

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE		PAGE OF PAGES 1 2	
2. AMENDMENT/MODIFICATION NO. P00128		3. EFFECTIVE DATE See Block 16C		4. REQUISITION/PURCHASE REQ. NO.	
6. ISSUED BY EM-Idaho Department of Energy Office of Environmental Management Idaho Cleanup Project 1955 Fremont Avenue Idaho Falls ID 83415		CODE 893042		5. PROJECT NO. (If applicable) 00701	
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) IDAHO ENVIRONMENTAL COALITION LLC Attn: Laura McGee 600 William Northern Blvd Tullahoma TN 373884729		(x)		9A. AMENDMENT OF SOLICITATION NO.	
				9B. DATED (SEE ITEM 11)	
		x		10A. MODIFICATION OF CONTRACT/ORDER NO. 89303321DEM000061	
				10B. DATED (SEE ITEM 13) 05/27/2021	
CODE		FACILITY CODE			

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

☐ The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers ☐ is extended. ☐ is not extended.
Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) Section I.172 FAR 52.243-2 Changes -- Cost Reimbursement (Aug 1987) Alt I, II, III (Apr 1984)

E. IMPORTANT: Contractor ☐ is not ☒ is required to sign this document and return 1 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

DUNS Number: Not Available

UEI: LQ5ZLNE3EM27

The purpose of this modification is to update Attachment J-3, Requirements, Sources and Implementing Documents, List B Applicable DOE Directives, and Attachment J-6, Wage Determinations.

Attachment J-3, Requirements Sources and Implementing Documents, List B Applicable DOE Directives, includes revisions to the following:

Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) Kimberli Southwick, Business Services Director/PCO		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Mary E. Bates	
15B. CONTRACTOR/OFFEROR ERIC TROTTE (Affiliate) Digitally signed by ERIC TROTTE (Affiliate) Date: 2025.09.25 15:51:05 -06'00' (Signature of person authorized to sign)	15C. DATE SIGNED 09/25/2025	16B. UNITED STATES OF AMERICA BATES Digitally signed by MARY BATES Date: 2025.09.25 16:04:23 (Signature of Contracting Officer)	16C. DATE SIGNED 09/25/2025

Previous edition unusable

CONTINUATION SHEET	REFERENCE NO. OF DOCUMENT BEING CONTINUED 89303321DEM000061/P00128	PAGE	OF
		2	2

NAME OF OFFEROR OR CONTRACTOR

IDAHO ENVIRONMENTAL COALITION LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	* DOE O 144.1 Chg 1 (AdminChg), Department of Energy (DOE) Requirements for Consultation and Engagement with Federally Recognized Indian Tribes and Alaska Native Claims Settlement Act Corporations Pursuant to DOE Policy 144.1, is updated to 144.1A * DOE O 206.2 Chg 1 (LtdChg), Identity, Credential, and Access Management (ICAM), is updated to DOE O 206.2 Chg 2 (LtdChg) * DOE O 458.1 Chg 4 (LtdChg), Radiation Protection of the Public and the Environment, is updated to 458.1 Chg 5 (AdminChg) Attachment J-6, Wage Determinations, is updated to the current Wage Determinations. See attachments: * Section J-3 Requirements Sources and Imp Docs_P00128_Redline * Section J-6 Wage Determinations_Mod P00128 All other terms and conditions remain unchanged. Payment: VIPERS https://vipers.doe.gov Any questions, please contact by call/email 888-251-3557 or payments@hq.doe.gov Period of Performance: 10/01/2021 to 09/30/2031				

Attachment J-3

Requirements Sources and Implementing Documents

List A. Applicable Federal, State, and Local Regulations

The federal, state, and local regulations found in the Contract constitute List A, *Applicable Federal, State, and Local Regulations*, referenced in the Section H clause *Laws, Regulations, and DOE Directives*. Omission of any applicable law or regulation from the Contract does not affect the obligation of the Contractor to comply with such law or regulation. List B below contains a list of applicable DOE Directives that are required for this Contract.

List B. Applicable DOE Directives

The DOE directives listed in the table below contain requirements relevant to the scope of work under this contract. In most cases, the requirements applicable to the contractor are contained in a Contractor Requirements Document (CRD) attached to the DOE directive. The Contractor is encouraged to continuously evaluate the work scope and contract requirements for opportunities to improve efficiency or creativity and propose alternative methods to those specified in the DOE directives.

Table J-3.1 Directives, Regulations, Policies, and Standards

Directive No.	Directive Title
DOE O 140.1A	Interface with the Defense Nuclear Facilities Safety Board
DOE P 140.1*	Natural Resource Damage Assessment Cooperation and Integration
DOE P 141.1*	Department of Energy Management of Cultural Resources
DOE O 142.2A Admin Chg 1	Voluntary Offer Safeguards Agreement and Additional Protocol with the International Atomic Energy Agency
DOE M 142.2-1 Admin Chg 1	Manual for Implementation of the Voluntary Offer Safeguards Agreement and Additional Protocol with the International Atomic Energy Agency
DOE O 142.3B Chg 1 (LtdChg)	Unclassified Foreign National Access Program Clarification for DOE O 142.3B, Chg 1 (LtdChg): <i>Since safeguards and security functions for the Idaho Cleanup Project (ICP) Contract are largely performed by the prime operating contractor for the Idaho National Laboratory (INL), the Contractor will participate with the INL contractor in activities necessary to conform with the NE implementation methodology. Primarily, this includes continuity of operations under the requirements of DOE O 142.3A, Chg 2, as established by the INL contractor's implementation approach.</i>
DOE O 144.1 A-Admin Chg 1	Department of Energy American Indian Tribal Government Interactions and Policy <u>DOE Requirements for Consultation and Engagement with Federally Recognized Indian Tribes and Alaska Native Claims Settlement Act Corporations Pursuant to DOE P 144.1</u>
DOE O 150.1B	Continuity Programs

Directive No.	Directive Title
DOE O 151.1D, Chg 1 (MinChg)	Comprehensive Emergency Management System Clarification for DOE O 151.1D, Chg 1 <i>Building evacuation exercises at the Idaho National Laboratory (INL) are defined as evacuation drills. The term exercise implies having specific objectives and full documentation (e.g., a scenario package that includes objectives, scope, timelines, injects, controller instructions, and evaluation criteria). Drills have specific objectives and documentation but are not formally evaluated using the demonstration criteria and points of review. Drills provide supervised, “hands-on” training and are documented informally.</i> <i>Since the INL site is comprised of multiple facilities, the facility-specific requirement for annual exercises will be implemented on a site-wide basis. One site-wide exercise will be conducted annually with a specific facility identified and rotated such that each facility will be the initiating facility once every six years. Operational circumstances will be used to determine the initiating facility.</i> <i>The facility-specific requirement that all facilities must prepare an Emergency Public Information Plan and that the same plan can cover multiple facilities will be interpreted as including a site-wide plan and implemented on that basis.</i>
DOE O 153.1A	Departmental Nuclear Emergency Support Team Capabilities Clarification for DOE O 153.1A <i>The Contractor is required to comply with Sections 14 and 15 only of the CRD, which reads:</i> 14. “When there is a loss of control of known or suspected uncontrolled radioactive materials and taken off-site, the affected Radiological Assistance Program (RAP) Region must be notified. RAP is DOE/NNSA’s coordination asset for off-site responses and will conduct radiation monitoring to support the event, as required.” 15. “In the event of an incident or accident involving a nuclear weapon, special nuclear material, or classified components, contractors must cooperate with DOE/NNSA in establishing and maintaining the appropriate Temporary Limited Area (TLA) within an established National Security Area or National Defense Area to safeguard classified information (to include Restricted Data), equipment, and material.”
DOE O 200.1A Chg 2 (LtdChg)	Information Technology Management
DOE O 205.1D	Department of Energy Cyber Security Program
DOE P 205.1*	Departmental Cyber Security Management Policy
DOE O 206.1A	Department of Energy Privacy Program
DOE O 206.2 Chg 1 2 (LtdChg)	Identity, Credential, and Access Management (ICAM)
DOE O 210.2A	DOE Corporate Operating Experience Program
DOE O 221.1B	Reporting Fraud, Waste, and Abuse to the Office of Inspector General
DOE O 221.2A	Cooperation with the Office of Inspector General

Directive No.	Directive Title
DOE O 225.1B	Accident Investigations
DOE O 226.1B Chg 1 (AdminChg)	Implementation of Department of Energy Oversight Policy
DOE P 226.2*	Policy for Federal Oversight and Contractor Assurance Systems
DOE O 227.1A Chg. 1 (AdminChg)	Independent Oversight Program
DOE O 231.1B Admin Chg 1	Environmental, Safety, and Health Reporting
DOE O 232.2A, Chg 1 (MinChg)	Occurrence Reporting and Processing of Operations Information
DOE O 241.1B Chg 1 (AdminChg)	Scientific and Technical Information Management
DOE O 243.1C	Records Management Program <i>Clarification for DOE O 243.1C</i> CRD Section, Requirement 4, second sentence exclusion: <i>“Plan to consolidate or close agency-operated records storage facilities and transfer holdings for storage at Federal Records Centers or NARA-certified commercial records storage facilities.”</i>
DOE O 252.1A Chg 2 (Admin Chg)	Technical Standards Program
DOE O 350.1 Chg 7 (LtdChg)	Contractor Human Resource Management Programs
DOE O 350.3 Chg1 (MinChg)	Labor Standards Compliance, Contractor Labor Relations, and Contractor Workforce Restructuring Programs
DOE P 364.1*	Health and Safety Training Reciprocity
DOE O 410.2 Admin Chg 1	Management of Nuclear Materials
DOE O 413.1B	Internal Control Program
DOE O 413.3B Chg 7 (LtdChg)	Program and Project Management for the Acquisition of Capital Assets
DOE O 414.1D Chg 2 (LtdChg)	Quality Assurance
DOE O 415.1 Chg 2	Information Technology Project Management
DOE P 420.1*	Department of Energy Nuclear Safety Policy
DOE O 420.1C, Chg3 (LtdChg)	Facility Safety
DOE O 422.1 Chg 4 (MinChg)	Conduct of Operations

