending Machine Repairer	18.49
99842 - Vending Machine Repairer	15.33
Helper	

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.

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.: 2015-5315

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.: 2015-5315
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.

State: Oklahoma

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.15
01012 - Accounting Clerk II		17.02
01013 - Accounting Clerk III		19.03
01020 - Administrative Assistant		22.58
01035 - Court Reporter		20.31
01041 - Customer Service Representative I		13.86

01042 - Customer Service Representative II	14.16
01043 - Customer Service Representative III	15.62
01051 - Data Entry Operator I	13.96
01052 - Data Entry Operator II	15.23
01060 - Dispatcher Motor Vehicle	23.11
01070 - Document Preparation Clerk	14.26
01090 - Duplicating Machine Operator	14.26
01111 - General Clerk I	13.44
01112 - General Clerk II	14.67
01113 - General Clerk III	18.00
01120 - Housing Referral Assistant	19.99
01141 - Messenger Courier	15.62
01191 - Order Clerk I	14.63
01192 - Order Clerk II	15.96
01261 - Personnel Assistant (Employment) I	16.01
01262 - Personnel Assistant (Employment) II	17.90
01263 - Personnel Assistant (Employment) III	19.95
01270 - Production Control Clerk	23.89
01290 - Rental Clerk	14.04
01300 - Scheduler Maintenance	16.04
01311 - Secretary I	16.04
01312 - Secretary II	17.94
01313 - Secretary III	19.99
01320 - Service Order Dispatcher	20.67
01410 - Supply Technician	22.58
01420 - Survey Worker	17.05
01460 - Switchboard Operator/Receptionist	14.31
01531 - Travel Clerk I	17.05
01532 - Travel Clerk II	18.16
01533 - Travel Clerk III	18.97
01611 - Word Processor I	14.28
01612 - Word Processor II	16.04
01613 - Word Processor III	17.94
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	18.44
Fiberglass	
05010 - Automotive Electrician	22.11
05040 - Automotive Glass Installer	21.00
05070 - Automotive Worker	21.00
05110 - Mobile Equipment Servicer	18.85
05130 - Motor Equipment Metal	23.17
Mechanic	
05160 - Motor Equipment Metal Worker	21.00

05190 - Motor Vehicle Mechanic	23.17
05220 - Motor Vehicle Mechanic	17.73
Helper	
05250 - Motor Vehicle Upholstery	20.01
Worker	
05280 - Motor Vehicle Wrecker	21.00
05310 - Painter Automotive	22.11
05340 - Radiator Repair Specialist	21.00
05370 - Tire Repairer	16.13
05400 - Transmission Repair	23.17
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	11.73
07041 - Cook I	10.80
07042 - Cook II	12.03
07070 - Dishwasher	11.34
07130 - Food Service Worker	9.70
07210 - Meat Cutter	17.13
07260 - Waiter/Waitress	9.41
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.08
09040 - Furniture Handler	12.51
09080 - Furniture Refinisher	17.44
09090 - Furniture Refinisher Helper	13.98
09110 - Furniture Repairer Minor	15.78
09130 - Upholsterer	16.16
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.06
11060 - Elevator Operator	13.06
11090 - Gardener	16.85
11122 - Housekeeping Aide	11.60
11150 - Janitor	11.60
11210 - Laborer Grounds Maintenance	14.18
11240 - Maid or Houseman	11.13
11260 - Pruner	13.36
11270 - Tractor Operator	15.86
11330 - Trail Maintenance Worker	14.18
11360 - Window Cleaner	12.31
12000 - Health Occupations	
12010 - Ambulance Driver	19.13
12011 - Breath Alcohol Technician	19.13
12012 - Certified Occupational	29.86
Therapist Assistant	
12015 - Certified Physical Therapist	28.70
Assistant	
12020 - Dental Assistant	18.61

12025 - Dental Hygienist	37.03
12030 - EKG Technician	23.05
12035 - Electroneurodiagnostic Technologist	23.05
12040 - Emergency Medical Technician	19.13
12071 - Licensed Practical Nurse I	17.17
12072 - Licensed Practical Nurse II	19.20
12073 - Licensed Practical Nurse III	21.40
12100 - Medical Assistant	15.25
12130 - Medical Laboratory Technician	21.67
12160 - Medical Record Clerk	18.19
12190 - Medical Record Technician	20.36
12195 - Medical Transcriptionist	19.05
12210 - Nuclear Medicine Technologist	35.63
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	16.72
12236 - Optical Technician	17.58
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	15.68
12305 - Radiologic Technologist	28.56
12311 - Registered Nurse I	27.48
12312 - Registered Nurse II	30.22
12313 - Registered Nurse II	30.22
12314 - Registered Nurse III	36.56
12315 - Registered Nurse III	36.56
12316 - Registered Nurse IV	43.82
12317 - Scheduler (Drug and Alcohol Testing)	23.70
12320 - Substance Abuse Treatment Counselor	22.93
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.53
13012 - Exhibits Specialist II	22.25
13013 - Exhibits Specialist III	27.21
13041 - Illustrator I	20.86
13042 - Illustrator II	25.12
13043 - Illustrator III	30.74
13047 - Librarian	24.05
13050 - Library Aide/Clerk	11.87
13054 - Library Information Technology Systems	21.71

Administrator		
13058 - Library Technician		15.77
13061 - Media Specialist I		15.67
13062 - Media Specialist II		17.53
13063 - Media Specialist III		19.54
13071 - Photographer I		15.79
13072 - Photographer II		17.67
13073 - Photographer III		21.88
13074 - Photographer IV		26.77
13075 - Photographer V		32.38
13090 - Technical Order Library		14.91
Clerk		
13110 - Video Teleconference		18.02
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.85
14042 - Computer Operator II		19.98
14043 - Computer Operator III		22.26
14044 - Computer Operator IV		24.74
14045 - Computer Operator V		27.40
14071 - Computer Programmer I	(see 1)	24.07
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		18.89
Operator		
14160 - Personal Computer Support		24.74
Technician		
14170 - System Support Specialist		29.23
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.92
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.20
Instructor (Rated)		
15030 - Air Crew Training Devices		43.18
Instructor (Pilot)		
15050 - Computer Based Training		29.92
Specialist / Instructor		
15060 - Educational Technologist		28.13
15070 - Flight Instructor (Pilot)		43.18
15080 - Graphic Artist		20.81
15085 - Maintenance Test Pilot Fixed		43.18
Jet/Prop		
15086 - Maintenance Test Pilot		43.18
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	43.18
15090 - Technical Instructor	22.29
15095 - Technical Instructor/Course Developer	27.27
15110 - Test Proctor	18.57
15120 - Tutor	18.57
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.71
16030 - Counter Attendant	9.71
16040 - Dry Cleaner	12.38
16070 - Finisher Flatwork Machine	9.71
16090 - Presser Hand	9.71
16110 - Presser Machine Drycleaning	9.71
16130 - Presser Machine Shirts	9.71
16160 - Presser Machine Wearing Apparel Laundry	
16190 - Sewing Machine Operator	13.27
16220 - Tailor	14.16
16250 - Washer Machine	10.63
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.89
19040 - Tool And Die Maker	29.48
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.67
21030 - Material Coordinator	23.89
21040 - Material Expediter	23.89
21050 - Material Handling Laborer	16.48
21071 - Order Filler	12.77
21080 - Production Line Worker (Food Processing)	18.67
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.74
21150 - Stock Clerk	19.07
21210 - Tools And Parts Attendant	18.67
21410 - Warehouse Specialist	18.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.84
23019 - Aircraft Logs and Records Technician	23.86
23021 - Aircraft Mechanic I	27.64
23022 - Aircraft Mechanic II	28.84
23023 - Aircraft Mechanic III	30.06

23040 - Aircraft Mechanic Helper	21.16
23050 - Aircraft Painter	26.37
23060 - Aircraft Servicer	23.86
23070 - Aircraft Survival Flight	26.37
Equipment Technician	
23080 - Aircraft Worker	25.05
23091 - Aircrew Life Support	25.05
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.64
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	18.51
23120 - Bicycle Repairer	19.51
23125 - Cable Splicer	31.52
23130 - Carpenter Maintenance	20.07
23140 - Carpet Layer	20.76
23160 - Electrician Maintenance	22.97
23181 - Electronics Technician	26.62
Maintenance I	
23182 - Electronics Technician	28.03
Maintenance II	
23183 - Electronics Technician	29.38
Maintenance III	
23260 - Fabric Worker	21.27
23290 - Fire Alarm System Mechanic	24.46
23310 - Fire Extinguisher Repairer	20.04
23311 - Fuel Distribution System	28.74
Mechanic	
23312 - Fuel Distribution System	23.38
Operator	
23370 - General Maintenance Worker	17.29
23380 - Ground Support Equipment	27.64
Mechanic	
23381 - Ground Support Equipment	23.86
Servicer	
23382 - Ground Support Equipment	25.05
Worker	
23391 - Gunsmith I	20.04
23392 - Gunsmith II	22.33
23393 - Gunsmith III	24.64
23410 - Heating Ventilation And Air-	23.15
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.16
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.80
23440 - Heavy Equipment Operator	20.39

23460 - Instrument Mechanic	26.86
23465 - Laboratory/Shelter Mechanic	23.51
23470 - Laborer	16.48
23510 - Locksmith	23.51
23530 - Machinery Maintenance	25.09
Mechanic	
23550 - Machinist Maintenance	24.00
23580 - Maintenance Trades Helper	15.43
23591 - Metrology Technician I	26.86
23592 - Metrology Technician II	28.04
23593 - Metrology Technician III	29.23
23640 - Millwright	24.64
23710 - Office Appliance Repairer	19.87
23760 - Painter Maintenance	21.62
23790 - Pipefitter Maintenance	27.34
23810 - Plumber Maintenance	26.09
23820 - Pneudraulic Systems Mechanic	24.64
23850 - Rigger	26.05
23870 - Scale Mechanic	22.33
23890 - Sheet-Metal Worker	27.31
Maintenance	
23910 - Small Engine Mechanic	17.04
23931 - Telecommunications Mechanic	25.05
I	
23932 - Telecommunications Mechanic	26.14
II	
23950 - Telephone Lineman	31.64
23960 - Welder Combination	19.18
Maintenance	
23965 - Well Driller	24.64
23970 - Woodcraft Worker	24.64
23980 - Woodworker	20.04
24000 - Personal Needs Occupations	
24550 - Case Manager	14.89
24570 - Child Care Attendant	10.04
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	11.55
24620 - Family Readiness And Support	14.89
Services	
Coordinator	
24630 - Homemaker	15.64
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.93
25040 - Sewage Plant Operator	20.71
25070 - Stationary Engineer	24.93
25190 - Ventilation Equipment Tender	18.68
25210 - Water Treatment Plant	20.71
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.47
27007 - Baggage Inspector		15.53
27008 - Corrections Officer		20.48
27010 - Court Security Officer		24.73
27030 - Detection Dog Handler		17.66
27040 - Detention Officer		20.48
27070 - Firefighter		26.95
27101 - Guard I		15.53
27102 - Guard II		17.66
27131 - Police Officer I		25.06
27132 - Police Officer II		27.85
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.19
28042 - Carnival Equipment Repairer		11.89
28043 - Carnival Worker		9.43
28210 - Gate Attendant/Gate Tender		15.57
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		17.41
28510 - Recreation Aide/Health		12.70
Facility Attendant		
28515 - Recreation Specialist		21.56
28630 - Sports Official		13.86
28690 - Swimming Pool Operator		16.74
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		27.72
29020 - Hatch Tender		27.72
29030 - Line Handler		27.72
29041 - Stevedore I		26.41
29042 - Stevedore II		29.18
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		17.25
30022 - Archeological Technician II		20.36
30023 - Archeological Technician III		25.22
30030 - Cartographic Technician		25.22
30040 - Civil Engineering Technician		26.79
30051 - Cryogenic Technician I		25.41
30052 - Cryogenic Technician II		28.07
30061 - Drafter/CAD Operator I		17.25
30062 - Drafter/CAD Operator II		20.36
30063 - Drafter/CAD Operator III		22.71
30064 - Drafter/CAD Operator IV		26.48

30081 - Engineering Technician I	19.05
30082 - Engineering Technician II	21.83
30083 - Engineering Technician III	23.92
30084 - Engineering Technician IV	29.64
30085 - Engineering Technician V	36.26
30086 - Engineering Technician VI	43.86
30090 - Environmental Technician	24.73
30095 - Evidence Control Specialist	22.94
30210 - Laboratory Technician	21.44
30221 - Latent Fingerprint Technician I	29.49
30222 - Latent Fingerprint Technician II	32.58
30240 - Mathematical Technician	28.87
30361 - Paralegal/Legal Assistant I	20.54
30362 - Paralegal/Legal Assistant II	25.43
30363 - Paralegal/Legal Assistant	31.11
III	
30364 - Paralegal/Legal Assistant IV	37.64
30375 - Petroleum Supply Specialist	28.07
30390 - Photo-Optics Technician	25.22
30395 - Radiation Control Technician	28.07
30461 - Technical Writer I	24.83
30462 - Technical Writer II	30.38
30463 - Technical Writer III	36.76
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	25.41
30502 - Weather Forecaster II	30.91
30620 - Weather Observer Combined (see 2)	22.71
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.22
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.13
31030 - Bus Driver	17.83
31043 - Driver Courier	15.32
31260 - Parking and Lot Attendant	11.16
31290 - Shuttle Bus Driver	16.17

31310 - Taxi Driver	12.36
31361 - Truckdriver Light	16.28
31362 - Truckdriver Medium	17.28
31363 - Truckdriver Heavy	22.83
31364 - Truckdriver Tractor-Trailer	22.83
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.57
99050 - Desk Clerk	10.51
99095 - Embalmer	26.57
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.27
I	
99252 - Laboratory Animal Caretaker	14.10
II	
99260 - Marketing Analyst	26.96
99310 - Mortician	27.19
99410 - Pest Controller	15.23
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	22.01
99711 - Recycling Specialist	24.60
99730 - Refuse Collector	20.74
99810 - Sales Clerk	11.68
99820 - School Crossing Guard	13.17
99830 - Survey Party Chief	24.25
99831 - Surveying Aide	13.64
99832 - Surveying Technician	21.47
99840 - Vending Machine Attendant	14.55
99841 - Vending Machine Repairer	17.23
99842 - Vending Machine Repairer	14.55
Helper	

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.

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.: 2015-5317

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.: 2015-5317
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.

State: Oklahoma

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.17
01012 - Accounting Clerk II		18.16
01013 - Accounting Clerk III		20.31
01020 - Administrative Assistant		23.31
01035 - Court Reporter		19.66
01041 - Customer Service Representative I		13.76

01042 - Customer Service Representative II	15.03
01043 - Customer Service Representative III	16.87
01051 - Data Entry Operator I	14.11
01052 - Data Entry Operator II	15.39
01060 - Dispatcher Motor Vehicle	17.99
01070 - Document Preparation Clerk	16.49
01090 - Duplicating Machine Operator	16.49
01111 - General Clerk I	13.46
01112 - General Clerk II	14.68
01113 - General Clerk III	16.83
01120 - Housing Referral Assistant	20.65
01141 - Messenger Courier	14.81
01191 - Order Clerk I	15.74
01192 - Order Clerk II	18.10
01261 - Personnel Assistant (Employment) I	16.79
01262 - Personnel Assistant (Employment) II	18.77
01263 - Personnel Assistant (Employment) III	20.92
01270 - Production Control Clerk	23.01
01290 - Rental Clerk	13.33
01300 - Scheduler Maintenance	16.57
01311 - Secretary I	16.57
01312 - Secretary II	18.53
01313 - Secretary III	20.65
01320 - Service Order Dispatcher	16.05
01410 - Supply Technician	23.31
01420 - Survey Worker	16.65
01460 - Switchboard Operator/Receptionist	14.34
01531 - Travel Clerk I	16.15
01532 - Travel Clerk II	17.20
01533 - Travel Clerk III	17.97
01611 - Word Processor I	14.75
01612 - Word Processor II	16.57
01613 - Word Processor III	18.53
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.54
Fiberglass	
05010 - Automotive Electrician	18.19
05040 - Automotive Glass Installer	17.24
05070 - Automotive Worker	17.24
05110 - Mobile Equipment Servicer	15.14
05130 - Motor Equipment Metal	19.15
Mechanic	
05160 - Motor Equipment Metal Worker	17.24

05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic	13.98
Helper	
05250 - Motor Vehicle Upholstery	16.08
Worker	
05280 - Motor Vehicle Wrecker	17.19
05310 - Painter Automotive	18.22
05340 - Radiator Repair Specialist	17.24
05370 - Tire Repairer	14.47
05400 - Transmission Repair	19.15
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.04
07041 - Cook I	11.54
07042 - Cook II	13.57
07070 - Dishwasher	11.39
07130 - Food Service Worker	12.03
07210 - Meat Cutter	12.17
07260 - Waiter/Waitress	8.90
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.11
09040 - Furniture Handler	11.67
09080 - Furniture Refinisher	18.11
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer Minor	15.56
09130 - Upholsterer	18.11
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.02
11060 - Elevator Operator	13.02
11090 - Gardener	20.00
11122 - Housekeeping Aide	11.50
11150 - Janitor	11.50
11210 - Laborer Grounds Maintenance	14.55
11240 - Maid or Houseman	10.68
11260 - Pruner	12.78
11270 - Tractor Operator	18.20
11330 - Trail Maintenance Worker	14.55
11360 - Window Cleaner	13.09
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	19.20
12012 - Certified Occupational	34.25
Therapist Assistant	
12015 - Certified Physical Therapist	29.05
Assistant	
12020 - Dental Assistant	18.27

12025 - Dental Hygienist	42.04
12030 - EKG Technician	21.69
12035 - Electroneurodiagnostic Technologist	21.69
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	17.27
12072 - Licensed Practical Nurse II	19.31
12073 - Licensed Practical Nurse III	21.52
12100 - Medical Assistant	15.63
12130 - Medical Laboratory Technician	22.04
12160 - Medical Record Clerk	17.34
12190 - Medical Record Technician	19.39
12195 - Medical Transcriptionist	19.82
12210 - Nuclear Medicine Technologist	37.40
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.97
12223 - Nursing Assistant III	14.15
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	14.54
12236 - Optical Technician	16.63
12250 - Pharmacy Technician	14.86
12280 - Phlebotomist	14.63
12305 - Radiologic Technologist	27.58
12311 - Registered Nurse I	24.11
12312 - Registered Nurse II	29.49
12313 - Registered Nurse II	29.49
Specialist	
12314 - Registered Nurse III	35.68
12315 - Registered Nurse III	35.68
Anesthetist	
12316 - Registered Nurse IV	42.76
12317 - Scheduler (Drug and Alcohol Testing)	23.79
12320 - Substance Abuse Treatment Counselor	24.70
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.69
13012 - Exhibits Specialist II	24.40
13013 - Exhibits Specialist III	29.85
13041 - Illustrator I	19.69
13042 - Illustrator II	24.40
13043 - Illustrator III	29.85
13047 - Librarian	27.02
13050 - Library Aide/Clerk	13.36
13054 - Library Information Technology Systems	24.40

Administrator		
13058 - Library Technician		15.41
13061 - Media Specialist I		17.61
13062 - Media Specialist II		19.69
13063 - Media Specialist III		21.95
13071 - Photographer I		16.32
13072 - Photographer II		18.26
13073 - Photographer III		22.62
13074 - Photographer IV		27.67
13075 - Photographer V		33.48
13090 - Technical Order Library		16.78
Clerk		
13110 - Video Teleconference		22.23
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.41
14042 - Computer Operator II		19.49
14043 - Computer Operator III		23.75
14044 - Computer Operator IV		26.45
14045 - Computer Operator V		29.29
14071 - Computer Programmer I	(see 1)	22.27
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		17.41
Operator		
14160 - Personal Computer Support		28.80
Technician		
14170 - System Support Specialist		34.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.55
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		35.76
Instructor (Rated)		
15030 - Air Crew Training Devices		42.85
Instructor (Pilot)		
15050 - Computer Based Training		29.55
Specialist / Instructor		
15060 - Educational Technologist		28.11
15070 - Flight Instructor (Pilot)		42.85
15080 - Graphic Artist		22.57
15085 - Maintenance Test Pilot Fixed		42.85
Jet/Prop		
15086 - Maintenance Test Pilot		42.85
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	42.85
15090 - Technical Instructor	21.78
15095 - Technical Instructor/Course Developer	26.64
15110 - Test Proctor	17.58
15120 - Tutor	17.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.71
16030 - Counter Attendant	9.71
16040 - Dry Cleaner	12.38
16070 - Finisher Flatwork Machine	9.71
16090 - Presser Hand	9.71
16110 - Presser Machine Drycleaning	9.71
16130 - Presser Machine Shirts	9.71
16160 - Presser Machine Wearing Apparel Laundry	
16190 - Sewing Machine Operator	13.27
16220 - Tailor	14.16
16250 - Washer Machine	10.63
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.03
19040 - Tool And Die Maker	29.56
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.87
21030 - Material Coordinator	23.01
21040 - Material Expediter	23.01
21050 - Material Handling Laborer	14.07
21071 - Order Filler	13.29
21080 - Production Line Worker (Food Processing)	15.87
21110 - Shipping Packer	17.48
21130 - Shipping/Receiving Clerk	17.48
21140 - Store Worker I	12.19
21150 - Stock Clerk	16.90
21210 - Tools And Parts Attendant	15.87
21410 - Warehouse Specialist	15.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.39
23019 - Aircraft Logs and Records Technician	25.23
23021 - Aircraft Mechanic I	31.45
23022 - Aircraft Mechanic II	33.39
23023 - Aircraft Mechanic III	35.42

23040 - Aircraft Mechanic Helper	21.12
23050 - Aircraft Painter	29.36
23060 - Aircraft Servicer	25.23
23070 - Aircraft Survival Flight	29.36
Equipment Technician	
23080 - Aircraft Worker	27.29
23091 - Aircrew Life Support	27.29
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	31.45
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	19.41
23120 - Bicycle Repairer	17.89
23125 - Cable Splicer	27.68
23130 - Carpenter Maintenance	22.04
23140 - Carpet Layer	21.04
23160 - Electrician Maintenance	25.93
23181 - Electronics Technician	25.71
Maintenance I	
23182 - Electronics Technician	27.65
Maintenance II	
23183 - Electronics Technician	29.62
Maintenance III	
23260 - Fabric Worker	19.45
23290 - Fire Alarm System Mechanic	23.40
23310 - Fire Extinguisher Repairer	17.89
23311 - Fuel Distribution System	31.27
Mechanic	
23312 - Fuel Distribution System	23.07
Operator	
23370 - General Maintenance Worker	17.82
23380 - Ground Support Equipment	31.45
Mechanic	
23381 - Ground Support Equipment	25.23
Servicer	
23382 - Ground Support Equipment	27.29
Worker	
23391 - Gunsmith I	17.89
23392 - Gunsmith II	21.04
23393 - Gunsmith III	24.25
23410 - Heating Ventilation And Air-	22.09
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.45
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.42
23440 - Heavy Equipment Operator	18.68

23460 - Instrument Mechanic	24.25
23465 - Laboratory/Shelter Mechanic	22.64
23470 - Laborer	14.07
23510 - Locksmith	21.98
23530 - Machinery Maintenance	26.20
Mechanic	
23550 - Machinist Maintenance	21.21
23580 - Maintenance Trades Helper	17.17
23591 - Metrology Technician I	24.25
23592 - Metrology Technician II	25.74
23593 - Metrology Technician III	27.31
23640 - Millwright	26.91
23710 - Office Appliance Repairer	19.68
23760 - Painter Maintenance	17.78
23790 - Pipefitter Maintenance	28.00
23810 - Plumber Maintenance	26.14
23820 - Pneudraulic Systems Mechanic	24.25
23850 - Rigger	21.69
23870 - Scale Mechanic	21.04
23890 - Sheet-Metal Worker	20.88
Maintenance	
23910 - Small Engine Mechanic	19.14
23931 - Telecommunications Mechanic	28.10
I	
23932 - Telecommunications Mechanic	29.83
II	
23950 - Telephone Lineman	27.01
23960 - Welder Combination	22.29
Maintenance	
23965 - Well Driller	22.61
23970 - Woodcraft Worker	24.25
23980 - Woodworker	17.89
24000 - Personal Needs Occupations	
24550 - Case Manager	15.95
24570 - Child Care Attendant	10.22
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	10.06
24620 - Family Readiness And Support	15.95
Services	
Coordinator	
24630 - Homemaker	17.42
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	32.74
25040 - Sewage Plant Operator	17.87
25070 - Stationary Engineer	32.74
25190 - Ventilation Equipment Tender	21.98
25210 - Water Treatment Plant	17.87
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.38
27007 - Baggage Inspector		13.93
27008 - Corrections Officer		15.62
27010 - Court Security Officer		18.87
27030 - Detection Dog Handler		15.58
27040 - Detention Officer		15.62
27070 - Firefighter		22.12
27101 - Guard I		13.93
27102 - Guard II		15.58
27131 - Police Officer I		23.10
27132 - Police Officer II		25.68
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.43
28042 - Carnival Equipment Repairer		14.76
28043 - Carnival Worker		9.43
28210 - Gate Attendant/Gate Tender		17.30
28310 - Lifeguard		11.48
28350 - Park Attendant (Aide)		19.34
28510 - Recreation Aide/Health Facility Attendant		14.11
28515 - Recreation Specialist		23.96
28630 - Sports Official		15.40
28690 - Swimming Pool Operator		17.36
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.01
29020 - Hatch Tender		27.01
29030 - Line Handler		27.01
29041 - Stevedore I		24.97
29042 - Stevedore II		29.06
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		18.64
30022 - Archeological Technician II		20.87
30023 - Archeological Technician III		25.85
30030 - Cartographic Technician		25.85
30040 - Civil Engineering Technician		26.85
30051 - Cryogenic Technician I		28.60
30052 - Cryogenic Technician II		31.59
30061 - Drafter/CAD Operator I		18.64
30062 - Drafter/CAD Operator II		20.87
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.64

30081 - Engineering Technician I	17.13
30082 - Engineering Technician II	19.23
30083 - Engineering Technician III	21.51
30084 - Engineering Technician IV	26.65
30085 - Engineering Technician V	32.59
30086 - Engineering Technician VI	39.44
30090 - Environmental Technician	22.11
30095 - Evidence Control Specialist	25.82
30210 - Laboratory Technician	24.66
30221 - Latent Fingerprint Technician I	28.60
30222 - Latent Fingerprint Technician II	31.59
30240 - Mathematical Technician	31.28
30361 - Paralegal/Legal Assistant I	19.15
30362 - Paralegal/Legal Assistant II	23.19
30363 - Paralegal/Legal Assistant	28.17
III	
30364 - Paralegal/Legal Assistant IV	34.34
30375 - Petroleum Supply Specialist	31.59
30390 - Photo-Optics Technician	25.85
30395 - Radiation Control Technician	31.59
30461 - Technical Writer I	25.06
30462 - Technical Writer II	30.66
30463 - Technical Writer III	37.10
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	28.64
30502 - Weather Forecaster II	34.83
30620 - Weather Observer Combined (see 2)	23.28
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.85
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	10.91
31030 - Bus Driver	16.31
31043 - Driver Courier	15.02
31260 - Parking and Lot Attendant	10.98
31290 - Shuttle Bus Driver	15.89

31310 - Taxi Driver	13.26
31361 - Truckdriver Light	16.51
31362 - Truckdriver Medium	17.95
31363 - Truckdriver Heavy	25.01
31364 - Truckdriver Tractor-Trailer	25.01
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.74
99050 - Desk Clerk	10.22
99095 - Embalmer	23.85
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.11
I	
99252 - Laboratory Animal Caretaker	15.51
II	
99260 - Marketing Analyst	29.73
99310 - Mortician	23.85
99410 - Pest Controller	15.51
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.28
99711 - Recycling Specialist	21.62
99730 - Refuse Collector	15.18
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	9.94
99830 - Survey Party Chief	29.92
99831 - Surveying Aide	17.77
99832 - Surveying Technician	28.11
99840 - Vending Machine Attendant	15.97
99841 - Vending Machine Repairer	20.65
99842 - Vending Machine Repairer	15.97
Helper	

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.

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.: 2015-5319

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.: 2015-5319
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.

State: Oklahoma

Area: Oklahoma Counties of Adair Cherokee Craig Delaware Mayes McIntosh Muskogee Nowata Okfuskee Ottawa Washington

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		16.53
01013 - Accounting Clerk III		18.48
01020 - Administrative Assistant		19.04
01035 - Court Reporter		19.66
01041 - Customer Service Representative I		11.92

01042 - Customer Service Representative II	13.41
01043 - Customer Service Representative III	14.63
01051 - Data Entry Operator I	12.79
01052 - Data Entry Operator II	13.96
01060 - Dispatcher Motor Vehicle	17.99
01070 - Document Preparation Clerk	12.66
01090 - Duplicating Machine Operator	12.66
01111 - General Clerk I	12.63
01112 - General Clerk II	14.11
01113 - General Clerk III	16.83
01120 - Housing Referral Assistant	16.61
01141 - Messenger Courier	14.37
01191 - Order Clerk I	13.11
01192 - Order Clerk II	15.17
01261 - Personnel Assistant (Employment) I	15.51
01262 - Personnel Assistant (Employment) II	17.34
01263 - Personnel Assistant (Employment) III	19.33
01270 - Production Control Clerk	22.66
01290 - Rental Clerk	13.33
01300 - Scheduler Maintenance	13.33
01311 - Secretary I	13.33
01312 - Secretary II	14.91
01313 - Secretary III	16.61
01320 - Service Order Dispatcher	14.95
01410 - Supply Technician	19.04
01420 - Survey Worker	13.80
01460 - Switchboard Operator/Receptionist	13.34
01531 - Travel Clerk I	13.84
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	15.40
01611 - Word Processor I	11.87
01612 - Word Processor II	13.35
01613 - Word Processor III	14.97
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.15
Fiberglass	
05010 - Automotive Electrician	18.19
05040 - Automotive Glass Installer	17.24
05070 - Automotive Worker	17.24
05110 - Mobile Equipment Servicer	15.14
05130 - Motor Equipment Metal	19.15
Mechanic	
05160 - Motor Equipment Metal Worker	17.24

05190 - Motor Vehicle Mechanic	18.51
05220 - Motor Vehicle Mechanic	13.98
Helper	
05250 - Motor Vehicle Upholstery	16.08
Worker	
05280 - Motor Vehicle Wrecker	17.19
05310 - Painter Automotive	18.22
05340 - Radiator Repair Specialist	17.24
05370 - Tire Repairer	14.21
05400 - Transmission Repair	19.15
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.22
07041 - Cook I	10.47
07042 - Cook II	12.32
07070 - Dishwasher	9.23
07130 - Food Service Worker	9.33
07210 - Meat Cutter	12.35
07260 - Waiter/Waitress	9.49
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	17.21
09040 - Furniture Handler	11.67
09080 - Furniture Refinisher	17.21
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer Minor	14.79
09130 - Upholsterer	17.21
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.59
11060 - Elevator Operator	11.34
11090 - Gardener	17.58
11122 - Housekeeping Aide	11.34
11150 - Janitor	11.34
11210 - Laborer Grounds Maintenance	12.79
11240 - Maid or Houseman	9.97
11260 - Pruner	11.23
11270 - Tractor Operator	16.00
11330 - Trail Maintenance Worker	12.79
11360 - Window Cleaner	12.91
12000 - Health Occupations	
12010 - Ambulance Driver	15.17
12011 - Breath Alcohol Technician	18.08
12012 - Certified Occupational	33.14
Therapist Assistant	
12015 - Certified Physical Therapist	34.98
Assistant	
12020 - Dental Assistant	18.63

12025 - Dental Hygienist	43.24
12030 - EKG Technician	25.05
12035 - Electroneurodiagnostic Technologist	25.05
12040 - Emergency Medical Technician	15.17
12071 - Licensed Practical Nurse I	16.17
12072 - Licensed Practical Nurse II	18.08
12073 - Licensed Practical Nurse III	20.15
12100 - Medical Assistant	13.46
12130 - Medical Laboratory Technician	22.81
12160 - Medical Record Clerk	16.06
12190 - Medical Record Technician	17.97
12195 - Medical Transcriptionist	16.17
12210 - Nuclear Medicine Technologist	39.73
12221 - Nursing Assistant I	12.14
12222 - Nursing Assistant II	13.64
12223 - Nursing Assistant III	14.89
12224 - Nursing Assistant IV	16.72
12235 - Optical Dispenser	14.54
12236 - Optical Technician	16.17
12250 - Pharmacy Technician	15.49
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	25.64
12311 - Registered Nurse I	23.55
12312 - Registered Nurse II	28.82
12313 - Registered Nurse II	28.82
Specialist	
12314 - Registered Nurse III	34.86
12315 - Registered Nurse III	34.86
Anesthetist	
12316 - Registered Nurse IV	41.79
12317 - Scheduler (Drug and Alcohol Testing)	22.40
12320 - Substance Abuse Treatment Counselor	22.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.95
13012 - Exhibits Specialist II	22.25
13013 - Exhibits Specialist III	27.23
13041 - Illustrator I	18.95
13042 - Illustrator II	22.25
13043 - Illustrator III	27.23
13047 - Librarian	20.72
13050 - Library Aide/Clerk	10.89
13054 - Library Information Technology Systems	19.12

Administrator		
13058 - Library Technician		13.71
13061 - Media Specialist I		13.50
13062 - Media Specialist II		15.11
13063 - Media Specialist III		16.84
13071 - Photographer I		15.06
13072 - Photographer II		17.50
13073 - Photographer III		20.54
13074 - Photographer IV		25.14
13075 - Photographer V		30.42
13090 - Technical Order Library		15.74
Clerk		
13110 - Video Teleconference		15.24
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.73
14042 - Computer Operator II		18.72
14043 - Computer Operator III		23.72
14044 - Computer Operator IV		26.37
14045 - Computer Operator V		29.20
14071 - Computer Programmer I	(see 1)	22.27
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		16.73
Operator		
14160 - Personal Computer Support		28.80
Technician		
14170 - System Support Specialist		27.72
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		28.14
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		34.04
Instructor (Rated)		
15030 - Air Crew Training Devices		40.79
Instructor (Pilot)		
15050 - Computer Based Training		28.14
Specialist / Instructor		
15060 - Educational Technologist		26.15
15070 - Flight Instructor (Pilot)		40.79
15080 - Graphic Artist		19.06
15085 - Maintenance Test Pilot Fixed		40.79
Jet/Prop		
15086 - Maintenance Test Pilot		40.79
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	40.79
15090 - Technical Instructor	19.20
15095 - Technical Instructor/Course Developer	23.49
15110 - Test Proctor	15.50
15120 - Tutor	15.50
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.71
16030 - Counter Attendant	9.71
16040 - Dry Cleaner	12.38
16070 - Finisher Flatwork Machine	9.71
16090 - Presser Hand	9.71
16110 - Presser Machine Drycleaning	9.71
16130 - Presser Machine Shirts	9.71
16160 - Presser Machine Wearing Apparel Laundry	
16190 - Sewing Machine Operator	13.27
16220 - Tailor	14.16
16250 - Washer Machine	10.63
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.58
19040 - Tool And Die Maker	27.31
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.86
21030 - Material Coordinator	22.66
21040 - Material Expediter	22.66
21050 - Material Handling Laborer	12.50
21071 - Order Filler	12.38
21080 - Production Line Worker (Food Processing)	15.86
21110 - Shipping Packer	15.07
21130 - Shipping/Receiving Clerk	15.07
21140 - Store Worker I	12.19
21150 - Stock Clerk	16.90
21210 - Tools And Parts Attendant	15.86
21410 - Warehouse Specialist	15.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.54
23019 - Aircraft Logs and Records Technician	18.54
23021 - Aircraft Mechanic I	23.12
23022 - Aircraft Mechanic II	24.54
23023 - Aircraft Mechanic III	26.04

23040 - Aircraft Mechanic Helper	15.52
23050 - Aircraft Painter	21.58
23060 - Aircraft Servicer	18.54
23070 - Aircraft Survival Flight	21.58
Equipment Technician	
23080 - Aircraft Worker	20.06
23091 - Aircrew Life Support	20.06
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	23.12
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	20.71
23120 - Bicycle Repairer	17.06
23125 - Cable Splicer	28.19
23130 - Carpenter Maintenance	18.27
23140 - Carpet Layer	20.06
23160 - Electrician Maintenance	24.86
23181 - Electronics Technician	26.62
Maintenance I	
23182 - Electronics Technician	28.63
Maintenance II	
23183 - Electronics Technician	30.67
Maintenance III	
23260 - Fabric Worker	18.54
23290 - Fire Alarm System Mechanic	18.70
23310 - Fire Extinguisher Repairer	17.06
23311 - Fuel Distribution System	23.78
Mechanic	
23312 - Fuel Distribution System	17.61
Operator	
23370 - General Maintenance Worker	16.08
23380 - Ground Support Equipment	23.12
Mechanic	
23381 - Ground Support Equipment	18.54
Servicer	
23382 - Ground Support Equipment	20.06
Worker	
23391 - Gunsmith I	17.06
23392 - Gunsmith II	20.06
23393 - Gunsmith III	23.12
23410 - Heating Ventilation And Air-	19.43
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	20.63
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	21.30
23440 - Heavy Equipment Operator	19.19

23460 - Instrument Mechanic	23.12
23465 - Laboratory/Shelter Mechanic	21.58
23470 - Laborer	12.50
23510 - Locksmith	21.58
23530 - Machinery Maintenance	29.11
Mechanic	
23550 - Machinist Maintenance	21.11
23580 - Maintenance Trades Helper	13.06
23591 - Metrology Technician I	23.12
23592 - Metrology Technician II	24.54
23593 - Metrology Technician III	26.04
23640 - Millwright	26.77
23710 - Office Appliance Repairer	21.58
23760 - Painter Maintenance	16.48
23790 - Pipefitter Maintenance	24.77
23810 - Plumber Maintenance	23.16
23820 - Pneudraulic Systems Mechanic	23.12
23850 - Rigger	23.12
23870 - Scale Mechanic	20.06
23890 - Sheet-Metal Worker	21.07
Maintenance	
23910 - Small Engine Mechanic	17.24
23931 - Telecommunications Mechanic	26.00
I	
23932 - Telecommunications Mechanic	27.60
II	
23950 - Telephone Lineman	34.13
23960 - Welder Combination	18.09
Maintenance	
23965 - Well Driller	21.49
23970 - Woodcraft Worker	23.12
23980 - Woodworker	17.06
24000 - Personal Needs Occupations	
24550 - Case Manager	15.16
24570 - Child Care Attendant	10.22
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	9.37
24620 - Family Readiness And Support	15.16
Services	
Coordinator	
24630 - Homemaker	16.29
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.36
25040 - Sewage Plant Operator	16.74
25070 - Stationary Engineer	26.36
25190 - Ventilation Equipment Tender	17.88
25210 - Water Treatment Plant	16.74
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.51
27007 - Baggage Inspector		13.53
27008 - Corrections Officer		16.26
27010 - Court Security Officer		16.43
27030 - Detection Dog Handler		15.13
27040 - Detention Officer		16.26
27070 - Firefighter		19.43
27101 - Guard I		13.53
27102 - Guard II		15.13
27131 - Police Officer I		18.67
27132 - Police Officer II		20.74
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.36
28042 - Carnival Equipment Repairer		14.68
28043 - Carnival Worker		9.38
28210 - Gate Attendant/Gate Tender		15.44
28310 - Lifeguard		13.75
28350 - Park Attendant (Aide)		17.27
28510 - Recreation Aide/Health		12.60
Facility Attendant		
28515 - Recreation Specialist		21.40
28630 - Sports Official		13.75
28690 - Swimming Pool Operator		17.27
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		20.06
29020 - Hatch Tender		20.06
29030 - Line Handler		20.06
29041 - Stevedore I		18.54
29042 - Stevedore II		21.58
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		17.97
30022 - Archeological Technician II		20.87
30023 - Archeological Technician III		25.85
30030 - Cartographic Technician		25.85
30040 - Civil Engineering Technician		24.53
30051 - Cryogenic Technician I		27.38
30052 - Cryogenic Technician II		30.24
30061 - Drafter/CAD Operator I		17.97
30062 - Drafter/CAD Operator II		20.87
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.64

30081 - Engineering Technician I	17.13
30082 - Engineering Technician II	19.23
30083 - Engineering Technician III	21.51
30084 - Engineering Technician IV	26.65
30085 - Engineering Technician V	32.59
30086 - Engineering Technician VI	39.44
30090 - Environmental Technician	24.72
30095 - Evidence Control Specialist	24.72
30210 - Laboratory Technician	25.61
30221 - Latent Fingerprint Technician I	27.38
30222 - Latent Fingerprint Technician II	30.24
30240 - Mathematical Technician	25.85
30361 - Paralegal/Legal Assistant I	18.55
30362 - Paralegal/Legal Assistant II	22.97
30363 - Paralegal/Legal Assistant	27.73
III	
30364 - Paralegal/Legal Assistant IV	34.00
30375 - Petroleum Supply Specialist	30.24
30390 - Photo-Optics Technician	25.85
30395 - Radiation Control Technician	30.24
30461 - Technical Writer I	24.72
30462 - Technical Writer II	30.24
30463 - Technical Writer III	36.58
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	28.64
30502 - Weather Forecaster II	34.83
30620 - Weather Observer Combined (see 2)	23.28
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.85
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	11.74
31030 - Bus Driver	16.81
31043 - Driver Courier	14.07
31260 - Parking and Lot Attendant	10.03
31290 - Shuttle Bus Driver	14.55

31310 - Taxi Driver	11.27
31361 - Truckdriver Light	15.46
31362 - Truckdriver Medium	16.81
31363 - Truckdriver Heavy	21.49
31364 - Truckdriver Tractor-Trailer	21.49
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.77
99050 - Desk Clerk	10.22
99095 - Embalmer	25.01
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.93
I	
99252 - Laboratory Animal Caretaker	14.87
II	
99260 - Marketing Analyst	22.29
99310 - Mortician	25.01
99410 - Pest Controller	14.80
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.20
99711 - Recycling Specialist	20.04
99730 - Refuse Collector	14.23
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	12.98
99830 - Survey Party Chief	22.23
99831 - Surveying Aide	13.20
99832 - Surveying Technician	20.88
99840 - Vending Machine Attendant	12.74
99841 - Vending Machine Repairer	15.68
99842 - Vending Machine Repairer	12.74
Helper	

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.

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.: 2015-5321

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.: 2015-5321
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.

State: Oklahoma

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.69
01012 - Accounting Clerk II		15.37
01013 - Accounting Clerk III		18.28
01020 - Administrative Assistant		22.58
01035 - Court Reporter		18.46
01041 - Customer Service Representative I		13.00

01042 - Customer Service Representative II	14.47
01043 - Customer Service Representative III	15.95
01051 - Data Entry Operator I	15.57
01052 - Data Entry Operator II	16.99
01060 - Dispatcher Motor Vehicle	18.13
01070 - Document Preparation Clerk	14.81
01090 - Duplicating Machine Operator	14.81
01111 - General Clerk I	13.10
01112 - General Clerk II	14.30
01113 - General Clerk III	18.00
01120 - Housing Referral Assistant	18.77
01141 - Messenger Courier	11.18
01191 - Order Clerk I	13.72
01192 - Order Clerk II	14.97
01261 - Personnel Assistant (Employment) I	14.89
01262 - Personnel Assistant (Employment) II	16.66
01263 - Personnel Assistant (Employment) III	18.57
01270 - Production Control Clerk	24.17
01290 - Rental Clerk	14.04
01300 - Scheduler Maintenance	14.86
01311 - Secretary I	14.86
01312 - Secretary II	16.62
01313 - Secretary III	18.77
01320 - Service Order Dispatcher	16.20
01410 - Supply Technician	22.58
01420 - Survey Worker	17.05
01460 - Switchboard Operator/Receptionist	13.26
01531 - Travel Clerk I	13.33
01532 - Travel Clerk II	14.20
01533 - Travel Clerk III	14.84
01611 - Word Processor I	13.23
01612 - Word Processor II	14.86
01613 - Word Processor III	16.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.94
Fiberglass	
05010 - Automotive Electrician	17.73
05040 - Automotive Glass Installer	16.63
05070 - Automotive Worker	16.63
05110 - Mobile Equipment Servicer	14.47
05130 - Motor Equipment Metal	18.84
Mechanic	
05160 - Motor Equipment Metal Worker	16.63

05190 - Motor Vehicle Mechanic	18.84
05220 - Motor Vehicle Mechanic	13.39
Helper	
05250 - Motor Vehicle Upholstery	15.56
Worker	
05280 - Motor Vehicle Wrecker	16.63
05310 - Painter Automotive	17.73
05340 - Radiator Repair Specialist	16.63
05370 - Tire Repairer	14.15
05400 - Transmission Repair	18.84
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.18
07041 - Cook I	10.49
07042 - Cook II	12.05
07070 - Dishwasher	10.35
07130 - Food Service Worker	10.40
07210 - Meat Cutter	13.53
07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	17.71
09040 - Furniture Handler	11.25
09080 - Furniture Refinisher	17.71
09090 - Furniture Refinisher Helper	13.37
09110 - Furniture Repairer Minor	15.54
09130 - Upholsterer	17.71
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.39
11060 - Elevator Operator	11.29
11090 - Gardener	17.18
11122 - Housekeeping Aide	11.29
11150 - Janitor	11.29
11210 - Laborer Grounds Maintenance	13.37
11240 - Maid or Houseman	9.50
11260 - Pruner	12.13
11270 - Tractor Operator	15.89
11330 - Trail Maintenance Worker	13.37
11360 - Window Cleaner	12.44
12000 - Health Occupations	
12010 - Ambulance Driver	16.14
12011 - Breath Alcohol Technician	17.35
12012 - Certified Occupational	25.26
Therapist Assistant	
12015 - Certified Physical Therapist	30.91
Assistant	
12020 - Dental Assistant	15.82

12025 - Dental Hygienist	40.12
12030 - EKG Technician	25.71
12035 - Electroneurodiagnostic Technologist	25.71
12040 - Emergency Medical Technician	16.14
12071 - Licensed Practical Nurse I	15.51
12072 - Licensed Practical Nurse II	17.35
12073 - Licensed Practical Nurse III	19.35
12100 - Medical Assistant	14.03
12130 - Medical Laboratory Technician	23.63
12160 - Medical Record Clerk	16.80
12190 - Medical Record Technician	18.79
12195 - Medical Transcriptionist	15.17
12210 - Nuclear Medicine Technologist	37.28
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.97
12223 - Nursing Assistant III	14.15
12224 - Nursing Assistant IV	15.89
12235 - Optical Dispenser	16.97
12236 - Optical Technician	15.17
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	14.82
12305 - Radiologic Technologist	25.85
12311 - Registered Nurse I	27.48
12312 - Registered Nurse II	30.22
12313 - Registered Nurse II	30.22
Specialist	
12314 - Registered Nurse III	36.56
12315 - Registered Nurse III	36.56
Anesthetist	
12316 - Registered Nurse IV	43.82
12317 - Scheduler (Drug and Alcohol Testing)	21.50
12320 - Substance Abuse Treatment Counselor	20.38
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.53
13012 - Exhibits Specialist II	20.67
13013 - Exhibits Specialist III	24.88
13041 - Illustrator I	20.86
13042 - Illustrator II	25.12
13043 - Illustrator III	30.74
13047 - Librarian	20.60
13050 - Library Aide/Clerk	10.85
13054 - Library Information Technology Systems	18.60

Administrator		
13058 - Library Technician		13.37
13061 - Media Specialist I		13.42
13062 - Media Specialist II		15.02
13063 - Media Specialist III		16.74
13071 - Photographer I		13.42
13072 - Photographer II		15.16
13073 - Photographer III		18.78
13074 - Photographer IV		22.98
13075 - Photographer V		27.80
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		14.89
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.15
14042 - Computer Operator II		16.94
14043 - Computer Operator III		18.88
14044 - Computer Operator IV		20.98
14045 - Computer Operator V		23.24
14071 - Computer Programmer I	(see 1)	24.07
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		15.15
Operator		
14160 - Personal Computer Support		20.98
Technician		
14170 - System Support Specialist		29.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.92
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.20
Instructor (Rated)		
15030 - Air Crew Training Devices		39.86
Instructor (Pilot)		
15050 - Computer Based Training		29.92
Specialist / Instructor		
15060 - Educational Technologist		25.04
15070 - Flight Instructor (Pilot)		39.86
15080 - Graphic Artist		20.81
15085 - Maintenance Test Pilot Fixed		39.86
Jet/Prop		
15086 - Maintenance Test Pilot		39.86
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	39.86
15090 - Technical Instructor	21.45
15095 - Technical Instructor/Course Developer	26.25
15110 - Test Proctor	17.32
15120 - Tutor	17.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.71
16030 - Counter Attendant	9.71
16040 - Dry Cleaner	12.38
16070 - Finisher Flatwork Machine	9.71
16090 - Presser Hand	9.71
16110 - Presser Machine Drycleaning	9.71
16130 - Presser Machine Shirts	9.71
16160 - Presser Machine Wearing Apparel Laundry	
16190 - Sewing Machine Operator	13.27
16220 - Tailor	14.16
16250 - Washer Machine	10.63
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.08
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.60
21030 - Material Coordinator	24.17
21040 - Material Expediter	24.17
21050 - Material Handling Laborer	13.39
21071 - Order Filler	12.77
21080 - Production Line Worker (Food Processing)	16.60
21110 - Shipping Packer	15.17
21130 - Shipping/Receiving Clerk	15.17
21140 - Store Worker I	13.94
21150 - Stock Clerk	16.96
21210 - Tools And Parts Attendant	16.60
21410 - Warehouse Specialist	16.60
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.81
23019 - Aircraft Logs and Records Technician	21.11
23021 - Aircraft Mechanic I	25.69
23022 - Aircraft Mechanic II	26.81
23023 - Aircraft Mechanic III	27.94

23040 - Aircraft Mechanic Helper	18.66
23050 - Aircraft Painter	23.08
23060 - Aircraft Servicer	21.11
23070 - Aircraft Survival Flight	23.08
Equipment Technician	
23080 - Aircraft Worker	22.36
23091 - Aircrew Life Support	22.36
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.69
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.08
23120 - Bicycle Repairer	18.84
23125 - Cable Splicer	31.08
23130 - Carpenter Maintenance	19.23
23140 - Carpet Layer	21.64
23160 - Electrician Maintenance	26.64
23181 - Electronics Technician	23.95
Maintenance I	
23182 - Electronics Technician	25.55
Maintenance II	
23183 - Electronics Technician	27.14
Maintenance III	
23260 - Fabric Worker	20.25
23290 - Fire Alarm System Mechanic	24.52
23310 - Fire Extinguisher Repairer	18.84
23311 - Fuel Distribution System	28.71
Mechanic	
23312 - Fuel Distribution System	21.77
Operator	
23370 - General Maintenance Worker	17.04
23380 - Ground Support Equipment	25.69
Mechanic	
23381 - Ground Support Equipment	21.11
Servicer	
23382 - Ground Support Equipment	22.36
Worker	
23391 - Gunsmith I	18.84
23392 - Gunsmith II	21.64
23393 - Gunsmith III	24.52
23410 - Heating Ventilation And Air-	22.89
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.18
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.59
23440 - Heavy Equipment Operator	21.52

23460 - Instrument Mechanic	24.92
23465 - Laboratory/Shelter Mechanic	23.08
23470 - Laborer	13.39
23510 - Locksmith	23.08
23530 - Machinery Maintenance	24.26
Mechanic	
23550 - Machinist Maintenance	20.04
23580 - Maintenance Trades Helper	17.55
23591 - Metrology Technician I	24.92
23592 - Metrology Technician II	25.98
23593 - Metrology Technician III	27.28
23640 - Millwright	24.52
23710 - Office Appliance Repairer	21.90
23760 - Painter Maintenance	17.94
23790 - Pipefitter Maintenance	26.35
23810 - Plumber Maintenance	24.79
23820 - Pneudraulic Systems Mechanic	24.52
23850 - Rigger	24.52
23870 - Scale Mechanic	21.64
23890 - Sheet-Metal Worker	24.11
Maintenance	
23910 - Small Engine Mechanic	20.61
23931 - Telecommunications Mechanic	27.19
I	
23932 - Telecommunications Mechanic	28.71
II	
23950 - Telephone Lineman	33.64
23960 - Welder Combination	20.61
Maintenance	
23965 - Well Driller	24.52
23970 - Woodcraft Worker	24.52
23980 - Woodworker	18.84
24000 - Personal Needs Occupations	
24550 - Case Manager	14.31
24570 - Child Care Attendant	9.18
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	10.22
24620 - Family Readiness And Support	14.31
Services	
Coordinator	
24630 - Homemaker	15.64
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.52
25040 - Sewage Plant Operator	16.59
25070 - Stationary Engineer	24.52
25190 - Ventilation Equipment Tender	17.43
25210 - Water Treatment Plant	16.55
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.00
27007 - Baggage Inspector		12.57
27008 - Corrections Officer		16.93
27010 - Court Security Officer		20.62
27030 - Detection Dog Handler		15.03
27040 - Detention Officer		16.93
27070 - Firefighter		24.14
27101 - Guard I		12.57
27102 - Guard II		15.03
27131 - Police Officer I		23.19
27132 - Police Officer II		25.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.54
28042 - Carnival Equipment Repairer		12.47
28043 - Carnival Worker		8.81
28210 - Gate Attendant/Gate Tender		14.97
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		17.06
28510 - Recreation Aide/Health		12.22
Facility Attendant		
28515 - Recreation Specialist		20.75
28630 - Sports Official		13.33
28690 - Swimming Pool Operator		18.41
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		27.86
29020 - Hatch Tender		27.86
29030 - Line Handler		27.86
29041 - Stevedore I		26.37
29042 - Stevedore II		29.39
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		17.91
30022 - Archeological Technician II		20.36
30023 - Archeological Technician III		25.22
30030 - Cartographic Technician		25.22
30040 - Civil Engineering Technician		24.82
30051 - Cryogenic Technician I		27.49
30052 - Cryogenic Technician II		30.36
30061 - Drafter/CAD Operator I		17.91
30062 - Drafter/CAD Operator II		20.36
30063 - Drafter/CAD Operator III		22.71
30064 - Drafter/CAD Operator IV		27.49

30081 - Engineering Technician I	19.05
30082 - Engineering Technician II	21.83
30083 - Engineering Technician III	23.92
30084 - Engineering Technician IV	29.64
30085 - Engineering Technician V	36.26
30086 - Engineering Technician VI	43.86
30090 - Environmental Technician	23.13
30095 - Evidence Control Specialist	24.82
30210 - Laboratory Technician	28.31
30221 - Latent Fingerprint Technician I	27.49
30222 - Latent Fingerprint Technician II	30.36
30240 - Mathematical Technician	27.75
30361 - Paralegal/Legal Assistant I	18.67
30362 - Paralegal/Legal Assistant II	23.12
30363 - Paralegal/Legal Assistant III	28.28
30364 - Paralegal/Legal Assistant IV	34.22
30375 - Petroleum Supply Specialist	30.36
30390 - Photo-Optics Technician	25.22
30395 - Radiation Control Technician	30.36
30461 - Technical Writer I	23.13
30462 - Technical Writer II	28.30
30463 - Technical Writer III	34.25
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	27.49
30502 - Weather Forecaster II	33.44
30620 - Weather Observer Combined (see 2)	22.71
30621 - Weather Observer Senior (see 2)	25.22
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	17.02
31030 - Bus Driver	21.46
31043 - Driver Courier	14.52
31260 - Parking and Lot Attendant	13.53
31290 - Shuttle Bus Driver	14.21

31310 - Taxi Driver	10.96
31361 - Truckdriver Light	15.63
31362 - Truckdriver Medium	17.44
31363 - Truckdriver Heavy	22.98
31364 - Truckdriver Tractor-Trailer	22.98
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.05
99050 - Desk Clerk	9.68
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	11.72
I	
99252 - Laboratory Animal Caretaker	12.67
II	
99260 - Marketing Analyst	25.45
99310 - Mortician	25.60
99410 - Pest Controller	15.99
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.03
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	17.27
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	14.09
99830 - Survey Party Chief	23.62
99831 - Surveying Aide	13.28
99832 - Surveying Technician	20.91
99840 - Vending Machine Attendant	12.16
99841 - Vending Machine Repairer	14.63
99842 - Vending Machine Repairer	11.82
Helper	

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.

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.: 2015-5323

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.: 2015-5323
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.

State: Oklahoma

Area: Oklahoma County of Kay

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.69
01012 - Accounting Clerk II		15.37
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		20.82
01035 - Court Reporter		19.66
01041 - Customer Service Representative I		13.00
01042 - Customer Service Representative II		14.47

01043 - Customer Service Representative III	15.95
01051 - Data Entry Operator I	15.57
01052 - Data Entry Operator II	16.99
01060 - Dispatcher Motor Vehicle	18.13
01070 - Document Preparation Clerk	13.93
01090 - Duplicating Machine Operator	13.93
01111 - General Clerk I	12.83
01112 - General Clerk II	14.00
01113 - General Clerk III	16.83
01120 - Housing Referral Assistant	18.52
01141 - Messenger Courier	11.72
01191 - Order Clerk I	13.01
01192 - Order Clerk II	14.97
01261 - Personnel Assistant (Employment) I	14.89
01262 - Personnel Assistant (Employment) II	16.66
01263 - Personnel Assistant (Employment) III	18.57
01270 - Production Control Clerk	24.17
01290 - Rental Clerk	13.33
01300 - Scheduler Maintenance	14.86
01311 - Secretary I	14.86
01312 - Secretary II	16.62
01313 - Secretary III	18.52
01320 - Service Order Dispatcher	16.20
01410 - Supply Technician	20.82
01420 - Survey Worker	14.29
01460 - Switchboard Operator/Receptionist	13.23
01531 - Travel Clerk I	13.33
01532 - Travel Clerk II	14.20
01533 - Travel Clerk III	14.84
01611 - Word Processor I	13.23
01612 - Word Processor II	14.86
01613 - Word Processor III	16.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.94
Fiberglass	
05010 - Automotive Electrician	18.19
05040 - Automotive Glass Installer	17.24
05070 - Automotive Worker	17.24
05110 - Mobile Equipment Servicer	15.14
05130 - Motor Equipment Metal	19.15
Mechanic	
05160 - Motor Equipment Metal Worker	17.24
05190 - Motor Vehicle Mechanic	18.84

05220 - Motor Vehicle Mechanic	13.98
Helper	
05250 - Motor Vehicle Upholstery	16.08
Worker	
05280 - Motor Vehicle Wrecker	17.19
05310 - Painter Automotive	18.22
05340 - Radiator Repair Specialist	17.24
05370 - Tire Repairer	14.15
05400 - Transmission Repair	19.15
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.18
07041 - Cook I	10.49
07042 - Cook II	12.05
07070 - Dishwasher	10.35
07130 - Food Service Worker	10.40
07210 - Meat Cutter	13.53
07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	17.71
09040 - Furniture Handler	11.67
09080 - Furniture Refinisher	17.71
09090 - Furniture Refinisher Helper	13.37
09110 - Furniture Repairer Minor	15.54
09130 - Upholsterer	17.71
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.41
11060 - Elevator Operator	11.29
11090 - Gardener	17.18
11122 - Housekeeping Aide	11.29
11150 - Janitor	11.29
11210 - Laborer Grounds Maintenance	13.37
11240 - Maid or Houseman	9.50
11260 - Pruner	12.13
11270 - Tractor Operator	15.89
11330 - Trail Maintenance Worker	13.37
11360 - Window Cleaner	12.44
12000 - Health Occupations	
12010 - Ambulance Driver	16.14
12011 - Breath Alcohol Technician	16.97
12012 - Certified Occupational	23.28
Therapist Assistant	
12015 - Certified Physical Therapist	30.91
Assistant	
12020 - Dental Assistant	15.82
12025 - Dental Hygienist	40.12

12030 - EKG Technician	25.71
12035 - Electroneurodiagnostic Technologist	25.71
12040 - Emergency Medical Technician	16.14
12071 - Licensed Practical Nurse I	15.17
12072 - Licensed Practical Nurse II	16.97
12073 - Licensed Practical Nurse III	18.91
12100 - Medical Assistant	14.03
12130 - Medical Laboratory Technician	20.97
12160 - Medical Record Clerk	16.08
12190 - Medical Record Technician	18.00
12195 - Medical Transcriptionist	15.17
12210 - Nuclear Medicine Technologist	37.28
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.97
12223 - Nursing Assistant III	14.15
12224 - Nursing Assistant IV	15.89
12235 - Optical Dispenser	16.97
12236 - Optical Technician	15.17
12250 - Pharmacy Technician	13.40
12280 - Phlebotomist	14.82
12305 - Radiologic Technologist	25.85
12311 - Registered Nurse I	23.12
12312 - Registered Nurse II	28.29
12313 - Registered Nurse II Specialist	28.29
12314 - Registered Nurse III	34.23
12315 - Registered Nurse III Anesthetist	34.23
12316 - Registered Nurse IV	41.02
12317 - Scheduler (Drug and Alcohol Testing)	21.02
12320 - Substance Abuse Treatment Counselor	20.38
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.95
13012 - Exhibits Specialist II	22.25
13013 - Exhibits Specialist III	27.23
13041 - Illustrator I	18.95
13042 - Illustrator II	22.25
13043 - Illustrator III	27.23
13047 - Librarian	20.68
13050 - Library Aide/Clerk	9.49
13054 - Library Information Technology Systems Administrator	19.12

13058 - Library Technician	13.71
13061 - Media Specialist I	13.50
13062 - Media Specialist II	15.11
13063 - Media Specialist III	16.84
13071 - Photographer I	15.06
13072 - Photographer II	17.50
13073 - Photographer III	20.54
13074 - Photographer IV	25.14
13075 - Photographer V	30.42
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	15.24
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.15
14042 - Computer Operator II	16.94
14043 - Computer Operator III	21.59
14044 - Computer Operator IV	25.11
14045 - Computer Operator V	27.62
14071 - Computer Programmer I (see 1)	22.47
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 Operator	15.15
14160 - Personal Computer Support Technician	28.80
14170 - System Support Specialist	29.20
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.14
15020 - Aircrew Training Devices Instructor (Rated)	34.04
15030 - Air Crew Training Devices Instructor (Pilot)	40.79
15050 - Computer Based Training Specialist / Instructor	28.14
15060 - Educational Technologist	25.04
15070 - Flight Instructor (Pilot)	40.79
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.00
15086 - Maintenance Test Pilot Rotary Wing	40.00

15088 - Non-Maintenance Test/Co-Pilot	40.00
15090 - Technical Instructor	21.45
15095 - Technical Instructor/Course Developer	26.25
15110 - Test Proctor	17.32
15120 - Tutor	17.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.71
16030 - Counter Attendant	9.71
16040 - Dry Cleaner	12.38
16070 - Finisher Flatwork Machine	9.71
16090 - Presser Hand	9.71
16110 - Presser Machine Drycleaning	9.71
16130 - Presser Machine Shirts	9.71
16160 - Presser Machine Wearing Apparel Laundry	
16190 - Sewing Machine Operator	13.27
16220 - Tailor	14.16
16250 - Washer Machine	10.63
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.08
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.30
21030 - Material Coordinator	24.17
21040 - Material Expediter	24.17
21050 - Material Handling Laborer	13.39
21071 - Order Filler	11.62
21080 - Production Line Worker (Food Processing)	16.30
21110 - Shipping Packer	15.17
21130 - Shipping/Receiving Clerk	15.17
21140 - Store Worker I	12.71
21150 - Stock Clerk	16.96
21210 - Tools And Parts Attendant	16.30
21410 - Warehouse Specialist	16.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.90
23019 - Aircraft Logs and Records Technician	20.25
23021 - Aircraft Mechanic I	24.52
23022 - Aircraft Mechanic II	25.90
23023 - Aircraft Mechanic III	27.28

23040 - Aircraft Mechanic Helper	17.43
23050 - Aircraft Painter	23.08
23060 - Aircraft Servicer	20.25
23070 - Aircraft Survival Flight	23.08
Equipment Technician	
23080 - Aircraft Worker	21.64
23091 - Aircrew Life Support	21.64
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	24.52
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.08
23120 - Bicycle Repairer	18.84
23125 - Cable Splicer	30.15
23130 - Carpenter Maintenance	18.98
23140 - Carpet Layer	21.64
23160 - Electrician Maintenance	26.64
23181 - Electronics Technician	23.95
Maintenance I	
23182 - Electronics Technician	25.55
Maintenance II	
23183 - Electronics Technician	27.74
Maintenance III	
23260 - Fabric Worker	20.25
23290 - Fire Alarm System Mechanic	23.91
23310 - Fire Extinguisher Repairer	18.84
23311 - Fuel Distribution System	24.12
Mechanic	
23312 - Fuel Distribution System	18.99
Operator	
23370 - General Maintenance Worker	16.08
23380 - Ground Support Equipment	24.52
Mechanic	
23381 - Ground Support Equipment	20.25
Servicer	
23382 - Ground Support Equipment	21.64
Worker	
23391 - Gunsmith I	18.84
23392 - Gunsmith II	21.64
23393 - Gunsmith III	24.52
23410 - Heating Ventilation And Air-	22.88
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.15
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.17
23440 - Heavy Equipment Operator	21.52

23460 - Instrument Mechanic	24.52
23465 - Laboratory/Shelter Mechanic	23.08
23470 - Laborer	13.39
23510 - Locksmith	23.08
23530 - Machinery Maintenance	24.26
Mechanic	
23550 - Machinist Maintenance	19.83
23580 - Maintenance Trades Helper	17.55
23591 - Metrology Technician I	24.52
23592 - Metrology Technician II	25.90
23593 - Metrology Technician III	27.28
23640 - Millwright	24.52
23710 - Office Appliance Repairer	21.90
23760 - Painter Maintenance	17.23
23790 - Pipefitter Maintenance	26.35
23810 - Plumber Maintenance	24.79
23820 - Pneudraulic Systems Mechanic	24.52
23850 - Rigger	24.52
23870 - Scale Mechanic	21.64
23890 - Sheet-Metal Worker	21.07
Maintenance	
23910 - Small Engine Mechanic	19.73
23931 - Telecommunications Mechanic	27.19
I	
23932 - Telecommunications Mechanic	28.71
II	
23950 - Telephone Lineman	33.64
23960 - Welder Combination	20.61
Maintenance	
23965 - Well Driller	24.52
23970 - Woodcraft Worker	24.52
23980 - Woodworker	18.84
24000 - Personal Needs Occupations	
24550 - Case Manager	14.48
24570 - Child Care Attendant	10.22
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	10.22
24620 - Family Readiness And Support	14.48
Services	
Coordinator	
24630 - Homemaker	16.29
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.52
25040 - Sewage Plant Operator	16.55
25070 - Stationary Engineer	24.52
25190 - Ventilation Equipment Tender	17.43
25210 - Water Treatment Plant	16.55
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.00
27007 - Baggage Inspector		12.30
27008 - Corrections Officer		16.91
27010 - Court Security Officer		17.93
27030 - Detection Dog Handler		13.80
27040 - Detention Officer		16.91
27070 - Firefighter		19.43
27101 - Guard I		12.30
27102 - Guard II		13.80
27131 - Police Officer I		19.06
27132 - Police Officer II		21.17
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.88
28042 - Carnival Equipment Repairer		12.87
28043 - Carnival Worker		8.97
28210 - Gate Attendant/Gate Tender		15.40
28310 - Lifeguard		12.63
28350 - Park Attendant (Aide)		17.23
28510 - Recreation Aide/Health		12.58
Facility Attendant		
28515 - Recreation Specialist		20.75
28630 - Sports Official		13.72
28690 - Swimming Pool Operator		17.25
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		26.59
29020 - Hatch Tender		26.59
29030 - Line Handler		26.59
29041 - Stevedore I		24.87
29042 - Stevedore II		28.35
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		17.97
30022 - Archeological Technician II		20.87
30023 - Archeological Technician III		25.85
30030 - Cartographic Technician		25.85
30040 - Civil Engineering Technician		24.82
30051 - Cryogenic Technician I		27.49
30052 - Cryogenic Technician II		30.36
30061 - Drafter/CAD Operator I		17.97
30062 - Drafter/CAD Operator II		20.87
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.64

30081 - Engineering Technician I	17.13
30082 - Engineering Technician II	19.23
30083 - Engineering Technician III	21.51
30084 - Engineering Technician IV	26.65
30085 - Engineering Technician V	32.59
30086 - Engineering Technician VI	39.44
30090 - Environmental Technician	23.13
30095 - Evidence Control Specialist	24.82
30210 - Laboratory Technician	30.99
30221 - Latent Fingerprint Technician I	27.49
30222 - Latent Fingerprint Technician II	30.36
30240 - Mathematical Technician	28.44
30361 - Paralegal/Legal Assistant I	18.26
30362 - Paralegal/Legal Assistant II	21.08
30363 - Paralegal/Legal Assistant	25.41
III	
30364 - Paralegal/Legal Assistant IV	31.22
30375 - Petroleum Supply Specialist	30.36
30390 - Photo-Optics Technician	25.85
30395 - Radiation Control Technician	30.36
30461 - Technical Writer I	23.13
30462 - Technical Writer II	28.30
30463 - Technical Writer III	34.25
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	28.64
30502 - Weather Forecaster II	34.84
30620 - Weather Observer Combined (see 2)	23.28
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.85
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.20
31030 - Bus Driver	19.16
31043 - Driver Courier	14.44
31260 - Parking and Lot Attendant	13.11
31290 - Shuttle Bus Driver	14.19

31310 - Taxi Driver	10.96
31361 - Truckdriver Light	15.61
31362 - Truckdriver Medium	16.78
31363 - Truckdriver Heavy	22.98
31364 - Truckdriver Tractor-Trailer	22.98
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.05
99050 - Desk Clerk	10.22
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	11.72
I	
99252 - Laboratory Animal Caretaker	12.67
II	
99260 - Marketing Analyst	25.45
99310 - Mortician	25.60
99410 - Pest Controller	16.28
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.03
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	17.27
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	14.09
99830 - Survey Party Chief	22.23
99831 - Surveying Aide	13.20
99832 - Surveying Technician	20.88
99840 - Vending Machine Attendant	12.74
99841 - Vending Machine Repairer	15.68
99842 - Vending Machine Repairer	12.74
Helper	

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.

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.: 2015-5325

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.: 2015-5325
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.

