# 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: CO20250029 07/25/2025

Superseded General Decision Number: CO20240029

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.
- 1. 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 |. Executive Order 13658 or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:

- 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

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		19.53
ENGI0009-017 05/01/2024		
	Rates	Fringes
POWER EQUIPMENT OPERATOR (Crane)  141 tons and over	¢ 20 90	15.20
50 tons and under	\$ 35.78 \$ 36.09 \$ 37.34	15.20 15.20 15.20 15.20
IRON0024-009 11/01/2024		
	Rates	Fringes
IRONWORKER, ORNAMENTAL		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	¢ 45 40	22.44
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)		21.78
* SUCO2013-015 07/31/2015		

Rates

Fringes

BRICKLAYER\$ 21.96	0.00
CARPENTER\$ 18.22	0.00
CEMENT MASON/CONCRETE FINISHER\$ 21.44	10.23
<pre>INSULATOR - MECHANICAL (Duct, Pipe &amp; Mechanical System Insulation)\$ 22.19</pre>	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)).

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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.

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#### 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"

"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 . Executive Order 13658 or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:

- 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 01/03/2025 01/17/2025 1 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

POCATELLO: CLARK STREET

IDAHO FALLS: 875 NORTH CAPITAL AVE.

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ELEC0449-007 12/01/2024

Rates Fringes

ELECTRICIAN (Including Low

Voltage Wiring)...... \$ 37.47 18.01

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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
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,	100+t	to 15	0ft. fifteen	cents	over	scale
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- B. Crane Booms, 150 ft to 200 ft, thirty cents over scale
- C. Crane Booms, over 200 ft., forty-five cents over scale

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IRON0732-002 06/01/2024

		Rates	Fringes
IRONWORKER,	STRUCTURAL	\$ 33.37	22.98

LABO0155-005 01/01/2025

	Rates	Fringes
LABORER (Common or General) Group 1 LABORER: Mason Tender -	\$ 32.62	16.50
Cement/Concrete Group 4	\$ 33.93	16.50
DLUMOC 40, 004, 06 (01 (2022		

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			

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 DRIV	≣R		
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)

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\* SUID2010-014 08/08/2012

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER	.\$ 14.76 **	2.80
INSULATOR - MECHANICAL (Duct, Pipe & Mechanical	<i>t</i> 20 12	1.00
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

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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)).

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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.

# 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.

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#### WAGE DETERMINATION APPEALS PROCESS

- 1) Has there been an initial decision in the matter? This can be:
  - a) a survey underlying a wage determination
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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: 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 |♦ Executive Order 13658 or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:

- 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.

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Modification Number Publication Date 01/03/2025

1 06/06/2025 08/01/2025

3 09/05/2025

BRIC0001-001 06/01/2022

	Datas	Fuinces
		Fringes
BRICKLAYER		19.85
CARP0808-003 06/01/2025		
	Rates	Fringes
CARPENTER		18.24
ELEC0449-008 06/01/2024		
	Rates	Fringes
ELECTRICIAN	\$ 37.47	18.01
ENGI0302-013 06/01/2024		
LNG10302-013 00/01/2024		
	Rates	Fringes
POWER EQUIPMENT OPERATOR Crane	¢ 25 05	17 65
Forklift	•	17.65 17.65
Loader	-	17.65
IRON0732-005 06/01/2022		
	Rates	Fringes
IRONWORKER	=	23.46
LAB00155-014 06/01/2025		
	Rates	Fringes
	Ruces	11111603
LABORER  Common or General	¢ 33 63	13.80
Grade Checker	•	13.80
Mason Tender -		12.00
Cement/Concrete	\$ 33.93 	13.80
* ROOF0200-003 06/01/2025		
	Rates	Fringes
ROOFER	•	19.90
SHEE0103-013 06/01/2023		
	Rates	Fringes
SHEET METAL WORKER	\$ 35.50	22.25
* SUID2021-002 04/27/2023		
	Rates	Fringes
	Naces	1111603
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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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)).