Directive No.	Directive Title
DOE O 425.1E	Verification of Readiness to Startup or Restart Nuclear Facilities
DOE O 426.2 Chg 1 (AdminChg)	Personnel Selection, Training, Qualification and Certification Requirements for DOE Nuclear Facilities
DOE O 430.1C Chg 2 (AdminChg)	Real Property Asset Management (in accordance with Section H.65)
DOE O 433.1B Chg 1 (AdminChg)	Maintenance Management Program for DOE Nuclear Facilities
DOE O 435.1 Chg 2 (AdminChg)	Radioactive Waste Management
DOE M 435.1-1 Chg 2 (AdminChg)	Radioactive Waste Management Manual
DOE N 435.1	Contact-Handled and Remote-Handled Transuranic Waste Packaging
DOE O 440.2C Chg 3 (LtdChg).	Aviation Management and Safety
DOE O 442.1B	Department of Energy Employee Concerns Program
DOE O 442.2 Chg 1 (PgChg)	Differing Professional Opinions for Technical Issues Involving Environment, Safety and Health
DOE P 444.1*	Preventing and Responding to all Forms of Violence in the Workplace
DOE P 450.4A* Chg 1 (MinChg)	Integrated Safety Management Policy
DOE P 451.1*	National Environmental Policy Act Compliance Program
DOE O 458.1 Chg 4-5 (LtdChg AdminChg)	Radiation Protection of the Public and the Environment
DOE O 460.1D Chg 1 (LtdChg)	Hazardous Materials Packaging and Transportation Safety
DOE O 460.2B	Departmental Materials Transportation Management
DOE P 470.1B*	Safeguards and Security Program

Directive No.	Directive Title
DOE O 470.3C Chg 2	Design Basis Threat (DBT) Order Clarification for DOE O 470.3C Chg 2 <i>The ICP contractor shall continue to operate under DOE M 470.4-6 and DOE O 470.3B until such time as implementation plans to DOE O 474.2A and DOE O 470.3C Chg 2 can be fully funded and completed.</i> <i>Background: The Office of Environmental Management directed implementation of DOE O 474.2A in accordance with the Office of Nuclear Energy approved strategy (memorandum from James Hutton, Deputy Assistant Secretary for Safety, Security, and Quality Programs to John Zimmerman, Deputy Manager for Idaho Cleanup Project, dated April 19, 2016). Additionally, the Assistant Secretary for the Office of Nuclear Energy (NE-1) approved implementation of 470.3C to be done concurrently with DOE O 474.2A implementation.</i>
DOE O 470.4B Chg 3 (LtdChg)	Safeguards and Security Program
DOE O 470.5	Insider Threat Program
DOE O 470.6 Chg 1 (MinChg)	Technical Security Program
DOE O 471.1B	Identification and Protection of Unclassified Controlled Nuclear Information
DOE O 471.3 Chg 1 (AdminChg)	Identifying and Protecting Official Use Only Information
DOE M 471.3-1 Chg 1 (AdminChg)	Manual for Identifying and Protecting Official Use Only Information
DOE O 471.6 Chg 4 (LtdChg)	Information Security
DOE O 472.2A	Personnel Security
DOE O 473.3A Chg 1 (MinChg)	Protection Program Operations
DOE O 474.2A	Nuclear Material Control and Accountability Clarification for DOE O 474.2A <i>Since safeguards and security functions for the Idaho Cleanup Project (ICP) Contract are largely performed by the prime operating contractor for the Idaho National Laboratory (INL), the Contractor will participate with the INL contractor in activities necessary to conform with the NE implementation methodology. Primarily, this includes continuity of operations under the requirements of DOE M 470.4-6 Chg 1, as established by the INL contractor's implementation approach.</i>
DOE O 475.1	Counterintelligence Program
DOE O 475.2B	Identifying Classified Information
DOE O 522.1A Chg 1 (LtdChg)	Pricing of Departmental Materials and Services
DOE O 550.1 Chg 1 (LtdChg)	Official Travel

* DOE Policies provide guidance for contractor programs and do not contain contractual requirements.

Table J-3.2 Implementing Documents

Document No.	Title
N/A	1991 Comprehensive Environmental Response Compensation and Liability Act (CERCLA)-based Federal Facility Agreement and Consent Order (FFA/CO)
N/A	1995 Idaho Settlement Agreement (ISA)
INL-STP, Revision 40	Federal Facility Compliance Act Based Site Treatment Plan (STP)
N/A	Agreement to Implement U.S. District Court Order dated May 25, 2006 (July 1, 2008)
N/A	Navy Addendum to 1995 Settlement Agreement
N/A	Memorandum of Agreement Concerning Receipt, Storage, and Handling of Research Quantities of Commercial Spent Nuclear Fuel at the Idaho National Laboratory (January 6, 2011)
N/A	Supplemental Agreement Concerning Conditional Waiver of Sections D.2.e and K1 of 1995 Settlement Agreement (November 6, 2019)
N/A	Agreement Concerning Handling of Spent Nuclear Fuel Generated by the Advanced Test Reactor (February 4, 2020)
MB04294B-1	Migratory Bird Treaty Act, Special Purpose – Miscellaneous Permit
160216	Wildlife Collection/Banding/Possession Permit
EPA ID# ID4890008952	Idaho National Laboratory, Volume 1-22 - HWMA/RCRA Part A Permit Application for the INL, Idaho Falls, ID
EPA ID# ID4890008952	Idaho National Laboratory, Advanced Mixed Waste Treatment Project (AMWTP)
P-2015.0023	Permit to Construct for the INL Site
P-2008.0199	Permit to Construct: INTEC Integrated Waste Treatment Unit (IWTU)
M-130-06	INTEC Wastewater Reuse Permit: New Percolation Ponds
TS-ETSD-01-005	Risk-Based Storage Approval for PCB Remediation Waste at the INEEL RWMC TSA-RE (TS-ETSD-01-005 and the application is document INEEL/EXT-99-00637-R2)
OCE-164	TSCA Risk-Based Disposal Approval to Process Radiologically Contaminated Liquids Containing Polychlorinated Biphenyls (OCE-164)
OCE-084	TSCA Risk-Based Approval for Management of transuranic PCB Remediation Waste at the AMWTP Facility (OCE-084)
CCN 314217	Risk-Based Storage Approval for PCB Remediation Waste at the INEEL RWMC TSA-RE (CCN 314217)
CCN 321031	Risk-Based Disposal Approval for Management of PCB Remediation Waste Contaminated with TRU Radioisotopes - ICP first request for approval to process drums with liquid greater than 10% by volume in WMF-1617 (ARP V). (CCN 321031)
CCN 323672)	Risk-Based Disposal Approval for Management of PCB Remediation Waste Contaminated with TRU Radioisotopes - First Amendment (CCN 323672)
DOE/ID-10587	Quality Assurance Project Plan (QAPjP), Rev. 8, March 2004

Document No.	Title
DOE/ID-11518	INL Site Community Involvement Plan, Rev. 0, August 2015
DOE/ID-11475	Operable Unit 3-14, Tank Farm Soil and INTEC Groundwater, Phase I and Phase II, Part A Interim Remedial Action Report, Rev. 1, February 2018
DOE/ID-11333	Phase II Part B of the Operable Unit 3 14 Tank Farm Soil and INTEC Groundwater Remedial Design/Remedial Action Work Plan, Rev. 1, October 2013
EDF-10116	Phase II 90% Design Drawings, Rev. 0, March 2012
DOE/ID-11337	Operable Unit 3-14 Tank Farm Soil and INTEC Groundwater Operation and Maintenance Plan, Rev. 4, February 2018
DOE/ID-11389	Phase 1 Remedial Design/Remedial Action Work Plan for Operable Unit 7-13/14, Rev. 2, June 2013
DOE/ID-11482	Operable Unit 7-13/14 Phase 3 Remedial Design Work Plan, Rev. 0, November 2013
DOE/ID-12015	Operable Unit (OU) 7 13/14 Phase 3 Remedial Design, Rev. 0, August 2019
DOE/ID-11359	Record of Decision for Radioactive Waste Management Complex Operable Unit 7-13/14 Rev. 0, October 2008
DOE/ID-11569	Soil Vapor Extraction Rebound Test Plan for Operable Unit 7-13/14, Rev. 0, June 2018
DOE/ID-11568	Long term Monitoring Study for Operable Unit 7-13/14, Rev. 0, May 2018
DE-NE700107	Memorandum of Agreement between the United States Department of Energy, Idaho Operations Office and the Idaho State Historic Preservation Office regarding the Subsurface Disposal Area Cap at the Radioactive Waste Management Area, March 2020
DOE/ID-10660	Final Record of Decision (ROD) Idaho Nuclear Technology & Engineering Center (INTEC) Operable Unit (OU) 3-13, Rev. 0, October 1999
DOE/ID-10984	ICDF Complex Remedial Action Work Plan, Rev. 2, March 2012
DOE/ID-11000	ICDF Complex Operations and Maintenance (O&M) Plan, Rev. 10, June 2019
DOE/ID-10955	Idaho CERCLA Disposal Facility (ICDF) Complex Groundwater Monitoring Plan, Rev. 6, February 2015
DOE/ID-11005	ICDF Operational and Monitoring Sampling and Analysis Plan, Rev 4, October 2018
DOE/ID-10881	ICDF Waste Acceptance Criteria, Rev. 12, December 2013
DOE/NE ID-11175	ICDF Complex Waste Profile and Verification Sample Guidance, Rev. 3, March 2012
INEEL/EXT-01-01318	Health and Safety Plan (HSP or HASP) for Idaho CERCLA Disposal Facility (ICDF), Operations, Rev. 4, October 2007
EDF-ER-286	Engineering Design File (EDF) - Idaho CERCLA Disposal Facility (ICDF) Waste Placement Plan, Rev 4, July 2005
DOE/ID-10139, AMENDMENT	Record of Decision (ROD) Amendment - Technical Support Facility Injection Well TSF-05 and Surrounding Groundwater Contamination TSF-23 and Miscellaneous No Action Sites, Final Remedial Action (RA), Rev. 0, September 2001