State: Oklahoma

Area: Oklahoma Counties of Beaver Cimarron Texas

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.69
01012 - Accounting Clerk II		15.37
01013 - Accounting Clerk III		17.19
01020 - Administrative Assistant		21.36
01035 - Court Reporter		16.93
01041 - Customer Service Representative I		13.00
01042 - Customer Service Representative II		14.47

01043 - Customer Service Representative III	15.95
01051 - Data Entry Operator I	15.57
01052 - Data Entry Operator II	16.99
01060 - Dispatcher Motor Vehicle	18.03
01070 - Document Preparation Clerk	13.23
01090 - Duplicating Machine Operator	13.23
01111 - General Clerk I	12.83
01112 - General Clerk II	16.25
01113 - General Clerk III	16.70
01120 - Housing Referral Assistant	19.21
01141 - Messenger Courier	10.96
01191 - Order Clerk I	12.24
01192 - Order Clerk II	14.17
01261 - Personnel Assistant (Employment) I	14.89
01262 - Personnel Assistant (Employment) II	17.32
01263 - Personnel Assistant (Employment) III	18.57
01270 - Production Control Clerk	24.17
01290 - Rental Clerk	13.42
01300 - Scheduler Maintenance	15.37
01311 - Secretary I	15.37
01312 - Secretary II	17.77
01313 - Secretary III	19.21
01320 - Service Order Dispatcher	16.09
01410 - Supply Technician	21.36
01420 - Survey Worker	15.22
01460 - Switchboard Operator/Receptionist	13.23
01531 - Travel Clerk I	13.33
01532 - Travel Clerk II	14.20
01533 - Travel Clerk III	14.84
01611 - Word Processor I	13.23
01612 - Word Processor II	14.86
01613 - Word Processor III	16.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.94
Fiberglass	
05010 - Automotive Electrician	19.89
05040 - Automotive Glass Installer	18.62
05070 - Automotive Worker	18.62
05110 - Mobile Equipment Servicer	16.12
05130 - Motor Equipment Metal	21.12
Mechanic	
05160 - Motor Equipment Metal Worker	18.62
05190 - Motor Vehicle Mechanic	21.40

05220 - Motor Vehicle Mechanic	14.89
Helper	
05250 - Motor Vehicle Upholstery	17.39
Worker	
05280 - Motor Vehicle Wrecker	18.62
05310 - Painter Automotive	19.89
05340 - Radiator Repair Specialist	18.62
05370 - Tire Repairer	14.15
05400 - Transmission Repair	21.12
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.78
07041 - Cook I	10.49
07042 - Cook II	12.05
07070 - Dishwasher	10.35
07130 - Food Service Worker	10.40
07210 - Meat Cutter	13.53
07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.14
11060 - Elevator Operator	11.29
11090 - Gardener	17.18
11122 - Housekeeping Aide	11.51
11150 - Janitor	11.51
11210 - Laborer Grounds Maintenance	13.37
11240 - Maid or Houseman	9.50
11260 - Pruner	12.13
11270 - Tractor Operator	15.89
11330 - Trail Maintenance Worker	13.37
11360 - Window Cleaner	12.44
12000 - Health Occupations	
12010 - Ambulance Driver	16.14
12011 - Breath Alcohol Technician	16.97
12012 - Certified Occupational	24.04
Therapist Assistant	
12015 - Certified Physical Therapist	30.91
Assistant	
12020 - Dental Assistant	15.82
12025 - Dental Hygienist	40.12

12030 - EKG Technician	25.71
12035 - Electroneurodiagnostic Technologist	25.71
12040 - Emergency Medical Technician	16.14
12071 - Licensed Practical Nurse I	15.17
12072 - Licensed Practical Nurse II	16.97
12073 - Licensed Practical Nurse III	18.91
12100 - Medical Assistant	14.03
12130 - Medical Laboratory Technician	22.00
12160 - Medical Record Clerk	16.08
12190 - Medical Record Technician	18.02
12195 - Medical Transcriptionist	15.17
12210 - Nuclear Medicine Technologist	37.28
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.97
12223 - Nursing Assistant III	14.15
12224 - Nursing Assistant IV	15.89
12235 - Optical Dispenser	16.97
12236 - Optical Technician	15.17
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.82
12305 - Radiologic Technologist	25.85
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61
12313 - Registered Nurse II Specialist	29.61
12314 - Registered Nurse III	35.83
12315 - Registered Nurse III Anesthetist	35.83
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol Testing)	21.02
12320 - Substance Abuse Treatment Counselor	20.38
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.34
13012 - Exhibits Specialist II	20.25
13013 - Exhibits Specialist III	24.77
13041 - Illustrator I	16.34
13042 - Illustrator II	20.25
13043 - Illustrator III	24.77
13047 - Librarian	22.42
13050 - Library Aide/Clerk	10.33
13054 - Library Information Technology Systems Administrator	20.25

13058 - Library Technician	14.76
13061 - Media Specialist I	14.62
13062 - Media Specialist II	16.34
13063 - Media Specialist III	18.23
13071 - Photographer I	13.42
13072 - Photographer II	15.63
13073 - Photographer III	18.60
13074 - Photographer IV	22.75
13075 - Photographer V	27.53
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	14.97
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.15
14042 - Computer Operator II	16.94
14043 - Computer Operator III	19.48
14044 - Computer Operator IV	21.63
14045 - Computer Operator V	23.96
14071 - Computer Programmer I	(see 1) 22.47
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 Operator	15.15
14160 - Personal Computer Support Technician	21.63
14170 - System Support Specialist	29.20
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.48
15020 - Aircrew Training Devices Instructor (Rated)	34.92
15030 - Air Crew Training Devices Instructor (Pilot)	40.60
15050 - Computer Based Training Specialist / Instructor	27.72
15060 - Educational Technologist	26.44
15070 - Flight Instructor (Pilot)	40.60
15080 - Graphic Artist	19.64
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.00
15086 - Maintenance Test Pilot Rotary Wing	40.00

15088 - Non-Maintenance Test/Co-Pilot	40.00
15090 - Technical Instructor	21.45
15095 - Technical Instructor/Course Developer	26.25
15110 - Test Proctor	17.77
15120 - Tutor	17.77
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.71
16030 - Counter Attendant	9.71
16040 - Dry Cleaner	12.38
16070 - Finisher Flatwork Machine	9.71
16090 - Presser Hand	9.71
16110 - Presser Machine Drycleaning	9.71
16130 - Presser Machine Shirts	9.71
16160 - Presser Machine Wearing Apparel Laundry	
16190 - Sewing Machine Operator	13.27
16220 - Tailor	14.16
16250 - Washer Machine	10.63
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.08
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.37
21030 - Material Coordinator	24.17
21040 - Material Expediter	24.17
21050 - Material Handling Laborer	13.39
21071 - Order Filler	11.62
21080 - Production Line Worker (Food Processing)	16.37
21110 - Shipping Packer	15.17
21130 - Shipping/Receiving Clerk	15.17
21140 - Store Worker I	12.71
21150 - Stock Clerk	16.96
21210 - Tools And Parts Attendant	16.37
21410 - Warehouse Specialist	16.37
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.64
23019 - Aircraft Logs and Records Technician	20.59
23021 - Aircraft Mechanic I	26.08
23022 - Aircraft Mechanic II	27.64
23023 - Aircraft Mechanic III	29.18

23040 - Aircraft Mechanic Helper	18.38
23050 - Aircraft Painter	23.74
23060 - Aircraft Servicer	20.59
23070 - Aircraft Survival Flight	23.74
Equipment Technician	
23080 - Aircraft Worker	22.07
23091 - Aircrew Life Support	22.07
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.08
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.08
23120 - Bicycle Repairer	18.84
23125 - Cable Splicer	31.08
23130 - Carpenter Maintenance	18.98
23140 - Carpet Layer	21.64
23160 - Electrician Maintenance	26.64
23181 - Electronics Technician	23.95
Maintenance I	
23182 - Electronics Technician	25.55
Maintenance II	
23183 - Electronics Technician	27.14
Maintenance III	
23260 - Fabric Worker	20.25
23290 - Fire Alarm System Mechanic	24.52
23310 - Fire Extinguisher Repairer	18.84
23311 - Fuel Distribution System	24.12
Mechanic	
23312 - Fuel Distribution System	18.53
Operator	
23370 - General Maintenance Worker	15.84
23380 - Ground Support Equipment	26.08
Mechanic	
23381 - Ground Support Equipment	20.59
Servicer	
23382 - Ground Support Equipment	22.07
Worker	
23391 - Gunsmith I	18.84
23392 - Gunsmith II	21.64
23393 - Gunsmith III	24.52
23410 - Heating Ventilation And Air-	22.21
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.49
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.61
23440 - Heavy Equipment Operator	21.52

23460 - Instrument Mechanic	24.52
23465 - Laboratory/Shelter Mechanic	23.08
23470 - Laborer	13.39
23510 - Locksmith	23.08
23530 - Machinery Maintenance	24.26
Mechanic	
23550 - Machinist Maintenance	20.04
23580 - Maintenance Trades Helper	17.55
23591 - Metrology Technician I	24.52
23592 - Metrology Technician II	25.90
23593 - Metrology Technician III	27.28
23640 - Millwright	24.52
23710 - Office Appliance Repairer	20.53
23760 - Painter Maintenance	17.23
23790 - Pipefitter Maintenance	26.35
23810 - Plumber Maintenance	24.79
23820 - Pneudraulic Systems Mechanic	24.52
23850 - Rigger	24.52
23870 - Scale Mechanic	21.64
23890 - Sheet-Metal Worker	23.28
Maintenance	
23910 - Small Engine Mechanic	19.73
23931 - Telecommunications Mechanic	27.19
I	
23932 - Telecommunications Mechanic	28.71
II	
23950 - Telephone Lineman	33.64
23960 - Welder Combination	20.61
Maintenance	
23965 - Well Driller	24.52
23970 - Woodcraft Worker	24.52
23980 - Woodworker	18.84
24000 - Personal Needs Occupations	
24550 - Case Manager	14.31
24570 - Child Care Attendant	9.18
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	10.22
24620 - Family Readiness And Support	14.31
Services	
Coordinator	
24630 - Homemaker	15.93
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.52
25040 - Sewage Plant Operator	17.29
25070 - Stationary Engineer	24.52
25190 - Ventilation Equipment Tender	17.43
25210 - Water Treatment Plant	17.29
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.00
27007 - Baggage Inspector		12.58
27008 - Corrections Officer		17.93
27010 - Court Security Officer		19.36
27030 - Detection Dog Handler		15.74
27040 - Detention Officer		17.93
27070 - Firefighter		20.08
27101 - Guard I		12.58
27102 - Guard II		15.74
27131 - Police Officer I		23.04
27132 - Police Officer II		25.60
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.54
28042 - Carnival Equipment Repairer		12.47
28043 - Carnival Worker		8.81
28210 - Gate Attendant/Gate Tender		14.97
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		16.75
28510 - Recreation Aide/Health		12.22
Facility Attendant		
28515 - Recreation Specialist		20.75
28630 - Sports Official		13.33
28690 - Swimming Pool Operator		15.72
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		26.93
29020 - Hatch Tender		26.93
29030 - Line Handler		26.93
29041 - Stevedore I		25.00
29042 - Stevedore II		28.83
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		17.91
30022 - Archeological Technician II		20.04
30023 - Archeological Technician III		24.82
30030 - Cartographic Technician		24.82
30040 - Civil Engineering Technician		24.39
30051 - Cryogenic Technician I		27.49
30052 - Cryogenic Technician II		30.36
30061 - Drafter/CAD Operator I		17.91
30062 - Drafter/CAD Operator II		20.04
30063 - Drafter/CAD Operator III		22.34
30064 - Drafter/CAD Operator IV		27.49

30081 - Engineering Technician I	15.07
30082 - Engineering Technician II	16.90
30083 - Engineering Technician III	18.91
30084 - Engineering Technician IV	23.43
30085 - Engineering Technician V	28.66
30086 - Engineering Technician VI	34.67
30090 - Environmental Technician	23.13
30095 - Evidence Control Specialist	24.82
30210 - Laboratory Technician	29.41
30221 - Latent Fingerprint Technician I	27.49
30222 - Latent Fingerprint Technician II	30.36
30240 - Mathematical Technician	27.30
30361 - Paralegal/Legal Assistant I	17.50
30362 - Paralegal/Legal Assistant II	21.67
30363 - Paralegal/Legal Assistant	26.50
III	
30364 - Paralegal/Legal Assistant IV	32.07
30375 - Petroleum Supply Specialist	30.36
30390 - Photo-Optics Technician	24.82
30395 - Radiation Control Technician	30.36
30461 - Technical Writer I	23.13
30462 - Technical Writer II	28.30
30463 - Technical Writer III	34.25
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	27.49
30502 - Weather Forecaster II	33.44
30620 - Weather Observer Combined (see 2)	22.34
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.82
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	17.58
31030 - Bus Driver	24.78
31043 - Driver Courier	14.44
31260 - Parking and Lot Attendant	13.33
31290 - Shuttle Bus Driver	14.19

31310 - Taxi Driver	10.96
31361 - Truckdriver Light	15.61
31362 - Truckdriver Medium	17.00
31363 - Truckdriver Heavy	22.98
31364 - Truckdriver Tractor-Trailer	22.98
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.05
99050 - Desk Clerk	11.45
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	11.72
I	
99252 - Laboratory Animal Caretaker	12.67
II	
99260 - Marketing Analyst	25.45
99310 - Mortician	25.60
99410 - Pest Controller	16.05
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.03
99711 - Recycling Specialist	22.62
99730 - Refuse Collector	17.27
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	14.09
99830 - Survey Party Chief	18.20
99831 - Surveying Aide	12.66
99832 - Surveying Technician	17.37
99840 - Vending Machine Attendant	11.45
99841 - Vending Machine Repairer	14.36
99842 - Vending Machine Repairer	11.45
Helper	

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.

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.: 2015-5327

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.: 2015-5327
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.

State: Oklahoma

Area: Oklahoma Counties of Beckham Caddo Custer Roger Mills Washita

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.54
01013 - Accounting Clerk III		18.28
01020 - Administrative Assistant		22.58
01035 - Court Reporter		18.46
01041 - Customer Service Representative I		12.98
01042 - Customer Service Representative II		14.16

01043 - Customer Service Representative III	15.91
01051 - Data Entry Operator I	13.12
01052 - Data Entry Operator II	14.31
01060 - Dispatcher Motor Vehicle	19.38
01070 - Document Preparation Clerk	13.83
01090 - Duplicating Machine Operator	13.83
01111 - General Clerk I	13.25
01112 - General Clerk II	14.45
01113 - General Clerk III	18.00
01120 - Housing Referral Assistant	19.36
01141 - Messenger Courier	12.12
01191 - Order Clerk I	12.71
01192 - Order Clerk II	14.08
01261 - Personnel Assistant (Employment) I	15.53
01262 - Personnel Assistant (Employment) II	17.37
01263 - Personnel Assistant (Employment) III	19.36
01270 - Production Control Clerk	25.88
01290 - Rental Clerk	14.04
01300 - Scheduler Maintenance	15.53
01311 - Secretary I	15.53
01312 - Secretary II	17.37
01313 - Secretary III	19.36
01320 - Service Order Dispatcher	17.33
01410 - Supply Technician	22.58
01420 - Survey Worker	17.37
01460 - Switchboard Operator/Receptionist	13.37
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	13.14
01533 - Travel Clerk III	13.77
01611 - Word Processor I	13.83
01612 - Word Processor II	15.53
01613 - Word Processor III	17.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.95
Fiberglass	
05010 - Automotive Electrician	19.41
05040 - Automotive Glass Installer	18.41
05070 - Automotive Worker	18.12
05110 - Mobile Equipment Servicer	16.17
05130 - Motor Equipment Metal	20.06
Mechanic	
05160 - Motor Equipment Metal Worker	18.12
05190 - Motor Vehicle Mechanic	20.06

05220 - Motor Vehicle Mechanic	15.28
Helper	
05250 - Motor Vehicle Upholstery	17.17
Worker	
05280 - Motor Vehicle Wrecker	18.12
05310 - Painter Automotive	19.10
05340 - Radiator Repair Specialist	18.12
05370 - Tire Repairer	14.62
05400 - Transmission Repair	20.06
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.73
07041 - Cook I	9.43
07042 - Cook II	10.57
07070 - Dishwasher	9.02
07130 - Food Service Worker	10.20
07210 - Meat Cutter	14.53
07260 - Waiter/Waitress	9.14
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.61
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	18.61
09090 - Furniture Refinisher Helper	14.76
09110 - Furniture Repairer Minor	16.73
09130 - Upholsterer	18.61
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.36
11060 - Elevator Operator	14.36
11090 - Gardener	16.25
11122 - Housekeeping Aide	11.24
11150 - Janitor	11.24
11210 - Laborer Grounds Maintenance	13.43
11240 - Maid or Houseman	9.74
11260 - Pruner	12.53
11270 - Tractor Operator	15.22
11330 - Trail Maintenance Worker	13.43
11360 - Window Cleaner	12.05
12000 - Health Occupations	
12010 - Ambulance Driver	17.84
12011 - Breath Alcohol Technician	18.02
12012 - Certified Occupational	25.26
Therapist Assistant	
12015 - Certified Physical Therapist	26.74
Assistant	
12020 - Dental Assistant	17.33
12025 - Dental Hygienist	44.66

12030 - EKG Technician	26.53
12035 - Electroneurodiagnostic Technologist	26.53
12040 - Emergency Medical Technician	17.84
12071 - Licensed Practical Nurse I	15.65
12072 - Licensed Practical Nurse II	17.50
12073 - Licensed Practical Nurse III	19.51
12100 - Medical Assistant	12.55
12130 - Medical Laboratory Technician	23.45
12160 - Medical Record Clerk	15.62
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	15.65
12210 - Nuclear Medicine Technologist	38.47
12221 - Nursing Assistant I	11.56
12222 - Nursing Assistant II	13.00
12223 - Nursing Assistant III	14.18
12224 - Nursing Assistant IV	15.91
12235 - Optical Dispenser	14.87
12236 - Optical Technician	15.65
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	15.65
12305 - Radiologic Technologist	23.33
12311 - Registered Nurse I	27.48
12312 - Registered Nurse II	30.22
12313 - Registered Nurse II Specialist	30.22
12314 - Registered Nurse III	36.56
12315 - Registered Nurse III Anesthetist	36.56
12316 - Registered Nurse IV	43.82
12317 - Scheduler (Drug and Alcohol Testing)	22.32
12320 - Substance Abuse Treatment Counselor	23.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.53
13012 - Exhibits Specialist II	20.67
13013 - Exhibits Specialist III	24.88
13041 - Illustrator I	20.86
13042 - Illustrator II	25.12
13043 - Illustrator III	30.74
13047 - Librarian	21.79
13050 - Library Aide/Clerk	11.94
13054 - Library Information Technology Systems Administrator	19.67

13058 - Library Technician	12.31
13061 - Media Specialist I	14.19
13062 - Media Specialist II	15.88
13063 - Media Specialist III	17.70
13071 - Photographer I	14.19
13072 - Photographer II	15.88
13073 - Photographer III	19.67
13074 - Photographer IV	24.06
13075 - Photographer V	29.11
13090 - Technical Order Library Clerk	15.77
13110 - Video Teleconference Technician	14.89
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.59
14042 - Computer Operator II	17.43
14043 - Computer Operator III	19.43
14044 - Computer Operator IV	21.60
14045 - Computer Operator V	23.92
14071 - Computer Programmer I (see 1)	24.07
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	16.40
14160 - Personal Computer Support Technician	22.83
14170 - System Support Specialist	27.80
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.92
15020 - Aircrew Training Devices Instructor (Rated)	36.20
15030 - Air Crew Training Devices Instructor (Pilot)	41.29
15050 - Computer Based Training Specialist / Instructor	29.92
15060 - Educational Technologist	24.98
15070 - Flight Instructor (Pilot)	41.29
15080 - Graphic Artist	27.19
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.29
15086 - Maintenance Test Pilot Rotary Wing	41.29

15088 - Non-Maintenance Test/Co-Pilot	41.29
15090 - Technical Instructor	28.04
15095 - Technical Instructor/Course Developer	34.30
15110 - Test Proctor	22.64
15120 - Tutor	22.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.33
16030 - Counter Attendant	9.33
16040 - Dry Cleaner	11.45
16070 - Finisher Flatwork Machine	9.33
16090 - Presser Hand	9.33
16110 - Presser Machine Drycleaning	9.33
16130 - Presser Machine Shirts	9.33
16160 - Presser Machine Wearing Apparel Laundry	9.33
16190 - Sewing Machine Operator	12.19
16220 - Tailor	12.93
16250 - Washer Machine	9.95
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.75
19040 - Tool And Die Maker	28.37
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.03
21030 - Material Coordinator	25.88
21040 - Material Expediter	25.88
21050 - Material Handling Laborer	14.20
21071 - Order Filler	15.06
21080 - Production Line Worker (Food Processing)	16.03
21110 - Shipping Packer	16.41
21130 - Shipping/Receiving Clerk	16.41
21140 - Store Worker I	14.68
21150 - Stock Clerk	18.14
21210 - Tools And Parts Attendant	16.03
21410 - Warehouse Specialist	16.03
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.46
23019 - Aircraft Logs and Records Technician	25.74
23021 - Aircraft Mechanic I	30.08
23022 - Aircraft Mechanic II	31.46
23023 - Aircraft Mechanic III	32.85

23040 - Aircraft Mechanic Helper	22.71
23050 - Aircraft Painter	28.63
23060 - Aircraft Servicer	25.74
23070 - Aircraft Survival Flight	28.63
Equipment Technician	
23080 - Aircraft Worker	27.16
23091 - Aircrew Life Support	27.16
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	30.08
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.75
23120 - Bicycle Repairer	20.09
23125 - Cable Splicer	33.86
23130 - Carpenter Maintenance	18.80
23140 - Carpet Layer	22.53
23160 - Electrician Maintenance	23.88
23181 - Electronics Technician	30.22
Maintenance I	
23182 - Electronics Technician	31.86
Maintenance II	
23183 - Electronics Technician	33.47
Maintenance III	
23260 - Fabric Worker	21.35
23290 - Fire Alarm System Mechanic	24.95
23310 - Fire Extinguisher Repairer	20.09
23311 - Fuel Distribution System	26.10
Mechanic	
23312 - Fuel Distribution System	20.97
Operator	
23370 - General Maintenance Worker	17.04
23380 - Ground Support Equipment	30.08
Mechanic	
23381 - Ground Support Equipment	25.74
Servicer	
23382 - Ground Support Equipment	27.16
Worker	
23391 - Gunsmith I	20.09
23392 - Gunsmith II	22.53
23393 - Gunsmith III	24.95
23410 - Heating Ventilation And Air-	20.81
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	19.98
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	19.72
23440 - Heavy Equipment Operator	22.90

23460 - Instrument Mechanic	24.95
23465 - Laboratory/Shelter Mechanic	23.75
23470 - Laborer	14.20
23510 - Locksmith	23.75
23530 - Machinery Maintenance	28.95
Mechanic	
23550 - Machinist Maintenance	20.81
23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	24.95
23592 - Metrology Technician II	26.10
23593 - Metrology Technician III	27.25
23640 - Millwright	24.95
23710 - Office Appliance Repairer	23.75
23760 - Painter Maintenance	17.94
23790 - Pipefitter Maintenance	20.44
23810 - Plumber Maintenance	19.45
23820 - Pneudraulic Systems Mechanic	24.95
23850 - Rigger	25.07
23870 - Scale Mechanic	22.53
23890 - Sheet-Metal Worker	28.63
Maintenance	
23910 - Small Engine Mechanic	22.53
23931 - Telecommunications Mechanic	27.34
I	
23932 - Telecommunications Mechanic	28.60
II	
23950 - Telephone Lineman	23.99
23960 - Welder Combination	22.33
Maintenance	
23965 - Well Driller	25.41
23970 - Woodcraft Worker	24.95
23980 - Woodworker	20.09
24000 - Personal Needs Occupations	
24550 - Case Manager	17.54
24570 - Child Care Attendant	9.92
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	9.45
24620 - Family Readiness And Support	17.54
Services	
Coordinator	
24630 - Homemaker	17.54
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.95
25040 - Sewage Plant Operator	16.59
25070 - Stationary Engineer	24.95
25190 - Ventilation Equipment Tender	18.84
25210 - Water Treatment Plant	16.35
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.69
27007 - Baggage Inspector		14.75
27008 - Corrections Officer		17.79
27010 - Court Security Officer		20.62
27030 - Detection Dog Handler		16.49
27040 - Detention Officer		17.79
27070 - Firefighter		24.14
27101 - Guard I		14.75
27102 - Guard II		16.49
27131 - Police Officer I		23.19
27132 - Police Officer II		25.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.77
28042 - Carnival Equipment Repairer		12.56
28043 - Carnival Worker		9.68
28210 - Gate Attendant/Gate Tender		16.38
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		18.31
28510 - Recreation Aide/Health Facility Attendant		13.36
28515 - Recreation Specialist		22.69
28630 - Sports Official		14.58
28690 - Swimming Pool Operator		22.87
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.53
29020 - Hatch Tender		22.53
29030 - Line Handler		22.53
29041 - Stevedore I		21.35
29042 - Stevedore II		23.75
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		20.35
30022 - Archeological Technician II		22.77
30023 - Archeological Technician III		28.20
30030 - Cartographic Technician		28.20
30040 - Civil Engineering Technician		28.20
30051 - Cryogenic Technician I		31.24
30052 - Cryogenic Technician II		34.51
30061 - Drafter/CAD Operator I		20.35
30062 - Drafter/CAD Operator II		22.77
30063 - Drafter/CAD Operator III		25.39
30064 - Drafter/CAD Operator IV		31.24

30081 - Engineering Technician I	19.05
30082 - Engineering Technician II	21.83
30083 - Engineering Technician III	23.92
30084 - Engineering Technician IV	29.64
30085 - Engineering Technician V	36.26
30086 - Engineering Technician VI	43.86
30090 - Environmental Technician	28.20
30095 - Evidence Control Specialist	28.20
30210 - Laboratory Technician	25.39
30221 - Latent Fingerprint Technician I	31.24
30222 - Latent Fingerprint Technician II	34.51
30240 - Mathematical Technician	28.20
30361 - Paralegal/Legal Assistant I	18.67
30362 - Paralegal/Legal Assistant II	23.12
30363 - Paralegal/Legal Assistant	28.28
III	
30364 - Paralegal/Legal Assistant IV	34.22
30375 - Petroleum Supply Specialist	34.51
30390 - Photo-Optics Technician	28.20
30395 - Radiation Control Technician	34.51
30461 - Technical Writer I	28.20
30462 - Technical Writer II	34.51
30463 - Technical Writer III	41.75
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	31.24
30502 - Weather Forecaster II	38.01
30620 - Weather Observer Combined (see 2)	25.39
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	28.20
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.47
31030 - Bus Driver	19.65
31043 - Driver Courier	17.30
31260 - Parking and Lot Attendant	15.06
31290 - Shuttle Bus Driver	16.78

31310 - Taxi Driver	11.77
31361 - Truckdriver Light	18.46
31362 - Truckdriver Medium	19.61
31363 - Truckdriver Heavy	22.31
31364 - Truckdriver Tractor-Trailer	22.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.75
99050 - Desk Clerk	9.38
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	12.94
I	
99252 - Laboratory Animal Caretaker	13.75
II	
99260 - Marketing Analyst	30.49
99310 - Mortician	25.60
99410 - Pest Controller	18.17
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.18
99711 - Recycling Specialist	20.63
99730 - Refuse Collector	16.96
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	15.88
99830 - Survey Party Chief	23.62
99831 - Surveying Aide	13.28
99832 - Surveying Technician	20.91
99840 - Vending Machine Attendant	19.32
99841 - Vending Machine Repairer	23.11
99842 - Vending Machine Repairer	19.03
Helper	

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.

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.: 2015-5329

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.: 2015-5329
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.

State: Oklahoma

Area: Oklahoma Counties of Greer Harmon Jackson Jefferson Kiowa Stephens
Tillman

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.54
01013 - Accounting Clerk III		17.39
01020 - Administrative Assistant		18.62
01035 - Court Reporter		17.37
01041 - Customer Service Representative I		12.98

01042 - Customer Service Representative II	14.16
01043 - Customer Service Representative III	15.91
01051 - Data Entry Operator I	13.12
01052 - Data Entry Operator II	14.31
01060 - Dispatcher Motor Vehicle	19.38
01070 - Document Preparation Clerk	13.83
01090 - Duplicating Machine Operator	13.83
01111 - General Clerk I	13.25
01112 - General Clerk II	14.45
01113 - General Clerk III	16.22
01120 - Housing Referral Assistant	19.36
01141 - Messenger Courier	12.12
01191 - Order Clerk I	12.67
01192 - Order Clerk II	13.83
01261 - Personnel Assistant (Employment) I	15.53
01262 - Personnel Assistant (Employment) II	17.37
01263 - Personnel Assistant (Employment) III	19.36
01270 - Production Control Clerk	25.88
01290 - Rental Clerk	11.30
01300 - Scheduler Maintenance	15.53
01311 - Secretary I	15.53
01312 - Secretary II	17.37
01313 - Secretary III	19.36
01320 - Service Order Dispatcher	17.33
01410 - Supply Technician	18.62
01420 - Survey Worker	14.92
01460 - Switchboard Operator/Receptionist	13.37
01531 - Travel Clerk I	11.64
01532 - Travel Clerk II	12.57
01533 - Travel Clerk III	13.20
01611 - Word Processor I	13.83
01612 - Word Processor II	15.53
01613 - Word Processor III	17.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.13
Fiberglass	
05010 - Automotive Electrician	19.41
05040 - Automotive Glass Installer	18.41
05070 - Automotive Worker	18.41
05110 - Mobile Equipment Servicer	16.38
05130 - Motor Equipment Metal	20.39
Mechanic	
05160 - Motor Equipment Metal Worker	18.41

05190 - Motor Vehicle Mechanic	20.39
05220 - Motor Vehicle Mechanic	15.29
Helper	
05250 - Motor Vehicle Upholstery	17.42
Worker	
05280 - Motor Vehicle Wrecker	18.41
05310 - Painter Automotive	19.41
05340 - Radiator Repair Specialist	18.41
05370 - Tire Repairer	14.62
05400 - Transmission Repair	20.39
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.73
07041 - Cook I	9.86
07042 - Cook II	11.09
07070 - Dishwasher	9.02
07130 - Food Service Worker	10.20
07210 - Meat Cutter	14.53
07260 - Waiter/Waitress	9.14
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.61
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	18.61
09090 - Furniture Refinisher Helper	14.76
09110 - Furniture Repairer Minor	16.73
09130 - Upholsterer	18.61
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.25
11060 - Elevator Operator	14.25
11090 - Gardener	16.25
11122 - Housekeeping Aide	11.24
11150 - Janitor	11.24
11210 - Laborer Grounds Maintenance	13.43
11240 - Maid or Houseman	9.74
11260 - Pruner	12.53
11270 - Tractor Operator	15.22
11330 - Trail Maintenance Worker	13.43
11360 - Window Cleaner	12.05
12000 - Health Occupations	
12010 - Ambulance Driver	17.84
12011 - Breath Alcohol Technician	18.02
12012 - Certified Occupational	24.75
Therapist Assistant	
12015 - Certified Physical Therapist	27.80
Assistant	
12020 - Dental Assistant	17.33

12025 - Dental Hygienist	44.66
12030 - EKG Technician	26.53
12035 - Electroneurodiagnostic Technologist	26.53
12040 - Emergency Medical Technician	17.84
12071 - Licensed Practical Nurse I	15.65
12072 - Licensed Practical Nurse II	17.50
12073 - Licensed Practical Nurse III	19.51
12100 - Medical Assistant	12.66
12130 - Medical Laboratory Technician	23.45
12160 - Medical Record Clerk	15.62
12190 - Medical Record Technician	17.48
12195 - Medical Transcriptionist	15.65
12210 - Nuclear Medicine Technologist	38.47
12221 - Nursing Assistant I	11.56
12222 - Nursing Assistant II	13.00
12223 - Nursing Assistant III	14.18
12224 - Nursing Assistant IV	15.91
12235 - Optical Dispenser	14.87
12236 - Optical Technician	15.65
12250 - Pharmacy Technician	14.12
12280 - Phlebotomist	15.65
12305 - Radiologic Technologist	23.33
12311 - Registered Nurse I	23.36
12312 - Registered Nurse II	28.58
12313 - Registered Nurse II	28.58
Specialist	
12314 - Registered Nurse III	34.59
12315 - Registered Nurse III	34.59
Anesthetist	
12316 - Registered Nurse IV	41.45
12317 - Scheduler (Drug and Alcohol Testing)	22.32
12320 - Substance Abuse Treatment Counselor	23.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.60
13012 - Exhibits Specialist II	20.57
13013 - Exhibits Specialist III	25.16
13041 - Illustrator I	16.60
13042 - Illustrator II	20.57
13043 - Illustrator III	25.16
13047 - Librarian	22.77
13050 - Library Aide/Clerk	12.55
13054 - Library Information Technology Systems	20.57

Administrator		
13058 - Library Technician		12.79
13061 - Media Specialist I		14.84
13062 - Media Specialist II		16.60
13063 - Media Specialist III		18.51
13071 - Photographer I		14.19
13072 - Photographer II		15.88
13073 - Photographer III		19.67
13074 - Photographer IV		24.06
13075 - Photographer V		29.11
13090 - Technical Order Library		15.77
Clerk		
13110 - Video Teleconference		14.19
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.59
14042 - Computer Operator II		17.43
14043 - Computer Operator III		19.43
14044 - Computer Operator IV		21.60
14045 - Computer Operator V		23.92
14071 - Computer Programmer I	(see 1)	19.41
14072 - Computer Programmer II	(see 1)	24.05
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		15.59
Operator		
14160 - Personal Computer Support		23.63
Technician		
14170 - System Support Specialist		28.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		28.48
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		34.45
Instructor (Rated)		
15030 - Air Crew Training Devices		41.29
Instructor (Pilot)		
15050 - Computer Based Training		28.48
Specialist / Instructor		
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		41.29
15080 - Graphic Artist		27.19
15085 - Maintenance Test Pilot Fixed		41.29
Jet/Prop		
15086 - Maintenance Test Pilot		41.29
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	41.29
15090 - Technical Instructor	28.04
15095 - Technical Instructor/Course Developer	34.30
15110 - Test Proctor	22.64
15120 - Tutor	22.64
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.33
16030 - Counter Attendant	9.33
16040 - Dry Cleaner	11.45
16070 - Finisher Flatwork Machine	9.33
16090 - Presser Hand	9.33
16110 - Presser Machine Drycleaning	9.33
16130 - Presser Machine Shirts	9.33
16160 - Presser Machine Wearing Apparel Laundry	9.33
16190 - Sewing Machine Operator	12.19
16220 - Tailor	12.93
16250 - Washer Machine	9.95
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.75
19040 - Tool And Die Maker	28.37
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.03
21030 - Material Coordinator	25.88
21040 - Material Expediter	25.88
21050 - Material Handling Laborer	14.20
21071 - Order Filler	13.73
21080 - Production Line Worker (Food Processing)	16.03
21110 - Shipping Packer	16.41
21130 - Shipping/Receiving Clerk	16.41
21140 - Store Worker I	14.68
21150 - Stock Clerk	18.14
21210 - Tools And Parts Attendant	16.03
21410 - Warehouse Specialist	16.03
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.46
23019 - Aircraft Logs and Records Technician	25.74
23021 - Aircraft Mechanic I	30.08
23022 - Aircraft Mechanic II	31.46
23023 - Aircraft Mechanic III	32.85

23040 - Aircraft Mechanic Helper	22.71
23050 - Aircraft Painter	28.63
23060 - Aircraft Servicer	25.74
23070 - Aircraft Survival Flight	28.63
Equipment Technician	
23080 - Aircraft Worker	27.16
23091 - Aircrew Life Support	27.16
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	30.08
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.75
23120 - Bicycle Repairer	20.09
23125 - Cable Splicer	33.86
23130 - Carpenter Maintenance	18.80
23140 - Carpet Layer	22.53
23160 - Electrician Maintenance	23.88
23181 - Electronics Technician	30.22
Maintenance I	
23182 - Electronics Technician	31.86
Maintenance II	
23183 - Electronics Technician	33.47
Maintenance III	
23260 - Fabric Worker	21.35
23290 - Fire Alarm System Mechanic	24.95
23310 - Fire Extinguisher Repairer	20.09
23311 - Fuel Distribution System	26.03
Mechanic	
23312 - Fuel Distribution System	20.97
Operator	
23370 - General Maintenance Worker	15.70
23380 - Ground Support Equipment	30.08
Mechanic	
23381 - Ground Support Equipment	25.74
Servicer	
23382 - Ground Support Equipment	27.16
Worker	
23391 - Gunsmith I	20.09
23392 - Gunsmith II	22.53
23393 - Gunsmith III	24.95
23410 - Heating Ventilation And Air-	21.00
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	21.38
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	19.72
23440 - Heavy Equipment Operator	22.90

23460 - Instrument Mechanic	24.95
23465 - Laboratory/Shelter Mechanic	23.75
23470 - Laborer	14.20
23510 - Locksmith	23.75
23530 - Machinery Maintenance	28.95
Mechanic	
23550 - Machinist Maintenance	21.44
23580 - Maintenance Trades Helper	16.09
23591 - Metrology Technician I	24.95
23592 - Metrology Technician II	26.10
23593 - Metrology Technician III	27.25
23640 - Millwright	24.95
23710 - Office Appliance Repairer	23.75
23760 - Painter Maintenance	17.78
23790 - Pipefitter Maintenance	20.44
23810 - Plumber Maintenance	19.45
23820 - Pneudraulic Systems Mechanic	24.95
23850 - Rigger	25.07
23870 - Scale Mechanic	22.53
23890 - Sheet-Metal Worker	28.63
Maintenance	
23910 - Small Engine Mechanic	22.53
23931 - Telecommunications Mechanic	27.34
I	
23932 - Telecommunications Mechanic	28.60
II	
23950 - Telephone Lineman	23.99
23960 - Welder Combination	22.33
Maintenance	
23965 - Well Driller	25.41
23970 - Woodcraft Worker	24.95
23980 - Woodworker	20.09
24000 - Personal Needs Occupations	
24550 - Case Manager	15.08
24570 - Child Care Attendant	9.92
24580 - Child Care Center Clerk	12.38
24610 - Chore Aide	9.45
24620 - Family Readiness And Support	15.08
Services	
Coordinator	
24630 - Homemaker	15.08
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.95
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	24.95
25190 - Ventilation Equipment Tender	18.84
25210 - Water Treatment Plant	16.47
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.69
27007 - Baggage Inspector		14.75
27008 - Corrections Officer		17.79
27010 - Court Security Officer		17.30
27030 - Detection Dog Handler		16.49
27040 - Detention Officer		17.79
27070 - Firefighter		17.67
27101 - Guard I		14.75
27102 - Guard II		16.49
27131 - Police Officer I		20.01
27132 - Police Officer II		22.24
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.11
28042 - Carnival Equipment Repairer		12.97
28043 - Carnival Worker		9.68
28210 - Gate Attendant/Gate Tender		16.38
28310 - Lifeguard		12.11
28350 - Park Attendant (Aide)		18.31
28510 - Recreation Aide/Health Facility Attendant		13.36
28515 - Recreation Specialist		22.69
28630 - Sports Official		14.58
28690 - Swimming Pool Operator		19.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.53
29020 - Hatch Tender		22.53
29030 - Line Handler		22.53
29041 - Stevedore I		21.35
29042 - Stevedore II		23.75
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		20.35
30022 - Archeological Technician II		22.77
30023 - Archeological Technician III		28.20
30030 - Cartographic Technician		28.20
30040 - Civil Engineering Technician		28.20
30051 - Cryogenic Technician I		31.24
30052 - Cryogenic Technician II		34.51
30061 - Drafter/CAD Operator I		20.35
30062 - Drafter/CAD Operator II		22.77
30063 - Drafter/CAD Operator III		25.39
30064 - Drafter/CAD Operator IV		31.24

30081 - Engineering Technician I	18.13
30082 - Engineering Technician II	20.35
30083 - Engineering Technician III	22.77
30084 - Engineering Technician IV	28.20
30085 - Engineering Technician V	34.51
30086 - Engineering Technician VI	41.75
30090 - Environmental Technician	28.20
30095 - Evidence Control Specialist	28.20
30210 - Laboratory Technician	25.39
30221 - Latent Fingerprint Technician I	31.24
30222 - Latent Fingerprint Technician II	34.51
30240 - Mathematical Technician	28.20
30361 - Paralegal/Legal Assistant I	17.22
30362 - Paralegal/Legal Assistant II	21.33
30363 - Paralegal/Legal Assistant III	26.09
30364 - Paralegal/Legal Assistant IV	31.57
30375 - Petroleum Supply Specialist	34.51
30390 - Photo-Optics Technician	28.20
30395 - Radiation Control Technician	34.51
30461 - Technical Writer I	28.20
30462 - Technical Writer II	34.51
30463 - Technical Writer III	41.75
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	31.24
30502 - Weather Forecaster II	38.01
30620 - Weather Observer Combined (see 2)	25.39
30621 - Weather Observer Senior (see 2)	28.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.21
31030 - Bus Driver	19.65
31043 - Driver Courier	16.68
31260 - Parking and Lot Attendant	15.06
31290 - Shuttle Bus Driver	16.25

31310 - Taxi Driver	11.77
31361 - Truckdriver Light	17.88
31362 - Truckdriver Medium	18.24
31363 - Truckdriver Heavy	22.31
31364 - Truckdriver Tractor-Trailer	22.31
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.75
99050 - Desk Clerk	9.38
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.37
I	
99252 - Laboratory Animal Caretaker	15.39
II	
99260 - Marketing Analyst	30.49
99310 - Mortician	25.60
99410 - Pest Controller	20.66
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.18
99711 - Recycling Specialist	20.63
99730 - Refuse Collector	16.96
99810 - Sales Clerk	11.42
99820 - School Crossing Guard	15.88
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	12.51
99832 - Surveying Technician	16.91
99840 - Vending Machine Attendant	19.32
99841 - Vending Machine Repairer	23.11
99842 - Vending Machine Repairer	19.32
Helper	

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.

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.: 2015-5331

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.: 2015-5331
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.

State: Oklahoma

Area: Oklahoma Counties of Atoka Bryan Carter Coal Garvin Hughes
Johnston Love Marshall Murray Pontotoc Pottawatomie Seminole

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.51
01012 - Accounting Clerk II		16.29
01013 - Accounting Clerk III		18.54
01020 - Administrative Assistant		22.58
01035 - Court Reporter		18.46
01041 - Customer Service Representative I		12.24

01042 - Customer Service Representative II	13.76
01043 - Customer Service Representative III	15.02
01051 - Data Entry Operator I	15.44
01052 - Data Entry Operator II	16.85
01060 - Dispatcher Motor Vehicle	21.55
01070 - Document Preparation Clerk	13.46
01090 - Duplicating Machine Operator	13.46
01111 - General Clerk I	13.10
01112 - General Clerk II	14.30
01113 - General Clerk III	18.00
01120 - Housing Referral Assistant	18.77
01141 - Messenger Courier	12.34
01191 - Order Clerk I	13.98
01192 - Order Clerk II	15.49
01261 - Personnel Assistant (Employment) I	16.86
01262 - Personnel Assistant (Employment) II	18.86
01263 - Personnel Assistant (Employment) III	21.03
01270 - Production Control Clerk	21.77
01290 - Rental Clerk	14.52
01300 - Scheduler Maintenance	14.30
01311 - Secretary I	14.30
01312 - Secretary II	16.20
01313 - Secretary III	18.77
01320 - Service Order Dispatcher	19.26
01410 - Supply Technician	22.58
01420 - Survey Worker	17.05
01460 - Switchboard Operator/Receptionist	13.16
01531 - Travel Clerk I	13.33
01532 - Travel Clerk II	14.20
01533 - Travel Clerk III	14.84
01611 - Word Processor I	12.73
01612 - Word Processor II	14.30
01613 - Word Processor III	15.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.04
Fiberglass	
05010 - Automotive Electrician	17.83
05040 - Automotive Glass Installer	16.81
05070 - Automotive Worker	16.39
05110 - Mobile Equipment Servicer	14.54
05130 - Motor Equipment Metal	18.35
Mechanic	
05160 - Motor Equipment Metal Worker	16.39

05190 - Motor Vehicle Mechanic	18.35
05220 - Motor Vehicle Mechanic	13.80
Helper	
05250 - Motor Vehicle Upholstery	15.47
Worker	
05280 - Motor Vehicle Wrecker	16.39
05310 - Painter Automotive	17.38
05340 - Radiator Repair Specialist	16.39
05370 - Tire Repairer	14.92
05400 - Transmission Repair	18.35
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	11.42
07041 - Cook I	9.68
07042 - Cook II	10.98
07070 - Dishwasher	9.62
07130 - Food Service Worker	9.59
07210 - Meat Cutter	13.28
07260 - Waiter/Waitress	8.88
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	16.18
09040 - Furniture Handler	10.83
09080 - Furniture Refinisher	16.18
09090 - Furniture Refinisher Helper	12.53
09110 - Furniture Repairer Minor	14.40
09130 - Upholsterer	16.18
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.52
11060 - Elevator Operator	11.48
11090 - Gardener	14.29
11122 - Housekeeping Aide	11.13
11150 - Janitor	11.13
11210 - Laborer Grounds Maintenance	11.50
11240 - Maid or Houseman	10.37
11260 - Pruner	10.63
11270 - Tractor Operator	13.30
11330 - Trail Maintenance Worker	11.50
11360 - Window Cleaner	12.04
12000 - Health Occupations	
12010 - Ambulance Driver	15.90
12011 - Breath Alcohol Technician	19.28
12012 - Certified Occupational	30.57
Therapist Assistant	
12015 - Certified Physical Therapist	33.99
Assistant	
12020 - Dental Assistant	18.26

12025 - Dental Hygienist	41.07
12030 - EKG Technician	25.36
12035 - Electroneurodiagnostic Technologist	25.36
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	17.23
12072 - Licensed Practical Nurse II	19.28
12073 - Licensed Practical Nurse III	21.48
12100 - Medical Assistant	13.92
12130 - Medical Laboratory Technician	21.89
12160 - Medical Record Clerk	14.84
12190 - Medical Record Technician	16.59
12195 - Medical Transcriptionist	15.66
12210 - Nuclear Medicine Technologist	42.35
12221 - Nursing Assistant I	12.15
12222 - Nursing Assistant II	13.65
12223 - Nursing Assistant III	14.90
12224 - Nursing Assistant IV	16.74
12235 - Optical Dispenser	14.41
12236 - Optical Technician	17.23
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	13.85
12305 - Radiologic Technologist	25.42
12311 - Registered Nurse I	27.48
12312 - Registered Nurse II	30.22
12313 - Registered Nurse II	30.22
Specialist	
12314 - Registered Nurse III	36.56
12315 - Registered Nurse III	36.56
Anesthetist	
12316 - Registered Nurse IV	43.82
12317 - Scheduler (Drug and Alcohol Testing)	23.88
12320 - Substance Abuse Treatment Counselor	20.15
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.53
13012 - Exhibits Specialist II	20.67
13013 - Exhibits Specialist III	24.88
13041 - Illustrator I	20.86
13042 - Illustrator II	25.12
13043 - Illustrator III	30.74
13047 - Librarian	21.19
13050 - Library Aide/Clerk	13.11
13054 - Library Information Technology Systems	19.13

Administrator		
13058 - Library Technician		13.84
13061 - Media Specialist I		13.81
13062 - Media Specialist II		15.44
13063 - Media Specialist III		17.21
13071 - Photographer I		13.81
13072 - Photographer II		15.44
13073 - Photographer III		19.13
13074 - Photographer IV		23.41
13075 - Photographer V		28.32
13090 - Technical Order Library		16.47
Clerk		
13110 - Video Teleconference		14.89
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.45
14042 - Computer Operator II		18.41
14043 - Computer Operator III		20.57
14044 - Computer Operator IV		22.83
14045 - Computer Operator V		25.27
14071 - Computer Programmer I	(see 1)	24.07
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		16.93
Operator		
14160 - Personal Computer Support		23.45
Technician		
14170 - System Support Specialist		28.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		32.91
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		39.82
Instructor (Rated)		
15030 - Air Crew Training Devices		47.09
Instructor (Pilot)		
15050 - Computer Based Training		32.91
Specialist / Instructor		
15060 - Educational Technologist		30.23
15070 - Flight Instructor (Pilot)		47.09
15080 - Graphic Artist		20.81
15085 - Maintenance Test Pilot Fixed		47.09
Jet/Prop		
15086 - Maintenance Test Pilot		47.09
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	47.09
15090 - Technical Instructor	17.74
15095 - Technical Instructor/Course Developer	21.70
15110 - Test Proctor	15.76
15120 - Tutor	15.76
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.71
16030 - Counter Attendant	9.71
16040 - Dry Cleaner	12.38
16070 - Finisher Flatwork Machine	9.71
16090 - Presser Hand	9.71
16110 - Presser Machine Drycleaning	9.71
16130 - Presser Machine Shirts	9.71
16160 - Presser Machine Wearing Apparel Laundry	
16190 - Sewing Machine Operator	13.27
16220 - Tailor	14.16
16250 - Washer Machine	10.63
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.95
19040 - Tool And Die Maker	29.92
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.01
21030 - Material Coordinator	22.82
21040 - Material Expediter	22.82
21050 - Material Handling Laborer	14.77
21071 - Order Filler	13.01
21080 - Production Line Worker (Food Processing)	19.01
21110 - Shipping Packer	16.78
21130 - Shipping/Receiving Clerk	16.78
21140 - Store Worker I	14.42
21150 - Stock Clerk	18.39
21210 - Tools And Parts Attendant	19.01
21410 - Warehouse Specialist	19.01
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.44
23019 - Aircraft Logs and Records Technician	20.42
23021 - Aircraft Mechanic I	24.23
23022 - Aircraft Mechanic II	25.44
23023 - Aircraft Mechanic III	26.68

23040 - Aircraft Mechanic Helper	17.77
23050 - Aircraft Painter	22.95
23060 - Aircraft Servicer	20.42
23070 - Aircraft Survival Flight	22.95
Equipment Technician	
23080 - Aircraft Worker	21.65
23091 - Aircrew Life Support	21.65
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	24.23
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.34
23120 - Bicycle Repairer	18.58
23125 - Cable Splicer	30.35
23130 - Carpenter Maintenance	21.80
23140 - Carpet Layer	21.07
23160 - Electrician Maintenance	27.07
23181 - Electronics Technician	27.60
Maintenance I	
23182 - Electronics Technician	29.27
Maintenance II	
23183 - Electronics Technician	30.90
Maintenance III	
23260 - Fabric Worker	19.87
23290 - Fire Alarm System Mechanic	23.58
23310 - Fire Extinguisher Repairer	18.58
23311 - Fuel Distribution System	31.58
Mechanic	
23312 - Fuel Distribution System	23.95
Operator	
23370 - General Maintenance Worker	17.04
23380 - Ground Support Equipment	24.23
Mechanic	
23381 - Ground Support Equipment	20.42
Servicer	
23382 - Ground Support Equipment	21.65
Worker	
23391 - Gunsmith I	18.58
23392 - Gunsmith II	21.07
23393 - Gunsmith III	23.58
23410 - Heating Ventilation And Air-	20.63
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	21.65
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.89
23440 - Heavy Equipment Operator	18.50

23460 - Instrument Mechanic	24.92
23465 - Laboratory/Shelter Mechanic	22.34
23470 - Laborer	14.77
23510 - Locksmith	22.34
23530 - Machinery Maintenance	28.49
Mechanic	
23550 - Machinist Maintenance	21.07
23580 - Maintenance Trades Helper	14.15
23591 - Metrology Technician I	24.92
23592 - Metrology Technician II	25.98
23593 - Metrology Technician III	27.08
23640 - Millwright	25.66
23710 - Office Appliance Repairer	19.09
23760 - Painter Maintenance	19.61
23790 - Pipefitter Maintenance	21.97
23810 - Plumber Maintenance	21.12
23820 - Pneudraulic Systems Mechanic	23.58
23850 - Rigger	27.22
23870 - Scale Mechanic	21.07
23890 - Sheet-Metal Worker	22.11
Maintenance	
23910 - Small Engine Mechanic	20.61
23931 - Telecommunications Mechanic	22.77
I	
23932 - Telecommunications Mechanic	23.76
II	
23950 - Telephone Lineman	26.81
23960 - Welder Combination	18.92
Maintenance	
23965 - Well Driller	23.58
23970 - Woodcraft Worker	23.58
23980 - Woodworker	18.58
24000 - Personal Needs Occupations	
24550 - Case Manager	15.37
24570 - Child Care Attendant	9.83
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	9.34
24620 - Family Readiness And Support	15.37
Services	
Coordinator	
24630 - Homemaker	15.64
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	23.58
25040 - Sewage Plant Operator	18.11
25070 - Stationary Engineer	23.58
25190 - Ventilation Equipment Tender	17.29
25210 - Water Treatment Plant	18.11
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		14.88
27007 - Baggage Inspector		14.67
27008 - Corrections Officer		16.43
27010 - Court Security Officer		20.62
27030 - Detection Dog Handler		16.42
27040 - Detention Officer		16.43
27070 - Firefighter		24.14
27101 - Guard I		14.67
27102 - Guard II		16.42
27131 - Police Officer I		23.19
27132 - Police Officer II		25.77
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.52
28042 - Carnival Equipment Repairer		12.38
28043 - Carnival Worker		9.21
28210 - Gate Attendant/Gate Tender		14.45
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		16.45
28510 - Recreation Aide/Health		11.80
Facility Attendant		
28515 - Recreation Specialist		19.72
28630 - Sports Official		12.88
28690 - Swimming Pool Operator		18.41
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		28.26
29020 - Hatch Tender		28.26
29030 - Line Handler		28.26
29041 - Stevedore I		26.66
29042 - Stevedore II		29.96
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	43.42
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	29.95
Specialist Station (HFO)		
30012 - Air Traffic Control		32.97
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		17.25
30022 - Archeological Technician II		20.36
30023 - Archeological Technician III		25.22
30030 - Cartographic Technician		25.22
30040 - Civil Engineering Technician		24.94
30051 - Cryogenic Technician I		26.21
30052 - Cryogenic Technician II		28.95
30061 - Drafter/CAD Operator I		17.25
30062 - Drafter/CAD Operator II		20.36
30063 - Drafter/CAD Operator III		22.71
30064 - Drafter/CAD Operator IV		26.48

30081 - Engineering Technician I	19.05
30082 - Engineering Technician II	21.83
30083 - Engineering Technician III	23.92
30084 - Engineering Technician IV	29.64
30085 - Engineering Technician V	36.26
30086 - Engineering Technician VI	43.86
30090 - Environmental Technician	23.67
30095 - Evidence Control Specialist	23.67
30210 - Laboratory Technician	25.01
30221 - Latent Fingerprint Technician I	26.21
30222 - Latent Fingerprint Technician II	28.95
30240 - Mathematical Technician	25.23
30361 - Paralegal/Legal Assistant I	20.14
30362 - Paralegal/Legal Assistant II	24.95
30363 - Paralegal/Legal Assistant	30.52
III	
30364 - Paralegal/Legal Assistant IV	36.93
30375 - Petroleum Supply Specialist	28.95
30390 - Photo-Optics Technician	25.22
30395 - Radiation Control Technician	28.95
30461 - Technical Writer I	23.78
30462 - Technical Writer II	29.08
30463 - Technical Writer III	35.19
30491 - Unexploded Ordnance (UXO)	27.60
Technician I	
30492 - Unexploded Ordnance (UXO)	33.39
Technician II	
30493 - Unexploded Ordnance (UXO)	40.02
Technician III	
30494 - Unexploded (UXO) Safety	27.60
Escort	
30495 - Unexploded (UXO) Sweep	27.60
Personnel	
30501 - Weather Forecaster I	26.48
30502 - Weather Forecaster II	32.21
30620 - Weather Observer Combined (see 2)	22.71
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.22
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	33.39
31020 - Bus Aide	13.92
31030 - Bus Driver	17.74
31043 - Driver Courier	15.55
31260 - Parking and Lot Attendant	11.09
31290 - Shuttle Bus Driver	16.71

31310 - Taxi Driver	10.60
31361 - Truckdriver Light	16.71
31362 - Truckdriver Medium	17.87
31363 - Truckdriver Heavy	23.54
31364 - Truckdriver Tractor-Trailer	23.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.28
99030 - Cashier	9.65
99050 - Desk Clerk	10.00
99095 - Embalmer	26.02
99130 - Flight Follower	27.60
99251 - Laboratory Animal Caretaker	12.94
I	
99252 - Laboratory Animal Caretaker	13.75
II	
99260 - Marketing Analyst	22.67
99310 - Mortician	26.02
99410 - Pest Controller	16.79
99510 - Photofinishing Worker	14.50
99710 - Recycling Laborer	15.53
99711 - Recycling Specialist	17.95
99730 - Refuse Collector	14.64
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	14.49
99830 - Survey Party Chief	26.08
99831 - Surveying Aide	14.66
99832 - Surveying Technician	23.09
99840 - Vending Machine Attendant	12.76
99841 - Vending Machine Repairer	15.53
99842 - Vending Machine Repairer	12.76
Helper	

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.

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.: 2015-5333

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.: 2015-5333
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.

State: Oklahoma

Area: Oklahoma Counties of Choctaw Haskell Latimer McCurtain Pittsburg Pushmataha

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.51
01012 - Accounting Clerk II		16.57
01013 - Accounting Clerk III		18.54
01020 - Administrative Assistant		19.47
01035 - Court Reporter		19.66
01041 - Customer Service Representative I		12.24

01042 - Customer Service Representative II	13.76
01043 - Customer Service Representative III	15.02
01051 - Data Entry Operator I	15.44
01052 - Data Entry Operator II	16.85
01060 - Dispatcher Motor Vehicle	21.55
01070 - Document Preparation Clerk	12.66
01090 - Duplicating Machine Operator	12.66
01111 - General Clerk I	12.48
01112 - General Clerk II	13.62
01113 - General Clerk III	16.83
01120 - Housing Referral Assistant	17.82
01141 - Messenger Courier	12.89
01191 - Order Clerk I	13.01
01192 - Order Clerk II	15.17
01261 - Personnel Assistant (Employment) I	16.86
01262 - Personnel Assistant (Employment) II	18.86
01263 - Personnel Assistant (Employment) III	21.03
01270 - Production Control Clerk	21.77
01290 - Rental Clerk	14.52
01300 - Scheduler Maintenance	14.30
01311 - Secretary I	14.30
01312 - Secretary II	15.99
01313 - Secretary III	17.82
01320 - Service Order Dispatcher	19.26
01410 - Supply Technician	19.47
01420 - Survey Worker	15.08
01460 - Switchboard Operator/Receptionist	13.16
01531 - Travel Clerk I	13.33
01532 - Travel Clerk II	14.20
01533 - Travel Clerk III	14.84
01611 - Word Processor I	12.73
01612 - Word Processor II	14.30
01613 - Word Processor III	15.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.04
Fiberglass	
05010 - Automotive Electrician	18.19
05040 - Automotive Glass Installer	17.24
05070 - Automotive Worker	17.24
05110 - Mobile Equipment Servicer	15.14
05130 - Motor Equipment Metal	19.15
Mechanic	
05160 - Motor Equipment Metal Worker	17.24

05190 - Motor Vehicle Mechanic	18.82
05220 - Motor Vehicle Mechanic	13.98
Helper	
05250 - Motor Vehicle Upholstery	16.08
Worker	
05280 - Motor Vehicle Wrecker	17.19
05310 - Painter Automotive	18.22
05340 - Radiator Repair Specialist	17.24
05370 - Tire Repairer	14.92
05400 - Transmission Repair	19.15
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	11.42
07041 - Cook I	9.79
07042 - Cook II	11.11
07070 - Dishwasher	9.62
07130 - Food Service Worker	9.59
07210 - Meat Cutter	12.73
07260 - Waiter/Waitress	8.88
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	11.67
09080 - Furniture Refinisher	16.54
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer Minor	14.73
09130 - Upholsterer	16.54
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.52
11060 - Elevator Operator	11.48
11090 - Gardener	14.29
11122 - Housekeeping Aide	11.13
11150 - Janitor	11.13
11210 - Laborer Grounds Maintenance	11.50
11240 - Maid or Houseman	10.37
11260 - Pruner	10.63
11270 - Tractor Operator	13.30
11330 - Trail Maintenance Worker	11.50
11360 - Window Cleaner	12.04
12000 - Health Occupations	
12010 - Ambulance Driver	15.90
12011 - Breath Alcohol Technician	19.28
12012 - Certified Occupational	30.35
Therapist Assistant	
12015 - Certified Physical Therapist	33.99
Assistant	
12020 - Dental Assistant	18.26

12025 - Dental Hygienist	41.07
12030 - EKG Technician	24.60
12035 - Electroneurodiagnostic Technologist	24.60
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	17.23
12072 - Licensed Practical Nurse II	19.28
12073 - Licensed Practical Nurse III	21.48
12100 - Medical Assistant	13.92
12130 - Medical Laboratory Technician	20.72
12160 - Medical Record Clerk	14.84
12190 - Medical Record Technician	16.59
12195 - Medical Transcriptionist	15.66
12210 - Nuclear Medicine Technologist	42.35
12221 - Nursing Assistant I	12.15
12222 - Nursing Assistant II	13.65
12223 - Nursing Assistant III	14.90
12224 - Nursing Assistant IV	16.74
12235 - Optical Dispenser	14.54
12236 - Optical Technician	17.23
12250 - Pharmacy Technician	15.84
12280 - Phlebotomist	13.85
12305 - Radiologic Technologist	25.42
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.82
12313 - Registered Nurse II	29.82
Specialist	
12314 - Registered Nurse III	36.09
12315 - Registered Nurse III	36.09
Anesthetist	
12316 - Registered Nurse IV	43.24
12317 - Scheduler (Drug and Alcohol Testing)	23.88
12320 - Substance Abuse Treatment Counselor	20.15
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.95
13012 - Exhibits Specialist II	22.25
13013 - Exhibits Specialist III	27.23
13041 - Illustrator I	18.95
13042 - Illustrator II	22.25
13043 - Illustrator III	27.23
13047 - Librarian	21.19
13050 - Library Aide/Clerk	11.89
13054 - Library Information Technology Systems	19.13

Administrator		
13058 - Library Technician		13.84
13061 - Media Specialist I		13.81
13062 - Media Specialist II		15.44
13063 - Media Specialist III		17.21
13071 - Photographer I		15.06
13072 - Photographer II		17.50
13073 - Photographer III		20.54
13074 - Photographer IV		25.14
13075 - Photographer V		30.42
13090 - Technical Order Library		16.47
Clerk		
13110 - Video Teleconference		15.24
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.45
14042 - Computer Operator II		18.40
14043 - Computer Operator III		23.75
14044 - Computer Operator IV		27.62
14045 - Computer Operator V		30.38
14071 - Computer Programmer I	(see 1)	22.27
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		16.93
Operator		
14160 - Personal Computer Support		28.80
Technician		
14170 - System Support Specialist		28.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		32.48
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		39.29
Instructor (Rated)		
15030 - Air Crew Training Devices		47.09
Instructor (Pilot)		
15050 - Computer Based Training		32.48
Specialist / Instructor		
15060 - Educational Technologist		31.31
15070 - Flight Instructor (Pilot)		47.09
15080 - Graphic Artist		19.06
15085 - Maintenance Test Pilot Fixed		47.09
Jet/Prop		
15086 - Maintenance Test Pilot		47.09
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	47.09
15090 - Technical Instructor	18.16
15095 - Technical Instructor/Course Developer	22.74
15110 - Test Proctor	14.65
15120 - Tutor	14.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.71
16030 - Counter Attendant	9.71
16040 - Dry Cleaner	12.38
16070 - Finisher Flatwork Machine	9.71
16090 - Presser Hand	9.71
16110 - Presser Machine Drycleaning	9.71
16130 - Presser Machine Shirts	9.71
16160 - Presser Machine Wearing Apparel Laundry	
16190 - Sewing Machine Operator	13.27
16220 - Tailor	14.16
16250 - Washer Machine	10.63
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.71
19040 - Tool And Die Maker	28.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.01
21030 - Material Coordinator	21.77
21040 - Material Expediter	21.77
21050 - Material Handling Laborer	14.69
21071 - Order Filler	13.01
21080 - Production Line Worker (Food Processing)	19.01
21110 - Shipping Packer	16.78
21130 - Shipping/Receiving Clerk	16.78
21140 - Store Worker I	14.42
21150 - Stock Clerk	18.39
21210 - Tools And Parts Attendant	19.01
21410 - Warehouse Specialist	19.01
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.44
23019 - Aircraft Logs and Records Technician	20.42
23021 - Aircraft Mechanic I	24.23
23022 - Aircraft Mechanic II	25.44
23023 - Aircraft Mechanic III	26.68

23040 - Aircraft Mechanic Helper	17.77
23050 - Aircraft Painter	22.95
23060 - Aircraft Servicer	20.42
23070 - Aircraft Survival Flight	22.95
Equipment Technician	
23080 - Aircraft Worker	21.65
23091 - Aircrew Life Support	21.65
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	24.23
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.34
23120 - Bicycle Repairer	18.58
23125 - Cable Splicer	29.69
23130 - Carpenter Maintenance	21.80
23140 - Carpet Layer	21.07
23160 - Electrician Maintenance	27.07
23181 - Electronics Technician	27.60
Maintenance I	
23182 - Electronics Technician	29.27
Maintenance II	
23183 - Electronics Technician	30.90
Maintenance III	
23260 - Fabric Worker	19.87
23290 - Fire Alarm System Mechanic	23.58
23310 - Fire Extinguisher Repairer	18.58
23311 - Fuel Distribution System	29.08
Mechanic	
23312 - Fuel Distribution System	22.98
Operator	
23370 - General Maintenance Worker	16.91
23380 - Ground Support Equipment	24.23
Mechanic	
23381 - Ground Support Equipment	20.42
Servicer	
23382 - Ground Support Equipment	21.65
Worker	
23391 - Gunsmith I	18.58
23392 - Gunsmith II	21.07
23393 - Gunsmith III	23.58
23410 - Heating Ventilation And Air-	20.63
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	21.65
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.52
23440 - Heavy Equipment Operator	18.09

23460 - Instrument Mechanic	23.58
23465 - Laboratory/Shelter Mechanic	22.34
23470 - Laborer	14.69
23510 - Locksmith	22.34
23530 - Machinery Maintenance	28.49
Mechanic	
23550 - Machinist Maintenance	21.07
23580 - Maintenance Trades Helper	14.15
23591 - Metrology Technician I	23.58
23592 - Metrology Technician II	24.76
23593 - Metrology Technician III	25.96
23640 - Millwright	25.86
23710 - Office Appliance Repairer	19.68
23760 - Painter Maintenance	19.61
23790 - Pipefitter Maintenance	21.77
23810 - Plumber Maintenance	20.63
23820 - Pneudraulic Systems Mechanic	23.58
23850 - Rigger	27.22
23870 - Scale Mechanic	21.07
23890 - Sheet-Metal Worker	18.18
Maintenance	
23910 - Small Engine Mechanic	19.99
23931 - Telecommunications Mechanic	25.74
I	
23932 - Telecommunications Mechanic	27.10
II	
23950 - Telephone Lineman	27.01
23960 - Welder Combination	18.32
Maintenance	
23965 - Well Driller	23.58
23970 - Woodcraft Worker	23.58
23980 - Woodworker	18.58
24000 - Personal Needs Occupations	
24550 - Case Manager	15.37
24570 - Child Care Attendant	10.22
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	9.34
24620 - Family Readiness And Support	15.37
Services	
Coordinator	
24630 - Homemaker	16.29
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	23.58
25040 - Sewage Plant Operator	18.11
25070 - Stationary Engineer	23.58
25190 - Ventilation Equipment Tender	17.29
25210 - Water Treatment Plant	18.11
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		13.85
27007 - Baggage Inspector		14.67
27008 - Corrections Officer		16.43
27010 - Court Security Officer		18.52
27030 - Detection Dog Handler		16.42
27040 - Detention Officer		16.43
27070 - Firefighter		21.37
27101 - Guard I		14.67
27102 - Guard II		16.42
27131 - Police Officer I		18.67
27132 - Police Officer II		20.74
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.88
28042 - Carnival Equipment Repairer		12.87
28043 - Carnival Worker		9.21
28210 - Gate Attendant/Gate Tender		14.70
28310 - Lifeguard		11.48
28350 - Park Attendant (Aide)		16.45
28510 - Recreation Aide/Health Facility Attendant		12.00
28515 - Recreation Specialist		18.85
28630 - Sports Official		13.09
28690 - Swimming Pool Operator		17.25
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.26
29020 - Hatch Tender		28.26
29030 - Line Handler		28.26
29041 - Stevedore I		26.66
29042 - Stevedore II		29.78
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	43.42
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	29.95
Specialist Station (HFO)		
30012 - Air Traffic Control		32.97
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		17.97
30022 - Archeological Technician II		20.87
30023 - Archeological Technician III		25.85
30030 - Cartographic Technician		25.85
30040 - Civil Engineering Technician		24.94
30051 - Cryogenic Technician I		26.21
30052 - Cryogenic Technician II		28.95
30061 - Drafter/CAD Operator I		17.97
30062 - Drafter/CAD Operator II		20.87
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.64

30081 - Engineering Technician I	17.70
30082 - Engineering Technician II	19.88
30083 - Engineering Technician III	22.23
30084 - Engineering Technician IV	27.54
30085 - Engineering Technician V	33.69
30086 - Engineering Technician VI	40.77
30090 - Environmental Technician	23.67
30095 - Evidence Control Specialist	23.67
30210 - Laboratory Technician	25.01
30221 - Latent Fingerprint Technician I	26.21
30222 - Latent Fingerprint Technician II	28.95
30240 - Mathematical Technician	25.85
30361 - Paralegal/Legal Assistant I	20.09
30362 - Paralegal/Legal Assistant II	23.19
30363 - Paralegal/Legal Assistant	26.94
III	
30364 - Paralegal/Legal Assistant IV	34.34
30375 - Petroleum Supply Specialist	28.95
30390 - Photo-Optics Technician	25.85
30395 - Radiation Control Technician	28.95
30461 - Technical Writer I	23.78
30462 - Technical Writer II	29.08
30463 - Technical Writer III	35.19
30491 - Unexploded Ordnance (UXO)	27.60
Technician I	
30492 - Unexploded Ordnance (UXO)	33.39
Technician II	
30493 - Unexploded Ordnance (UXO)	40.02
Technician III	
30494 - Unexploded (UXO) Safety	27.60
Escort	
30495 - Unexploded (UXO) Sweep	27.60
Personnel	
30501 - Weather Forecaster I	28.64
30502 - Weather Forecaster II	34.84
30620 - Weather Observer Combined (see 2)	23.28
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.85
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	33.39
31020 - Bus Aide	11.74
31030 - Bus Driver	15.84
31043 - Driver Courier	15.55
31260 - Parking and Lot Attendant	11.09
31290 - Shuttle Bus Driver	16.71

31310 - Taxi Driver	9.57
31361 - Truckdriver Light	16.71
31362 - Truckdriver Medium	17.87
31363 - Truckdriver Heavy	23.54
31364 - Truckdriver Tractor-Trailer	23.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.28
99030 - Cashier	9.65
99050 - Desk Clerk	10.22
99095 - Embalmer	26.02
99130 - Flight Follower	27.60
99251 - Laboratory Animal Caretaker	12.72
I	
99252 - Laboratory Animal Caretaker	13.52
II	
99260 - Marketing Analyst	22.67
99310 - Mortician	26.02
99410 - Pest Controller	16.79
99510 - Photofinishing Worker	14.50
99710 - Recycling Laborer	15.53
99711 - Recycling Specialist	17.95
99730 - Refuse Collector	14.35
99810 - Sales Clerk	12.10
99820 - School Crossing Guard	11.99
99830 - Survey Party Chief	24.59
99831 - Surveying Aide	14.60
99832 - Surveying Technician	23.09
99840 - Vending Machine Attendant	12.76
99841 - Vending Machine Repairer	15.68
99842 - Vending Machine Repairer	12.76
Helper	

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.

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.: 2015-5335

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.: 2015-5335
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.