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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:

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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:

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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:

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"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 |♦ Executive Order 13658 or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:

- 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 01/03/2025

1 06/06/2025 08/01/2025

3 09/05/2025

CARP0808-003 06/01/2025

	Rates	Fringes
CARPENTER		18.24
ELEC0449-006 12/01/2024		
	Rates	Fringes
ELECTRICIAN		18.01
ENGI0302-013 06/01/2024		
	Rates	Fringes
POWER EQUIPMENT OPERATOR Crane	¢ 35 95	17.65
Forklift		17.65
Loader	\$ 33.74	17.65
IRON0732-005 06/01/2022		
	Rates	Fringes
IRONWORKER		23.46
LAB00155-012 06/01/2025		
	Rates	Fringes
LABORER		
Grade Checker  Mason Tender - Cement/Concrete	•	13.80
	\$ 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		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.

\*\* 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)).

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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 | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION | WASHINGTON D.C. 20210 |

| Wage Determination No.: 2015-5425 |
| Daniel W. Simms | Division of | Revision No.: 29 |
| Director | Wage Determinations | 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	Executive Order 14026 generally applies to   the contract.
contract is renewed or extended (e.g., an option is exercised) on or after	The contractor must pay all covered workers    at least \$17.75 per hour (or the applicable
January 30, 2022:	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

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

**Fringe Benefits Required Follow the Occupati	onal 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

127120, 1.771	awi	OAW.gov
01120	- Housing Referral Assistant	26.79
01141	- Messenger Courier	15.59***
	- Order Clerk I	18.22
	- Order Clerk II	19.88
	- Personnel Assistant (Employment) I	20.25
	- Personnel Assistant (Employment) II	22.65
	- Personnel Assistant (Employment) III	25.24
	- Production Control Clerk	29.76
	- Rental Clerk	22.16
	- Scheduler, Maintenance - Secretary I	21.49 21.49
	- Secretary II	24.04
	- Secretary III	26.79
	- Service Order Dispatcher	21.85
	- Supply Technician	28.23
	- Survey Worker	22.40
	- Switchboard Operator/Receptionist	18.02
01531	- Travel Clerk I	19.15
01532	- Travel Clerk II	21.24
01533	- Travel Clerk III	22.75
	- Word Processor I	19.15
	- Word Processor II	21.49
	- Word Processor III	24.04
	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	26.21
	- Automotive Electrician	26.52
	- Automotive Glass Installer	24.84
	- Automotive Worker - Mobile Equipment Servicer	24.84 21.63
	- Motor Equipment Metal Mechanic	28.18
	- Motor Equipment Metal Worker	24.84
	- Motor Vehicle Mechanic	28.18
	- Motor Vehicle Mechanic Helper	20.77
	- Motor Vehicle Upholstery Worker	23.14
	- Motor Vehicle Wrecker	24.84
05310	- Painter, Automotive	26.52
	- Radiator Repair Specialist	24.84
05370	- Tire Repairer	19.46
05400	- Transmission Repair Specialist	28.18
	Food Preparation And Service Occupations	
	- Baker	18.34
	- Cook I	18.35
	- Cook II	21.07
	- Dishwasher	16.20***
	- Food Service Worker - Meat Cutter	18.61 21.20
	- Waiter/Waitress	15.94***
	Furniture Maintenance And Repair Occupations	19.94
	- Electrostatic Spray Painter	23.04
	- Furniture Handler	16.54***
	- Furniture Refinisher	23.04
09090	- Furniture Refinisher Helper	18.04
09110	- Furniture Repairer, Minor	20.10
09130	- Upholsterer	23.04
	General Services And Support Occupations	
	- Cleaner, Vehicles	18.04
	- Elevator Operator	17.99
	- Gardener	23.91
	- Housekeeping Aide	17.99
	- Janitor	17.99
	- Laborer, Grounds Maintenance	21.05
	- Maid or Houseman	16.64***
	- Pruner - Tractor Operator	20.10 22.96
	- Trail Maintenance Worker	22.96
11330	THATT PATHCENANCE WOLKEL	21.05