Document No.	Title
10139	Record of Decision (ROD) for TSF-05 Injection Well and Surrounding Groundwater Contamination TSF-23 and Miscellaneous No Action Sites Final Remedial Action (RA), Rev. 0, 1995
DOE/ID-11444	ISB Rebound Test Plan for TAN Groundwater Remediation, Rev. 4, April 2017
DOE/ID-11412	Monitoring Plan for Test Area North, Operable Unit 1-07B, Rev 4, January 2019
DOE/ID-11558	Operations and Maintenance Plan for OU 1-07B, TAN Groundwater Remediation, Rev. 0, December 2016
INEEL/EXT-98-00267	Waste Management Plan for TAN Final Groundwater Remediation OU 1-07B, Rev. 7, December 2010
DOE/ID-11347	Closure Plan and Post-Closure Care Plan for the Test Area North Demolition Landfill at the Idaho National Laboratory, Rev. 0, February 2008
DOE/ID-10586	Final Record of Decision (ROD) for Test Reactor Area (TRA) For Operable Unit (OU) 2-13 At Idaho National Engineering & Environmental Laboratory (INEEL), Rev. 0, December 1997
DOE/ID-10626	Groundwater Monitoring Plan for the Advanced Test Reactor Complex OU 2-13, Rev. 9, September 2016
DOE/ID-11296	Record of Decision (ROD) for Tank Farm Soil and Idaho Nuclear Technology and Engineering Center (INTEC) Groundwater, Operable Unit (OU) 3-14, Rev. 0, May 2007
DOE/ID-11333	OU 3-14 Tank Farm Soil and INTEC Groundwater Remedial Design/Remedial Action (RD/RA) Work Plan, Rev. 1, October 2013
DOE/ID-11334	OU 3-14 Tank Farm Soil and INTEC Groundwater Long Term Monitoring Plan, Rev. 3, June 2018
DOE/ID-11337	OU 3-14 Tank Farm Soil and INTEC Groundwater Operation and Maintenance Plan, Rev. 4, February 2018
DOE/ID-11335	OU 3-14 Tank Farm Soil and INTEC Groundwater Waste Management Plan, Rev. 0, June 2008
10146	Record of Decision (ROD) For Central Facilities Area (CFA) Landfill I, II, & III Operable Unit (OU) 4-12 & No Action Sites (OU 4-03), Rev. 0, October 1995
DOE/ID-11374	Long-Term Monitoring and Field Sampling Plan for the Central Facilities Area Landfills I, II, and III under OU 4-12, Rev. 2, July 2018
DOE/ID-11503	Field Sampling Plan for Operable Unit 7-13/14 Vadose Zone Monitoring, Rev. 0, April 2014
DOE/ID-11492	Field Sampling Plan for OU 7-13/14 Aquifer Monitoring, Rev. 1, August 2014
DOE/ID-11393	OU 7-13/14 Operations and Maintenance Plan, Rev. 2, March 2017
ICP/EXT-04-00209	Health and Safety Plan for the Accelerated Retrieval Project, Rev. 15, July 2010
DOE/ID-11385	Operable Unit 10-08 Record of Decision for Site-Wide Groundwater, Miscellaneous Sites, And Future Sites, Rev. 0, September 2009
DOE/ID-11042	INL Site-Wide Institutional Controls, and Operations and Maintenance Plan for CERCLA Response Actions, Rev. 10, December 2017

Document No.	Title
DOE/ID-11420	Post Record of Decision Groundwater Monitoring and Field Sampling Plan for Operable Unit 10-08, Rev. 2, October 2016
DOE/ID-11418	Operable Unit 10-08 Remedial Design/Remedial Action Work Plan, Rev. 0, August 2010
RPT-576	Interim Closure Plan for The RWMC Active Low-Level Waste Disposal Facility at the Idaho National Laboratory Site, Rev. 4, April 2016
DOE/ID-11273	Idaho Hazardous Waste Management Act/Resource Conservation and Recovery Act Closure Plan for Idaho Nuclear Technology and Engineering Center Tanks WM-187, WM-188, WM-189, and WM-190, and all Remaining Tank Farm Facility Resource Conservation and Recovery Act Piping, Rev. 4, October 2012
NM 4890139088 TSDF WIPP	NM 4890139088 TSDF WIPP WAP document available at http://www.wipp.energy.gov/Documents_All_Number.htm
DOE/ID-11389	OU 7 13/14 Phase 1 RD/RA Work Plan, Rev. 2, Date June 2013
PLN-11002	INL Site Security Plan, November 2019
PLN-5686	ICP Core Implementation Plan 10 CFR 851 Technical Amendment
RPT-1649	Walking and Working Surfaces Assessment Report, Revision 0, June 2018

Attachment J-6

Wage Determinations (Attached):

Mod P00128

DBA Colorado - Weld County

DBA Idaho - Bingham County

DBA Idaho - Butte County

DBA Idaho Bonneville County

SCA Colorado - Weld County

SCA Idaho - Bingham County

SCA Idaho - Bonneville and Butte Counties

"General Decision Number: C020250029 07/25/2025

Superseded General Decision Number: C020240029

State: Colorado

Construction Type: Building

County: Weld County in Colorado.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes or apartments up to and including 4 stories).

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(1).

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 \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.
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 \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at <http://www.dol.gov/whd/govcontracts>.

Modification Number	Publication Date
0	01/03/2025
1	03/07/2025

2 07/11/2025
 3 07/18/2025
 4 07/25/2025

ELEC0068-018 06/01/2025

	Rates	Fringes
ELECTRICIAN.....	\$ 46.80	19.53

 ENGI0009-017 05/01/2024

	Rates	Fringes
POWER EQUIPMENT OPERATOR (Crane)		
141 tons and over.....	\$ 39.80	15.20
50 tons and under.....	\$ 35.78	15.20
51 to 90 tons.....	\$ 36.09	15.20
91 to 140 tons.....	\$ 37.34	15.20

 IRON0024-009 11/01/2024

	Rates	Fringes
IRONWORKER, ORNAMENTAL.....	\$ 39.21	12.50

 IRON0024-010 11/01/2024

	Rates	Fringes
IRONWORKER, STRUCTURAL.....	\$ 39.21	12.50

 PAIN0079-009 08/01/2024

	Rates	Fringes
PAINTER (Spray).....	\$ 27.41	11.56

 PLUM0003-009 06/01/2025

	Rates	Fringes
PLUMBER (Excludes HVAC Duct, Pipe and Unit Installation).....	\$ 47.23	21.68

 * PLUM0208-008 06/01/2025

	Rates	Fringes
PIPEFITTER (Includes HVAC Pipe and Unit Installation; Excludes HVAC Duct Installation).....	\$ 45.40	22.11

 SHEE0009-004 07/01/2024

	Rates	Fringes
SHEET METAL WORKER (Includes HVAC Duct Installation; Excludes HVAC Pipe and Unit Installation).....	\$ 39.47	21.78

 * SUC02013-015 07/31/2015

	Rates	Fringes
BRICKLAYER.....	\$ 21.96	0.00
CARPENTER.....	\$ 18.22	0.00
CEMENT MASON/CONCRETE FINISHER...	\$ 21.44	10.23
INSULATOR - MECHANICAL (Duct, Pipe & Mechanical System Insulation).....	\$ 22.19	4.30
LABORER: Common or General.....	\$ 14.00 **	0.00
LABORER: Mason Tender - Brick...	\$ 15.99 **	0.00
LABORER: Mason Tender - Cement/Concrete.....	\$ 16.00 **	0.00
LABORER: Pipelayer.....	\$ 16.96 **	3.68
OPERATOR: Backhoe/Excavator/Trackhoe.....	\$ 20.78	5.78
OPERATOR: Bobcat/Skid Steer/Skid Loader.....	\$ 18.58	2.42
OPERATOR: Grader/Blade.....	\$ 21.50	0.00
PAINTER (Brush and Roller).....	\$ 19.56	2.05
ROOFER.....	\$ 16.18 **	0.00
TRUCK DRIVER: Dump Truck.....	\$ 17.34 **	0.00

WELDERS - Receive rate prescribed for craft performing
operation to which welding is incidental.

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** Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75) or 13658 (\$13.30). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon 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 a victim of, domestic

violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at <https://www.dol.gov/agencies/whd/government-contracts>.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (iii)).

The body of each wage determination lists the classifications and wage rates that have been found to be prevailing for the type(s) of construction and geographic area covered by the wage determination. The classifications are listed in alphabetical order under rate identifiers indicating whether the particular rate is a union rate (current union negotiated rate), a survey rate, a weighted union average rate, a state adopted rate, or a supplemental classification rate.

Union Rate Identifiers

A four-letter identifier beginning with characters other than ""SU"", ""UAVG"", ?SA?, or ?SC? denotes that a union rate was prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

Survey Rate Identifiers

The ""SU"" identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted

average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

?SU? wage rates typically remain in effect until a new survey is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

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1) Has there been an initial decision in the matter? This can be:

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U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

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Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
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The request should be accompanied by a full statement of the interested party's position and any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210.

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END OF GENERAL DECISION"

"General Decision Number: ID20250021 09/05/2025

Superseded General Decision Number: ID20240021

State: Idaho

Construction Type: Building

Counties: Bear Lake, Bingham, Fremont, Lemhi, Oneida and Teton Counties in Idaho.

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(1).

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 \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.
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 \$13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at <http://www.dol.gov/whd/govcontracts>.

Modification Number	Publication Date
0	01/03/2025
1	01/17/2025
2	02/07/2025

3	05/30/2025
4	08/01/2025
5	09/05/2025

BRID0003-003 06/01/2019

	Rates	Fringes
BRICKLAYER.....	\$ 26.79	17.34

CARP0808-001 06/01/2025

	Rates	Fringes
CARPENTER.....	\$ 35.68	18.24

ZONE PAY:

ZONE 1 0-30 MILES: FREE
 ZONE 2 MORE THAN 30-60 MILES: \$2.00/PER HOUR
 ZONE 3 MORE THAN 60 MILES: \$3.00/PER HOUR

If a project is located in more than one zone the lower zone rate shall apply

ZONES SHALL BE MEASURED FROM THE THE FOLLOWING U.S. POST OFFICES:

BOISE: 304 N. 8TH STREET
 TWIN FALLS: 253 2ND AVE. WEST
 POCA TELLO: CLARK STREET
 IDAHO FALLS: 875 NORTH CAPITAL AVE.

ELEC0449-007 12/01/2024

	Rates	Fringes
ELECTRICIAN (Including Low Voltage Wiring).....	\$ 37.47	18.01

ENGI0302-033 01/01/2025

ZONE 1 (Anyone working on HAZMAT jobs working with supplied air shall receive \$1.00 per hour above classification)

	Rates	Fringes
POWER EQUIPMENT OPERATOR:		
Group 3		
Forklift.....	\$ 36.33	16.10
Group 5		
Backhoe (up to 3/4 yd), Industrial Oiler.....	\$ 36.81	16.10
Group 6		
Backhoe (3/4 yd to 3 1/2 yd), Crane (up to and including 50 ton).....	\$ 36.98	16.10
Group 7		
Excavator, Crane (over 50 tons), Tower Crane, Heavy Duty Mechanic.....	\$ 37.35	16.10

ZONE PAY:

Zone Centers: Boise, Twin Falls, Pocatello, and Idaho Falls

Zone 1 0 - 30 miles: free
 Zone 2 30 - 60 miles: \$30.00/per day
 Zone 3 More than 60 miles: \$35.00/per day.