State: Kansas

Area: Kansas County of Douglas

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.03
01012 - Accounting Clerk II		16.88
01013 - Accounting Clerk III		18.88
01020 - Administrative Assistant		26.56
01035 - Court Reporter		18.32
01041 - Customer Service Representative I		12.61
01042 - Customer Service Representative II		14.02

01043 - Customer Service Representative III	15.47
01051 - Data Entry Operator I	15.07
01052 - Data Entry Operator II	16.44
01060 - Dispatcher Motor Vehicle	18.55
01070 - Document Preparation Clerk	14.22
01090 - Duplicating Machine Operator	14.22
01111 - General Clerk I	12.95
01112 - General Clerk II	14.22
01113 - General Clerk III	15.96
01120 - Housing Referral Assistant	20.79
01141 - Messenger Courier	11.43
01191 - Order Clerk I	12.85
01192 - Order Clerk II	15.29
01261 - Personnel Assistant (Employment) I	16.17
01262 - Personnel Assistant (Employment) II	17.97
01263 - Personnel Assistant (Employment) III	20.54
01270 - Production Control Clerk	21.44
01290 - Rental Clerk	14.97
01300 - Scheduler Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.90
01313 - Secretary III	20.79
01320 - Service Order Dispatcher	21.18
01410 - Supply Technician	26.56
01420 - Survey Worker	17.02
01460 - Switchboard Operator/Receptionist	13.87
01531 - Travel Clerk I	14.00
01532 - Travel Clerk II	15.12
01533 - Travel Clerk III	16.25
01611 - Word Processor I	14.09
01612 - Word Processor II	15.81
01613 - Word Processor III	17.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.30
Fiberglass	
05010 - Automotive Electrician	19.76
05040 - Automotive Glass Installer	18.65
05070 - Automotive Worker	18.65
05110 - Mobile Equipment Servicer	16.51
05130 - Motor Equipment Metal	20.66
Mechanic	
05160 - Motor Equipment Metal Worker	18.65
05190 - Motor Vehicle Mechanic	21.70

05220 - Motor Vehicle Mechanic	15.47
Helper	
05250 - Motor Vehicle Upholstery	17.54
Worker	
05280 - Motor Vehicle Wrecker	18.65
05310 - Painter Automotive	19.76
05340 - Radiator Repair Specialist	18.65
05370 - Tire Repairer	16.14
05400 - Transmission Repair	20.66
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.97
07041 - Cook I	12.80
07042 - Cook II	14.79
07070 - Dishwasher	10.15
07130 - Food Service Worker	11.19
07210 - Meat Cutter	17.03
07260 - Waiter/Waitress	9.33
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.13
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	24.13
09090 - Furniture Refinisher Helper	18.13
09110 - Furniture Repairer Minor	21.25
09130 - Upholsterer	22.09
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.24
11060 - Elevator Operator	14.33
11090 - Gardener	16.87
11122 - Housekeeping Aide	14.33
11150 - Janitor	14.33
11210 - Laborer Grounds Maintenance	13.34
11240 - Maid or Houseman	11.23
11260 - Pruner	12.93
11270 - Tractor Operator	15.51
11330 - Trail Maintenance Worker	13.34
11360 - Window Cleaner	15.88
12000 - Health Occupations	
12010 - Ambulance Driver	19.41
12011 - Breath Alcohol Technician	19.41
12012 - Certified Occupational	26.63
Therapist Assistant	
12015 - Certified Physical Therapist	26.63
Assistant	
12020 - Dental Assistant	21.61
12025 - Dental Hygienist	43.88

12030 - EKG Technician	29.42
12035 - Electroneurodiagnostic Technologist	29.42
12040 - Emergency Medical Technician	19.41
12071 - Licensed Practical Nurse I	17.36
12072 - Licensed Practical Nurse II	19.41
12073 - Licensed Practical Nurse III	21.64
12100 - Medical Assistant	15.79
12130 - Medical Laboratory Technician	21.47
12160 - Medical Record Clerk	20.53
12190 - Medical Record Technician	20.87
12195 - Medical Transcriptionist	17.36
12210 - Nuclear Medicine Technologist	42.66
12221 - Nursing Assistant I	11.75
12222 - Nursing Assistant II	13.21
12223 - Nursing Assistant III	14.42
12224 - Nursing Assistant IV	16.19
12235 - Optical Dispenser	19.41
12236 - Optical Technician	17.36
12250 - Pharmacy Technician	16.89
12280 - Phlebotomist	17.36
12305 - Radiologic Technologist	27.82
12311 - Registered Nurse I	24.28
12312 - Registered Nurse II	29.70
12313 - Registered Nurse II Specialist	29.70
12314 - Registered Nurse III	35.94
12315 - Registered Nurse III Anesthetist	35.94
12316 - Registered Nurse IV	43.07
12317 - Scheduler (Drug and Alcohol Testing)	24.04
12320 - Substance Abuse Treatment Counselor	21.46
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.80
13012 - Exhibits Specialist II	27.35
13013 - Exhibits Specialist III	32.97
13041 - Illustrator I	21.75
13042 - Illustrator II	26.95
13043 - Illustrator III	32.97
13047 - Librarian	30.95
13050 - Library Aide/Clerk	14.23
13054 - Library Information Technology Systems Administrator	25.84

13058 - Library Technician	20.45
13061 - Media Specialist I	19.44
13062 - Media Specialist II	21.75
13063 - Media Specialist III	24.26
13071 - Photographer I	19.44
13072 - Photographer II	21.75
13073 - Photographer III	26.95
13074 - Photographer IV	32.97
13075 - Photographer V	39.89
13090 - Technical Order Library Clerk	17.87
13110 - Video Teleconference Technician	19.70
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.03
14042 - Computer Operator II	17.93
14043 - Computer Operator III	19.99
14044 - Computer Operator IV	23.48
14045 - Computer Operator V	24.61
14071 - Computer Programmer I	(see 1) 22.85
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.03
14160 - Personal Computer Support Technician	23.48
14170 - System Support Specialist	24.61
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.95
15020 - Aircrew Training Devices Instructor (Rated)	37.44
15030 - Air Crew Training Devices Instructor (Pilot)	44.88
15050 - Computer Based Training Specialist / Instructor	30.95
15060 - Educational Technologist	27.34
15070 - Flight Instructor (Pilot)	44.88
15080 - Graphic Artist	25.30
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.69
15086 - Maintenance Test Pilot Rotary Wing	44.69

15088 - Non-Maintenance Test/Co-Pilot	44.69
15090 - Technical Instructor	23.65
15095 - Technical Instructor/Course Developer	28.93
15110 - Test Proctor	19.09
15120 - Tutor	19.09
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.27
16030 - Counter Attendant	11.27
16040 - Dry Cleaner	13.44
16070 - Finisher Flatwork Machine	11.27
16090 - Presser Hand	11.27
16110 - Presser Machine Drycleaning	11.27
16130 - Presser Machine Shirts	11.27
16160 - Presser Machine Wearing Apparel Laundry	11.27
16190 - Sewing Machine Operator	14.43
16220 - Tailor	15.43
16250 - Washer Machine	11.81
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.13
19040 - Tool And Die Maker	28.11
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.69
21030 - Material Coordinator	21.44
21040 - Material Expediter	21.44
21050 - Material Handling Laborer	16.82
21071 - Order Filler	13.52
21080 - Production Line Worker (Food Processing)	22.69
21110 - Shipping Packer	16.43
21130 - Shipping/Receiving Clerk	16.43
21140 - Store Worker I	15.14
21150 - Stock Clerk	20.74
21210 - Tools And Parts Attendant	22.69
21410 - Warehouse Specialist	22.69
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.24
23019 - Aircraft Logs and Records Technician	21.78
23021 - Aircraft Mechanic I	25.23
23022 - Aircraft Mechanic II	26.24
23023 - Aircraft Mechanic III	27.22

23040 - Aircraft Mechanic Helper	19.23
23050 - Aircraft Painter	24.13
23060 - Aircraft Servicer	21.78
23070 - Aircraft Survival Flight	24.13
Equipment Technician	
23080 - Aircraft Worker	23.09
23091 - Aircrew Life Support	23.09
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.23
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.13
23120 - Bicycle Repairer	19.71
23125 - Cable Splicer	33.91
23130 - Carpenter Maintenance	23.76
23140 - Carpet Layer	25.78
23160 - Electrician Maintenance	29.98
23181 - Electronics Technician	22.77
Maintenance I	
23182 - Electronics Technician	27.18
Maintenance II	
23183 - Electronics Technician	27.74
Maintenance III	
23260 - Fabric Worker	21.25
23290 - Fire Alarm System Mechanic	25.23
23310 - Fire Extinguisher Repairer	19.71
23311 - Fuel Distribution System	25.39
Mechanic	
23312 - Fuel Distribution System	19.91
Operator	
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment	25.23
Mechanic	
23381 - Ground Support Equipment	21.78
Servicer	
23382 - Ground Support Equipment	23.09
Worker	
23391 - Gunsmith I	19.71
23392 - Gunsmith II	22.77
23393 - Gunsmith III	25.23
23410 - Heating Ventilation And Air-	24.70
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.68
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.78
23440 - Heavy Equipment Operator	23.36

23460 - Instrument Mechanic	25.23
23465 - Laboratory/Shelter Mechanic	24.13
23470 - Laborer	16.82
23510 - Locksmith	24.13
23530 - Machinery Maintenance	26.71
Mechanic	
23550 - Machinist Maintenance	25.23
23580 - Maintenance Trades Helper	18.13
23591 - Metrology Technician I	25.23
23592 - Metrology Technician II	26.24
23593 - Metrology Technician III	27.22
23640 - Millwright	25.77
23710 - Office Appliance Repairer	24.13
23760 - Painter Maintenance	21.23
23790 - Pipefitter Maintenance	27.67
23810 - Plumber Maintenance	24.72
23820 - Pneudraulic Systems Mechanic	25.23
23850 - Rigger	25.23
23870 - Scale Mechanic	22.77
23890 - Sheet-Metal Worker	26.89
Maintenance	
23910 - Small Engine Mechanic	22.77
23931 - Telecommunications Mechanic	27.75
I	
23932 - Telecommunications Mechanic	28.86
II	
23950 - Telephone Lineman	27.52
23960 - Welder Combination	24.78
Maintenance	
23965 - Well Driller	25.23
23970 - Woodcraft Worker	25.23
23980 - Woodworker	19.71
24000 - Personal Needs Occupations	
24550 - Case Manager	16.74
24570 - Child Care Attendant	10.63
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	11.11
24620 - Family Readiness And Support	16.74
Services	
Coordinator	
24630 - Homemaker	16.74
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.23
25040 - Sewage Plant Operator	23.92
25070 - Stationary Engineer	25.23
25190 - Ventilation Equipment Tender	18.13
25210 - Water Treatment Plant	23.92
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.02
27007 - Baggage Inspector		13.61
27008 - Corrections Officer		22.30
27010 - Court Security Officer		22.30
27030 - Detection Dog Handler		16.62
27040 - Detention Officer		22.30
27070 - Firefighter		22.30
27101 - Guard I		13.61
27102 - Guard II		16.62
27131 - Police Officer I		24.36
27132 - Police Officer II		27.07
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.94
28042 - Carnival Equipment Repairer		12.98
28043 - Carnival Worker		9.01
28210 - Gate Attendant/Gate Tender		15.25
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		17.05
28510 - Recreation Aide/Health		12.45
Facility Attendant		
28515 - Recreation Specialist		19.43
28630 - Sports Official		13.59
28690 - Swimming Pool Operator		19.20
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		23.29
29020 - Hatch Tender		23.29
29030 - Line Handler		23.29
29041 - Stevedore I		21.62
29042 - Stevedore II		24.53
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	40.70
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	28.07
Specialist Station (HFO)		
30012 - Air Traffic Control		30.90
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		18.04
30022 - Archeological Technician II		20.18
30023 - Archeological Technician III		24.76
30030 - Cartographic Technician		25.01
30040 - Civil Engineering Technician		25.17
30051 - Cryogenic Technician I		24.29
30052 - Cryogenic Technician II		26.82
30061 - Drafter/CAD Operator I		18.04
30062 - Drafter/CAD Operator II		20.18
30063 - Drafter/CAD Operator III		22.51
30064 - Drafter/CAD Operator IV		27.69

30081 - Engineering Technician I	15.54
30082 - Engineering Technician II	19.08
30083 - Engineering Technician III	21.95
30084 - Engineering Technician IV	24.41
30085 - Engineering Technician V	29.54
30086 - Engineering Technician VI	36.00
30090 - Environmental Technician	21.92
30095 - Evidence Control Specialist	21.92
30210 - Laboratory Technician	20.07
30221 - Latent Fingerprint Technician I	24.29
30222 - Latent Fingerprint Technician II	26.82
30240 - Mathematical Technician	25.01
30361 - Paralegal/Legal Assistant I	19.02
30362 - Paralegal/Legal Assistant II	23.56
30363 - Paralegal/Legal Assistant	28.82
III	
30364 - Paralegal/Legal Assistant IV	34.87
30375 - Petroleum Supply Specialist	26.82
30390 - Photo-Optics Technician	25.01
30395 - Radiation Control Technician	26.82
30461 - Technical Writer I	21.92
30462 - Technical Writer II	26.82
30463 - Technical Writer III	32.45
30491 - Unexploded Ordnance (UXO)	25.86
Technician I	
30492 - Unexploded Ordnance (UXO)	31.29
Technician II	
30493 - Unexploded Ordnance (UXO)	37.51
Technician III	
30494 - Unexploded (UXO) Safety	25.86
Escort	
30495 - Unexploded (UXO) Sweep	25.86
Personnel	
30501 - Weather Forecaster I	27.69
30502 - Weather Forecaster II	33.68
30620 - Weather Observer Combined (see 2)	22.51
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.01
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	31.29
31020 - Bus Aide	12.64
31030 - Bus Driver	17.78
31043 - Driver Courier	14.58
31260 - Parking and Lot Attendant	12.33
31290 - Shuttle Bus Driver	15.77

31310 - Taxi Driver	13.31
31361 - Truckdriver Light	15.77
31362 - Truckdriver Medium	21.15
31363 - Truckdriver Heavy	21.54
31364 - Truckdriver Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.26
99030 - Cashier	11.15
99050 - Desk Clerk	11.49
99095 - Embalmer	30.24
99130 - Flight Follower	25.86
99251 - Laboratory Animal Caretaker	13.21
I	
99252 - Laboratory Animal Caretaker	14.37
II	
99260 - Marketing Analyst	24.62
99310 - Mortician	30.24
99410 - Pest Controller	26.33
99510 - Photofinishing Worker	13.59
99710 - Recycling Laborer	18.85
99711 - Recycling Specialist	22.63
99730 - Refuse Collector	17.01
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	17.01
99830 - Survey Party Chief	21.44
99831 - Surveying Aide	13.33
99832 - Surveying Technician	18.25
99840 - Vending Machine Attendant	22.63
99841 - Vending Machine Repairer	28.43
99842 - Vending Machine Repairer	22.63
Helper	

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.

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.: 2015-5337

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.: 2015-5337
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.

State: Kansas

Area: Kansas Counties of Pottawatomie Riley

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.64
01012 - Accounting Clerk II		16.44
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		21.36
01035 - Court Reporter		18.25
01041 - Customer Service Representative I		12.84
01042 - Customer Service Representative II		14.01

01043 - Customer Service Representative III	15.74
01051 - Data Entry Operator I	13.24
01052 - Data Entry Operator II	14.45
01060 - Dispatcher Motor Vehicle	17.36
01070 - Document Preparation Clerk	14.53
01090 - Duplicating Machine Operator	14.53
01111 - General Clerk I	11.85
01112 - General Clerk II	12.94
01113 - General Clerk III	14.52
01120 - Housing Referral Assistant	20.34
01141 - Messenger Courier	11.85
01191 - Order Clerk I	13.31
01192 - Order Clerk II	14.53
01261 - Personnel Assistant (Employment) I	16.32
01262 - Personnel Assistant (Employment) II	18.25
01263 - Personnel Assistant (Employment) III	20.34
01270 - Production Control Clerk	23.29
01290 - Rental Clerk	17.15
01300 - Scheduler Maintenance	16.32
01311 - Secretary I	16.32
01312 - Secretary II	18.25
01313 - Secretary III	20.34
01320 - Service Order Dispatcher	15.51
01410 - Supply Technician	21.36
01420 - Survey Worker	15.84
01460 - Switchboard Operator/Receptionist	13.43
01531 - Travel Clerk I	13.63
01532 - Travel Clerk II	14.39
01533 - Travel Clerk III	15.43
01611 - Word Processor I	14.53
01612 - Word Processor II	16.32
01613 - Word Processor III	18.25
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.18
Fiberglass	
05010 - Automotive Electrician	17.36
05040 - Automotive Glass Installer	16.62
05070 - Automotive Worker	16.62
05110 - Mobile Equipment Servicer	15.23
05130 - Motor Equipment Metal	18.03
Mechanic	
05160 - Motor Equipment Metal Worker	16.62
05190 - Motor Vehicle Mechanic	18.03

05220 - Motor Vehicle Mechanic	14.59
Helper	
05250 - Motor Vehicle Upholstery	15.96
Worker	
05280 - Motor Vehicle Wrecker	16.62
05310 - Painter Automotive	17.36
05340 - Radiator Repair Specialist	16.62
05370 - Tire Repairer	13.43
05400 - Transmission Repair	18.03
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.66
07041 - Cook I	11.61
07042 - Cook II	12.97
07070 - Dishwasher	10.26
07130 - Food Service Worker	10.57
07210 - Meat Cutter	15.32
07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.78
09040 - Furniture Handler	15.18
09080 - Furniture Refinisher	21.78
09090 - Furniture Refinisher Helper	17.84
09110 - Furniture Repairer Minor	20.58
09130 - Upholsterer	21.78
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.63
11060 - Elevator Operator	11.63
11090 - Gardener	17.24
11122 - Housekeeping Aide	11.55
11150 - Janitor	11.55
11210 - Laborer Grounds Maintenance	13.46
11240 - Maid or Houseman	11.22
11260 - Pruner	12.23
11270 - Tractor Operator	16.05
11330 - Trail Maintenance Worker	13.46
11360 - Window Cleaner	12.72
12000 - Health Occupations	
12010 - Ambulance Driver	16.38
12011 - Breath Alcohol Technician	19.59
12012 - Certified Occupational	26.88
Therapist Assistant	
12015 - Certified Physical Therapist	26.88
Assistant	
12020 - Dental Assistant	19.30
12025 - Dental Hygienist	35.32

12030 - EKG Technician	29.69
12035 - Electroneurodiagnostic Technologist	29.69
12040 - Emergency Medical Technician	16.38
12071 - Licensed Practical Nurse I	17.52
12072 - Licensed Practical Nurse II	19.59
12073 - Licensed Practical Nurse III	21.84
12100 - Medical Assistant	14.33
12130 - Medical Laboratory Technician	22.35
12160 - Medical Record Clerk	17.04
12190 - Medical Record Technician	19.06
12195 - Medical Transcriptionist	17.52
12210 - Nuclear Medicine Technologist	43.06
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.67
12223 - Nursing Assistant III	14.91
12224 - Nursing Assistant IV	16.74
12235 - Optical Dispenser	19.59
12236 - Optical Technician	17.52
12250 - Pharmacy Technician	14.85
12280 - Phlebotomist	17.18
12305 - Radiologic Technologist	26.29
12311 - Registered Nurse I	23.96
12312 - Registered Nurse II	29.29
12313 - Registered Nurse II	29.29
Specialist	
12314 - Registered Nurse III	35.44
12315 - Registered Nurse III	35.44
Anesthetist	
12316 - Registered Nurse IV	42.47
12317 - Scheduler (Drug and Alcohol Testing)	24.27
12320 - Substance Abuse Treatment Counselor	22.12
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.03
13012 - Exhibits Specialist II	22.33
13013 - Exhibits Specialist III	27.34
13041 - Illustrator I	18.03
13042 - Illustrator II	22.33
13043 - Illustrator III	27.34
13047 - Librarian	24.76
13050 - Library Aide/Clerk	12.61
13054 - Library Information Technology Systems Administrator	22.33

13058 - Library Technician	15.31
13061 - Media Specialist I	16.12
13062 - Media Specialist II	18.03
13063 - Media Specialist III	20.11
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 Clerk	15.84
13110 - Video Teleconference Technician	14.99
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.86
14042 - Computer Operator II	16.86
14043 - Computer Operator III	18.53
14044 - Computer Operator IV	20.59
14045 - Computer Operator V	22.81
14071 - Computer Programmer I (see 1)	22.89
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	14.86
14160 - Personal Computer Support Technician	20.59
14170 - System Support Specialist	22.81
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.25
15020 - Aircrew Training Devices Instructor (Rated)	36.60
15030 - Air Crew Training Devices Instructor (Pilot)	43.87
15050 - Computer Based Training Specialist / Instructor	30.25
15060 - Educational Technologist	30.70
15070 - Flight Instructor (Pilot)	43.87
15080 - Graphic Artist	21.89
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.87
15086 - Maintenance Test Pilot Rotary Wing	43.87

15088 - Non-Maintenance Test/Co-Pilot	43.87
15090 - Technical Instructor	21.55
15095 - Technical Instructor/Course Developer	26.38
15110 - Test Proctor	17.38
15120 - Tutor	17.38
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.06
16030 - Counter Attendant	10.06
16040 - Dry Cleaner	12.71
16070 - Finisher Flatwork Machine	10.06
16090 - Presser Hand	10.06
16110 - Presser Machine Drycleaning	10.06
16130 - Presser Machine Shirts	10.06
16160 - Presser Machine Wearing Apparel Laundry	10.06
16190 - Sewing Machine Operator	13.51
16220 - Tailor	14.32
16250 - Washer Machine	10.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.05
19040 - Tool And Die Maker	29.47
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.93
21030 - Material Coordinator	23.29
21040 - Material Expediter	23.29
21050 - Material Handling Laborer	13.78
21071 - Order Filler	13.16
21080 - Production Line Worker (Food Processing)	16.93
21110 - Shipping Packer	15.40
21130 - Shipping/Receiving Clerk	15.40
21140 - Store Worker I	13.84
21150 - Stock Clerk	18.57
21210 - Tools And Parts Attendant	16.93
21410 - Warehouse Specialist	16.93
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.45
23019 - Aircraft Logs and Records Technician	22.35
23021 - Aircraft Mechanic I	26.27
23022 - Aircraft Mechanic II	27.45
23023 - Aircraft Mechanic III	28.36

23040 - Aircraft Mechanic Helper	19.36
23050 - Aircraft Painter	25.05
23060 - Aircraft Servicer	22.35
23070 - Aircraft Survival Flight	25.05
Equipment Technician	
23080 - Aircraft Worker	23.67
23091 - Aircrew Life Support	23.67
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.27
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.05
23120 - Bicycle Repairer	20.80
23125 - Cable Splicer	35.48
23130 - Carpenter Maintenance	21.27
23140 - Carpet Layer	23.67
23160 - Electrician Maintenance	28.47
23181 - Electronics Technician	23.67
Maintenance I	
23182 - Electronics Technician	25.05
Maintenance II	
23183 - Electronics Technician	26.27
Maintenance III	
23260 - Fabric Worker	22.35
23290 - Fire Alarm System Mechanic	26.27
23310 - Fire Extinguisher Repairer	20.80
23311 - Fuel Distribution System	26.27
Mechanic	
23312 - Fuel Distribution System	20.80
Operator	
23370 - General Maintenance Worker	17.73
23380 - Ground Support Equipment	26.27
Mechanic	
23381 - Ground Support Equipment	22.35
Servicer	
23382 - Ground Support Equipment	23.67
Worker	
23391 - Gunsmith I	20.80
23392 - Gunsmith II	23.67
23393 - Gunsmith III	26.27
23410 - Heating Ventilation And Air-	24.81
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.93
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.90
23440 - Heavy Equipment Operator	19.31

23460 - Instrument Mechanic	26.27
23465 - Laboratory/Shelter Mechanic	25.05
23470 - Laborer	13.78
23510 - Locksmith	25.05
23530 - Machinery Maintenance	30.13
Mechanic	
23550 - Machinist Maintenance	25.22
23580 - Maintenance Trades Helper	19.36
23591 - Metrology Technician I	26.27
23592 - Metrology Technician II	27.45
23593 - Metrology Technician III	28.36
23640 - Millwright	26.27
23710 - Office Appliance Repairer	22.27
23760 - Painter Maintenance	19.02
23790 - Pipefitter Maintenance	25.50
23810 - Plumber Maintenance	24.55
23820 - Pneudraulic Systems Mechanic	26.27
23850 - Rigger	26.27
23870 - Scale Mechanic	23.67
23890 - Sheet-Metal Worker	26.27
Maintenance	
23910 - Small Engine Mechanic	23.67
23931 - Telecommunications Mechanic	25.36
I	
23932 - Telecommunications Mechanic	27.20
II	
23950 - Telephone Lineman	26.63
23960 - Welder Combination	21.12
Maintenance	
23965 - Well Driller	26.27
23970 - Woodcraft Worker	26.27
23980 - Woodworker	20.80
24000 - Personal Needs Occupations	
24550 - Case Manager	15.47
24570 - Child Care Attendant	10.42
24580 - Child Care Center Clerk	15.05
24610 - Chore Aide	12.03
24620 - Family Readiness And Support	15.47
Services	
Coordinator	
24630 - Homemaker	17.66
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.27
25040 - Sewage Plant Operator	24.52
25070 - Stationary Engineer	26.27
25190 - Ventilation Equipment Tender	19.36
25210 - Water Treatment Plant	24.52
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.03
27007 - Baggage Inspector		13.06
27008 - Corrections Officer		20.62
27010 - Court Security Officer		20.53
27030 - Detection Dog Handler		14.61
27040 - Detention Officer		20.62
27070 - Firefighter		20.62
27101 - Guard I		13.06
27102 - Guard II		14.61
27131 - Police Officer I		23.00
27132 - Police Officer II		25.55
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.91
28042 - Carnival Equipment Repairer		14.95
28043 - Carnival Worker		10.60
28210 - Gate Attendant/Gate Tender		14.00
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		15.66
28510 - Recreation Aide/Health		11.96
Facility Attendant		
28515 - Recreation Specialist		15.76
28630 - Sports Official		13.06
28690 - Swimming Pool Operator		17.01
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		23.67
29020 - Hatch Tender		23.67
29030 - Line Handler		23.67
29041 - Stevedore I		22.35
29042 - Stevedore II		25.05
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		17.12
30022 - Archeological Technician II		19.48
30023 - Archeological Technician III		22.96
30030 - Cartographic Technician		23.01
30040 - Civil Engineering Technician		22.44
30051 - Cryogenic Technician I		21.59
30052 - Cryogenic Technician II		23.85
30061 - Drafter/CAD Operator I		16.60
30062 - Drafter/CAD Operator II		18.57
30063 - Drafter/CAD Operator III		20.73
30064 - Drafter/CAD Operator IV		25.50

30081 - Engineering Technician I	16.89
30082 - Engineering Technician II	17.92
30083 - Engineering Technician III	20.05
30084 - Engineering Technician IV	24.85
30085 - Engineering Technician V	30.39
30086 - Engineering Technician VI	36.79
30090 - Environmental Technician	23.01
30095 - Evidence Control Specialist	19.49
30210 - Laboratory Technician	23.53
30221 - Latent Fingerprint Technician I	21.59
30222 - Latent Fingerprint Technician II	23.85
30240 - Mathematical Technician	23.01
30361 - Paralegal/Legal Assistant I	18.97
30362 - Paralegal/Legal Assistant II	23.52
30363 - Paralegal/Legal Assistant	28.76
III	
30364 - Paralegal/Legal Assistant IV	34.79
30375 - Petroleum Supply Specialist	23.85
30390 - Photo-Optics Technician	24.16
30395 - Radiation Control Technician	23.85
30461 - Technical Writer I	23.01
30462 - Technical Writer II	28.14
30463 - Technical Writer III	34.05
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	25.50
30502 - Weather Forecaster II	31.06
30620 - Weather Observer Combined (see 2)	21.74
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	23.01
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.05
31030 - Bus Driver	19.27
31043 - Driver Courier	14.75
31260 - Parking and Lot Attendant	12.75
31290 - Shuttle Bus Driver	16.23

31310 - Taxi Driver	16.23
31361 - Truckdriver Light	15.82
31362 - Truckdriver Medium	16.58
31363 - Truckdriver Heavy	20.09
31364 - Truckdriver Tractor-Trailer	20.09
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.96
99050 - Desk Clerk	11.29
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.74
I	
99252 - Laboratory Animal Caretaker	14.75
II	
99260 - Marketing Analyst	23.74
99310 - Mortician	25.60
99410 - Pest Controller	22.36
99510 - Photofinishing Worker	14.29
99710 - Recycling Laborer	16.94
99711 - Recycling Specialist	20.20
99730 - Refuse Collector	15.39
99810 - Sales Clerk	11.92
99820 - School Crossing Guard	15.39
99830 - Survey Party Chief	21.63
99831 - Surveying Aide	13.54
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	20.20
99841 - Vending Machine Repairer	24.69
99842 - Vending Machine Repairer	20.20
Helper	

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.

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.: 2015-5339

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.: 2015-5339
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.

State: Kansas

Area: Kansas Counties of Jackson Jefferson Osage Shawnee Wabaunsee

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		18.27
01020 - Administrative Assistant		19.48
01035 - Court Reporter		20.58
01041 - Customer Service Representative I		13.47
01042 - Customer Service Representative II		15.15

01043 - Customer Service Representative III	16.53
01051 - Data Entry Operator I	13.01
01052 - Data Entry Operator II	14.19
01060 - Dispatcher Motor Vehicle	19.87
01070 - Document Preparation Clerk	14.69
01090 - Duplicating Machine Operator	14.69
01111 - General Clerk I	12.95
01112 - General Clerk II	14.13
01113 - General Clerk III	15.86
01120 - Housing Referral Assistant	19.52
01141 - Messenger Courier	12.54
01191 - Order Clerk I	14.19
01192 - Order Clerk II	15.64
01261 - Personnel Assistant (Employment) I	16.30
01262 - Personnel Assistant (Employment) II	18.24
01263 - Personnel Assistant (Employment) III	20.33
01270 - Production Control Clerk	26.11
01290 - Rental Clerk	15.99
01300 - Scheduler Maintenance	15.66
01311 - Secretary I	15.66
01312 - Secretary II	17.51
01313 - Secretary III	19.52
01320 - Service Order Dispatcher	16.21
01410 - Supply Technician	19.48
01420 - Survey Worker	16.42
01460 - Switchboard Operator/Receptionist	13.80
01531 - Travel Clerk I	14.00
01532 - Travel Clerk II	15.12
01533 - Travel Clerk III	16.25
01611 - Word Processor I	13.94
01612 - Word Processor II	15.66
01613 - Word Processor III	17.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.68
Fiberglass	
05010 - Automotive Electrician	19.10
05040 - Automotive Glass Installer	18.28
05070 - Automotive Worker	18.28
05110 - Mobile Equipment Servicer	16.75
05130 - Motor Equipment Metal	19.83
Mechanic	
05160 - Motor Equipment Metal Worker	18.28
05190 - Motor Vehicle Mechanic	19.83

05220 - Motor Vehicle Mechanic	16.05
Helper	
05250 - Motor Vehicle Upholstery	17.56
Worker	
05280 - Motor Vehicle Wrecker	18.28
05310 - Painter Automotive	19.10
05340 - Radiator Repair Specialist	18.28
05370 - Tire Repairer	14.77
05400 - Transmission Repair	19.83
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.42
07041 - Cook I	12.36
07042 - Cook II	14.06
07070 - Dishwasher	9.07
07130 - Food Service Worker	11.50
07210 - Meat Cutter	16.75
07260 - Waiter/Waitress	9.13
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.78
09040 - Furniture Handler	15.20
09080 - Furniture Refinisher	21.78
09090 - Furniture Refinisher Helper	16.85
09110 - Furniture Repairer Minor	19.45
09130 - Upholsterer	21.78
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.92
11060 - Elevator Operator	13.22
11090 - Gardener	18.99
11122 - Housekeeping Aide	13.22
11150 - Janitor	13.22
11210 - Laborer Grounds Maintenance	14.88
11240 - Maid or Houseman	10.75
11260 - Pruner	13.52
11270 - Tractor Operator	17.69
11330 - Trail Maintenance Worker	14.88
11360 - Window Cleaner	14.56
12000 - Health Occupations	
12010 - Ambulance Driver	14.82
12011 - Breath Alcohol Technician	19.98
12012 - Certified Occupational	28.31
Therapist Assistant	
12015 - Certified Physical Therapist	28.21
Assistant	
12020 - Dental Assistant	18.41
12025 - Dental Hygienist	34.41

12030 - EKG Technician	30.28
12035 - Electroneurodiagnostic Technologist	30.28
12040 - Emergency Medical Technician	14.82
12071 - Licensed Practical Nurse I	17.87
12072 - Licensed Practical Nurse II	19.98
12073 - Licensed Practical Nurse III	22.27
12100 - Medical Assistant	15.56
12130 - Medical Laboratory Technician	24.46
12160 - Medical Record Clerk	19.19
12190 - Medical Record Technician	21.46
12195 - Medical Transcriptionist	17.87
12210 - Nuclear Medicine Technologist	43.91
12221 - Nursing Assistant I	11.55
12222 - Nursing Assistant II	12.98
12223 - Nursing Assistant III	14.16
12224 - Nursing Assistant IV	15.91
12235 - Optical Dispenser	14.39
12236 - Optical Technician	17.87
12250 - Pharmacy Technician	16.95
12280 - Phlebotomist	17.01
12305 - Radiologic Technologist	29.58
12311 - Registered Nurse I	25.23
12312 - Registered Nurse II	30.87
12313 - Registered Nurse II Specialist	30.87
12314 - Registered Nurse III	37.34
12315 - Registered Nurse III Anesthetist	37.34
12316 - Registered Nurse IV	44.77
12317 - Scheduler (Drug and Alcohol Testing)	24.75
12320 - Substance Abuse Treatment Counselor	20.63
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.81
13012 - Exhibits Specialist II	24.54
13013 - Exhibits Specialist III	30.02
13041 - Illustrator I	19.81
13042 - Illustrator II	24.54
13043 - Illustrator III	30.02
13047 - Librarian	27.18
13050 - Library Aide/Clerk	12.43
13054 - Library Information Technology Systems Administrator	24.54

13058 - Library Technician	19.58
13061 - Media Specialist I	17.72
13062 - Media Specialist II	19.81
13063 - Media Specialist III	22.08
13071 - Photographer I	17.52
13072 - Photographer II	19.60
13073 - Photographer III	24.28
13074 - Photographer IV	29.70
13075 - Photographer V	35.93
13090 - Technical Order Library	15.81
Clerk	
13110 - Video Teleconference	17.52
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.28
14042 - Computer Operator II	18.21
14043 - Computer Operator III	20.30
14044 - Computer Operator IV	22.55
14045 - Computer Operator V	24.97
14071 - Computer Programmer I	(see 1) 22.89
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	16.28
Operator	
14160 - Personal Computer Support	22.55
Technician	
14170 - System Support Specialist	24.97
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	28.59
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	34.59
Instructor (Rated)	
15030 - Air Crew Training Devices	41.47
Instructor (Pilot)	
15050 - Computer Based Training	28.59
Specialist / Instructor	
15060 - Educational Technologist	31.23
15070 - Flight Instructor (Pilot)	41.47
15080 - Graphic Artist	22.78
15085 - Maintenance Test Pilot Fixed	41.47
Jet/Prop	
15086 - Maintenance Test Pilot	41.47
Rotary Wing	

15088 - Non-Maintenance Test/Co-Pilot	41.47
15090 - Technical Instructor	19.93
15095 - Technical Instructor/Course Developer	24.38
15110 - Test Proctor	16.09
15120 - Tutor	16.09
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.27
16030 - Counter Attendant	11.27
16040 - Dry Cleaner	13.44
16070 - Finisher Flatwork Machine	11.27
16090 - Presser Hand	11.27
16110 - Presser Machine Drycleaning	11.27
16130 - Presser Machine Shirts	11.27
16160 - Presser Machine Wearing Apparel Laundry	11.27
16190 - Sewing Machine Operator	14.43
16220 - Tailor	15.43
16250 - Washer Machine	11.81
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.66
19040 - Tool And Die Maker	30.19
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.78
21030 - Material Coordinator	26.11
21040 - Material Expediter	26.11
21050 - Material Handling Laborer	17.71
21071 - Order Filler	13.16
21080 - Production Line Worker (Food Processing)	17.78
21110 - Shipping Packer	19.56
21130 - Shipping/Receiving Clerk	19.56
21140 - Store Worker I	13.87
21150 - Stock Clerk	18.57
21210 - Tools And Parts Attendant	17.78
21410 - Warehouse Specialist	17.78
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.63
23019 - Aircraft Logs and Records Technician	24.12
23021 - Aircraft Mechanic I	28.35
23022 - Aircraft Mechanic II	29.63
23023 - Aircraft Mechanic III	30.61

23040 - Aircraft Mechanic Helper	20.91
23050 - Aircraft Painter	27.04
23060 - Aircraft Servicer	24.12
23070 - Aircraft Survival Flight	27.04
Equipment Technician	
23080 - Aircraft Worker	25.55
23091 - Aircrew Life Support	25.55
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.35
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.66
23120 - Bicycle Repairer	21.31
23125 - Cable Splicer	38.40
23130 - Carpenter Maintenance	21.21
23140 - Carpet Layer	26.97
23160 - Electrician Maintenance	27.07
23181 - Electronics Technician	24.46
Maintenance I	
23182 - Electronics Technician	25.89
Maintenance II	
23183 - Electronics Technician	27.14
Maintenance III	
23260 - Fabric Worker	22.90
23290 - Fire Alarm System Mechanic	26.40
23310 - Fire Extinguisher Repairer	21.31
23311 - Fuel Distribution System	26.88
Mechanic	
23312 - Fuel Distribution System	21.28
Operator	
23370 - General Maintenance Worker	18.06
23380 - Ground Support Equipment	28.35
Mechanic	
23381 - Ground Support Equipment	24.12
Servicer	
23382 - Ground Support Equipment	25.55
Worker	
23391 - Gunsmith I	21.31
23392 - Gunsmith II	24.24
23393 - Gunsmith III	26.91
23410 - Heating Ventilation And Air-	29.78
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	31.12
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.91
23440 - Heavy Equipment Operator	19.30

23460 - Instrument Mechanic	30.65
23465 - Laboratory/Shelter Mechanic	25.66
23470 - Laborer	17.71
23510 - Locksmith	25.66
23530 - Machinery Maintenance	27.61
Mechanic	
23550 - Machinist Maintenance	26.60
23580 - Maintenance Trades Helper	19.47
23591 - Metrology Technician I	30.65
23592 - Metrology Technician II	32.03
23593 - Metrology Technician III	33.09
23640 - Millwright	27.47
23710 - Office Appliance Repairer	24.41
23760 - Painter Maintenance	20.49
23790 - Pipefitter Maintenance	29.05
23810 - Plumber Maintenance	27.70
23820 - Pneudraulic Systems Mechanic	26.91
23850 - Rigger	26.91
23870 - Scale Mechanic	24.24
23890 - Sheet-Metal Worker	27.24
Maintenance	
23910 - Small Engine Mechanic	24.24
23931 - Telecommunications Mechanic	27.08
I	
23932 - Telecommunications Mechanic	28.30
II	
23950 - Telephone Lineman	28.68
23960 - Welder Combination	19.92
Maintenance	
23965 - Well Driller	26.91
23970 - Woodcraft Worker	26.91
23980 - Woodworker	21.31
24000 - Personal Needs Occupations	
24550 - Case Manager	16.83
24570 - Child Care Attendant	11.16
24580 - Child Care Center Clerk	15.05
24610 - Chore Aide	12.03
24620 - Family Readiness And Support	16.83
Services	
Coordinator	
24630 - Homemaker	17.66
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.91
25040 - Sewage Plant Operator	20.63
25070 - Stationary Engineer	26.91
25190 - Ventilation Equipment Tender	19.83
25210 - Water Treatment Plant	20.63
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.17
27007 - Baggage Inspector		12.94
27008 - Corrections Officer		19.46
27010 - Court Security Officer		18.54
27030 - Detection Dog Handler		14.47
27040 - Detention Officer		19.46
27070 - Firefighter		19.20
27101 - Guard I		12.94
27102 - Guard II		14.47
27131 - Police Officer I		21.31
27132 - Police Officer II		23.69
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.43
28042 - Carnival Equipment Repairer		13.35
28043 - Carnival Worker		9.72
28210 - Gate Attendant/Gate Tender		16.94
28310 - Lifeguard		13.72
28350 - Park Attendant (Aide)		18.95
28510 - Recreation Aide/Health		14.48
Facility Attendant		
28515 - Recreation Specialist		20.41
28630 - Sports Official		15.80
28690 - Swimming Pool Operator		16.85
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		24.24
29020 - Hatch Tender		24.24
29030 - Line Handler		24.24
29041 - Stevedore I		22.90
29042 - Stevedore II		25.66
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	40.70
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	28.07
Specialist Station (HFO)		
30012 - Air Traffic Control		30.90
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		17.12
30022 - Archeological Technician II		19.48
30023 - Archeological Technician III		23.48
30030 - Cartographic Technician		23.48
30040 - Civil Engineering Technician		23.14
30051 - Cryogenic Technician I		26.01
30052 - Cryogenic Technician II		28.73
30061 - Drafter/CAD Operator I		16.95
30062 - Drafter/CAD Operator II		18.96
30063 - Drafter/CAD Operator III		21.14
30064 - Drafter/CAD Operator IV		26.01

30081 - Engineering Technician I	16.89
30082 - Engineering Technician II	17.92
30083 - Engineering Technician III	20.05
30084 - Engineering Technician IV	24.85
30085 - Engineering Technician V	30.39
30086 - Engineering Technician VI	36.79
30090 - Environmental Technician	23.01
30095 - Evidence Control Specialist	23.48
30210 - Laboratory Technician	23.53
30221 - Latent Fingerprint Technician I	26.56
30222 - Latent Fingerprint Technician II	29.34
30240 - Mathematical Technician	23.48
30361 - Paralegal/Legal Assistant I	20.17
30362 - Paralegal/Legal Assistant II	24.98
30363 - Paralegal/Legal Assistant	30.56
III	
30364 - Paralegal/Legal Assistant IV	36.97
30375 - Petroleum Supply Specialist	28.73
30390 - Photo-Optics Technician	24.16
30395 - Radiation Control Technician	28.73
30461 - Technical Writer I	25.44
30462 - Technical Writer II	31.12
30463 - Technical Writer III	37.66
30491 - Unexploded Ordnance (UXO)	25.86
Technician I	
30492 - Unexploded Ordnance (UXO)	31.29
Technician II	
30493 - Unexploded Ordnance (UXO)	37.51
Technician III	
30494 - Unexploded (UXO) Safety	25.86
Escort	
30495 - Unexploded (UXO) Sweep	25.86
Personnel	
30501 - Weather Forecaster I	26.01
30502 - Weather Forecaster II	31.64
30620 - Weather Observer Combined (see 2)	21.74
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	23.48
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	31.29
31020 - Bus Aide	14.87
31030 - Bus Driver	20.42
31043 - Driver Courier	17.69
31260 - Parking and Lot Attendant	11.23
31290 - Shuttle Bus Driver	17.27

31310 - Taxi Driver	15.01
31361 - Truckdriver Light	19.00
31362 - Truckdriver Medium	20.06
31363 - Truckdriver Heavy	21.13
31364 - Truckdriver Tractor-Trailer	21.13
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.26
99030 - Cashier	10.27
99050 - Desk Clerk	12.02
99095 - Embalmer	25.86
99130 - Flight Follower	25.86
99251 - Laboratory Animal Caretaker	16.63
I	
99252 - Laboratory Animal Caretaker	17.86
II	
99260 - Marketing Analyst	28.23
99310 - Mortician	25.86
99410 - Pest Controller	16.70
99510 - Photofinishing Worker	14.29
99710 - Recycling Laborer	19.27
99711 - Recycling Specialist	22.89
99730 - Refuse Collector	17.47
99810 - Sales Clerk	11.92
99820 - School Crossing Guard	15.42
99830 - Survey Party Chief	22.25
99831 - Surveying Aide	13.93
99832 - Surveying Technician	17.39
99840 - Vending Machine Attendant	18.79
99841 - Vending Machine Repairer	22.00
99842 - Vending Machine Repairer	18.79
Helper	

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.

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.: 2015-5341

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.: 2015-5341
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.

State: Kansas

Area: Kansas Counties of Butler Harvey Kingman Sedgwick Sumner

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.08
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.75
01020 - Administrative Assistant		25.29
01035 - Court Reporter		28.68
01041 - Customer Service Representative I		13.09
01042 - Customer Service Representative II		14.71

01043 - Customer Service Representative III	16.05
01051 - Data Entry Operator I	13.80
01052 - Data Entry Operator II	15.07
01060 - Dispatcher Motor Vehicle	19.39
01070 - Document Preparation Clerk	16.44
01090 - Duplicating Machine Operator	16.44
01111 - General Clerk I	13.14
01112 - General Clerk II	14.34
01113 - General Clerk III	16.10
01120 - Housing Referral Assistant	20.06
01141 - Messenger Courier	12.81
01191 - Order Clerk I	13.10
01192 - Order Clerk II	14.29
01261 - Personnel Assistant (Employment) I	16.54
01262 - Personnel Assistant (Employment) II	18.51
01263 - Personnel Assistant (Employment) III	20.63
01270 - Production Control Clerk	27.44
01290 - Rental Clerk	15.57
01300 - Scheduler Maintenance	16.08
01311 - Secretary I	16.08
01312 - Secretary II	17.99
01313 - Secretary III	20.06
01320 - Service Order Dispatcher	17.03
01410 - Supply Technician	25.29
01420 - Survey Worker	14.25
01460 - Switchboard Operator/Receptionist	13.70
01531 - Travel Clerk I	16.39
01532 - Travel Clerk II	17.26
01533 - Travel Clerk III	18.57
01611 - Word Processor I	14.33
01612 - Word Processor II	16.08
01613 - Word Processor III	17.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.95
Fiberglass	
05010 - Automotive Electrician	19.91
05040 - Automotive Glass Installer	19.06
05070 - Automotive Worker	19.06
05110 - Mobile Equipment Servicer	16.98
05130 - Motor Equipment Metal	20.95
Mechanic	
05160 - Motor Equipment Metal Worker	19.06
05190 - Motor Vehicle Mechanic	21.18

05220 - Motor Vehicle Mechanic	15.92
Helper	
05250 - Motor Vehicle Upholstery	18.02
Worker	
05280 - Motor Vehicle Wrecker	19.06
05310 - Painter Automotive	19.91
05340 - Radiator Repair Specialist	19.06
05370 - Tire Repairer	15.62
05400 - Transmission Repair	20.95
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	11.71
07041 - Cook I	11.99
07042 - Cook II	13.47
07070 - Dishwasher	10.05
07130 - Food Service Worker	11.12
07210 - Meat Cutter	19.00
07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.76
09040 - Furniture Handler	14.53
09080 - Furniture Refinisher	20.76
09090 - Furniture Refinisher Helper	16.55
09110 - Furniture Repairer Minor	18.68
09130 - Upholsterer	20.76
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.41
11060 - Elevator Operator	12.87
11090 - Gardener	17.33
11122 - Housekeeping Aide	12.87
11150 - Janitor	12.87
11210 - Laborer Grounds Maintenance	14.31
11240 - Maid or Houseman	10.85
11260 - Pruner	13.15
11270 - Tractor Operator	16.30
11330 - Trail Maintenance Worker	14.31
11360 - Window Cleaner	14.00
12000 - Health Occupations	
12010 - Ambulance Driver	17.29
12011 - Breath Alcohol Technician	19.03
12012 - Certified Occupational	29.81
Therapist Assistant	
12015 - Certified Physical Therapist	30.17
Assistant	
12020 - Dental Assistant	17.47
12025 - Dental Hygienist	33.53

12030 - EKG Technician	25.32
12035 - Electroneurodiagnostic Technologist	25.32
12040 - Emergency Medical Technician	17.29
12071 - Licensed Practical Nurse I	17.00
12072 - Licensed Practical Nurse II	19.03
12073 - Licensed Practical Nurse III	21.21
12100 - Medical Assistant	14.96
12130 - Medical Laboratory Technician	20.56
12160 - Medical Record Clerk	16.06
12190 - Medical Record Technician	17.96
12195 - Medical Transcriptionist	19.33
12210 - Nuclear Medicine Technologist	41.81
12221 - Nursing Assistant I	12.13
12222 - Nursing Assistant II	13.64
12223 - Nursing Assistant III	14.88
12224 - Nursing Assistant IV	16.70
12235 - Optical Dispenser	14.09
12236 - Optical Technician	17.00
12250 - Pharmacy Technician	16.82
12280 - Phlebotomist	16.48
12305 - Radiologic Technologist	24.64
12311 - Registered Nurse I	22.98
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II Specialist	28.11
12314 - Registered Nurse III	34.02
12315 - Registered Nurse III Anesthetist	34.02
12316 - Registered Nurse IV	40.76
12317 - Scheduler (Drug and Alcohol Testing)	23.56
12320 - Substance Abuse Treatment Counselor	20.23
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.90
13012 - Exhibits Specialist II	25.89
13013 - Exhibits Specialist III	31.67
13041 - Illustrator I	20.90
13042 - Illustrator II	25.89
13043 - Illustrator III	31.67
13047 - Librarian	28.67
13050 - Library Aide/Clerk	13.98
13054 - Library Information Technology Systems Administrator	25.89

13058 - Library Technician	17.85
13061 - Media Specialist I	18.69
13062 - Media Specialist II	20.90
13063 - Media Specialist III	23.29
13071 - Photographer I	17.67
13072 - Photographer II	19.77
13073 - Photographer III	24.49
13074 - Photographer IV	29.95
13075 - Photographer V	36.25
13090 - Technical Order Library Clerk	17.56
13110 - Video Teleconference Technician	21.77
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.92
14042 - Computer Operator II	18.33
14043 - Computer Operator III	21.46
14044 - Computer Operator IV	23.01
14045 - Computer Operator V	25.46
14071 - Computer Programmer I	(see 1) 22.75
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 Operator	17.92
14160 - Personal Computer Support Technician	24.04
14170 - System Support Specialist	26.08
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.83
15020 - Aircrew Training Devices Instructor (Rated)	34.88
15030 - Air Crew Training Devices Instructor (Pilot)	41.28
15050 - Computer Based Training Specialist / Instructor	28.83
15060 - Educational Technologist	30.13
15070 - Flight Instructor (Pilot)	41.28
15080 - Graphic Artist	21.75
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.28
15086 - Maintenance Test Pilot Rotary Wing	41.28

15088 - Non-Maintenance Test/Co-Pilot	41.28
15090 - Technical Instructor	23.26
15095 - Technical Instructor/Course Developer	28.45
15110 - Test Proctor	18.77
15120 - Tutor	18.77
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.06
16030 - Counter Attendant	10.06
16040 - Dry Cleaner	12.71
16070 - Finisher Flatwork Machine	10.06
16090 - Presser Hand	10.06
16110 - Presser Machine Drycleaning	10.06
16130 - Presser Machine Shirts	10.06
16160 - Presser Machine Wearing Apparel Laundry	10.06
16190 - Sewing Machine Operator	13.51
16220 - Tailor	14.32
16250 - Washer Machine	10.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.82
19040 - Tool And Die Maker	33.41
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.40
21030 - Material Coordinator	27.44
21040 - Material Expediter	27.44
21050 - Material Handling Laborer	15.30
21071 - Order Filler	12.69
21080 - Production Line Worker (Food Processing)	16.40
21110 - Shipping Packer	16.54
21130 - Shipping/Receiving Clerk	16.54
21140 - Store Worker I	16.66
21150 - Stock Clerk	21.35
21210 - Tools And Parts Attendant	16.40
21410 - Warehouse Specialist	16.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.98
23019 - Aircraft Logs and Records Technician	25.31
23021 - Aircraft Mechanic I	29.47
23022 - Aircraft Mechanic II	30.98
23023 - Aircraft Mechanic III	32.35

23040 - Aircraft Mechanic Helper	22.42
23050 - Aircraft Painter	28.12
23060 - Aircraft Servicer	25.31
23070 - Aircraft Survival Flight	28.12
Equipment Technician	
23080 - Aircraft Worker	26.78
23091 - Aircrew Life Support	26.78
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	29.47
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.58
23120 - Bicycle Repairer	21.60
23125 - Cable Splicer	36.50
23130 - Carpenter Maintenance	19.62
23140 - Carpet Layer	24.27
23160 - Electrician Maintenance	26.61
23181 - Electronics Technician	29.07
Maintenance I	
23182 - Electronics Technician	30.53
Maintenance II	
23183 - Electronics Technician	31.99
Maintenance III	
23260 - Fabric Worker	22.94
23290 - Fire Alarm System Mechanic	26.90
23310 - Fire Extinguisher Repairer	21.60
23311 - Fuel Distribution System	34.16
Mechanic	
23312 - Fuel Distribution System	28.11
Operator	
23370 - General Maintenance Worker	18.69
23380 - Ground Support Equipment	29.47
Mechanic	
23381 - Ground Support Equipment	25.31
Servicer	
23382 - Ground Support Equipment	26.78
Worker	
23391 - Gunsmith I	21.60
23392 - Gunsmith II	24.27
23393 - Gunsmith III	26.71
23410 - Heating Ventilation And Air-	26.00
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.33
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.57
23440 - Heavy Equipment Operator	20.58

23460 - Instrument Mechanic	26.71
23465 - Laboratory/Shelter Mechanic	25.49
23470 - Laborer	15.30
23510 - Locksmith	25.49
23530 - Machinery Maintenance	30.25
Mechanic	
23550 - Machinist Maintenance	20.58
23580 - Maintenance Trades Helper	15.77
23591 - Metrology Technician I	26.71
23592 - Metrology Technician II	28.08
23593 - Metrology Technician III	29.32
23640 - Millwright	26.71
23710 - Office Appliance Repairer	19.00
23760 - Painter Maintenance	18.96
23790 - Pipefitter Maintenance	24.11
23810 - Plumber Maintenance	23.01
23820 - Pneudraulic Systems Mechanic	26.71
23850 - Rigger	26.71
23870 - Scale Mechanic	24.27
23890 - Sheet-Metal Worker	22.14
Maintenance	
23910 - Small Engine Mechanic	22.62
23931 - Telecommunications Mechanic	25.74
I	
23932 - Telecommunications Mechanic	27.06
II	
23950 - Telephone Lineman	34.13
23960 - Welder Combination	21.73
Maintenance	
23965 - Well Driller	26.71
23970 - Woodcraft Worker	26.71
23980 - Woodworker	21.60
24000 - Personal Needs Occupations	
24550 - Case Manager	16.39
24570 - Child Care Attendant	10.78
24580 - Child Care Center Clerk	13.44
24610 - Chore Aide	10.95
24620 - Family Readiness And Support	16.39
Services	
Coordinator	
24630 - Homemaker	16.39
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.95
25040 - Sewage Plant Operator	23.96
25070 - Stationary Engineer	27.95
25190 - Ventilation Equipment Tender	21.26
25210 - Water Treatment Plant	20.86
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.56
27007 - Baggage Inspector		14.11
27008 - Corrections Officer		18.62
27010 - Court Security Officer		17.97
27030 - Detection Dog Handler		17.18
27040 - Detention Officer		18.62
27070 - Firefighter		17.89
27101 - Guard I		14.11
27102 - Guard II		17.18
27131 - Police Officer I		20.52
27132 - Police Officer II		22.80
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.02
28042 - Carnival Equipment Repairer		13.85
28043 - Carnival Worker		10.51
28210 - Gate Attendant/Gate Tender		18.74
28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		20.97
28510 - Recreation Aide/Health		15.31
Facility Attendant		
28515 - Recreation Specialist		25.98
28630 - Sports Official		16.70
28690 - Swimming Pool Operator		17.33
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		25.46
29020 - Hatch Tender		25.46
29030 - Line Handler		25.46
29041 - Stevedore I		24.07
29042 - Stevedore II		26.74
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		17.30
30022 - Archeological Technician II		18.79
30023 - Archeological Technician III		23.27
30030 - Cartographic Technician		23.27
30040 - Civil Engineering Technician		22.99
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		20.94
30064 - Drafter/CAD Operator IV		25.77

30081 - Engineering Technician I	16.25
30082 - Engineering Technician II	18.25
30083 - Engineering Technician III	22.54
30084 - Engineering Technician IV	24.66
30085 - Engineering Technician V	33.08
30086 - Engineering Technician VI	40.00
30090 - Environmental Technician	23.27
30095 - Evidence Control Specialist	23.27
30210 - Laboratory Technician	22.03
30221 - Latent Fingerprint Technician I	25.77
30222 - Latent Fingerprint Technician II	28.46
30240 - Mathematical Technician	23.48
30361 - Paralegal/Legal Assistant I	18.95
30362 - Paralegal/Legal Assistant II	23.48
30363 - Paralegal/Legal Assistant	28.72
III	
30364 - Paralegal/Legal Assistant IV	34.73
30375 - Petroleum Supply Specialist	28.46
30390 - Photo-Optics Technician	23.48
30395 - Radiation Control Technician	28.46
30461 - Technical Writer I	23.43
30462 - Technical Writer II	28.66
30463 - Technical Writer III	34.68
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	25.77
30502 - Weather Forecaster II	31.34
30620 - Weather Observer Combined (see 2)	20.94
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	23.27
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.97
31030 - Bus Driver	16.68
31043 - Driver Courier	15.61
31260 - Parking and Lot Attendant	11.39
31290 - Shuttle Bus Driver	16.24

31310 - Taxi Driver	13.43
31361 - Truckdriver Light	16.59
31362 - Truckdriver Medium	17.62
31363 - Truckdriver Heavy	20.32
31364 - Truckdriver Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.01
99050 - Desk Clerk	10.49
99095 - Embalmer	25.97
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.44
I	
99252 - Laboratory Animal Caretaker	15.28
II	
99260 - Marketing Analyst	27.78
99310 - Mortician	27.03
99410 - Pest Controller	18.68
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.86
99711 - Recycling Specialist	21.49
99730 - Refuse Collector	16.97
99810 - Sales Clerk	12.55
99820 - School Crossing Guard	18.30
99830 - Survey Party Chief	24.89
99831 - Surveying Aide	15.36
99832 - Surveying Technician	21.07
99840 - Vending Machine Attendant	14.54
99841 - Vending Machine Repairer	17.36
99842 - Vending Machine Repairer	14.54
Helper	

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.

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 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 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.: 2015-5343

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.: 2015-5343
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.

State: Kansas

Area: Kansas Counties of Brown Clay Cloud Dickinson Geary Marshall
Morris Nemaha Ottawa Republic Saline Washington

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.18
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.81
01020 - Administrative Assistant		20.89
01035 - Court Reporter		21.48
01041 - Customer Service Representative I		12.90

01042 - Customer Service Representative II	14.50
01043 - Customer Service Representative III	15.83
01051 - Data Entry Operator I	13.01
01052 - Data Entry Operator II	14.20
01060 - Dispatcher Motor Vehicle	17.43
01070 - Document Preparation Clerk	14.75
01090 - Duplicating Machine Operator	14.75
01111 - General Clerk I	13.02
01112 - General Clerk II	14.21
01113 - General Clerk III	15.95
01120 - Housing Referral Assistant	19.36
01141 - Messenger Courier	12.44
01191 - Order Clerk I	16.15
01192 - Order Clerk II	17.62
01261 - Personnel Assistant (Employment) I	16.86
01262 - Personnel Assistant (Employment) II	18.85
01263 - Personnel Assistant (Employment) III	21.01
01270 - Production Control Clerk	22.29
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	15.53
01311 - Secretary I	15.53
01312 - Secretary II	17.37
01313 - Secretary III	19.36
01320 - Service Order Dispatcher	15.01
01410 - Supply Technician	20.89
01420 - Survey Worker	14.40
01460 - Switchboard Operator/Receptionist	13.57
01531 - Travel Clerk I	13.06
01532 - Travel Clerk II	13.76
01533 - Travel Clerk III	14.82
01611 - Word Processor I	13.90
01612 - Word Processor II	15.61
01613 - Word Processor III	17.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.56
Fiberglass	
05010 - Automotive Electrician	17.36
05040 - Automotive Glass Installer	16.62
05070 - Automotive Worker	16.62
05110 - Mobile Equipment Servicer	15.23
05130 - Motor Equipment Metal	18.03
Mechanic	
05160 - Motor Equipment Metal Worker	16.62

05190 - Motor Vehicle Mechanic	18.03
05220 - Motor Vehicle Mechanic	14.59
Helper	
05250 - Motor Vehicle Upholstery	15.96
Worker	
05280 - Motor Vehicle Wrecker	16.62
05310 - Painter Automotive	17.36
05340 - Radiator Repair Specialist	16.62
05370 - Tire Repairer	17.59
05400 - Transmission Repair	18.03
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.42
07041 - Cook I	11.61
07042 - Cook II	13.27
07070 - Dishwasher	9.14
07130 - Food Service Worker	11.05
07210 - Meat Cutter	13.93
07260 - Waiter/Waitress	9.13
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.00
09040 - Furniture Handler	12.56
09080 - Furniture Refinisher	18.00
09090 - Furniture Refinisher Helper	13.93
09110 - Furniture Repairer Minor	16.07
09130 - Upholsterer	18.00
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.84
11060 - Elevator Operator	12.84
11090 - Gardener	17.20
11122 - Housekeeping Aide	13.11
11150 - Janitor	13.11
11210 - Laborer Grounds Maintenance	13.44
11240 - Maid or Houseman	10.49
11260 - Pruner	12.21
11270 - Tractor Operator	15.94
11330 - Trail Maintenance Worker	13.44
11360 - Window Cleaner	14.44
12000 - Health Occupations	
12010 - Ambulance Driver	14.82
12011 - Breath Alcohol Technician	18.53
12012 - Certified Occupational	29.80
Therapist Assistant	
12015 - Certified Physical Therapist	28.02
Assistant	
12020 - Dental Assistant	19.35

12025 - Dental Hygienist	35.68
12030 - EKG Technician	26.48
12035 - Electroneurodiagnostic Technologist	26.48
12040 - Emergency Medical Technician	14.82
12071 - Licensed Practical Nurse I	16.57
12072 - Licensed Practical Nurse II	18.53
12073 - Licensed Practical Nurse III	20.65
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	23.98
12160 - Medical Record Clerk	15.42
12190 - Medical Record Technician	17.24
12195 - Medical Transcriptionist	15.89
12210 - Nuclear Medicine Technologist	36.66
12221 - Nursing Assistant I	11.79
12222 - Nursing Assistant II	13.25
12223 - Nursing Assistant III	14.46
12224 - Nursing Assistant IV	16.24
12235 - Optical Dispenser	15.29
12236 - Optical Technician	16.57
12250 - Pharmacy Technician	15.80
12280 - Phlebotomist	13.35
12305 - Radiologic Technologist	25.24
12311 - Registered Nurse I	22.98
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II	28.11
Specialist	
12314 - Registered Nurse III	34.02
12315 - Registered Nurse III	34.02
Anesthetist	
12316 - Registered Nurse IV	40.76
12317 - Scheduler (Drug and Alcohol Testing)	22.95
12320 - Substance Abuse Treatment Counselor	22.00
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.36
13012 - Exhibits Specialist II	22.75
13013 - Exhibits Specialist III	27.82
13041 - Illustrator I	18.36
13042 - Illustrator II	22.75
13043 - Illustrator III	27.82
13047 - Librarian	25.19
13050 - Library Aide/Clerk	11.58
13054 - Library Information Technology Systems	22.75

Administrator		
13058 - Library Technician		18.52
13061 - Media Specialist I		16.41
13062 - Media Specialist II		18.36
13063 - Media Specialist III		20.47
13071 - Photographer I		16.41
13072 - Photographer II		18.36
13073 - Photographer III		22.75
13074 - Photographer IV		27.82
13075 - Photographer V		33.66
13090 - Technical Order Library		15.50
Clerk		
13110 - Video Teleconference		16.41
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.76
14042 - Computer Operator II		18.74
14043 - Computer Operator III		20.89
14044 - Computer Operator IV		23.21
14045 - Computer Operator V		25.71
14071 - Computer Programmer I	(see 1)	22.89
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		16.76
Operator		
14160 - Personal Computer Support		23.21
Technician		
14170 - System Support Specialist		25.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.81
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		37.28
Instructor (Rated)		
15030 - Air Crew Training Devices		44.68
Instructor (Pilot)		
15050 - Computer Based Training		30.81
Specialist / Instructor		
15060 - Educational Technologist		26.43
15070 - Flight Instructor (Pilot)		44.68
15080 - Graphic Artist		21.89
15085 - Maintenance Test Pilot Fixed		44.68
Jet/Prop		
15086 - Maintenance Test Pilot		44.68
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	44.68
15090 - Technical Instructor	19.66
15095 - Technical Instructor/Course Developer	24.05
15110 - Test Proctor	15.87
15120 - Tutor	15.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.06
16030 - Counter Attendant	10.06
16040 - Dry Cleaner	12.71
16070 - Finisher Flatwork Machine	10.06
16090 - Presser Hand	10.06
16110 - Presser Machine Drycleaning	10.06
16130 - Presser Machine Shirts	10.06
16160 - Presser Machine Wearing Apparel Laundry	10.06
16190 - Sewing Machine Operator	13.51
16220 - Tailor	14.32
16250 - Washer Machine	10.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.87
19040 - Tool And Die Maker	23.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.64
21030 - Material Coordinator	22.29
21040 - Material Expediter	22.29
21050 - Material Handling Laborer	16.57
21071 - Order Filler	13.16
21080 - Production Line Worker (Food Processing)	19.64
21110 - Shipping Packer	16.69
21130 - Shipping/Receiving Clerk	16.69
21140 - Store Worker I	14.40
21150 - Stock Clerk	19.29
21210 - Tools And Parts Attendant	19.64
21410 - Warehouse Specialist	19.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.78
23019 - Aircraft Logs and Records Technician	24.24
23021 - Aircraft Mechanic I	28.49
23022 - Aircraft Mechanic II	29.78
23023 - Aircraft Mechanic III	30.93

23040 - Aircraft Mechanic Helper	21.06
23050 - Aircraft Painter	27.22
23060 - Aircraft Servicer	24.24
23070 - Aircraft Survival Flight	27.22
Equipment Technician	
23080 - Aircraft Worker	25.77
23091 - Aircrew Life Support	25.77
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.49
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.25
23120 - Bicycle Repairer	18.48
23125 - Cable Splicer	38.95
23130 - Carpenter Maintenance	21.09
23140 - Carpet Layer	20.40
23160 - Electrician Maintenance	25.01
23181 - Electronics Technician	26.10
Maintenance I	
23182 - Electronics Technician	27.64
Maintenance II	
23183 - Electronics Technician	29.00
Maintenance III	
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.55
23310 - Fire Extinguisher Repairer	18.48
23311 - Fuel Distribution System	28.82
Mechanic	
23312 - Fuel Distribution System	22.70
Operator	
23370 - General Maintenance Worker	17.73
23380 - Ground Support Equipment	28.49
Mechanic	
23381 - Ground Support Equipment	24.24
Servicer	
23382 - Ground Support Equipment	25.77
Worker	
23391 - Gunsmith I	18.48
23392 - Gunsmith II	21.12
23393 - Gunsmith III	23.47
23410 - Heating Ventilation And Air-	23.79
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.63
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.51
23440 - Heavy Equipment Operator	18.63

23460 - Instrument Mechanic	23.47
23465 - Laboratory/Shelter Mechanic	22.37
23470 - Laborer	16.57
23510 - Locksmith	22.37
23530 - Machinery Maintenance	24.32
Mechanic	
23550 - Machinist Maintenance	19.59
23580 - Maintenance Trades Helper	14.96
23591 - Metrology Technician I	23.81
23592 - Metrology Technician II	24.55
23593 - Metrology Technician III	25.51
23640 - Millwright	23.27
23710 - Office Appliance Repairer	21.55
23760 - Painter Maintenance	19.02
23790 - Pipefitter Maintenance	25.50
23810 - Plumber Maintenance	24.55
23820 - Pneudraulic Systems Mechanic	23.47
23850 - Rigger	23.47
23870 - Scale Mechanic	21.12
23890 - Sheet-Metal Worker	23.81
Maintenance	
23910 - Small Engine Mechanic	20.40
23931 - Telecommunications Mechanic	29.32
I	
23932 - Telecommunications Mechanic	30.67
II	
23950 - Telephone Lineman	28.26
23960 - Welder Combination	19.18
Maintenance	
23965 - Well Driller	24.81
23970 - Woodcraft Worker	23.47
23980 - Woodworker	18.48
24000 - Personal Needs Occupations	
24550 - Case Manager	16.02
24570 - Child Care Attendant	10.42
24580 - Child Care Center Clerk	15.05
24610 - Chore Aide	12.03
24620 - Family Readiness And Support	16.02
Services	
Coordinator	
24630 - Homemaker	17.66
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.80
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	25.80
25190 - Ventilation Equipment Tender	18.85
25210 - Water Treatment Plant	19.87
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.43
27007 - Baggage Inspector		15.57
27008 - Corrections Officer		18.58
27010 - Court Security Officer		17.84
27030 - Detection Dog Handler		17.41
27040 - Detention Officer		18.58
27070 - Firefighter		17.85
27101 - Guard I		15.57
27102 - Guard II		17.41
27131 - Police Officer I		19.49
27132 - Police Officer II		21.66
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.17
28042 - Carnival Equipment Repairer		13.02
28043 - Carnival Worker		9.72
28210 - Gate Attendant/Gate Tender		14.19
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		15.88
28510 - Recreation Aide/Health		11.96
Facility Attendant		
28515 - Recreation Specialist		19.68
28630 - Sports Official		13.06
28690 - Swimming Pool Operator		16.85
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		24.52
29020 - Hatch Tender		24.52
29030 - Line Handler		24.52
29041 - Stevedore I		23.46
29042 - Stevedore II		25.96
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	40.70
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	28.07
Specialist Station (HFO)		
30012 - Air Traffic Control		30.90
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		17.78
30022 - Archeological Technician II		19.88
30023 - Archeological Technician III		24.63
30030 - Cartographic Technician		24.63
30040 - Civil Engineering Technician		20.62
30051 - Cryogenic Technician I		27.28
30052 - Cryogenic Technician II		30.13
30061 - Drafter/CAD Operator I		17.78
30062 - Drafter/CAD Operator II		19.88
30063 - Drafter/CAD Operator III		22.16
30064 - Drafter/CAD Operator IV		27.28

30081 - Engineering Technician I	16.89
30082 - Engineering Technician II	17.92
30083 - Engineering Technician III	20.05
30084 - Engineering Technician IV	24.85
30085 - Engineering Technician V	30.39
30086 - Engineering Technician VI	36.79
30090 - Environmental Technician	27.84
30095 - Evidence Control Specialist	24.63
30210 - Laboratory Technician	23.53
30221 - Latent Fingerprint Technician I	27.28
30222 - Latent Fingerprint Technician II	30.13
30240 - Mathematical Technician	24.63
30361 - Paralegal/Legal Assistant I	18.97
30362 - Paralegal/Legal Assistant II	23.52
30363 - Paralegal/Legal Assistant	28.76
III	
30364 - Paralegal/Legal Assistant IV	34.79
30375 - Petroleum Supply Specialist	30.13
30390 - Photo-Optics Technician	24.63
30395 - Radiation Control Technician	30.13
30461 - Technical Writer I	25.31
30462 - Technical Writer II	30.95
30463 - Technical Writer III	37.45
30491 - Unexploded Ordnance (UXO)	25.86
Technician I	
30492 - Unexploded Ordnance (UXO)	31.29
Technician II	
30493 - Unexploded Ordnance (UXO)	37.51
Technician III	
30494 - Unexploded (UXO) Safety	25.86
Escort	
30495 - Unexploded (UXO) Sweep	25.86
Personnel	
30501 - Weather Forecaster I	27.28
30502 - Weather Forecaster II	33.19
30620 - Weather Observer Combined (see 2)	22.16
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.63
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	31.29
31020 - Bus Aide	12.14
31030 - Bus Driver	16.67
31043 - Driver Courier	14.75
31260 - Parking and Lot Attendant	12.04
31290 - Shuttle Bus Driver	15.82

31310 - Taxi Driver	13.86
31361 - Truckdriver Light	15.82
31362 - Truckdriver Medium	16.58
31363 - Truckdriver Heavy	19.79
31364 - Truckdriver Tractor-Trailer	19.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.26
99030 - Cashier	10.27
99050 - Desk Clerk	9.94
99095 - Embalmer	30.15
99130 - Flight Follower	25.86
99251 - Laboratory Animal Caretaker	13.77
I	
99252 - Laboratory Animal Caretaker	14.86
II	
99260 - Marketing Analyst	24.49
99310 - Mortician	30.15
99410 - Pest Controller	16.83
99510 - Photofinishing Worker	16.40
99710 - Recycling Laborer	15.82
99711 - Recycling Specialist	18.77
99730 - Refuse Collector	14.37
99810 - Sales Clerk	11.92
99820 - School Crossing Guard	12.01
99830 - Survey Party Chief	25.86
99831 - Surveying Aide	16.17
99832 - Surveying Technician	20.20
99840 - Vending Machine Attendant	17.57
99841 - Vending Machine Repairer	20.71
99842 - Vending Machine Repairer	17.57
Helper	

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.

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.: 2015-5345

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.: 2015-5345
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.