0/24/25, 7:44 AM	SAM.gov
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	28.30
Administrator	
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

124/25, 1.44	AIVI	SAIVI.gov	
14071	- Computer Programmer I	(see 1)	24.31
14072	- Computer Programmer II	(see 1)	
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst II	(see 1)	
		•	
	- Computer Systems Analyst III	(see 1)	26.26
	- Peripheral Equipment Operator		26.36
	- Personal Computer Support Technician		36.52
	- System Support Specialist		45.77
	Instructional Occupations		
15010	- Aircrew Training Devices Instructor (Non-Rated	d)	38.42
15020	<ul> <li>Aircrew Training Devices Instructor (Rated)</li> </ul>		46.48
15030	- Air Crew Training Devices Instructor (Pilot)		55.53
15050	- Computer Based Training Specialist / Instructo	or	38.42
	- Educational Technologist		38.39
	- Flight Instructor (Pilot)		55.53
	- Graphic Artist		28.56
	- Maintenance Test Pilot, Fixed, Jet/Prop		55.53
	- Maintenance Test Pilot, Rotary Wing		55.53
	- Non-Maintenance Test/Co-Pilot		55.53
	•		
	- Technical Instructor		27.91
	- Technical Instructor/Course Developer		34.13
	- Test Proctor		22.53
	- Tutor		22.53
	Laundry, Dry-Cleaning, Pressing And Related Occu	upations	
16010	- Assembler		20.00
16030	- Counter Attendant		20.00
16040	- Dry Cleaner		22.85
16070	- Finisher, Flatwork, Machine		20.00
	- Presser, Hand		20.00
	- Presser, Machine, Drycleaning		20.00
	- Presser, Machine, Shirts		20.00
	- Presser, Machine, Wearing Apparel, Laundry		20.00
	- Sewing Machine Operator		23.80
	- Tailor		24.75
			20.95
	- Washer, Machine		20.95
	Machine Tool Operation And Repair Occupations		20. 20
	- Machine-Tool Operator (Tool Room)		29.28
	- Tool And Die Maker		35.32
	Materials Handling And Packing Occupations		
	- Forklift Operator		22.12
	- 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
	- Shipping Packer		22.39
	- Shipping/Receiving Clerk		22.39
	- Store Worker I		20.08
	- Stock Clerk		23.08
	- Tools And Parts Attendant		22.12
	- Warehouse Specialist		22.12
		-	22.12
	Mechanics And Maintenance And Repair Occupations		24 52
	- Aerospace Structural Welder		34.52
	- Aircraft Logs and Records Technician		27.21
	- Aircraft Mechanic I		32.79
	- Aircraft Mechanic II		34.52
	- Aircraft Mechanic III		35.94
	- Aircraft Mechanic Helper		23.25
23050	- Aircraft, Painter		31.22
23060	- Aircraft Servicer		27.21
23070	- Aircraft Survival Flight Equipment Technician		31.22
23000	- Aircraft Worker		29.19
	<ul> <li>Aircraft Worker</li> <li>Aircrew Life Support Equipment (ALSE) Mechanic</li> </ul>	2	29.19