CRANE LONG BOOM PAY:

A. Crane Booms, 100ft to 150ft, fifteen cents over scale
 B. Crane Booms, 150 ft to 200 ft, thirty cents over scale
 C. Crane Booms, over 200 ft., forty-five cents over scale

IRON0732-002 06/01/2024

	Rates	Fringes
IRONWORKER, STRUCTURAL.....	\$ 33.37	22.98

LAB00155-005 01/01/2025

	Rates	Fringes
LABORER (Common or General)		
Group 1.....	\$ 32.62	16.50
LABORER: Mason Tender - Cement/Concrete		
Group 4.....	\$ 33.93	16.50

PLUM0648-004 06/01/2023

	Rates	Fringes
PLUMBER.....	\$ 36.75	18.93

* ROOF0200-002 06/01/2025

	Rates	Fringes
ROOFER.....	\$ 29.02	19.90

SHEE0103-003 06/01/2023

	Rates	Fringes
SHEET METAL WORKER, Includes HVAC Duct Installation.....	\$ 35.50	22.25

TEAM0983-001 01/01/2025

	Rates	Fringes
TRUCK DRIVER		
GROUP 5A.....	\$ 35.60	17.00
GROUP 5B.....	\$ 35.78	17.00
GROUP 5C.....	\$ 36.01	17.00
GROUP 5D.....	\$ 36.12	17.00
GROUP 5E.....	\$ 36.75	17.00
GROUP 5F.....	\$ 37.19	17.00

GROUP DEFINITIONS:

GROUP 5A: Dump (0-16 yds)
 GROUP 5B: Dump (16-30 yds)
 GROUP 5C: Dump (30-50 yds)

GROUP 5D: Dump (50-75 yds)
 GROUP 5E: Dump (75-100 yds)
 GROUP 5F: Dump (over 100 yds)

 * SUID2010-014 08/08/2012

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...\$ 14.76 **		2.80
INSULATOR - MECHANICAL (Duct, Pipe & Mechanical System Insulation).....\$ 20.13		1.80
PAINTER: Brush, Roller and Spray.....\$ 16.12 **		0.00
SPRINKLER FITTER (Fire Sprinklers).....\$ 26.80		12.00

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon 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 a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at <https://www.dol.gov/agencies/whd/government-contracts>.

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type(s) of construction and geographic area covered by the wage determination. The classifications are listed in alphabetical order under rate identifiers indicating whether the particular rate is a union rate (current union negotiated rate), a survey rate, a weighted union average rate, a state adopted rate, or a supplemental classification rate.

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A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

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The request should be accompanied by a full statement of the

interested party's position and any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

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Washington, DC 20210.

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END OF GENERAL DECISION"

"General Decision Number: ID20250101 09/05/2025

Superseded General Decision Number: ID20240101

State: Idaho

Construction Type: Building

County: Butte County in Idaho.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes or apartments up to and including 4 stories).

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(1).

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 \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.
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 \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours performing on that contract in 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at <http://www.dol.gov/whd/govcontracts>.

Modification Number	Publication Date
0	01/03/2025
1	06/06/2025
2	08/01/2025

3

09/05/2025

BRIC0001-001 06/01/2022

	Rates	Fringes
BRICKLAYER.....	\$ 35.53	19.85

CARP0808-003 06/01/2025

	Rates	Fringes
CARPENTER.....	\$ 35.68	18.24

ELEC0449-008 06/01/2024

	Rates	Fringes
ELECTRICIAN.....	\$ 37.47	18.01

ENGI0302-013 06/01/2024

	Rates	Fringes
POWER EQUIPMENT OPERATOR		
Crane.....	\$ 35.95	17.65
Forklift.....	\$ 34.89	17.65
Loader.....	\$ 33.74	17.65

IRON0732-005 06/01/2022

	Rates	Fringes
IRONWORKER.....	\$ 35.19	23.46

LAB00155-014 06/01/2025

	Rates	Fringes
LABORER		
Common or General.....	\$ 33.63	13.80
Grade Checker.....	\$ 33.98	13.80
Mason Tender -		
Cement/Concrete.....	\$ 33.93	13.80

* ROOF0200-003 06/01/2025

	Rates	Fringes
ROOFER.....	\$ 29.02	19.90

SHEE0103-013 06/01/2023

	Rates	Fringes
SHEET METAL WORKER.....	\$ 35.50	22.25

* SUID2021-002 04/27/2023

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 22.21	3.80
OPERATOR:		
Backhoe/Excavator/Trackhoe.....	\$ 28.92	10.39

PAINTER.....\$ 17.11 ** 1.25

TRUCK DRIVER: Dump Truck.....\$ 25.06 8.81

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

=====

** Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75) or 13658 (\$13.30). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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200 Constitution Avenue, N.W.
Washington, DC 20210

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to dba.reconsideration@dol.gov or by mail to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210.

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END OF GENERAL DECISION"

"General Decision Number: ID20250100 09/05/2025

Superseded General Decision Number: ID20240100

State: Idaho

Construction Type: Building

County: Bonneville County in Idaho.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes or apartments up to and including 4 stories).

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(1).

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 \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.
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 \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours performing on that contract in 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at <http://www.dol.gov/whd/govcontracts>.

Modification Number	Publication Date
0	01/03/2025
1	06/06/2025
2	08/01/2025

3

09/05/2025

CARP0808-003 06/01/2025

	Rates	Fringes
CARPENTER.....	\$ 35.68	18.24

ELEC0449-006 12/01/2024

	Rates	Fringes
ELECTRICIAN.....	\$ 37.47	18.01

ENGI0302-013 06/01/2024

	Rates	Fringes
POWER EQUIPMENT OPERATOR		
Crane.....	\$ 35.95	17.65
Forklift.....	\$ 34.89	17.65
Loader.....	\$ 33.74	17.65

IRON0732-005 06/01/2022

	Rates	Fringes
IRONWORKER.....	\$ 35.19	23.46

LAB00155-012 06/01/2025

	Rates	Fringes
LABORER		
Grade Checker.....	\$ 33.98	13.80
Mason Tender -		
Cement/Concrete.....	\$ 33.93	13.80

* ROOF0200-003 06/01/2025

	Rates	Fringes
ROOFER.....	\$ 29.02	19.90

SHEE0103-013 06/01/2023

	Rates	Fringes
SHEET METAL WORKER.....	\$ 35.50	22.25

* SUID2021-001 04/27/2023

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 22.21	3.80
LABORER: Common or General.....	\$ 32.65	0.00
OPERATOR:		
Backhoe/Excavator/Trackhoe.....	\$ 28.92	10.39
PAINTER.....	\$ 17.11 **	1.25
TRUCK DRIVER: Dump Truck.....	\$ 25.06	8.81

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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** Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75) or 13658 (\$13.30). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon 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 a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at <https://www.dol.gov/agencies/whd/government-contracts>.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (iii)).

The body of each wage determination lists the classifications and wage rates that have been found to be prevailing for the type(s) of construction and geographic area covered by the wage determination. The classifications are listed in alphabetical order under rate identifiers indicating whether the particular rate is a union rate (current union negotiated rate), a survey rate, a weighted union average rate, a state adopted rate, or a supplemental classification rate.

Union Rate Identifiers

A four-letter identifier beginning with characters other than ""SU"", ""UAVG"", ?SA?, or ?SC? denotes that a union rate was prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE:

UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

Survey Rate Identifiers

The ""SU"" identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

?SU? wage rates typically remain in effect until a new survey is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

State Adopted Rate Identifiers

The ""SA"" identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 01/03/2024 in the example, reflects the date on which the classifications and rates under the ?SA? identifier took effect under state law in the state from which the rates were adopted.

WAGE DETERMINATION APPEALS PROCESS

1) Has there been an initial decision in the matter? This can be:

- a) a survey underlying a wage determination
- b) an existing published wage determination
- c) an initial WHD letter setting forth a position on a wage determination matter
- d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to davisbaconinfo@dol.gov or by mail to:

Branch of Wage Surveys
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to BCWD-Office@dol.gov or by mail to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to dba.reconsideration@dol.gov or by mail to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210.

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END OF GENERAL DECISION"

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5425 Revision No.: 29 Date Of Last Revision: 08/07/2025

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 \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.
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 \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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: Colorado

Area: Colorado County of Weld

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.13
01012 - Accounting Clerk II		22.59
01013 - Accounting Clerk III		25.27
01020 - Administrative Assistant		28.23
01035 - Court Reporter		24.04
01041 - Customer Service Representative I		17.58***
01042 - Customer Service Representative II		19.18
01043 - Customer Service Representative III		21.53
01051 - Data Entry Operator I		18.72
01052 - Data Entry Operator II		20.44
01060 - Dispatcher, Motor Vehicle		24.44
01070 - Document Preparation Clerk		19.15
01090 - Duplicating Machine Operator		19.15
01111 - General Clerk I		20.41
01112 - General Clerk II		22.26
01113 - General Clerk III		25.01

01120 - Housing Referral Assistant	26.79
01141 - Messenger Courier	15.59***
01191 - Order Clerk I	18.22
01192 - Order Clerk II	19.88
01261 - Personnel Assistant (Employment) I	20.25
01262 - Personnel Assistant (Employment) II	22.65
01263 - Personnel Assistant (Employment) III	25.24
01270 - Production Control Clerk	29.76
01290 - Rental Clerk	22.16
01300 - Scheduler, Maintenance	21.49
01311 - Secretary I	21.49
01312 - Secretary II	24.04
01313 - Secretary III	26.79
01320 - Service Order Dispatcher	21.85
01410 - Supply Technician	28.23
01420 - Survey Worker	22.40
01460 - Switchboard Operator/Receptionist	18.02
01531 - Travel Clerk I	19.15
01532 - Travel Clerk II	21.24
01533 - Travel Clerk III	22.75
01611 - Word Processor I	19.15
01612 - Word Processor II	21.49
01613 - Word Processor III	24.04
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.21
05010 - Automotive Electrician	26.52
05040 - Automotive Glass Installer	24.84
05070 - Automotive Worker	24.84
05110 - Mobile Equipment Servicer	21.63
05130 - Motor Equipment Metal Mechanic	28.18
05160 - Motor Equipment Metal Worker	24.84
05190 - Motor Vehicle Mechanic	28.18
05220 - Motor Vehicle Mechanic Helper	20.77
05250 - Motor Vehicle Upholstery Worker	23.14
05280 - Motor Vehicle Wrecker	24.84
05310 - Painter, Automotive	26.52
05340 - Radiator Repair Specialist	24.84
05370 - Tire Repairer	19.46
05400 - Transmission Repair Specialist	28.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.34
07041 - Cook I	18.35
07042 - Cook II	21.07
07070 - Dishwasher	16.20***
07130 - Food Service Worker	18.61
07210 - Meat Cutter	21.20
07260 - Waiter/Waitress	15.94***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.04
09040 - Furniture Handler	16.54***
09080 - Furniture Refinisher	23.04
09090 - Furniture Refinisher Helper	18.04
09110 - Furniture Repairer, Minor	20.10
09130 - Upholsterer	23.04
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.04
11060 - Elevator Operator	17.99
11090 - Gardener	23.91
11122 - Housekeeping Aide	17.99
11150 - Janitor	17.99
11210 - Laborer, Grounds Maintenance	21.05
11240 - Maid or Houseman	16.64***
11260 - Pruner	20.10
11270 - Tractor Operator	22.96
11330 - Trail Maintenance Worker	21.05