State: Kansas

Area: Kansas Counties of Barber Clark Comanche Edwards Finney Ford Grant
Gray Hamilton Harper Haskell Hodgeman Kearny Kiowa Meade Morton
Pawnee Pratt Seward Stafford Stanton Stevens

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.18
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.81
01020 - Administrative Assistant		20.89
01035 - Court Reporter		28.68
01041 - Customer Service Representative I		12.90

01042 - Customer Service Representative II	14.50
01043 - Customer Service Representative III	15.83
01051 - Data Entry Operator I	14.26
01052 - Data Entry Operator II	15.55
01060 - Dispatcher Motor Vehicle	20.97
01070 - Document Preparation Clerk	14.75
01090 - Duplicating Machine Operator	14.75
01111 - General Clerk I	13.02
01112 - General Clerk II	14.21
01113 - General Clerk III	15.95
01120 - Housing Referral Assistant	19.36
01141 - Messenger Courier	12.89
01191 - Order Clerk I	16.15
01192 - Order Clerk II	17.62
01261 - Personnel Assistant (Employment) I	16.86
01262 - Personnel Assistant (Employment) II	18.85
01263 - Personnel Assistant (Employment) III	21.01
01270 - Production Control Clerk	22.26
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	15.53
01311 - Secretary I	15.53
01312 - Secretary II	17.37
01313 - Secretary III	19.36
01320 - Service Order Dispatcher	18.65
01410 - Supply Technician	20.89
01420 - Survey Worker	14.71
01460 - Switchboard Operator/Receptionist	13.57
01531 - Travel Clerk I	12.73
01532 - Travel Clerk II	13.41
01533 - Travel Clerk III	14.44
01611 - Word Processor I	13.90
01612 - Word Processor II	15.61
01613 - Word Processor III	17.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.95
Fiberglass	
05010 - Automotive Electrician	19.91
05040 - Automotive Glass Installer	19.06
05070 - Automotive Worker	19.06
05110 - Mobile Equipment Servicer	16.98
05130 - Motor Equipment Metal	20.95
Mechanic	
05160 - Motor Equipment Metal Worker	19.06

05190 - Motor Vehicle Mechanic	21.18
05220 - Motor Vehicle Mechanic	15.92
Helper	
05250 - Motor Vehicle Upholstery	18.02
Worker	
05280 - Motor Vehicle Wrecker	19.06
05310 - Painter Automotive	19.91
05340 - Radiator Repair Specialist	19.06
05370 - Tire Repairer	17.59
05400 - Transmission Repair	20.95
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.88
07041 - Cook I	11.61
07042 - Cook II	13.27
07070 - Dishwasher	9.14
07130 - Food Service Worker	11.05
07210 - Meat Cutter	15.74
07260 - Waiter/Waitress	9.13
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	13.91
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	15.84
09110 - Furniture Repairer Minor	17.89
09130 - Upholsterer	19.62
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.72
11060 - Elevator Operator	12.84
11090 - Gardener	17.20
11122 - Housekeeping Aide	13.11
11150 - Janitor	13.11
11210 - Laborer Grounds Maintenance	13.44
11240 - Maid or Houseman	10.32
11260 - Pruner	12.21
11270 - Tractor Operator	15.94
11330 - Trail Maintenance Worker	13.44
11360 - Window Cleaner	14.44
12000 - Health Occupations	
12010 - Ambulance Driver	16.19
12011 - Breath Alcohol Technician	18.53
12012 - Certified Occupational	29.80
Therapist Assistant	
12015 - Certified Physical Therapist	28.02
Assistant	
12020 - Dental Assistant	19.35

12025 - Dental Hygienist	36.12
12030 - EKG Technician	26.48
12035 - Electroneurodiagnostic Technologist	26.48
12040 - Emergency Medical Technician	16.19
12071 - Licensed Practical Nurse I	16.57
12072 - Licensed Practical Nurse II	18.53
12073 - Licensed Practical Nurse III	20.65
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	23.98
12160 - Medical Record Clerk	15.42
12190 - Medical Record Technician	17.24
12195 - Medical Transcriptionist	15.10
12210 - Nuclear Medicine Technologist	37.10
12221 - Nursing Assistant I	11.79
12222 - Nursing Assistant II	13.25
12223 - Nursing Assistant III	14.46
12224 - Nursing Assistant IV	16.24
12235 - Optical Dispenser	15.29
12236 - Optical Technician	16.57
12250 - Pharmacy Technician	15.79
12280 - Phlebotomist	15.87
12305 - Radiologic Technologist	25.24
12311 - Registered Nurse I	22.98
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II	28.11
Specialist	
12314 - Registered Nurse III	34.02
12315 - Registered Nurse III	34.02
Anesthetist	
12316 - Registered Nurse IV	40.76
12317 - Scheduler (Drug and Alcohol Testing)	22.95
12320 - Substance Abuse Treatment Counselor	22.00
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.44
13012 - Exhibits Specialist II	21.59
13013 - Exhibits Specialist III	26.42
13041 - Illustrator I	17.44
13042 - Illustrator II	21.59
13043 - Illustrator III	26.42
13047 - Librarian	23.91
13050 - Library Aide/Clerk	12.63
13054 - Library Information Technology Systems	19.64

Administrator		
13058 - Library Technician		17.42
13061 - Media Specialist I		16.19
13062 - Media Specialist II		18.05
13063 - Media Specialist III		20.13
13071 - Photographer I		14.77
13072 - Photographer II		16.52
13073 - Photographer III		20.46
13074 - Photographer IV		25.04
13075 - Photographer V		30.29
13090 - Technical Order Library		15.74
Clerk		
13110 - Video Teleconference		15.59
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.92
14042 - Computer Operator II		18.74
14043 - Computer Operator III		21.46
14044 - Computer Operator IV		23.21
14045 - Computer Operator V		25.71
14071 - Computer Programmer I	(see 1)	22.75
14072 - Computer Programmer II	(see 1)	25.78
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		17.92
Operator		
14160 - Personal Computer Support		24.04
Technician		
14170 - System Support Specialist		25.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.81
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		37.28
Instructor (Rated)		
15030 - Air Crew Training Devices		44.68
Instructor (Pilot)		
15050 - Computer Based Training		30.81
Specialist / Instructor		
15060 - Educational Technologist		29.42
15070 - Flight Instructor (Pilot)		44.68
15080 - Graphic Artist		21.79
15085 - Maintenance Test Pilot Fixed		44.68
Jet/Prop		
15086 - Maintenance Test Pilot		44.68
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	44.68
15090 - Technical Instructor	19.66
15095 - Technical Instructor/Course Developer	24.05
15110 - Test Proctor	15.87
15120 - Tutor	15.87
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.06
16030 - Counter Attendant	10.06
16040 - Dry Cleaner	12.71
16070 - Finisher Flatwork Machine	10.06
16090 - Presser Hand	10.06
16110 - Presser Machine Drycleaning	10.06
16130 - Presser Machine Shirts	10.06
16160 - Presser Machine Wearing Apparel Laundry	10.06
16190 - Sewing Machine Operator	13.51
16220 - Tailor	14.32
16250 - Washer Machine	10.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.95
19040 - Tool And Die Maker	29.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.64
21030 - Material Coordinator	22.26
21040 - Material Expediter	22.26
21050 - Material Handling Laborer	16.57
21071 - Order Filler	12.57
21080 - Production Line Worker (Food Processing)	19.64
21110 - Shipping Packer	16.54
21130 - Shipping/Receiving Clerk	16.54
21140 - Store Worker I	15.76
21150 - Stock Clerk	20.20
21210 - Tools And Parts Attendant	19.64
21410 - Warehouse Specialist	19.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.50
23019 - Aircraft Logs and Records Technician	23.05
23021 - Aircraft Mechanic I	27.25
23022 - Aircraft Mechanic II	28.50
23023 - Aircraft Mechanic III	29.62

23040 - Aircraft Mechanic Helper	19.89
23050 - Aircraft Painter	25.98
23060 - Aircraft Servicer	23.05
23070 - Aircraft Survival Flight	25.98
Equipment Technician	
23080 - Aircraft Worker	24.53
23091 - Aircrew Life Support	24.53
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.25
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.25
23120 - Bicycle Repairer	18.48
23125 - Cable Splicer	38.95
23130 - Carpenter Maintenance	19.62
23140 - Carpet Layer	20.48
23160 - Electrician Maintenance	25.01
23181 - Electronics Technician	26.74
Maintenance I	
23182 - Electronics Technician	28.07
Maintenance II	
23183 - Electronics Technician	32.41
Maintenance III	
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.55
23310 - Fire Extinguisher Repairer	18.48
23311 - Fuel Distribution System	28.82
Mechanic	
23312 - Fuel Distribution System	23.23
Operator	
23370 - General Maintenance Worker	18.69
23380 - Ground Support Equipment	27.25
Mechanic	
23381 - Ground Support Equipment	23.05
Servicer	
23382 - Ground Support Equipment	24.53
Worker	
23391 - Gunsmith I	18.48
23392 - Gunsmith II	21.12
23393 - Gunsmith III	23.47
23410 - Heating Ventilation And Air-	22.89
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.94
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.51
23440 - Heavy Equipment Operator	20.58

23460 - Instrument Mechanic	23.47
23465 - Laboratory/Shelter Mechanic	22.37
23470 - Laborer	16.57
23510 - Locksmith	22.37
23530 - Machinery Maintenance	24.32
Mechanic	
23550 - Machinist Maintenance	20.58
23580 - Maintenance Trades Helper	15.77
23591 - Metrology Technician I	23.47
23592 - Metrology Technician II	24.55
23593 - Metrology Technician III	25.51
23640 - Millwright	22.55
23710 - Office Appliance Repairer	21.51
23760 - Painter Maintenance	18.96
23790 - Pipefitter Maintenance	22.61
23810 - Plumber Maintenance	21.55
23820 - Pneudraulic Systems Mechanic	23.47
23850 - Rigger	23.47
23870 - Scale Mechanic	21.12
23890 - Sheet-Metal Worker	21.95
Maintenance	
23910 - Small Engine Mechanic	18.92
23931 - Telecommunications Mechanic	29.32
I	
23932 - Telecommunications Mechanic	30.67
II	
23950 - Telephone Lineman	29.13
23960 - Welder Combination	19.95
Maintenance	
23965 - Well Driller	24.81
23970 - Woodcraft Worker	23.47
23980 - Woodworker	18.48
24000 - Personal Needs Occupations	
24550 - Case Manager	15.57
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.03
24610 - Chore Aide	10.71
24620 - Family Readiness And Support	15.57
Services	
Coordinator	
24630 - Homemaker	16.25
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.80
25040 - Sewage Plant Operator	23.96
25070 - Stationary Engineer	27.74
25190 - Ventilation Equipment Tender	18.86
25210 - Water Treatment Plant	20.86
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.74
27007 - Baggage Inspector		15.57
27008 - Corrections Officer		18.58
27010 - Court Security Officer		17.04
27030 - Detection Dog Handler		18.23
27040 - Detention Officer		18.58
27070 - Firefighter		17.61
27101 - Guard I		15.57
27102 - Guard II		18.23
27131 - Police Officer I		19.49
27132 - Police Officer II		21.66
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.07
28042 - Carnival Equipment Repairer		13.02
28043 - Carnival Worker		9.29
28210 - Gate Attendant/Gate Tender		14.32
28310 - Lifeguard		10.82
28350 - Park Attendant (Aide)		16.01
28510 - Recreation Aide/Health		11.69
Facility Attendant		
28515 - Recreation Specialist		19.85
28630 - Sports Official		12.76
28690 - Swimming Pool Operator		15.81
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		23.88
29020 - Hatch Tender		23.88
29030 - Line Handler		23.88
29041 - Stevedore I		22.43
29042 - Stevedore II		25.29
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	40.70
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	28.07
Specialist Station (HFO)		
30012 - Air Traffic Control		30.90
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		17.78
30022 - Archeological Technician II		19.88
30023 - Archeological Technician III		24.63
30030 - Cartographic Technician		24.63
30040 - Civil Engineering Technician		19.93
30051 - Cryogenic Technician I		26.32
30052 - Cryogenic Technician II		29.07
30061 - Drafter/CAD Operator I		17.78
30062 - Drafter/CAD Operator II		19.88
30063 - Drafter/CAD Operator III		22.16
30064 - Drafter/CAD Operator IV		27.28

30081 - Engineering Technician I	16.25
30082 - Engineering Technician II	18.25
30083 - Engineering Technician III	22.54
30084 - Engineering Technician IV	24.66
30085 - Engineering Technician V	33.08
30086 - Engineering Technician VI	40.00
30090 - Environmental Technician	27.14
30095 - Evidence Control Specialist	23.76
30210 - Laboratory Technician	23.32
30221 - Latent Fingerprint Technician I	26.32
30222 - Latent Fingerprint Technician II	29.07
30240 - Mathematical Technician	24.63
30361 - Paralegal/Legal Assistant I	18.18
30362 - Paralegal/Legal Assistant II	23.48
30363 - Paralegal/Legal Assistant	28.72
III	
30364 - Paralegal/Legal Assistant IV	33.95
30375 - Petroleum Supply Specialist	29.07
30390 - Photo-Optics Technician	24.63
30395 - Radiation Control Technician	29.07
30461 - Technical Writer I	24.17
30462 - Technical Writer II	29.57
30463 - Technical Writer III	35.77
30491 - Unexploded Ordnance (UXO)	25.86
Technician I	
30492 - Unexploded Ordnance (UXO)	31.29
Technician II	
30493 - Unexploded Ordnance (UXO)	37.51
Technician III	
30494 - Unexploded (UXO) Safety	25.86
Escort	
30495 - Unexploded (UXO) Sweep	25.86
Personnel	
30501 - Weather Forecaster I	26.32
30502 - Weather Forecaster II	32.01
30620 - Weather Observer Combined (see 2)	22.16
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.63
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	31.29
31020 - Bus Aide	14.37
31030 - Bus Driver	18.48
31043 - Driver Courier	13.94
31260 - Parking and Lot Attendant	12.23
31290 - Shuttle Bus Driver	14.34

31310 - Taxi Driver	13.65
31361 - Truckdriver Light	15.04
31362 - Truckdriver Medium	16.15
31363 - Truckdriver Heavy	19.79
31364 - Truckdriver Tractor-Trailer	19.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.26
99030 - Cashier	10.27
99050 - Desk Clerk	9.66
99095 - Embalmer	30.14
99130 - Flight Follower	25.86
99251 - Laboratory Animal Caretaker	13.77
I	
99252 - Laboratory Animal Caretaker	14.86
II	
99260 - Marketing Analyst	27.64
99310 - Mortician	30.14
99410 - Pest Controller	20.55
99510 - Photofinishing Worker	16.38
99710 - Recycling Laborer	15.99
99711 - Recycling Specialist	18.77
99730 - Refuse Collector	14.69
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	13.75
99830 - Survey Party Chief	23.87
99831 - Surveying Aide	14.73
99832 - Surveying Technician	20.20
99840 - Vending Machine Attendant	17.71
99841 - Vending Machine Repairer	21.04
99842 - Vending Machine Repairer	17.71
Helper	

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.

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 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 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.: 2015-5347

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.: 2015-5347
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.

State: Kansas

Area: Kansas County of Atchison

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.18
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.81
01020 - Administrative Assistant		21.80
01035 - Court Reporter		24.39
01041 - Customer Service Representative I		12.90
01042 - Customer Service Representative II		14.50

01043 - Customer Service Representative III	15.83
01051 - Data Entry Operator I	13.01
01052 - Data Entry Operator II	14.20
01060 - Dispatcher Motor Vehicle	18.55
01070 - Document Preparation Clerk	14.75
01090 - Duplicating Machine Operator	14.75
01111 - General Clerk I	13.02
01112 - General Clerk II	14.22
01113 - General Clerk III	15.96
01120 - Housing Referral Assistant	20.79
01141 - Messenger Courier	12.70
01191 - Order Clerk I	16.15
01192 - Order Clerk II	17.62
01261 - Personnel Assistant (Employment) I	16.86
01262 - Personnel Assistant (Employment) II	18.85
01263 - Personnel Assistant (Employment) III	21.01
01270 - Production Control Clerk	22.29
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.90
01313 - Secretary III	20.79
01320 - Service Order Dispatcher	21.18
01410 - Supply Technician	23.09
01420 - Survey Worker	17.02
01460 - Switchboard Operator/Receptionist	13.87
01531 - Travel Clerk I	13.06
01532 - Travel Clerk II	14.00
01533 - Travel Clerk III	15.03
01611 - Word Processor I	14.09
01612 - Word Processor II	15.81
01613 - Word Processor III	17.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.30
Fiberglass	
05010 - Automotive Electrician	19.32
05040 - Automotive Glass Installer	18.59
05070 - Automotive Worker	18.59
05110 - Mobile Equipment Servicer	16.51
05130 - Motor Equipment Metal	20.03
Mechanic	
05160 - Motor Equipment Metal Worker	18.59
05190 - Motor Vehicle Mechanic	21.70

05220 - Motor Vehicle Mechanic	15.47
Helper	
05250 - Motor Vehicle Upholstery	17.54
Worker	
05280 - Motor Vehicle Wrecker	18.59
05310 - Painter Automotive	19.32
05340 - Radiator Repair Specialist	18.59
05370 - Tire Repairer	17.59
05400 - Transmission Repair	20.03
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.52
07041 - Cook I	11.61
07042 - Cook II	13.27
07070 - Dishwasher	9.60
07130 - Food Service Worker	11.05
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	9.27
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	21.23
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer Minor	19.27
09130 - Upholsterer	15.29
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.84
11060 - Elevator Operator	12.93
11090 - Gardener	17.20
11122 - Housekeeping Aide	13.72
11150 - Janitor	13.72
11210 - Laborer Grounds Maintenance	13.44
11240 - Maid or Houseman	10.52
11260 - Pruner	12.93
11270 - Tractor Operator	15.94
11330 - Trail Maintenance Worker	13.44
11360 - Window Cleaner	14.66
12000 - Health Occupations	
12010 - Ambulance Driver	17.12
12011 - Breath Alcohol Technician	18.53
12012 - Certified Occupational	29.80
Therapist Assistant	
12015 - Certified Physical Therapist	28.02
Assistant	
12020 - Dental Assistant	19.35
12025 - Dental Hygienist	35.68

12030 - EKG Technician	26.48
12035 - Electroneurodiagnostic Technologist	26.48
12040 - Emergency Medical Technician	17.12
12071 - Licensed Practical Nurse I	16.57
12072 - Licensed Practical Nurse II	18.53
12073 - Licensed Practical Nurse III	20.65
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	23.98
12160 - Medical Record Clerk	15.42
12190 - Medical Record Technician	17.24
12195 - Medical Transcriptionist	15.89
12210 - Nuclear Medicine Technologist	36.66
12221 - Nursing Assistant I	11.79
12222 - Nursing Assistant II	13.25
12223 - Nursing Assistant III	14.46
12224 - Nursing Assistant IV	16.24
12235 - Optical Dispenser	15.29
12236 - Optical Technician	16.57
12250 - Pharmacy Technician	15.80
12280 - Phlebotomist	13.68
12305 - Radiologic Technologist	25.29
12311 - Registered Nurse I	23.68
12312 - Registered Nurse II	28.11
12313 - Registered Nurse II Specialist	28.11
12314 - Registered Nurse III	34.02
12315 - Registered Nurse III Anesthetist	34.02
12316 - Registered Nurse IV	40.76
12317 - Scheduler (Drug and Alcohol Testing)	22.95
12320 - Substance Abuse Treatment Counselor	22.00
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.11
13012 - Exhibits Specialist II	27.35
13013 - Exhibits Specialist III	29.94
13041 - Illustrator I	18.65
13042 - Illustrator II	22.75
13043 - Illustrator III	27.90
13047 - Librarian	30.95
13050 - Library Aide/Clerk	11.41
13054 - Library Information Technology Systems Administrator	23.49

13058 - Library Technician	17.58
13061 - Media Specialist I	17.03
13062 - Media Specialist II	19.04
13063 - Media Specialist III	21.24
13071 - Photographer I	17.20
13072 - Photographer II	19.24
13073 - Photographer III	23.84
13074 - Photographer IV	29.17
13075 - Photographer V	35.29
13090 - Technical Order Library	15.50
Clerk	
13110 - Video Teleconference	17.91
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	16.76
14042 - Computer Operator II	18.74
14043 - Computer Operator III	20.89
14044 - Computer Operator IV	23.48
14045 - Computer Operator V	25.71
14071 - Computer Programmer I	(see 1) 22.38
14072 - Computer Programmer II	(see 1) 26.04
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	16.76
Operator	
14160 - Personal Computer Support	23.48
Technician	
14170 - System Support Specialist	25.81
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.81
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.28
Instructor (Rated)	
15030 - Air Crew Training Devices	44.68
Instructor (Pilot)	
15050 - Computer Based Training	30.81
Specialist / Instructor	
15060 - Educational Technologist	26.64
15070 - Flight Instructor (Pilot)	44.68
15080 - Graphic Artist	25.30
15085 - Maintenance Test Pilot Fixed	44.68
Jet/Prop	
15086 - Maintenance Test Pilot	44.68
Rotary Wing	

15088 - Non-Maintenance Test/Co-Pilot	44.68
15090 - Technical Instructor	20.74
15095 - Technical Instructor/Course Developer	25.38
15110 - Test Proctor	17.30
15120 - Tutor	17.30
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.06
16030 - Counter Attendant	10.06
16040 - Dry Cleaner	12.71
16070 - Finisher Flatwork Machine	10.06
16090 - Presser Hand	10.06
16110 - Presser Machine Drycleaning	10.06
16130 - Presser Machine Shirts	10.06
16160 - Presser Machine Wearing Apparel Laundry	10.06
16190 - Sewing Machine Operator	13.51
16220 - Tailor	14.32
16250 - Washer Machine	10.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.23
19040 - Tool And Die Maker	27.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.64
21030 - Material Coordinator	22.29
21040 - Material Expediter	22.29
21050 - Material Handling Laborer	16.74
21071 - Order Filler	13.52
21080 - Production Line Worker (Food Processing)	19.64
21110 - Shipping Packer	16.69
21130 - Shipping/Receiving Clerk	16.69
21140 - Store Worker I	14.40
21150 - Stock Clerk	19.29
21210 - Tools And Parts Attendant	19.64
21410 - Warehouse Specialist	19.64
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.78
23019 - Aircraft Logs and Records Technician	24.24
23021 - Aircraft Mechanic I	28.49
23022 - Aircraft Mechanic II	29.78
23023 - Aircraft Mechanic III	30.93

23040 - Aircraft Mechanic Helper	21.06
23050 - Aircraft Painter	27.22
23060 - Aircraft Servicer	24.24
23070 - Aircraft Survival Flight	27.22
Equipment Technician	
23080 - Aircraft Worker	25.77
23091 - Aircrew Life Support	25.77
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.49
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.25
23120 - Bicycle Repairer	18.48
23125 - Cable Splicer	38.95
23130 - Carpenter Maintenance	23.76
23140 - Carpet Layer	25.78
23160 - Electrician Maintenance	29.98
23181 - Electronics Technician	26.10
Maintenance I	
23182 - Electronics Technician	27.64
Maintenance II	
23183 - Electronics Technician	29.00
Maintenance III	
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.55
23310 - Fire Extinguisher Repairer	18.48
23311 - Fuel Distribution System	30.72
Mechanic	
23312 - Fuel Distribution System	24.09
Operator	
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment	28.49
Mechanic	
23381 - Ground Support Equipment	24.24
Servicer	
23382 - Ground Support Equipment	25.77
Worker	
23391 - Gunsmith I	18.48
23392 - Gunsmith II	21.12
23393 - Gunsmith III	23.47
23410 - Heating Ventilation And Air-	23.86
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.90
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.51
23440 - Heavy Equipment Operator	23.00

23460 - Instrument Mechanic	23.47
23465 - Laboratory/Shelter Mechanic	22.37
23470 - Laborer	16.57
23510 - Locksmith	22.37
23530 - Machinery Maintenance	24.32
Mechanic	
23550 - Machinist Maintenance	22.01
23580 - Maintenance Trades Helper	16.31
23591 - Metrology Technician I	23.47
23592 - Metrology Technician II	24.55
23593 - Metrology Technician III	25.51
23640 - Millwright	25.77
23710 - Office Appliance Repairer	21.55
23760 - Painter Maintenance	21.23
23790 - Pipefitter Maintenance	27.67
23810 - Plumber Maintenance	24.62
23820 - Pneudraulic Systems Mechanic	23.47
23850 - Rigger	23.47
23870 - Scale Mechanic	21.12
23890 - Sheet-Metal Worker	26.89
Maintenance	
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic	29.32
I	
23932 - Telecommunications Mechanic	30.67
II	
23950 - Telephone Lineman	28.26
23960 - Welder Combination	22.01
Maintenance	
23965 - Well Driller	24.81
23970 - Woodcraft Worker	23.47
23980 - Woodworker	18.48
24000 - Personal Needs Occupations	
24550 - Case Manager	16.02
24570 - Child Care Attendant	10.63
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	10.71
24620 - Family Readiness And Support	16.02
Services	
Coordinator	
24630 - Homemaker	16.12
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.68
25040 - Sewage Plant Operator	21.30
25070 - Stationary Engineer	27.68
25190 - Ventilation Equipment Tender	18.85
25210 - Water Treatment Plant	21.23
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.02
27007 - Baggage Inspector		15.57
27008 - Corrections Officer		18.89
27010 - Court Security Officer		20.41
27030 - Detection Dog Handler		18.23
27040 - Detention Officer		18.89
27070 - Firefighter		21.35
27101 - Guard I		15.57
27102 - Guard II		18.23
27131 - Police Officer I		22.07
27132 - Police Officer II		24.51
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.07
28042 - Carnival Equipment Repairer		13.02
28043 - Carnival Worker		9.24
28210 - Gate Attendant/Gate Tender		15.25
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		17.05
28510 - Recreation Aide/Health		12.45
Facility Attendant		
28515 - Recreation Specialist		19.68
28630 - Sports Official		13.59
28690 - Swimming Pool Operator		19.20
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		24.99
29020 - Hatch Tender		24.99
29030 - Line Handler		24.99
29041 - Stevedore I		23.48
29042 - Stevedore II		26.45
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	40.70
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	28.07
Specialist Station (HFO)		
30012 - Air Traffic Control		30.90
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		18.04
30022 - Archeological Technician II		20.18
30023 - Archeological Technician III		24.76
30030 - Cartographic Technician		25.01
30040 - Civil Engineering Technician		25.17
30051 - Cryogenic Technician I		27.28
30052 - Cryogenic Technician II		30.13
30061 - Drafter/CAD Operator I		18.04
30062 - Drafter/CAD Operator II		20.18
30063 - Drafter/CAD Operator III		22.51
30064 - Drafter/CAD Operator IV		27.69

30081 - Engineering Technician I	15.54
30082 - Engineering Technician II	19.08
30083 - Engineering Technician III	21.95
30084 - Engineering Technician IV	24.41
30085 - Engineering Technician V	29.54
30086 - Engineering Technician VI	36.00
30090 - Environmental Technician	26.62
30095 - Evidence Control Specialist	24.63
30210 - Laboratory Technician	23.21
30221 - Latent Fingerprint Technician I	27.28
30222 - Latent Fingerprint Technician II	30.13
30240 - Mathematical Technician	25.01
30361 - Paralegal/Legal Assistant I	18.63
30362 - Paralegal/Legal Assistant II	23.09
30363 - Paralegal/Legal Assistant	28.23
III	
30364 - Paralegal/Legal Assistant IV	34.16
30375 - Petroleum Supply Specialist	30.13
30390 - Photo-Optics Technician	25.01
30395 - Radiation Control Technician	30.13
30461 - Technical Writer I	24.17
30462 - Technical Writer II	29.57
30463 - Technical Writer III	35.77
30491 - Unexploded Ordnance (UXO)	25.86
Technician I	
30492 - Unexploded Ordnance (UXO)	31.29
Technician II	
30493 - Unexploded Ordnance (UXO)	37.51
Technician III	
30494 - Unexploded (UXO) Safety	25.86
Escort	
30495 - Unexploded (UXO) Sweep	25.86
Personnel	
30501 - Weather Forecaster I	27.28
30502 - Weather Forecaster II	33.19
30620 - Weather Observer Combined (see 2)	22.51
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.01
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	31.29
31020 - Bus Aide	12.37
31030 - Bus Driver	17.28
31043 - Driver Courier	14.58
31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	15.77

31310 - Taxi Driver	13.65
31361 - Truckdriver Light	15.77
31362 - Truckdriver Medium	21.15
31363 - Truckdriver Heavy	21.54
31364 - Truckdriver Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.26
99030 - Cashier	10.27
99050 - Desk Clerk	9.66
99095 - Embalmer	30.94
99130 - Flight Follower	25.86
99251 - Laboratory Animal Caretaker	13.77
I	
99252 - Laboratory Animal Caretaker	14.86
II	
99260 - Marketing Analyst	24.49
99310 - Mortician	30.94
99410 - Pest Controller	19.78
99510 - Photofinishing Worker	16.38
99710 - Recycling Laborer	15.82
99711 - Recycling Specialist	18.79
99730 - Refuse Collector	14.37
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	11.73
99830 - Survey Party Chief	23.72
99831 - Surveying Aide	14.75
99832 - Surveying Technician	20.20
99840 - Vending Machine Attendant	19.32
99841 - Vending Machine Repairer	23.23
99842 - Vending Machine Repairer	19.32
Helper	

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.

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.: 2015-5349

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.: 2015-5349
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.

State: Nebraska

Area: Nebraska County of Seward

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.77
01012 - Accounting Clerk II		16.59
01013 - Accounting Clerk III		18.55
01020 - Administrative Assistant		23.22
01035 - Court Reporter		18.24
01041 - Customer Service Representative I		12.75
01042 - Customer Service Representative II		14.33

01043 - Customer Service Representative III	15.63
01051 - Data Entry Operator I	13.48
01052 - Data Entry Operator II	14.86
01060 - Dispatcher Motor Vehicle	20.15
01070 - Document Preparation Clerk	16.67
01090 - Duplicating Machine Operator	16.67
01111 - General Clerk I	13.39
01112 - General Clerk II	14.61
01113 - General Clerk III	16.41
01120 - Housing Referral Assistant	20.33
01141 - Messenger Courier	12.53
01191 - Order Clerk I	14.28
01192 - Order Clerk II	15.58
01261 - Personnel Assistant (Employment) I	15.53
01262 - Personnel Assistant (Employment) II	17.37
01263 - Personnel Assistant (Employment) III	19.36
01270 - Production Control Clerk	26.63
01290 - Rental Clerk	13.20
01300 - Scheduler Maintenance	16.31
01311 - Secretary I	16.31
01312 - Secretary II	18.24
01313 - Secretary III	20.33
01320 - Service Order Dispatcher	18.02
01410 - Supply Technician	23.22
01420 - Survey Worker	16.15
01460 - Switchboard Operator/Receptionist	14.32
01531 - Travel Clerk I	16.91
01532 - Travel Clerk II	17.99
01533 - Travel Clerk III	19.09
01611 - Word Processor I	14.52
01612 - Word Processor II	16.31
01613 - Word Processor III	18.24
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.77
Fiberglass	
05010 - Automotive Electrician	20.48
05040 - Automotive Glass Installer	19.45
05070 - Automotive Worker	19.45
05110 - Mobile Equipment Servicer	17.27
05130 - Motor Equipment Metal	21.33
Mechanic	
05160 - Motor Equipment Metal Worker	19.45
05190 - Motor Vehicle Mechanic	21.33

05220 - Motor Vehicle Mechanic	16.15
Helper	
05250 - Motor Vehicle Upholstery	18.36
Worker	
05280 - Motor Vehicle Wrecker	19.45
05310 - Painter Automotive	20.48
05340 - Radiator Repair Specialist	19.45
05370 - Tire Repairer	12.95
05400 - Transmission Repair	21.33
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.14
07041 - Cook I	14.95
07042 - Cook II	16.84
07070 - Dishwasher	11.39
07130 - Food Service Worker	13.28
07210 - Meat Cutter	15.12
07260 - Waiter/Waitress	10.04
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.09
09040 - Furniture Handler	15.14
09080 - Furniture Refinisher	21.86
09090 - Furniture Refinisher Helper	17.45
09110 - Furniture Repairer Minor	19.71
09130 - Upholsterer	21.08
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.39
11060 - Elevator Operator	12.70
11090 - Gardener	17.82
11122 - Housekeeping Aide	13.19
11150 - Janitor	13.19
11210 - Laborer Grounds Maintenance	14.86
11240 - Maid or Houseman	12.98
11260 - Pruner	13.67
11270 - Tractor Operator	16.78
11330 - Trail Maintenance Worker	14.86
11360 - Window Cleaner	14.33
12000 - Health Occupations	
12010 - Ambulance Driver	19.04
12011 - Breath Alcohol Technician	19.86
12012 - Certified Occupational	27.25
Therapist Assistant	
12015 - Certified Physical Therapist	25.96
Assistant	
12020 - Dental Assistant	18.09
12025 - Dental Hygienist	36.16

12030 - EKG Technician	30.10
12035 - Electroneurodiagnostic Technologist	30.10
12040 - Emergency Medical Technician	19.04
12071 - Licensed Practical Nurse I	17.76
12072 - Licensed Practical Nurse II	19.86
12073 - Licensed Practical Nurse III	22.14
12100 - Medical Assistant	18.11
12130 - Medical Laboratory Technician	22.13
12160 - Medical Record Clerk	17.47
12190 - Medical Record Technician	19.53
12195 - Medical Transcriptionist	20.54
12210 - Nuclear Medicine Technologist	43.65
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	17.38
12236 - Optical Technician	17.76
12250 - Pharmacy Technician	15.94
12280 - Phlebotomist	14.75
12305 - Radiologic Technologist	26.87
12311 - Registered Nurse I	22.72
12312 - Registered Nurse II	27.80
12313 - Registered Nurse II Specialist	27.80
12314 - Registered Nurse III	33.63
12315 - Registered Nurse III Anesthetist	33.63
12316 - Registered Nurse IV	40.31
12317 - Scheduler (Drug and Alcohol Testing)	24.61
12320 - Substance Abuse Treatment Counselor	22.40
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.43
13012 - Exhibits Specialist II	29.03
13013 - Exhibits Specialist III	35.51
13041 - Illustrator I	23.43
13042 - Illustrator II	29.03
13043 - Illustrator III	35.51
13047 - Librarian	32.15
13050 - Library Aide/Clerk	15.53
13054 - Library Information Technology Systems Administrator	29.03

13058 - Library Technician	20.70
13061 - Media Specialist I	20.96
13062 - Media Specialist II	23.43
13063 - Media Specialist III	26.12
13071 - Photographer I	16.82
13072 - Photographer II	16.60
13073 - Photographer III	20.96
13074 - Photographer IV	25.19
13075 - Photographer V	27.36
13090 - Technical Order Library	19.51
Clerk	
13110 - Video Teleconference	18.12
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.87
14042 - Computer Operator II	19.99
14043 - Computer Operator III	22.28
14044 - Computer Operator IV	24.76
14045 - Computer Operator V	27.42
14071 - Computer Programmer I	(see 1) 20.99
14072 - Computer Programmer II	(see 1) 26.01
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	17.87
Operator	
14160 - Personal Computer Support	24.76
Technician	
14170 - System Support Specialist	29.07
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.42
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	35.59
Instructor (Rated)	
15030 - Air Crew Training Devices	42.13
Instructor (Pilot)	
15050 - Computer Based Training	29.42
Specialist / Instructor	
15060 - Educational Technologist	26.07
15070 - Flight Instructor (Pilot)	42.13
15080 - Graphic Artist	20.92
15085 - Maintenance Test Pilot Fixed	42.13
Jet/Prop	
15086 - Maintenance Test Pilot	42.13
Rotary Wing	

15088 - Non-Maintenance Test/Co-Pilot	42.13
15090 - Technical Instructor	23.50
15095 - Technical Instructor/Course Developer	28.75
15110 - Test Proctor	18.97
15120 - Tutor	18.97
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)	28.62
19040 - Tool And Die Maker	33.08
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.24
21030 - Material Coordinator	26.63
21040 - Material Expediter	26.63
21050 - Material Handling Laborer	16.32
21071 - Order Filler	13.33
21080 - Production Line Worker (Food Processing)	18.24
21110 - Shipping Packer	17.80
21130 - Shipping/Receiving Clerk	17.80
21140 - Store Worker I	13.54
21150 - Stock Clerk	17.23
21210 - Tools And Parts Attendant	18.24
21410 - Warehouse Specialist	18.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.95
23019 - Aircraft Logs and Records Technician	21.39
23021 - Aircraft Mechanic I	24.85
23022 - Aircraft Mechanic II	25.95
23023 - Aircraft Mechanic III	26.76

23040 - Aircraft Mechanic Helper	18.81
23050 - Aircraft Painter	23.86
23060 - Aircraft Servicer	21.39
23070 - Aircraft Survival Flight	23.86
Equipment Technician	
23080 - Aircraft Worker	22.66
23091 - Aircrew Life Support	22.66
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	24.85
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.28
23120 - Bicycle Repairer	20.07
23125 - Cable Splicer	36.55
23130 - Carpenter Maintenance	19.31
23140 - Carpet Layer	22.61
23160 - Electrician Maintenance	24.89
23181 - Electronics Technician	24.33
Maintenance I	
23182 - Electronics Technician	27.14
Maintenance II	
23183 - Electronics Technician	27.26
Maintenance III	
23260 - Fabric Worker	21.33
23290 - Fire Alarm System Mechanic	22.16
23310 - Fire Extinguisher Repairer	20.07
23311 - Fuel Distribution System	24.79
Mechanic	
23312 - Fuel Distribution System	20.07
Operator	
23370 - General Maintenance Worker	20.68
23380 - Ground Support Equipment	24.85
Mechanic	
23381 - Ground Support Equipment	21.39
Servicer	
23382 - Ground Support Equipment	22.66
Worker	
23391 - Gunsmith I	20.07
23392 - Gunsmith II	22.61
23393 - Gunsmith III	24.79
23410 - Heating Ventilation And Air-	28.55
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	29.81
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.65
23440 - Heavy Equipment Operator	22.23

23460 - Instrument Mechanic	24.79
23465 - Laboratory/Shelter Mechanic	23.80
23470 - Laborer	16.32
23510 - Locksmith	20.02
23530 - Machinery Maintenance	28.02
Mechanic	
23550 - Machinist Maintenance	22.81
23580 - Maintenance Trades Helper	18.77
23591 - Metrology Technician I	24.79
23592 - Metrology Technician II	25.88
23593 - Metrology Technician III	26.70
23640 - Millwright	24.79
23710 - Office Appliance Repairer	22.53
23760 - Painter Maintenance	19.64
23790 - Pipefitter Maintenance	25.76
23810 - Plumber Maintenance	24.78
23820 - Pneudraulic Systems Mechanic	24.79
23850 - Rigger	24.79
23870 - Scale Mechanic	22.61
23890 - Sheet-Metal Worker	22.89
Maintenance	
23910 - Small Engine Mechanic	20.84
23931 - Telecommunications Mechanic	22.50
I	
23932 - Telecommunications Mechanic	23.50
II	
23950 - Telephone Lineman	21.38
23960 - Welder Combination	21.97
Maintenance	
23965 - Well Driller	24.79
23970 - Woodcraft Worker	24.79
23980 - Woodworker	20.07
24000 - Personal Needs Occupations	
24550 - Case Manager	14.72
24570 - Child Care Attendant	11.14
24580 - Child Care Center Clerk	13.88
24610 - Chore Aide	13.52
24620 - Family Readiness And Support	14.72
Services	
Coordinator	
24630 - Homemaker	15.94
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.33
25040 - Sewage Plant Operator	26.49
25070 - Stationary Engineer	25.33
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant	26.49
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.04
27007 - Baggage Inspector		14.84
27008 - Corrections Officer		19.74
27010 - Court Security Officer		19.18
27030 - Detection Dog Handler		16.59
27040 - Detention Officer		19.74
27070 - Firefighter		20.49
27101 - Guard I		14.84
27102 - Guard II		16.59
27131 - Police Officer I		29.76
27132 - Police Officer II		33.08
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.26
28042 - Carnival Equipment Repairer		13.10
28043 - Carnival Worker		9.77
28210 - Gate Attendant/Gate Tender		15.22
28310 - Lifeguard		13.55
28350 - Park Attendant (Aide)		17.02
28510 - Recreation Aide/Health Facility Attendant		12.42
28515 - Recreation Specialist		21.09
28630 - Sports Official		13.55
28690 - Swimming Pool Operator		17.35
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.45
29020 - Hatch Tender		24.45
29030 - Line Handler		24.45
29041 - Stevedore I		23.09
29042 - Stevedore II		25.75
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		17.06
30022 - Archeological Technician II		19.40
30023 - Archeological Technician III		24.05
30030 - Cartographic Technician		24.05
30040 - Civil Engineering Technician		25.78
30051 - Cryogenic Technician I		24.82
30052 - Cryogenic Technician II		27.41
30061 - Drafter/CAD Operator I		17.06
30062 - Drafter/CAD Operator II		19.40
30063 - Drafter/CAD Operator III		21.64
30064 - Drafter/CAD Operator IV		26.17

30081 - Engineering Technician I	15.19
30082 - Engineering Technician II	17.05
30083 - Engineering Technician III	19.08
30084 - Engineering Technician IV	23.63
30085 - Engineering Technician V	28.91
30086 - Engineering Technician VI	34.98
30090 - Environmental Technician	22.41
30095 - Evidence Control Specialist	22.41
30210 - Laboratory Technician	21.90
30221 - Latent Fingerprint Technician I	24.82
30222 - Latent Fingerprint Technician II	27.41
30240 - Mathematical Technician	23.64
30361 - Paralegal/Legal Assistant I	18.96
30362 - Paralegal/Legal Assistant II	23.48
30363 - Paralegal/Legal Assistant	27.53
III	
30364 - Paralegal/Legal Assistant IV	32.13
30375 - Petroleum Supply Specialist	27.41
30390 - Photo-Optics Technician	23.64
30395 - Radiation Control Technician	27.41
30461 - Technical Writer I	24.01
30462 - Technical Writer II	29.37
30463 - Technical Writer III	35.54
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	26.17
30502 - Weather Forecaster II	31.84
30620 - Weather Observer Combined (see 2)	21.64
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	23.64
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.53
31030 - Bus Driver	17.76
31043 - Driver Courier	16.94
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	16.47

31310 - Taxi Driver	14.55
31361 - Truckdriver Light	18.12
31362 - Truckdriver Medium	19.26
31363 - Truckdriver Heavy	20.48
31364 - Truckdriver Tractor-Trailer	20.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.51
99050 - Desk Clerk	11.74
99095 - Embalmer	30.69
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.59
I	
99252 - Laboratory Animal Caretaker	16.67
II	
99260 - Marketing Analyst	23.82
99310 - Mortician	30.69
99410 - Pest Controller	20.75
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.48
99711 - Recycling Specialist	20.19
99730 - Refuse Collector	16.09
99810 - Sales Clerk	11.93
99820 - School Crossing Guard	14.74
99830 - Survey Party Chief	35.55
99831 - Surveying Aide	19.19
99832 - Surveying Technician	23.60
99840 - Vending Machine Attendant	17.02
99841 - Vending Machine Repairer	20.49
99842 - Vending Machine Repairer	17.02
Helper	

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.

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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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.: 2015-5351

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.: 2015-5351
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.

State: Nebraska

Area: Nebraska County of Lancaster

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.77
01012 - Accounting Clerk II		16.59
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		23.22
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		12.75
01042 - Customer Service Representative II		14.33

01043 - Customer Service Representative III	15.63
01051 - Data Entry Operator I	13.61
01052 - Data Entry Operator II	14.86
01060 - Dispatcher Motor Vehicle	20.15
01070 - Document Preparation Clerk	16.67
01090 - Duplicating Machine Operator	16.67
01111 - General Clerk I	13.39
01112 - General Clerk II	14.61
01113 - General Clerk III	17.51
01120 - Housing Referral Assistant	20.33
01141 - Messenger Courier	12.53
01191 - Order Clerk I	14.28
01192 - Order Clerk II	15.58
01261 - Personnel Assistant (Employment) I	15.53
01262 - Personnel Assistant (Employment) II	17.58
01263 - Personnel Assistant (Employment) III	19.55
01270 - Production Control Clerk	26.63
01290 - Rental Clerk	12.30
01300 - Scheduler Maintenance	16.31
01311 - Secretary I	16.31
01312 - Secretary II	18.24
01313 - Secretary III	20.33
01320 - Service Order Dispatcher	18.02
01410 - Supply Technician	23.22
01420 - Survey Worker	14.22
01460 - Switchboard Operator/Receptionist	14.32
01531 - Travel Clerk I	16.91
01532 - Travel Clerk II	17.99
01533 - Travel Clerk III	19.09
01611 - Word Processor I	14.52
01612 - Word Processor II	16.31
01613 - Word Processor III	18.24
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.77
Fiberglass	
05010 - Automotive Electrician	20.48
05040 - Automotive Glass Installer	19.45
05070 - Automotive Worker	19.45
05110 - Mobile Equipment Servicer	17.27
05130 - Motor Equipment Metal	21.33
Mechanic	
05160 - Motor Equipment Metal Worker	19.45
05190 - Motor Vehicle Mechanic	21.33

05220 - Motor Vehicle Mechanic	16.21
Helper	
05250 - Motor Vehicle Upholstery	18.36
Worker	
05280 - Motor Vehicle Wrecker	19.45
05310 - Painter Automotive	20.48
05340 - Radiator Repair Specialist	19.45
05370 - Tire Repairer	13.49
05400 - Transmission Repair	21.33
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.14
07041 - Cook I	14.95
07042 - Cook II	16.84
07070 - Dishwasher	11.39
07130 - Food Service Worker	13.28
07210 - Meat Cutter	15.12
07260 - Waiter/Waitress	10.04
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.09
09040 - Furniture Handler	15.14
09080 - Furniture Refinisher	22.15
09090 - Furniture Refinisher Helper	17.47
09110 - Furniture Repairer Minor	19.86
09130 - Upholsterer	22.15
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.39
11060 - Elevator Operator	12.70
11090 - Gardener	17.39
11122 - Housekeeping Aide	13.19
11150 - Janitor	13.19
11210 - Laborer Grounds Maintenance	14.10
11240 - Maid or Houseman	12.98
11260 - Pruner	13.44
11270 - Tractor Operator	16.26
11330 - Trail Maintenance Worker	14.10
11360 - Window Cleaner	14.33
12000 - Health Occupations	
12010 - Ambulance Driver	19.04
12011 - Breath Alcohol Technician	19.86
12012 - Certified Occupational	27.25
Therapist Assistant	
12015 - Certified Physical Therapist	25.96
Assistant	
12020 - Dental Assistant	18.09
12025 - Dental Hygienist	36.16

12030 - EKG Technician	30.10
12035 - Electroneurodiagnostic Technologist	30.10
12040 - Emergency Medical Technician	19.04
12071 - Licensed Practical Nurse I	17.76
12072 - Licensed Practical Nurse II	19.86
12073 - Licensed Practical Nurse III	22.14
12100 - Medical Assistant	18.11
12130 - Medical Laboratory Technician	22.13
12160 - Medical Record Clerk	17.47
12190 - Medical Record Technician	19.53
12195 - Medical Transcriptionist	20.54
12210 - Nuclear Medicine Technologist	43.65
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	17.38
12236 - Optical Technician	17.76
12250 - Pharmacy Technician	15.94
12280 - Phlebotomist	14.75
12305 - Radiologic Technologist	26.87
12311 - Registered Nurse I	22.72
12312 - Registered Nurse II	27.80
12313 - Registered Nurse II Specialist	27.80
12314 - Registered Nurse III	33.63
12315 - Registered Nurse III Anesthetist	33.63
12316 - Registered Nurse IV	40.31
12317 - Scheduler (Drug and Alcohol Testing)	24.61
12320 - Substance Abuse Treatment Counselor	22.40
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.43
13012 - Exhibits Specialist II	29.03
13013 - Exhibits Specialist III	35.51
13041 - Illustrator I	23.43
13042 - Illustrator II	29.03
13043 - Illustrator III	35.51
13047 - Librarian	32.15
13050 - Library Aide/Clerk	14.64
13054 - Library Information Technology Systems Administrator	29.03

13058 - Library Technician	20.70
13061 - Media Specialist I	20.96
13062 - Media Specialist II	23.43
13063 - Media Specialist III	26.12
13071 - Photographer I	16.82
13072 - Photographer II	17.09
13073 - Photographer III	21.09
13074 - Photographer IV	24.79
13075 - Photographer V	30.00
13090 - Technical Order Library	19.51
Clerk	
13110 - Video Teleconference	18.12
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.87
14042 - Computer Operator II	19.99
14043 - Computer Operator III	22.28
14044 - Computer Operator IV	24.76
14045 - Computer Operator V	27.42
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	17.87
Operator	
14160 - Personal Computer Support	24.76
Technician	
14170 - System Support Specialist	29.07
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.60
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	35.16
Instructor (Rated)	
15030 - Air Crew Training Devices	42.13
Instructor (Pilot)	
15050 - Computer Based Training	30.60
Specialist / Instructor	
15060 - Educational Technologist	27.15
15070 - Flight Instructor (Pilot)	42.13
15080 - Graphic Artist	21.89
15085 - Maintenance Test Pilot Fixed	42.13
Jet/Prop	
15086 - Maintenance Test Pilot	42.13
Rotary Wing	

15088 - Non-Maintenance Test/Co-Pilot	42.13
15090 - Technical Instructor	23.50
15095 - Technical Instructor/Course Developer	28.75
15110 - Test Proctor	18.97
15120 - Tutor	18.97
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)	28.62
19040 - Tool And Die Maker	33.08
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.24
21030 - Material Coordinator	26.63
21040 - Material Expediter	26.63
21050 - Material Handling Laborer	16.32
21071 - Order Filler	13.33
21080 - Production Line Worker (Food Processing)	18.24
21110 - Shipping Packer	17.80
21130 - Shipping/Receiving Clerk	17.80
21140 - Store Worker I	13.54
21150 - Stock Clerk	17.23
21210 - Tools And Parts Attendant	18.24
21410 - Warehouse Specialist	18.24
23000 - Mechanics And Maintenance And Repair Occupations	
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	24.50
Equipment Technician	
23080 - Aircraft Worker	23.40
23091 - Aircrew Life Support	23.40
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	24.89
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.28
23120 - Bicycle Repairer	20.07
23125 - Cable Splicer	40.64
23130 - Carpenter Maintenance	19.31
23140 - Carpet Layer	22.61
23160 - Electrician Maintenance	24.89
23181 - Electronics Technician	25.69
Maintenance I	
23182 - Electronics Technician	27.81
Maintenance II	
23183 - Electronics Technician	28.94
Maintenance III	
23260 - Fabric Worker	21.33
23290 - Fire Alarm System Mechanic	22.16
23310 - Fire Extinguisher Repairer	20.07
23311 - Fuel Distribution System	26.39
Mechanic	
23312 - Fuel Distribution System	22.22
Operator	
23370 - General Maintenance Worker	20.68
23380 - Ground Support Equipment	24.89
Mechanic	
23381 - Ground Support Equipment	23.11
Servicer	
23382 - Ground Support Equipment	23.40
Worker	
23391 - Gunsmith I	20.07
23392 - Gunsmith II	22.61
23393 - Gunsmith III	24.79
23410 - Heating Ventilation And Air-	28.55
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	29.81
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.65
23440 - Heavy Equipment Operator	22.23

23460 - Instrument Mechanic	24.79
23465 - Laboratory/Shelter Mechanic	23.80
23470 - Laborer	16.32
23510 - Locksmith	20.72
23530 - Machinery Maintenance	28.02
Mechanic	
23550 - Machinist Maintenance	22.81
23580 - Maintenance Trades Helper	18.38
23591 - Metrology Technician I	24.79
23592 - Metrology Technician II	25.88
23593 - Metrology Technician III	26.70
23640 - Millwright	24.79
23710 - Office Appliance Repairer	22.53
23760 - Painter Maintenance	19.64
23790 - Pipefitter Maintenance	27.25
23810 - Plumber Maintenance	26.17
23820 - Pneudraulic Systems Mechanic	24.79
23850 - Rigger	24.79
23870 - Scale Mechanic	22.61
23890 - Sheet-Metal Worker	22.89
Maintenance	
23910 - Small Engine Mechanic	20.84
23931 - Telecommunications Mechanic	23.54
I	
23932 - Telecommunications Mechanic	26.07
II	
23950 - Telephone Lineman	21.38
23960 - Welder Combination	21.97
Maintenance	
23965 - Well Driller	24.79
23970 - Woodcraft Worker	24.79
23980 - Woodworker	20.07
24000 - Personal Needs Occupations	
24550 - Case Manager	16.80
24570 - Child Care Attendant	11.14
24580 - Child Care Center Clerk	13.88
24610 - Chore Aide	13.52
24620 - Family Readiness And Support	16.80
Services	
Coordinator	
24630 - Homemaker	16.80
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.33
25040 - Sewage Plant Operator	26.49
25070 - Stationary Engineer	25.33
25190 - Ventilation Equipment Tender	19.18
25210 - Water Treatment Plant	26.49
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.04
27007 - Baggage Inspector		14.84
27008 - Corrections Officer		19.74
27010 - Court Security Officer		22.91
27030 - Detection Dog Handler		16.59
27040 - Detention Officer		19.74
27070 - Firefighter		24.60
27101 - Guard I		14.84
27102 - Guard II		16.59
27131 - Police Officer I		29.76
27132 - Police Officer II		33.08
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.26
28042 - Carnival Equipment Repairer		13.10
28043 - Carnival Worker		9.77
28210 - Gate Attendant/Gate Tender		15.22
28310 - Lifeguard		13.55
28350 - Park Attendant (Aide)		17.02
28510 - Recreation Aide/Health Facility Attendant		12.42
28515 - Recreation Specialist		21.09
28630 - Sports Official		13.55
28690 - Swimming Pool Operator		17.03
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.45
29020 - Hatch Tender		24.45
29030 - Line Handler		24.45
29041 - Stevedore I		23.09
29042 - Stevedore II		25.75
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		24.82
30052 - Cryogenic Technician II		27.41
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	22.41
30095 - Evidence Control Specialist	22.41
30210 - Laboratory Technician	23.37
30221 - Latent Fingerprint Technician I	24.82
30222 - Latent Fingerprint Technician II	27.41
30240 - Mathematical Technician	25.41
30361 - Paralegal/Legal Assistant I	18.96
30362 - Paralegal/Legal Assistant II	23.48
30363 - Paralegal/Legal Assistant	28.73
III	
30364 - Paralegal/Legal Assistant IV	34.76
30375 - Petroleum Supply Specialist	27.41
30390 - Photo-Optics Technician	25.37
30395 - Radiation Control Technician	27.41
30461 - Technical Writer I	24.01
30462 - Technical Writer II	29.37
30463 - Technical Writer III	35.54
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	27.98
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	14.11
31030 - Bus Driver	17.76
31043 - Driver Courier	16.94
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	16.47

31310 - Taxi Driver	14.55
31361 - Truckdriver Light	18.12
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	24.12
31364 - Truckdriver Tractor-Trailer	24.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.51
99050 - Desk Clerk	11.74
99095 - Embalmer	37.54
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.59
I	
99252 - Laboratory Animal Caretaker	16.67
II	
99260 - Marketing Analyst	23.82
99310 - Mortician	37.54
99410 - Pest Controller	20.25
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.48
99711 - Recycling Specialist	20.19
99730 - Refuse Collector	16.09
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.74
99830 - Survey Party Chief	34.36
99831 - Surveying Aide	18.60
99832 - Surveying Technician	23.60
99840 - Vending Machine Attendant	15.96
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer	15.96
Helper	

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.

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.: 2015-5353

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.: 2015-5353
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.

State: Nebraska

Area: Nebraska Counties of Boyd Brown Garfield Holt Keya Paha Loup Rock

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		19.88
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		13.25
01042 - Customer Service Representative II		14.46

01043 - Customer Service Representative III	16.24
01051 - Data Entry Operator I	14.05
01052 - Data Entry Operator II	15.33
01060 - Dispatcher Motor Vehicle	19.13
01070 - Document Preparation Clerk	14.39
01090 - Duplicating Machine Operator	14.39
01111 - General Clerk I	12.99
01112 - General Clerk II	14.18
01113 - General Clerk III	15.93
01120 - Housing Referral Assistant	20.14
01141 - Messenger Courier	11.73
01191 - Order Clerk I	13.22
01192 - Order Clerk II	14.43
01261 - Personnel Assistant (Employment) I	16.15
01262 - Personnel Assistant (Employment) II	18.07
01263 - Personnel Assistant (Employment) III	20.14
01270 - Production Control Clerk	19.51
01290 - Rental Clerk	13.22
01300 - Scheduler Maintenance	16.15
01311 - Secretary I	16.15
01312 - Secretary II	18.07
01313 - Secretary III	20.14
01320 - Service Order Dispatcher	17.11
01410 - Supply Technician	19.88
01420 - Survey Worker	17.33
01460 - Switchboard Operator/Receptionist	13.41
01531 - Travel Clerk I	13.43
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.15
01611 - Word Processor I	14.39
01612 - Word Processor II	16.15
01613 - Word Processor III	18.07
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.69
Fiberglass	
05010 - Automotive Electrician	17.46
05040 - Automotive Glass Installer	16.53
05070 - Automotive Worker	16.53
05110 - Mobile Equipment Servicer	15.40
05130 - Motor Equipment Metal	18.38
Mechanic	
05160 - Motor Equipment Metal Worker	16.53
05190 - Motor Vehicle Mechanic	18.38

05220 - Motor Vehicle Mechanic	15.64
Helper	
05250 - Motor Vehicle Upholstery	15.94
Worker	
05280 - Motor Vehicle Wrecker	16.53
05310 - Painter Automotive	17.46
05340 - Radiator Repair Specialist	16.53
05370 - Tire Repairer	16.51
05400 - Transmission Repair	18.38
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.64
07041 - Cook I	12.50
07042 - Cook II	14.28
07070 - Dishwasher	10.18
07130 - Food Service Worker	11.53
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	9.97
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.57
09040 - Furniture Handler	13.95
09080 - Furniture Refinisher	21.57
09090 - Furniture Refinisher Helper	16.50
09110 - Furniture Repairer Minor	19.06
09130 - Upholsterer	21.57
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.18
11060 - Elevator Operator	13.18
11090 - Gardener	16.74
11122 - Housekeeping Aide	14.48
11150 - Janitor	14.48
11210 - Laborer Grounds Maintenance	13.13
11240 - Maid or Houseman	11.16
11260 - Pruner	11.93
11270 - Tractor Operator	15.52
11330 - Trail Maintenance Worker	13.13
11360 - Window Cleaner	15.94
12000 - Health Occupations	
12010 - Ambulance Driver	18.34
12011 - Breath Alcohol Technician	19.24
12012 - Certified Occupational	26.40
Therapist Assistant	
12015 - Certified Physical Therapist	27.49
Assistant	
12020 - Dental Assistant	17.74
12025 - Dental Hygienist	33.41

12030 - EKG Technician	29.16
12035 - Electroneurodiagnostic Technologist	29.16
12040 - Emergency Medical Technician	18.34
12071 - Licensed Practical Nurse I	17.21
12072 - Licensed Practical Nurse II	19.24
12073 - Licensed Practical Nurse III	21.45
12100 - Medical Assistant	15.64
12130 - Medical Laboratory Technician	21.36
12160 - Medical Record Clerk	15.24
12190 - Medical Record Technician	17.06
12195 - Medical Transcriptionist	17.21
12210 - Nuclear Medicine Technologist	42.29
12221 - Nursing Assistant I	11.78
12222 - Nursing Assistant II	13.24
12223 - Nursing Assistant III	14.45
12224 - Nursing Assistant IV	16.23
12235 - Optical Dispenser	19.24
12236 - Optical Technician	17.21
12250 - Pharmacy Technician	16.48
12280 - Phlebotomist	16.95
12305 - Radiologic Technologist	27.44
12311 - Registered Nurse I	24.87
12312 - Registered Nurse II	30.43
12313 - Registered Nurse II Specialist	30.43
12314 - Registered Nurse III	36.82
12315 - Registered Nurse III Anesthetist	36.82
12316 - Registered Nurse IV	44.13
12317 - Scheduler (Drug and Alcohol Testing)	23.84
12320 - Substance Abuse Treatment Counselor	23.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.44
13012 - Exhibits Specialist II	21.61
13013 - Exhibits Specialist III	26.43
13041 - Illustrator I	17.24
13042 - Illustrator II	21.37
13043 - Illustrator III	26.13
13047 - Librarian	23.92
13050 - Library Aide/Clerk	12.77
13054 - Library Information Technology Systems Administrator	21.61

13058 - Library Technician	16.15
13061 - Media Specialist I	15.59
13062 - Media Specialist II	17.44
13063 - Media Specialist III	19.45
13071 - Photographer I	15.13
13072 - Photographer II	16.93
13073 - Photographer III	20.98
13074 - Photographer IV	25.65
13075 - Photographer V	31.04
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	15.13
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.47
14042 - Computer Operator II	19.53
14043 - Computer Operator III	21.77
14044 - Computer Operator IV	24.20
14045 - Computer Operator V	26.80
14071 - Computer Programmer I (see 1)	23.09
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	17.47
14160 - Personal Computer Support Technician	24.20
14170 - System Support Specialist	26.80
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.10
15020 - Aircrew Training Devices Instructor (Rated)	36.42
15030 - Air Crew Training Devices Instructor (Pilot)	43.65
15050 - Computer Based Training Specialist / Instructor	30.10
15060 - Educational Technologist	28.30
15070 - Flight Instructor (Pilot)	43.65
15080 - Graphic Artist	24.01
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.65
15086 - Maintenance Test Pilot Rotary Wing	43.65

15088 - Non-Maintenance Test/Co-Pilot	43.65
15090 - Technical Instructor	19.59
15095 - Technical Instructor/Course Developer	23.96
15110 - Test Proctor	15.81
15120 - Tutor	15.81
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.54
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	13.26
16220 - Tailor	14.04
16250 - Washer Machine	11.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.57
19040 - Tool And Die Maker	26.06
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.55
21030 - Material Coordinator	19.51
21040 - Material Expediter	19.51
21050 - Material Handling Laborer	14.59
21071 - Order Filler	12.80
21080 - Production Line Worker (Food Processing)	17.55
21110 - Shipping Packer	15.93
21130 - Shipping/Receiving Clerk	15.93
21140 - Store Worker I	12.91
21150 - Stock Clerk	17.15
21210 - Tools And Parts Attendant	17.55
21410 - Warehouse Specialist	17.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.92
23019 - Aircraft Logs and Records Technician	19.06
23021 - Aircraft Mechanic I	22.70
23022 - Aircraft Mechanic II	23.92
23023 - Aircraft Mechanic III	25.01

23040 - Aircraft Mechanic Helper	16.50
23050 - Aircraft Painter	21.57
23060 - Aircraft Servicer	19.06
23070 - Aircraft Survival Flight	21.57
Equipment Technician	
23080 - Aircraft Worker	20.33
23091 - Aircrew Life Support	20.33
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	22.70
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.57
23120 - Bicycle Repairer	17.79
23125 - Cable Splicer	36.47
23130 - Carpenter Maintenance	18.18
23140 - Carpet Layer	20.33
23160 - Electrician Maintenance	22.43
23181 - Electronics Technician	19.80
Maintenance I	
23182 - Electronics Technician	22.43
Maintenance II	
23183 - Electronics Technician	22.53
Maintenance III	
23260 - Fabric Worker	19.06
23290 - Fire Alarm System Mechanic	22.70
23310 - Fire Extinguisher Repairer	17.79
23311 - Fuel Distribution System	25.23
Mechanic	
23312 - Fuel Distribution System	20.42
Operator	
23370 - General Maintenance Worker	17.35
23380 - Ground Support Equipment	22.70
Mechanic	
23381 - Ground Support Equipment	19.06
Servicer	
23382 - Ground Support Equipment	20.33
Worker	
23391 - Gunsmith I	17.79
23392 - Gunsmith II	20.33
23393 - Gunsmith III	22.70
23410 - Heating Ventilation And Air-	21.43
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.58
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.70
23440 - Heavy Equipment Operator	18.95

23460 - Instrument Mechanic	22.70
23465 - Laboratory/Shelter Mechanic	21.57
23470 - Laborer	14.59
23510 - Locksmith	21.57
23530 - Machinery Maintenance	29.08
Mechanic	
23550 - Machinist Maintenance	19.04
23580 - Maintenance Trades Helper	16.50
23591 - Metrology Technician I	22.70
23592 - Metrology Technician II	23.92
23593 - Metrology Technician III	25.01
23640 - Millwright	22.70
23710 - Office Appliance Repairer	21.57
23760 - Painter Maintenance	21.57
23790 - Pipefitter Maintenance	23.66
23810 - Plumber Maintenance	22.48
23820 - Pneudraulic Systems Mechanic	22.70
23850 - Rigger	22.70
23870 - Scale Mechanic	20.33
23890 - Sheet-Metal Worker	22.70
Maintenance	
23910 - Small Engine Mechanic	20.33
23931 - Telecommunications Mechanic	29.02
I	
23932 - Telecommunications Mechanic	30.58
II	
23950 - Telephone Lineman	20.56
23960 - Welder Combination	18.30
Maintenance	
23965 - Well Driller	22.70
23970 - Woodcraft Worker	22.70
23980 - Woodworker	17.79
24000 - Personal Needs Occupations	
24550 - Case Manager	16.52
24570 - Child Care Attendant	10.80
24580 - Child Care Center Clerk	13.47
24610 - Chore Aide	14.99
24620 - Family Readiness And Support	16.52
Services	
Coordinator	
24630 - Homemaker	16.52
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	22.70
25040 - Sewage Plant Operator	19.21
25070 - Stationary Engineer	22.70
25190 - Ventilation Equipment Tender	16.50
25210 - Water Treatment Plant	19.21
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.41
27007 - Baggage Inspector		14.10
27008 - Corrections Officer		18.02
27010 - Court Security Officer		18.03
27030 - Detection Dog Handler		15.77
27040 - Detention Officer		18.02
27070 - Firefighter		18.03
27101 - Guard I		14.10
27102 - Guard II		15.77
27131 - Police Officer I		20.31
27132 - Police Officer II		22.57
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.91
28042 - Carnival Equipment Repairer		15.00
28043 - Carnival Worker		10.69
28210 - Gate Attendant/Gate Tender		17.49
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		19.56
28510 - Recreation Aide/Health		14.27
Facility Attendant		
28515 - Recreation Specialist		24.23
28630 - Sports Official		15.57
28690 - Swimming Pool Operator		21.00
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		19.82
29020 - Hatch Tender		19.82
29030 - Line Handler		19.82
29041 - Stevedore I		18.71
29042 - Stevedore II		21.01
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		17.06
30022 - Archeological Technician II		19.40
30023 - Archeological Technician III		24.05
30030 - Cartographic Technician		24.05
30040 - Civil Engineering Technician		19.37
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		17.06
30062 - Drafter/CAD Operator II		19.40
30063 - Drafter/CAD Operator III		21.64
30064 - Drafter/CAD Operator IV		26.17

30081 - Engineering Technician I	14.27
30082 - Engineering Technician II	16.16
30083 - Engineering Technician III	18.06
30084 - Engineering Technician IV	22.38
30085 - Engineering Technician V	27.37
30086 - Engineering Technician VI	32.87
30090 - Environmental Technician	21.02
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	17.33
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	23.64
30361 - Paralegal/Legal Assistant I	19.75
30362 - Paralegal/Legal Assistant II	24.47
30363 - Paralegal/Legal Assistant III	27.53
30364 - Paralegal/Legal Assistant IV	31.23
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	23.64
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	20.71
30462 - Technical Writer II	25.33
30463 - Technical Writer III	30.65
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	26.17
30502 - Weather Forecaster II	31.84
30620 - Weather Observer Combined (see 2)	21.64
30621 - Weather Observer Senior (see 2)	23.64
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.45
31030 - Bus Driver	19.73
31043 - Driver Courier	16.65
31260 - Parking and Lot Attendant	13.04
31290 - Shuttle Bus Driver	16.75

31310 - Taxi Driver	12.46
31361 - Truckdriver Light	17.96
31362 - Truckdriver Medium	19.23
31363 - Truckdriver Heavy	22.38
31364 - Truckdriver Tractor-Trailer	22.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.23
99050 - Desk Clerk	11.42
99095 - Embalmer	36.56
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.19
I	
99252 - Laboratory Animal Caretaker	14.10
II	
99260 - Marketing Analyst	24.89
99310 - Mortician	36.56
99410 - Pest Controller	21.50
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.77
99711 - Recycling Specialist	23.38
99730 - Refuse Collector	18.04
99810 - Sales Clerk	11.87
99820 - School Crossing Guard	14.30
99830 - Survey Party Chief	30.48
99831 - Surveying Aide	16.45
99832 - Surveying Technician	20.24
99840 - Vending Machine Attendant	18.61
99841 - Vending Machine Repairer	22.93
99842 - Vending Machine Repairer	18.61
Helper	

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.

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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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.: 2015-5355

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.: 2015-5355
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.

State: Nebraska

Area: Nebraska Counties of Banner Box Butte Cheyenne Dawes Deuel Garden
Kimball Morrill Scotts Bluff Sheridan Sioux

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		19.88
01035 - Court Reporter		18.07
01041 - Customer Service Representative I		13.25

01042 - Customer Service Representative II	14.46
01043 - Customer Service Representative III	16.24
01051 - Data Entry Operator I	14.05
01052 - Data Entry Operator II	15.33
01060 - Dispatcher Motor Vehicle	19.13
01070 - Document Preparation Clerk	14.39
01090 - Duplicating Machine Operator	14.39
01111 - General Clerk I	12.99
01112 - General Clerk II	14.18
01113 - General Clerk III	15.93
01120 - Housing Referral Assistant	20.14
01141 - Messenger Courier	11.77
01191 - Order Clerk I	13.22
01192 - Order Clerk II	14.43
01261 - Personnel Assistant (Employment) I	16.21
01262 - Personnel Assistant (Employment) II	18.13
01263 - Personnel Assistant (Employment) III	20.20
01270 - Production Control Clerk	20.37
01290 - Rental Clerk	12.39
01300 - Scheduler Maintenance	16.15
01311 - Secretary I	16.15
01312 - Secretary II	18.07
01313 - Secretary III	20.14
01320 - Service Order Dispatcher	17.94
01410 - Supply Technician	19.88
01420 - Survey Worker	14.43
01460 - Switchboard Operator/Receptionist	13.07
01531 - Travel Clerk I	13.43
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.15
01611 - Word Processor I	14.39
01612 - Word Processor II	16.15
01613 - Word Processor III	18.07
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.68
Fiberglass	
05010 - Automotive Electrician	18.73
05040 - Automotive Glass Installer	17.73
05070 - Automotive Worker	17.73
05110 - Mobile Equipment Servicer	15.77
05130 - Motor Equipment Metal	19.71
Mechanic	
05160 - Motor Equipment Metal Worker	17.73

05190 - Motor Vehicle Mechanic	19.71
05220 - Motor Vehicle Mechanic	14.79
Helper	
05250 - Motor Vehicle Upholstery	16.75
Worker	
05280 - Motor Vehicle Wrecker	17.73
05310 - Painter Automotive	18.73
05340 - Radiator Repair Specialist	17.73
05370 - Tire Repairer	16.60
05400 - Transmission Repair	19.71
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.38
07041 - Cook I	12.50
07042 - Cook II	14.28
07070 - Dishwasher	10.18
07130 - Food Service Worker	11.53
07210 - Meat Cutter	16.33
07260 - Waiter/Waitress	9.97
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.57
09040 - Furniture Handler	14.82
09080 - Furniture Refinisher	21.57
09090 - Furniture Refinisher Helper	16.50
09110 - Furniture Repairer Minor	19.06
09130 - Upholsterer	21.57
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.18
11060 - Elevator Operator	13.18
11090 - Gardener	16.74
11122 - Housekeeping Aide	14.48
11150 - Janitor	14.48
11210 - Laborer Grounds Maintenance	13.56
11240 - Maid or Houseman	11.16
11260 - Pruner	12.43
11270 - Tractor Operator	15.52
11330 - Trail Maintenance Worker	13.56
11360 - Window Cleaner	15.94
12000 - Health Occupations	
12010 - Ambulance Driver	17.74
12011 - Breath Alcohol Technician	19.24
12012 - Certified Occupational	26.40
Therapist Assistant	
12015 - Certified Physical Therapist	27.49
Assistant	
12020 - Dental Assistant	17.74

12025 - Dental Hygienist	33.41
12030 - EKG Technician	29.16
12035 - Electroneurodiagnostic Technologist	29.16
12040 - Emergency Medical Technician	17.74
12071 - Licensed Practical Nurse I	17.21
12072 - Licensed Practical Nurse II	19.24
12073 - Licensed Practical Nurse III	21.45
12100 - Medical Assistant	15.64
12130 - Medical Laboratory Technician	21.36
12160 - Medical Record Clerk	15.24
12190 - Medical Record Technician	17.39
12195 - Medical Transcriptionist	17.21
12210 - Nuclear Medicine Technologist	42.29
12221 - Nursing Assistant I	11.78
12222 - Nursing Assistant II	13.24
12223 - Nursing Assistant III	14.45
12224 - Nursing Assistant IV	16.23
12235 - Optical Dispenser	18.74
12236 - Optical Technician	17.21
12250 - Pharmacy Technician	16.48
12280 - Phlebotomist	16.98
12305 - Radiologic Technologist	27.44
12311 - Registered Nurse I	24.87
12312 - Registered Nurse II	30.43
12313 - Registered Nurse II	30.43
Specialist	
12314 - Registered Nurse III	36.82
12315 - Registered Nurse III	36.82
Anesthetist	
12316 - Registered Nurse IV	44.13
12317 - Scheduler (Drug and Alcohol Testing)	23.84
12320 - Substance Abuse Treatment Counselor	23.17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.93
13012 - Exhibits Specialist II	20.98
13013 - Exhibits Specialist III	25.65
13041 - Illustrator I	16.93
13042 - Illustrator II	20.98
13043 - Illustrator III	25.65
13047 - Librarian	23.23
13050 - Library Aide/Clerk	12.69
13054 - Library Information Technology Systems	20.98

Administrator		
13058 - Library Technician		14.19
13061 - Media Specialist I		15.13
13062 - Media Specialist II		16.93
13063 - Media Specialist III		18.88
13071 - Photographer I		15.13
13072 - Photographer II		16.93
13073 - Photographer III		20.98
13074 - Photographer IV		25.65
13075 - Photographer V		31.04
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		17.07
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.45
14042 - Computer Operator II		19.51
14043 - Computer Operator III		21.77
14044 - Computer Operator IV		24.19
14045 - Computer Operator V		26.77
14071 - Computer Programmer I	(see 1)	22.19
14072 - Computer Programmer II	(see 1)	27.50
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		17.45
Operator		
14160 - Personal Computer Support		24.19
Technician		
14170 - System Support Specialist		26.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.82
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.09
Instructor (Rated)		
15030 - Air Crew Training Devices		43.24
Instructor (Pilot)		
15050 - Computer Based Training		29.82
Specialist / Instructor		
15060 - Educational Technologist		30.10
15070 - Flight Instructor (Pilot)		43.24
15080 - Graphic Artist		23.18
15085 - Maintenance Test Pilot Fixed		43.24
Jet/Prop		
15086 - Maintenance Test Pilot		43.24
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	43.24
15090 - Technical Instructor	19.71
15095 - Technical Instructor/Course Developer	24.12
15110 - Test Proctor	15.92
15120 - Tutor	15.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.54
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	13.26
16220 - Tailor	14.04
16250 - Washer Machine	11.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.65
19040 - Tool And Die Maker	26.54
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.55
21030 - Material Coordinator	20.37
21040 - Material Expediter	20.37
21050 - Material Handling Laborer	14.59
21071 - Order Filler	12.80
21080 - Production Line Worker (Food Processing)	17.55
21110 - Shipping Packer	15.93
21130 - Shipping/Receiving Clerk	15.93
21140 - Store Worker I	12.91
21150 - Stock Clerk	17.15
21210 - Tools And Parts Attendant	17.55
21410 - Warehouse Specialist	17.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.92
23019 - Aircraft Logs and Records Technician	19.06
23021 - Aircraft Mechanic I	22.70
23022 - Aircraft Mechanic II	23.92
23023 - Aircraft Mechanic III	25.01

23040 - Aircraft Mechanic Helper	16.50
23050 - Aircraft Painter	21.57
23060 - Aircraft Servicer	19.06
23070 - Aircraft Survival Flight	21.57
Equipment Technician	
23080 - Aircraft Worker	20.33
23091 - Aircrew Life Support	20.33
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	22.70
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.57
23120 - Bicycle Repairer	17.79
23125 - Cable Splicer	36.97
23130 - Carpenter Maintenance	19.62
23140 - Carpet Layer	20.33
23160 - Electrician Maintenance	23.31
23181 - Electronics Technician	24.08
Maintenance I	
23182 - Electronics Technician	25.74
Maintenance II	
23183 - Electronics Technician	27.36
Maintenance III	
23260 - Fabric Worker	19.06
23290 - Fire Alarm System Mechanic	23.58
23310 - Fire Extinguisher Repairer	17.79
23311 - Fuel Distribution System	27.74
Mechanic	
23312 - Fuel Distribution System	21.75
Operator	
23370 - General Maintenance Worker	18.95
23380 - Ground Support Equipment	22.70
Mechanic	
23381 - Ground Support Equipment	19.06
Servicer	
23382 - Ground Support Equipment	20.33
Worker	
23391 - Gunsmith I	17.79
23392 - Gunsmith II	20.33
23393 - Gunsmith III	22.70
23410 - Heating Ventilation And Air-	21.43
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.58
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.70
23440 - Heavy Equipment Operator	20.71

23460 - Instrument Mechanic	24.49
23465 - Laboratory/Shelter Mechanic	21.57
23470 - Laborer	14.59
23510 - Locksmith	21.57
23530 - Machinery Maintenance	30.46
Mechanic	
23550 - Machinist Maintenance	19.80
23580 - Maintenance Trades Helper	16.50
23591 - Metrology Technician I	24.49
23592 - Metrology Technician II	29.83
23593 - Metrology Technician III	31.47
23640 - Millwright	26.91
23710 - Office Appliance Repairer	21.57
23760 - Painter Maintenance	21.57
23790 - Pipefitter Maintenance	23.66
23810 - Plumber Maintenance	22.48
23820 - Pneudraulic Systems Mechanic	22.70
23850 - Rigger	23.98
23870 - Scale Mechanic	20.33
23890 - Sheet-Metal Worker	22.70
Maintenance	
23910 - Small Engine Mechanic	20.33
23931 - Telecommunications Mechanic	29.02
I	
23932 - Telecommunications Mechanic	30.58
II	
23950 - Telephone Lineman	21.47
23960 - Welder Combination	22.45
Maintenance	
23965 - Well Driller	22.70
23970 - Woodcraft Worker	22.70
23980 - Woodworker	17.79
24000 - Personal Needs Occupations	
24550 - Case Manager	16.86
24570 - Child Care Attendant	10.80
24580 - Child Care Center Clerk	13.47
24610 - Chore Aide	14.99
24620 - Family Readiness And Support	16.86
Services	
Coordinator	
24630 - Homemaker	16.86
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	21.79
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	19.61
25210 - Water Treatment Plant	21.79
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.62
27007 - Baggage Inspector		13.66
27008 - Corrections Officer		18.96
27010 - Court Security Officer		22.37
27030 - Detection Dog Handler		16.83
27040 - Detention Officer		18.96
27070 - Firefighter		22.79
27101 - Guard I		13.66
27102 - Guard II		16.83
27131 - Police Officer I		22.45
27132 - Police Officer II		24.95
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.91
28042 - Carnival Equipment Repairer		15.00
28043 - Carnival Worker		10.69
28210 - Gate Attendant/Gate Tender		17.49
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		19.56
28510 - Recreation Aide/Health Facility Attendant		14.27
28515 - Recreation Specialist		24.23
28630 - Sports Official		15.57
28690 - Swimming Pool Operator		20.72
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.77
29020 - Hatch Tender		22.77
29030 - Line Handler		22.77
29041 - Stevedore I		19.27
29042 - Stevedore II		24.65
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		15.88
30022 - Archeological Technician II		17.76
30023 - Archeological Technician III		22.01
30030 - Cartographic Technician		22.01
30040 - Civil Engineering Technician		22.50
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		15.88
30062 - Drafter/CAD Operator II		17.76
30063 - Drafter/CAD Operator III		19.81
30064 - Drafter/CAD Operator IV		24.37

30081 - Engineering Technician I	14.32
30082 - Engineering Technician II	16.61
30083 - Engineering Technician III	17.97
30084 - Engineering Technician IV	22.27
30085 - Engineering Technician V	27.24
30086 - Engineering Technician VI	32.82
30090 - Environmental Technician	19.19
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	18.06
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	20.55
30361 - Paralegal/Legal Assistant I	17.62
30362 - Paralegal/Legal Assistant II	21.82
30363 - Paralegal/Legal Assistant	26.70
III	
30364 - Paralegal/Legal Assistant IV	32.31
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	22.01
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	22.00
30462 - Technical Writer II	26.91
30463 - Technical Writer III	32.57
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	24.37
30502 - Weather Forecaster II	29.65
30620 - Weather Observer Combined (see 2)	19.81
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	22.01
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.34
31030 - Bus Driver	19.73
31043 - Driver Courier	16.65
31260 - Parking and Lot Attendant	13.13
31290 - Shuttle Bus Driver	16.75

31310 - Taxi Driver	12.46
31361 - Truckdriver Light	17.96
31362 - Truckdriver Medium	19.23
31363 - Truckdriver Heavy	22.38
31364 - Truckdriver Tractor-Trailer	22.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.23
99050 - Desk Clerk	11.42
99095 - Embalmer	36.56
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.05
I	
99252 - Laboratory Animal Caretaker	14.07
II	
99260 - Marketing Analyst	24.89
99310 - Mortician	36.56
99410 - Pest Controller	21.50
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.86
99711 - Recycling Specialist	23.48
99730 - Refuse Collector	18.04
99810 - Sales Clerk	11.87
99820 - School Crossing Guard	14.30
99830 - Survey Party Chief	22.30
99831 - Surveying Aide	16.30
99832 - Surveying Technician	20.24
99840 - Vending Machine Attendant	18.55
99841 - Vending Machine Repairer	22.93
99842 - Vending Machine Repairer	18.61
Helper	

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.