I		
	Aircrew Life Support Equipment (ALSE) Mechanic	32.79
II		
23110 -	Appliance Mechanic	29.28
	Bicycle Repairer	23.88
	·	45.54
	•	25.27
	·	27.42
		29.39
		34.19
	Electronics Technician Maintenance II	36.50
		38.76
		25.54
	Fire Alarm System Mechanic	28.72
	·	23.88
	Fuel Distribution System Mechanic	30.47 23.39
	Fuel Distribution System Operator General Maintenance Worker	27.34
		32.79
		27.21
	Ground Support Equipment Worker	29.19
	Gunsmith I	23.88
		27.42
23393 -		31.10
	Heating, Ventilation And Air-Conditioning	29.88
Mechanic	<del>-</del>	
23411 -	Heating, Ventilation And Air Contidioning	31.44
	(Research Facility)	
23430 -	Heavy Equipment Mechanic	31.52
23440 -	Heavy Equipment Operator	28.41
23460 -	Instrument Mechanic	31.10
23465 -	· ·	29.28
23470 -		20.32
	Locksmith	29.28
	Machinery Maintenance Mechanic	34.72
		25.32
	Maintenance Trades Helper	21.23
	Metrology Technician I	31.10
		32.73
	Metrology Technician III	34.09
	Millwright Office Appliance Repairer	31.10 27.23
	Painter, Maintenance	23.54
	Pipefitter, Maintenance	29.77
	Plumber, Maintenance	28.02
	Pneudraulic Systems Mechanic	31.10
23850 -		31.10
	Scale Mechanic	27.42
	Sheet-Metal Worker, Maintenance	24.19
	· · · · · · · · · · · · · · · · · · ·	26.93
	Telecommunications Mechanic I	31.14
	Telecommunications Mechanic II	32.77
		28.55
	Welder, Combination, Maintenance	27.55
		28.93
23970 -	Woodcraft Worker	31.10
	Woodworker	23.88
24000 - Pe	rsonal Needs Occupations	
	Case Manager	19.55
	Child Care Attendant	17.82
24580 -	Child Care Center Clerk	22.21
24610 -	Chore Aide	17.76
	Family Readiness And Support Services	19.55
Coordina		
24630 -	Homemaker	19.64

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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	13.03
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
	20.81
28690 - Swimming Pool Operator	20.81
29000 - Stevedoring/Longshoremen Occupational Services	22 16
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	( 2)
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 51.37
30011 - Air Traffic Control Specialist, Station (HFO)	
30012 - Air Traffic Control Specialist, Terminal (HFO)	
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
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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 II		44.01
30491 - Unexploded Ordnance (UXO) Techn	ician T	32.65
30492 - Unexploded Ordnance (UXO) Techn		
• • • • • • • • • • • • • • • • • • • •		39.50
30493 - Unexploded Ordnance (UXO) Techn	ician ili	47.35
30494 - Unexploded (UXO) Safety Escort	7	32.65
30495 - Unexploded (UXO) Sweep Personne	1	32.65
30501 - Weather Forecaster I		32.91
30502 - Weather Forecaster II		39.67
30620 - Weather Observer, Combined Uppe	r Air Or (see 2)	26.75
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	29.72
31000 - Transportation/Mobile Equipment O	peration 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

<sup>\*\*\*</sup>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))."

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.37***
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***

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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
	15.60***
05220 - Motor Vehicle Mechanic Helper	18.37
05250 - Motor Vehicle Upholstery Worker	
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	a — a a distributi
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
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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		.60
12015 - Certified Physical Therapist Assistant		.06
12020 - Dental Assistant		.19
12025 - Dental Hygienist		.06
12030 - EKG Technician		.79
12035 - Electroneurodiagnostic Technologist		.79
12040 - Emergency Medical Technician		.87
12071 - Licensed Practical Nurse I		.94
12072 - Licensed Practical Nurse II		.31
12073 - Licensed Practical Nurse III		.86
12100 - Medical Assistant		.56
12130 - Medical Laboratory Technician		.75
12160 - Medical Record Clerk		.37
12190 - Medical Record Technician		.54
12195 - Medical Transcriptionist		.94
12210 - Nuclear Medicine Technologist		.02
12210 - Nuclear Medicine recimologist  12221 - Nursing Assistant I	12.79	
12221 - Nursing Assistant II	14.39	
12222 - Nursing Assistant III		
•	15.70°	
12224 - Nursing Assistant IV	17.62	
12235 - Optical Dispenser		.18
12236 - Optical Technician		.94
12250 - Pharmacy Technician		.32
12280 - Phlebotomist		.49
12305 - Radiologic Technologist		.10
12311 - Registered Nurse I		.57
12312 - Registered Nurse II		.49
12313 - Registered Nurse II, Specialist		.49
12314 - Registered Nurse III		.31
12315 - Registered Nurse III, Anesthetist		.31
12316 - Registered Nurse IV		.13
12317 - Scheduler (Drug and Alcohol Testing)		.63
12320 - Substance Abuse Treatment Counselor	31.	.41
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		. 23
13012 - Exhibits Specialist II		.83
13013 - Exhibits Specialist III		.15
13041 - Illustrator I		.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	23.	.83
Administrator		
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		.23
13073 - Photographer III		.73
13074 - Photographer IV		.94
13075 - Photographer V		.35
13090 - Technical Order Library Clerk	16.94	
13110 - Video Teleconference Technician		. 25
14000 - Information Technology Occupations	18	
14041 - Computer Operator I	17.70°	***
14042 - Computer Operator II		.79
14042 - Computer Operator III		.79
14044 - Computer Operator IV		.67 .53
17V77 - CUMDULEI ODELGLOT 1V	24.	