11360 - Window Cleaner	18.84
12000 - Health Occupations	
12010 - Ambulance Driver	29.55
12011 - Breath Alcohol Technician	29.55
12012 - Certified Occupational Therapist Assistant	40.54
12015 - Certified Physical Therapist Assistant	33.00
12020 - Dental Assistant	22.45
12025 - Dental Hygienist	51.31
12030 - EKG Technician	44.76
12035 - Electroneurodiagnostic Technologist	44.76
12040 - Emergency Medical Technician	29.55
12071 - Licensed Practical Nurse I	26.42
12072 - Licensed Practical Nurse II	29.55
12073 - Licensed Practical Nurse III	32.93
12100 - Medical Assistant	23.04
12130 - Medical Laboratory Technician	29.03
12160 - Medical Record Clerk	25.37
12190 - Medical Record Technician	28.36
12195 - Medical Transcriptionist	26.42
12210 - Nuclear Medicine Technologist	64.93
12221 - Nursing Assistant I	15.60***
12222 - Nursing Assistant II	17.53***
12223 - Nursing Assistant III	19.13
12224 - Nursing Assistant IV	21.48
12235 - Optical Dispenser	25.00
12236 - Optical Technician	26.42
12250 - Pharmacy Technician	22.63
12280 - Phlebotomist	19.04
12305 - Radiologic Technologist	37.26
12311 - Registered Nurse I	29.98
12312 - Registered Nurse II	36.67
12313 - Registered Nurse II, Specialist	36.67
12314 - Registered Nurse III	43.96
12315 - Registered Nurse III, Anesthetist	43.96
12316 - Registered Nurse IV	53.17
12317 - Scheduler (Drug and Alcohol Testing)	36.60
12320 - Substance Abuse Treatment Counselor	26.99
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.84
13012 - Exhibits Specialist II	28.30
13013 - Exhibits Specialist III	34.62
13041 - Illustrator I	22.84
13042 - Illustrator II	28.30
13043 - Illustrator III	34.62
13047 - Librarian	31.34
13050 - Library Aide/Clerk	17.24***
13054 - Library Information Technology Systems Administrator	28.30
13058 - Library Technician	21.74
13061 - Media Specialist I	20.42
13062 - Media Specialist II	22.84
13063 - Media Specialist III	25.47
13071 - Photographer I	19.17
13072 - Photographer II	21.44
13073 - Photographer III	26.57
13074 - Photographer IV	32.50
13075 - Photographer V	39.31
13090 - Technical Order Library Clerk	20.97
13110 - Video Teleconference Technician	20.42
14000 - Information Technology Occupations	
14041 - Computer Operator I	26.36
14042 - Computer Operator II	29.48
14043 - Computer Operator III	32.86
14044 - Computer Operator IV	36.52
14045 - Computer Operator V	41.82

14071 - Computer Programmer I	(see 1)	24.31
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		26.36
14160 - Personal Computer Support Technician		36.52
14170 - System Support Specialist		45.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		38.42
15020 - Aircrew Training Devices Instructor (Rated)		46.48
15030 - Air Crew Training Devices Instructor (Pilot)		55.53
15050 - Computer Based Training Specialist / Instructor		38.42
15060 - Educational Technologist		38.39
15070 - Flight Instructor (Pilot)		55.53
15080 - Graphic Artist		28.56
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		55.53
15086 - Maintenance Test Pilot, Rotary Wing		55.53
15088 - Non-Maintenance Test/Co-Pilot		55.53
15090 - Technical Instructor		27.91
15095 - Technical Instructor/Course Developer		34.13
15110 - Test Proctor		22.53
15120 - Tutor		22.53
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		20.00
16030 - Counter Attendant		20.00
16040 - Dry Cleaner		22.85
16070 - Finisher, Flatwork, Machine		20.00
16090 - Presser, Hand		20.00
16110 - Presser, Machine, Drycleaning		20.00
16130 - Presser, Machine, Shirts		20.00
16160 - Presser, Machine, Wearing Apparel, Laundry		20.00
16190 - Sewing Machine Operator		23.80
16220 - Tailor		24.75
16250 - Washer, Machine		20.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		29.28
19040 - Tool And Die Maker		35.32
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.12
21030 - Material Coordinator		29.76
21040 - Material Expediter		29.76
21050 - Material Handling Laborer		20.32
21071 - Order Filler		19.22
21080 - Production Line Worker (Food Processing)		22.12
21110 - Shipping Packer		22.39
21130 - Shipping/Receiving Clerk		22.39
21140 - Store Worker I		20.08
21150 - Stock Clerk		23.08
21210 - Tools And Parts Attendant		22.12
21410 - Warehouse Specialist		22.12
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		34.52
23019 - Aircraft Logs and Records Technician		27.21
23021 - Aircraft Mechanic I		32.79
23022 - Aircraft Mechanic II		34.52
23023 - Aircraft Mechanic III		35.94
23040 - Aircraft Mechanic Helper		23.25
23050 - Aircraft, Painter		31.22
23060 - Aircraft Servicer		27.21
23070 - Aircraft Survival Flight Equipment Technician		31.22
23080 - Aircraft Worker		29.19
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		29.19

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	32.79
II	
23110 - Appliance Mechanic	29.28
23120 - Bicycle Repairer	23.88
23125 - Cable Splicer	45.54
23130 - Carpenter, Maintenance	25.27
23140 - Carpet Layer	27.42
23160 - Electrician, Maintenance	29.39
23181 - Electronics Technician Maintenance I	34.19
23182 - Electronics Technician Maintenance II	36.50
23183 - Electronics Technician Maintenance III	38.76
23260 - Fabric Worker	25.54
23290 - Fire Alarm System Mechanic	28.72
23310 - Fire Extinguisher Repairer	23.88
23311 - Fuel Distribution System Mechanic	30.47
23312 - Fuel Distribution System Operator	23.39
23370 - General Maintenance Worker	27.34
23380 - Ground Support Equipment Mechanic	32.79
23381 - Ground Support Equipment Servicer	27.21
23382 - Ground Support Equipment Worker	29.19
23391 - Gunsmith I	23.88
23392 - Gunsmith II	27.42
23393 - Gunsmith III	31.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.88
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.44
23430 - Heavy Equipment Mechanic	31.52
23440 - Heavy Equipment Operator	28.41
23460 - Instrument Mechanic	31.10
23465 - Laboratory/Shelter Mechanic	29.28
23470 - Laborer	20.32
23510 - Locksmith	29.28
23530 - Machinery Maintenance Mechanic	34.72
23550 - Machinist, Maintenance	25.32
23580 - Maintenance Trades Helper	21.23
23591 - Metrology Technician I	31.10
23592 - Metrology Technician II	32.73
23593 - Metrology Technician III	34.09
23640 - Millwright	31.10
23710 - Office Appliance Repairer	27.23
23760 - Painter, Maintenance	23.54
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	28.02
23820 - Pneudraulic Systems Mechanic	31.10
23850 - Rigger	31.10
23870 - Scale Mechanic	27.42
23890 - Sheet-Metal Worker, Maintenance	24.19
23910 - Small Engine Mechanic	26.93
23931 - Telecommunications Mechanic I	31.14
23932 - Telecommunications Mechanic II	32.77
23950 - Telephone Lineman	28.55
23960 - Welder, Combination, Maintenance	27.55
23965 - Well Driller	28.93
23970 - Woodcraft Worker	31.10
23980 - Woodworker	23.88
24000 - Personal Needs Occupations	
24550 - Case Manager	19.55
24570 - Child Care Attendant	17.82
24580 - Child Care Center Clerk	22.21
24610 - Chore Aide	17.76
24620 - Family Readiness And Support Services Coordinator	19.55
24630 - Homemaker	19.64

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.53
25040 - Sewage Plant Operator	30.62
25070 - Stationary Engineer	32.53
25190 - Ventilation Equipment Tender	23.98
25210 - Water Treatment Plant Operator	30.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.85
27007 - Baggage Inspector	18.02
27008 - Corrections Officer	35.23
27010 - Court Security Officer	35.23
27030 - Detection Dog Handler	21.32
27040 - Detention Officer	35.23
27070 - Firefighter	31.03
27101 - Guard I	18.02
27102 - Guard II	21.32
27131 - Police Officer I	39.27
27132 - Police Officer II	43.65
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.40***
28042 - Carnival Equipment Repairer	18.12
28043 - Carnival Worker	15.23***
28210 - Gate Attendant/Gate Tender	19.97
28310 - Lifeguard	15.90***
28350 - Park Attendant (Aide)	22.33
28510 - Recreation Aide/Health Facility Attendant	16.30***
28515 - Recreation Specialist	27.66
28630 - Sports Official	17.79
28690 - Swimming Pool Operator	20.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	33.16
29020 - Hatch Tender	33.16
29030 - Line Handler	33.16
29041 - Stevedore I	30.90
29042 - Stevedore II	35.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	51.37
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	35.43
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	39.01
30021 - Archeological Technician I	21.45
30022 - Archeological Technician II	23.99
30023 - Archeological Technician III	29.72
30030 - Cartographic Technician	29.72
30040 - Civil Engineering Technician	32.76
30051 - Cryogenic Technician I	32.91
30052 - Cryogenic Technician II	36.36
30061 - Drafter/CAD Operator I	21.45
30062 - Drafter/CAD Operator II	23.99
30063 - Drafter/CAD Operator III	26.75
30064 - Drafter/CAD Operator IV	32.93
30081 - Engineering Technician I	19.12
30082 - Engineering Technician II	21.46
30083 - Engineering Technician III	24.00
30084 - Engineering Technician IV	29.74
30085 - Engineering Technician V	36.38
30086 - Engineering Technician VI	44.01
30090 - Environmental Technician	29.74
30095 - Evidence Control Specialist	29.44
30210 - Laboratory Technician	28.24
30221 - Latent Fingerprint Technician I	32.91
30222 - Latent Fingerprint Technician II	36.01
30240 - Mathematical Technician	29.72
30361 - Paralegal/Legal Assistant I	25.44
30362 - Paralegal/Legal Assistant II	31.51
30363 - Paralegal/Legal Assistant III	38.54