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.: 2015-5357

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.: 2015-5357
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.

State: Nebraska

Area: Nebraska Counties of Adams Arthur Blaine Buffalo Chase Cherry Clay
Custer Dawson Dundy Franklin Frontier Furnas Gosper Grant Greeley
Harlan Hayes Hitchcock Hooker Kearney Keith Lincoln Logan McPherson
Nuckolls Perkins Phelps Red Willow Sherman Thomas Valley Webster

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.25
01013 - Accounting Clerk III		18.18
01020 - Administrative Assistant		22.04
01035 - Court Reporter		17.81

01041 - Customer Service Representative I	12.39
01042 - Customer Service Representative II	13.93
01043 - Customer Service Representative III	15.19
01051 - Data Entry Operator I	12.10
01052 - Data Entry Operator II	13.21
01060 - Dispatcher Motor Vehicle	19.29
01070 - Document Preparation Clerk	16.88
01090 - Duplicating Machine Operator	16.88
01111 - General Clerk I	13.21
01112 - General Clerk II	14.41
01113 - General Clerk III	16.17
01120 - Housing Referral Assistant	19.85
01141 - Messenger Courier	11.49
01191 - Order Clerk I	14.02
01192 - Order Clerk II	16.02
01261 - Personnel Assistant (Employment) I	16.18
01262 - Personnel Assistant (Employment) II	18.10
01263 - Personnel Assistant (Employment) III	20.17
01270 - Production Control Clerk	23.68
01290 - Rental Clerk	13.44
01300 - Scheduler Maintenance	15.93
01311 - Secretary I	15.93
01312 - Secretary II	17.81
01313 - Secretary III	19.85
01320 - Service Order Dispatcher	17.25
01410 - Supply Technician	22.04
01420 - Survey Worker	16.55
01460 - Switchboard Operator/Receptionist	13.41
01531 - Travel Clerk I	13.43
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.15
01611 - Word Processor I	14.18
01612 - Word Processor II	15.93
01613 - Word Processor III	17.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.13
Fiberglass	
05010 - Automotive Electrician	18.15
05040 - Automotive Glass Installer	17.24
05070 - Automotive Worker	17.24
05110 - Mobile Equipment Servicer	15.40

05130 - Motor Equipment Metal Mechanic	18.90
05160 - Motor Equipment Metal Worker	17.24
05190 - Motor Vehicle Mechanic	18.90
05220 - Motor Vehicle Mechanic	15.64
Helper	
05250 - Motor Vehicle Upholstery Worker	16.27
05280 - Motor Vehicle Wrecker	17.24
05310 - Painter Automotive	18.15
05340 - Radiator Repair Specialist	17.24
05370 - Tire Repairer	16.46
05400 - Transmission Repair Specialist	18.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.11
07041 - Cook I	12.87
07042 - Cook II	14.50
07070 - Dishwasher	11.27
07130 - Food Service Worker	10.83
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.51
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	13.81
09110 - Furniture Repairer Minor	15.70
09130 - Upholsterer	17.51
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.23
11060 - Elevator Operator	14.70
11090 - Gardener	17.03
11122 - Housekeeping Aide	14.70
11150 - Janitor	14.70
11210 - Laborer Grounds Maintenance	13.79
11240 - Maid or Houseman	12.03
11260 - Pruner	12.69
11270 - Tractor Operator	15.93
11330 - Trail Maintenance Worker	13.79
11360 - Window Cleaner	15.97
12000 - Health Occupations	
12010 - Ambulance Driver	18.61
12011 - Breath Alcohol Technician	19.14
12012 - Certified Occupational Therapist Assistant	24.33

12015 - Certified Physical Therapist Assistant	25.39
12020 - Dental Assistant	20.98
12025 - Dental Hygienist	34.73
12030 - EKG Technician	25.67
12035 - Electroneurodiagnostic Technologist	25.67
12040 - Emergency Medical Technician	18.61
12071 - Licensed Practical Nurse I	17.11
12072 - Licensed Practical Nurse II	19.14
12073 - Licensed Practical Nurse III	21.33
12100 - Medical Assistant	14.65
12130 - Medical Laboratory Technician	26.04
12160 - Medical Record Clerk	16.57
12190 - Medical Record Technician	18.53
12195 - Medical Transcriptionist	17.79
12210 - Nuclear Medicine Technologist	35.41
12221 - Nursing Assistant I	11.56
12222 - Nursing Assistant II	12.99
12223 - Nursing Assistant III	14.17
12224 - Nursing Assistant IV	15.92
12235 - Optical Dispenser	17.18
12236 - Optical Technician	17.11
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	14.87
12305 - Radiologic Technologist	27.61
12311 - Registered Nurse I	24.12
12312 - Registered Nurse II	29.51
12313 - Registered Nurse II	29.51
12314 - Registered Nurse III	35.70
12315 - Registered Nurse III	35.70
12316 - Registered Nurse IV	42.79
12317 - Scheduler (Drug and Alcohol Testing)	23.71
12320 - Substance Abuse Treatment Counselor	23.81
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.44
13012 - Exhibits Specialist II	21.61
13013 - Exhibits Specialist III	26.43
13041 - Illustrator I	17.24
13042 - Illustrator II	21.37
13043 - Illustrator III	26.13
13047 - Librarian	23.92

13050 - Library Aide/Clerk	11.76
13054 - Library Information	21.61
Technology Systems	
Administrator	
13058 - Library Technician	16.15
13061 - Media Specialist I	15.59
13062 - Media Specialist II	17.44
13063 - Media Specialist III	19.45
13071 - Photographer I	15.10
13072 - Photographer II	16.88
13073 - Photographer III	20.91
13074 - Photographer IV	25.58
13075 - Photographer V	30.96
13090 - Technical Order Library	15.74
Clerk	
13110 - Video Teleconference	15.16
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.63
14042 - Computer Operator II	19.72
14043 - Computer Operator III	22.00
14044 - Computer Operator IV	24.44
14045 - Computer Operator V	27.06
14071 - Computer Programmer I	(see 1) 20.99
14072 - Computer Programmer II	(see 1) 26.01
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	17.63
Operator	
14160 - Personal Computer Support	24.44
Technician	
14170 - System Support Specialist	28.03
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.95
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	36.24
Instructor (Rated)	
15030 - Air Crew Training Devices	43.43
Instructor (Pilot)	
15050 - Computer Based Training	29.95
Specialist / Instructor	
15060 - Educational Technologist	33.68
15070 - Flight Instructor (Pilot)	43.43
15080 - Graphic Artist	19.22

15085 - Maintenance Test Pilot Fixed Jet/Prop	43.43
15086 - Maintenance Test Pilot	43.43
Rotary Wing	
15088 - Non-Maintenance Test/Co- Pilot	43.43
15090 - Technical Instructor	25.02
15095 - Technical Instructor/Course Developer	30.61
15110 - Test Proctor	20.20
15120 - Tutor	20.20
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)	20.74
19040 - Tool And Die Maker	23.97
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.79
21030 - Material Coordinator	23.68
21040 - Material Expediter	23.68
21050 - Material Handling Laborer	15.62
21071 - Order Filler	13.83
21080 - Production Line Worker (Food Processing)	19.79
21110 - Shipping Packer	17.22
21130 - Shipping/Receiving Clerk	17.22
21140 - Store Worker I	13.54
21150 - Stock Clerk	17.23
21210 - Tools And Parts Attendant	19.79
21410 - Warehouse Specialist	19.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.30

23019 - Aircraft Logs and Records	18.37
Technician	
23021 - Aircraft Mechanic I	21.36
23022 - Aircraft Mechanic II	22.30
23023 - Aircraft Mechanic III	23.00
23040 - Aircraft Mechanic Helper	16.17
23050 - Aircraft Painter	20.51
23060 - Aircraft Servicer	18.37
23070 - Aircraft Survival Flight	20.51
Equipment Technician	
23080 - Aircraft Worker	19.48
23091 - Aircrew Life Support	19.48
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	21.36
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	20.91
23120 - Bicycle Repairer	17.29
23125 - Cable Splicer	33.48
23130 - Carpenter Maintenance	18.18
23140 - Carpet Layer	19.70
23160 - Electrician Maintenance	25.11
23181 - Electronics Technician	21.54
Maintenance I	
23182 - Electronics Technician	22.69
Maintenance II	
23183 - Electronics Technician	23.62
Maintenance III	
23260 - Fabric Worker	18.59
23290 - Fire Alarm System Mechanic	21.36
23310 - Fire Extinguisher Repairer	17.49
23311 - Fuel Distribution System	27.75
Mechanic	
23312 - Fuel Distribution System	22.46
Operator	
23370 - General Maintenance Worker	17.98
23380 - Ground Support Equipment	21.36
Mechanic	
23381 - Ground Support Equipment	18.37
Servicer	
23382 - Ground Support Equipment	19.48
Worker	
23391 - Gunsmith I	17.49
23392 - Gunsmith II	19.70
23393 - Gunsmith III	21.60
23410 - Heating Ventilation And Air-	20.71
Conditioning	
Mechanic	

23411 - Heating Ventilation And Air Contidioning	21.64
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.54
23440 - Heavy Equipment Operator	19.58
23460 - Instrument Mechanic	21.60
23465 - Laboratory/Shelter Mechanic	20.74
23470 - Laborer	15.62
23510 - Locksmith	20.74
23530 - Machinery Maintenance	24.83
Mechanic	
23550 - Machinist Maintenance	19.62
23580 - Maintenance Trades Helper	15.96
23591 - Metrology Technician I	21.60
23592 - Metrology Technician II	22.56
23593 - Metrology Technician III	23.27
23640 - Millwright	21.11
23710 - Office Appliance Repairer	22.08
23760 - Painter Maintenance	17.75
23790 - Pipefitter Maintenance	22.46
23810 - Plumber Maintenance	21.57
23820 - Pneudraulic Systems Mechanic	21.60
23850 - Rigger	21.60
23870 - Scale Mechanic	19.70
23890 - Sheet-Metal Worker	21.60
Maintenance	
23910 - Small Engine Mechanic	19.70
23931 - Telecommunications Mechanic	25.19
I	
23932 - Telecommunications Mechanic	26.31
II	
23950 - Telephone Lineman	20.90
23960 - Welder Combination	19.68
Maintenance	
23965 - Well Driller	19.45
23970 - Woodcraft Worker	21.60
23980 - Woodworker	17.49
24000 - Personal Needs Occupations	
24550 - Case Manager	15.29
24570 - Child Care Attendant	10.99
24580 - Child Care Center Clerk	13.70
24610 - Chore Aide	12.77
24620 - Family Readiness And Support	15.29
Services	
Coordinator	
24630 - Homemaker	15.62
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	23.15

25040 - Sewage Plant Operator		20.71
25070 - Stationary Engineer		23.15
25190 - Ventilation Equipment Tender		17.53
25210 - Water Treatment Plant		20.71
Operator		
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.28
27007 - Baggage Inspector		14.10
27008 - Corrections Officer		19.15
27010 - Court Security Officer		20.18
27030 - Detection Dog Handler		15.77
27040 - Detention Officer		19.15
27070 - Firefighter		21.21
27101 - Guard I		14.10
27102 - Guard II		15.77
27131 - Police Officer I		22.92
27132 - Police Officer II		25.47
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.34
28042 - Carnival Equipment Repairer		15.35
28043 - Carnival Worker		11.44
28210 - Gate Attendant/Gate Tender		17.14
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		19.16
28510 - Recreation Aide/Health		13.98
Facility Attendant		
28515 - Recreation Specialist		23.74
28630 - Sports Official		15.26
28690 - Swimming Pool Operator		17.92
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		19.82
29020 - Hatch Tender		19.82
29030 - Line Handler		19.82
29041 - Stevedore I		18.71
29042 - Stevedore II		20.87
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		17.48
30022 - Archeological Technician II		19.55
30023 - Archeological Technician III		24.22
30030 - Cartographic Technician		24.22
30040 - Civil Engineering Technician		24.22
30051 - Cryogenic Technician I		26.83

30052 - Cryogenic Technician II	29.63
30061 - Drafter/CAD Operator I	17.48
30062 - Drafter/CAD Operator II	19.55
30063 - Drafter/CAD Operator III	21.79
30064 - Drafter/CAD Operator IV	26.83
30081 - Engineering Technician I	16.03
30082 - Engineering Technician II	17.99
30083 - Engineering Technician III	20.14
30084 - Engineering Technician IV	24.94
30085 - Engineering Technician V	30.51
30086 - Engineering Technician VI	36.91
30090 - Environmental Technician	24.22
30095 - Evidence Control Specialist	24.22
30210 - Laboratory Technician	29.85
30221 - Latent Fingerprint Technician I	26.83
30222 - Latent Fingerprint Technician II	29.63
30240 - Mathematical Technician	24.22
30361 - Paralegal/Legal Assistant I	18.03
30362 - Paralegal/Legal Assistant II	22.35
30363 - Paralegal/Legal Assistant III	25.55
30364 - Paralegal/Legal Assistant IV	30.47
30375 - Petroleum Supply Specialist	29.63
30390 - Photo-Optics Technician	23.64
30395 - Radiation Control Technician	29.63
30461 - Technical Writer I	24.22
30462 - Technical Writer II	29.63
30463 - Technical Writer III	35.84
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	26.83
30502 - Weather Forecaster II	32.62
30620 - Weather Observer Combined (see 2)	21.79
30621 - Weather Observer Senior (see 2)	24.22
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98

31020 - Bus Aide	12.68
31030 - Bus Driver	16.64
31043 - Driver Courier	15.82
31260 - Parking and Lot Attendant	12.80
31290 - Shuttle Bus Driver	14.78
31310 - Taxi Driver	14.34
31361 - Truckdriver Light	16.26
31362 - Truckdriver Medium	17.06
31363 - Truckdriver Heavy	18.83
31364 - Truckdriver Tractor-Trailer	18.83
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.04
99050 - Desk Clerk	11.67
99095 - Embalmer	28.85
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.50
I	
99252 - Laboratory Animal Caretaker	14.43
II	
99260 - Marketing Analyst	23.20
99310 - Mortician	28.85
99410 - Pest Controller	21.01
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.07
99711 - Recycling Specialist	22.02
99730 - Refuse Collector	17.56
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	14.74
99830 - Survey Party Chief	32.51
99831 - Surveying Aide	17.55
99832 - Surveying Technician	21.59
99840 - Vending Machine Attendant	18.49
99841 - Vending Machine Repairer	22.27
99842 - Vending Machine Repairer	18.49
Helper	

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.

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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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 PARENTHESSES 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.: 2015-5359

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.: 2015-5359
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.

State: Nebraska

Area: Nebraska Counties of Antelope Boone Knox Nance Platte Polk Wheeler

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.21
01012 - Accounting Clerk II		17.08
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		21.91
01035 - Court Reporter		17.75
01041 - Customer Service Representative I		12.83
01042 - Customer Service Representative II		14.00

01043 - Customer Service Representative III	15.73
01051 - Data Entry Operator I	13.24
01052 - Data Entry Operator II	14.45
01060 - Dispatcher Motor Vehicle	22.47
01070 - Document Preparation Clerk	14.13
01090 - Duplicating Machine Operator	14.13
01111 - General Clerk I	13.55
01112 - General Clerk II	14.79
01113 - General Clerk III	16.61
01120 - Housing Referral Assistant	19.78
01141 - Messenger Courier	11.80
01191 - Order Clerk I	16.12
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	15.87
01262 - Personnel Assistant (Employment) II	17.75
01263 - Personnel Assistant (Employment) III	19.78
01270 - Production Control Clerk	24.14
01290 - Rental Clerk	14.52
01300 - Scheduler Maintenance	15.87
01311 - Secretary I	15.87
01312 - Secretary II	17.75
01313 - Secretary III	19.78
01320 - Service Order Dispatcher	20.08
01410 - Supply Technician	21.91
01420 - Survey Worker	16.29
01460 - Switchboard Operator/Receptionist	14.36
01531 - Travel Clerk I	13.43
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.15
01611 - Word Processor I	14.13
01612 - Word Processor II	15.87
01613 - Word Processor III	17.75
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.46
Fiberglass	
05010 - Automotive Electrician	20.66
05040 - Automotive Glass Installer	20.00
05070 - Automotive Worker	20.00
05110 - Mobile Equipment Servicer	18.33
05130 - Motor Equipment Metal	21.41
Mechanic	
05160 - Motor Equipment Metal Worker	20.00
05190 - Motor Vehicle Mechanic	21.41

05220 - Motor Vehicle Mechanic	17.15
Helper	
05250 - Motor Vehicle Upholstery	19.28
Worker	
05280 - Motor Vehicle Wrecker	20.00
05310 - Painter Automotive	20.66
05340 - Radiator Repair Specialist	20.00
05370 - Tire Repairer	14.69
05400 - Transmission Repair	21.41
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.79
07041 - Cook I	12.76
07042 - Cook II	14.37
07070 - Dishwasher	10.20
07130 - Food Service Worker	11.67
07210 - Meat Cutter	14.69
07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	17.73
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	17.73
09090 - Furniture Refinisher Helper	13.98
09110 - Furniture Repairer Minor	15.89
09130 - Upholsterer	17.73
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.66
11060 - Elevator Operator	12.64
11090 - Gardener	15.94
11122 - Housekeeping Aide	12.64
11150 - Janitor	12.64
11210 - Laborer Grounds Maintenance	12.91
11240 - Maid or Houseman	12.15
11260 - Pruner	11.89
11270 - Tractor Operator	14.91
11330 - Trail Maintenance Worker	12.91
11360 - Window Cleaner	13.73
12000 - Health Occupations	
12010 - Ambulance Driver	18.34
12011 - Breath Alcohol Technician	19.57
12012 - Certified Occupational	26.85
Therapist Assistant	
12015 - Certified Physical Therapist	26.14
Assistant	
12020 - Dental Assistant	18.82
12025 - Dental Hygienist	34.25

12030 - EKG Technician	29.65
12035 - Electroneurodiagnostic Technologist	29.65
12040 - Emergency Medical Technician	18.34
12071 - Licensed Practical Nurse I	17.50
12072 - Licensed Practical Nurse II	19.57
12073 - Licensed Practical Nurse III	21.81
12100 - Medical Assistant	16.15
12130 - Medical Laboratory Technician	26.47
12160 - Medical Record Clerk	16.55
12190 - Medical Record Technician	18.51
12195 - Medical Transcriptionist	20.82
12210 - Nuclear Medicine Technologist	43.00
12221 - Nursing Assistant I	11.94
12222 - Nursing Assistant II	13.42
12223 - Nursing Assistant III	14.64
12224 - Nursing Assistant IV	16.44
12235 - Optical Dispenser	16.45
12236 - Optical Technician	17.50
12250 - Pharmacy Technician	15.96
12280 - Phlebotomist	15.83
12305 - Radiologic Technologist	27.92
12311 - Registered Nurse I	24.93
12312 - Registered Nurse II	30.49
12313 - Registered Nurse II Specialist	30.49
12314 - Registered Nurse III	36.90
12315 - Registered Nurse III Anesthetist	36.90
12316 - Registered Nurse IV	44.22
12317 - Scheduler (Drug and Alcohol Testing)	24.24
12320 - Substance Abuse Treatment Counselor	24.72
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.44
13012 - Exhibits Specialist II	21.61
13013 - Exhibits Specialist III	26.43
13041 - Illustrator I	17.24
13042 - Illustrator II	21.37
13043 - Illustrator III	26.13
13047 - Librarian	23.92
13050 - Library Aide/Clerk	11.71
13054 - Library Information Technology Systems Administrator	21.61

13058 - Library Technician	16.15
13061 - Media Specialist I	15.59
13062 - Media Specialist II	17.44
13063 - Media Specialist III	19.45
13071 - Photographer I	13.84
13072 - Photographer II	15.09
13073 - Photographer III	19.05
13074 - Photographer IV	22.90
13075 - Photographer V	24.87
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	13.78
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.09
14042 - Computer Operator II	19.13
14043 - Computer Operator III	21.33
14044 - Computer Operator IV	23.69
14045 - Computer Operator V	26.25
14071 - Computer Programmer I	(see 1) 20.99
14072 - Computer Programmer II	(see 1) 26.01
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.09
14160 - Personal Computer Support Technician	23.69
14170 - System Support Specialist	29.46
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.42
15020 - Aircrew Training Devices Instructor (Rated)	35.59
15030 - Air Crew Training Devices Instructor (Pilot)	41.65
15050 - Computer Based Training Specialist / Instructor	29.42
15060 - Educational Technologist	31.68
15070 - Flight Instructor (Pilot)	41.65
15080 - Graphic Artist	19.87
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.65
15086 - Maintenance Test Pilot Rotary Wing	41.65

15088 - Non-Maintenance Test/Co-Pilot	41.65
15090 - Technical Instructor	21.88
15095 - Technical Instructor/Course Developer	26.76
15110 - Test Proctor	17.66
15120 - Tutor	17.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.54
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	13.26
16220 - Tailor	14.04
16250 - Washer Machine	11.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.12
19040 - Tool And Die Maker	23.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.97
21030 - Material Coordinator	24.14
21040 - Material Expediter	24.14
21050 - Material Handling Laborer	17.33
21071 - Order Filler	12.43
21080 - Production Line Worker (Food Processing)	17.97
21110 - Shipping Packer	17.98
21130 - Shipping/Receiving Clerk	17.98
21140 - Store Worker I	13.54
21150 - Stock Clerk	17.23
21210 - Tools And Parts Attendant	17.97
21410 - Warehouse Specialist	17.97
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.85
23019 - Aircraft Logs and Records Technician	19.65
23021 - Aircraft Mechanic I	22.84
23022 - Aircraft Mechanic II	23.85
23023 - Aircraft Mechanic III	24.59

23040 - Aircraft Mechanic Helper	17.29
23050 - Aircraft Painter	21.93
23060 - Aircraft Servicer	19.65
23070 - Aircraft Survival Flight	21.93
Equipment Technician	
23080 - Aircraft Worker	20.83
23091 - Aircrew Life Support	20.83
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	22.84
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	20.77
23120 - Bicycle Repairer	18.49
23125 - Cable Splicer	30.21
23130 - Carpenter Maintenance	18.18
23140 - Carpet Layer	20.83
23160 - Electrician Maintenance	25.23
23181 - Electronics Technician	21.79
Maintenance I	
23182 - Electronics Technician	22.94
Maintenance II	
23183 - Electronics Technician	23.89
Maintenance III	
23260 - Fabric Worker	19.65
23290 - Fire Alarm System Mechanic	22.84
23310 - Fire Extinguisher Repairer	18.49
23311 - Fuel Distribution System	25.23
Mechanic	
23312 - Fuel Distribution System	20.42
Operator	
23370 - General Maintenance Worker	18.15
23380 - Ground Support Equipment	22.84
Mechanic	
23381 - Ground Support Equipment	19.65
Servicer	
23382 - Ground Support Equipment	20.83
Worker	
23391 - Gunsmith I	18.49
23392 - Gunsmith II	20.83
23393 - Gunsmith III	22.84
23410 - Heating Ventilation And Air-	25.06
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.18
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.78
23440 - Heavy Equipment Operator	19.49

23460 - Instrument Mechanic	22.84
23465 - Laboratory/Shelter Mechanic	21.93
23470 - Laborer	17.33
23510 - Locksmith	21.93
23530 - Machinery Maintenance	24.25
Mechanic	
23550 - Machinist Maintenance	18.53
23580 - Maintenance Trades Helper	17.29
23591 - Metrology Technician I	22.84
23592 - Metrology Technician II	23.85
23593 - Metrology Technician III	24.59
23640 - Millwright	23.13
23710 - Office Appliance Repairer	20.49
23760 - Painter Maintenance	17.75
23790 - Pipefitter Maintenance	25.62
23810 - Plumber Maintenance	24.78
23820 - Pneudraulic Systems Mechanic	22.84
23850 - Rigger	22.84
23870 - Scale Mechanic	20.83
23890 - Sheet-Metal Worker	22.15
Maintenance	
23910 - Small Engine Mechanic	20.83
23931 - Telecommunications Mechanic	29.15
I	
23932 - Telecommunications Mechanic	30.45
II	
23950 - Telephone Lineman	20.56
23960 - Welder Combination	19.73
Maintenance	
23965 - Well Driller	22.84
23970 - Woodcraft Worker	22.84
23980 - Woodworker	18.49
24000 - Personal Needs Occupations	
24550 - Case Manager	16.57
24570 - Child Care Attendant	10.54
24580 - Child Care Center Clerk	13.14
24610 - Chore Aide	12.54
24620 - Family Readiness And Support	16.57
Services	
Coordinator	
24630 - Homemaker	16.57
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	22.43
25040 - Sewage Plant Operator	24.30
25070 - Stationary Engineer	22.43
25190 - Ventilation Equipment Tender	16.98
25210 - Water Treatment Plant	24.30
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.47
27007 - Baggage Inspector		15.12
27008 - Corrections Officer		18.32
27010 - Court Security Officer		21.58
27030 - Detection Dog Handler		16.91
27040 - Detention Officer		18.32
27070 - Firefighter		24.63
27101 - Guard I		15.12
27102 - Guard II		16.91
27131 - Police Officer I		21.60
27132 - Police Officer II		24.01
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.30
28042 - Carnival Equipment Repairer		13.16
28043 - Carnival Worker		9.81
28210 - Gate Attendant/Gate Tender		16.85
28310 - Lifeguard		12.40
28350 - Park Attendant (Aide)		18.85
28510 - Recreation Aide/Health		13.75
Facility Attendant		
28515 - Recreation Specialist		23.35
28630 - Sports Official		15.00
28690 - Swimming Pool Operator		17.35
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		21.80
29020 - Hatch Tender		21.80
29030 - Line Handler		21.80
29041 - Stevedore I		20.58
29042 - Stevedore II		22.96
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	40.41
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	27.87
Specialist Station (HFO)		
30012 - Air Traffic Control		30.69
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		17.06
30022 - Archeological Technician II		19.40
30023 - Archeological Technician III		24.05
30030 - Cartographic Technician		24.05
30040 - Civil Engineering Technician		23.10
30051 - Cryogenic Technician I		25.59
30052 - Cryogenic Technician II		28.26
30061 - Drafter/CAD Operator I		17.06
30062 - Drafter/CAD Operator II		19.40
30063 - Drafter/CAD Operator III		21.64
30064 - Drafter/CAD Operator IV		26.17

30081 - Engineering Technician I	14.95
30082 - Engineering Technician II	16.79
30083 - Engineering Technician III	18.77
30084 - Engineering Technician IV	23.26
30085 - Engineering Technician V	28.45
30086 - Engineering Technician VI	34.43
30090 - Environmental Technician	23.12
30095 - Evidence Control Specialist	23.10
30210 - Laboratory Technician	22.41
30221 - Latent Fingerprint Technician I	25.59
30222 - Latent Fingerprint Technician II	28.26
30240 - Mathematical Technician	23.64
30361 - Paralegal/Legal Assistant I	20.02
30362 - Paralegal/Legal Assistant II	24.80
30363 - Paralegal/Legal Assistant	30.34
III	
30364 - Paralegal/Legal Assistant IV	36.71
30375 - Petroleum Supply Specialist	28.26
30390 - Photo-Optics Technician	23.64
30395 - Radiation Control Technician	28.26
30461 - Technical Writer I	23.10
30462 - Technical Writer II	28.26
30463 - Technical Writer III	34.19
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	26.17
30502 - Weather Forecaster II	31.84
30620 - Weather Observer Combined (see 2)	21.64
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	23.64
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	31.08
31020 - Bus Aide	14.83
31030 - Bus Driver	19.97
31043 - Driver Courier	15.67
31260 - Parking and Lot Attendant	13.91
31290 - Shuttle Bus Driver	16.48

31310 - Taxi Driver	12.95
31361 - Truckdriver Light	16.76
31362 - Truckdriver Medium	17.81
31363 - Truckdriver Heavy	22.24
31364 - Truckdriver Tractor-Trailer	22.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.15
99030 - Cashier	11.24
99050 - Desk Clerk	11.86
99095 - Embalmer	27.90
99130 - Flight Follower	25.69
99251 - Laboratory Animal Caretaker	14.51
I	
99252 - Laboratory Animal Caretaker	15.51
II	
99260 - Marketing Analyst	27.04
99310 - Mortician	27.90
99410 - Pest Controller	20.80
99510 - Photofinishing Worker	13.50
99710 - Recycling Laborer	17.60
99711 - Recycling Specialist	20.32
99730 - Refuse Collector	16.20
99810 - Sales Clerk	11.94
99820 - School Crossing Guard	14.74
99830 - Survey Party Chief	31.40
99831 - Surveying Aide	16.94
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	18.49
99841 - Vending Machine Repairer	22.27
99842 - Vending Machine Repairer	18.49
Helper	

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.

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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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.: 2015-5361

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.: 2015-5361
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.

State: Nebraska

Area: Nebraska Counties of Burt Butler Cedar Colfax Cuming Dodge Madison
Pierce Stanton Thurston Wayne

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.21
01012 - Accounting Clerk II		17.08
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		21.91
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		12.83

01042 - Customer Service Representative II	14.00
01043 - Customer Service Representative III	15.73
01051 - Data Entry Operator I	13.24
01052 - Data Entry Operator II	14.45
01060 - Dispatcher Motor Vehicle	22.47
01070 - Document Preparation Clerk	14.13
01090 - Duplicating Machine Operator	14.13
01111 - General Clerk I	13.55
01112 - General Clerk II	14.79
01113 - General Clerk III	17.51
01120 - Housing Referral Assistant	19.78
01141 - Messenger Courier	11.80
01191 - Order Clerk I	16.12
01192 - Order Clerk II	17.58
01261 - Personnel Assistant (Employment) I	15.87
01262 - Personnel Assistant (Employment) II	17.75
01263 - Personnel Assistant (Employment) III	19.78
01270 - Production Control Clerk	24.14
01290 - Rental Clerk	14.35
01300 - Scheduler Maintenance	15.87
01311 - Secretary I	15.87
01312 - Secretary II	17.75
01313 - Secretary III	19.78
01320 - Service Order Dispatcher	20.08
01410 - Supply Technician	21.91
01420 - Survey Worker	16.24
01460 - Switchboard Operator/Receptionist	14.36
01531 - Travel Clerk I	13.43
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.15
01611 - Word Processor I	14.13
01612 - Word Processor II	15.87
01613 - Word Processor III	17.75
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.46
Fiberglass	
05010 - Automotive Electrician	21.73
05040 - Automotive Glass Installer	20.64
05070 - Automotive Worker	20.64
05110 - Mobile Equipment Servicer	18.33
05130 - Motor Equipment Metal	22.63
Mechanic	
05160 - Motor Equipment Metal Worker	20.64

05190 - Motor Vehicle Mechanic	21.74
05220 - Motor Vehicle Mechanic	17.15
Helper	
05250 - Motor Vehicle Upholstery	19.48
Worker	
05280 - Motor Vehicle Wrecker	20.64
05310 - Painter Automotive	21.73
05340 - Radiator Repair Specialist	20.64
05370 - Tire Repairer	14.69
05400 - Transmission Repair	22.63
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.79
07041 - Cook I	12.76
07042 - Cook II	14.37
07070 - Dishwasher	10.20
07130 - Food Service Worker	11.67
07210 - Meat Cutter	14.69
07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	17.73
09040 - Furniture Handler	12.31
09080 - Furniture Refinisher	17.73
09090 - Furniture Refinisher Helper	13.99
09110 - Furniture Repairer Minor	15.89
09130 - Upholsterer	17.73
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.66
11060 - Elevator Operator	12.64
11090 - Gardener	15.94
11122 - Housekeeping Aide	12.64
11150 - Janitor	12.64
11210 - Laborer Grounds Maintenance	12.91
11240 - Maid or Houseman	12.15
11260 - Pruner	11.89
11270 - Tractor Operator	14.91
11330 - Trail Maintenance Worker	12.91
11360 - Window Cleaner	13.73
12000 - Health Occupations	
12010 - Ambulance Driver	17.33
12011 - Breath Alcohol Technician	19.57
12012 - Certified Occupational	26.85
Therapist Assistant	
12015 - Certified Physical Therapist	25.72
Assistant	
12020 - Dental Assistant	18.82

12025 - Dental Hygienist	34.25
12030 - EKG Technician	29.65
12035 - Electroneurodiagnostic Technologist	29.65
12040 - Emergency Medical Technician	17.33
12071 - Licensed Practical Nurse I	17.50
12072 - Licensed Practical Nurse II	19.57
12073 - Licensed Practical Nurse III	21.81
12100 - Medical Assistant	16.15
12130 - Medical Laboratory Technician	27.73
12160 - Medical Record Clerk	17.04
12190 - Medical Record Technician	19.06
12195 - Medical Transcriptionist	20.82
12210 - Nuclear Medicine Technologist	43.00
12221 - Nursing Assistant I	11.94
12222 - Nursing Assistant II	13.42
12223 - Nursing Assistant III	14.64
12224 - Nursing Assistant IV	16.44
12235 - Optical Dispenser	16.45
12236 - Optical Technician	17.50
12250 - Pharmacy Technician	15.96
12280 - Phlebotomist	15.88
12305 - Radiologic Technologist	27.92
12311 - Registered Nurse I	24.93
12312 - Registered Nurse II	30.49
12313 - Registered Nurse II	30.49
Specialist	
12314 - Registered Nurse III	36.90
12315 - Registered Nurse III	36.90
Anesthetist	
12316 - Registered Nurse IV	44.22
12317 - Scheduler (Drug and Alcohol Testing)	24.24
12320 - Substance Abuse Treatment Counselor	24.72
13000 - Information And Arts Occupations	
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	9.86
13054 - Library Information Technology Systems	21.59

Administrator		
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		13.89
13072 - Photographer II		15.54
13073 - Photographer III		19.17
13074 - Photographer IV		22.54
13075 - Photographer V		27.27
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		14.95
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.09
14042 - Computer Operator II		19.13
14043 - Computer Operator III		22.76
14044 - Computer Operator IV		24.38
14045 - Computer Operator V		27.04
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		17.09
Operator		
14160 - Personal Computer Support		24.38
Technician		
14170 - System Support Specialist		29.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.60
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		34.75
Instructor (Rated)		
15030 - Air Crew Training Devices		41.65
Instructor (Pilot)		
15050 - Computer Based Training		30.60
Specialist / Instructor		
15060 - Educational Technologist		31.69
15070 - Flight Instructor (Pilot)		41.65
15080 - Graphic Artist		21.89
15085 - Maintenance Test Pilot Fixed		41.65
Jet/Prop		
15086 - Maintenance Test Pilot		41.65
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	41.65
15090 - Technical Instructor	21.97
15095 - Technical Instructor/Course Developer	26.88
15110 - Test Proctor	17.74
15120 - Tutor	17.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.54
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	13.26
16220 - Tailor	14.04
16250 - Washer Machine	11.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.12
19040 - Tool And Die Maker	23.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.97
21030 - Material Coordinator	24.14
21040 - Material Expediter	24.14
21050 - Material Handling Laborer	17.33
21071 - Order Filler	12.43
21080 - Production Line Worker (Food Processing)	17.97
21110 - Shipping Packer	17.98
21130 - Shipping/Receiving Clerk	17.98
21140 - Store Worker I	13.54
21150 - Stock Clerk	17.23
21210 - Tools And Parts Attendant	17.97
21410 - Warehouse Specialist	17.97
23000 - Mechanics And Maintenance And Repair Occupations	
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	24.50
Equipment Technician	
23080 - Aircraft Worker	23.40
23091 - Aircrew Life Support	23.40
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	24.89
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.93
23120 - Bicycle Repairer	18.49
23125 - Cable Splicer	31.82
23130 - Carpenter Maintenance	16.95
23140 - Carpet Layer	20.83
23160 - Electrician Maintenance	25.24
23181 - Electronics Technician	21.79
Maintenance I	
23182 - Electronics Technician	23.35
Maintenance II	
23183 - Electronics Technician	23.92
Maintenance III	
23260 - Fabric Worker	19.65
23290 - Fire Alarm System Mechanic	22.84
23310 - Fire Extinguisher Repairer	18.49
23311 - Fuel Distribution System	28.19
Mechanic	
23312 - Fuel Distribution System	22.83
Operator	
23370 - General Maintenance Worker	18.15
23380 - Ground Support Equipment	24.89
Mechanic	
23381 - Ground Support Equipment	23.11
Servicer	
23382 - Ground Support Equipment	23.40
Worker	
23391 - Gunsmith I	18.49
23392 - Gunsmith II	20.83
23393 - Gunsmith III	22.84
23410 - Heating Ventilation And Air-	26.02
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.17
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.78
23440 - Heavy Equipment Operator	19.49

23460 - Instrument Mechanic	23.27
23465 - Laboratory/Shelter Mechanic	21.93
23470 - Laborer	17.33
23510 - Locksmith	21.93
23530 - Machinery Maintenance	24.25
Mechanic	
23550 - Machinist Maintenance	18.53
23580 - Maintenance Trades Helper	17.29
23591 - Metrology Technician I	23.27
23592 - Metrology Technician II	23.85
23593 - Metrology Technician III	24.59
23640 - Millwright	25.20
23710 - Office Appliance Repairer	21.44
23760 - Painter Maintenance	15.77
23790 - Pipefitter Maintenance	26.10
23810 - Plumber Maintenance	25.32
23820 - Pneudraulic Systems Mechanic	22.84
23850 - Rigger	22.84
23870 - Scale Mechanic	20.83
23890 - Sheet-Metal Worker	22.73
Maintenance	
23910 - Small Engine Mechanic	20.83
23931 - Telecommunications Mechanic	29.15
I	
23932 - Telecommunications Mechanic	31.55
II	
23950 - Telephone Lineman	20.55
23960 - Welder Combination	19.73
Maintenance	
23965 - Well Driller	22.84
23970 - Woodcraft Worker	22.84
23980 - Woodworker	18.49
24000 - Personal Needs Occupations	
24550 - Case Manager	17.31
24570 - Child Care Attendant	10.54
24580 - Child Care Center Clerk	13.42
24610 - Chore Aide	12.54
24620 - Family Readiness And Support	17.31
Services	
Coordinator	
24630 - Homemaker	17.31
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	22.43
25040 - Sewage Plant Operator	24.30
25070 - Stationary Engineer	22.43
25190 - Ventilation Equipment Tender	16.98
25210 - Water Treatment Plant	24.30
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.47
27007 - Baggage Inspector		15.12
27008 - Corrections Officer		18.32
27010 - Court Security Officer		22.20
27030 - Detection Dog Handler		16.91
27040 - Detention Officer		18.32
27070 - Firefighter		24.63
27101 - Guard I		15.12
27102 - Guard II		16.91
27131 - Police Officer I		22.90
27132 - Police Officer II		25.45
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.30
28042 - Carnival Equipment Repairer		13.16
28043 - Carnival Worker		9.81
28210 - Gate Attendant/Gate Tender		16.85
28310 - Lifeguard		12.40
28350 - Park Attendant (Aide)		18.85
28510 - Recreation Aide/Health		13.75
Facility Attendant		
28515 - Recreation Specialist		23.35
28630 - Sports Official		15.00
28690 - Swimming Pool Operator		17.03
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		21.04
29020 - Hatch Tender		21.04
29030 - Line Handler		21.04
29041 - Stevedore I		19.94
29042 - Stevedore II		22.25
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	40.41
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	27.87
Specialist Station (HFO)		
30012 - Air Traffic Control		30.69
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		23.10
30051 - Cryogenic Technician I		25.59
30052 - Cryogenic Technician II		28.26
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	23.26
30095 - Evidence Control Specialist	23.10
30210 - Laboratory Technician	22.74
30221 - Latent Fingerprint Technician I	25.59
30222 - Latent Fingerprint Technician II	28.26
30240 - Mathematical Technician	25.41
30361 - Paralegal/Legal Assistant I	20.02
30362 - Paralegal/Legal Assistant II	24.80
30363 - Paralegal/Legal Assistant	30.34
III	
30364 - Paralegal/Legal Assistant IV	36.71
30375 - Petroleum Supply Specialist	28.26
30390 - Photo-Optics Technician	25.37
30395 - Radiation Control Technician	28.26
30461 - Technical Writer I	23.10
30462 - Technical Writer II	28.26
30463 - Technical Writer III	34.19
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	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	31.08
31020 - Bus Aide	15.22
31030 - Bus Driver	19.97
31043 - Driver Courier	15.67
31260 - Parking and Lot Attendant	13.81
31290 - Shuttle Bus Driver	16.48

31310 - Taxi Driver	12.95
31361 - Truckdriver Light	16.76
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	22.24
31364 - Truckdriver Tractor-Trailer	22.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.15
99030 - Cashier	11.24
99050 - Desk Clerk	11.86
99095 - Embalmer	34.13
99130 - Flight Follower	25.69
99251 - Laboratory Animal Caretaker	14.44
I	
99252 - Laboratory Animal Caretaker	14.81
II	
99260 - Marketing Analyst	27.04
99310 - Mortician	34.13
99410 - Pest Controller	20.80
99510 - Photofinishing Worker	13.50
99710 - Recycling Laborer	17.60
99711 - Recycling Specialist	20.32
99730 - Refuse Collector	16.20
99810 - Sales Clerk	12.39
99820 - School Crossing Guard	14.74
99830 - Survey Party Chief	30.36
99831 - Surveying Aide	16.43
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	18.49
99841 - Vending Machine Repairer	22.27
99842 - Vending Machine Repairer	18.49
Helper	

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.

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.: 2015-5363

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.: 2015-5363
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.

State: Nebraska

Area: Nebraska Counties of Fillmore Jefferson Saline Thayer York

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.25
01013 - Accounting Clerk III		18.18
01020 - Administrative Assistant		22.04
01035 - Court Reporter		17.81
01041 - Customer Service Representative I		12.81
01042 - Customer Service Representative II		13.98

01043 - Customer Service Representative III	15.70
01051 - Data Entry Operator I	11.41
01052 - Data Entry Operator II	12.72
01060 - Dispatcher Motor Vehicle	19.29
01070 - Document Preparation Clerk	16.58
01090 - Duplicating Machine Operator	16.58
01111 - General Clerk I	13.10
01112 - General Clerk II	14.29
01113 - General Clerk III	16.04
01120 - Housing Referral Assistant	19.85
01141 - Messenger Courier	11.49
01191 - Order Clerk I	14.02
01192 - Order Clerk II	15.30
01261 - Personnel Assistant (Employment) I	15.98
01262 - Personnel Assistant (Employment) II	17.87
01263 - Personnel Assistant (Employment) III	19.92
01270 - Production Control Clerk	23.47
01290 - Rental Clerk	13.44
01300 - Scheduler Maintenance	15.93
01311 - Secretary I	15.93
01312 - Secretary II	17.81
01313 - Secretary III	19.85
01320 - Service Order Dispatcher	17.25
01410 - Supply Technician	22.04
01420 - Survey Worker	16.55
01460 - Switchboard Operator/Receptionist	13.41
01531 - Travel Clerk I	13.43
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.15
01611 - Word Processor I	14.18
01612 - Word Processor II	15.93
01613 - Word Processor III	17.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.72
Fiberglass	
05010 - Automotive Electrician	17.51
05040 - Automotive Glass Installer	16.62
05070 - Automotive Worker	16.62
05110 - Mobile Equipment Servicer	15.40
05130 - Motor Equipment Metal	18.23
Mechanic	
05160 - Motor Equipment Metal Worker	16.62
05190 - Motor Vehicle Mechanic	18.23

05220 - Motor Vehicle Mechanic	15.64
Helper	
05250 - Motor Vehicle Upholstery	15.94
Worker	
05280 - Motor Vehicle Wrecker	16.62
05310 - Painter Automotive	17.51
05340 - Radiator Repair Specialist	16.62
05370 - Tire Repairer	16.46
05400 - Transmission Repair	18.23
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.33
07041 - Cook I	12.87
07042 - Cook II	14.50
07070 - Dishwasher	11.27
07130 - Food Service Worker	10.83
07210 - Meat Cutter	14.85
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	17.51
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	13.90
09110 - Furniture Repairer Minor	15.81
09130 - Upholsterer	17.51
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.23
11060 - Elevator Operator	14.70
11090 - Gardener	17.03
11122 - Housekeeping Aide	14.70
11150 - Janitor	14.70
11210 - Laborer Grounds Maintenance	13.79
11240 - Maid or Houseman	12.03
11260 - Pruner	12.69
11270 - Tractor Operator	15.93
11330 - Trail Maintenance Worker	13.79
11360 - Window Cleaner	15.97
12000 - Health Occupations	
12010 - Ambulance Driver	18.61
12011 - Breath Alcohol Technician	19.14
12012 - Certified Occupational	24.33
Therapist Assistant	
12015 - Certified Physical Therapist	25.41
Assistant	
12020 - Dental Assistant	21.05
12025 - Dental Hygienist	35.04

12030 - EKG Technician	26.51
12035 - Electroneurodiagnostic Technologist	26.51
12040 - Emergency Medical Technician	18.61
12071 - Licensed Practical Nurse I	17.11
12072 - Licensed Practical Nurse II	19.14
12073 - Licensed Practical Nurse III	21.33
12100 - Medical Assistant	14.86
12130 - Medical Laboratory Technician	26.04
12160 - Medical Record Clerk	16.57
12190 - Medical Record Technician	18.53
12195 - Medical Transcriptionist	17.79
12210 - Nuclear Medicine Technologist	35.41
12221 - Nursing Assistant I	11.56
12222 - Nursing Assistant II	12.99
12223 - Nursing Assistant III	14.17
12224 - Nursing Assistant IV	15.92
12235 - Optical Dispenser	18.56
12236 - Optical Technician	17.11
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	16.47
12305 - Radiologic Technologist	27.61
12311 - Registered Nurse I	24.12
12312 - Registered Nurse II	29.51
12313 - Registered Nurse II Specialist	29.51
12314 - Registered Nurse III	35.70
12315 - Registered Nurse III Anesthetist	35.70
12316 - Registered Nurse IV	42.79
12317 - Scheduler (Drug and Alcohol Testing)	23.71
12320 - Substance Abuse Treatment Counselor	26.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.44
13012 - Exhibits Specialist II	21.61
13013 - Exhibits Specialist III	26.43
13041 - Illustrator I	17.24
13042 - Illustrator II	21.37
13043 - Illustrator III	26.13
13047 - Librarian	23.92
13050 - Library Aide/Clerk	11.76
13054 - Library Information Technology Systems Administrator	21.61

13058 - Library Technician	16.15
13061 - Media Specialist I	15.59
13062 - Media Specialist II	17.44
13063 - Media Specialist III	19.45
13071 - Photographer I	15.10
13072 - Photographer II	16.88
13073 - Photographer III	20.91
13074 - Photographer IV	25.58
13075 - Photographer V	30.96
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	15.10
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.63
14042 - Computer Operator II	19.72
14043 - Computer Operator III	22.00
14044 - Computer Operator IV	24.44
14045 - Computer Operator V	27.06
14071 - Computer Programmer I	(see 1) 20.99
14072 - Computer Programmer II	(see 1) 26.01
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.63
14160 - Personal Computer Support Technician	24.44
14170 - System Support Specialist	28.03
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.95
15020 - Aircrew Training Devices Instructor (Rated)	36.24
15030 - Air Crew Training Devices Instructor (Pilot)	43.43
15050 - Computer Based Training Specialist / Instructor	29.95
15060 - Educational Technologist	33.68
15070 - Flight Instructor (Pilot)	43.43
15080 - Graphic Artist	19.22
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.43
15086 - Maintenance Test Pilot Rotary Wing	43.43

15088 - Non-Maintenance Test/Co-Pilot	43.43
15090 - Technical Instructor	27.08
15095 - Technical Instructor/Course Developer	33.13
15110 - Test Proctor	21.86
15120 - Tutor	21.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.54
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	13.26
16220 - Tailor	14.04
16250 - Washer Machine	11.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.52
19040 - Tool And Die Maker	22.56
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.79
21030 - Material Coordinator	23.47
21040 - Material Expediter	23.47
21050 - Material Handling Laborer	15.62
21071 - Order Filler	13.83
21080 - Production Line Worker (Food Processing)	19.79
21110 - Shipping Packer	17.22
21130 - Shipping/Receiving Clerk	17.22
21140 - Store Worker I	13.54
21150 - Stock Clerk	17.23
21210 - Tools And Parts Attendant	19.79
21410 - Warehouse Specialist	19.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.36
23019 - Aircraft Logs and Records Technician	19.26
23021 - Aircraft Mechanic I	22.37
23022 - Aircraft Mechanic II	23.36
23023 - Aircraft Mechanic III	24.11

23040 - Aircraft Mechanic Helper	16.95
23050 - Aircraft Painter	21.48
23060 - Aircraft Servicer	19.26
23070 - Aircraft Survival Flight	21.48
Equipment Technician	
23080 - Aircraft Worker	20.40
23091 - Aircrew Life Support	20.40
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	22.37
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.48
23120 - Bicycle Repairer	17.29
23125 - Cable Splicer	33.48
23130 - Carpenter Maintenance	18.18
23140 - Carpet Layer	20.40
23160 - Electrician Maintenance	25.11
23181 - Electronics Technician	20.40
Maintenance I	
23182 - Electronics Technician	22.43
Maintenance II	
23183 - Electronics Technician	22.53
Maintenance III	
23260 - Fabric Worker	19.26
23290 - Fire Alarm System Mechanic	22.37
23310 - Fire Extinguisher Repairer	18.12
23311 - Fuel Distribution System	22.94
Mechanic	
23312 - Fuel Distribution System	18.56
Operator	
23370 - General Maintenance Worker	17.98
23380 - Ground Support Equipment	22.37
Mechanic	
23381 - Ground Support Equipment	19.26
Servicer	
23382 - Ground Support Equipment	20.40
Worker	
23391 - Gunsmith I	18.12
23392 - Gunsmith II	20.40
23393 - Gunsmith III	22.37
23410 - Heating Ventilation And Air-	20.71
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	21.64
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.54
23440 - Heavy Equipment Operator	20.42

23460 - Instrument Mechanic	22.37
23465 - Laboratory/Shelter Mechanic	21.48
23470 - Laborer	15.85
23510 - Locksmith	21.48
23530 - Machinery Maintenance	24.92
Mechanic	
23550 - Machinist Maintenance	19.62
23580 - Maintenance Trades Helper	16.95
23591 - Metrology Technician I	22.37
23592 - Metrology Technician II	23.36
23593 - Metrology Technician III	24.11
23640 - Millwright	22.37
23710 - Office Appliance Repairer	23.63
23760 - Painter Maintenance	21.48
23790 - Pipefitter Maintenance	22.46
23810 - Plumber Maintenance	21.57
23820 - Pneudraulic Systems Mechanic	22.37
23850 - Rigger	22.37
23870 - Scale Mechanic	20.40
23890 - Sheet-Metal Worker	22.37
Maintenance	
23910 - Small Engine Mechanic	20.40
23931 - Telecommunications Mechanic	26.72
I	
23932 - Telecommunications Mechanic	27.91
II	
23950 - Telephone Lineman	22.37
23960 - Welder Combination	19.68
Maintenance	
23965 - Well Driller	22.37
23970 - Woodcraft Worker	22.37
23980 - Woodworker	18.12
24000 - Personal Needs Occupations	
24550 - Case Manager	15.62
24570 - Child Care Attendant	10.99
24580 - Child Care Center Clerk	13.70
24610 - Chore Aide	12.77
24620 - Family Readiness And Support	15.62
Services	
Coordinator	
24630 - Homemaker	15.62
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	23.45
25040 - Sewage Plant Operator	20.50
25070 - Stationary Engineer	23.45
25190 - Ventilation Equipment Tender	17.75
25210 - Water Treatment Plant	20.50
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.28
27007 - Baggage Inspector		17.06
27008 - Corrections Officer		19.15
27010 - Court Security Officer		20.18
27030 - Detection Dog Handler		19.09
27040 - Detention Officer		19.15
27070 - Firefighter		21.21
27101 - Guard I		17.06
27102 - Guard II		19.09
27131 - Police Officer I		22.92
27132 - Police Officer II		25.47
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.97
28042 - Carnival Equipment Repairer		14.94
28043 - Carnival Worker		11.14
28210 - Gate Attendant/Gate Tender		17.14
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		19.16
28510 - Recreation Aide/Health		13.98
Facility Attendant		
28515 - Recreation Specialist		23.74
28630 - Sports Official		15.26
28690 - Swimming Pool Operator		20.92
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		20.40
29020 - Hatch Tender		20.40
29030 - Line Handler		20.40
29041 - Stevedore I		19.26
29042 - Stevedore II		21.48
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		17.48
30022 - Archeological Technician II		19.55
30023 - Archeological Technician III		24.22
30030 - Cartographic Technician		24.22
30040 - Civil Engineering Technician		23.49
30051 - Cryogenic Technician I		26.01
30052 - Cryogenic Technician II		28.73
30061 - Drafter/CAD Operator I		17.48
30062 - Drafter/CAD Operator II		19.55
30063 - Drafter/CAD Operator III		21.79
30064 - Drafter/CAD Operator IV		26.83

30081 - Engineering Technician I	15.70
30082 - Engineering Technician II	17.78
30083 - Engineering Technician III	19.87
30084 - Engineering Technician IV	24.62
30085 - Engineering Technician V	30.11
30086 - Engineering Technician VI	36.16
30090 - Environmental Technician	23.49
30095 - Evidence Control Specialist	23.49
30210 - Laboratory Technician	23.07
30221 - Latent Fingerprint Technician I	26.01
30222 - Latent Fingerprint Technician II	28.73
30240 - Mathematical Technician	24.22
30361 - Paralegal/Legal Assistant I	18.15
30362 - Paralegal/Legal Assistant II	22.47
30363 - Paralegal/Legal Assistant	27.50
III	
30364 - Paralegal/Legal Assistant IV	30.92
30375 - Petroleum Supply Specialist	28.73
30390 - Photo-Optics Technician	23.64
30395 - Radiation Control Technician	28.73
30461 - Technical Writer I	23.49
30462 - Technical Writer II	28.73
30463 - Technical Writer III	34.77
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	26.83
30502 - Weather Forecaster II	32.62
30620 - Weather Observer Combined (see 2)	21.79
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.22
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.68
31030 - Bus Driver	16.64
31043 - Driver Courier	15.82
31260 - Parking and Lot Attendant	12.80
31290 - Shuttle Bus Driver	14.92

31310 - Taxi Driver	14.37
31361 - Truckdriver Light	16.41
31362 - Truckdriver Medium	17.44
31363 - Truckdriver Heavy	18.83
31364 - Truckdriver Tractor-Trailer	18.83
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.04
99050 - Desk Clerk	11.67
99095 - Embalmer	28.85
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.50
I	
99252 - Laboratory Animal Caretaker	14.43
II	
99260 - Marketing Analyst	23.85
99310 - Mortician	28.85
99410 - Pest Controller	21.01
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.01
99711 - Recycling Specialist	21.95
99730 - Refuse Collector	17.51
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	14.74
99830 - Survey Party Chief	32.51
99831 - Surveying Aide	17.55
99832 - Surveying Technician	21.59
99840 - Vending Machine Attendant	18.49
99841 - Vending Machine Repairer	22.27
99842 - Vending Machine Repairer	18.49
Helper	

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.

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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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.: 2015-5365

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.: 2015-5365
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.

State: Nebraska

Area: Nebraska Counties of Gage Johnson Nemaha Otoe Pawnee Richardson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.25
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		22.04
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		12.81
01042 - Customer Service Representative II		13.98

01043 - Customer Service Representative III	15.70
01051 - Data Entry Operator I	11.53
01052 - Data Entry Operator II	12.58
01060 - Dispatcher Motor Vehicle	19.29
01070 - Document Preparation Clerk	16.88
01090 - Duplicating Machine Operator	16.88
01111 - General Clerk I	13.21
01112 - General Clerk II	14.41
01113 - General Clerk III	17.51
01120 - Housing Referral Assistant	19.85
01141 - Messenger Courier	11.68
01191 - Order Clerk I	14.02
01192 - Order Clerk II	15.30
01261 - Personnel Assistant (Employment) I	16.18
01262 - Personnel Assistant (Employment) II	18.10
01263 - Personnel Assistant (Employment) III	20.17
01270 - Production Control Clerk	23.47
01290 - Rental Clerk	13.44
01300 - Scheduler Maintenance	15.93
01311 - Secretary I	15.93
01312 - Secretary II	17.81
01313 - Secretary III	19.85
01320 - Service Order Dispatcher	17.25
01410 - Supply Technician	22.04
01420 - Survey Worker	16.55
01460 - Switchboard Operator/Receptionist	13.08
01531 - Travel Clerk I	13.43
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.15
01611 - Word Processor I	14.18
01612 - Word Processor II	15.93
01613 - Word Processor III	17.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.67
Fiberglass	
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
Mechanic	
05160 - Motor Equipment Metal Worker	18.38
05190 - Motor Vehicle Mechanic	18.23

05220 - Motor Vehicle Mechanic	16.21
Helper	
05250 - Motor Vehicle Upholstery	18.08
Worker	
05280 - Motor Vehicle Wrecker	18.38
05310 - Painter Automotive	18.93
05340 - Radiator Repair Specialist	17.13
05370 - Tire Repairer	16.46
05400 - Transmission Repair	19.53
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.96
07041 - Cook I	12.87
07042 - Cook II	14.50
07070 - Dishwasher	11.27
07130 - Food Service Worker	10.83
07210 - Meat Cutter	14.85
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	17.51
09040 - Furniture Handler	13.54
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	15.39
09110 - Furniture Repairer Minor	16.69
09130 - Upholsterer	17.51
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.23
11060 - Elevator Operator	14.70
11090 - Gardener	17.03
11122 - Housekeeping Aide	14.70
11150 - Janitor	14.70
11210 - Laborer Grounds Maintenance	13.79
11240 - Maid or Houseman	12.03
11260 - Pruner	12.69
11270 - Tractor Operator	15.93
11330 - Trail Maintenance Worker	13.79
11360 - Window Cleaner	15.97
12000 - Health Occupations	
12010 - Ambulance Driver	18.61
12011 - Breath Alcohol Technician	19.14
12012 - Certified Occupational	24.33
Therapist Assistant	
12015 - Certified Physical Therapist	25.39
Assistant	
12020 - Dental Assistant	21.05
12025 - Dental Hygienist	37.33

12030 - EKG Technician	26.51
12035 - Electroneurodiagnostic Technologist	26.51
12040 - Emergency Medical Technician	18.61
12071 - Licensed Practical Nurse I	17.11
12072 - Licensed Practical Nurse II	19.14
12073 - Licensed Practical Nurse III	21.33
12100 - Medical Assistant	14.86
12130 - Medical Laboratory Technician	26.04
12160 - Medical Record Clerk	16.57
12190 - Medical Record Technician	18.53
12195 - Medical Transcriptionist	17.79
12210 - Nuclear Medicine Technologist	38.45
12221 - Nursing Assistant I	11.56
12222 - Nursing Assistant II	12.99
12223 - Nursing Assistant III	14.17
12224 - Nursing Assistant IV	15.92
12235 - Optical Dispenser	18.56
12236 - Optical Technician	17.11
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	16.59
12305 - Radiologic Technologist	27.61
12311 - Registered Nurse I	24.12
12312 - Registered Nurse II	29.51
12313 - Registered Nurse II Specialist	29.51
12314 - Registered Nurse III	35.70
12315 - Registered Nurse III Anesthetist	35.70
12316 - Registered Nurse IV	42.79
12317 - Scheduler (Drug and Alcohol Testing)	23.71
12320 - Substance Abuse Treatment Counselor	26.02
13000 - Information And Arts Occupations	
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	11.76
13054 - Library Information Technology Systems Administrator	21.59

13058 - Library Technician	15.38
13061 - Media Specialist I	15.58
13062 - Media Specialist II	17.42
13063 - Media Specialist III	19.42
13071 - Photographer I	15.10
13072 - Photographer II	16.88
13073 - Photographer III	20.91
13074 - Photographer IV	25.58
13075 - Photographer V	30.96
13090 - Technical Order Library	15.49
Clerk	
13110 - Video Teleconference	15.10
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	18.27
14042 - Computer Operator II	20.43
14043 - Computer Operator III	22.77
14044 - Computer Operator IV	25.31
14045 - Computer Operator V	28.03
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	18.27
Operator	
14160 - Personal Computer Support	25.31
Technician	
14170 - System Support Specialist	28.03
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.60
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	36.24
Instructor (Rated)	
15030 - Air Crew Training Devices	43.43
Instructor (Pilot)	
15050 - Computer Based Training	30.60
Specialist / Instructor	
15060 - Educational Technologist	33.68
15070 - Flight Instructor (Pilot)	43.43
15080 - Graphic Artist	21.89
15085 - Maintenance Test Pilot Fixed	43.43
Jet/Prop	
15086 - Maintenance Test Pilot	43.43
Rotary Wing	

15088 - Non-Maintenance Test/Co-Pilot	43.43
15090 - Technical Instructor	28.18
15095 - Technical Instructor/Course Developer	33.13
15110 - Test Proctor	22.74
15120 - Tutor	22.74
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.97
16030 - Counter Attendant	10.97
16040 - Dry Cleaner	12.54
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	13.26
16220 - Tailor	14.04
16250 - Washer Machine	11.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.95
19040 - Tool And Die Maker	22.62
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.79
21030 - Material Coordinator	23.47
21040 - Material Expediter	23.47
21050 - Material Handling Laborer	15.94
21071 - Order Filler	13.83
21080 - Production Line Worker (Food Processing)	19.79
21110 - Shipping Packer	17.42
21130 - Shipping/Receiving Clerk	17.42
21140 - Store Worker I	13.54
21150 - Stock Clerk	17.23
21210 - Tools And Parts Attendant	19.79
21410 - Warehouse Specialist	19.79
23000 - Mechanics And Maintenance And Repair Occupations	
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	24.50
Equipment Technician	
23080 - Aircraft Worker	23.40
23091 - Aircrew Life Support	23.40
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	24.89
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.48
23120 - Bicycle Repairer	17.95
23125 - Cable Splicer	35.50
23130 - Carpenter Maintenance	17.74
23140 - Carpet Layer	20.40
23160 - Electrician Maintenance	25.11
23181 - Electronics Technician	21.23
Maintenance I	
23182 - Electronics Technician	23.35
Maintenance II	
23183 - Electronics Technician	23.92
Maintenance III	
23260 - Fabric Worker	19.26
23290 - Fire Alarm System Mechanic	22.37
23310 - Fire Extinguisher Repairer	18.12
23311 - Fuel Distribution System	29.03
Mechanic	
23312 - Fuel Distribution System	24.44
Operator	
23370 - General Maintenance Worker	17.98
23380 - Ground Support Equipment	24.89
Mechanic	
23381 - Ground Support Equipment	23.11
Servicer	
23382 - Ground Support Equipment	23.40
Worker	
23391 - Gunsmith I	18.12
23392 - Gunsmith II	20.40
23393 - Gunsmith III	22.37
23410 - Heating Ventilation And Air-	22.40
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.40
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.54
23440 - Heavy Equipment Operator	20.42

23460 - Instrument Mechanic	23.27
23465 - Laboratory/Shelter Mechanic	21.48
23470 - Laborer	15.94
23510 - Locksmith	21.48
23530 - Machinery Maintenance	24.83
Mechanic	
23550 - Machinist Maintenance	19.74
23580 - Maintenance Trades Helper	16.95
23591 - Metrology Technician I	23.27
23592 - Metrology Technician II	23.36
23593 - Metrology Technician III	24.11
23640 - Millwright	22.37
23710 - Office Appliance Repairer	23.63
23760 - Painter Maintenance	20.78
23790 - Pipefitter Maintenance	26.10
23810 - Plumber Maintenance	25.32
23820 - Pneudraulic Systems Mechanic	22.37
23850 - Rigger	22.37
23870 - Scale Mechanic	20.40
23890 - Sheet-Metal Worker	22.73
Maintenance	
23910 - Small Engine Mechanic	20.33
23931 - Telecommunications Mechanic	27.50
I	
23932 - Telecommunications Mechanic	28.72
II	
23950 - Telephone Lineman	22.37
23960 - Welder Combination	19.68
Maintenance	
23965 - Well Driller	22.37
23970 - Woodcraft Worker	22.37
23980 - Woodworker	18.12
24000 - Personal Needs Occupations	
24550 - Case Manager	15.62
24570 - Child Care Attendant	10.99
24580 - Child Care Center Clerk	13.70
24610 - Chore Aide	12.77
24620 - Family Readiness And Support	15.62
Services	
Coordinator	
24630 - Homemaker	15.62
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	23.45
25040 - Sewage Plant Operator	20.76
25070 - Stationary Engineer	23.45
25190 - Ventilation Equipment Tender	17.75
25210 - Water Treatment Plant	20.76
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.28
27007 - Baggage Inspector		17.31
27008 - Corrections Officer		19.15
27010 - Court Security Officer		22.20
27030 - Detection Dog Handler		21.62
27040 - Detention Officer		19.15
27070 - Firefighter		22.36
27101 - Guard I		17.31
27102 - Guard II		21.62
27131 - Police Officer I		22.92
27132 - Police Officer II		25.47
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.97
28042 - Carnival Equipment Repairer		14.94
28043 - Carnival Worker		10.86
28210 - Gate Attendant/Gate Tender		17.14
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		19.16
28510 - Recreation Aide/Health		13.98
Facility Attendant		
28515 - Recreation Specialist		23.74
28630 - Sports Official		15.26
28690 - Swimming Pool Operator		20.92
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		20.40
29020 - Hatch Tender		20.40
29030 - Line Handler		20.40
29041 - Stevedore I		19.26
29042 - Stevedore II		21.48
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		23.49
30051 - Cryogenic Technician I		26.01
30052 - Cryogenic Technician II		28.73
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	16.03
30082 - Engineering Technician II	17.99
30083 - Engineering Technician III	20.14
30084 - Engineering Technician IV	24.94
30085 - Engineering Technician V	30.51
30086 - Engineering Technician VI	36.91
30090 - Environmental Technician	23.62
30095 - Evidence Control Specialist	23.49
30210 - Laboratory Technician	30.26
30221 - Latent Fingerprint Technician I	26.01
30222 - Latent Fingerprint Technician II	28.73
30240 - Mathematical Technician	25.41
30361 - Paralegal/Legal Assistant I	18.15
30362 - Paralegal/Legal Assistant II	22.47
30363 - Paralegal/Legal Assistant	27.50
III	
30364 - Paralegal/Legal Assistant IV	33.27
30375 - Petroleum Supply Specialist	28.73
30390 - Photo-Optics Technician	25.37
30395 - Radiation Control Technician	28.73
30461 - Technical Writer I	23.49
30462 - Technical Writer II	28.73
30463 - Technical Writer III	34.77
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	27.98
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	12.68
31030 - Bus Driver	16.64
31043 - Driver Courier	16.06
31260 - Parking and Lot Attendant	12.80
31290 - Shuttle Bus Driver	15.87

31310 - Taxi Driver	14.37
31361 - Truckdriver Light	17.17
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	11.04
99050 - Desk Clerk	11.67
99095 - Embalmer	34.13
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.50
I	
99252 - Laboratory Animal Caretaker	14.43
II	
99260 - Marketing Analyst	23.85
99310 - Mortician	34.13
99410 - Pest Controller	21.01
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.01
99711 - Recycling Specialist	21.95
99730 - Refuse Collector	17.51
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	14.74
99830 - Survey Party Chief	31.44
99831 - Surveying Aide	17.01
99832 - Surveying Technician	21.59
99840 - Vending Machine Attendant	18.49
99841 - Vending Machine Repairer	22.27
99842 - Vending Machine Repairer	18.49
Helper	

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.

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.: 2015-5367

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.: 2015-5367
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.