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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 (N		31.06
15020 - Aircrew Training Devices Instructor (R		37.59
15030 - Air Crew Training Devices Instructor (		44.90
15050 - Computer Based Training Specialist / I	Instructor	31.06
15060 - Educational Technologist 15070 - Flight Instructor (Pilot)		29.19 44.90
15080 - Graphic Artist		20.89
15085 - Maintenance Test Pilot, Fixed, Jet/Pro	an an	44.90
15086 - Maintenance Test Pilot, Rotary Wing	,p	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 Rela	ated 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, Lau	ındry	11.90***
16190 - Sewing Machine Operator		14.98***
16220 - Tailor		15.82***
16250 - Washer, Machine		12.47***
19000 - Machine Tool Operation And Repair Occupa	itions	29.00
19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker		35.27
21000 - Materials Handling And Packing Occupation	nne	33.27
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 Processin	ng)	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 Occ	cupations	
23010 - Aerospace Structural Welder		35.24
23019 - Aircraft Logs and Records Technician		27.64
23021 - Aircraft Mechanic I		33.38
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III		35.24
23040 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper		36.82 23.46
23050 - Aircraft Mechanic Heiper 23050 - Aircraft, Painter		31.31
23060 - Aircraft Servicer		27.64
23070 - Aircraft Servicer  23070 - Aircraft Survival Flight Equipment Tec	hnician	31.31
23080 - Aircraft Worker		29.48
		27.70

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23091 - Aircrew Life Support Equipment (ALSE) Mechanic	29.48
I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic	22.20
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 Mechanic 23312 - Fuel Distribution System Operator	23.85
·	23.85
23370 - General Maintenance Worker	
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	23.85
Mechanic	
23411 - Heating, Ventilation And Air Contidioning	25.18
Mechanic (Research Facility)	
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 - Weil Diller 23970 - Woodcraft Worker	30.92
23980 - Woodworker	23.69
24000 - Personal Needs Occupations	25.05
·	
24550 - Case Manager	21 12
24550 - Case Manager 24570 - Child Care Attendant	21.18 12.19***
24570 - Child Care Attendant	12.19***
24570 - Child Care Attendant 24580 - Child Care Center Clerk	12.19*** 15.50***
24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide	12.19*** 15.50*** 15.80***
24570 - Child Care Attendant 24580 - Child Care Center Clerk	12.19*** 15.50***

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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)		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

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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	(300 -)	
30621 - Weather Observer, Senior	(see 2)	25.78
31000 - Transportation/Mobile Equipment Operation Occu		
31010 - Airplane Pilot	.pu	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 | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION | WASHINGTON D.C. 20210 |

| Wage Determination No.: 2015-5507 |
Daniel W. Simms | Division of | Revision No.: 26 |
Director | Wage Determinations | 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