30364 - Paralegal/Legal Assistant IV	46.63
30375 - Petroleum Supply Specialist	36.01
30390 - Photo-Optics Technician	29.34
30395 - Radiation Control Technician	36.01
30461 - Technical Writer I	29.74
30462 - Technical Writer II	36.38
30463 - Technical Writer III	44.01
30491 - Unexploded Ordnance (UXO) Technician I	32.65
30492 - Unexploded Ordnance (UXO) Technician II	39.50
30493 - Unexploded Ordnance (UXO) Technician III	47.35
30494 - Unexploded (UXO) Safety Escort	32.65
30495 - Unexploded (UXO) Sweep Personnel	32.65
30501 - Weather Forecaster I	32.91
30502 - Weather Forecaster II	39.67
30620 - Weather Observer, Combined Upper Air Or	(see 2) 26.75
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 29.72
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	39.50
31020 - Bus Aide	19.37
31030 - Bus Driver	23.54
31043 - Driver Courier	21.12
31260 - Parking and Lot Attendant	18.49
31290 - Shuttle Bus Driver	17.70***
31310 - Taxi Driver	17.67***
31361 - Truckdriver, Light	22.00
31362 - Truckdriver, Medium	23.54
31363 - Truckdriver, Heavy	28.05
31364 - Truckdriver, Tractor-Trailer	28.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.26
99030 - Cashier	16.52***
99050 - Desk Clerk	15.83***
99095 - Embalmer	32.65
99130 - Flight Follower	32.65
99251 - Laboratory Animal Caretaker I	18.32
99252 - Laboratory Animal Caretaker II	19.08
99260 - Marketing Analyst	36.62
99310 - Mortician	32.65
99410 - Pest Controller	26.70
99510 - Photofinishing Worker	17.16***
99710 - Recycling Laborer	29.93
99711 - Recycling Specialist	32.64
99730 - Refuse Collector	28.57
99810 - Sales Clerk	17.40***
99820 - School Crossing Guard	18.55
99830 - Survey Party Chief	30.31
99831 - Surveying Aide	16.82***
99832 - Surveying Technician	27.56
99840 - Vending Machine Attendant	24.08
99841 - Vending Machine Repairer	28.80
99842 - Vending Machine Repairer Helper	24.08

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5517 Revision No.: 26 Date Of Last Revision: 07/08/2025

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 \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.
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 \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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: Idaho

Area: Idaho Counties of Bear Lake, Bingham, Caribou, Clark, Custer, Fremont, Lemhi, Madison, Oneida, Power, Teton

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.37***
01012 - Accounting Clerk II		19.50
01013 - Accounting Clerk III		21.81
01020 - Administrative Assistant		26.08
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		14.29***
01042 - Customer Service Representative II		15.59***
01043 - Customer Service Representative III		17.50***
01051 - Data Entry Operator I		15.72***
01052 - Data Entry Operator II		17.16***
01060 - Dispatcher, Motor Vehicle		22.11
01070 - Document Preparation Clerk		15.40***
01090 - Duplicating Machine Operator		15.40***
01111 - General Clerk I		15.54***
01112 - General Clerk II		16.96***

01113 - General Clerk III	19.04
01120 - Housing Referral Assistant	21.55
01141 - Messenger Courier	12.55***
01191 - Order Clerk I	14.76***
01192 - Order Clerk II	16.11***
01261 - Personnel Assistant (Employment) I	17.40***
01262 - Personnel Assistant (Employment) II	19.46
01263 - Personnel Assistant (Employment) III	21.70
01270 - Production Control Clerk	24.23
01290 - Rental Clerk	17.44***
01300 - Scheduler, Maintenance	17.29***
01311 - Secretary I	17.29***
01312 - Secretary II	19.34
01313 - Secretary III	21.55
01320 - Service Order Dispatcher	19.76
01410 - Supply Technician	26.08
01420 - Survey Worker	18.99
01460 - Switchboard Operator/Receptionist	17.00***
01531 - Travel Clerk I	15.40***
01532 - Travel Clerk II	17.29***
01533 - Travel Clerk III	19.01
01611 - Word Processor I	15.40***
01612 - Word Processor II	17.29***
01613 - Word Processor III	19.34
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.82
05010 - Automotive Electrician	20.82
05040 - Automotive Glass Installer	19.60
05070 - Automotive Worker	19.60
05110 - Mobile Equipment Servicer	17.01***
05130 - Motor Equipment Metal Mechanic	22.19
05160 - Motor Equipment Metal Worker	19.60
05190 - Motor Vehicle Mechanic	22.19
05220 - Motor Vehicle Mechanic Helper	15.60***
05250 - Motor Vehicle Upholstery Worker	18.37
05280 - Motor Vehicle Wrecker	19.60
05310 - Painter, Automotive	20.82
05340 - Radiator Repair Specialist	19.82
05370 - Tire Repairer	18.25
05400 - Transmission Repair Specialist	22.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.41***
07041 - Cook I	15.08***
07042 - Cook II	17.38***
07070 - Dishwasher	12.80***
07130 - Food Service Worker	13.75***
07210 - Meat Cutter	17.65***
07260 - Waiter/Waitress	12.07***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.66
09040 - Furniture Handler	13.95***
09080 - Furniture Refinisher	22.66
09090 - Furniture Refinisher Helper	16.98***
09110 - Furniture Repairer, Minor	20.00
09130 - Upholsterer	22.66
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.98***
11060 - Elevator Operator	16.33***
11090 - Gardener	24.68
11122 - Housekeeping Aide	16.33***
11150 - Janitor	16.33***
11210 - Laborer, Grounds Maintenance	18.51
11240 - Maid or Houseman	15.74***
11260 - Pruner	16.25***
11270 - Tractor Operator	22.63

11330 - Trail Maintenance Worker	18.51
11360 - Window Cleaner	18.60
12000 - Health Occupations	
12010 - Ambulance Driver	18.87
12011 - Breath Alcohol Technician	22.31
12012 - Certified Occupational Therapist Assistant	30.60
12015 - Certified Physical Therapist Assistant	29.06
12020 - Dental Assistant	18.19
12025 - Dental Hygienist	42.06
12030 - EKG Technician	33.79
12035 - Electroneurodiagnostic Technologist	33.79
12040 - Emergency Medical Technician	18.87
12071 - Licensed Practical Nurse I	19.94
12072 - Licensed Practical Nurse II	22.31
12073 - Licensed Practical Nurse III	24.86
12100 - Medical Assistant	19.56
12130 - Medical Laboratory Technician	25.75
12160 - Medical Record Clerk	18.37
12190 - Medical Record Technician	20.54
12195 - Medical Transcriptionist	19.94
12210 - Nuclear Medicine Technologist	49.02
12221 - Nursing Assistant I	12.79***
12222 - Nursing Assistant II	14.39***
12223 - Nursing Assistant III	15.70***
12224 - Nursing Assistant IV	17.62***
12235 - Optical Dispenser	18.18
12236 - Optical Technician	19.94
12250 - Pharmacy Technician	21.32
12280 - Phlebotomist	18.49
12305 - Radiologic Technologist	32.10
12311 - Registered Nurse I	26.57
12312 - Registered Nurse II	32.49
12313 - Registered Nurse II, Specialist	32.49
12314 - Registered Nurse III	39.31
12315 - Registered Nurse III, Anesthetist	39.31
12316 - Registered Nurse IV	47.13
12317 - Scheduler (Drug and Alcohol Testing)	27.63
12320 - Substance Abuse Treatment Counselor	31.41
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.23
13012 - Exhibits Specialist II	23.83
13013 - Exhibits Specialist III	29.15
13041 - Illustrator I	19.23
13042 - Illustrator II	23.83
13043 - Illustrator III	29.15
13047 - Librarian	26.39
13050 - Library Aide/Clerk	13.53***
13054 - Library Information Technology Systems Administrator	23.83
13058 - Library Technician	14.97***
13061 - Media Specialist I	17.19***
13062 - Media Specialist II	19.23
13063 - Media Specialist III	21.45
13071 - Photographer I	16.32***
13072 - Photographer II	19.23
13073 - Photographer III	22.73
13074 - Photographer IV	27.94
13075 - Photographer V	34.35
13090 - Technical Order Library Clerk	16.94***
13110 - Video Teleconference Technician	18.25
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.70***
14042 - Computer Operator II	19.79
14043 - Computer Operator III	22.07
14044 - Computer Operator IV	24.53

14045 - Computer Operator V	27.16
14071 - Computer Programmer I (see 1)	19.84
14072 - Computer Programmer II (see 1)	24.57
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	17.70***
14160 - Personal Computer Support Technician	24.81
14170 - System Support Specialist	27.16
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.06
15020 - Aircrew Training Devices Instructor (Rated)	37.59
15030 - Air Crew Training Devices Instructor (Pilot)	44.90
15050 - Computer Based Training Specialist / Instructor	31.06
15060 - Educational Technologist	29.19
15070 - Flight Instructor (Pilot)	44.90
15080 - Graphic Artist	20.89
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.90
15086 - Maintenance Test Pilot, Rotary Wing	44.90
15088 - Non-Maintenance Test/Co-Pilot	44.90
15090 - Technical Instructor	24.44
15095 - Technical Instructor/Course Developer	29.90
15110 - Test Proctor	19.69
15120 - Tutor	19.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.90***
16030 - Counter Attendant	11.90***
16040 - Dry Cleaner	14.21***
16070 - Finisher, Flatwork, Machine	11.90***
16090 - Presser, Hand	11.90***
16110 - Presser, Machine, Drycleaning	11.90***
16130 - Presser, Machine, Shirts	11.90***
16160 - Presser, Machine, Wearing Apparel, Laundry	11.90***
16190 - Sewing Machine Operator	14.98***
16220 - Tailor	15.82***
16250 - Washer, Machine	12.47***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.00
19040 - Tool And Die Maker	35.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.88
21030 - Material Coordinator	24.23
21040 - Material Expediter	24.23
21050 - Material Handling Laborer	18.26
21071 - Order Filler	17.12***
21080 - Production Line Worker (Food Processing)	21.88
21110 - Shipping Packer	20.14
21130 - Shipping/Receiving Clerk	20.14
21140 - Store Worker I	13.65***
21150 - Stock Clerk	19.98
21210 - Tools And Parts Attendant	21.88
21410 - Warehouse Specialist	21.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.24
23019 - Aircraft Logs and Records Technician	27.64
23021 - Aircraft Mechanic I	33.38
23022 - Aircraft Mechanic II	35.24
23023 - Aircraft Mechanic III	36.82
23040 - Aircraft Mechanic Helper	23.46
23050 - Aircraft, Painter	31.31
23060 - Aircraft Servicer	27.64
23070 - Aircraft Survival Flight Equipment Technician	31.31
23080 - Aircraft Worker	29.48