State: South Dakota

Area: South Dakota Counties of Custer Meade Pennington

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.56
01013 - Accounting Clerk III		17.40
01020 - Administrative Assistant		20.05
01035 - Court Reporter		16.94
01041 - Customer Service Representative I		11.70
01042 - Customer Service Representative II		13.16

01043 - Customer Service Representative III	14.36
01051 - Data Entry Operator I	12.36
01052 - Data Entry Operator II	13.49
01060 - Dispatcher Motor Vehicle	17.07
01070 - Document Preparation Clerk	13.49
01090 - Duplicating Machine Operator	13.49
01111 - General Clerk I	13.14
01112 - General Clerk II	14.34
01113 - General Clerk III	16.12
01120 - Housing Referral Assistant	18.88
01141 - Messenger Courier	11.00
01191 - Order Clerk I	12.36
01192 - Order Clerk II	13.49
01261 - Personnel Assistant (Employment) I	15.15
01262 - Personnel Assistant (Employment) II	16.94
01263 - Personnel Assistant (Employment) III	19.04
01270 - Production Control Clerk	20.55
01290 - Rental Clerk	13.64
01300 - Scheduler Maintenance	15.15
01311 - Secretary I	15.15
01312 - Secretary II	16.94
01313 - Secretary III	18.88
01320 - Service Order Dispatcher	15.76
01410 - Supply Technician	20.05
01420 - Survey Worker	15.42
01460 - Switchboard Operator/Receptionist	13.79
01531 - Travel Clerk I	12.39
01532 - Travel Clerk II	13.15
01533 - Travel Clerk III	13.91
01611 - Word Processor I	13.49
01612 - Word Processor II	15.15
01613 - Word Processor III	16.94
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.52
Fiberglass	
05010 - Automotive Electrician	19.99
05040 - Automotive Glass Installer	18.71
05070 - Automotive Worker	18.71
05110 - Mobile Equipment Servicer	16.15
05130 - Motor Equipment Metal	21.25
Mechanic	
05160 - Motor Equipment Metal Worker	18.71
05190 - Motor Vehicle Mechanic	21.25

05220 - Motor Vehicle Mechanic	14.85
Helper	
05250 - Motor Vehicle Upholstery	17.43
Worker	
05280 - Motor Vehicle Wrecker	18.71
05310 - Painter Automotive	19.99
05340 - Radiator Repair Specialist	18.71
05370 - Tire Repairer	14.26
05400 - Transmission Repair	21.25
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.11
07041 - Cook I	14.23
07042 - Cook II	16.48
07070 - Dishwasher	10.14
07130 - Food Service Worker	11.26
07210 - Meat Cutter	16.16
07260 - Waiter/Waitress	9.99
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.12
09040 - Furniture Handler	14.19
09080 - Furniture Refinisher	23.12
09090 - Furniture Refinisher Helper	17.18
09110 - Furniture Repairer Minor	20.16
09130 - Upholsterer	23.12
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.97
11060 - Elevator Operator	13.01
11090 - Gardener	17.15
11122 - Housekeeping Aide	13.01
11150 - Janitor	13.01
11210 - Laborer Grounds Maintenance	13.03
11240 - Maid or Houseman	10.47
11260 - Pruner	11.67
11270 - Tractor Operator	15.77
11330 - Trail Maintenance Worker	13.03
11360 - Window Cleaner	14.53
12000 - Health Occupations	
12010 - Ambulance Driver	15.77
12011 - Breath Alcohol Technician	17.65
12012 - Certified Occupational	24.21
Therapist Assistant	
12015 - Certified Physical Therapist	23.51
Assistant	
12020 - Dental Assistant	18.12
12025 - Dental Hygienist	35.88

12030 - EKG Technician	26.74
12035 - Electroneurodiagnostic Technologist	26.74
12040 - Emergency Medical Technician	15.77
12071 - Licensed Practical Nurse I	15.78
12072 - Licensed Practical Nurse II	17.65
12073 - Licensed Practical Nurse III	19.67
12100 - Medical Assistant	16.28
12130 - Medical Laboratory Technician	22.09
12160 - Medical Record Clerk	19.52
12190 - Medical Record Technician	21.83
12195 - Medical Transcriptionist	17.97
12210 - Nuclear Medicine Technologist	38.78
12221 - Nursing Assistant I	12.21
12222 - Nursing Assistant II	13.72
12223 - Nursing Assistant III	14.97
12224 - Nursing Assistant IV	16.82
12235 - Optical Dispenser	14.11
12236 - Optical Technician	15.78
12250 - Pharmacy Technician	17.83
12280 - Phlebotomist	15.60
12305 - Radiologic Technologist	27.04
12311 - Registered Nurse I	23.89
12312 - Registered Nurse II	29.22
12313 - Registered Nurse II Specialist	29.22
12314 - Registered Nurse III	35.35
12315 - Registered Nurse III Anesthetist	35.35
12316 - Registered Nurse IV	42.37
12317 - Scheduler (Drug and Alcohol Testing)	21.86
12320 - Substance Abuse Treatment Counselor	22.07
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.67
13012 - Exhibits Specialist II	18.18
13013 - Exhibits Specialist III	22.23
13041 - Illustrator I	14.67
13042 - Illustrator II	18.18
13043 - Illustrator III	22.23
13047 - Librarian	20.13
13050 - Library Aide/Clerk	11.68
13054 - Library Information Technology Systems Administrator	18.18

13058 - Library Technician	14.80
13061 - Media Specialist I	13.12
13062 - Media Specialist II	14.67
13063 - Media Specialist III	16.35
13071 - Photographer I	14.55
13072 - Photographer II	16.28
13073 - Photographer III	20.17
13074 - Photographer IV	24.67
13075 - Photographer V	29.85
13090 - Technical Order Library Clerk	14.67
13110 - Video Teleconference Technician	13.12
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.76
14042 - Computer Operator II	14.27
14043 - Computer Operator III	16.95
14044 - Computer Operator IV	17.78
14045 - Computer Operator V	21.02
14071 - Computer Programmer I	20.48
14072 - Computer Programmer II	25.37
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	12.76
14160 - Personal Computer Support Technician	24.25
14170 - System Support Specialist	21.89
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.28
15020 - Aircrew Training Devices Instructor (Rated)	34.00
15030 - Air Crew Training Devices Instructor (Pilot)	40.75
15050 - Computer Based Training Specialist / Instructor	29.28
15060 - Educational Technologist	29.57
15070 - Flight Instructor (Pilot)	40.75
15080 - Graphic Artist	17.93
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.75
15086 - Maintenance Test Pilot Rotary Wing	40.75

15088 - Non-Maintenance Test/Co-Pilot	40.75
15090 - Technical Instructor	19.72
15095 - Technical Instructor/Course Developer	24.13
15110 - Test Proctor	15.92
15120 - Tutor	15.92
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.46
16030 - Counter Attendant	10.46
16040 - Dry Cleaner	11.95
16070 - Finisher Flatwork Machine	10.46
16090 - Presser Hand	10.46
16110 - Presser Machine Drycleaning	10.46
16130 - Presser Machine Shirts	10.46
16160 - Presser Machine Wearing Apparel Laundry	10.46
16190 - Sewing Machine Operator	12.55
16220 - Tailor	13.21
16250 - Washer Machine	10.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.39
19040 - Tool And Die Maker	29.40
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.75
21030 - Material Coordinator	20.55
21040 - Material Expediter	20.55
21050 - Material Handling Laborer	12.96
21071 - Order Filler	12.39
21080 - Production Line Worker (Food Processing)	17.75
21110 - Shipping Packer	16.54
21130 - Shipping/Receiving Clerk	16.54
21140 - Store Worker I	12.28
21150 - Stock Clerk	17.07
21210 - Tools And Parts Attendant	17.75
21410 - Warehouse Specialist	17.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.01
23019 - Aircraft Logs and Records Technician	22.83
23021 - Aircraft Mechanic I	27.83
23022 - Aircraft Mechanic II	30.01
23023 - Aircraft Mechanic III	31.41

23040 - Aircraft Mechanic Helper	19.75
23050 - Aircraft Painter	25.73
23060 - Aircraft Servicer	22.83
23070 - Aircraft Survival Flight	25.73
Equipment Technician	
23080 - Aircraft Worker	24.49
23091 - Aircrew Life Support	24.49
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.83
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.39
23120 - Bicycle Repairer	18.36
23125 - Cable Splicer	36.73
23130 - Carpenter Maintenance	17.98
23140 - Carpet Layer	21.89
23160 - Electrician Maintenance	22.94
23181 - Electronics Technician	24.28
Maintenance I	
23182 - Electronics Technician	25.95
Maintenance II	
23183 - Electronics Technician	27.58
Maintenance III	
23260 - Fabric Worker	20.40
23290 - Fire Alarm System Mechanic	23.47
23310 - Fire Extinguisher Repairer	18.90
23311 - Fuel Distribution System	30.98
Mechanic	
23312 - Fuel Distribution System	24.20
Operator	
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment	27.83
Mechanic	
23381 - Ground Support Equipment	22.83
Servicer	
23382 - Ground Support Equipment	24.49
Worker	
23391 - Gunsmith I	18.90
23392 - Gunsmith II	21.89
23393 - Gunsmith III	24.86
23410 - Heating Ventilation And Air-	22.91
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.34
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.17
23440 - Heavy Equipment Operator	22.42

23460 - Instrument Mechanic	24.86
23465 - Laboratory/Shelter Mechanic	23.39
23470 - Laborer	12.96
23510 - Locksmith	23.39
23530 - Machinery Maintenance	24.26
Mechanic	
23550 - Machinist Maintenance	20.17
23580 - Maintenance Trades Helper	17.38
23591 - Metrology Technician I	24.86
23592 - Metrology Technician II	26.41
23593 - Metrology Technician III	27.96
23640 - Millwright	24.86
23710 - Office Appliance Repairer	18.28
23760 - Painter Maintenance	16.89
23790 - Pipefitter Maintenance	23.08
23810 - Plumber Maintenance	21.43
23820 - Pneudraulic Systems Mechanic	24.86
23850 - Rigger	24.86
23870 - Scale Mechanic	21.89
23890 - Sheet-Metal Worker	18.92
Maintenance	
23910 - Small Engine Mechanic	18.98
23931 - Telecommunications Mechanic	27.34
I	
23932 - Telecommunications Mechanic	29.04
II	
23950 - Telephone Lineman	27.17
23960 - Welder Combination	18.61
Maintenance	
23965 - Well Driller	24.86
23970 - Woodcraft Worker	24.86
23980 - Woodworker	18.90
24000 - Personal Needs Occupations	
24550 - Case Manager	12.60
24570 - Child Care Attendant	10.72
24580 - Child Care Center Clerk	13.36
24610 - Chore Aide	14.07
24620 - Family Readiness And Support	12.60
Services	
Coordinator	
24630 - Homemaker	15.00
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.86
25040 - Sewage Plant Operator	19.62
25070 - Stationary Engineer	24.86
25190 - Ventilation Equipment Tender	17.38
25210 - Water Treatment Plant	19.62
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.04
27007 - Baggage Inspector		15.04
27008 - Corrections Officer		22.71
27010 - Court Security Officer		21.56
27030 - Detection Dog Handler		16.83
27040 - Detention Officer		22.71
27070 - Firefighter		21.13
27101 - Guard I		15.04
27102 - Guard II		16.83
27131 - Police Officer I		21.54
27132 - Police Officer II		23.94
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.03
28042 - Carnival Equipment Repairer		15.26
28043 - Carnival Worker		10.38
28210 - Gate Attendant/Gate Tender		22.16
28310 - Lifeguard		16.60
28350 - Park Attendant (Aide)		24.78
28510 - Recreation Aide/Health Facility Attendant		18.08
28515 - Recreation Specialist		28.50
28630 - Sports Official		19.73
28690 - Swimming Pool Operator		17.67
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.89
29020 - Hatch Tender		21.89
29030 - Line Handler		21.89
29041 - Stevedore I		20.40
29042 - Stevedore II		23.39
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		16.89
30022 - Archeological Technician II		18.88
30023 - Archeological Technician III		23.40
30030 - Cartographic Technician		23.40
30040 - Civil Engineering Technician		22.51
30051 - Cryogenic Technician I		25.91
30052 - Cryogenic Technician II		28.62
30061 - Drafter/CAD Operator I		16.89
30062 - Drafter/CAD Operator II		18.88
30063 - Drafter/CAD Operator III		21.05
30064 - Drafter/CAD Operator IV		25.91

30081 - Engineering Technician I	15.04
30082 - Engineering Technician II	16.89
30083 - Engineering Technician III	18.88
30084 - Engineering Technician IV	23.40
30085 - Engineering Technician V	28.62
30086 - Engineering Technician VI	34.63
30090 - Environmental Technician	23.40
30095 - Evidence Control Specialist	23.40
30210 - Laboratory Technician	21.05
30221 - Latent Fingerprint Technician I	25.91
30222 - Latent Fingerprint Technician II	28.62
30240 - Mathematical Technician	23.40
30361 - Paralegal/Legal Assistant I	18.97
30362 - Paralegal/Legal Assistant II	23.50
30363 - Paralegal/Legal Assistant III	28.74
30364 - Paralegal/Legal Assistant IV	34.77
30375 - Petroleum Supply Specialist	28.62
30390 - Photo-Optics Technician	23.40
30395 - Radiation Control Technician	28.62
30461 - Technical Writer I	23.40
30462 - Technical Writer II	28.62
30463 - Technical Writer III	34.63
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	25.91
30502 - Weather Forecaster II	31.52
30620 - Weather Observer Combined (see 2)	21.05
30621 - Weather Observer Senior (see 2)	23.40
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.87
31030 - Bus Driver	18.28
31043 - Driver Courier	15.00
31260 - Parking and Lot Attendant	13.06
31290 - Shuttle Bus Driver	15.18

31310 - Taxi Driver	14.12
31361 - Truckdriver Light	16.31
31362 - Truckdriver Medium	17.60
31363 - Truckdriver Heavy	22.23
31364 - Truckdriver Tractor-Trailer	22.23
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.38
99050 - Desk Clerk	10.82
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.69
I	
99252 - Laboratory Animal Caretaker	14.89
II	
99260 - Marketing Analyst	26.94
99310 - Mortician	25.60
99410 - Pest Controller	21.99
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.17
99711 - Recycling Specialist	20.67
99730 - Refuse Collector	15.50
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	23.51
99831 - Surveying Aide	15.14
99832 - Surveying Technician	19.69
99840 - Vending Machine Attendant	18.55
99841 - Vending Machine Repairer	23.36
99842 - Vending Machine Repairer	18.55
Helper	

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.

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.: 2015-5369

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.: 2015-5369
Revision No.: 15
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.

State: South Dakota

Area: South Dakota Counties of Lincoln McCook Minnehaha Turner

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		20.65
01035 - Court Reporter		16.49
01041 - Customer Service Representative I		13.80
01042 - Customer Service Representative II		15.05

01043 - Customer Service Representative III	16.91
01051 - Data Entry Operator I	12.03
01052 - Data Entry Operator II	13.13
01060 - Dispatcher Motor Vehicle	17.03
01070 - Document Preparation Clerk	17.02
01090 - Duplicating Machine Operator	17.02
01111 - General Clerk I	12.98
01112 - General Clerk II	14.16
01113 - General Clerk III	15.91
01120 - Housing Referral Assistant	18.38
01141 - Messenger Courier	11.83
01191 - Order Clerk I	15.63
01192 - Order Clerk II	17.06
01261 - Personnel Assistant (Employment) I	15.80
01262 - Personnel Assistant (Employment) II	17.67
01263 - Personnel Assistant (Employment) III	19.70
01270 - Production Control Clerk	19.12
01290 - Rental Clerk	13.28
01300 - Scheduler Maintenance	14.75
01311 - Secretary I	14.75
01312 - Secretary II	16.49
01313 - Secretary III	18.38
01320 - Service Order Dispatcher	15.07
01410 - Supply Technician	20.65
01420 - Survey Worker	15.46
01460 - Switchboard Operator/Receptionist	13.85
01531 - Travel Clerk I	17.49
01532 - Travel Clerk II	18.55
01533 - Travel Clerk III	19.61
01611 - Word Processor I	13.13
01612 - Word Processor II	14.75
01613 - Word Processor III	16.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.07
Fiberglass	
05010 - Automotive Electrician	19.72
05040 - Automotive Glass Installer	18.57
05070 - Automotive Worker	18.57
05110 - Mobile Equipment Servicer	16.31
05130 - Motor Equipment Metal	20.88
Mechanic	
05160 - Motor Equipment Metal Worker	18.57
05190 - Motor Vehicle Mechanic	20.88

05220 - Motor Vehicle Mechanic	15.22
Helper	
05250 - Motor Vehicle Upholstery	17.41
Worker	
05280 - Motor Vehicle Wrecker	18.57
05310 - Painter Automotive	19.72
05340 - Radiator Repair Specialist	18.57
05370 - Tire Repairer	15.21
05400 - Transmission Repair	20.88
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.87
07041 - Cook I	13.96
07042 - Cook II	15.89
07070 - Dishwasher	10.59
07130 - Food Service Worker	11.78
07210 - Meat Cutter	17.55
07260 - Waiter/Waitress	10.04
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	16.98
09040 - Furniture Handler	11.30
09080 - Furniture Refinisher	16.98
09090 - Furniture Refinisher Helper	13.23
09110 - Furniture Repairer Minor	15.00
09130 - Upholsterer	16.98
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.37
11060 - Elevator Operator	13.23
11090 - Gardener	19.86
11122 - Housekeeping Aide	13.23
11150 - Janitor	13.23
11210 - Laborer Grounds Maintenance	15.81
11240 - Maid or Houseman	11.21
11260 - Pruner	14.29
11270 - Tractor Operator	18.52
11330 - Trail Maintenance Worker	15.81
11360 - Window Cleaner	14.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.39
12011 - Breath Alcohol Technician	17.23
12012 - Certified Occupational	19.28
Therapist Assistant	
12015 - Certified Physical Therapist	19.01
Assistant	
12020 - Dental Assistant	23.07
12025 - Dental Hygienist	36.18

12030 - EKG Technician	26.05
12035 - Electroneurodiagnostic Technologist	26.05
12040 - Emergency Medical Technician	17.39
12071 - Licensed Practical Nurse I	15.40
12072 - Licensed Practical Nurse II	17.23
12073 - Licensed Practical Nurse III	19.20
12100 - Medical Assistant	14.74
12130 - Medical Laboratory Technician	23.86
12160 - Medical Record Clerk	18.81
12190 - Medical Record Technician	21.03
12195 - Medical Transcriptionist	18.50
12210 - Nuclear Medicine Technologist	31.27
12221 - Nursing Assistant I	11.19
12222 - Nursing Assistant II	12.57
12223 - Nursing Assistant III	13.72
12224 - Nursing Assistant IV	15.41
12235 - Optical Dispenser	16.71
12236 - Optical Technician	15.52
12250 - Pharmacy Technician	17.01
12280 - Phlebotomist	15.40
12305 - Radiologic Technologist	25.46
12311 - Registered Nurse I	23.85
12312 - Registered Nurse II	29.18
12313 - Registered Nurse II Specialist	29.18
12314 - Registered Nurse III	35.31
12315 - Registered Nurse III Anesthetist	35.31
12316 - Registered Nurse IV	42.32
12317 - Scheduler (Drug and Alcohol Testing)	21.34
12320 - Substance Abuse Treatment Counselor	20.22
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.33
13012 - Exhibits Specialist II	21.46
13013 - Exhibits Specialist III	26.26
13041 - Illustrator I	17.33
13042 - Illustrator II	21.46
13043 - Illustrator III	26.26
13047 - Librarian	23.77
13050 - Library Aide/Clerk	13.80
13054 - Library Information Technology Systems Administrator	21.46

13058 - Library Technician	14.45
13061 - Media Specialist I	15.48
13062 - Media Specialist II	17.33
13063 - Media Specialist III	19.32
13071 - Photographer I	16.08
13072 - Photographer II	17.99
13073 - Photographer III	22.28
13074 - Photographer IV	27.26
13075 - Photographer V	32.97
13090 - Technical Order Library Clerk	17.33
13110 - Video Teleconference Technician	14.96
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.71
14042 - Computer Operator II	16.44
14043 - Computer Operator III	18.33
14044 - Computer Operator IV	20.37
14045 - Computer Operator V	22.56
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 Operator	15.51
14160 - Personal Computer Support Technician	22.57
14170 - System Support Specialist	22.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.93
15020 - Aircrew Training Devices Instructor (Rated)	37.42
15030 - Air Crew Training Devices Instructor (Pilot)	43.93
15050 - Computer Based Training Specialist / Instructor	30.93
15060 - Educational Technologist	28.14
15070 - Flight Instructor (Pilot)	43.93
15080 - Graphic Artist	19.72
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.79
15086 - Maintenance Test Pilot Rotary Wing	41.79

15088 - Non-Maintenance Test/Co-Pilot	41.79
15090 - Technical Instructor	20.36
15095 - Technical Instructor/Course Developer	24.91
15110 - Test Proctor	16.44
15120 - Tutor	16.44
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.46
16030 - Counter Attendant	10.46
16040 - Dry Cleaner	11.95
16070 - Finisher Flatwork Machine	10.46
16090 - Presser Hand	10.46
16110 - Presser Machine Drycleaning	10.46
16130 - Presser Machine Shirts	10.46
16160 - Presser Machine Wearing Apparel Laundry	10.46
16190 - Sewing Machine Operator	12.55
16220 - Tailor	13.21
16250 - Washer Machine	10.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.34
19040 - Tool And Die Maker	26.14
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.55
21030 - Material Coordinator	19.12
21040 - Material Expediter	19.12
21050 - Material Handling Laborer	14.49
21071 - Order Filler	13.78
21080 - Production Line Worker (Food Processing)	17.55
21110 - Shipping Packer	16.69
21130 - Shipping/Receiving Clerk	16.69
21140 - Store Worker I	12.21
21150 - Stock Clerk	16.31
21210 - Tools And Parts Attendant	17.55
21410 - Warehouse Specialist	17.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.47
23019 - Aircraft Logs and Records Technician	23.35
23021 - Aircraft Mechanic I	28.00
23022 - Aircraft Mechanic II	29.47
23023 - Aircraft Mechanic III	30.93

23040 - Aircraft Mechanic Helper	20.41
23050 - Aircraft Painter	26.44
23060 - Aircraft Servicer	23.35
23070 - Aircraft Survival Flight	26.44
Equipment Technician	
23080 - Aircraft Worker	24.89
23091 - Aircrew Life Support	24.89
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.00
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.50
23120 - Bicycle Repairer	18.36
23125 - Cable Splicer	41.53
23130 - Carpenter Maintenance	18.33
23140 - Carpet Layer	22.57
23160 - Electrician Maintenance	24.08
23181 - Electronics Technician	22.32
Maintenance I	
23182 - Electronics Technician	23.70
Maintenance II	
23183 - Electronics Technician	25.10
Maintenance III	
23260 - Fabric Worker	21.16
23290 - Fire Alarm System Mechanic	27.23
23310 - Fire Extinguisher Repairer	19.83
23311 - Fuel Distribution System	26.87
Mechanic	
23312 - Fuel Distribution System	19.93
Operator	
23370 - General Maintenance Worker	19.05
23380 - Ground Support Equipment	28.00
Mechanic	
23381 - Ground Support Equipment	23.35
Servicer	
23382 - Ground Support Equipment	24.89
Worker	
23391 - Gunsmith I	19.83
23392 - Gunsmith II	22.57
23393 - Gunsmith III	25.38
23410 - Heating Ventilation And Air-	25.75
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.12
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.93
23440 - Heavy Equipment Operator	22.38

23460 - Instrument Mechanic	25.38
23465 - Laboratory/Shelter Mechanic	23.97
23470 - Laborer	14.49
23510 - Locksmith	23.97
23530 - Machinery Maintenance	22.18
Mechanic	
23550 - Machinist Maintenance	18.99
23580 - Maintenance Trades Helper	18.50
23591 - Metrology Technician I	25.38
23592 - Metrology Technician II	26.73
23593 - Metrology Technician III	28.06
23640 - Millwright	28.20
23710 - Office Appliance Repairer	20.71
23760 - Painter Maintenance	17.73
23790 - Pipefitter Maintenance	22.88
23810 - Plumber Maintenance	21.61
23820 - Pneudraulic Systems Mechanic	25.38
23850 - Rigger	25.38
23870 - Scale Mechanic	22.57
23890 - Sheet-Metal Worker	24.14
Maintenance	
23910 - Small Engine Mechanic	18.00
23931 - Telecommunications Mechanic	29.39
I	
23932 - Telecommunications Mechanic	30.93
II	
23950 - Telephone Lineman	23.45
23960 - Welder Combination	19.03
Maintenance	
23965 - Well Driller	25.38
23970 - Woodcraft Worker	25.38
23980 - Woodworker	19.83
24000 - Personal Needs Occupations	
24550 - Case Manager	12.79
24570 - Child Care Attendant	10.37
24580 - Child Care Center Clerk	12.92
24610 - Chore Aide	13.38
24620 - Family Readiness And Support	12.79
Services	
Coordinator	
24630 - Homemaker	15.28
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.81
25040 - Sewage Plant Operator	24.72
25070 - Stationary Engineer	24.81
25190 - Ventilation Equipment Tender	17.89
25210 - Water Treatment Plant	24.72
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.96
27007 - Baggage Inspector		14.27
27008 - Corrections Officer		22.58
27010 - Court Security Officer		24.60
27030 - Detection Dog Handler		15.96
27040 - Detention Officer		22.58
27070 - Firefighter		24.84
27101 - Guard I		14.27
27102 - Guard II		15.96
27131 - Police Officer I		27.45
27132 - Police Officer II		30.51
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.34
28042 - Carnival Equipment Repairer		15.37
28043 - Carnival Worker		11.07
28210 - Gate Attendant/Gate Tender		19.38
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		21.69
28510 - Recreation Aide/Health		15.83
Facility Attendant		
28515 - Recreation Specialist		26.42
28630 - Sports Official		17.27
28690 - Swimming Pool Operator		17.50
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		22.57
29020 - Hatch Tender		22.57
29030 - Line Handler		22.57
29041 - Stevedore I		21.16
29042 - Stevedore II		23.97
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		18.11
30022 - Archeological Technician II		20.25
30023 - Archeological Technician III		25.09
30030 - Cartographic Technician		25.09
30040 - Civil Engineering Technician		23.58
30051 - Cryogenic Technician I		27.78
30052 - Cryogenic Technician II		30.69
30061 - Drafter/CAD Operator I		18.11
30062 - Drafter/CAD Operator II		20.25
30063 - Drafter/CAD Operator III		22.57
30064 - Drafter/CAD Operator IV		27.78

30081 - Engineering Technician I	15.90
30082 - Engineering Technician II	17.84
30083 - Engineering Technician III	19.97
30084 - Engineering Technician IV	24.73
30085 - Engineering Technician V	30.26
30086 - Engineering Technician VI	36.61
30090 - Environmental Technician	25.09
30095 - Evidence Control Specialist	25.09
30210 - Laboratory Technician	22.57
30221 - Latent Fingerprint Technician I	27.78
30222 - Latent Fingerprint Technician II	30.69
30240 - Mathematical Technician	26.91
30361 - Paralegal/Legal Assistant I	19.59
30362 - Paralegal/Legal Assistant II	24.26
30363 - Paralegal/Legal Assistant	29.68
III	
30364 - Paralegal/Legal Assistant IV	35.90
30375 - Petroleum Supply Specialist	30.69
30390 - Photo-Optics Technician	24.37
30395 - Radiation Control Technician	30.69
30461 - Technical Writer I	24.09
30462 - Technical Writer II	29.47
30463 - Technical Writer III	35.66
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	27.78
30502 - Weather Forecaster II	33.80
30620 - Weather Observer Combined (see 2)	22.57
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.09
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.92
31030 - Bus Driver	18.62
31043 - Driver Courier	16.02
31260 - Parking and Lot Attendant	12.77
31290 - Shuttle Bus Driver	17.17

31310 - Taxi Driver	14.57
31361 - Truckdriver Light	17.17
31362 - Truckdriver Medium	18.33
31363 - Truckdriver Heavy	22.05
31364 - Truckdriver Tractor-Trailer	22.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.67
99050 - Desk Clerk	11.33
99095 - Embalmer	35.28
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	17.57
I	
99252 - Laboratory Animal Caretaker	18.83
II	
99260 - Marketing Analyst	28.48
99310 - Mortician	35.28
99410 - Pest Controller	18.90
99510 - Photofinishing Worker	14.28
99710 - Recycling Laborer	15.40
99711 - Recycling Specialist	18.05
99730 - Refuse Collector	13.93
99810 - Sales Clerk	13.37
99820 - School Crossing Guard	13.56
99830 - Survey Party Chief	20.39
99831 - Surveying Aide	13.44
99832 - Surveying Technician	18.40
99840 - Vending Machine Attendant	17.19
99841 - Vending Machine Repairer	20.98
99842 - Vending Machine Repairer	17.19
Helper	

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.

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.: 2015-5373

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.: 2015-5373
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.

State: South Dakota

Area: South Dakota Counties of Brule Buffalo Campbell Charles Mix Douglas Hand Hughes Hyde Potter Sully Walworth

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.95
01012 - Accounting Clerk II		15.66
01013 - Accounting Clerk III		17.52
01020 - Administrative Assistant		18.63
01035 - Court Reporter		16.08
01041 - Customer Service Representative I		12.62

01042 - Customer Service Representative II	13.77
01043 - Customer Service Representative III	15.47
01051 - Data Entry Operator I	11.73
01052 - Data Entry Operator II	12.80
01060 - Dispatcher Motor Vehicle	15.94
01070 - Document Preparation Clerk	12.80
01090 - Duplicating Machine Operator	12.80
01111 - General Clerk I	12.91
01112 - General Clerk II	14.09
01113 - General Clerk III	15.81
01120 - Housing Referral Assistant	17.92
01141 - Messenger Courier	10.44
01191 - Order Clerk I	11.87
01192 - Order Clerk II	12.95
01261 - Personnel Assistant (Employment) I	14.49
01262 - Personnel Assistant (Employment) II	17.00
01263 - Personnel Assistant (Employment) III	18.08
01270 - Production Control Clerk	17.92
01290 - Rental Clerk	12.08
01300 - Scheduler Maintenance	14.38
01311 - Secretary I	14.38
01312 - Secretary II	16.08
01313 - Secretary III	17.92
01320 - Service Order Dispatcher	13.70
01410 - Supply Technician	18.63
01420 - Survey Worker	14.28
01460 - Switchboard Operator/Receptionist	12.59
01531 - Travel Clerk I	12.39
01532 - Travel Clerk II	13.15
01533 - Travel Clerk III	13.91
01611 - Word Processor I	12.80
01612 - Word Processor II	14.38
01613 - Word Processor III	16.08
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.56
Fiberglass	
05010 - Automotive Electrician	17.96
05040 - Automotive Glass Installer	17.12
05070 - Automotive Worker	17.12
05110 - Mobile Equipment Servicer	15.36
05130 - Motor Equipment Metal	18.82
Mechanic	
05160 - Motor Equipment Metal Worker	17.12

05190 - Motor Vehicle Mechanic	18.82
05220 - Motor Vehicle Mechanic	14.52
Helper	
05250 - Motor Vehicle Upholstery	16.24
Worker	
05280 - Motor Vehicle Wrecker	17.12
05310 - Painter Automotive	17.96
05340 - Radiator Repair Specialist	17.12
05370 - Tire Repairer	13.13
05400 - Transmission Repair	18.82
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	11.58
07041 - Cook I	13.72
07042 - Cook II	15.76
07070 - Dishwasher	10.55
07130 - Food Service Worker	11.09
07210 - Meat Cutter	14.44
07260 - Waiter/Waitress	10.13
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.41
09040 - Furniture Handler	15.04
09080 - Furniture Refinisher	21.07
09090 - Furniture Refinisher Helper	17.61
09110 - Furniture Repairer Minor	19.97
09130 - Upholsterer	21.07
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.23
11060 - Elevator Operator	12.65
11090 - Gardener	15.47
11122 - Housekeeping Aide	12.65
11150 - Janitor	12.65
11210 - Laborer Grounds Maintenance	12.02
11240 - Maid or Houseman	11.26
11260 - Pruner	10.82
11270 - Tractor Operator	14.32
11330 - Trail Maintenance Worker	12.02
11360 - Window Cleaner	14.06
12000 - Health Occupations	
12010 - Ambulance Driver	14.42
12011 - Breath Alcohol Technician	18.23
12012 - Certified Occupational	25.01
Therapist Assistant	
12015 - Certified Physical Therapist	20.74
Assistant	
12020 - Dental Assistant	17.23

12025 - Dental Hygienist	34.81
12030 - EKG Technician	27.63
12035 - Electroneurodiagnostic Technologist	27.63
Technologist	
12040 - Emergency Medical Technician	14.42
12071 - Licensed Practical Nurse I	16.30
12072 - Licensed Practical Nurse II	18.23
12073 - Licensed Practical Nurse III	20.32
12100 - Medical Assistant	15.81
12130 - Medical Laboratory Technician	24.44
Technician	
12160 - Medical Record Clerk	19.01
12190 - Medical Record Technician	21.26
12195 - Medical Transcriptionist	17.26
12210 - Nuclear Medicine Technologist	40.06
Technologist	
12221 - Nursing Assistant I	11.32
12222 - Nursing Assistant II	12.73
12223 - Nursing Assistant III	13.89
12224 - Nursing Assistant IV	15.60
12235 - Optical Dispenser	16.34
12236 - Optical Technician	16.30
12250 - Pharmacy Technician	17.53
12280 - Phlebotomist	16.30
12305 - Radiologic Technologist	27.15
12311 - Registered Nurse I	23.56
12312 - Registered Nurse II	28.82
12313 - Registered Nurse II	28.82
Specialist	
12314 - Registered Nurse III	34.88
12315 - Registered Nurse III	34.88
Anesthetist	
12316 - Registered Nurse IV	41.79
12317 - Scheduler (Drug and Alcohol Testing)	22.58
Testing)	
12320 - Substance Abuse Treatment Counselor	20.28
Counselor	
13000 - Information And Arts Occupations	
Occupations	
13011 - Exhibits Specialist I	15.11
13012 - Exhibits Specialist II	18.68
13013 - Exhibits Specialist III	22.89
13041 - Illustrator I	14.90
13042 - Illustrator II	18.46
13043 - Illustrator III	22.59
13047 - Librarian	20.44
13050 - Library Aide/Clerk	11.87
13054 - Library Information Technology Systems	18.46

Administrator		
13058 - Library Technician		14.45
13061 - Media Specialist I		13.48
13062 - Media Specialist II		14.90
13063 - Media Specialist III		16.62
13071 - Photographer I		13.62
13072 - Photographer II		15.24
13073 - Photographer III		18.89
13074 - Photographer IV		23.10
13075 - Photographer V		27.95
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		12.54
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.06
14042 - Computer Operator II		19.18
14043 - Computer Operator III		21.29
14044 - Computer Operator IV		23.58
14045 - Computer Operator V		26.27
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
Operator		
14160 - Personal Computer Support		24.19
Technician		
14170 - System Support Specialist		28.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.93
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		37.42
Instructor (Rated)		
15030 - Air Crew Training Devices		43.93
Instructor (Pilot)		
15050 - Computer Based Training		30.93
Specialist / Instructor		
15060 - Educational Technologist		31.16
15070 - Flight Instructor (Pilot)		43.93
15080 - Graphic Artist		19.72
15085 - Maintenance Test Pilot Fixed		43.52
Jet/Prop		
15086 - Maintenance Test Pilot		43.52
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	43.52
15090 - Technical Instructor	17.62
15095 - Technical Instructor/Course Developer	21.55
15110 - Test Proctor	14.22
15120 - Tutor	14.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.46
16030 - Counter Attendant	10.46
16040 - Dry Cleaner	11.95
16070 - Finisher Flatwork Machine	10.46
16090 - Presser Hand	10.46
16110 - Presser Machine Drycleaning	10.46
16130 - Presser Machine Shirts	10.46
16160 - Presser Machine Wearing Apparel Laundry	10.46
16190 - Sewing Machine Operator	12.55
16220 - Tailor	13.21
16250 - Washer Machine	10.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.98
19040 - Tool And Die Maker	31.02
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.94
21030 - Material Coordinator	19.12
21040 - Material Expediter	19.12
21050 - Material Handling Laborer	12.78
21071 - Order Filler	10.95
21080 - Production Line Worker (Food Processing)	15.94
21110 - Shipping Packer	15.86
21130 - Shipping/Receiving Clerk	15.86
21140 - Store Worker I	12.25
21150 - Stock Clerk	16.69
21210 - Tools And Parts Attendant	15.94
21410 - Warehouse Specialist	15.94
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.04
23019 - Aircraft Logs and Records Technician	21.91
23021 - Aircraft Mechanic I	26.51
23022 - Aircraft Mechanic II	28.04
23023 - Aircraft Mechanic III	29.56

23040 - Aircraft Mechanic Helper	18.90
23050 - Aircraft Painter	24.98
23060 - Aircraft Servicer	21.91
23070 - Aircraft Survival Flight	24.98
Equipment Technician	
23080 - Aircraft Worker	23.45
23091 - Aircrew Life Support	23.45
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.51
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.98
23120 - Bicycle Repairer	18.36
23125 - Cable Splicer	38.48
23130 - Carpenter Maintenance	16.26
23140 - Carpet Layer	23.45
23160 - Electrician Maintenance	22.05
23181 - Electronics Technician	23.45
Maintenance I	
23182 - Electronics Technician	24.98
Maintenance II	
23183 - Electronics Technician	26.51
Maintenance III	
23260 - Fabric Worker	21.91
23290 - Fire Alarm System Mechanic	26.51
23310 - Fire Extinguisher Repairer	20.41
23311 - Fuel Distribution System	35.77
Mechanic	
23312 - Fuel Distribution System	25.43
Operator	
23370 - General Maintenance Worker	18.70
23380 - Ground Support Equipment	26.51
Mechanic	
23381 - Ground Support Equipment	21.91
Servicer	
23382 - Ground Support Equipment	23.45
Worker	
23391 - Gunsmith I	20.41
23392 - Gunsmith II	23.45
23393 - Gunsmith III	26.51
23410 - Heating Ventilation And Air-	21.04
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.25
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.51
23440 - Heavy Equipment Operator	21.71

23460 - Instrument Mechanic	26.51
23465 - Laboratory/Shelter Mechanic	24.98
23470 - Laborer	12.44
23510 - Locksmith	24.98
23530 - Machinery Maintenance	26.91
Mechanic	
23550 - Machinist Maintenance	24.45
23580 - Maintenance Trades Helper	18.90
23591 - Metrology Technician I	26.51
23592 - Metrology Technician II	28.04
23593 - Metrology Technician III	29.56
23640 - Millwright	26.51
23710 - Office Appliance Repairer	24.98
23760 - Painter Maintenance	16.21
23790 - Pipefitter Maintenance	21.36
23810 - Plumber Maintenance	20.13
23820 - Pneudraulic Systems Mechanic	26.51
23850 - Rigger	26.51
23870 - Scale Mechanic	23.45
23890 - Sheet-Metal Worker	26.51
Maintenance	
23910 - Small Engine Mechanic	23.45
23931 - Telecommunications Mechanic	29.74
I	
23932 - Telecommunications Mechanic	31.45
II	
23950 - Telephone Lineman	24.81
23960 - Welder Combination	18.17
Maintenance	
23965 - Well Driller	24.49
23970 - Woodcraft Worker	26.51
23980 - Woodworker	20.41
24000 - Personal Needs Occupations	
24550 - Case Manager	13.00
24570 - Child Care Attendant	9.95
24580 - Child Care Center Clerk	12.40
24610 - Chore Aide	12.17
24620 - Family Readiness And Support	13.00
Services	
Coordinator	
24630 - Homemaker	15.28
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.51
25040 - Sewage Plant Operator	20.67
25070 - Stationary Engineer	26.51
25190 - Ventilation Equipment Tender	18.90
25210 - Water Treatment Plant	20.67
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.68
27007 - Baggage Inspector		14.19
27008 - Corrections Officer		17.89
27010 - Court Security Officer		17.89
27030 - Detection Dog Handler		15.88
27040 - Detention Officer		17.89
27070 - Firefighter		18.67
27101 - Guard I		14.19
27102 - Guard II		15.88
27131 - Police Officer I		20.07
27132 - Police Officer II		22.30
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.44
28042 - Carnival Equipment Repairer		14.51
28043 - Carnival Worker		10.15
28210 - Gate Attendant/Gate Tender		19.00
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		21.25
28510 - Recreation Aide/Health		15.50
Facility Attendant		
28515 - Recreation Specialist		26.32
28630 - Sports Official		16.91
28690 - Swimming Pool Operator		16.67
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		23.45
29020 - Hatch Tender		23.45
29030 - Line Handler		23.45
29041 - Stevedore I		21.91
29042 - Stevedore II		24.98
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		15.98
30022 - Archeological Technician II		17.87
30023 - Archeological Technician III		22.15
30030 - Cartographic Technician		22.15
30040 - Civil Engineering Technician		20.80
30051 - Cryogenic Technician I		23.83
30052 - Cryogenic Technician II		26.32
30061 - Drafter/CAD Operator I		15.98
30062 - Drafter/CAD Operator II		17.87
30063 - Drafter/CAD Operator III		19.93
30064 - Drafter/CAD Operator IV		24.52

30081 - Engineering Technician I	13.83
30082 - Engineering Technician II	15.52
30083 - Engineering Technician III	17.37
30084 - Engineering Technician IV	21.51
30085 - Engineering Technician V	26.32
30086 - Engineering Technician VI	31.84
30090 - Environmental Technician	22.15
30095 - Evidence Control Specialist	21.51
30210 - Laboratory Technician	19.93
30221 - Latent Fingerprint Technician I	23.83
30222 - Latent Fingerprint Technician II	26.32
30240 - Mathematical Technician	22.15
30361 - Paralegal/Legal Assistant I	20.19
30362 - Paralegal/Legal Assistant II	25.01
30363 - Paralegal/Legal Assistant	30.60
III	
30364 - Paralegal/Legal Assistant IV	37.02
30375 - Petroleum Supply Specialist	26.32
30390 - Photo-Optics Technician	22.15
30395 - Radiation Control Technician	26.32
30461 - Technical Writer I	21.51
30462 - Technical Writer II	26.32
30463 - Technical Writer III	31.84
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	24.52
30502 - Weather Forecaster II	29.83
30620 - Weather Observer Combined (see 2)	19.93
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	22.15
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.12
31030 - Bus Driver	16.74
31043 - Driver Courier	16.63
31260 - Parking and Lot Attendant	12.56
31290 - Shuttle Bus Driver	17.04

31310 - Taxi Driver	14.24
31361 - Truckdriver Light	17.96
31362 - Truckdriver Medium	19.28
31363 - Truckdriver Heavy	19.03
31364 - Truckdriver Tractor-Trailer	19.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.81
99050 - Desk Clerk	11.19
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.13
I	
99252 - Laboratory Animal Caretaker	14.18
II	
99260 - Marketing Analyst	25.78
99310 - Mortician	25.60
99410 - Pest Controller	21.05
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.60
99711 - Recycling Specialist	17.19
99730 - Refuse Collector	13.14
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	13.71
99830 - Survey Party Chief	18.72
99831 - Surveying Aide	12.34
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	13.65
99841 - Vending Machine Repairer	16.31
99842 - Vending Machine Repairer	13.65
Helper	

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.

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.: 2015-5375

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.: 2015-5375
Revision No.: 15
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.

State: South Dakota

Area: South Dakota Counties of Aurora Beadle Bon Homme Brookings Brown Clark Clay Codington Davison Day Deuel Edmunds Faulk Grant Hamlin Hanson Hutchinson Jerauld Kingsbury Lake Marshall McPherson Miner Moody Roberts Sanborn Spink Yankton

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		15.84
01013 - Accounting Clerk III		17.73
01020 - Administrative Assistant		18.59
01035 - Court Reporter		15.97

01041 - Customer Service Representative I	12.54
01042 - Customer Service Representative II	13.68
01043 - Customer Service Representative III	15.37
01051 - Data Entry Operator I	11.65
01052 - Data Entry Operator II	12.71
01060 - Dispatcher Motor Vehicle	15.94
01070 - Document Preparation Clerk	13.62
01090 - Duplicating Machine Operator	13.62
01111 - General Clerk I	11.49
01112 - General Clerk II	12.54
01113 - General Clerk III	14.08
01120 - Housing Referral Assistant	17.80
01141 - Messenger Courier	10.37
01191 - Order Clerk I	14.66
01192 - Order Clerk II	15.99
01261 - Personnel Assistant (Employment) I	16.09
01262 - Personnel Assistant (Employment) II	18.02
01263 - Personnel Assistant (Employment) III	20.09
01270 - Production Control Clerk	20.34
01290 - Rental Clerk	13.53
01300 - Scheduler Maintenance	14.28
01311 - Secretary I	14.28
01312 - Secretary II	15.97
01313 - Secretary III	17.80
01320 - Service Order Dispatcher	13.89
01410 - Supply Technician	18.59
01420 - Survey Worker	15.52
01460 - Switchboard Operator/Receptionist	13.80
01531 - Travel Clerk I	12.71
01532 - Travel Clerk II	13.49
01533 - Travel Clerk III	14.27
01611 - Word Processor I	12.71
01612 - Word Processor II	14.28
01613 - Word Processor III	15.97
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	19.86
Fiberglass	
05010 - Automotive Electrician	18.34
05040 - Automotive Glass Installer	17.27
05070 - Automotive Worker	17.27
05110 - Mobile Equipment Servicer	15.17

05130 - Motor Equipment Metal Mechanic	19.42
05160 - Motor Equipment Metal Worker	17.27
05190 - Motor Vehicle Mechanic	19.42
05220 - Motor Vehicle Mechanic	14.15
Helper	
05250 - Motor Vehicle Upholstery Worker	16.19
05280 - Motor Vehicle Wrecker	17.27
05310 - Painter Automotive	18.34
05340 - Radiator Repair Specialist	17.27
05370 - Tire Repairer	15.08
05400 - Transmission Repair Specialist	19.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.80
07041 - Cook I	13.13
07042 - Cook II	14.95
07070 - Dishwasher	9.88
07130 - Food Service Worker	10.90
07210 - Meat Cutter	15.75
07260 - Waiter/Waitress	9.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.46
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	15.78
09110 - Furniture Repairer Minor	18.05
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.15
11060 - Elevator Operator	13.22
11090 - Gardener	17.13
11122 - Housekeeping Aide	13.22
11150 - Janitor	13.22
11210 - Laborer Grounds Maintenance	13.64
11240 - Maid or Houseman	11.07
11260 - Pruner	12.34
11270 - Tractor Operator	15.99
11330 - Trail Maintenance Worker	13.64
11360 - Window Cleaner	14.61
12000 - Health Occupations	
12010 - Ambulance Driver	15.84
12011 - Breath Alcohol Technician	18.04
12012 - Certified Occupational Therapist Assistant	24.75

12015 - Certified Physical Therapist Assistant	21.75
12020 - Dental Assistant	18.54
12025 - Dental Hygienist	34.69
12030 - EKG Technician	28.59
12035 - Electroneurodiagnostic Technologist	28.59
12040 - Emergency Medical Technician	15.84
12071 - Licensed Practical Nurse I	16.13
12072 - Licensed Practical Nurse II	18.04
12073 - Licensed Practical Nurse III	20.11
12100 - Medical Assistant	15.14
12130 - Medical Laboratory Technician	22.07
12160 - Medical Record Clerk	15.59
12190 - Medical Record Technician	17.43
12195 - Medical Transcriptionist	16.69
12210 - Nuclear Medicine Technologist	39.65
12221 - Nursing Assistant I	11.62
12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.00
12235 - Optical Dispenser	15.81
12236 - Optical Technician	16.13
12250 - Pharmacy Technician	16.11
12280 - Phlebotomist	13.90
12305 - Radiologic Technologist	24.12
12311 - Registered Nurse I	23.04
12312 - Registered Nurse II	28.19
12313 - Registered Nurse II	28.19
12314 - Registered Nurse III	34.11
12315 - Registered Nurse III	34.11
12316 - Registered Nurse IV	40.88
12317 - Scheduler (Drug and Alcohol Testing)	22.35
12320 - Substance Abuse Treatment Counselor	19.75
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.11
13012 - Exhibits Specialist II	18.68
13013 - Exhibits Specialist III	22.89
13041 - Illustrator I	14.90
13042 - Illustrator II	18.46
13043 - Illustrator III	22.59
13047 - Librarian	20.44

13050 - Library Aide/Clerk	11.87
13054 - Library Information	18.46
Technology Systems	
Administrator	
13058 - Library Technician	14.45
13061 - Media Specialist I	13.48
13062 - Media Specialist II	14.90
13063 - Media Specialist III	16.62
13071 - Photographer I	16.48
13072 - Photographer II	18.44
13073 - Photographer III	22.84
13074 - Photographer IV	27.94
13075 - Photographer V	33.81
13090 - Technical Order Library	15.74
Clerk	
13110 - Video Teleconference	13.26
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	14.66
14042 - Computer Operator II	16.39
14043 - Computer Operator III	18.27
14044 - Computer Operator IV	20.31
14045 - Computer Operator V	22.49
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	15.51
Operator	
14160 - Personal Computer Support	22.57
Technician	
14170 - System Support Specialist	23.00
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	30.93
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	37.42
Instructor (Rated)	
15030 - Air Crew Training Devices	43.93
Instructor (Pilot)	
15050 - Computer Based Training	30.93
Specialist / Instructor	
15060 - Educational Technologist	28.88
15070 - Flight Instructor (Pilot)	43.93
15080 - Graphic Artist	19.72

15085 - Maintenance Test Pilot Fixed Jet/Prop	42.48
15086 - Maintenance Test Pilot Rotary Wing	42.48
15088 - Non-Maintenance Test/Co- Pilot	42.48
15090 - Technical Instructor	19.68
15095 - Technical Instructor/Course Developer	24.07
15110 - Test Proctor	15.88
15120 - Tutor	15.88
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.46
16030 - Counter Attendant	10.46
16040 - Dry Cleaner	11.95
16070 - Finisher Flatwork Machine	10.46
16090 - Presser Hand	10.46
16110 - Presser Machine Drycleaning	10.46
16130 - Presser Machine Shirts	10.46
16160 - Presser Machine Wearing Apparel Laundry	10.46
16190 - Sewing Machine Operator	12.55
16220 - Tailor	13.21
16250 - Washer Machine	10.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.56
19040 - Tool And Die Maker	22.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.19
21030 - Material Coordinator	20.34
21040 - Material Expediter	20.34
21050 - Material Handling Laborer	14.18
21071 - Order Filler	13.47
21080 - Production Line Worker (Food Processing)	18.19
21110 - Shipping Packer	17.12
21130 - Shipping/Receiving Clerk	17.12
21140 - Store Worker I	12.21
21150 - Stock Clerk	16.31
21210 - Tools And Parts Attendant	18.19
21410 - Warehouse Specialist	18.19
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.56

23019 - Aircraft Logs and Records	21.02
Technician	
23021 - Aircraft Mechanic I	25.22
23022 - Aircraft Mechanic II	26.56
23023 - Aircraft Mechanic III	27.88
23040 - Aircraft Mechanic Helper	18.38
23050 - Aircraft Painter	23.82
23060 - Aircraft Servicer	21.02
23070 - Aircraft Survival Flight	23.82
Equipment Technician	
23080 - Aircraft Worker	22.43
23091 - Aircrew Life Support	22.43
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.22
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.04
23120 - Bicycle Repairer	16.69
23125 - Cable Splicer	37.68
23130 - Carpenter Maintenance	17.66
23140 - Carpet Layer	22.43
23160 - Electrician Maintenance	22.58
23181 - Electronics Technician	21.42
Maintenance I	
23182 - Electronics Technician	22.77
Maintenance II	
23183 - Electronics Technician	24.09
Maintenance III	
23260 - Fabric Worker	21.02
23290 - Fire Alarm System Mechanic	25.22
23310 - Fire Extinguisher Repairer	19.70
23311 - Fuel Distribution System	37.68
Mechanic	
23312 - Fuel Distribution System	27.34
Operator	
23370 - General Maintenance Worker	18.53
23380 - Ground Support Equipment	25.22
Mechanic	
23381 - Ground Support Equipment	21.02
Servicer	
23382 - Ground Support Equipment	22.43
Worker	
23391 - Gunsmith I	19.70
23392 - Gunsmith II	22.43
23393 - Gunsmith III	25.22
23410 - Heating Ventilation And Air-	22.37
Conditioning	
Mechanic	

23411 - Heating Ventilation And Air Contidioning	23.56
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.16
23440 - Heavy Equipment Operator	22.54
23460 - Instrument Mechanic	25.22
23465 - Laboratory/Shelter Mechanic	23.82
23470 - Laborer	14.18
23510 - Locksmith	23.82
23530 - Machinery Maintenance	23.35
Mechanic	
23550 - Machinist Maintenance	19.64
23580 - Maintenance Trades Helper	18.38
23591 - Metrology Technician I	25.22
23592 - Metrology Technician II	26.56
23593 - Metrology Technician III	27.88
23640 - Millwright	25.22
23710 - Office Appliance Repairer	21.91
23760 - Painter Maintenance	16.36
23790 - Pipefitter Maintenance	21.87
23810 - Plumber Maintenance	20.65
23820 - Pneudraulic Systems Mechanic	25.22
23850 - Rigger	25.22
23870 - Scale Mechanic	22.43
23890 - Sheet-Metal Worker	22.51
Maintenance	
23910 - Small Engine Mechanic	19.80
23931 - Telecommunications Mechanic	28.31
I	
23932 - Telecommunications Mechanic	29.80
II	
23950 - Telephone Lineman	23.57
23960 - Welder Combination	19.29
Maintenance	
23965 - Well Driller	25.22
23970 - Woodcraft Worker	25.22
23980 - Woodworker	19.70
24000 - Personal Needs Occupations	
24550 - Case Manager	11.95
24570 - Child Care Attendant	10.89
24580 - Child Care Center Clerk	13.52
24610 - Chore Aide	12.83
24620 - Family Readiness And Support	11.95
Services	
Coordinator	
24630 - Homemaker	15.28
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.22

25040 - Sewage Plant Operator		22.49
25070 - Stationary Engineer		25.22
25190 - Ventilation Equipment Tender		18.38
25210 - Water Treatment Plant		22.49
Operator		
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.72
27007 - Baggage Inspector		15.35
27008 - Corrections Officer		18.21
27010 - Court Security Officer		19.27
27030 - Detection Dog Handler		17.16
27040 - Detention Officer		18.21
27070 - Firefighter		19.16
27101 - Guard I		15.35
27102 - Guard II		17.16
27131 - Police Officer I		20.50
27132 - Police Officer II		22.79
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.58
28042 - Carnival Equipment Repairer		14.55
28043 - Carnival Worker		10.48
28210 - Gate Attendant/Gate Tender		20.85
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		23.31
28510 - Recreation Aide/Health		17.01
Facility Attendant		
28515 - Recreation Specialist		28.50
28630 - Sports Official		18.56
28690 - Swimming Pool Operator		16.57
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		22.43
29020 - Hatch Tender		22.43
29030 - Line Handler		22.43
29041 - Stevedore I		21.02
29042 - Stevedore II		23.82
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		16.51
30022 - Archeological Technician II		18.48
30023 - Archeological Technician III		22.88
30030 - Cartographic Technician		22.88
30040 - Civil Engineering Technician		21.37
30051 - Cryogenic Technician I		25.35

30052 - Cryogenic Technician II	27.99
30061 - Drafter/CAD Operator I	16.51
30062 - Drafter/CAD Operator II	18.48
30063 - Drafter/CAD Operator III	20.59
30064 - Drafter/CAD Operator IV	25.35
30081 - Engineering Technician I	16.12
30082 - Engineering Technician II	18.11
30083 - Engineering Technician III	20.25
30084 - Engineering Technician IV	25.09
30085 - Engineering Technician V	30.69
30086 - Engineering Technician VI	37.14
30090 - Environmental Technician	22.88
30095 - Evidence Control Specialist	22.88
30210 - Laboratory Technician	19.93
30221 - Latent Fingerprint Technician I	25.35
30222 - Latent Fingerprint Technician II	27.99
30240 - Mathematical Technician	22.88
30361 - Paralegal/Legal Assistant I	19.39
30362 - Paralegal/Legal Assistant II	24.02
30363 - Paralegal/Legal Assistant III	29.38
30364 - Paralegal/Legal Assistant IV	35.56
30375 - Petroleum Supply Specialist	27.99
30390 - Photo-Optics Technician	22.38
30395 - Radiation Control Technician	27.99
30461 - Technical Writer I	22.88
30462 - Technical Writer II	27.99
30463 - Technical Writer III	33.87
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	25.35
30502 - Weather Forecaster II	30.82
30620 - Weather Observer Combined (see 2)	20.59
30621 - Weather Observer Senior (see 2)	22.88
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98

31020 - Bus Aide	10.52
31030 - Bus Driver	14.10
31043 - Driver Courier	15.28
31260 - Parking and Lot Attendant	12.50
31290 - Shuttle Bus Driver	15.46
31310 - Taxi Driver	13.68
31361 - Truckdriver Light	16.38
31362 - Truckdriver Medium	17.48
31363 - Truckdriver Heavy	20.18
31364 - Truckdriver Tractor-Trailer	20.18
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.31
99050 - Desk Clerk	11.26
99095 - Embalmer	29.32
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	11.76
I	
99252 - Laboratory Animal Caretaker	12.61
II	
99260 - Marketing Analyst	24.66
99310 - Mortician	29.32
99410 - Pest Controller	20.10
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.91
99711 - Recycling Specialist	18.65
99730 - Refuse Collector	14.39
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	13.13
99830 - Survey Party Chief	19.81
99831 - Surveying Aide	13.05
99832 - Surveying Technician	17.88
99840 - Vending Machine Attendant	14.13
99841 - Vending Machine Repairer	17.24
99842 - Vending Machine Repairer	14.13
Helper	

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.

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 PARENTHESSES 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.: 2015-5377

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.: 2015-5377
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.

State: South Dakota

Area: South Dakota Counties of Bennett Butte Corson Dewey Fall River
Gregory Haakon Harding Jackson Jones Lawrence Lyman Mellette Perkins
Shannon Stanley Todd Tripp Ziebach

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.54
01013 - Accounting Clerk III		17.39
01020 - Administrative Assistant		18.63
01035 - Court Reporter		16.08
01041 - Customer Service Representative I		12.62

01042 - Customer Service Representative II	13.77
01043 - Customer Service Representative III	15.47
01051 - Data Entry Operator I	11.73
01052 - Data Entry Operator II	12.80
01060 - Dispatcher Motor Vehicle	14.98
01070 - Document Preparation Clerk	12.80
01090 - Duplicating Machine Operator	12.80
01111 - General Clerk I	12.91
01112 - General Clerk II	14.09
01113 - General Clerk III	15.81
01120 - Housing Referral Assistant	17.92
01141 - Messenger Courier	10.44
01191 - Order Clerk I	11.73
01192 - Order Clerk II	12.80
01261 - Personnel Assistant (Employment) I	14.49
01262 - Personnel Assistant (Employment) II	17.00
01263 - Personnel Assistant (Employment) III	18.08
01270 - Production Control Clerk	17.92
01290 - Rental Clerk	12.08
01300 - Scheduler Maintenance	14.38
01311 - Secretary I	14.38
01312 - Secretary II	16.08
01313 - Secretary III	17.92
01320 - Service Order Dispatcher	13.40
01410 - Supply Technician	18.63
01420 - Survey Worker	14.28
01460 - Switchboard Operator/Receptionist	12.59
01531 - Travel Clerk I	12.39
01532 - Travel Clerk II	13.15
01533 - Travel Clerk III	13.91
01611 - Word Processor I	12.80
01612 - Word Processor II	14.38
01613 - Word Processor III	16.08
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.56
Fiberglass	
05010 - Automotive Electrician	18.01
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.17
05110 - Mobile Equipment Servicer	15.41
05130 - Motor Equipment Metal	18.87
Mechanic	
05160 - Motor Equipment Metal Worker	17.17

05190 - Motor Vehicle Mechanic	18.87
05220 - Motor Vehicle Mechanic	14.52
Helper	
05250 - Motor Vehicle Upholstery	16.29
Worker	
05280 - Motor Vehicle Wrecker	17.17
05310 - Painter Automotive	18.01
05340 - Radiator Repair Specialist	17.17
05370 - Tire Repairer	13.13
05400 - Transmission Repair	18.87
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	11.58
07041 - Cook I	13.72
07042 - Cook II	15.76
07070 - Dishwasher	10.55
07130 - Food Service Worker	11.09
07210 - Meat Cutter	14.44
07260 - Waiter/Waitress	10.13
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.19
09040 - Furniture Handler	15.19
09080 - Furniture Refinisher	22.19
09090 - Furniture Refinisher Helper	18.07
09110 - Furniture Repairer Minor	20.96
09130 - Upholsterer	21.07
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.23
11060 - Elevator Operator	12.65
11090 - Gardener	15.47
11122 - Housekeeping Aide	12.65
11150 - Janitor	12.65
11210 - Laborer Grounds Maintenance	12.02
11240 - Maid or Houseman	11.26
11260 - Pruner	10.82
11270 - Tractor Operator	14.32
11330 - Trail Maintenance Worker	12.02
11360 - Window Cleaner	14.06
12000 - Health Occupations	
12010 - Ambulance Driver	14.42
12011 - Breath Alcohol Technician	18.23
12012 - Certified Occupational	25.01
Therapist Assistant	
12015 - Certified Physical Therapist	23.54
Assistant	
12020 - Dental Assistant	17.23

12025 - Dental Hygienist	34.81
12030 - EKG Technician	27.63
12035 - Electroneurodiagnostic Technologist	27.63
12040 - Emergency Medical Technician	14.42
12071 - Licensed Practical Nurse I	16.30
12072 - Licensed Practical Nurse II	18.23
12073 - Licensed Practical Nurse III	20.32
12100 - Medical Assistant	15.81
12130 - Medical Laboratory Technician	24.44
12160 - Medical Record Clerk	19.01
12190 - Medical Record Technician	21.26
12195 - Medical Transcriptionist	17.26
12210 - Nuclear Medicine Technologist	40.06
12221 - Nursing Assistant I	11.32
12222 - Nursing Assistant II	12.73
12223 - Nursing Assistant III	13.89
12224 - Nursing Assistant IV	15.60
12235 - Optical Dispenser	15.57
12236 - Optical Technician	16.30
12250 - Pharmacy Technician	17.53
12280 - Phlebotomist	16.30
12305 - Radiologic Technologist	27.15
12311 - Registered Nurse I	23.56
12312 - Registered Nurse II	28.82
12313 - Registered Nurse II	28.82
Specialist	
12314 - Registered Nurse III	34.88
12315 - Registered Nurse III	34.88
Anesthetist	
12316 - Registered Nurse IV	41.79
12317 - Scheduler (Drug and Alcohol Testing)	22.58
12320 - Substance Abuse Treatment Counselor	20.28
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	13.72
13012 - Exhibits Specialist II	17.00
13013 - Exhibits Specialist III	20.78
13041 - Illustrator I	13.72
13042 - Illustrator II	17.00
13043 - Illustrator III	20.78
13047 - Librarian	18.82
13050 - Library Aide/Clerk	10.92
13054 - Library Information Technology Systems	17.00

Administrator		
13058 - Library Technician		12.29
13061 - Media Specialist I		13.02
13062 - Media Specialist II		14.56
13063 - Media Specialist III		16.24
13071 - Photographer I		12.70
13072 - Photographer II		14.21
13073 - Photographer III		17.60
13074 - Photographer IV		21.54
13075 - Photographer V		26.05
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		12.78
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		14.04
14042 - Computer Operator II		15.70
14043 - Computer Operator III		18.64
14044 - Computer Operator IV		19.56
14045 - Computer Operator V		24.59
14071 - Computer Programmer I	(see 1)	19.39
14072 - Computer Programmer II	(see 1)	24.01
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		14.04
Operator		
14160 - Personal Computer Support		24.25
Technician		
14170 - System Support Specialist		28.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.44
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		35.63
Instructor (Rated)		
15030 - Air Crew Training Devices		42.70
Instructor (Pilot)		
15050 - Computer Based Training		29.44
Specialist / Instructor		
15060 - Educational Technologist		31.16
15070 - Flight Instructor (Pilot)		42.70
15080 - Graphic Artist		17.93
15085 - Maintenance Test Pilot Fixed		42.70
Jet/Prop		
15086 - Maintenance Test Pilot		42.70
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	42.70
15090 - Technical Instructor	17.62
15095 - Technical Instructor/Course Developer	21.55
15110 - Test Proctor	14.22
15120 - Tutor	14.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.46
16030 - Counter Attendant	10.46
16040 - Dry Cleaner	11.95
16070 - Finisher Flatwork Machine	10.46
16090 - Presser Hand	10.46
16110 - Presser Machine Drycleaning	10.46
16130 - Presser Machine Shirts	10.46
16160 - Presser Machine Wearing Apparel Laundry	10.46
16190 - Sewing Machine Operator	12.55
16220 - Tailor	13.21
16250 - Washer Machine	10.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.98
19040 - Tool And Die Maker	31.02
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.94
21030 - Material Coordinator	19.12
21040 - Material Expediter	19.12
21050 - Material Handling Laborer	12.44
21071 - Order Filler	10.95
21080 - Production Line Worker (Food Processing)	15.94
21110 - Shipping Packer	15.86
21130 - Shipping/Receiving Clerk	15.86
21140 - Store Worker I	12.25
21150 - Stock Clerk	16.69
21210 - Tools And Parts Attendant	15.94
21410 - Warehouse Specialist	15.94
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.04
23019 - Aircraft Logs and Records Technician	21.91
23021 - Aircraft Mechanic I	26.51
23022 - Aircraft Mechanic II	28.04
23023 - Aircraft Mechanic III	29.56

23040 - Aircraft Mechanic Helper	18.90
23050 - Aircraft Painter	24.98
23060 - Aircraft Servicer	21.91
23070 - Aircraft Survival Flight	24.98
Equipment Technician	
23080 - Aircraft Worker	23.45
23091 - Aircrew Life Support	23.45
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.51
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.98
23120 - Bicycle Repairer	18.36
23125 - Cable Splicer	38.48
23130 - Carpenter Maintenance	15.92
23140 - Carpet Layer	23.45
23160 - Electrician Maintenance	22.05
23181 - Electronics Technician	23.45
Maintenance I	
23182 - Electronics Technician	24.98
Maintenance II	
23183 - Electronics Technician	26.51
Maintenance III	
23260 - Fabric Worker	21.91
23290 - Fire Alarm System Mechanic	26.51
23310 - Fire Extinguisher Repairer	20.41
23311 - Fuel Distribution System	37.49
Mechanic	
23312 - Fuel Distribution System	29.28
Operator	
23370 - General Maintenance Worker	18.70
23380 - Ground Support Equipment	26.51
Mechanic	
23381 - Ground Support Equipment	21.91
Servicer	
23382 - Ground Support Equipment	23.45
Worker	
23391 - Gunsmith I	20.41
23392 - Gunsmith II	23.45
23393 - Gunsmith III	26.51
23410 - Heating Ventilation And Air-	21.04
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.25
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.51
23440 - Heavy Equipment Operator	21.71

23460 - Instrument Mechanic	26.51
23465 - Laboratory/Shelter Mechanic	24.98
23470 - Laborer	12.44
23510 - Locksmith	24.98
23530 - Machinery Maintenance	26.90
Mechanic	
23550 - Machinist Maintenance	24.45
23580 - Maintenance Trades Helper	18.90
23591 - Metrology Technician I	26.51
23592 - Metrology Technician II	28.04
23593 - Metrology Technician III	29.56
23640 - Millwright	26.51
23710 - Office Appliance Repairer	24.98
23760 - Painter Maintenance	16.21
23790 - Pipefitter Maintenance	21.36
23810 - Plumber Maintenance	20.13
23820 - Pneudraulic Systems Mechanic	26.51
23850 - Rigger	26.51
23870 - Scale Mechanic	23.45
23890 - Sheet-Metal Worker	26.51
Maintenance	
23910 - Small Engine Mechanic	23.45
23931 - Telecommunications Mechanic	29.74
I	
23932 - Telecommunications Mechanic	31.45
II	
23950 - Telephone Lineman	24.81
23960 - Welder Combination	18.17
Maintenance	
23965 - Well Driller	23.64
23970 - Woodcraft Worker	26.51
23980 - Woodworker	20.41
24000 - Personal Needs Occupations	
24550 - Case Manager	13.00
24570 - Child Care Attendant	9.95
24580 - Child Care Center Clerk	12.40
24610 - Chore Aide	12.17
24620 - Family Readiness And Support	13.00
Services	
Coordinator	
24630 - Homemaker	15.00
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.51
25040 - Sewage Plant Operator	20.31
25070 - Stationary Engineer	26.51
25190 - Ventilation Equipment Tender	18.90
25210 - Water Treatment Plant	20.31
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.68
27007 - Baggage Inspector		14.19
27008 - Corrections Officer		17.89
27010 - Court Security Officer		18.09
27030 - Detection Dog Handler		15.89
27040 - Detention Officer		17.89
27070 - Firefighter		18.67
27101 - Guard I		14.19
27102 - Guard II		15.88
27131 - Police Officer I		20.07
27132 - Police Officer II		22.30
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.44
28042 - Carnival Equipment Repairer		14.51
28043 - Carnival Worker		10.15
28210 - Gate Attendant/Gate Tender		19.00
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		21.25
28510 - Recreation Aide/Health		15.50
Facility Attendant		
28515 - Recreation Specialist		26.32
28630 - Sports Official		16.91
28690 - Swimming Pool Operator		17.67
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		23.45
29020 - Hatch Tender		23.45
29030 - Line Handler		23.45
29041 - Stevedore I		21.91
29042 - Stevedore II		24.98
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		15.52
30022 - Archeological Technician II		17.37
30023 - Archeological Technician III		21.51
30030 - Cartographic Technician		21.51
30040 - Civil Engineering Technician		20.80
30051 - Cryogenic Technician I		23.83
30052 - Cryogenic Technician II		26.32
30061 - Drafter/CAD Operator I		15.52
30062 - Drafter/CAD Operator II		17.37
30063 - Drafter/CAD Operator III		19.36
30064 - Drafter/CAD Operator IV		23.83

30081 - Engineering Technician I	13.83
30082 - Engineering Technician II	15.52
30083 - Engineering Technician III	17.37
30084 - Engineering Technician IV	21.51
30085 - Engineering Technician V	26.32
30086 - Engineering Technician VI	31.84
30090 - Environmental Technician	20.79
30095 - Evidence Control Specialist	21.51
30210 - Laboratory Technician	19.36
30221 - Latent Fingerprint Technician I	23.83
30222 - Latent Fingerprint Technician II	26.32
30240 - Mathematical Technician	21.51
30361 - Paralegal/Legal Assistant I	20.19
30362 - Paralegal/Legal Assistant II	25.01
30363 - Paralegal/Legal Assistant	30.60
III	
30364 - Paralegal/Legal Assistant IV	37.02
30375 - Petroleum Supply Specialist	26.32
30390 - Photo-Optics Technician	20.20
30395 - Radiation Control Technician	26.32
30461 - Technical Writer I	21.51
30462 - Technical Writer II	26.32
30463 - Technical Writer III	31.84
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	23.83
30502 - Weather Forecaster II	28.99
30620 - Weather Observer Combined (see 2)	19.36
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	21.51
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.12
31030 - Bus Driver	16.74
31043 - Driver Courier	16.63
31260 - Parking and Lot Attendant	12.56
31290 - Shuttle Bus Driver	17.01

31310 - Taxi Driver	14.24
31361 - Truckdriver Light	17.96
31362 - Truckdriver Medium	19.28
31363 - Truckdriver Heavy	19.03
31364 - Truckdriver Tractor-Trailer	19.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.81
99050 - Desk Clerk	11.19
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.13
I	
99252 - Laboratory Animal Caretaker	14.07
II	
99260 - Marketing Analyst	25.78
99310 - Mortician	25.60
99410 - Pest Controller	21.05
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.37
99711 - Recycling Specialist	17.12
99730 - Refuse Collector	13.11
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	13.71
99830 - Survey Party Chief	20.18
99831 - Surveying Aide	12.99
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	14.12
99841 - Vending Machine Repairer	16.94
99842 - Vending Machine Repairer	12.89
Helper	

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.

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.: 2015-5379

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.: 2015-5379
Revision No.: 15
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.

State: North Dakota

Area: North Dakota Counties of Burleigh Morton Oliver Sioux

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.06
01012 - Accounting Clerk II		19.16
01013 - Accounting Clerk III		21.43
01020 - Administrative Assistant		24.65
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		13.91
01042 - Customer Service Representative II		15.64

01043 - Customer Service Representative III	17.06
01051 - Data Entry Operator I	14.02
01052 - Data Entry Operator II	15.30
01060 - Dispatcher Motor Vehicle	21.62
01070 - Document Preparation Clerk	14.27
01090 - Duplicating Machine Operator	14.27
01111 - General Clerk I	15.93
01112 - General Clerk II	17.39
01113 - General Clerk III	19.53
01120 - Housing Referral Assistant	19.98
01141 - Messenger Courier	13.91
01191 - Order Clerk I	14.39
01192 - Order Clerk II	15.70
01261 - Personnel Assistant (Employment) I	18.02
01262 - Personnel Assistant (Employment) II	20.15
01263 - Personnel Assistant (Employment) III	22.46
01270 - Production Control Clerk	26.21
01290 - Rental Clerk	14.68
01300 - Scheduler Maintenance	16.01
01311 - Secretary I	16.01
01312 - Secretary II	17.92
01313 - Secretary III	19.98
01320 - Service Order Dispatcher	19.32
01410 - Supply Technician	24.65
01420 - Survey Worker	17.50
01460 - Switchboard Operator/Receptionist	16.08
01531 - Travel Clerk I	13.90
01532 - Travel Clerk II	14.78
01533 - Travel Clerk III	15.69
01611 - Word Processor I	14.27
01612 - Word Processor II	16.01
01613 - Word Processor III	17.92
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	27.02
Fiberglass	
05010 - Automotive Electrician	21.50
05040 - Automotive Glass Installer	20.02
05070 - Automotive Worker	20.02
05110 - Mobile Equipment Servicer	17.13
05130 - Motor Equipment Metal	22.77
Mechanic	
05160 - Motor Equipment Metal Worker	20.02
05190 - Motor Vehicle Mechanic	22.77

05220 - Motor Vehicle Mechanic	15.63
Helper	
05250 - Motor Vehicle Upholstery	18.58
Worker	
05280 - Motor Vehicle Wrecker	20.02
05310 - Painter Automotive	21.50
05340 - Radiator Repair Specialist	20.02
05370 - Tire Repairer	17.13
05400 - Transmission Repair	22.77
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.70
07041 - Cook I	15.69
07042 - Cook II	18.34
07070 - Dishwasher	10.59
07130 - Food Service Worker	13.75
07210 - Meat Cutter	15.08
07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	26.60
09040 - Furniture Handler	17.16
09080 - Furniture Refinisher	26.60
09090 - Furniture Refinisher Helper	21.10
09110 - Furniture Repairer Minor	23.63
09130 - Upholsterer	26.60
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.86
11060 - Elevator Operator	16.59
11090 - Gardener	23.02
11122 - Housekeeping Aide	16.59
11150 - Janitor	16.59
11210 - Laborer Grounds Maintenance	20.50
11240 - Maid or Houseman	13.49
11260 - Pruner	18.20
11270 - Tractor Operator	22.43
11330 - Trail Maintenance Worker	20.50
11360 - Window Cleaner	18.69
12000 - Health Occupations	
12010 - Ambulance Driver	18.36
12011 - Breath Alcohol Technician	22.06
12012 - Certified Occupational	29.27
Therapist Assistant	
12015 - Certified Physical Therapist	26.18
Assistant	
12020 - Dental Assistant	25.87
12025 - Dental Hygienist	38.09

12030 - EKG Technician	33.43
12035 - Electroneurodiagnostic Technologist	33.43
12040 - Emergency Medical Technician	18.36
12071 - Licensed Practical Nurse I	19.73
12072 - Licensed Practical Nurse II	22.06
12073 - Licensed Practical Nurse III	24.59
12100 - Medical Assistant	17.29
12130 - Medical Laboratory Technician	22.36
12160 - Medical Record Clerk	21.61
12190 - Medical Record Technician	24.19
12195 - Medical Transcriptionist	20.16
12210 - Nuclear Medicine Technologist	48.48
12221 - Nursing Assistant I	12.52
12222 - Nursing Assistant II	14.07
12223 - Nursing Assistant III	15.36
12224 - Nursing Assistant IV	17.25
12235 - Optical Dispenser	17.74
12236 - Optical Technician	19.73
12250 - Pharmacy Technician	20.17
12280 - Phlebotomist	17.56
12305 - Radiologic Technologist	26.98
12311 - Registered Nurse I	24.84
12312 - Registered Nurse II	30.39
12313 - Registered Nurse II Specialist	30.39
12314 - Registered Nurse III	36.78
12315 - Registered Nurse III Anesthetist	36.78
12316 - Registered Nurse IV	44.07
12317 - Scheduler (Drug and Alcohol Testing)	27.33
12320 - Substance Abuse Treatment Counselor	28.04
13000 - Information And Arts Occupations	
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	15.98
13054 - Library Information Technology Systems Administrator	25.93

13058 - Library Technician	18.51
13061 - Media Specialist I	18.72
13062 - Media Specialist II	20.93
13063 - Media Specialist III	23.33
13071 - Photographer I	18.72
13072 - Photographer II	20.93
13073 - Photographer III	25.93
13074 - Photographer IV	31.72
13075 - Photographer V	38.39
13090 - Technical Order Library Clerk	20.94
13110 - Video Teleconference Technician	21.27
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.80
14042 - Computer Operator II	19.92
14043 - Computer Operator III	22.21
14044 - Computer Operator IV	24.67
14045 - Computer Operator V	27.32
14071 - Computer Programmer I	(see 1) 18.90
14072 - Computer Programmer II	(see 1) 23.16
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 Operator	17.80
14160 - Personal Computer Support Technician	24.67
14170 - System Support Specialist	32.80
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.24
15020 - Aircrew Training Devices Instructor (Rated)	35.38
15030 - Air Crew Training Devices Instructor (Pilot)	42.40
15050 - Computer Based Training Specialist / Instructor	29.24
15060 - Educational Technologist	35.35
15070 - Flight Instructor (Pilot)	42.40
15080 - Graphic Artist	19.60
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.40
15086 - Maintenance Test Pilot Rotary Wing	42.40

15088 - Non-Maintenance Test/Co-Pilot	42.40
15090 - Technical Instructor	24.36
15095 - Technical Instructor/Course Developer	29.80
15110 - Test Proctor	19.67
15120 - Tutor	19.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.07
16030 - Counter Attendant	10.07
16040 - Dry Cleaner	11.80
16070 - Finisher Flatwork Machine	10.07
16090 - Presser Hand	10.07
16110 - Presser Machine Drycleaning	10.07
16130 - Presser Machine Shirts	10.07
16160 - Presser Machine Wearing Apparel Laundry	10.07
16190 - Sewing Machine Operator	12.32
16220 - Tailor	12.87
16250 - Washer Machine	10.63
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.33
19040 - Tool And Die Maker	34.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.83
21030 - Material Coordinator	26.21
21040 - Material Expediter	26.21
21050 - Material Handling Laborer	15.76
21071 - Order Filler	15.29
21080 - Production Line Worker (Food Processing)	20.83
21110 - Shipping Packer	19.03
21130 - Shipping/Receiving Clerk	19.03
21140 - Store Worker I	12.34
21150 - Stock Clerk	17.09
21210 - Tools And Parts Attendant	20.83
21410 - Warehouse Specialist	20.83
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.69
23019 - Aircraft Logs and Records Technician	24.75
23021 - Aircraft Mechanic I	30.34
23022 - Aircraft Mechanic II	31.69
23023 - Aircraft Mechanic III	32.90

23040 - Aircraft Mechanic Helper	20.82
23050 - Aircraft Painter	28.64
23060 - Aircraft Servicer	24.75
23070 - Aircraft Survival Flight	28.64
Equipment Technician	
23080 - Aircraft Worker	26.68
23091 - Aircrew Life Support	26.68
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	30.34
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.58
23120 - Bicycle Repairer	23.37
23125 - Cable Splicer	43.99
23130 - Carpenter Maintenance	22.13
23140 - Carpet Layer	24.64
23160 - Electrician Maintenance	30.69
23181 - Electronics Technician	31.89
Maintenance I	
23182 - Electronics Technician	34.23
Maintenance II	
23183 - Electronics Technician	36.26
Maintenance III	
23260 - Fabric Worker	25.34
23290 - Fire Alarm System Mechanic	31.06
23310 - Fire Extinguisher Repairer	23.37
23311 - Fuel Distribution System	32.27
Mechanic	
23312 - Fuel Distribution System	24.29
Operator	
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment	30.34
Mechanic	
23381 - Ground Support Equipment	24.75
Servicer	
23382 - Ground Support Equipment	26.68
Worker	
23391 - Gunsmith I	23.37
23392 - Gunsmith II	27.31
23393 - Gunsmith III	31.06
23410 - Heating Ventilation And Air-	26.95
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.14
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	33.76
23440 - Heavy Equipment Operator	26.06

23460 - Instrument Mechanic	31.06
23465 - Laboratory/Shelter Mechanic	29.33
23470 - Laborer	15.76
23510 - Locksmith	29.33
23530 - Machinery Maintenance	28.92
Mechanic	
23550 - Machinist Maintenance	29.34
23580 - Maintenance Trades Helper	21.32
23591 - Metrology Technician I	31.06
23592 - Metrology Technician II	32.43
23593 - Metrology Technician III	33.67
23640 - Millwright	31.06
23710 - Office Appliance Repairer	23.05
23760 - Painter Maintenance	20.40
23790 - Pipefitter Maintenance	28.45
23810 - Plumber Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	31.06
23850 - Rigger	31.06
23870 - Scale Mechanic	27.31
23890 - Sheet-Metal Worker	29.60
Maintenance	
23910 - Small Engine Mechanic	22.40
23931 - Telecommunications Mechanic	30.58
I	
23932 - Telecommunications Mechanic	31.94
II	
23950 - Telephone Lineman	31.06
23960 - Welder Combination	25.73
Maintenance	
23965 - Well Driller	31.06
23970 - Woodcraft Worker	31.06
23980 - Woodworker	23.37
24000 - Personal Needs Occupations	
24550 - Case Manager	19.51
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	15.83
24620 - Family Readiness And Support	19.51
Services	
Coordinator	
24630 - Homemaker	19.51
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	31.06
25040 - Sewage Plant Operator	29.33
25070 - Stationary Engineer	31.06
25190 - Ventilation Equipment Tender	21.32
25210 - Water Treatment Plant	29.33
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.97
27007 - Baggage Inspector		16.06
27008 - Corrections Officer		21.51
27010 - Court Security Officer		21.84
27030 - Detection Dog Handler		17.97
27040 - Detention Officer		21.51
27070 - Firefighter		23.17
27101 - Guard I		16.06
27102 - Guard II		17.97
27131 - Police Officer I		24.70
27132 - Police Officer II		27.45
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.59
28042 - Carnival Equipment Repairer		18.18
28043 - Carnival Worker		11.85
28210 - Gate Attendant/Gate Tender		20.70
28310 - Lifeguard		13.32
28350 - Park Attendant (Aide)		23.15
28510 - Recreation Aide/Health		16.89
Facility Attendant		
28515 - Recreation Specialist		28.68
28630 - Sports Official		18.43
28690 - Swimming Pool Operator		21.25
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		27.31
29020 - Hatch Tender		27.31
29030 - Line Handler		27.31
29041 - Stevedore I		25.34
29042 - Stevedore II		29.33
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		18.41
30022 - Archeological Technician II		20.59
30023 - Archeological Technician III		25.51
30030 - Cartographic Technician		25.51
30040 - Civil Engineering Technician		29.17
30051 - Cryogenic Technician I		28.25
30052 - Cryogenic Technician II		31.20
30061 - Drafter/CAD Operator I		18.41
30062 - Drafter/CAD Operator II		20.59
30063 - Drafter/CAD Operator III		22.95
30064 - Drafter/CAD Operator IV		28.25

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	25.51
30095 - Evidence Control Specialist	25.51
30210 - Laboratory Technician	22.95
30221 - Latent Fingerprint Technician I	28.25
30222 - Latent Fingerprint Technician II	31.20
30240 - Mathematical Technician	25.51
30361 - Paralegal/Legal Assistant I	20.60
30362 - Paralegal/Legal Assistant II	25.52
30363 - Paralegal/Legal Assistant	31.22
III	
30364 - Paralegal/Legal Assistant IV	37.78
30375 - Petroleum Supply Specialist	31.20
30390 - Photo-Optics Technician	25.51
30395 - Radiation Control Technician	31.20
30461 - Technical Writer I	25.51
30462 - Technical Writer II	31.20
30463 - Technical Writer III	37.76
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	28.25
30502 - Weather Forecaster II	34.37
30620 - Weather Observer Combined (see 2)	22.95
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.51
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.18
31030 - Bus Driver	20.95
31043 - Driver Courier	17.67
31260 - Parking and Lot Attendant	13.99
31290 - Shuttle Bus Driver	19.37

31310 - Taxi Driver	15.62
31361 - Truckdriver Light	19.37
31362 - Truckdriver Medium	20.95
31363 - Truckdriver Heavy	25.08
31364 - Truckdriver Tractor-Trailer	25.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.11
99050 - Desk Clerk	13.18
99095 - Embalmer	30.07
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.14
I	
99252 - Laboratory Animal Caretaker	19.82
II	
99260 - Marketing Analyst	29.78
99310 - Mortician	30.07
99410 - Pest Controller	22.51
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.92
99711 - Recycling Specialist	22.28
99730 - Refuse Collector	15.92
99810 - Sales Clerk	13.91
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	19.26
99832 - Surveying Technician	25.20
99840 - Vending Machine Attendant	18.94
99841 - Vending Machine Repairer	24.26
99842 - Vending Machine Repairer	18.94
Helper	

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.