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01120	- Housing Referral Assistant	23.36
	- Messenger Courier	13.60***
	- Order Clerk I	16.24***
	- Order Clerk II	17.72***
		18.74
	- Personnel Assistant (Employment) I	
	- Personnel Assistant (Employment) II	20.96
	- Personnel Assistant (Employment) III	23.36
	- Production Control Clerk	34.60
01290	- Rental Clerk	17.69***
01300	- Scheduler, Maintenance	18.74
01311	- Secretary I	18.74
	- Secretary II	20.96
	- Secretary III	23.36
	- Service Order Dispatcher	20.51
	- Supply Technician	25.93
	- Survey Worker	19.50
	- Switchboard Operator/Receptionist	15.91***
	- Travel Clerk I	16.70***
	- 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
	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	24.25
	- Automotive Electrician	21.72
	- Automotive Glass Installer	20.45
	- Automotive Worker	20.45
	- Mobile Equipment Servicer	17.74***
	- 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***
	- Motor Vehicle Upholstery Worker	19.17
	- Motor Vehicle Wrecker	20.45
	- Painter, Automotive	21.72
	- Radiator Repair Specialist	20.45
	·	
	- Tire Repairer	18.57
	- Transmission Repair Specialist	23.15
	Food Preparation And Service Occupations	
07010	- Baker	15.25***
07041	- Cook I	14.99***
07042	- Cook II	17.27***
07070	- Dishwasher	13.09***
	- Food Service Worker	14.04***
	- Meat Cutter	20.01
	- Waiter/Waitress	12.74***
		12.74
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	22.97
	- Furniture Handler	14.63***
09080	- Furniture Refinisher	22.97
09090	- Furniture Refinisher Helper	17.21***
09110	- Furniture Repairer, Minor	20.27
	- Upholsterer	22.97
	General Services And Support Occupations	
	- Cleaner, Vehicles	15.90***
		16.28***
	- Elevator Operator	
	- Gardener	23.95
	- Housekeeping Aide	16.28***
	- Janitor	16.28***
11210	- Laborer, Grounds Maintenance	17.96
11240	- Maid or Houseman	14.50***
11260	- Pruner	15.76***
	- Tractor Operator	21.96
	- Trail Maintenance Worker	17.96
		17.30

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11360 - Window Cleaner	18.5	55
12000 - Health Occupations		
12010 - Ambulance Driver	23.2	23
12011 - Breath Alcohol Technician	23.2	23
12012 - Certified Occupational Therapist Assistant	31.8	38
12015 - Certified Physical Therapist Assistant	32.6	55
12020 - Dental Assistant	19.9	99
12025 - Dental Hygienist	46.1	
12030 - EKG Technician	35.2	20
12035 - Electroneurodiagnostic Technologist	35.2	
12040 - Emergency Medical Technician	23.2	23
12071 - Licensed Practical Nurse I	20.7	77
12072 - Licensed Practical Nurse II	23.2	
12073 - Licensed Practical Nurse III	25.8	
12100 - Medical Assistant	18.3	
12130 - Medical Laboratory Technician	22.3	
12160 - Medical Record Clerk	19.5	59
12190 - Medical Record Technician	21.9	<del>)</del> 1
12195 - Medical Transcriptionist	18.8	38
12210 - Nuclear Medicine Technologist	51.6	<b>2</b> 5
12221 - Nursing Assistant I	14.02**	
12222 - Nursing Assistant II	15.77**	
12223 - Nursing Assistant III	17.21**	
12224 - Nursing Assistant IV	19.3	
12235 - Optical Dispenser	17.65**	
12236 - Optical Technician	20.7	
12250 - Pharmacy Technician	20.6	
12280 - Phlebotomist	19.2	25
12305 - Radiologic Technologist	35.8	35
12311 - Registered Nurse I	28.6	∂7
12312 - Registered Nurse II	34.3	
12313 - Registered Nurse II, Specialist	34.3	
12314 - Registered Nurse III	41.5	54
12315 - Registered Nurse III, Anesthetist	41.5	54
12316 - Registered Nurse IV	49.7	79
12317 - Scheduler (Drug and Alcohol Testing)	28.7	79
12320 - Substance Abuse Treatment Counselor	30.8	32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	16.36**	<b>*</b> *
13012 - Exhibits Specialist II	20.2	27
13013 - Exhibits Specialist III	24.8	
13041 - Illustrator I	16.36**	
13042 - Illustrator II	20.2	
13043 - Illustrator III	24.8	30
13047 - Librarian	22.5	
13050 - Library Aide/Clerk	14.88*	<b>*</b> *
13054 - Library Information Technology Systems	20.5	57
Administrator		
13058 - Library Technician	15.94*	<b>*</b> *
13061 - Media Śpecialist I	14.72**	**
13062 - Media Specialist II	16.48*	<b>*</b> *
13063 - Media Specialist III	18.3	36
13071 - Photographer I	14.72**	<b>*</b> *
13072 - Photographer II	18.4	14
13073 - Photographer III	20.6	
13074 - Photographer IV	25.4	10
13075 - Photographer V	31.2	23
13090 - Technical Order Library Clerk	17.04**	<b>*</b> *
13110 - Video Teleconference Technician	21.5	
14000 - Information Technology Occupations		
14041 - Computer Operator I	21.6	90
14042 - Computer Operator II	23.4	
14043 - Computer Operator III	26.3	
14044 - Computer Operator IV	29.6	98
14045 - Computer Operator V	32.2	21
-		