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.38
23110 - Appliance Mechanic	26.53
23120 - Bicycle Repairer	23.69
23125 - Cable Splicer	54.87
23130 - Carpenter, Maintenance	24.84
23140 - Carpet Layer	27.31
23160 - Electrician, Maintenance	28.90
23181 - Electronics Technician Maintenance I	34.82
23182 - Electronics Technician Maintenance II	36.99
23183 - Electronics Technician Maintenance III	39.43
23260 - Fabric Worker	25.60
23290 - Fire Alarm System Mechanic	30.92
23310 - Fire Extinguisher Repairer	23.69
23311 - Fuel Distribution System Mechanic	31.12
23312 - Fuel Distribution System Operator	23.85
23370 - General Maintenance Worker	22.88
23380 - Ground Support Equipment Mechanic	33.38
23381 - Ground Support Equipment Servicer	27.64
23382 - Ground Support Equipment Worker	29.48
23391 - Gunsmith I	23.69
23392 - Gunsmith II	27.31
23393 - Gunsmith III	30.92
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.85
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.18
23430 - Heavy Equipment Mechanic	29.88
23440 - Heavy Equipment Operator	28.15
23460 - Instrument Mechanic	30.92
23465 - Laboratory/Shelter Mechanic	29.00
23470 - Laborer	18.26
23510 - Locksmith	29.00
23530 - Machinery Maintenance Mechanic	30.04
23550 - Machinist, Maintenance	23.92
23580 - Maintenance Trades Helper	20.08
23591 - Metrology Technician I	30.92
23592 - Metrology Technician II	32.64
23593 - Metrology Technician III	34.10
23640 - Millwright	30.92
23710 - Office Appliance Repairer	29.00
23760 - Painter, Maintenance	22.31
23790 - Pipefitter, Maintenance	26.51
23810 - Plumber, Maintenance	24.87
23820 - Pneudraulic Systems Mechanic	30.92
23850 - Rigger	30.92
23870 - Scale Mechanic	27.31
23890 - Sheet-Metal Worker, Maintenance	30.92
23910 - Small Engine Mechanic	21.25
23931 - Telecommunications Mechanic I	30.23
23932 - Telecommunications Mechanic II	31.92
23950 - Telephone Lineman	22.50
23960 - Welder, Combination, Maintenance	23.01
23965 - Well Driller	30.92
23970 - Woodcraft Worker	30.92
23980 - Woodworker	23.69
24000 - Personal Needs Occupations	
24550 - Case Manager	21.18
24570 - Child Care Attendant	12.19***
24580 - Child Care Center Clerk	15.50***
24610 - Chore Aide	15.80***
24620 - Family Readiness And Support Services Coordinator	21.18

24630 - Homemaker	21.16
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.28
25040 - Sewage Plant Operator	22.31
25070 - Stationary Engineer	29.28
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant Operator	22.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.96
27007 - Baggage Inspector	17.17***
27008 - Corrections Officer	23.97
27010 - Court Security Officer	21.38
27030 - Detection Dog Handler	19.21
27040 - Detention Officer	23.97
27070 - Firefighter	20.88
27101 - Guard I	17.17***
27102 - Guard II	19.21
27131 - Police Officer I	25.55
27132 - Police Officer II	28.40
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.68
28042 - Carnival Equipment Repairer	20.36
28043 - Carnival Worker	13.44***
28210 - Gate Attendant/Gate Tender	19.44
28310 - Lifeguard	15.30***
28350 - Park Attendant (Aide)	20.75
28510 - Recreation Aide/Health Facility Attendant	15.86***
28515 - Recreation Specialist	25.71
28630 - Sports Official	17.31***
28690 - Swimming Pool Operator	23.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.31
29020 - Hatch Tender	27.31
29030 - Line Handler	27.31
29041 - Stevedore I	25.60
29042 - Stevedore II	29.00
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.99
30021 - Archeological Technician I	18.61
30022 - Archeological Technician II	20.82
30023 - Archeological Technician III	25.78
30030 - Cartographic Technician	25.78
30040 - Civil Engineering Technician	25.78
30051 - Cryogenic Technician I	28.56
30052 - Cryogenic Technician II	31.53
30061 - Drafter/CAD Operator I	18.61
30062 - Drafter/CAD Operator II	20.82
30063 - Drafter/CAD Operator III	23.20
30064 - Drafter/CAD Operator IV	28.56
30081 - Engineering Technician I	16.34***
30082 - Engineering Technician II	18.34
30083 - Engineering Technician III	20.52
30084 - Engineering Technician IV	25.42
30085 - Engineering Technician V	31.10
30086 - Engineering Technician VI	37.61
30090 - Environmental Technician	25.78
30095 - Evidence Control Specialist	25.78
30210 - Laboratory Technician	23.20
30221 - Latent Fingerprint Technician I	28.56
30222 - Latent Fingerprint Technician II	31.53
30240 - Mathematical Technician	25.78
30361 - Paralegal/Legal Assistant I	22.29
30362 - Paralegal/Legal Assistant II	27.61

30363 - Paralegal/Legal Assistant III	33.78
30364 - Paralegal/Legal Assistant IV	40.87
30375 - Petroleum Supply Specialist	31.53
30390 - Photo-Optics Technician	25.78
30395 - Radiation Control Technician	31.53
30461 - Technical Writer I	25.78
30462 - Technical Writer II	31.53
30463 - Technical Writer III	38.15
30491 - Unexploded Ordnance (UXO) Technician I	29.28
30492 - Unexploded Ordnance (UXO) Technician II	35.43
30493 - Unexploded Ordnance (UXO) Technician III	42.46
30494 - Unexploded (UXO) Safety Escort	29.28
30495 - Unexploded (UXO) Sweep Personnel	29.28
30501 - Weather Forecaster I	28.56
30502 - Weather Forecaster II	34.74
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.20
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.78
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.43
31020 - Bus Aide	14.49***
31030 - Bus Driver	20.67
31043 - Driver Courier	16.85***
31260 - Parking and Lot Attendant	12.71***
31290 - Shuttle Bus Driver	18.90
31310 - Taxi Driver	13.23***
31361 - Truckdriver, Light	18.37
31362 - Truckdriver, Medium	19.85
31363 - Truckdriver, Heavy	23.62
31364 - Truckdriver, Tractor-Trailer	23.62
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27***
99030 - Cashier	13.78***
99050 - Desk Clerk	15.15***
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	20.81
99252 - Laboratory Animal Caretaker II	22.69
99260 - Marketing Analyst	29.20
99310 - Mortician	29.28
99410 - Pest Controller	23.40
99510 - Photofinishing Worker	15.39***
99710 - Recycling Laborer	26.25
99711 - Recycling Specialist	32.07
99730 - Refuse Collector	23.02
99810 - Sales Clerk	14.57***
99820 - School Crossing Guard	15.72***
99830 - Survey Party Chief	26.08
99831 - Surveying Aide	17.69***
99832 - Surveying Technician	23.72
99840 - Vending Machine Attendant	21.90
99841 - Vending Machine Repairer	27.52
99842 - Vending Machine Repairer Helper	21.90

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The

minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional

specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5507 Revision No.: 26 Date Of Last Revision: 07/08/2025

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 \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.
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 \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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: Idaho

Area: Idaho Counties of Bonneville, Butte, Jefferson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.54***
01012 - Accounting Clerk II		19.69
01013 - Accounting Clerk III		22.02
01020 - Administrative Assistant		25.93
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		14.26***
01042 - Customer Service Representative II		15.56***
01043 - Customer Service Representative III		17.47***
01051 - Data Entry Operator I		15.63***
01052 - Data Entry Operator II		17.06***
01060 - Dispatcher, Motor Vehicle		22.94
01070 - Document Preparation Clerk		16.70***
01090 - Duplicating Machine Operator		16.70***
01111 - General Clerk I		15.50***
01112 - General Clerk II		16.91***
01113 - General Clerk III		18.98

01120 - Housing Referral Assistant	23.36
01141 - Messenger Courier	13.60***
01191 - Order Clerk I	16.24***
01192 - Order Clerk II	17.72***
01261 - Personnel Assistant (Employment) I	18.74
01262 - Personnel Assistant (Employment) II	20.96
01263 - Personnel Assistant (Employment) III	23.36
01270 - Production Control Clerk	34.60
01290 - Rental Clerk	17.69***
01300 - Scheduler, Maintenance	18.74
01311 - Secretary I	18.74
01312 - Secretary II	20.96
01313 - Secretary III	23.36
01320 - Service Order Dispatcher	20.51
01410 - Supply Technician	25.93
01420 - Survey Worker	19.50
01460 - Switchboard Operator/Receptionist	15.91***
01531 - Travel Clerk I	16.70***
01532 - Travel Clerk II	17.51***
01533 - Travel Clerk III	19.01
01611 - Word Processor I	16.70***
01612 - Word Processor II	18.74
01613 - Word Processor III	20.96
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.25
05010 - Automotive Electrician	21.72
05040 - Automotive Glass Installer	20.45
05070 - Automotive Worker	20.45
05110 - Mobile Equipment Servicer	17.74***
05130 - Motor Equipment Metal Mechanic	23.15
05160 - Motor Equipment Metal Worker	20.45
05190 - Motor Vehicle Mechanic	23.15
05220 - Motor Vehicle Mechanic Helper	16.27***
05250 - Motor Vehicle Upholstery Worker	19.17
05280 - Motor Vehicle Wrecker	20.45
05310 - Painter, Automotive	21.72
05340 - Radiator Repair Specialist	20.45
05370 - Tire Repairer	18.57
05400 - Transmission Repair Specialist	23.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.25***
07041 - Cook I	14.99***
07042 - Cook II	17.27***
07070 - Dishwasher	13.09***
07130 - Food Service Worker	14.04***
07210 - Meat Cutter	20.01
07260 - Waiter/Waitress	12.74***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.97
09040 - Furniture Handler	14.63***
09080 - Furniture Refinisher	22.97
09090 - Furniture Refinisher Helper	17.21***
09110 - Furniture Repairer, Minor	20.27
09130 - Upholsterer	22.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.90***
11060 - Elevator Operator	16.28***
11090 - Gardener	23.95
11122 - Housekeeping Aide	16.28***
11150 - Janitor	16.28***
11210 - Laborer, Grounds Maintenance	17.96
11240 - Maid or Houseman	14.50***
11260 - Pruner	15.76***
11270 - Tractor Operator	21.96
11330 - Trail Maintenance Worker	17.96