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.: 2015-5381

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.: 2015-5381
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.

State: North Dakota

Area: North Dakota Counties of Adams Billings Bowman Divide Dunn Golden Valley Hettinger McKenzie Slope Stark Williams

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.50
01012 - Accounting Clerk II		17.39
01013 - Accounting Clerk III		19.46
01020 - Administrative Assistant		25.39
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		16.53

01042 - Customer Service Representative II	18.16
01043 - Customer Service Representative III	20.26
01051 - Data Entry Operator I	16.15
01052 - Data Entry Operator II	17.62
01060 - Dispatcher Motor Vehicle	29.87
01070 - Document Preparation Clerk	14.80
01090 - Duplicating Machine Operator	14.80
01111 - General Clerk I	17.64
01112 - General Clerk II	19.25
01113 - General Clerk III	21.62
01120 - Housing Referral Assistant	20.72
01141 - Messenger Courier	12.07
01191 - Order Clerk I	14.63
01192 - Order Clerk II	15.96
01261 - Personnel Assistant (Employment) I	18.07
01262 - Personnel Assistant (Employment) II	20.22
01263 - Personnel Assistant (Employment) III	22.83
01270 - Production Control Clerk	28.56
01290 - Rental Clerk	16.58
01300 - Scheduler Maintenance	16.63
01311 - Secretary I	16.63
01312 - Secretary II	18.59
01313 - Secretary III	20.72
01320 - Service Order Dispatcher	26.71
01410 - Supply Technician	25.39
01420 - Survey Worker	18.59
01460 - Switchboard Operator/Receptionist	14.65
01531 - Travel Clerk I	13.49
01532 - Travel Clerk II	14.35
01533 - Travel Clerk III	15.22
01611 - Word Processor I	14.80
01612 - Word Processor II	16.63
01613 - Word Processor III	18.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	27.54
Fiberglass	
05010 - Automotive Electrician	21.59
05040 - Automotive Glass Installer	20.11
05070 - Automotive Worker	20.11
05110 - Mobile Equipment Servicer	17.21
05130 - Motor Equipment Metal	22.66
Mechanic	
05160 - Motor Equipment Metal Worker	20.11

05190 - Motor Vehicle Mechanic	22.66
05220 - Motor Vehicle Mechanic	16.16
Helper	
05250 - Motor Vehicle Upholstery	18.66
Worker	
05280 - Motor Vehicle Wrecker	20.11
05310 - Painter Automotive	21.59
05340 - Radiator Repair Specialist	20.11
05370 - Tire Repairer	18.21
05400 - Transmission Repair	22.66
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	18.29
07041 - Cook I	16.17
07042 - Cook II	18.90
07070 - Dishwasher	12.57
07130 - Food Service Worker	13.75
07210 - Meat Cutter	16.59
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.54
09040 - Furniture Handler	13.53
09080 - Furniture Refinisher	22.54
09090 - Furniture Refinisher Helper	16.39
09110 - Furniture Repairer Minor	19.48
09130 - Upholsterer	22.54
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.18
11060 - Elevator Operator	16.90
11090 - Gardener	23.02
11122 - Housekeeping Aide	17.09
11150 - Janitor	17.09
11210 - Laborer Grounds Maintenance	16.94
11240 - Maid or Houseman	13.35
11260 - Pruner	15.04
11270 - Tractor Operator	21.05
11330 - Trail Maintenance Worker	16.94
11360 - Window Cleaner	19.25
12000 - Health Occupations	
12010 - Ambulance Driver	16.15
12011 - Breath Alcohol Technician	21.23
12012 - Certified Occupational	29.12
Therapist Assistant	
12015 - Certified Physical Therapist	23.80
Assistant	
12020 - Dental Assistant	20.97

12025 - Dental Hygienist	38.60
12030 - EKG Technician	32.17
12035 - Electroneurodiagnostic Technologist	32.17
12040 - Emergency Medical Technician	16.15
12071 - Licensed Practical Nurse I	18.98
12072 - Licensed Practical Nurse II	21.23
12073 - Licensed Practical Nurse III	23.66
12100 - Medical Assistant	17.91
12130 - Medical Laboratory Technician	25.23
12160 - Medical Record Clerk	20.83
12190 - Medical Record Technician	23.29
12195 - Medical Transcriptionist	19.46
12210 - Nuclear Medicine Technologist	46.65
12221 - Nursing Assistant I	13.04
12222 - Nursing Assistant II	14.65
12223 - Nursing Assistant III	15.99
12224 - Nursing Assistant IV	17.96
12235 - Optical Dispenser	18.62
12236 - Optical Technician	18.98
12250 - Pharmacy Technician	20.75
12280 - Phlebotomist	16.78
12305 - Radiologic Technologist	28.55
12311 - Registered Nurse I	22.83
12312 - Registered Nurse II	27.92
12313 - Registered Nurse II	27.92
Specialist	
12314 - Registered Nurse III	33.78
12315 - Registered Nurse III	33.78
Anesthetist	
12316 - Registered Nurse IV	40.50
12317 - Scheduler (Drug and Alcohol Testing)	26.30
12320 - Substance Abuse Treatment Counselor	28.22
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.59
13012 - Exhibits Specialist II	24.26
13013 - Exhibits Specialist III	29.67
13041 - Illustrator I	19.59
13042 - Illustrator II	24.26
13043 - Illustrator III	29.67
13047 - Librarian	26.68
13050 - Library Aide/Clerk	15.41
13054 - Library Information Technology Systems	24.09

Administrator		
13058 - Library Technician		16.83
13061 - Media Specialist I		17.38
13062 - Media Specialist II		19.45
13063 - Media Specialist III		21.67
13071 - Photographer I		17.51
13072 - Photographer II		19.59
13073 - Photographer III		24.26
13074 - Photographer IV		29.67
13075 - Photographer V		35.90
13090 - Technical Order Library		19.35
Clerk		
13110 - Video Teleconference		17.51
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.45
14042 - Computer Operator II		18.40
14043 - Computer Operator III		20.53
14044 - Computer Operator IV		22.81
14045 - Computer Operator V		25.25
14071 - Computer Programmer I	(see 1)	19.62
14072 - Computer Programmer II	(see 1)	24.31
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.81
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		16.45
Operator		
14160 - Personal Computer Support		24.17
Technician		
14170 - System Support Specialist		32.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		26.77
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		32.40
Instructor (Rated)		
15030 - Air Crew Training Devices		38.83
Instructor (Pilot)		
15050 - Computer Based Training		26.77
Specialist / Instructor		
15060 - Educational Technologist		32.93
15070 - Flight Instructor (Pilot)		38.83
15080 - Graphic Artist		24.59
15085 - Maintenance Test Pilot Fixed		38.83
Jet/Prop		
15086 - Maintenance Test Pilot		38.83
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	38.83
15090 - Technical Instructor	26.42
15095 - Technical Instructor/Course Developer	32.32
15110 - Test Proctor	21.33
15120 - Tutor	21.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.07
16030 - Counter Attendant	10.07
16040 - Dry Cleaner	11.80
16070 - Finisher Flatwork Machine	10.07
16090 - Presser Hand	10.07
16110 - Presser Machine Drycleaning	10.07
16130 - Presser Machine Shirts	10.07
16160 - Presser Machine Wearing Apparel Laundry	10.07
16190 - Sewing Machine Operator	12.32
16220 - Tailor	12.87
16250 - Washer Machine	10.63
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.83
19040 - Tool And Die Maker	35.55
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.19
21030 - Material Coordinator	28.56
21040 - Material Expediter	28.56
21050 - Material Handling Laborer	17.82
21071 - Order Filler	15.17
21080 - Production Line Worker (Food Processing)	23.19
21110 - Shipping Packer	20.72
21130 - Shipping/Receiving Clerk	20.72
21140 - Store Worker I	12.34
21150 - Stock Clerk	17.09
21210 - Tools And Parts Attendant	23.19
21410 - Warehouse Specialist	23.19
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.99
23019 - Aircraft Logs and Records Technician	25.78
23021 - Aircraft Mechanic I	31.59
23022 - Aircraft Mechanic II	32.99
23023 - Aircraft Mechanic III	34.25

23040 - Aircraft Mechanic Helper	21.69
23050 - Aircraft Painter	29.83
23060 - Aircraft Servicer	25.78
23070 - Aircraft Survival Flight	29.83
Equipment Technician	
23080 - Aircraft Worker	27.78
23091 - Aircrew Life Support	27.78
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	31.59
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.79
23120 - Bicycle Repairer	23.77
23125 - Cable Splicer	41.43
23130 - Carpenter Maintenance	23.79
23140 - Carpet Layer	24.64
23160 - Electrician Maintenance	34.67
23181 - Electronics Technician	35.55
Maintenance I	
23182 - Electronics Technician	38.19
Maintenance II	
23183 - Electronics Technician	40.44
Maintenance III	
23260 - Fabric Worker	25.78
23290 - Fire Alarm System Mechanic	31.59
23310 - Fire Extinguisher Repairer	23.77
23311 - Fuel Distribution System	37.32
Mechanic	
23312 - Fuel Distribution System	28.08
Operator	
23370 - General Maintenance Worker	21.42
23380 - Ground Support Equipment	31.59
Mechanic	
23381 - Ground Support Equipment	25.78
Servicer	
23382 - Ground Support Equipment	27.78
Worker	
23391 - Gunsmith I	23.77
23392 - Gunsmith II	27.78
23393 - Gunsmith III	31.59
23410 - Heating Ventilation And Air-	27.50
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.38
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.96
23440 - Heavy Equipment Operator	27.71

23460 - Instrument Mechanic	31.59
23465 - Laboratory/Shelter Mechanic	29.83
23470 - Laborer	17.82
23510 - Locksmith	29.83
23530 - Machinery Maintenance	32.98
Mechanic	
23550 - Machinist Maintenance	27.91
23580 - Maintenance Trades Helper	19.44
23591 - Metrology Technician I	31.59
23592 - Metrology Technician II	32.99
23593 - Metrology Technician III	34.25
23640 - Millwright	27.90
23710 - Office Appliance Repairer	25.20
23760 - Painter Maintenance	23.35
23790 - Pipefitter Maintenance	27.70
23810 - Plumber Maintenance	26.15
23820 - Pneudraulic Systems Mechanic	31.59
23850 - Rigger	29.87
23870 - Scale Mechanic	27.78
23890 - Sheet-Metal Worker	31.59
Maintenance	
23910 - Small Engine Mechanic	27.78
23931 - Telecommunications Mechanic	32.68
I	
23932 - Telecommunications Mechanic	34.13
II	
23950 - Telephone Lineman	33.19
23960 - Welder Combination	27.73
Maintenance	
23965 - Well Driller	31.59
23970 - Woodcraft Worker	31.59
23980 - Woodworker	23.77
24000 - Personal Needs Occupations	
24550 - Case Manager	19.76
24570 - Child Care Attendant	12.94
24580 - Child Care Center Clerk	16.14
24610 - Chore Aide	16.93
24620 - Family Readiness And Support	19.76
Services	
Coordinator	
24630 - Homemaker	19.76
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	38.60
25040 - Sewage Plant Operator	23.93
25070 - Stationary Engineer	38.60
25190 - Ventilation Equipment Tender	26.73
25210 - Water Treatment Plant	23.93
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.61
27007 - Baggage Inspector		16.76
27008 - Corrections Officer		23.24
27010 - Court Security Officer		24.08
27030 - Detection Dog Handler		18.75
27040 - Detention Officer		23.24
27070 - Firefighter		25.41
27101 - Guard I		16.76
27102 - Guard II		18.75
27131 - Police Officer I		26.45
27132 - Police Officer II		29.40
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.96
28042 - Carnival Equipment Repairer		16.08
28043 - Carnival Worker		11.97
28210 - Gate Attendant/Gate Tender		20.87
28310 - Lifeguard		14.75
28350 - Park Attendant (Aide)		23.34
28510 - Recreation Aide/Health		17.03
Facility Attendant		
28515 - Recreation Specialist		28.92
28630 - Sports Official		18.58
28690 - Swimming Pool Operator		23.13
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		31.62
29020 - Hatch Tender		31.62
29030 - Line Handler		31.62
29041 - Stevedore I		29.34
29042 - Stevedore II		33.95
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		21.02
30022 - Archeological Technician II		23.51
30023 - Archeological Technician III		29.12
30030 - Cartographic Technician		29.12
30040 - Civil Engineering Technician		26.23
30051 - Cryogenic Technician I		32.25
30052 - Cryogenic Technician II		35.62
30061 - Drafter/CAD Operator I		21.02
30062 - Drafter/CAD Operator II		23.51
30063 - Drafter/CAD Operator III		26.20
30064 - Drafter/CAD Operator IV		32.25

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	29.12
30095 - Evidence Control Specialist	29.12
30210 - Laboratory Technician	24.26
30221 - Latent Fingerprint Technician I	32.25
30222 - Latent Fingerprint Technician II	35.62
30240 - Mathematical Technician	29.12
30361 - Paralegal/Legal Assistant I	18.85
30362 - Paralegal/Legal Assistant II	23.35
30363 - Paralegal/Legal Assistant	28.56
III	
30364 - Paralegal/Legal Assistant IV	34.55
30375 - Petroleum Supply Specialist	35.62
30390 - Photo-Optics Technician	29.12
30395 - Radiation Control Technician	35.62
30461 - Technical Writer I	29.12
30462 - Technical Writer II	35.62
30463 - Technical Writer III	43.11
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	32.25
30502 - Weather Forecaster II	39.24
30620 - Weather Observer Combined (see 2)	26.20
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	29.12
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.21
31030 - Bus Driver	18.00
31043 - Driver Courier	20.21
31260 - Parking and Lot Attendant	14.52
31290 - Shuttle Bus Driver	22.15

31310 - Taxi Driver	17.27
31361 - Truckdriver Light	22.15
31362 - Truckdriver Medium	24.02
31363 - Truckdriver Heavy	27.86
31364 - Truckdriver Tractor-Trailer	27.86
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.64
99050 - Desk Clerk	13.42
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	27.42
99310 - Mortician	30.07
99410 - Pest Controller	22.51
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.07
99711 - Recycling Specialist	26.11
99730 - Refuse Collector	18.73
99810 - Sales Clerk	15.99
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	28.76
99831 - Surveying Aide	19.31
99832 - Surveying Technician	25.25
99840 - Vending Machine Attendant	18.94
99841 - Vending Machine Repairer	24.26
99842 - Vending Machine Repairer	18.94
Helper	

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.

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.: 2015-5383

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.: 2015-5383
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.

State: North Dakota

Area: North Dakota Counties of Bottineau Burke Emmons Grant Kidder
McHenry McLean Mercer Mountrail Pierce Renville Sheridan Ward

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.40
01012 - Accounting Clerk II		17.30
01013 - Accounting Clerk III		19.34
01020 - Administrative Assistant		25.39
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		16.53

01042 - Customer Service Representative II	18.04
01043 - Customer Service Representative III	20.26
01051 - Data Entry Operator I	14.95
01052 - Data Entry Operator II	16.31
01060 - Dispatcher Motor Vehicle	27.93
01070 - Document Preparation Clerk	14.80
01090 - Duplicating Machine Operator	14.80
01111 - General Clerk I	17.25
01112 - General Clerk II	18.79
01113 - General Clerk III	21.10
01120 - Housing Referral Assistant	20.72
01141 - Messenger Courier	12.07
01191 - Order Clerk I	14.63
01192 - Order Clerk II	15.96
01261 - Personnel Assistant (Employment) I	17.30
01262 - Personnel Assistant (Employment) II	19.36
01263 - Personnel Assistant (Employment) III	21.58
01270 - Production Control Clerk	28.56
01290 - Rental Clerk	16.58
01300 - Scheduler Maintenance	16.63
01311 - Secretary I	16.63
01312 - Secretary II	18.59
01313 - Secretary III	20.72
01320 - Service Order Dispatcher	24.96
01410 - Supply Technician	25.39
01420 - Survey Worker	18.59
01460 - Switchboard Operator/Receptionist	14.65
01531 - Travel Clerk I	13.49
01532 - Travel Clerk II	14.35
01533 - Travel Clerk III	15.22
01611 - Word Processor I	14.80
01612 - Word Processor II	16.63
01613 - Word Processor III	18.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	29.51
Fiberglass	
05010 - Automotive Electrician	21.40
05040 - Automotive Glass Installer	19.93
05070 - Automotive Worker	19.93
05110 - Mobile Equipment Servicer	17.05
05130 - Motor Equipment Metal	22.66
Mechanic	
05160 - Motor Equipment Metal Worker	19.93

05190 - Motor Vehicle Mechanic	22.66
05220 - Motor Vehicle Mechanic	15.56
Helper	
05250 - Motor Vehicle Upholstery	18.49
Worker	
05280 - Motor Vehicle Wrecker	19.93
05310 - Painter Automotive	21.40
05340 - Radiator Repair Specialist	19.93
05370 - Tire Repairer	18.63
05400 - Transmission Repair	22.66
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	18.29
07041 - Cook I	16.17
07042 - Cook II	18.90
07070 - Dishwasher	12.57
07130 - Food Service Worker	13.75
07210 - Meat Cutter	16.59
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.08
09040 - Furniture Handler	14.88
09080 - Furniture Refinisher	20.08
09090 - Furniture Refinisher Helper	17.44
09110 - Furniture Repairer Minor	19.53
09130 - Upholsterer	20.08
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.41
11060 - Elevator Operator	16.90
11090 - Gardener	21.31
11122 - Housekeeping Aide	17.09
11150 - Janitor	17.09
11210 - Laborer Grounds Maintenance	16.90
11240 - Maid or Houseman	13.35
11260 - Pruner	15.00
11270 - Tractor Operator	20.39
11330 - Trail Maintenance Worker	16.90
11360 - Window Cleaner	19.25
12000 - Health Occupations	
12010 - Ambulance Driver	16.08
12011 - Breath Alcohol Technician	21.23
12012 - Certified Occupational	29.12
Therapist Assistant	
12015 - Certified Physical Therapist	23.80
Assistant	
12020 - Dental Assistant	20.97

12025 - Dental Hygienist	37.74
12030 - EKG Technician	32.17
12035 - Electroneurodiagnostic Technologist	32.17
12040 - Emergency Medical Technician	16.08
12071 - Licensed Practical Nurse I	18.98
12072 - Licensed Practical Nurse II	21.23
12073 - Licensed Practical Nurse III	23.66
12100 - Medical Assistant	17.91
12130 - Medical Laboratory Technician	25.45
12160 - Medical Record Clerk	20.83
12190 - Medical Record Technician	23.29
12195 - Medical Transcriptionist	19.46
12210 - Nuclear Medicine Technologist	46.65
12221 - Nursing Assistant I	13.04
12222 - Nursing Assistant II	14.65
12223 - Nursing Assistant III	15.99
12224 - Nursing Assistant IV	17.96
12235 - Optical Dispenser	18.62
12236 - Optical Technician	18.98
12250 - Pharmacy Technician	20.75
12280 - Phlebotomist	15.83
12305 - Radiologic Technologist	28.55
12311 - Registered Nurse I	21.72
12312 - Registered Nurse II	26.57
12313 - Registered Nurse II	26.57
Specialist	
12314 - Registered Nurse III	32.14
12315 - Registered Nurse III	32.14
Anesthetist	
12316 - Registered Nurse IV	38.52
12317 - Scheduler (Drug and Alcohol Testing)	26.30
12320 - Substance Abuse Treatment Counselor	28.22
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.35
13012 - Exhibits Specialist II	23.97
13013 - Exhibits Specialist III	29.33
13041 - Illustrator I	19.35
13042 - Illustrator II	23.97
13043 - Illustrator III	29.33
13047 - Librarian	25.99
13050 - Library Aide/Clerk	12.01
13054 - Library Information Technology Systems	22.95

Administrator		
13058 - Library Technician		16.52
13061 - Media Specialist I		16.79
13062 - Media Specialist II		18.77
13063 - Media Specialist III		20.93
13071 - Photographer I		17.31
13072 - Photographer II		19.35
13073 - Photographer III		23.97
13074 - Photographer IV		29.33
13075 - Photographer V		35.49
13090 - Technical Order Library		19.35
Clerk		
13110 - Video Teleconference		17.38
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.45
14042 - Computer Operator II		18.40
14043 - Computer Operator III		20.53
14044 - Computer Operator IV		22.81
14045 - Computer Operator V		25.25
14071 - Computer Programmer I	(see 1)	19.62
14072 - Computer Programmer II	(see 1)	24.31
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		16.45
Operator		
14160 - Personal Computer Support		24.17
Technician		
14170 - System Support Specialist		32.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		28.77
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		34.80
Instructor (Rated)		
15030 - Air Crew Training Devices		41.71
Instructor (Pilot)		
15050 - Computer Based Training		28.77
Specialist / Instructor		
15060 - Educational Technologist		32.93
15070 - Flight Instructor (Pilot)		41.71
15080 - Graphic Artist		23.00
15085 - Maintenance Test Pilot Fixed		41.71
Jet/Prop		
15086 - Maintenance Test Pilot		41.71
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	41.71
15090 - Technical Instructor	26.42
15095 - Technical Instructor/Course Developer	32.32
15110 - Test Proctor	21.33
15120 - Tutor	21.33
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.07
16030 - Counter Attendant	10.07
16040 - Dry Cleaner	11.80
16070 - Finisher Flatwork Machine	10.07
16090 - Presser Hand	10.07
16110 - Presser Machine Drycleaning	10.07
16130 - Presser Machine Shirts	10.07
16160 - Presser Machine Wearing Apparel Laundry	10.07
16190 - Sewing Machine Operator	12.32
16220 - Tailor	12.87
16250 - Washer Machine	10.63
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.83
19040 - Tool And Die Maker	35.55
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.19
21030 - Material Coordinator	28.56
21040 - Material Expediter	28.56
21050 - Material Handling Laborer	17.82
21071 - Order Filler	15.17
21080 - Production Line Worker (Food Processing)	23.19
21110 - Shipping Packer	20.72
21130 - Shipping/Receiving Clerk	20.72
21140 - Store Worker I	12.34
21150 - Stock Clerk	17.09
21210 - Tools And Parts Attendant	23.19
21410 - Warehouse Specialist	23.19
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.02
23019 - Aircraft Logs and Records Technician	25.38
23021 - Aircraft Mechanic I	30.66
23022 - Aircraft Mechanic II	32.02
23023 - Aircraft Mechanic III	33.25

23040 - Aircraft Mechanic Helper	21.69
23050 - Aircraft Painter	28.94
23060 - Aircraft Servicer	25.38
23070 - Aircraft Survival Flight	28.94
Equipment Technician	
23080 - Aircraft Worker	26.96
23091 - Aircrew Life Support	26.96
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	30.66
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.84
23120 - Bicycle Repairer	23.77
23125 - Cable Splicer	43.63
23130 - Carpenter Maintenance	23.79
23140 - Carpet Layer	24.64
23160 - Electrician Maintenance	34.67
23181 - Electronics Technician	38.40
Maintenance I	
23182 - Electronics Technician	41.23
Maintenance II	
23183 - Electronics Technician	43.67
Maintenance III	
23260 - Fabric Worker	25.78
23290 - Fire Alarm System Mechanic	31.59
23310 - Fire Extinguisher Repairer	23.77
23311 - Fuel Distribution System	37.32
Mechanic	
23312 - Fuel Distribution System	28.08
Operator	
23370 - General Maintenance Worker	20.38
23380 - Ground Support Equipment	30.66
Mechanic	
23381 - Ground Support Equipment	25.38
Servicer	
23382 - Ground Support Equipment	26.96
Worker	
23391 - Gunsmith I	23.77
23392 - Gunsmith II	27.78
23393 - Gunsmith III	31.59
23410 - Heating Ventilation And Air-	27.23
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.44
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.96
23440 - Heavy Equipment Operator	27.71

23460 - Instrument Mechanic	31.59
23465 - Laboratory/Shelter Mechanic	29.83
23470 - Laborer	17.82
23510 - Locksmith	29.83
23530 - Machinery Maintenance	32.98
Mechanic	
23550 - Machinist Maintenance	27.91
23580 - Maintenance Trades Helper	19.44
23591 - Metrology Technician I	31.59
23592 - Metrology Technician II	32.99
23593 - Metrology Technician III	34.25
23640 - Millwright	31.59
23710 - Office Appliance Repairer	22.11
23760 - Painter Maintenance	23.42
23790 - Pipefitter Maintenance	27.70
23810 - Plumber Maintenance	26.15
23820 - Pneudraulic Systems Mechanic	31.59
23850 - Rigger	29.87
23870 - Scale Mechanic	27.78
23890 - Sheet-Metal Worker	31.59
Maintenance	
23910 - Small Engine Mechanic	27.78
23931 - Telecommunications Mechanic	32.68
I	
23932 - Telecommunications Mechanic	34.13
II	
23950 - Telephone Lineman	32.37
23960 - Welder Combination	27.73
Maintenance	
23965 - Well Driller	31.59
23970 - Woodcraft Worker	31.59
23980 - Woodworker	23.77
24000 - Personal Needs Occupations	
24550 - Case Manager	19.76
24570 - Child Care Attendant	12.94
24580 - Child Care Center Clerk	16.14
24610 - Chore Aide	16.93
24620 - Family Readiness And Support	19.76
Services	
Coordinator	
24630 - Homemaker	19.76
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	38.60
25040 - Sewage Plant Operator	22.76
25070 - Stationary Engineer	38.60
25190 - Ventilation Equipment Tender	26.73
25210 - Water Treatment Plant	22.76
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		23.43
27007 - Baggage Inspector		16.76
27008 - Corrections Officer		23.14
27010 - Court Security Officer		24.08
27030 - Detection Dog Handler		18.75
27040 - Detention Officer		23.14
27070 - Firefighter		25.41
27101 - Guard I		16.76
27102 - Guard II		18.75
27131 - Police Officer I		26.45
27132 - Police Officer II		29.40
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.76
28042 - Carnival Equipment Repairer		18.37
28043 - Carnival Worker		12.32
28210 - Gate Attendant/Gate Tender		20.87
28310 - Lifeguard		14.47
28350 - Park Attendant (Aide)		23.34
28510 - Recreation Aide/Health		17.03
Facility Attendant		
28515 - Recreation Specialist		28.92
28630 - Sports Official		18.58
28690 - Swimming Pool Operator		22.06
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		31.62
29020 - Hatch Tender		31.62
29030 - Line Handler		31.62
29041 - Stevedore I		29.34
29042 - Stevedore II		33.95
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		21.02
30022 - Archeological Technician II		23.51
30023 - Archeological Technician III		29.12
30030 - Cartographic Technician		29.12
30040 - Civil Engineering Technician		26.23
30051 - Cryogenic Technician I		32.25
30052 - Cryogenic Technician II		35.62
30061 - Drafter/CAD Operator I		21.02
30062 - Drafter/CAD Operator II		23.51
30063 - Drafter/CAD Operator III		26.20
30064 - Drafter/CAD Operator IV		32.25

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	29.12
30095 - Evidence Control Specialist	29.12
30210 - Laboratory Technician	24.26
30221 - Latent Fingerprint Technician I	32.25
30222 - Latent Fingerprint Technician II	35.62
30240 - Mathematical Technician	29.12
30361 - Paralegal/Legal Assistant I	18.62
30362 - Paralegal/Legal Assistant II	23.06
30363 - Paralegal/Legal Assistant	28.21
III	
30364 - Paralegal/Legal Assistant IV	34.13
30375 - Petroleum Supply Specialist	35.62
30390 - Photo-Optics Technician	29.12
30395 - Radiation Control Technician	35.62
30461 - Technical Writer I	29.12
30462 - Technical Writer II	35.62
30463 - Technical Writer III	43.11
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	32.25
30502 - Weather Forecaster II	39.24
30620 - Weather Observer Combined (see 2)	26.20
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	29.12
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.21
31030 - Bus Driver	18.00
31043 - Driver Courier	20.21
31260 - Parking and Lot Attendant	14.52
31290 - Shuttle Bus Driver	22.15

31310 - Taxi Driver	13.70
31361 - Truckdriver Light	22.15
31362 - Truckdriver Medium	24.02
31363 - Truckdriver Heavy	27.86
31364 - Truckdriver Tractor-Trailer	27.86
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.64
99050 - Desk Clerk	13.42
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	25.51
99310 - Mortician	30.07
99410 - Pest Controller	22.51
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.07
99711 - Recycling Specialist	26.11
99730 - Refuse Collector	18.73
99810 - Sales Clerk	15.99
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	28.76
99831 - Surveying Aide	19.31
99832 - Surveying Technician	25.25
99840 - Vending Machine Attendant	18.94
99841 - Vending Machine Repairer	24.26
99842 - Vending Machine Repairer	18.94
Helper	

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.

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.: 2015-5385

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.: 2015-5385
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.

State: North Dakota

Area: North Dakota Counties of Barnes Benson Cavalier Dickey Eddy Foster
Griggs La Moure Logan McIntosh Ramsey Rolette Stutsman Towner Wells

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.58
01012 - Accounting Clerk II		16.38
01013 - Accounting Clerk III		18.32
01020 - Administrative Assistant		22.77
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		14.45

01042 - Customer Service Representative II	16.24
01043 - Customer Service Representative III	17.72
01051 - Data Entry Operator I	13.06
01052 - Data Entry Operator II	14.25
01060 - Dispatcher Motor Vehicle	19.28
01070 - Document Preparation Clerk	14.25
01090 - Duplicating Machine Operator	14.25
01111 - General Clerk I	14.43
01112 - General Clerk II	15.75
01113 - General Clerk III	17.69
01120 - Housing Referral Assistant	19.95
01141 - Messenger Courier	11.62
01191 - Order Clerk I	13.06
01192 - Order Clerk II	14.25
01261 - Personnel Assistant (Employment) I	17.01
01262 - Personnel Assistant (Employment) II	19.04
01263 - Personnel Assistant (Employment) III	21.22
01270 - Production Control Clerk	26.10
01290 - Rental Clerk	12.47
01300 - Scheduler Maintenance	16.01
01311 - Secretary I	16.01
01312 - Secretary II	17.90
01313 - Secretary III	19.95
01320 - Service Order Dispatcher	17.24
01410 - Supply Technician	22.77
01420 - Survey Worker	17.90
01460 - Switchboard Operator/Receptionist	14.47
01531 - Travel Clerk I	12.60
01532 - Travel Clerk II	13.28
01533 - Travel Clerk III	13.98
01611 - Word Processor I	14.25
01612 - Word Processor II	16.01
01613 - Word Processor III	17.90
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.63
Fiberglass	
05010 - Automotive Electrician	19.82
05040 - Automotive Glass Installer	18.76
05070 - Automotive Worker	18.76
05110 - Mobile Equipment Servicer	16.06
05130 - Motor Equipment Metal	21.00
Mechanic	
05160 - Motor Equipment Metal Worker	18.76

05190 - Motor Vehicle Mechanic	21.00
05220 - Motor Vehicle Mechanic	14.65
Helper	
05250 - Motor Vehicle Upholstery	17.41
Worker	
05280 - Motor Vehicle Wrecker	18.76
05310 - Painter Automotive	19.82
05340 - Radiator Repair Specialist	18.76
05370 - Tire Repairer	15.24
05400 - Transmission Repair	21.00
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.88
07041 - Cook I	14.45
07042 - Cook II	16.89
07070 - Dishwasher	11.04
07130 - Food Service Worker	11.96
07210 - Meat Cutter	16.11
07260 - Waiter/Waitress	10.86
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.98
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	21.98
09090 - Furniture Refinisher Helper	17.27
09110 - Furniture Repairer Minor	19.53
09130 - Upholsterer	21.98
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.75
11060 - Elevator Operator	15.09
11090 - Gardener	20.91
11122 - Housekeeping Aide	15.09
11150 - Janitor	15.09
11210 - Laborer Grounds Maintenance	15.35
11240 - Maid or Houseman	11.81
11260 - Pruner	13.63
11270 - Tractor Operator	19.07
11330 - Trail Maintenance Worker	15.35
11360 - Window Cleaner	17.00
12000 - Health Occupations	
12010 - Ambulance Driver	16.79
12011 - Breath Alcohol Technician	20.56
12012 - Certified Occupational	28.21
Therapist Assistant	
12015 - Certified Physical Therapist	28.21
Assistant	
12020 - Dental Assistant	21.96

12025 - Dental Hygienist	36.24
12030 - EKG Technician	31.16
12035 - Electroneurodiagnostic Technologist	31.16
12040 - Emergency Medical Technician	16.79
12071 - Licensed Practical Nurse I	18.39
12072 - Licensed Practical Nurse II	20.56
12073 - Licensed Practical Nurse III	22.92
12100 - Medical Assistant	18.39
12130 - Medical Laboratory Technician	26.35
12160 - Medical Record Clerk	18.86
12190 - Medical Record Technician	21.09
12195 - Medical Transcriptionist	18.39
12210 - Nuclear Medicine Technologist	45.19
12221 - Nursing Assistant I	12.10
12222 - Nursing Assistant II	13.60
12223 - Nursing Assistant III	14.84
12224 - Nursing Assistant IV	16.67
12235 - Optical Dispenser	18.09
12236 - Optical Technician	18.39
12250 - Pharmacy Technician	19.62
12280 - Phlebotomist	18.39
12305 - Radiologic Technologist	28.14
12311 - Registered Nurse I	23.13
12312 - Registered Nurse II	28.30
12313 - Registered Nurse II	28.30
Specialist	
12314 - Registered Nurse III	34.23
12315 - Registered Nurse III	34.23
Anesthetist	
12316 - Registered Nurse IV	41.03
12317 - Scheduler (Drug and Alcohol Testing)	25.47
12320 - Substance Abuse Treatment Counselor	26.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.19
13012 - Exhibits Specialist II	20.55
13013 - Exhibits Specialist III	25.13
13041 - Illustrator I	17.19
13042 - Illustrator II	20.55
13043 - Illustrator III	25.13
13047 - Librarian	22.74
13050 - Library Aide/Clerk	12.01
13054 - Library Information Technology Systems	20.53

Administrator		
13058 - Library Technician		15.30
13061 - Media Specialist I		14.81
13062 - Media Specialist II		16.58
13063 - Media Specialist III		18.48
13071 - Photographer I		14.83
13072 - Photographer II		16.59
13073 - Photographer III		20.54
13074 - Photographer IV		25.13
13075 - Photographer V		30.40
13090 - Technical Order Library		15.74
Clerk		
13110 - Video Teleconference		15.87
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.45
14042 - Computer Operator II		18.40
14043 - Computer Operator III		20.53
14044 - Computer Operator IV		22.81
14045 - Computer Operator V		25.25
14071 - Computer Programmer I	(see 1)	18.90
14072 - Computer Programmer II	(see 1)	22.00
14073 - Computer Programmer III	(see 1)	26.91
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.35
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		16.45
Operator		
14160 - Personal Computer Support		24.17
Technician		
14170 - System Support Specialist		30.83
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		24.34
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		29.45
Instructor (Rated)		
15030 - Air Crew Training Devices		35.30
Instructor (Pilot)		
15050 - Computer Based Training		25.60
Specialist / Instructor		
15060 - Educational Technologist		29.33
15070 - Flight Instructor (Pilot)		35.30
15080 - Graphic Artist		23.23
15085 - Maintenance Test Pilot Fixed		35.30
Jet/Prop		
15086 - Maintenance Test Pilot		35.30
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	35.30
15090 - Technical Instructor	20.39
15095 - Technical Instructor/Course Developer	24.94
15110 - Test Proctor	16.46
15120 - Tutor	16.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
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 Apparel Laundry	10.15
16190 - Sewing Machine Operator	12.42
16220 - Tailor	12.98
16250 - Washer Machine	10.66
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.10
19040 - Tool And Die Maker	28.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.76
21030 - Material Coordinator	26.10
21040 - Material Expediter	26.10
21050 - Material Handling Laborer	17.48
21071 - Order Filler	14.18
21080 - Production Line Worker (Food Processing)	21.76
21110 - Shipping Packer	19.82
21130 - Shipping/Receiving Clerk	19.82
21140 - Store Worker I	12.34
21150 - Stock Clerk	17.09
21210 - Tools And Parts Attendant	21.76
21410 - Warehouse Specialist	21.76
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.82
23019 - Aircraft Logs and Records Technician	23.30
23021 - Aircraft Mechanic I	28.56
23022 - Aircraft Mechanic II	29.82
23023 - Aircraft Mechanic III	30.96

23040 - Aircraft Mechanic Helper	19.60
23050 - Aircraft Painter	26.96
23060 - Aircraft Servicer	23.30
23070 - Aircraft Survival Flight	26.96
Equipment Technician	
23080 - Aircraft Worker	25.11
23091 - Aircrew Life Support	25.11
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.56
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.51
23120 - Bicycle Repairer	21.13
23125 - Cable Splicer	47.90
23130 - Carpenter Maintenance	20.77
23140 - Carpet Layer	24.68
23160 - Electrician Maintenance	28.40
23181 - Electronics Technician	25.11
Maintenance I	
23182 - Electronics Technician	26.96
Maintenance II	
23183 - Electronics Technician	28.56
Maintenance III	
23260 - Fabric Worker	23.30
23290 - Fire Alarm System Mechanic	28.56
23310 - Fire Extinguisher Repairer	21.49
23311 - Fuel Distribution System	28.56
Mechanic	
23312 - Fuel Distribution System	21.67
Operator	
23370 - General Maintenance Worker	19.92
23380 - Ground Support Equipment	28.56
Mechanic	
23381 - Ground Support Equipment	23.30
Servicer	
23382 - Ground Support Equipment	25.11
Worker	
23391 - Gunsmith I	21.49
23392 - Gunsmith II	25.11
23393 - Gunsmith III	28.56
23410 - Heating Ventilation And Air-	25.67
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.10
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.15
23440 - Heavy Equipment Operator	23.46

23460 - Instrument Mechanic	28.56
23465 - Laboratory/Shelter Mechanic	26.96
23470 - Laborer	17.48
23510 - Locksmith	26.96
23530 - Machinery Maintenance	28.73
Mechanic	
23550 - Machinist Maintenance	25.56
23580 - Maintenance Trades Helper	18.93
23591 - Metrology Technician I	28.56
23592 - Metrology Technician II	29.82
23593 - Metrology Technician III	30.96
23640 - Millwright	28.56
23710 - Office Appliance Repairer	26.51
23760 - Painter Maintenance	26.51
23790 - Pipefitter Maintenance	25.51
23810 - Plumber Maintenance	24.09
23820 - Pneudraulic Systems Mechanic	28.56
23850 - Rigger	28.56
23870 - Scale Mechanic	25.11
23890 - Sheet-Metal Worker	23.97
Maintenance	
23910 - Small Engine Mechanic	24.68
23931 - Telecommunications Mechanic	32.86
I	
23932 - Telecommunications Mechanic	34.32
II	
23950 - Telephone Lineman	28.80
23960 - Welder Combination	23.64
Maintenance	
23965 - Well Driller	28.56
23970 - Woodcraft Worker	28.56
23980 - Woodworker	21.49
24000 - Personal Needs Occupations	
24550 - Case Manager	20.28
24570 - Child Care Attendant	11.40
24580 - Child Care Center Clerk	14.21
24610 - Chore Aide	16.57
24620 - Family Readiness And Support	20.28
Services	
Coordinator	
24630 - Homemaker	20.28
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.96
25040 - Sewage Plant Operator	23.93
25070 - Stationary Engineer	25.96
25190 - Ventilation Equipment Tender	17.82
25210 - Water Treatment Plant	23.93
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.67
27007 - Baggage Inspector		15.83
27008 - Corrections Officer		21.36
27010 - Court Security Officer		21.12
27030 - Detection Dog Handler		17.70
27040 - Detention Officer		21.36
27070 - Firefighter		21.17
27101 - Guard I		15.83
27102 - Guard II		17.70
27131 - Police Officer I		24.90
27132 - Police Officer II		27.67
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.96
28042 - Carnival Equipment Repairer		16.08
28043 - Carnival Worker		11.01
28210 - Gate Attendant/Gate Tender		18.78
28310 - Lifeguard		11.65
28350 - Park Attendant (Aide)		21.00
28510 - Recreation Aide/Health Facility Attendant		15.32
28515 - Recreation Specialist		26.01
28630 - Sports Official		16.72
28690 - Swimming Pool Operator		19.74
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.11
29020 - Hatch Tender		25.11
29030 - Line Handler		25.11
29041 - Stevedore I		23.30
29042 - Stevedore II		26.96
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		16.28
30022 - Archeological Technician II		18.22
30023 - Archeological Technician III		22.56
30030 - Cartographic Technician		23.25
30040 - Civil Engineering Technician		27.62
30051 - Cryogenic Technician I		24.73
30052 - Cryogenic Technician II		27.31
30061 - Drafter/CAD Operator I		16.28
30062 - Drafter/CAD Operator II		18.22
30063 - Drafter/CAD Operator III		20.31
30064 - Drafter/CAD Operator IV		24.99

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	23.25
30095 - Evidence Control Specialist	22.33
30210 - Laboratory Technician	20.09
30221 - Latent Fingerprint Technician I	24.73
30222 - Latent Fingerprint Technician II	27.31
30240 - Mathematical Technician	23.63
30361 - Paralegal/Legal Assistant I	18.44
30362 - Paralegal/Legal Assistant II	22.84
30363 - Paralegal/Legal Assistant	27.94
III	
30364 - Paralegal/Legal Assistant IV	33.81
30375 - Petroleum Supply Specialist	27.31
30390 - Photo-Optics Technician	23.75
30395 - Radiation Control Technician	27.31
30461 - Technical Writer I	22.33
30462 - Technical Writer II	27.31
30463 - Technical Writer III	33.05
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	24.99
30502 - Weather Forecaster II	30.41
30620 - Weather Observer Combined (see 2)	20.31
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	22.56
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	11.83
31030 - Bus Driver	17.48
31043 - Driver Courier	15.09
31260 - Parking and Lot Attendant	12.39
31290 - Shuttle Bus Driver	18.21

31310 - Taxi Driver	16.29
31361 - Truckdriver Light	16.55
31362 - Truckdriver Medium	17.94
31363 - Truckdriver Heavy	22.27
31364 - Truckdriver Tractor-Trailer	22.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.66
99050 - Desk Clerk	13.42
99095 - Embalmer	31.15
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.14
I	
99252 - Laboratory Animal Caretaker	19.82
II	
99260 - Marketing Analyst	26.24
99310 - Mortician	31.15
99410 - Pest Controller	22.51
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.07
99711 - Recycling Specialist	26.11
99730 - Refuse Collector	18.73
99810 - Sales Clerk	15.00
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	15.61
99841 - Vending Machine Repairer	19.81
99842 - Vending Machine Repairer	15.61
Helper	

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.

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.: 2015-5387

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.: 2015-5387
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.

State: North Dakota

Area: North Dakota Counties of Nelson Pembina Ransom Richland Sargent
Steele Traill Walsh

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.58
01012 - Accounting Clerk II		16.38
01013 - Accounting Clerk III		18.32
01020 - Administrative Assistant		22.23
01035 - Court Reporter		18.26
01041 - Customer Service Representative I		14.58

01042 - Customer Service Representative II	16.41
01043 - Customer Service Representative III	17.90
01051 - Data Entry Operator I	13.06
01052 - Data Entry Operator II	14.25
01060 - Dispatcher Motor Vehicle	19.28
01070 - Document Preparation Clerk	14.25
01090 - Duplicating Machine Operator	14.25
01111 - General Clerk I	14.60
01112 - General Clerk II	15.93
01113 - General Clerk III	17.88
01120 - Housing Referral Assistant	19.95
01141 - Messenger Courier	11.62
01191 - Order Clerk I	13.06
01192 - Order Clerk II	14.25
01261 - Personnel Assistant (Employment) I	17.01
01262 - Personnel Assistant (Employment) II	19.04
01263 - Personnel Assistant (Employment) III	21.22
01270 - Production Control Clerk	26.28
01290 - Rental Clerk	11.36
01300 - Scheduler Maintenance	16.01
01311 - Secretary I	16.01
01312 - Secretary II	17.90
01313 - Secretary III	19.95
01320 - Service Order Dispatcher	17.24
01410 - Supply Technician	22.23
01420 - Survey Worker	17.90
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	14.25
01612 - Word Processor II	16.01
01613 - Word Processor III	17.90
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	20.63
Fiberglass	
05010 - Automotive Electrician	20.15
05040 - Automotive Glass Installer	18.76
05070 - Automotive Worker	18.76
05110 - Mobile Equipment Servicer	16.06
05130 - Motor Equipment Metal	21.34
Mechanic	
05160 - Motor Equipment Metal Worker	18.76

05190 - Motor Vehicle Mechanic	21.34
05220 - Motor Vehicle Mechanic	14.65
Helper	
05250 - Motor Vehicle Upholstery	17.41
Worker	
05280 - Motor Vehicle Wrecker	18.76
05310 - Painter Automotive	20.15
05340 - Radiator Repair Specialist	18.76
05370 - Tire Repairer	15.24
05400 - Transmission Repair	21.34
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.88
07041 - Cook I	14.45
07042 - Cook II	16.89
07070 - Dishwasher	11.04
07130 - Food Service Worker	11.96
07210 - Meat Cutter	16.11
07260 - Waiter/Waitress	10.86
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.98
09040 - Furniture Handler	14.00
09080 - Furniture Refinisher	21.98
09090 - Furniture Refinisher Helper	17.40
09110 - Furniture Repairer Minor	20.53
09130 - Upholsterer	21.29
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.75
11060 - Elevator Operator	15.09
11090 - Gardener	20.91
11122 - Housekeeping Aide	15.09
11150 - Janitor	15.09
11210 - Laborer Grounds Maintenance	15.35
11240 - Maid or Houseman	11.81
11260 - Pruner	13.63
11270 - Tractor Operator	19.07
11330 - Trail Maintenance Worker	15.35
11360 - Window Cleaner	17.00
12000 - Health Occupations	
12010 - Ambulance Driver	16.79
12011 - Breath Alcohol Technician	20.56
12012 - Certified Occupational	28.21
Therapist Assistant	
12015 - Certified Physical Therapist	28.21
Assistant	
12020 - Dental Assistant	21.78

12025 - Dental Hygienist	36.24
12030 - EKG Technician	31.16
12035 - Electroneurodiagnostic Technologist	31.16
12040 - Emergency Medical Technician	16.79
12071 - Licensed Practical Nurse I	18.39
12072 - Licensed Practical Nurse II	20.56
12073 - Licensed Practical Nurse III	22.92
12100 - Medical Assistant	20.82
12130 - Medical Laboratory Technician	23.97
12160 - Medical Record Clerk	17.69
12190 - Medical Record Technician	25.14
12195 - Medical Transcriptionist	18.39
12210 - Nuclear Medicine Technologist	45.19
12221 - Nursing Assistant I	12.10
12222 - Nursing Assistant II	13.60
12223 - Nursing Assistant III	14.84
12224 - Nursing Assistant IV	16.67
12235 - Optical Dispenser	18.09
12236 - Optical Technician	18.39
12250 - Pharmacy Technician	27.59
12280 - Phlebotomist	18.39
12305 - Radiologic Technologist	28.48
12311 - Registered Nurse I	23.25
12312 - Registered Nurse II	28.44
12313 - Registered Nurse II	28.44
Specialist	
12314 - Registered Nurse III	34.41
12315 - Registered Nurse III	34.41
Anesthetist	
12316 - Registered Nurse IV	41.25
12317 - Scheduler (Drug and Alcohol Testing)	25.47
12320 - Substance Abuse Treatment Counselor	26.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.19
13012 - Exhibits Specialist II	20.55
13013 - Exhibits Specialist III	24.65
13041 - Illustrator I	17.19
13042 - Illustrator II	20.55
13043 - Illustrator III	24.65
13047 - Librarian	21.48
13050 - Library Aide/Clerk	12.01
13054 - Library Information Technology Systems	18.96

Administrator		
13058 - Library Technician		15.30
13061 - Media Specialist I		13.93
13062 - Media Specialist II		15.59
13063 - Media Specialist III		17.38
13071 - Photographer I		14.54
13072 - Photographer II		16.26
13073 - Photographer III		20.14
13074 - Photographer IV		24.65
13075 - Photographer V		29.81
13090 - Technical Order Library		15.74
Clerk		
13110 - Video Teleconference		15.87
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.45
14042 - Computer Operator II		18.40
14043 - Computer Operator III		20.53
14044 - Computer Operator IV		22.81
14045 - Computer Operator V		25.25
14071 - Computer Programmer I	(see 1)	18.90
14072 - Computer Programmer II	(see 1)	22.00
14073 - Computer Programmer III	(see 1)	26.91
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.35
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		16.45
Operator		
14160 - Personal Computer Support		24.17
Technician		
14170 - System Support Specialist		28.74
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		24.34
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		29.45
Instructor (Rated)		
15030 - Air Crew Training Devices		35.30
Instructor (Pilot)		
15050 - Computer Based Training		25.60
Specialist / Instructor		
15060 - Educational Technologist		28.93
15070 - Flight Instructor (Pilot)		35.30
15080 - Graphic Artist		21.95
15085 - Maintenance Test Pilot Fixed		35.30
Jet/Prop		
15086 - Maintenance Test Pilot		35.30
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	35.30
15090 - Technical Instructor	20.39
15095 - Technical Instructor/Course Developer	24.94
15110 - Test Proctor	16.46
15120 - Tutor	16.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
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 Apparel Laundry	10.15
16190 - Sewing Machine Operator	12.42
16220 - Tailor	12.98
16250 - Washer Machine	10.66
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.83
19040 - Tool And Die Maker	28.22
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.76
21030 - Material Coordinator	26.28
21040 - Material Expediter	26.28
21050 - Material Handling Laborer	17.48
21071 - Order Filler	13.68
21080 - Production Line Worker (Food Processing)	21.76
21110 - Shipping Packer	19.82
21130 - Shipping/Receiving Clerk	19.82
21140 - Store Worker I	12.34
21150 - Stock Clerk	17.09
21210 - Tools And Parts Attendant	21.76
21410 - Warehouse Specialist	21.76
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.12
23019 - Aircraft Logs and Records Technician	22.90
23021 - Aircraft Mechanic I	27.87
23022 - Aircraft Mechanic II	29.12
23023 - Aircraft Mechanic III	30.23

23040 - Aircraft Mechanic Helper	19.27
23050 - Aircraft Painter	26.32
23060 - Aircraft Servicer	22.90
23070 - Aircraft Survival Flight	26.32
Equipment Technician	
23080 - Aircraft Worker	24.52
23091 - Aircrew Life Support	24.52
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.87
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.04
23120 - Bicycle Repairer	20.75
23125 - Cable Splicer	43.65
23130 - Carpenter Maintenance	19.63
23140 - Carpet Layer	24.52
23160 - Electrician Maintenance	28.40
23181 - Electronics Technician	24.68
Maintenance I	
23182 - Electronics Technician	26.51
Maintenance II	
23183 - Electronics Technician	28.08
Maintenance III	
23260 - Fabric Worker	22.75
23290 - Fire Alarm System Mechanic	27.87
23310 - Fire Extinguisher Repairer	20.98
23311 - Fuel Distribution System	28.08
Mechanic	
23312 - Fuel Distribution System	21.67
Operator	
23370 - General Maintenance Worker	19.92
23380 - Ground Support Equipment	27.87
Mechanic	
23381 - Ground Support Equipment	22.90
Servicer	
23382 - Ground Support Equipment	24.52
Worker	
23391 - Gunsmith I	20.98
23392 - Gunsmith II	24.52
23393 - Gunsmith III	27.87
23410 - Heating Ventilation And Air-	25.67
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.10
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.76
23440 - Heavy Equipment Operator	23.46

23460 - Instrument Mechanic	27.87
23465 - Laboratory/Shelter Mechanic	26.32
23470 - Laborer	17.48
23510 - Locksmith	26.32
23530 - Machinery Maintenance	28.69
Mechanic	
23550 - Machinist Maintenance	25.56
23580 - Maintenance Trades Helper	19.14
23591 - Metrology Technician I	27.87
23592 - Metrology Technician II	29.12
23593 - Metrology Technician III	30.23
23640 - Millwright	27.87
23710 - Office Appliance Repairer	26.32
23760 - Painter Maintenance	26.04
23790 - Pipefitter Maintenance	25.51
23810 - Plumber Maintenance	24.09
23820 - Pneudraulic Systems Mechanic	27.87
23850 - Rigger	27.87
23870 - Scale Mechanic	24.52
23890 - Sheet-Metal Worker	20.69
Maintenance	
23910 - Small Engine Mechanic	24.52
23931 - Telecommunications Mechanic	30.72
I	
23932 - Telecommunications Mechanic	32.08
II	
23950 - Telephone Lineman	27.58
23960 - Welder Combination	23.64
Maintenance	
23965 - Well Driller	27.87
23970 - Woodcraft Worker	27.87
23980 - Woodworker	20.98
24000 - Personal Needs Occupations	
24550 - Case Manager	20.58
24570 - Child Care Attendant	11.40
24580 - Child Care Center Clerk	14.21
24610 - Chore Aide	16.57
24620 - Family Readiness And Support	20.58
Services	
Coordinator	
24630 - Homemaker	20.58
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.30
25040 - Sewage Plant Operator	22.61
25070 - Stationary Engineer	24.30
25190 - Ventilation Equipment Tender	16.68
25210 - Water Treatment Plant	22.61
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.72
27007 - Baggage Inspector		15.19
27008 - Corrections Officer		21.36
27010 - Court Security Officer		21.12
27030 - Detection Dog Handler		16.98
27040 - Detention Officer		21.36
27070 - Firefighter		21.17
27101 - Guard I		15.19
27102 - Guard II		16.98
27131 - Police Officer I		24.90
27132 - Police Officer II		27.67
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.25
28042 - Carnival Equipment Repairer		15.62
28043 - Carnival Worker		10.43
28210 - Gate Attendant/Gate Tender		18.78
28310 - Lifeguard		14.65
28350 - Park Attendant (Aide)		21.00
28510 - Recreation Aide/Health		15.32
Facility Attendant		
28515 - Recreation Specialist		26.01
28630 - Sports Official		16.72
28690 - Swimming Pool Operator		20.08
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		24.52
29020 - Hatch Tender		24.52
29030 - Line Handler		24.52
29041 - Stevedore I		22.90
29042 - Stevedore II		26.33
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		16.28
30022 - Archeological Technician II		18.22
30023 - Archeological Technician III		22.56
30030 - Cartographic Technician		23.25
30040 - Civil Engineering Technician		25.30
30051 - Cryogenic Technician I		24.73
30052 - Cryogenic Technician II		27.31
30061 - Drafter/CAD Operator I		16.28
30062 - Drafter/CAD Operator II		18.22
30063 - Drafter/CAD Operator III		20.31
30064 - Drafter/CAD Operator IV		24.99

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	23.25
30095 - Evidence Control Specialist	22.33
30210 - Laboratory Technician	20.09
30221 - Latent Fingerprint Technician I	24.73
30222 - Latent Fingerprint Technician II	27.31
30240 - Mathematical Technician	23.63
30361 - Paralegal/Legal Assistant I	18.44
30362 - Paralegal/Legal Assistant II	22.84
30363 - Paralegal/Legal Assistant	27.94
III	
30364 - Paralegal/Legal Assistant IV	33.81
30375 - Petroleum Supply Specialist	27.31
30390 - Photo-Optics Technician	23.75
30395 - Radiation Control Technician	27.31
30461 - Technical Writer I	22.33
30462 - Technical Writer II	27.31
30463 - Technical Writer III	33.05
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	24.99
30502 - Weather Forecaster II	30.41
30620 - Weather Observer Combined (see 2)	20.31
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	22.56
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.21
31030 - Bus Driver	18.00
31043 - Driver Courier	15.78
31260 - Parking and Lot Attendant	12.39
31290 - Shuttle Bus Driver	19.03

31310 - Taxi Driver	16.29
31361 - Truckdriver Light	17.30
31362 - Truckdriver Medium	18.75
31363 - Truckdriver Heavy	22.53
31364 - Truckdriver Tractor-Trailer	22.53
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.66
99050 - Desk Clerk	13.42
99095 - Embalmer	31.15
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.14
I	
99252 - Laboratory Animal Caretaker	19.82
II	
99260 - Marketing Analyst	23.85
99310 - Mortician	31.15
99410 - Pest Controller	22.51
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	22.44
99711 - Recycling Specialist	27.89
99730 - Refuse Collector	19.92
99810 - Sales Clerk	15.00
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	18.41
99841 - Vending Machine Repairer	23.58
99842 - Vending Machine Repairer	18.41
Helper	

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.

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.: 2015-5389

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.: 2015-5389
Revision No.: 15
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.

State: Montana

Area: Montana Counties of Carbon Golden Valley Yellowstone

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.21
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		28.13
01035 - Court Reporter		17.84
01041 - Customer Service Representative I		13.92
01042 - Customer Service Representative II		15.55

01043 - Customer Service Representative III	17.06
01051 - Data Entry Operator I	13.60
01052 - Data Entry Operator II	14.84
01060 - Dispatcher Motor Vehicle	21.27
01070 - Document Preparation Clerk	14.20
01090 - Duplicating Machine Operator	14.20
01111 - General Clerk I	13.53
01112 - General Clerk II	14.76
01113 - General Clerk III	16.58
01120 - Housing Referral Assistant	19.89
01141 - Messenger Courier	12.82
01191 - Order Clerk I	13.10
01192 - Order Clerk II	14.30
01261 - Personnel Assistant (Employment) I	16.71
01262 - Personnel Assistant (Employment) II	18.68
01263 - Personnel Assistant (Employment) III	20.82
01270 - Production Control Clerk	28.53
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	15.94
01311 - Secretary I	15.94
01312 - Secretary II	17.84
01313 - Secretary III	19.89
01320 - Service Order Dispatcher	19.01
01410 - Supply Technician	28.13
01420 - Survey Worker	17.66
01460 - Switchboard Operator/Receptionist	14.08
01531 - Travel Clerk I	13.33
01532 - Travel Clerk II	14.28
01533 - Travel Clerk III	15.22
01611 - Word Processor I	14.20
01612 - Word Processor II	15.94
01613 - Word Processor III	17.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.51
Fiberglass	
05010 - Automotive Electrician	20.65
05040 - Automotive Glass Installer	19.23
05070 - Automotive Worker	19.23
05110 - Mobile Equipment Servicer	16.64
05130 - Motor Equipment Metal	22.04
Mechanic	
05160 - Motor Equipment Metal Worker	19.23
05190 - Motor Vehicle Mechanic	22.04

05220 - Motor Vehicle Mechanic	15.31
Helper	
05250 - Motor Vehicle Upholstery	17.94
Worker	
05280 - Motor Vehicle Wrecker	19.23
05310 - Painter Automotive	20.65
05340 - Radiator Repair Specialist	19.23
05370 - Tire Repairer	13.89
05400 - Transmission Repair	22.04
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.07
07041 - Cook I	13.60
07042 - Cook II	15.71
07070 - Dishwasher	10.36
07130 - Food Service Worker	12.08
07210 - Meat Cutter	14.43
07260 - Waiter/Waitress	10.02
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.60
09040 - Furniture Handler	13.59
09080 - Furniture Refinisher	20.60
09090 - Furniture Refinisher Helper	15.37
09110 - Furniture Repairer Minor	17.91
09130 - Upholsterer	20.60
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.37
11060 - Elevator Operator	15.13
11090 - Gardener	20.21
11122 - Housekeeping Aide	15.13
11150 - Janitor	15.13
11210 - Laborer Grounds Maintenance	15.35
11240 - Maid or Houseman	11.64
11260 - Pruner	13.70
11270 - Tractor Operator	18.59
11330 - Trail Maintenance Worker	15.35
11360 - Window Cleaner	17.12
12000 - Health Occupations	
12010 - Ambulance Driver	19.85
12011 - Breath Alcohol Technician	19.85
12012 - Certified Occupational	27.24
Therapist Assistant	
12015 - Certified Physical Therapist	27.21
Assistant	
12020 - Dental Assistant	19.67
12025 - Dental Hygienist	37.35

12030 - EKG Technician	29.63
12035 - Electroneurodiagnostic Technologist	29.63
12040 - Emergency Medical Technician	19.85
12071 - Licensed Practical Nurse I	17.76
12072 - Licensed Practical Nurse II	19.85
12073 - Licensed Practical Nurse III	22.13
12100 - Medical Assistant	16.93
12130 - Medical Laboratory Technician	25.10
12160 - Medical Record Clerk	18.78
12190 - Medical Record Technician	21.63
12195 - Medical Transcriptionist	17.76
12210 - Nuclear Medicine Technologist	43.63
12221 - Nursing Assistant I	11.99
12222 - Nursing Assistant II	13.47
12223 - Nursing Assistant III	14.70
12224 - Nursing Assistant IV	16.51
12235 - Optical Dispenser	19.37
12236 - Optical Technician	18.20
12250 - Pharmacy Technician	18.52
12280 - Phlebotomist	16.04
12305 - Radiologic Technologist	27.32
12311 - Registered Nurse I	23.57
12312 - Registered Nurse II	28.83
12313 - Registered Nurse II Specialist	28.83
12314 - Registered Nurse III	34.89
12315 - Registered Nurse III Anesthetist	34.89
12316 - Registered Nurse IV	41.81
12317 - Scheduler (Drug and Alcohol Testing)	24.60
12320 - Substance Abuse Treatment Counselor	22.07
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.95
13012 - Exhibits Specialist II	25.96
13013 - Exhibits Specialist III	31.76
13041 - Illustrator I	20.95
13042 - Illustrator II	25.96
13043 - Illustrator III	31.76
13047 - Librarian	28.75
13050 - Library Aide/Clerk	16.68
13054 - Library Information Technology Systems Administrator	25.96

13058 - Library Technician	19.86
13061 - Media Specialist I	18.74
13062 - Media Specialist II	20.95
13063 - Media Specialist III	23.36
13071 - Photographer I	18.74
13072 - Photographer II	20.95
13073 - Photographer III	25.96
13074 - Photographer IV	31.76
13075 - Photographer V	38.43
13090 - Technical Order Library	20.95
Clerk	
13110 - Video Teleconference	18.12
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.13
14042 - Computer Operator II	19.15
14043 - Computer Operator III	21.34
14044 - Computer Operator IV	23.72
14045 - Computer Operator V	26.27
14071 - Computer Programmer I	(see 1) 21.01
14072 - Computer Programmer II	(see 1) 26.04
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	17.13
Operator	
14160 - Personal Computer Support	23.72
Technician	
14170 - System Support Specialist	32.29
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.19
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	35.31
Instructor (Rated)	
15030 - Air Crew Training Devices	42.15
Instructor (Pilot)	
15050 - Computer Based Training	29.19
Specialist / Instructor	
15060 - Educational Technologist	29.07
15070 - Flight Instructor (Pilot)	42.15
15080 - Graphic Artist	19.44
15085 - Maintenance Test Pilot Fixed	42.15
Jet/Prop	
15086 - Maintenance Test Pilot	42.15
Rotary Wing	

15088 - Non-Maintenance Test/Co-Pilot	42.15
15090 - Technical Instructor	23.63
15095 - Technical Instructor/Course Developer	28.91
15110 - Test Proctor	19.08
15120 - Tutor	19.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.92
16030 - Counter Attendant	9.92
16040 - Dry Cleaner	11.77
16070 - Finisher Flatwork Machine	9.92
16090 - Presser Hand	9.92
16110 - Presser Machine Drycleaning	9.92
16130 - Presser Machine Shirts	9.92
16160 - Presser Machine Wearing Apparel Laundry	
16190 - Sewing Machine Operator	12.55
16220 - Tailor	13.36
16250 - Washer Machine	10.39
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.30
19040 - Tool And Die Maker	32.58
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.08
21030 - Material Coordinator	28.53
21040 - Material Expediter	28.53
21050 - Material Handling Laborer	14.52
21071 - Order Filler	14.07
21080 - Production Line Worker (Food Processing)	19.08
21110 - Shipping Packer	17.83
21130 - Shipping/Receiving Clerk	17.83
21140 - Store Worker I	12.89
21150 - Stock Clerk	18.33
21210 - Tools And Parts Attendant	19.08
21410 - Warehouse Specialist	19.08
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.59
23019 - Aircraft Logs and Records Technician	21.98
23021 - Aircraft Mechanic I	27.01
23022 - Aircraft Mechanic II	28.59
23023 - Aircraft Mechanic III	30.24

23040 - Aircraft Mechanic Helper	18.76
23050 - Aircraft Painter	25.29
23060 - Aircraft Servicer	21.98
23070 - Aircraft Survival Flight	25.29
Equipment Technician	
23080 - Aircraft Worker	23.55
23091 - Aircrew Life Support	23.55
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.01
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.72
23120 - Bicycle Repairer	20.39
23125 - Cable Splicer	47.38
23130 - Carpenter Maintenance	21.79
23140 - Carpet Layer	24.49
23160 - Electrician Maintenance	32.55
23181 - Electronics Technician	24.49
Maintenance I	
23182 - Electronics Technician	26.30
Maintenance II	
23183 - Electronics Technician	28.08
Maintenance III	
23260 - Fabric Worker	22.85
23290 - Fire Alarm System Mechanic	25.93
23310 - Fire Extinguisher Repairer	21.21
23311 - Fuel Distribution System	31.25
Mechanic	
23312 - Fuel Distribution System	23.60
Operator	
23370 - General Maintenance Worker	18.09
23380 - Ground Support Equipment	27.01
Mechanic	
23381 - Ground Support Equipment	21.98
Servicer	
23382 - Ground Support Equipment	23.55
Worker	
23391 - Gunsmith I	21.21
23392 - Gunsmith II	24.49
23393 - Gunsmith III	28.08
23410 - Heating Ventilation And Air-	26.46
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.92
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.09
23440 - Heavy Equipment Operator	25.76

23460 - Instrument Mechanic	28.08
23465 - Laboratory/Shelter Mechanic	26.30
23470 - Laborer	14.52
23510 - Locksmith	25.06
23530 - Machinery Maintenance	28.17
Mechanic	
23550 - Machinist Maintenance	22.16
23580 - Maintenance Trades Helper	16.70
23591 - Metrology Technician I	28.08
23592 - Metrology Technician II	29.72
23593 - Metrology Technician III	31.45
23640 - Millwright	28.08
23710 - Office Appliance Repairer	20.51
23760 - Painter Maintenance	19.96
23790 - Pipefitter Maintenance	33.35
23810 - Plumber Maintenance	29.59
23820 - Pneudraulic Systems Mechanic	28.08
23850 - Rigger	28.08
23870 - Scale Mechanic	24.49
23890 - Sheet-Metal Worker	27.29
Maintenance	
23910 - Small Engine Mechanic	23.55
23931 - Telecommunications Mechanic	26.62
I	
23932 - Telecommunications Mechanic	28.18
II	
23950 - Telephone Lineman	27.01
23960 - Welder Combination	21.19
Maintenance	
23965 - Well Driller	28.46
23970 - Woodcraft Worker	28.08
23980 - Woodworker	21.21
24000 - Personal Needs Occupations	
24550 - Case Manager	15.73
24570 - Child Care Attendant	11.00
24580 - Child Care Center Clerk	13.71
24610 - Chore Aide	12.09
24620 - Family Readiness And Support	15.73
Services	
Coordinator	
24630 - Homemaker	15.73
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.08
25040 - Sewage Plant Operator	26.00
25070 - Stationary Engineer	28.08
25190 - Ventilation Equipment Tender	19.50
25210 - Water Treatment Plant	26.00
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.04
27007 - Baggage Inspector		14.84
27008 - Corrections Officer		26.36
27010 - Court Security Officer		28.03
27030 - Detection Dog Handler		16.61
27040 - Detention Officer		26.36
27070 - Firefighter		28.28
27101 - Guard I		14.84
27102 - Guard II		16.61
27131 - Police Officer I		27.01
27132 - Police Officer II		30.01
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.54
28042 - Carnival Equipment Repairer		15.80
28043 - Carnival Worker		10.61
28210 - Gate Attendant/Gate Tender		14.84
28310 - Lifeguard		13.22
28350 - Park Attendant (Aide)		16.60
28510 - Recreation Aide/Health Facility Attendant		12.11
28515 - Recreation Specialist		20.56
28630 - Sports Official		13.22
28690 - Swimming Pool Operator		18.25
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		31.10
29020 - Hatch Tender		31.10
29030 - Line Handler		31.10
29041 - Stevedore I		29.62
29042 - Stevedore II		34.10
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		16.68
30022 - Archeological Technician II		18.65
30023 - Archeological Technician III		23.11
30030 - Cartographic Technician		23.11
30040 - Civil Engineering Technician		21.24
30051 - Cryogenic Technician I		25.59
30052 - Cryogenic Technician II		28.27
30061 - Drafter/CAD Operator I		16.68
30062 - Drafter/CAD Operator II		18.65
30063 - Drafter/CAD Operator III		20.79
30064 - Drafter/CAD Operator IV		25.59

30081 - Engineering Technician I	14.85
30082 - Engineering Technician II	16.68
30083 - Engineering Technician III	18.65
30084 - Engineering Technician IV	23.11
30085 - Engineering Technician V	28.27
30086 - Engineering Technician VI	34.21
30090 - Environmental Technician	26.38
30095 - Evidence Control Specialist	23.11
30210 - Laboratory Technician	22.50
30221 - Latent Fingerprint Technician I	25.59
30222 - Latent Fingerprint Technician II	28.27
30240 - Mathematical Technician	23.11
30361 - Paralegal/Legal Assistant I	20.34
30362 - Paralegal/Legal Assistant II	25.20
30363 - Paralegal/Legal Assistant	30.83
III	
30364 - Paralegal/Legal Assistant IV	37.30
30375 - Petroleum Supply Specialist	28.27
30390 - Photo-Optics Technician	23.11
30395 - Radiation Control Technician	28.27
30461 - Technical Writer I	23.11
30462 - Technical Writer II	28.27
30463 - Technical Writer III	34.21
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	25.59
30502 - Weather Forecaster II	31.13
30620 - Weather Observer Combined (see 2)	20.79
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	23.11
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.48
31030 - Bus Driver	21.97
31043 - Driver Courier	14.56
31260 - Parking and Lot Attendant	13.28
31290 - Shuttle Bus Driver	15.81

31310 - Taxi Driver	12.98
31361 - Truckdriver Light	15.83
31362 - Truckdriver Medium	18.56
31363 - Truckdriver Heavy	24.42
31364 - Truckdriver Tractor-Trailer	24.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.51
99050 - Desk Clerk	11.43
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.47
I	
99252 - Laboratory Animal Caretaker	15.73
II	
99260 - Marketing Analyst	28.97
99310 - Mortician	25.60
99410 - Pest Controller	23.52
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.00
99711 - Recycling Specialist	25.43
99730 - Refuse Collector	18.56
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.40
99830 - Survey Party Chief	29.85
99831 - Surveying Aide	18.54
99832 - Surveying Technician	25.20
99840 - Vending Machine Attendant	20.07
99841 - Vending Machine Repairer	25.20
99842 - Vending Machine Repairer	20.07
Helper	

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.