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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 Techni	cian	29.08
14170 - System Support Specialist		32.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instruc	tor (Non-Rated)	36.71
15020 - Aircrew Training Devices Instruc	,	44.41
15030 - Air Crew Training Devices Instru		48.85
15050 - Computer Based Training Speciali		36.71
15060 - Educational Technologist	se , instructor	27.60
15070 - Flight Instructor (Pilot)		48.85
15080 - Graphic Artist		25.17
15085 - Maintenance Test Pilot, Fixed, J	et/Pron	56.87
15086 - Maintenance Test Pilot, Rotary W.		56.87
15088 - Non-Maintenance Test/Co-Pilot	±116	56.87
15090 - Technical Instructor		
	lanan	30.50
15095 - Technical Instructor/Course Deve	roper.	37.31
15110 - Test Proctor		24.61
15120 - Tutor	d Dalatad Occumentions	24.61
16000 - Laundry, Dry-Cleaning, Pressing And	•	11 00+++
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 Appare		11.90***
16190 - Sewing Machine Operator		14.98***
16220 - Tailor		15.82***
16250 - Washer, Machine		12.47***
19000 - Machine Tool Operation And Repair		
19010 - Machine-Tool Operator (Tool Room	)	27.40
19040 - Tool And Die Maker		33.32
21000 - Materials Handling And Packing Occ	upations	
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 Pro	cessing)	19.05
21110 - Shipping Packer	:	17.30***
21130 - Shipping/Receiving Clerk	<u>:</u>	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 Repa	ir Occupations	
23010 - Aerospace Structural Welder	1. Occupations	30.84
23019 - Aircraft Logs and Records Technic	rian	24.18
23021 - Aircraft Mechanic I	CIAII	29.21
23022 - Aircraft Mechanic II		30.84
23022 - Aircraft Mechanic III		32.22
23040 - Aircraft Mechanic Helper		20.53
23050 - Aircraft, Painter		27.40
23060 - Aircraft Servicer	at Tarkaisia	24.18
23070 - Aircraft Survival Flight Equipme	nt lechnician	27.40
23080 - Aircraft Worker		25.80
23091 - Aircrew Life Support Equipment (	ALSE) Mechanic	25.80