11360 - Window Cleaner	18.55
12000 - Health Occupations	
12010 - Ambulance Driver	23.23
12011 - Breath Alcohol Technician	23.23
12012 - Certified Occupational Therapist Assistant	31.88
12015 - Certified Physical Therapist Assistant	32.65
12020 - Dental Assistant	19.99
12025 - Dental Hygienist	46.13
12030 - EKG Technician	35.20
12035 - Electroneurodiagnostic Technologist	35.20
12040 - Emergency Medical Technician	23.23
12071 - Licensed Practical Nurse I	20.77
12072 - Licensed Practical Nurse II	23.23
12073 - Licensed Practical Nurse III	25.89
12100 - Medical Assistant	18.15
12130 - Medical Laboratory Technician	22.13
12160 - Medical Record Clerk	19.59
12190 - Medical Record Technician	21.91
12195 - Medical Transcriptionist	18.88
12210 - Nuclear Medicine Technologist	51.05
12221 - Nursing Assistant I	14.02***
12222 - Nursing Assistant II	15.77***
12223 - Nursing Assistant III	17.21***
12224 - Nursing Assistant IV	19.32
12235 - Optical Dispenser	17.65***
12236 - Optical Technician	20.77
12250 - Pharmacy Technician	20.66
12280 - Phlebotomist	19.25
12305 - Radiologic Technologist	35.85
12311 - Registered Nurse I	28.07
12312 - Registered Nurse II	34.34
12313 - Registered Nurse II, Specialist	34.34
12314 - Registered Nurse III	41.54
12315 - Registered Nurse III, Anesthetist	41.54
12316 - Registered Nurse IV	49.79
12317 - Scheduler (Drug and Alcohol Testing)	28.79
12320 - Substance Abuse Treatment Counselor	30.82
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.36***
13012 - Exhibits Specialist II	20.27
13013 - Exhibits Specialist III	24.80
13041 - Illustrator I	16.36***
13042 - Illustrator II	20.27
13043 - Illustrator III	24.80
13047 - Librarian	22.59
13050 - Library Aide/Clerk	14.88***
13054 - Library Information Technology Systems Administrator	20.57
13058 - Library Technician	15.94***
13061 - Media Specialist I	14.72***
13062 - Media Specialist II	16.48***
13063 - Media Specialist III	18.36
13071 - Photographer I	14.72***
13072 - Photographer II	18.44
13073 - Photographer III	20.66
13074 - Photographer IV	25.40
13075 - Photographer V	31.23
13090 - Technical Order Library Clerk	17.04***
13110 - Video Teleconference Technician	21.54
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.00
14042 - Computer Operator II	23.47
14043 - Computer Operator III	26.17
14044 - Computer Operator IV	29.08
14045 - Computer Operator V	32.21

14071 - Computer Programmer I	(see 1)	22.69
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		21.00
14160 - Personal Computer Support Technician		29.08
14170 - System Support Specialist		32.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.71
15020 - Aircrew Training Devices Instructor (Rated)		44.41
15030 - Air Crew Training Devices Instructor (Pilot)		48.85
15050 - Computer Based Training Specialist / Instructor		36.71
15060 - Educational Technologist		27.60
15070 - Flight Instructor (Pilot)		48.85
15080 - Graphic Artist		25.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		56.87
15086 - Maintenance Test Pilot, Rotary Wing		56.87
15088 - Non-Maintenance Test/Co-Pilot		56.87
15090 - Technical Instructor		30.50
15095 - Technical Instructor/Course Developer		37.31
15110 - Test Proctor		24.61
15120 - Tutor		24.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.90***
16030 - Counter Attendant		11.90***
16040 - Dry Cleaner		14.21***
16070 - Finisher, Flatwork, Machine		11.90***
16090 - Presser, Hand		11.90***
16110 - Presser, Machine, Drycleaning		11.90***
16130 - Presser, Machine, Shirts		11.90***
16160 - Presser, Machine, Wearing Apparel, Laundry		11.90***
16190 - Sewing Machine Operator		14.98***
16220 - Tailor		15.82***
16250 - Washer, Machine		12.47***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.40
19040 - Tool And Die Maker		33.32
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.05
21030 - Material Coordinator		34.60
21040 - Material Expediter		34.60
21050 - Material Handling Laborer		17.23***
21071 - Order Filler		16.39***
21080 - Production Line Worker (Food Processing)		19.05
21110 - Shipping Packer		17.30***
21130 - Shipping/Receiving Clerk		17.30***
21140 - Store Worker I		13.65***
21150 - Stock Clerk		19.98
21210 - Tools And Parts Attendant		19.05
21410 - Warehouse Specialist		19.05
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.84
23019 - Aircraft Logs and Records Technician		24.18
23021 - Aircraft Mechanic I		29.21
23022 - Aircraft Mechanic II		30.84
23023 - Aircraft Mechanic III		32.22
23040 - Aircraft Mechanic Helper		20.53
23050 - Aircraft, Painter		27.40
23060 - Aircraft Servicer		24.18
23070 - Aircraft Survival Flight Equipment Technician		27.40
23080 - Aircraft Worker		25.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		25.80

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	29.21
II	
23110 - Appliance Mechanic	27.40
23120 - Bicycle Repairer	18.87
23125 - Cable Splicer	50.87
23130 - Carpenter, Maintenance	23.49
23140 - Carpet Layer	25.80
23160 - Electrician, Maintenance	28.66
23181 - Electronics Technician Maintenance I	25.80
23182 - Electronics Technician Maintenance II	27.40
23183 - Electronics Technician Maintenance III	29.21
23260 - Fabric Worker	24.18
23290 - Fire Alarm System Mechanic	26.45
23310 - Fire Extinguisher Repairer	22.38
23311 - Fuel Distribution System Mechanic	29.21
23312 - Fuel Distribution System Operator	22.38
23370 - General Maintenance Worker	21.20
23380 - Ground Support Equipment Mechanic	29.21
23381 - Ground Support Equipment Servicer	24.18
23382 - Ground Support Equipment Worker	25.80
23391 - Gunsmith I	22.38
23392 - Gunsmith II	25.80
23393 - Gunsmith III	29.21
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.64
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.96
23430 - Heavy Equipment Mechanic	29.99
23440 - Heavy Equipment Operator	28.79
23460 - Instrument Mechanic	29.21
23465 - Laboratory/Shelter Mechanic	27.40
23470 - Laborer	17.23***
23510 - Locksmith	27.40
23530 - Machinery Maintenance Mechanic	31.06
23550 - Machinist, Maintenance	28.30
23580 - Maintenance Trades Helper	18.72
23591 - Metrology Technician I	29.21
23592 - Metrology Technician II	30.84
23593 - Metrology Technician III	32.22
23640 - Millwright	29.21
23710 - Office Appliance Repairer	27.40
23760 - Painter, Maintenance	21.42
23790 - Pipefitter, Maintenance	30.78
23810 - Plumber, Maintenance	28.87
23820 - Pneudraulic Systems Mechanic	29.21
23850 - Rigger	29.21
23870 - Scale Mechanic	25.80
23890 - Sheet-Metal Worker, Maintenance	29.21
23910 - Small Engine Mechanic	21.67
23931 - Telecommunications Mechanic I	30.70
23932 - Telecommunications Mechanic II	32.62
23950 - Telephone Lineman	24.68
23960 - Welder, Combination, Maintenance	24.02
23965 - Well Driller	27.18
23970 - Woodcraft Worker	29.21
23980 - Woodworker	22.38
24000 - Personal Needs Occupations	
24550 - Case Manager	21.88
24570 - Child Care Attendant	13.01***
24580 - Child Care Center Clerk	16.22***
24610 - Chore Aide	14.44***
24620 - Family Readiness And Support Services Coordinator	21.88
24630 - Homemaker	21.88

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.22
25040 - Sewage Plant Operator	27.41
25070 - Stationary Engineer	29.22
25190 - Ventilation Equipment Tender	20.54
25210 - Water Treatment Plant Operator	27.41
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.13
27007 - Baggage Inspector	25.73
27008 - Corrections Officer	23.51
27010 - Court Security Officer	25.91
27030 - Detection Dog Handler	30.78
27040 - Detention Officer	23.51
27070 - Firefighter	25.28
27101 - Guard I	25.73
27102 - Guard II	30.78
27131 - Police Officer I	28.53
27132 - Police Officer II	31.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.12***
28042 - Carnival Equipment Repairer	17.57***
28043 - Carnival Worker	11.57***
28210 - Gate Attendant/Gate Tender	18.81
28310 - Lifeguard	15.68***
28350 - Park Attendant (Aide)	20.45
28510 - Recreation Aide/Health Facility Attendant	15.36***
28515 - Recreation Specialist	24.41
28630 - Sports Official	16.75***
28690 - Swimming Pool Operator	20.25
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.80
29020 - Hatch Tender	25.80
29030 - Line Handler	25.80
29041 - Stevedore I	24.18
29042 - Stevedore II	27.40
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.99
30021 - Archeological Technician I	19.65
30022 - Archeological Technician II	21.98
30023 - Archeological Technician III	27.24
30030 - Cartographic Technician	27.24
30040 - Civil Engineering Technician	31.14
30051 - Cryogenic Technician I	30.16
30052 - Cryogenic Technician II	33.30
30061 - Drafter/CAD Operator I	19.65
30062 - Drafter/CAD Operator II	21.98
30063 - Drafter/CAD Operator III	24.50
30064 - Drafter/CAD Operator IV	30.16
30081 - Engineering Technician I	19.47
30082 - Engineering Technician II	21.85
30083 - Engineering Technician III	24.43
30084 - Engineering Technician IV	30.27
30085 - Engineering Technician V	37.04
30086 - Engineering Technician VI	44.80
30090 - Environmental Technician	29.71
30095 - Evidence Control Specialist	27.24
30210 - Laboratory Technician	27.90
30221 - Latent Fingerprint Technician I	30.16
30222 - Latent Fingerprint Technician II	33.30
30240 - Mathematical Technician	27.24
30361 - Paralegal/Legal Assistant I	22.10
30362 - Paralegal/Legal Assistant II	27.37
30363 - Paralegal/Legal Assistant III	33.48

30364 - Paralegal/Legal Assistant IV	40.51
30375 - Petroleum Supply Specialist	33.30
30390 - Photo-Optics Technician	27.24
30395 - Radiation Control Technician	33.30
30461 - Technical Writer I	31.45
30462 - Technical Writer II	38.46
30463 - Technical Writer III	46.53
30491 - Unexploded Ordnance (UXO) Technician I	29.28
30492 - Unexploded Ordnance (UXO) Technician II	35.43
30493 - Unexploded Ordnance (UXO) Technician III	42.46
30494 - Unexploded (UXO) Safety Escort	29.28
30495 - Unexploded (UXO) Sweep Personnel	29.28
30501 - Weather Forecaster I	30.16
30502 - Weather Forecaster II	36.68
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.50
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.24
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.43
31020 - Bus Aide	14.99***
31030 - Bus Driver	21.59
31043 - Driver Courier	18.32
31260 - Parking and Lot Attendant	13.15***
31290 - Shuttle Bus Driver	20.49
31310 - Taxi Driver	14.33***
31361 - Truckdriver, Light	19.98
31362 - Truckdriver, Medium	21.59
31363 - Truckdriver, Heavy	26.17
31364 - Truckdriver, Tractor-Trailer	26.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27***
99030 - Cashier	14.01***
99050 - Desk Clerk	14.59***
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	20.81
99252 - Laboratory Animal Caretaker II	22.69
99260 - Marketing Analyst	28.54
99310 - Mortician	29.28
99410 - Pest Controller	25.80
99510 - Photofinishing Worker	15.39***
99710 - Recycling Laborer	25.72
99711 - Recycling Specialist	31.01
99730 - Refuse Collector	22.74
99810 - Sales Clerk	14.92***
99820 - School Crossing Guard	16.84***
99830 - Survey Party Chief	25.93
99831 - Surveying Aide	17.57***
99832 - Surveying Technician	23.57
99840 - Vending Machine Attendant	21.90
99841 - Vending Machine Repairer	27.52
99842 - Vending Machine Repairer Helper	21.90

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."