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.: 2015-5391

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.: 2015-5391
Revision No.: 15
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.

State: Montana

Area: Montana County of Cascade

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.44
01012 - Accounting Clerk II		16.21
01013 - Accounting Clerk III		18.14
01020 - Administrative Assistant		28.13
01035 - Court Reporter		17.84
01041 - Customer Service Representative I		13.92
01042 - Customer Service Representative II		15.55

01043 - Customer Service Representative III	17.06
01051 - Data Entry Operator I	13.60
01052 - Data Entry Operator II	14.84
01060 - Dispatcher Motor Vehicle	21.27
01070 - Document Preparation Clerk	14.20
01090 - Duplicating Machine Operator	14.20
01111 - General Clerk I	13.53
01112 - General Clerk II	14.76
01113 - General Clerk III	16.58
01120 - Housing Referral Assistant	19.89
01141 - Messenger Courier	12.82
01191 - Order Clerk I	13.10
01192 - Order Clerk II	14.30
01261 - Personnel Assistant (Employment) I	16.71
01262 - Personnel Assistant (Employment) II	18.68
01263 - Personnel Assistant (Employment) III	20.82
01270 - Production Control Clerk	28.53
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	15.94
01311 - Secretary I	15.94
01312 - Secretary II	17.84
01313 - Secretary III	19.89
01320 - Service Order Dispatcher	19.01
01410 - Supply Technician	28.13
01420 - Survey Worker	17.66
01460 - Switchboard Operator/Receptionist	14.08
01531 - Travel Clerk I	13.33
01532 - Travel Clerk II	14.28
01533 - Travel Clerk III	15.22
01611 - Word Processor I	14.20
01612 - Word Processor II	15.94
01613 - Word Processor III	17.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.51
Fiberglass	
05010 - Automotive Electrician	20.65
05040 - Automotive Glass Installer	19.23
05070 - Automotive Worker	19.23
05110 - Mobile Equipment Servicer	16.64
05130 - Motor Equipment Metal	22.04
Mechanic	
05160 - Motor Equipment Metal Worker	19.23
05190 - Motor Vehicle Mechanic	22.04

05220 - Motor Vehicle Mechanic	15.31
Helper	
05250 - Motor Vehicle Upholstery	17.94
Worker	
05280 - Motor Vehicle Wrecker	19.23
05310 - Painter Automotive	20.65
05340 - Radiator Repair Specialist	19.23
05370 - Tire Repairer	13.89
05400 - Transmission Repair	22.04
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.07
07041 - Cook I	13.60
07042 - Cook II	15.71
07070 - Dishwasher	10.36
07130 - Food Service Worker	12.08
07210 - Meat Cutter	14.43
07260 - Waiter/Waitress	10.02
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.60
09040 - Furniture Handler	13.59
09080 - Furniture Refinisher	20.60
09090 - Furniture Refinisher Helper	15.37
09110 - Furniture Repairer Minor	17.91
09130 - Upholsterer	20.60
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.37
11060 - Elevator Operator	15.13
11090 - Gardener	20.21
11122 - Housekeeping Aide	15.13
11150 - Janitor	15.13
11210 - Laborer Grounds Maintenance	15.35
11240 - Maid or Houseman	11.64
11260 - Pruner	13.70
11270 - Tractor Operator	18.59
11330 - Trail Maintenance Worker	15.35
11360 - Window Cleaner	17.12
12000 - Health Occupations	
12010 - Ambulance Driver	19.85
12011 - Breath Alcohol Technician	19.85
12012 - Certified Occupational	27.24
Therapist Assistant	
12015 - Certified Physical Therapist	27.21
Assistant	
12020 - Dental Assistant	19.67
12025 - Dental Hygienist	37.35

12030 - EKG Technician	29.63
12035 - Electroneurodiagnostic Technologist	29.63
12040 - Emergency Medical Technician	19.85
12071 - Licensed Practical Nurse I	17.76
12072 - Licensed Practical Nurse II	19.85
12073 - Licensed Practical Nurse III	22.13
12100 - Medical Assistant	16.93
12130 - Medical Laboratory Technician	25.10
12160 - Medical Record Clerk	18.78
12190 - Medical Record Technician	21.63
12195 - Medical Transcriptionist	17.76
12210 - Nuclear Medicine Technologist	43.63
12221 - Nursing Assistant I	11.99
12222 - Nursing Assistant II	13.47
12223 - Nursing Assistant III	14.70
12224 - Nursing Assistant IV	16.51
12235 - Optical Dispenser	19.37
12236 - Optical Technician	18.20
12250 - Pharmacy Technician	18.52
12280 - Phlebotomist	16.04
12305 - Radiologic Technologist	27.32
12311 - Registered Nurse I	23.57
12312 - Registered Nurse II	28.83
12313 - Registered Nurse II Specialist	28.83
12314 - Registered Nurse III	34.89
12315 - Registered Nurse III Anesthetist	34.89
12316 - Registered Nurse IV	41.81
12317 - Scheduler (Drug and Alcohol Testing)	24.60
12320 - Substance Abuse Treatment Counselor	22.07
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.95
13012 - Exhibits Specialist II	25.96
13013 - Exhibits Specialist III	31.76
13041 - Illustrator I	20.95
13042 - Illustrator II	25.96
13043 - Illustrator III	31.76
13047 - Librarian	28.75
13050 - Library Aide/Clerk	16.68
13054 - Library Information Technology Systems Administrator	25.96

13058 - Library Technician	19.86
13061 - Media Specialist I	18.74
13062 - Media Specialist II	20.95
13063 - Media Specialist III	23.36
13071 - Photographer I	18.74
13072 - Photographer II	20.95
13073 - Photographer III	25.96
13074 - Photographer IV	31.76
13075 - Photographer V	38.43
13090 - Technical Order Library	20.95
Clerk	
13110 - Video Teleconference	18.12
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.13
14042 - Computer Operator II	19.15
14043 - Computer Operator III	21.34
14044 - Computer Operator IV	23.72
14045 - Computer Operator V	26.27
14071 - Computer Programmer I	(see 1) 21.01
14072 - Computer Programmer II	(see 1) 26.04
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment	17.13
Operator	
14160 - Personal Computer Support	23.72
Technician	
14170 - System Support Specialist	32.29
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	29.19
Instructor (Non-Rated)	
15020 - Aircrew Training Devices	35.31
Instructor (Rated)	
15030 - Air Crew Training Devices	42.15
Instructor (Pilot)	
15050 - Computer Based Training	29.19
Specialist / Instructor	
15060 - Educational Technologist	29.07
15070 - Flight Instructor (Pilot)	42.15
15080 - Graphic Artist	19.44
15085 - Maintenance Test Pilot Fixed	42.15
Jet/Prop	
15086 - Maintenance Test Pilot	42.15
Rotary Wing	

15088 - Non-Maintenance Test/Co-Pilot	42.15
15090 - Technical Instructor	23.63
15095 - Technical Instructor/Course Developer	28.91
15110 - Test Proctor	19.08
15120 - Tutor	19.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.92
16030 - Counter Attendant	9.92
16040 - Dry Cleaner	11.77
16070 - Finisher Flatwork Machine	9.92
16090 - Presser Hand	9.92
16110 - Presser Machine Drycleaning	9.92
16130 - Presser Machine Shirts	9.92
16160 - Presser Machine Wearing Apparel Laundry	
16190 - Sewing Machine Operator	12.55
16220 - Tailor	13.36
16250 - Washer Machine	10.39
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.30
19040 - Tool And Die Maker	32.58
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.08
21030 - Material Coordinator	28.53
21040 - Material Expediter	28.53
21050 - Material Handling Laborer	14.52
21071 - Order Filler	14.07
21080 - Production Line Worker (Food Processing)	19.08
21110 - Shipping Packer	17.83
21130 - Shipping/Receiving Clerk	17.83
21140 - Store Worker I	12.89
21150 - Stock Clerk	18.33
21210 - Tools And Parts Attendant	19.08
21410 - Warehouse Specialist	19.08
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.59
23019 - Aircraft Logs and Records Technician	21.98
23021 - Aircraft Mechanic I	27.01
23022 - Aircraft Mechanic II	28.59
23023 - Aircraft Mechanic III	30.24

23040 - Aircraft Mechanic Helper	18.76
23050 - Aircraft Painter	25.29
23060 - Aircraft Servicer	21.98
23070 - Aircraft Survival Flight	25.29
Equipment Technician	
23080 - Aircraft Worker	23.55
23091 - Aircrew Life Support	23.55
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.01
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.72
23120 - Bicycle Repairer	20.39
23125 - Cable Splicer	47.38
23130 - Carpenter Maintenance	21.79
23140 - Carpet Layer	24.49
23160 - Electrician Maintenance	32.55
23181 - Electronics Technician	24.49
Maintenance I	
23182 - Electronics Technician	26.30
Maintenance II	
23183 - Electronics Technician	28.08
Maintenance III	
23260 - Fabric Worker	22.85
23290 - Fire Alarm System Mechanic	25.93
23310 - Fire Extinguisher Repairer	21.21
23311 - Fuel Distribution System	31.25
Mechanic	
23312 - Fuel Distribution System	23.60
Operator	
23370 - General Maintenance Worker	18.09
23380 - Ground Support Equipment	27.01
Mechanic	
23381 - Ground Support Equipment	21.98
Servicer	
23382 - Ground Support Equipment	23.55
Worker	
23391 - Gunsmith I	21.21
23392 - Gunsmith II	24.49
23393 - Gunsmith III	28.08
23410 - Heating Ventilation And Air-	26.46
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.92
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.09
23440 - Heavy Equipment Operator	25.76

23460 - Instrument Mechanic	28.08
23465 - Laboratory/Shelter Mechanic	26.30
23470 - Laborer	14.52
23510 - Locksmith	25.06
23530 - Machinery Maintenance	28.17
Mechanic	
23550 - Machinist Maintenance	22.16
23580 - Maintenance Trades Helper	16.70
23591 - Metrology Technician I	28.08
23592 - Metrology Technician II	29.72
23593 - Metrology Technician III	31.45
23640 - Millwright	28.08
23710 - Office Appliance Repairer	20.51
23760 - Painter Maintenance	19.96
23790 - Pipefitter Maintenance	33.35
23810 - Plumber Maintenance	29.59
23820 - Pneudraulic Systems Mechanic	28.08
23850 - Rigger	28.08
23870 - Scale Mechanic	24.49
23890 - Sheet-Metal Worker	27.29
Maintenance	
23910 - Small Engine Mechanic	23.55
23931 - Telecommunications Mechanic	26.62
I	
23932 - Telecommunications Mechanic	28.18
II	
23950 - Telephone Lineman	27.01
23960 - Welder Combination	21.19
Maintenance	
23965 - Well Driller	28.46
23970 - Woodcraft Worker	28.08
23980 - Woodworker	21.21
24000 - Personal Needs Occupations	
24550 - Case Manager	15.73
24570 - Child Care Attendant	11.00
24580 - Child Care Center Clerk	13.71
24610 - Chore Aide	12.09
24620 - Family Readiness And Support	15.73
Services	
Coordinator	
24630 - Homemaker	15.73
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.08
25040 - Sewage Plant Operator	26.00
25070 - Stationary Engineer	28.08
25190 - Ventilation Equipment Tender	19.50
25210 - Water Treatment Plant	26.00
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.04
27007 - Baggage Inspector		14.84
27008 - Corrections Officer		26.36
27010 - Court Security Officer		28.03
27030 - Detection Dog Handler		16.61
27040 - Detention Officer		26.36
27070 - Firefighter		28.28
27101 - Guard I		14.84
27102 - Guard II		16.61
27131 - Police Officer I		27.01
27132 - Police Officer II		30.01
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.54
28042 - Carnival Equipment Repairer		15.80
28043 - Carnival Worker		10.61
28210 - Gate Attendant/Gate Tender		14.84
28310 - Lifeguard		13.22
28350 - Park Attendant (Aide)		16.60
28510 - Recreation Aide/Health		12.11
Facility Attendant		
28515 - Recreation Specialist		20.56
28630 - Sports Official		13.22
28690 - Swimming Pool Operator		18.25
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		31.10
29020 - Hatch Tender		31.10
29030 - Line Handler		31.10
29041 - Stevedore I		29.62
29042 - Stevedore II		34.10
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		16.68
30022 - Archeological Technician II		18.65
30023 - Archeological Technician III		23.11
30030 - Cartographic Technician		23.11
30040 - Civil Engineering Technician		21.24
30051 - Cryogenic Technician I		25.59
30052 - Cryogenic Technician II		28.27
30061 - Drafter/CAD Operator I		16.68
30062 - Drafter/CAD Operator II		18.65
30063 - Drafter/CAD Operator III		20.79
30064 - Drafter/CAD Operator IV		25.59

30081 - Engineering Technician I	14.85
30082 - Engineering Technician II	16.68
30083 - Engineering Technician III	18.65
30084 - Engineering Technician IV	23.11
30085 - Engineering Technician V	28.27
30086 - Engineering Technician VI	34.21
30090 - Environmental Technician	26.38
30095 - Evidence Control Specialist	23.11
30210 - Laboratory Technician	22.50
30221 - Latent Fingerprint Technician I	25.59
30222 - Latent Fingerprint Technician II	28.27
30240 - Mathematical Technician	23.11
30361 - Paralegal/Legal Assistant I	20.34
30362 - Paralegal/Legal Assistant II	25.20
30363 - Paralegal/Legal Assistant	30.83
III	
30364 - Paralegal/Legal Assistant IV	37.30
30375 - Petroleum Supply Specialist	28.27
30390 - Photo-Optics Technician	23.11
30395 - Radiation Control Technician	28.27
30461 - Technical Writer I	23.11
30462 - Technical Writer II	28.27
30463 - Technical Writer III	34.21
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	25.59
30502 - Weather Forecaster II	31.13
30620 - Weather Observer Combined (see 2)	20.79
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	23.11
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.48
31030 - Bus Driver	21.97
31043 - Driver Courier	14.56
31260 - Parking and Lot Attendant	13.28
31290 - Shuttle Bus Driver	15.81

31310 - Taxi Driver	12.98
31361 - Truckdriver Light	15.83
31362 - Truckdriver Medium	18.56
31363 - Truckdriver Heavy	24.42
31364 - Truckdriver Tractor-Trailer	24.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.51
99050 - Desk Clerk	11.43
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.47
I	
99252 - Laboratory Animal Caretaker	15.73
II	
99260 - Marketing Analyst	28.97
99310 - Mortician	25.60
99410 - Pest Controller	23.52
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.00
99711 - Recycling Specialist	25.43
99730 - Refuse Collector	18.56
99810 - Sales Clerk	14.43
99820 - School Crossing Guard	15.40
99830 - Survey Party Chief	29.85
99831 - Surveying Aide	18.54
99832 - Surveying Technician	25.20
99840 - Vending Machine Attendant	20.07
99841 - Vending Machine Repairer	25.20
99842 - Vending Machine Repairer	20.07
Helper	

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.

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.: 2015-5393

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.: 2015-5393
Revision No.: 15
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.

State: Montana

Area: Montana County of Missoula

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.94
01013 - Accounting Clerk III		17.84
01020 - Administrative Assistant		26.99
01035 - Court Reporter		18.55
01041 - Customer Service Representative I		14.63
01042 - Customer Service Representative II		15.99

01043 - Customer Service Representative III	17.94
01051 - Data Entry Operator I	13.19
01052 - Data Entry Operator II	14.39
01060 - Dispatcher Motor Vehicle	18.29
01070 - Document Preparation Clerk	14.77
01090 - Duplicating Machine Operator	14.77
01111 - General Clerk I	12.86
01112 - General Clerk II	14.03
01113 - General Clerk III	15.76
01120 - Housing Referral Assistant	20.68
01141 - Messenger Courier	12.04
01191 - Order Clerk I	13.54
01192 - Order Clerk II	14.77
01261 - Personnel Assistant (Employment) I	16.58
01262 - Personnel Assistant (Employment) II	18.55
01263 - Personnel Assistant (Employment) III	20.68
01270 - Production Control Clerk	24.21
01290 - Rental Clerk	14.07
01300 - Scheduler Maintenance	16.58
01311 - Secretary I	16.58
01312 - Secretary II	18.55
01313 - Secretary III	20.68
01320 - Service Order Dispatcher	16.53
01410 - Supply Technician	26.99
01420 - Survey Worker	15.52
01460 - Switchboard Operator/Receptionist	13.27
01531 - Travel Clerk I	12.85
01532 - Travel Clerk II	13.77
01533 - Travel Clerk III	14.66
01611 - Word Processor I	14.77
01612 - Word Processor II	16.58
01613 - Word Processor III	18.55
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	22.21
Fiberglass	
05010 - Automotive Electrician	18.05
05040 - Automotive Glass Installer	16.81
05070 - Automotive Worker	16.81
05110 - Mobile Equipment Servicer	14.56
05130 - Motor Equipment Metal	19.28
Mechanic	
05160 - Motor Equipment Metal Worker	16.81
05190 - Motor Vehicle Mechanic	19.28

05220 - Motor Vehicle Mechanic	13.39
Helper	
05250 - Motor Vehicle Upholstery	15.69
Worker	
05280 - Motor Vehicle Wrecker	16.81
05310 - Painter Automotive	18.05
05340 - Radiator Repair Specialist	16.81
05370 - Tire Repairer	16.62
05400 - Transmission Repair	19.28
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.36
07041 - Cook I	13.42
07042 - Cook II	15.50
07070 - Dishwasher	10.47
07130 - Food Service Worker	10.15
07210 - Meat Cutter	15.55
07260 - Waiter/Waitress	9.59
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.32
09040 - Furniture Handler	14.38
09080 - Furniture Refinisher	19.32
09090 - Furniture Refinisher Helper	16.91
09110 - Furniture Repairer Minor	18.91
09130 - Upholsterer	19.32
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.25
11060 - Elevator Operator	13.32
11090 - Gardener	18.06
11122 - Housekeeping Aide	13.32
11150 - Janitor	13.32
11210 - Laborer Grounds Maintenance	13.72
11240 - Maid or Houseman	11.38
11260 - Pruner	12.12
11270 - Tractor Operator	16.61
11330 - Trail Maintenance Worker	13.72
11360 - Window Cleaner	15.07
12000 - Health Occupations	
12010 - Ambulance Driver	15.19
12011 - Breath Alcohol Technician	20.87
12012 - Certified Occupational	28.63
Therapist Assistant	
12015 - Certified Physical Therapist	28.63
Assistant	
12020 - Dental Assistant	18.49
12025 - Dental Hygienist	38.78

12030 - EKG Technician	31.62
12035 - Electroneurodiagnostic Technologist	31.62
12040 - Emergency Medical Technician	15.19
12071 - Licensed Practical Nurse I	18.66
12072 - Licensed Practical Nurse II	20.87
12073 - Licensed Practical Nurse III	23.26
12100 - Medical Assistant	19.20
12130 - Medical Laboratory Technician	28.06
12160 - Medical Record Clerk	16.66
12190 - Medical Record Technician	18.63
12195 - Medical Transcriptionist	18.66
12210 - Nuclear Medicine Technologist	45.86
12221 - Nursing Assistant I	11.94
12222 - Nursing Assistant II	13.42
12223 - Nursing Assistant III	14.64
12224 - Nursing Assistant IV	16.44
12235 - Optical Dispenser	16.62
12236 - Optical Technician	18.66
12250 - Pharmacy Technician	17.13
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	26.69
12311 - Registered Nurse I	25.41
12312 - Registered Nurse II	31.10
12313 - Registered Nurse II	31.10
Specialist	
12314 - Registered Nurse III	37.62
12315 - Registered Nurse III	37.62
Anesthetist	
12316 - Registered Nurse IV	45.09
12317 - Scheduler (Drug and Alcohol Testing)	25.85
12320 - Substance Abuse Treatment Counselor	20.43
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.27
13012 - Exhibits Specialist II	23.87
13013 - Exhibits Specialist III	29.20
13041 - Illustrator I	19.27
13042 - Illustrator II	23.87
13043 - Illustrator III	29.20
13047 - Librarian	26.44
13050 - Library Aide/Clerk	15.34
13054 - Library Information Technology Systems Administrator	23.87

13058 - Library Technician	14.86
13061 - Media Specialist I	17.23
13062 - Media Specialist II	19.27
13063 - Media Specialist III	21.48
13071 - Photographer I	17.23
13072 - Photographer II	19.27
13073 - Photographer III	23.87
13074 - Photographer IV	29.20
13075 - Photographer V	35.34
13090 - Technical Order Library Clerk	19.27
13110 - Video Teleconference Technician	20.55
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.94
14042 - Computer Operator II	15.60
14043 - Computer Operator III	17.39
14044 - Computer Operator IV	19.32
14045 - Computer Operator V	21.40
14071 - Computer Programmer I	(see 1) 21.01
14072 - Computer Programmer II	(see 1) 26.04
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	13.94
14160 - Personal Computer Support Technician	19.32
14170 - System Support Specialist	27.58
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.70
15020 - Aircrew Training Devices Instructor (Rated)	35.94
15030 - Air Crew Training Devices Instructor (Pilot)	43.07
15050 - Computer Based Training Specialist / Instructor	29.70
15060 - Educational Technologist	29.07
15070 - Flight Instructor (Pilot)	43.07
15080 - Graphic Artist	20.90
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.07
15086 - Maintenance Test Pilot Rotary Wing	43.07

15088 - Non-Maintenance Test/Co-Pilot	43.07
15090 - Technical Instructor	22.85
15095 - Technical Instructor/Course Developer	27.96
15110 - Test Proctor	18.45
15120 - Tutor	18.45
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.92
16030 - Counter Attendant	9.92
16040 - Dry Cleaner	11.77
16070 - Finisher Flatwork Machine	9.92
16090 - Presser Hand	9.92
16110 - Presser Machine Drycleaning	9.92
16130 - Presser Machine Shirts	9.92
16160 - Presser Machine Wearing Apparel Laundry	9.92
16190 - Sewing Machine Operator	12.55
16220 - Tailor	13.36
16250 - Washer Machine	10.39
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.47
19040 - Tool And Die Maker	29.08
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.04
21030 - Material Coordinator	24.21
21040 - Material Expediter	24.21
21050 - Material Handling Laborer	14.36
21071 - Order Filler	13.65
21080 - Production Line Worker (Food Processing)	18.04
21110 - Shipping Packer	16.54
21130 - Shipping/Receiving Clerk	16.54
21140 - Store Worker I	12.89
21150 - Stock Clerk	18.33
21210 - Tools And Parts Attendant	18.04
21410 - Warehouse Specialist	18.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.53
23019 - Aircraft Logs and Records Technician	20.72
23021 - Aircraft Mechanic I	25.06
23022 - Aircraft Mechanic II	26.53
23023 - Aircraft Mechanic III	28.07

23040 - Aircraft Mechanic Helper	17.69
23050 - Aircraft Painter	23.85
23060 - Aircraft Servicer	20.72
23070 - Aircraft Survival Flight	23.85
Equipment Technician	
23080 - Aircraft Worker	22.13
23091 - Aircrew Life Support	22.13
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.06
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.47
23120 - Bicycle Repairer	18.93
23125 - Cable Splicer	35.71
23130 - Carpenter Maintenance	22.31
23140 - Carpet Layer	23.17
23160 - Electrician Maintenance	29.65
23181 - Electronics Technician	22.11
Maintenance I	
23182 - Electronics Technician	23.85
Maintenance II	
23183 - Electronics Technician	25.46
Maintenance III	
23260 - Fabric Worker	20.39
23290 - Fire Alarm System Mechanic	24.74
23310 - Fire Extinguisher Repairer	18.93
23311 - Fuel Distribution System	25.06
Mechanic	
23312 - Fuel Distribution System	19.23
Operator	
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment	25.06
Mechanic	
23381 - Ground Support Equipment	20.72
Servicer	
23382 - Ground Support Equipment	22.13
Worker	
23391 - Gunsmith I	18.93
23392 - Gunsmith II	21.86
23393 - Gunsmith III	25.06
23410 - Heating Ventilation And Air-	22.88
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.22
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.66
23440 - Heavy Equipment Operator	24.76

23460 - Instrument Mechanic	25.06
23465 - Laboratory/Shelter Mechanic	23.47
23470 - Laborer	14.14
23510 - Locksmith	23.47
23530 - Machinery Maintenance	24.78
Mechanic	
23550 - Machinist Maintenance	22.55
23580 - Maintenance Trades Helper	17.46
23591 - Metrology Technician I	25.06
23592 - Metrology Technician II	26.53
23593 - Metrology Technician III	28.07
23640 - Millwright	27.15
23710 - Office Appliance Repairer	20.06
23760 - Painter Maintenance	22.08
23790 - Pipefitter Maintenance	29.03
23810 - Plumber Maintenance	27.18
23820 - Pneudraulic Systems Mechanic	25.06
23850 - Rigger	25.06
23870 - Scale Mechanic	21.86
23890 - Sheet-Metal Worker	28.11
Maintenance	
23910 - Small Engine Mechanic	21.86
23931 - Telecommunications Mechanic	29.16
I	
23932 - Telecommunications Mechanic	30.87
II	
23950 - Telephone Lineman	25.70
23960 - Welder Combination	21.02
Maintenance	
23965 - Well Driller	25.06
23970 - Woodcraft Worker	25.06
23980 - Woodworker	18.93
24000 - Personal Needs Occupations	
24550 - Case Manager	14.05
24570 - Child Care Attendant	10.55
24580 - Child Care Center Clerk	13.15
24610 - Chore Aide	12.86
24620 - Family Readiness And Support	14.05
Services	
Coordinator	
24630 - Homemaker	14.59
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.74
25040 - Sewage Plant Operator	24.18
25070 - Stationary Engineer	24.74
25190 - Ventilation Equipment Tender	17.18
25210 - Water Treatment Plant	24.18
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		15.81
27007 - Baggage Inspector		14.14
27008 - Corrections Officer		23.96
27010 - Court Security Officer		25.48
27030 - Detection Dog Handler		15.81
27040 - Detention Officer		23.96
27070 - Firefighter		26.35
27101 - Guard I		14.14
27102 - Guard II		15.81
27131 - Police Officer I		28.37
27132 - Police Officer II		31.52
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.52
28042 - Carnival Equipment Repairer		14.70
28043 - Carnival Worker		9.87
28210 - Gate Attendant/Gate Tender		14.66
28310 - Lifeguard		12.89
28350 - Park Attendant (Aide)		16.41
28510 - Recreation Aide/Health Facility Attendant		11.97
28515 - Recreation Specialist		20.05
28630 - Sports Official		13.06
28690 - Swimming Pool Operator		16.98
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.86
29020 - Hatch Tender		21.86
29030 - Line Handler		21.86
29041 - Stevedore I		20.72
29042 - Stevedore II		23.47
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		17.13
30022 - Archeological Technician II		19.17
30023 - Archeological Technician III		23.73
30030 - Cartographic Technician		23.73
30040 - Civil Engineering Technician		25.99
30051 - Cryogenic Technician I		26.29
30052 - Cryogenic Technician II		29.04
30061 - Drafter/CAD Operator I		17.13
30062 - Drafter/CAD Operator II		19.17
30063 - Drafter/CAD Operator III		21.36
30064 - Drafter/CAD Operator IV		26.29

30081 - Engineering Technician I	15.26
30082 - Engineering Technician II	17.13
30083 - Engineering Technician III	19.17
30084 - Engineering Technician IV	23.73
30085 - Engineering Technician V	29.04
30086 - Engineering Technician VI	35.13
30090 - Environmental Technician	22.19
30095 - Evidence Control Specialist	23.73
30210 - Laboratory Technician	19.96
30221 - Latent Fingerprint Technician I	26.95
30222 - Latent Fingerprint Technician II	29.77
30240 - Mathematical Technician	23.73
30361 - Paralegal/Legal Assistant I	19.11
30362 - Paralegal/Legal Assistant II	23.68
30363 - Paralegal/Legal Assistant	28.97
III	
30364 - Paralegal/Legal Assistant IV	35.05
30375 - Petroleum Supply Specialist	29.04
30390 - Photo-Optics Technician	22.19
30395 - Radiation Control Technician	29.04
30461 - Technical Writer I	22.23
30462 - Technical Writer II	27.18
30463 - Technical Writer III	32.89
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	26.29
30502 - Weather Forecaster II	31.98
30620 - Weather Observer Combined (see 2)	21.36
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	23.73
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.94
31030 - Bus Driver	19.78
31043 - Driver Courier	15.82
31260 - Parking and Lot Attendant	12.32
31290 - Shuttle Bus Driver	17.20

31310 - Taxi Driver	14.28
31361 - Truckdriver Light	17.20
31362 - Truckdriver Medium	18.56
31363 - Truckdriver Heavy	21.20
31364 - Truckdriver Tractor-Trailer	21.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.27
99050 - Desk Clerk	11.69
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.31
I	
99252 - Laboratory Animal Caretaker	14.47
II	
99260 - Marketing Analyst	25.98
99310 - Mortician	25.60
99410 - Pest Controller	23.52
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.57
99711 - Recycling Specialist	20.07
99730 - Refuse Collector	14.65
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	24.84
99831 - Surveying Aide	15.42
99832 - Surveying Technician	20.97
99840 - Vending Machine Attendant	20.07
99841 - Vending Machine Repairer	25.20
99842 - Vending Machine Repairer	20.07
Helper	

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.

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.: 2015-5395

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.: 2015-5395
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.

State: Montana

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.69
01012 - Accounting Clerk II		16.49
01013 - Accounting Clerk III		18.45
01020 - Administrative Assistant		24.41
01035 - Court Reporter		18.23
01041 - Customer Service Representative I		13.85

01042 - Customer Service Representative II	15.12
01043 - Customer Service Representative III	16.98
01051 - Data Entry Operator I	14.52
01052 - Data Entry Operator II	15.85
01060 - Dispatcher Motor Vehicle	22.13
01070 - Document Preparation Clerk	14.51
01090 - Duplicating Machine Operator	14.51
01111 - General Clerk I	13.47
01112 - General Clerk II	14.70
01113 - General Clerk III	16.51
01120 - Housing Referral Assistant	20.32
01141 - Messenger Courier	11.83
01191 - Order Clerk I	13.30
01192 - Order Clerk II	14.51
01261 - Personnel Assistant (Employment) I	16.29
01262 - Personnel Assistant (Employment) II	18.23
01263 - Personnel Assistant (Employment) III	20.32
01270 - Production Control Clerk	20.94
01290 - Rental Clerk	14.83
01300 - Scheduler Maintenance	16.29
01311 - Secretary I	16.29
01312 - Secretary II	18.23
01313 - Secretary III	20.32
01320 - Service Order Dispatcher	21.05
01410 - Supply Technician	24.41
01420 - Survey Worker	17.06
01460 - Switchboard Operator/Receptionist	14.13
01531 - Travel Clerk I	12.39
01532 - Travel Clerk II	13.15
01533 - Travel Clerk III	13.91
01611 - Word Processor I	14.51
01612 - Word Processor II	16.29
01613 - Word Processor III	18.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.62
Fiberglass	
05010 - Automotive Electrician	18.22
05040 - Automotive Glass Installer	16.97
05070 - Automotive Worker	16.97
05110 - Mobile Equipment Servicer	14.69
05130 - Motor Equipment Metal	19.46
Mechanic	
05160 - Motor Equipment Metal Worker	16.97

05190 - Motor Vehicle Mechanic	19.46
05220 - Motor Vehicle Mechanic	13.51
Helper	
05250 - Motor Vehicle Upholstery	15.84
Worker	
05280 - Motor Vehicle Wrecker	16.97
05310 - Painter Automotive	18.22
05340 - Radiator Repair Specialist	16.97
05370 - Tire Repairer	14.01
05400 - Transmission Repair	19.46
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.34
07041 - Cook I	13.86
07042 - Cook II	16.01
07070 - Dishwasher	9.93
07130 - Food Service Worker	11.96
07210 - Meat Cutter	16.67
07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.72
09040 - Furniture Handler	17.43
09080 - Furniture Refinisher	25.72
09090 - Furniture Refinisher Helper	20.98
09110 - Furniture Repairer Minor	24.59
09130 - Upholsterer	25.72
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.90
11060 - Elevator Operator	14.64
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.64
11150 - Janitor	14.64
11210 - Laborer Grounds Maintenance	14.23
11240 - Maid or Houseman	11.43
11260 - Pruner	12.58
11270 - Tractor Operator	17.23
11330 - Trail Maintenance Worker	14.23
11360 - Window Cleaner	16.56
12000 - Health Occupations	
12010 - Ambulance Driver	16.05
12011 - Breath Alcohol Technician	20.11
12012 - Certified Occupational	27.58
Therapist Assistant	
12015 - Certified Physical Therapist	25.59
Assistant	
12020 - Dental Assistant	16.57

12025 - Dental Hygienist	37.13
12030 - EKG Technician	30.47
12035 - Electroneurodiagnostic Technologist	30.47
12040 - Emergency Medical Technician	16.05
12071 - Licensed Practical Nurse I	17.98
12072 - Licensed Practical Nurse II	20.11
12073 - Licensed Practical Nurse III	22.41
12100 - Medical Assistant	16.85
12130 - Medical Laboratory Technician	28.86
12160 - Medical Record Clerk	18.61
12190 - Medical Record Technician	20.81
12195 - Medical Transcriptionist	17.98
12210 - Nuclear Medicine Technologist	44.19
12221 - Nursing Assistant I	12.12
12222 - Nursing Assistant II	13.63
12223 - Nursing Assistant III	14.87
12224 - Nursing Assistant IV	16.69
12235 - Optical Dispenser	20.11
12236 - Optical Technician	17.98
12250 - Pharmacy Technician	17.00
12280 - Phlebotomist	17.98
12305 - Radiologic Technologist	28.65
12311 - Registered Nurse I	21.85
12312 - Registered Nurse II	26.73
12313 - Registered Nurse II	26.73
Specialist	
12314 - Registered Nurse III	32.35
12315 - Registered Nurse III	32.35
Anesthetist	
12316 - Registered Nurse IV	38.77
12317 - Scheduler (Drug and Alcohol Testing)	24.91
12320 - Substance Abuse Treatment Counselor	25.05
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.89
13012 - Exhibits Specialist II	20.92
13013 - Exhibits Specialist III	25.60
13041 - Illustrator I	16.93
13042 - Illustrator II	20.98
13043 - Illustrator III	25.60
13047 - Librarian	22.94
13050 - Library Aide/Clerk	12.47
13054 - Library Information Technology Systems	20.71

Administrator		
13058 - Library Technician		14.64
13061 - Media Specialist I		14.94
13062 - Media Specialist II		16.72
13063 - Media Specialist III		18.64
13071 - Photographer I		15.46
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13090 - Technical Order Library		17.31
Clerk		
13110 - Video Teleconference		14.97
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.47
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.69
14045 - Computer Operator V		23.98
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		15.62
Operator		
14160 - Personal Computer Support		21.69
Technician		
14170 - System Support Specialist		28.74
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.52
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.92
Instructor (Rated)		
15030 - Air Crew Training Devices		44.26
Instructor (Pilot)		
15050 - Computer Based Training		30.52
Specialist / Instructor		
15060 - Educational Technologist		25.07
15070 - Flight Instructor (Pilot)		44.26
15080 - Graphic Artist		20.12
15085 - Maintenance Test Pilot Fixed		44.26
Jet/Prop		
15086 - Maintenance Test Pilot		44.26
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	44.26
15090 - Technical Instructor	21.90
15095 - Technical Instructor/Course Developer	26.77
15110 - Test Proctor	17.67
15120 - Tutor	17.67
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.46
16030 - Counter Attendant	10.46
16040 - Dry Cleaner	11.95
16070 - Finisher Flatwork Machine	10.46
16090 - Presser Hand	10.46
16110 - Presser Machine Drycleaning	10.46
16130 - Presser Machine Shirts	10.46
16160 - Presser Machine Wearing Apparel Laundry	10.46
16190 - Sewing Machine Operator	12.55
16220 - Tailor	13.21
16250 - Washer Machine	10.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.46
19040 - Tool And Die Maker	35.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.84
21030 - Material Coordinator	24.12
21040 - Material Expediter	24.12
21050 - Material Handling Laborer	17.13
21071 - Order Filler	13.39
21080 - Production Line Worker (Food Processing)	19.84
21110 - Shipping Packer	17.66
21130 - Shipping/Receiving Clerk	17.66
21140 - Store Worker I	12.89
21150 - Stock Clerk	18.33
21210 - Tools And Parts Attendant	19.84
21410 - Warehouse Specialist	19.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.49
23019 - Aircraft Logs and Records Technician	24.20
23021 - Aircraft Mechanic I	29.74
23022 - Aircraft Mechanic II	31.49
23023 - Aircraft Mechanic III	33.31

23040 - Aircraft Mechanic Helper	20.66
23050 - Aircraft Painter	27.86
23060 - Aircraft Servicer	24.20
23070 - Aircraft Survival Flight	27.86
Equipment Technician	
23080 - Aircraft Worker	25.94
23091 - Aircrew Life Support	25.94
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	29.74
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	28.29
23120 - Bicycle Repairer	22.81
23125 - Cable Splicer	44.64
23130 - Carpenter Maintenance	22.02
23140 - Carpet Layer	26.50
23160 - Electrician Maintenance	33.22
23181 - Electronics Technician	26.50
Maintenance I	
23182 - Electronics Technician	28.46
Maintenance II	
23183 - Electronics Technician	30.39
Maintenance III	
23260 - Fabric Worker	24.73
23290 - Fire Alarm System Mechanic	30.39
23310 - Fire Extinguisher Repairer	22.94
23311 - Fuel Distribution System	36.17
Mechanic	
23312 - Fuel Distribution System	27.80
Operator	
23370 - General Maintenance Worker	18.78
23380 - Ground Support Equipment	29.74
Mechanic	
23381 - Ground Support Equipment	24.20
Servicer	
23382 - Ground Support Equipment	25.94
Worker	
23391 - Gunsmith I	22.94
23392 - Gunsmith II	26.50
23393 - Gunsmith III	30.39
23410 - Heating Ventilation And Air-	27.06
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.64
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.28
23440 - Heavy Equipment Operator	25.45

23460 - Instrument Mechanic	30.39
23465 - Laboratory/Shelter Mechanic	28.46
23470 - Laborer	17.13
23510 - Locksmith	28.29
23530 - Machinery Maintenance	36.29
Mechanic	
23550 - Machinist Maintenance	23.45
23580 - Maintenance Trades Helper	20.98
23591 - Metrology Technician I	30.39
23592 - Metrology Technician II	32.17
23593 - Metrology Technician III	34.03
23640 - Millwright	30.39
23710 - Office Appliance Repairer	28.46
23760 - Painter Maintenance	21.96
23790 - Pipefitter Maintenance	34.05
23810 - Plumber Maintenance	29.59
23820 - Pneudraulic Systems Mechanic	30.39
23850 - Rigger	30.39
23870 - Scale Mechanic	26.50
23890 - Sheet-Metal Worker	30.22
Maintenance	
23910 - Small Engine Mechanic	26.35
23931 - Telecommunications Mechanic	33.26
I	
23932 - Telecommunications Mechanic	35.21
II	
23950 - Telephone Lineman	31.41
23960 - Welder Combination	25.72
Maintenance	
23965 - Well Driller	31.01
23970 - Woodcraft Worker	30.39
23980 - Woodworker	22.94
24000 - Personal Needs Occupations	
24550 - Case Manager	15.11
24570 - Child Care Attendant	11.43
24580 - Child Care Center Clerk	14.25
24610 - Chore Aide	12.10
24620 - Family Readiness And Support	15.11
Services	
Coordinator	
24630 - Homemaker	15.11
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.39
25040 - Sewage Plant Operator	27.90
25070 - Stationary Engineer	30.39
25190 - Ventilation Equipment Tender	21.11
25210 - Water Treatment Plant	27.90
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.87
27007 - Baggage Inspector		14.09
27008 - Corrections Officer		20.17
27010 - Court Security Officer		21.66
27030 - Detection Dog Handler		15.76
27040 - Detention Officer		20.17
27070 - Firefighter		23.75
27101 - Guard I		14.09
27102 - Guard II		15.76
27131 - Police Officer I		21.85
27132 - Police Officer II		24.29
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.25
28042 - Carnival Equipment Repairer		17.66
28043 - Carnival Worker		11.86
28210 - Gate Attendant/Gate Tender		17.70
28310 - Lifeguard		15.16
28350 - Park Attendant (Aide)		19.81
28510 - Recreation Aide/Health		14.47
Facility Attendant		
28515 - Recreation Specialist		20.45
28630 - Sports Official		15.76
28690 - Swimming Pool Operator		20.40
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		28.27
29020 - Hatch Tender		28.27
29030 - Line Handler		28.27
29041 - Stevedore I		26.62
29042 - Stevedore II		30.65
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		17.81
30022 - Archeological Technician II		20.28
30023 - Archeological Technician III		24.67
30030 - Cartographic Technician		25.15
30040 - Civil Engineering Technician		21.97
30051 - Cryogenic Technician I		30.28
30052 - Cryogenic Technician II		33.45
30061 - Drafter/CAD Operator I		17.81
30062 - Drafter/CAD Operator II		20.28
30063 - Drafter/CAD Operator III		22.52
30064 - Drafter/CAD Operator IV		27.35

30081 - Engineering Technician I	14.19
30082 - Engineering Technician II	16.98
30083 - Engineering Technician III	19.00
30084 - Engineering Technician IV	23.55
30085 - Engineering Technician V	28.81
30086 - Engineering Technician VI	34.85
30090 - Environmental Technician	18.02
30095 - Evidence Control Specialist	27.33
30210 - Laboratory Technician	23.24
30221 - Latent Fingerprint Technician I	30.28
30222 - Latent Fingerprint Technician II	33.45
30240 - Mathematical Technician	23.76
30361 - Paralegal/Legal Assistant I	20.15
30362 - Paralegal/Legal Assistant II	24.96
30363 - Paralegal/Legal Assistant	30.54
III	
30364 - Paralegal/Legal Assistant IV	36.94
30375 - Petroleum Supply Specialist	33.45
30390 - Photo-Optics Technician	24.08
30395 - Radiation Control Technician	33.45
30461 - Technical Writer I	20.21
30462 - Technical Writer II	24.71
30463 - Technical Writer III	29.90
30491 - Unexploded Ordnance (UXO)	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	30.28
30502 - Weather Forecaster II	36.83
30620 - Weather Observer Combined (see 2)	22.52
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	23.76
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.74
31030 - Bus Driver	18.08
31043 - Driver Courier	16.63
31260 - Parking and Lot Attendant	14.61
31290 - Shuttle Bus Driver	18.08

31310 - Taxi Driver	14.28
31361 - Truckdriver Light	18.08
31362 - Truckdriver Medium	20.53
31363 - Truckdriver Heavy	25.63
31364 - Truckdriver Tractor-Trailer	25.63
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.44
99050 - Desk Clerk	11.27
99095 - Embalmer	32.26
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.98
I	
99252 - Laboratory Animal Caretaker	15.19
II	
99260 - Marketing Analyst	27.34
99310 - Mortician	32.26
99410 - Pest Controller	23.52
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.44
99711 - Recycling Specialist	25.97
99730 - Refuse Collector	18.96
99810 - Sales Clerk	14.27
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	24.67
99831 - Surveying Aide	15.32
99832 - Surveying Technician	20.83
99840 - Vending Machine Attendant	20.07
99841 - Vending Machine Repairer	25.20
99842 - Vending Machine Repairer	20.07
Helper	

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.

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.: 2015-5397

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.: 2015-5397
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.

State: Montana

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.69
01012 - Accounting Clerk II		16.49
01013 - Accounting Clerk III		18.45
01020 - Administrative Assistant		24.41
01035 - Court Reporter		18.23
01041 - Customer Service Representative I		13.85

01042 - Customer Service Representative II	15.12
01043 - Customer Service Representative III	16.98
01051 - Data Entry Operator I	14.52
01052 - Data Entry Operator II	15.85
01060 - Dispatcher Motor Vehicle	19.72
01070 - Document Preparation Clerk	14.51
01090 - Duplicating Machine Operator	14.51
01111 - General Clerk I	13.47
01112 - General Clerk II	14.70
01113 - General Clerk III	16.51
01120 - Housing Referral Assistant	20.32
01141 - Messenger Courier	11.83
01191 - Order Clerk I	13.30
01192 - Order Clerk II	14.51
01261 - Personnel Assistant (Employment) I	16.29
01262 - Personnel Assistant (Employment) II	18.23
01263 - Personnel Assistant (Employment) III	20.32
01270 - Production Control Clerk	20.94
01290 - Rental Clerk	14.83
01300 - Scheduler Maintenance	16.29
01311 - Secretary I	16.29
01312 - Secretary II	18.23
01313 - Secretary III	20.32
01320 - Service Order Dispatcher	17.62
01410 - Supply Technician	24.41
01420 - Survey Worker	16.01
01460 - Switchboard Operator/Receptionist	14.13
01531 - Travel Clerk I	12.39
01532 - Travel Clerk II	13.15
01533 - Travel Clerk III	13.91
01611 - Word Processor I	14.51
01612 - Word Processor II	16.29
01613 - Word Processor III	18.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.62
Fiberglass	
05010 - Automotive Electrician	18.22
05040 - Automotive Glass Installer	16.97
05070 - Automotive Worker	16.97
05110 - Mobile Equipment Servicer	14.69
05130 - Motor Equipment Metal	19.46
Mechanic	
05160 - Motor Equipment Metal Worker	16.97

05190 - Motor Vehicle Mechanic	19.46
05220 - Motor Vehicle Mechanic	13.51
Helper	
05250 - Motor Vehicle Upholstery	15.84
Worker	
05280 - Motor Vehicle Wrecker	16.97
05310 - Painter Automotive	18.22
05340 - Radiator Repair Specialist	16.97
05370 - Tire Repairer	14.01
05400 - Transmission Repair	19.46
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.84
07041 - Cook I	13.86
07042 - Cook II	16.01
07070 - Dishwasher	9.93
07130 - Food Service Worker	11.96
07210 - Meat Cutter	16.67
07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.72
09040 - Furniture Handler	17.43
09080 - Furniture Refinisher	25.72
09090 - Furniture Refinisher Helper	20.98
09110 - Furniture Repairer Minor	24.59
09130 - Upholsterer	25.72
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.90
11060 - Elevator Operator	14.64
11090 - Gardener	18.03
11122 - Housekeeping Aide	14.64
11150 - Janitor	14.64
11210 - Laborer Grounds Maintenance	13.70
11240 - Maid or Houseman	11.43
11260 - Pruner	12.14
11270 - Tractor Operator	16.59
11330 - Trail Maintenance Worker	13.70
11360 - Window Cleaner	16.56
12000 - Health Occupations	
12010 - Ambulance Driver	17.10
12011 - Breath Alcohol Technician	20.11
12012 - Certified Occupational	27.58
Therapist Assistant	
12015 - Certified Physical Therapist	25.59
Assistant	
12020 - Dental Assistant	17.43

12025 - Dental Hygienist	37.13
12030 - EKG Technician	30.47
12035 - Electroneurodiagnostic Technologist	30.47
12040 - Emergency Medical Technician	17.10
12071 - Licensed Practical Nurse I	17.98
12072 - Licensed Practical Nurse II	20.11
12073 - Licensed Practical Nurse III	22.41
12100 - Medical Assistant	20.83
12130 - Medical Laboratory Technician	26.65
12160 - Medical Record Clerk	18.61
12190 - Medical Record Technician	20.81
12195 - Medical Transcriptionist	17.98
12210 - Nuclear Medicine Technologist	44.19
12221 - Nursing Assistant I	12.12
12222 - Nursing Assistant II	13.63
12223 - Nursing Assistant III	14.87
12224 - Nursing Assistant IV	16.69
12235 - Optical Dispenser	20.11
12236 - Optical Technician	17.98
12250 - Pharmacy Technician	17.00
12280 - Phlebotomist	17.98
12305 - Radiologic Technologist	28.65
12311 - Registered Nurse I	23.61
12312 - Registered Nurse II	28.88
12313 - Registered Nurse II	28.88
Specialist	
12314 - Registered Nurse III	34.94
12315 - Registered Nurse III	34.94
Anesthetist	
12316 - Registered Nurse IV	41.89
12317 - Scheduler (Drug and Alcohol Testing)	24.91
12320 - Substance Abuse Treatment Counselor	21.56
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.40
13012 - Exhibits Specialist II	19.08
13013 - Exhibits Specialist III	23.34
13041 - Illustrator I	16.93
13042 - Illustrator II	20.98
13043 - Illustrator III	24.94
13047 - Librarian	21.13
13050 - Library Aide/Clerk	11.97
13054 - Library Information Technology Systems	19.08

Administrator		
13058 - Library Technician		14.64
13061 - Media Specialist I		13.76
13062 - Media Specialist II		15.40
13063 - Media Specialist III		17.16
13071 - Photographer I		15.46
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13090 - Technical Order Library		15.74
Clerk		
13110 - Video Teleconference		13.76
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.62
14042 - Computer Operator II		17.47
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.69
14045 - Computer Operator V		23.98
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		15.62
Operator		
14160 - Personal Computer Support		21.69
Technician		
14170 - System Support Specialist		28.74
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.52
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.92
Instructor (Rated)		
15030 - Air Crew Training Devices		44.26
Instructor (Pilot)		
15050 - Computer Based Training		30.52
Specialist / Instructor		
15060 - Educational Technologist		25.07
15070 - Flight Instructor (Pilot)		44.26
15080 - Graphic Artist		20.59
15085 - Maintenance Test Pilot Fixed		44.26
Jet/Prop		
15086 - Maintenance Test Pilot		44.26
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	44.26
15090 - Technical Instructor	22.40
15095 - Technical Instructor/Course Developer	27.41
15110 - Test Proctor	18.10
15120 - Tutor	18.10
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.46
16030 - Counter Attendant	10.46
16040 - Dry Cleaner	11.95
16070 - Finisher Flatwork Machine	10.46
16090 - Presser Hand	10.46
16110 - Presser Machine Drycleaning	10.46
16130 - Presser Machine Shirts	10.46
16160 - Presser Machine Wearing Apparel Laundry	10.46
16190 - Sewing Machine Operator	12.55
16220 - Tailor	13.21
16250 - Washer Machine	10.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.46
19040 - Tool And Die Maker	35.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.47
21030 - Material Coordinator	22.81
21040 - Material Expediter	22.81
21050 - Material Handling Laborer	17.13
21071 - Order Filler	13.39
21080 - Production Line Worker (Food Processing)	19.47
21110 - Shipping Packer	16.57
21130 - Shipping/Receiving Clerk	16.57
21140 - Store Worker I	12.89
21150 - Stock Clerk	18.33
21210 - Tools And Parts Attendant	19.47
21410 - Warehouse Specialist	19.47
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.65
23019 - Aircraft Logs and Records Technician	24.45
23021 - Aircraft Mechanic I	29.98
23022 - Aircraft Mechanic II	31.65
23023 - Aircraft Mechanic III	33.46

23040 - Aircraft Mechanic Helper	20.87
23050 - Aircraft Painter	28.14
23060 - Aircraft Servicer	24.45
23070 - Aircraft Survival Flight	28.14
Equipment Technician	
23080 - Aircraft Worker	26.20
23091 - Aircrew Life Support	26.20
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	29.98
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	28.29
23120 - Bicycle Repairer	22.81
23125 - Cable Splicer	44.64
23130 - Carpenter Maintenance	21.77
23140 - Carpet Layer	26.50
23160 - Electrician Maintenance	33.22
23181 - Electronics Technician	26.50
Maintenance I	
23182 - Electronics Technician	28.46
Maintenance II	
23183 - Electronics Technician	30.39
Maintenance III	
23260 - Fabric Worker	24.73
23290 - Fire Alarm System Mechanic	30.39
23310 - Fire Extinguisher Repairer	22.94
23311 - Fuel Distribution System	34.11
Mechanic	
23312 - Fuel Distribution System	26.79
Operator	
23370 - General Maintenance Worker	18.78
23380 - Ground Support Equipment	29.98
Mechanic	
23381 - Ground Support Equipment	24.45
Servicer	
23382 - Ground Support Equipment	26.20
Worker	
23391 - Gunsmith I	22.94
23392 - Gunsmith II	26.50
23393 - Gunsmith III	30.39
23410 - Heating Ventilation And Air-	28.96
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	30.66
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.38
23440 - Heavy Equipment Operator	24.37

23460 - Instrument Mechanic	30.39
23465 - Laboratory/Shelter Mechanic	28.46
23470 - Laborer	17.13
23510 - Locksmith	28.29
23530 - Machinery Maintenance	36.89
Mechanic	
23550 - Machinist Maintenance	23.45
23580 - Maintenance Trades Helper	20.21
23591 - Metrology Technician I	30.39
23592 - Metrology Technician II	32.17
23593 - Metrology Technician III	34.03
23640 - Millwright	30.39
23710 - Office Appliance Repairer	28.46
23760 - Painter Maintenance	24.16
23790 - Pipefitter Maintenance	34.05
23810 - Plumber Maintenance	29.59
23820 - Pneudraulic Systems Mechanic	30.39
23850 - Rigger	30.39
23870 - Scale Mechanic	26.50
23890 - Sheet-Metal Worker	30.22
Maintenance	
23910 - Small Engine Mechanic	26.35
23931 - Telecommunications Mechanic	33.26
I	
23932 - Telecommunications Mechanic	35.21
II	
23950 - Telephone Lineman	31.41
23960 - Welder Combination	22.78
Maintenance	
23965 - Well Driller	31.01
23970 - Woodcraft Worker	30.39
23980 - Woodworker	22.94
24000 - Personal Needs Occupations	
24550 - Case Manager	15.11
24570 - Child Care Attendant	11.43
24580 - Child Care Center Clerk	14.25
24610 - Chore Aide	12.10
24620 - Family Readiness And Support	15.11
Services	
Coordinator	
24630 - Homemaker	15.11
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.39
25040 - Sewage Plant Operator	23.73
25070 - Stationary Engineer	30.39
25190 - Ventilation Equipment Tender	21.11
25210 - Water Treatment Plant	23.73
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.87
27007 - Baggage Inspector		14.09
27008 - Corrections Officer		19.71
27010 - Court Security Officer		21.66
27030 - Detection Dog Handler		15.76
27040 - Detention Officer		19.71
27070 - Firefighter		23.75
27101 - Guard I		14.09
27102 - Guard II		15.76
27131 - Police Officer I		21.85
27132 - Police Officer II		24.29
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.63
28042 - Carnival Equipment Repairer		16.05
28043 - Carnival Worker		11.86
28210 - Gate Attendant/Gate Tender		19.21
28310 - Lifeguard		14.40
28350 - Park Attendant (Aide)		21.48
28510 - Recreation Aide/Health		15.68
Facility Attendant		
28515 - Recreation Specialist		20.45
28630 - Sports Official		17.11
28690 - Swimming Pool Operator		20.70
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		28.27
29020 - Hatch Tender		28.27
29030 - Line Handler		28.27
29041 - Stevedore I		26.90
29042 - Stevedore II		30.95
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		16.19
30022 - Archeological Technician II		18.62
30023 - Archeological Technician III		22.43
30030 - Cartographic Technician		22.86
30040 - Civil Engineering Technician		21.16
30051 - Cryogenic Technician I		21.59
30052 - Cryogenic Technician II		23.85
30061 - Drafter/CAD Operator I		16.19
30062 - Drafter/CAD Operator II		18.44
30063 - Drafter/CAD Operator III		20.47
30064 - Drafter/CAD Operator IV		24.86

30081 - Engineering Technician I	12.90
30082 - Engineering Technician II	15.44
30083 - Engineering Technician III	17.27
30084 - Engineering Technician IV	21.41
30085 - Engineering Technician V	26.19
30086 - Engineering Technician VI	31.68
30090 - Environmental Technician	16.38
30095 - Evidence Control Specialist	19.49
30210 - Laboratory Technician	21.13
30221 - Latent Fingerprint Technician I	21.59
30222 - Latent Fingerprint Technician II	23.85
30240 - Mathematical Technician	21.60
30361 - Paralegal/Legal Assistant I	20.15
30362 - Paralegal/Legal Assistant II	24.96
30363 - Paralegal/Legal Assistant	30.54
III	
30364 - Paralegal/Legal Assistant IV	36.94
30375 - Petroleum Supply Specialist	23.85
30390 - Photo-Optics Technician	21.89
30395 - Radiation Control Technician	23.85
30461 - Technical Writer I	18.37
30462 - Technical Writer II	22.46
30463 - Technical Writer III	27.18
30491 - Unexploded Ordnance (UXO)	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	24.86
30502 - Weather Forecaster II	30.24
30620 - Weather Observer Combined (see 2)	20.47
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	21.60
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.74
31030 - Bus Driver	18.08
31043 - Driver Courier	16.07
31260 - Parking and Lot Attendant	14.61
31290 - Shuttle Bus Driver	17.47

31310 - Taxi Driver	15.71
31361 - Truckdriver Light	17.47
31362 - Truckdriver Medium	19.48
31363 - Truckdriver Heavy	25.63
31364 - Truckdriver Tractor-Trailer	25.63
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.44
99050 - Desk Clerk	11.27
99095 - Embalmer	32.26
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.25
I	
99252 - Laboratory Animal Caretaker	15.49
II	
99260 - Marketing Analyst	28.86
99310 - Mortician	32.26
99410 - Pest Controller	23.52
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.44
99711 - Recycling Specialist	25.97
99730 - Refuse Collector	18.96
99810 - Sales Clerk	14.27
99820 - School Crossing Guard	14.65
99830 - Survey Party Chief	22.43
99831 - Surveying Aide	13.93
99832 - Surveying Technician	18.94
99840 - Vending Machine Attendant	20.07
99841 - Vending Machine Repairer	25.20
99842 - Vending Machine Repairer	20.07
Helper	

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.

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.: 2015-5399

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.: 2015-5399
Revision No.: 15
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.

State: Montana

Area: Montana Counties of Beaverhead Broadwater Deer Lodge Gallatin
Granite Jefferson Lewis and Clark Madison Meagher Park Powell Silver
Bow Sweet Grass Yelwstne Natl P

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.34
01012 - Accounting Clerk II		17.23
01013 - Accounting Clerk III		19.27
01020 - Administrative Assistant		25.35
01035 - Court Reporter		18.14
01041 - Customer Service Representative I		14.07

01042 - Customer Service Representative II	15.82
01043 - Customer Service Representative III	17.26
01051 - Data Entry Operator I	12.98
01052 - Data Entry Operator II	14.16
01060 - Dispatcher Motor Vehicle	20.83
01070 - Document Preparation Clerk	16.35
01090 - Duplicating Machine Operator	16.35
01111 - General Clerk I	13.89
01112 - General Clerk II	15.15
01113 - General Clerk III	17.02
01120 - Housing Referral Assistant	20.22
01141 - Messenger Courier	17.01
01191 - Order Clerk I	13.69
01192 - Order Clerk II	14.94
01261 - Personnel Assistant (Employment) I	16.74
01262 - Personnel Assistant (Employment) II	18.72
01263 - Personnel Assistant (Employment) III	20.87
01270 - Production Control Clerk	27.87
01290 - Rental Clerk	15.09
01300 - Scheduler Maintenance	16.21
01311 - Secretary I	16.21
01312 - Secretary II	18.14
01313 - Secretary III	20.22
01320 - Service Order Dispatcher	18.63
01410 - Supply Technician	25.35
01420 - Survey Worker	14.70
01460 - Switchboard Operator/Receptionist	13.11
01531 - Travel Clerk I	17.42
01532 - Travel Clerk II	18.68
01533 - Travel Clerk III	19.91
01611 - Word Processor I	14.44
01612 - Word Processor II	16.21
01613 - Word Processor III	18.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.64
Fiberglass	
05010 - Automotive Electrician	18.64
05040 - Automotive Glass Installer	17.37
05070 - Automotive Worker	17.37
05110 - Mobile Equipment Servicer	15.04
05130 - Motor Equipment Metal	19.91
Mechanic	
05160 - Motor Equipment Metal Worker	17.37

05190 - Motor Vehicle Mechanic	19.91
05220 - Motor Vehicle Mechanic	13.92
Helper	
05250 - Motor Vehicle Upholstery	16.20
Worker	
05280 - Motor Vehicle Wrecker	17.37
05310 - Painter Automotive	18.64
05340 - Radiator Repair Specialist	17.37
05370 - Tire Repairer	14.50
05400 - Transmission Repair	19.91
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.50
07041 - Cook I	13.65
07042 - Cook II	15.77
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.81
07210 - Meat Cutter	16.49
07260 - Waiter/Waitress	9.49
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.14
09040 - Furniture Handler	13.59
09080 - Furniture Refinisher	18.14
09090 - Furniture Refinisher Helper	15.37
09110 - Furniture Repairer Minor	17.19
09130 - Upholsterer	18.14
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.84
11060 - Elevator Operator	13.90
11090 - Gardener	22.06
11122 - Housekeeping Aide	13.90
11150 - Janitor	13.90
11210 - Laborer Grounds Maintenance	16.75
11240 - Maid or Houseman	12.87
11260 - Pruner	14.81
11270 - Tractor Operator	20.28
11330 - Trail Maintenance Worker	16.75
11360 - Window Cleaner	15.72
12000 - Health Occupations	
12010 - Ambulance Driver	14.64
12011 - Breath Alcohol Technician	20.60
12012 - Certified Occupational	28.26
Therapist Assistant	
12015 - Certified Physical Therapist	27.85
Assistant	
12020 - Dental Assistant	18.70

12025 - Dental Hygienist	35.03
12030 - EKG Technician	32.85
12035 - Electroneurodiagnostic Technologist	32.85
12040 - Emergency Medical Technician	14.64
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	17.74
12130 - Medical Laboratory Technician	26.65
12160 - Medical Record Clerk	17.83
12190 - Medical Record Technician	19.95
12195 - Medical Transcriptionist	17.70
12210 - Nuclear Medicine Technologist	45.27
12221 - Nursing Assistant I	11.90
12222 - Nursing Assistant II	13.37
12223 - Nursing Assistant III	14.59
12224 - Nursing Assistant IV	16.38
12235 - Optical Dispenser	17.16
12236 - Optical Technician	18.42
12250 - Pharmacy Technician	18.19
12280 - Phlebotomist	16.19
12305 - Radiologic Technologist	27.89
12311 - Registered Nurse I	23.41
12312 - Registered Nurse II	28.65
12313 - Registered Nurse II	28.65
Specialist	
12314 - Registered Nurse III	34.66
12315 - Registered Nurse III	34.66
Anesthetist	
12316 - Registered Nurse IV	41.54
12317 - Scheduler (Drug and Alcohol Testing)	25.52
12320 - Substance Abuse Treatment Counselor	17.18
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.78
13012 - Exhibits Specialist II	22.03
13013 - Exhibits Specialist III	26.95
13041 - Illustrator I	17.78
13042 - Illustrator II	22.03
13043 - Illustrator III	26.95
13047 - Librarian	24.40
13050 - Library Aide/Clerk	14.16
13054 - Library Information Technology Systems	22.03

Administrator		
13058 - Library Technician		14.84
13061 - Media Specialist I		15.90
13062 - Media Specialist II		17.78
13063 - Media Specialist III		19.82
13071 - Photographer I		15.47
13072 - Photographer II		17.98
13073 - Photographer III		22.28
13074 - Photographer IV		26.63
13075 - Photographer V		32.98
13090 - Technical Order Library		17.78
Clerk		
13110 - Video Teleconference		18.49
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.62
14042 - Computer Operator II		18.60
14043 - Computer Operator III		20.74
14044 - Computer Operator IV		23.04
14045 - Computer Operator V		25.52
14071 - Computer Programmer I	(see 1)	21.01
14072 - Computer Programmer II	(see 1)	26.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		16.62
Operator		
14160 - Personal Computer Support		23.04
Technician		
14170 - System Support Specialist		29.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.19
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		35.31
Instructor (Rated)		
15030 - Air Crew Training Devices		41.65
Instructor (Pilot)		
15050 - Computer Based Training		29.19
Specialist / Instructor		
15060 - Educational Technologist		26.57
15070 - Flight Instructor (Pilot)		41.65
15080 - Graphic Artist		22.78
15085 - Maintenance Test Pilot Fixed		41.65
Jet/Prop		
15086 - Maintenance Test Pilot		41.65
Rotary Wing		

15088 - Non-Maintenance Test/Co-Pilot	41.65
15090 - Technical Instructor	22.39
15095 - Technical Instructor/Course Developer	27.39
15110 - Test Proctor	18.08
15120 - Tutor	18.08
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.92
16030 - Counter Attendant	9.92
16040 - Dry Cleaner	11.77
16070 - Finisher Flatwork Machine	9.92
16090 - Presser Hand	9.92
16110 - Presser Machine Drycleaning	9.92
16130 - Presser Machine Shirts	9.92
16160 - Presser Machine Wearing Apparel Laundry	
16190 - Sewing Machine Operator	12.55
16220 - Tailor	13.36
16250 - Washer Machine	10.39
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.63
19040 - Tool And Die Maker	30.51
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.48
21030 - Material Coordinator	27.87
21040 - Material Expediter	27.87
21050 - Material Handling Laborer	15.71
21071 - Order Filler	14.26
21080 - Production Line Worker (Food Processing)	18.48
21110 - Shipping Packer	16.69
21130 - Shipping/Receiving Clerk	16.69
21140 - Store Worker I	12.89
21150 - Stock Clerk	18.33
21210 - Tools And Parts Attendant	18.48
21410 - Warehouse Specialist	18.48
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.11
23019 - Aircraft Logs and Records Technician	26.23
23021 - Aircraft Mechanic I	32.23
23022 - Aircraft Mechanic II	34.11
23023 - Aircraft Mechanic III	36.09

23040 - Aircraft Mechanic Helper	22.38
23050 - Aircraft Painter	30.18
23060 - Aircraft Servicer	26.23
23070 - Aircraft Survival Flight	30.18
Equipment Technician	
23080 - Aircraft Worker	28.10
23091 - Aircrew Life Support	28.10
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	32.23
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.30
23120 - Bicycle Repairer	19.59
23125 - Cable Splicer	45.52
23130 - Carpenter Maintenance	22.74
23140 - Carpet Layer	23.17
23160 - Electrician Maintenance	28.38
23181 - Electronics Technician	27.74
Maintenance I	
23182 - Electronics Technician	29.80
Maintenance II	
23183 - Electronics Technician	31.82
Maintenance III	
23260 - Fabric Worker	21.40
23290 - Fire Alarm System Mechanic	23.63
23310 - Fire Extinguisher Repairer	19.86
23311 - Fuel Distribution System	27.17
Mechanic	
23312 - Fuel Distribution System	20.68
Operator	
23370 - General Maintenance Worker	18.91
23380 - Ground Support Equipment	32.23
Mechanic	
23381 - Ground Support Equipment	26.23
Servicer	
23382 - Ground Support Equipment	28.10
Worker	
23391 - Gunsmith I	19.86
23392 - Gunsmith II	22.93
23393 - Gunsmith III	26.30
23410 - Heating Ventilation And Air-	22.33
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.07
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.87
23440 - Heavy Equipment Operator	24.85

23460 - Instrument Mechanic	26.30
23465 - Laboratory/Shelter Mechanic	24.63
23470 - Laborer	15.71
23510 - Locksmith	24.30
23530 - Machinery Maintenance	26.62
Mechanic	
23550 - Machinist Maintenance	24.23
23580 - Maintenance Trades Helper	16.70
23591 - Metrology Technician I	26.30
23592 - Metrology Technician II	27.84
23593 - Metrology Technician III	29.45
23640 - Millwright	25.04
23710 - Office Appliance Repairer	19.30
23760 - Painter Maintenance	22.69
23790 - Pipefitter Maintenance	31.14
23810 - Plumber Maintenance	29.16
23820 - Pneudraulic Systems Mechanic	26.30
23850 - Rigger	26.30
23870 - Scale Mechanic	22.93
23890 - Sheet-Metal Worker	24.00
Maintenance	
23910 - Small Engine Mechanic	22.63
23931 - Telecommunications Mechanic	29.24
I	
23932 - Telecommunications Mechanic	30.96
II	
23950 - Telephone Lineman	26.51
23960 - Welder Combination	20.41
Maintenance	
23965 - Well Driller	24.97
23970 - Woodcraft Worker	26.30
23980 - Woodworker	19.86
24000 - Personal Needs Occupations	
24550 - Case Manager	15.95
24570 - Child Care Attendant	10.97
24580 - Child Care Center Clerk	13.67
24610 - Chore Aide	13.56
24620 - Family Readiness And Support	15.95
Services	
Coordinator	
24630 - Homemaker	15.95
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.30
25040 - Sewage Plant Operator	23.64
25070 - Stationary Engineer	26.30
25190 - Ventilation Equipment Tender	18.27
25210 - Water Treatment Plant	23.64
Operator	

27000 - Protective Service Occupations		
27004 - Alarm Monitor		20.80
27007 - Baggage Inspector		14.04
27008 - Corrections Officer		19.16
27010 - Court Security Officer		23.57
27030 - Detection Dog Handler		16.07
27040 - Detention Officer		19.16
27070 - Firefighter		27.98
27101 - Guard I		14.04
27102 - Guard II		16.07
27131 - Police Officer I		25.37
27132 - Police Officer II		28.19
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.56
28042 - Carnival Equipment Repairer		16.92
28043 - Carnival Worker		11.36
28210 - Gate Attendant/Gate Tender		18.91
28310 - Lifeguard		13.09
28350 - Park Attendant (Aide)		21.15
28510 - Recreation Aide/Health Facility Attendant		15.43
28515 - Recreation Specialist		22.50
28630 - Sports Official		16.84
28690 - Swimming Pool Operator		19.54
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22.93
29020 - Hatch Tender		22.93
29030 - Line Handler		22.93
29041 - Stevedore I		21.40
29042 - Stevedore II		24.63
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		17.29
30022 - Archeological Technician II		19.35
30023 - Archeological Technician III		23.96
30030 - Cartographic Technician		23.96
30040 - Civil Engineering Technician		22.08
30051 - Cryogenic Technician I		26.05
30052 - Cryogenic Technician II		28.76
30061 - Drafter/CAD Operator I		17.29
30062 - Drafter/CAD Operator II		19.35
30063 - Drafter/CAD Operator III		21.56
30064 - Drafter/CAD Operator IV		26.54

30081 - Engineering Technician I	15.11
30082 - Engineering Technician II	16.98
30083 - Engineering Technician III	19.00
30084 - Engineering Technician IV	23.55
30085 - Engineering Technician V	28.81
30086 - Engineering Technician VI	34.85
30090 - Environmental Technician	21.80
30095 - Evidence Control Specialist	23.52
30210 - Laboratory Technician	25.15
30221 - Latent Fingerprint Technician I	26.05
30222 - Latent Fingerprint Technician II	28.76
30240 - Mathematical Technician	23.76
30361 - Paralegal/Legal Assistant I	19.07
30362 - Paralegal/Legal Assistant II	23.63
30363 - Paralegal/Legal Assistant	28.91
III	
30364 - Paralegal/Legal Assistant IV	34.98
30375 - Petroleum Supply Specialist	28.76
30390 - Photo-Optics Technician	21.89
30395 - Radiation Control Technician	28.76
30461 - Technical Writer I	23.52
30462 - Technical Writer II	28.76
30463 - Technical Writer III	34.80
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	26.05
30502 - Weather Forecaster II	31.68
30620 - Weather Observer Combined (see 2)	21.56
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	23.76
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.70
31030 - Bus Driver	18.03
31043 - Driver Courier	15.62
31260 - Parking and Lot Attendant	13.43
31290 - Shuttle Bus Driver	15.89

31310 - Taxi Driver	13.35
31361 - Truckdriver Light	16.98
31362 - Truckdriver Medium	18.56
31363 - Truckdriver Heavy	23.29
31364 - Truckdriver Tractor-Trailer	23.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.53
99050 - Desk Clerk	11.37
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	12.44
I	
99252 - Laboratory Animal Caretaker	13.52
II	
99260 - Marketing Analyst	27.05
99310 - Mortician	25.60
99410 - Pest Controller	23.52
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	24.65
99711 - Recycling Specialist	29.85
99730 - Refuse Collector	21.79
99810 - Sales Clerk	13.56
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	30.41
99831 - Surveying Aide	18.88
99832 - Surveying Technician	25.67
99840 - Vending Machine Attendant	19.51
99841 - Vending Machine Repairer	23.16
99842 - Vending Machine Repairer	19.51
Helper	

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.

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)).