I		
	- Aircrew Life Support Equipment (ALSE) Mechanic	29.21
II		
23110	- Appliance Mechanic	27.40
	- 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
	- Fuel Distribution System Operator	22.38
	- General Maintenance Worker	21.20
	- Ground Support Equipment Mechanic	29.21
23381	- Ground Support Equipment Servicer	24.18
23382	- Ground Support Equipment Worker	25.80
	- Gunsmith I	22.38
23392	- Gunsmith II	25.80
	- Gunsmith III	29.21
23410	- Heating, Ventilation And Air-Conditioning	23.64
Mecha		
	- Heating, Ventilation And Air Contidioning	24.96
	nic (Research Facility)	
	- Heavy Equipment Mechanic	29.99
	- Heavy Equipment Operator	28.79
	- Instrument Mechanic	29.21
	- Laboratory/Shelter Mechanic	27.40
	- Laborer	17.23***
	- Locksmith	27.40
	- Machinery Maintenance Mechanic	31.06
	- Machinist, Maintenance	28.30
	- Maintenance Trades Helper	18.72
	- Metrology Technician I	29.21
	- Metrology Technician II	30.84
	- Metrology Technician III	32.22
	- Millwright	29.21
	- Office Appliance Repairer	27.40
	- Painter, Maintenance	21.42
	- Pipefitter, Maintenance	30.78
	- Plumber, Maintenance	28.87
	- Pneudraulic Systems Mechanic	29.21
	- Rigger	29.21
	- Scale Mechanic	25.80
	- Sheet-Metal Worker, Maintenance	29.21
	- Small Engine Mechanic	21.67
	- Telecommunications Mechanic I	30.70
	- Telecommunications Mechanic II	32.62
	- Telephone Lineman	24.68
	- Welder, Combination, Maintenance	24.02
	- Well Driller	27.18
	- Woodcraft Worker	29.21
	- Woodworker	22.38
	Personal Needs Occupations	24 00
	- Case Manager	21.88
	- Child Care Attendant Child Care Conton Clonk	13.01***
	- Child Care Center Clerk - Chore Aide	16.22*** 14.44***
	- Family Readiness And Support Services	21.88
	inator	21.00
	- Homemaker	21.88
Z+UJU	HOMEMAKEI	Z1.00

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25000 -	Plant And System Operations Occupations	
	- Boiler Tender	29.22
25040	- Sewage Plant Operator	27.41
	- Stationary Engineer	29.22
	- Ventilation Equipment Tender	20.54
	- Water Treatment Plant Operator	27.41
	Protective Service Occupations	
	- Alarm Monitor	23.13
27007	- Baggage Inspector	25.73
	- Corrections Officer	23.51
	- Court Security Officer	25.91
	- Detection Dog Handler	30.78
	- Detention Officer	23.51
	- Firefighter	25.28
	- Guard I	25.73
27102	- Guard II	30.78
27131	- Police Officer I	28.53
27132	- Police Officer II	31.72
28000 -	Recreation Occupations	
	- Carnival Equipment Operator	16.12***
	- Carnival Equipment Repairer	17.57***
	- Carnival Worker	11.57***
28210	- Gate Attendant/Gate Tender	18.81
	- Lifeguard	15.68***
	- Park Attendant (Aide)	20.45
	- Recreation Aide/Health Facility Attendant	15.36***
	- Recreation Specialist	24.41
	- Sports Official	16.75***
	- Swimming Pool Operator	20.25
	Stevedoring/Longshoremen Occupational Services	
	- Blocker And Bracer	25.80
29020	- Hatch Tender	25.80
29030	- Line Handler	25.80
	- Stevedore I	24.18
	- Stevedore II	27.40
30000 -	Technical Occupations	
		(see 2) 46.07
		(see 2) 31.77
	- 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
	- 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
	- Mathematical Technician	27.24
	- Paralegal/Legal Assistant I	22.10
	- Paralegal/Legal Assistant II	27.37
30363	- Paralegal/Legal Assistant III	33.48

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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		
	(500.3)	36.68
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.50
Surface Programs	( 2)	27.24
30621 - Weather Observer, Senior	(see 2)	27.24
31000 - Transportation/Mobile Equipment Operation Occupa	ations	
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))."