

Attachment J-6

Wage Determinations (Attached):

Mod P00110

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: C020240029 08/02/2024

Superseded General Decision Number: C020230029

State: Colorado

Construction Type: Building

County: Weld County in Colorado.

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

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	. Executive Order 14026 generally applies to the contract. . The contractor must pay all covered workers at least \$17.20 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 2024.
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 \$12.90 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 2024.

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

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

Modification Number	Publication Date
0	01/05/2024
1	07/05/2024

ELEC0068-018 06/01/2024

	Rates	Fringes
ELECTRICIAN.....	\$ 44.95	19.08

* ENGI0009-017 05/01/2024

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

IRON0024-009 11/01/2023

	Rates	Fringes
IRONWORKER, ORNAMENTAL.....	\$ 37.23	12.50

IRON0024-010 11/01/2023

	Rates	Fringes
IRONWORKER, STRUCTURAL.....	\$ 37.23	12.50

PAIN0079-009 08/01/2022

	Rates	Fringes
PAINTER (Spray).....	\$ 25.11	10.95

PLUM0003-009 06/01/2024

	Rates	Fringes
PLUMBER (Excludes HVAC Duct, Pipe and Unit Installation).....	\$ 45.43	20.15

PLUM0208-008 06/01/2024

	Rates	Fringes
PIPEFITTER (Includes HVAC Pipe and Unit Installation; Excludes HVAC Duct Installation).....	\$ 44.15	22.43

SHEE0009-004 07/01/2024

	Rates	Fringes
SHEET METAL WORKER (Includes HVAC Duct Installation; Excludes HVAC Pipe and Unit Installation).....	\$ 39.47	21.83

* SUC02013-015 07/31/2015

Rates	Fringes
-------	---------

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

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

=====
** Workers in this classification may be entitled to a higher
minimum wage under Executive Order 14026 (\$17.20) or 13658
(\$12.90). Please see the Note at the top of the wage
determination for more information. Please also note that the
minimum wage requirements of Executive Order 14026 are not
currently being enforced as to any contract or subcontract to
which the states of Texas, Louisiana, or Mississippi, including
their agencies, are a party.

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

is available at
<https://www.dol.gov/agencies/whd/government-contracts>.

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

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

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which 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. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of 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. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those

classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

State Adopted Rate Identifiers

Classifications listed under the ""SA"" identifier indicate that the prevailing wage rate set by a state (or local) government was 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. 01/03/2024 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:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour National Office because National Office has responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write 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 the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write 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 by 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

4.) All decisions by the Administrative Review Board are final.

=====

END OF GENERAL DECISION"

Superseded General Decision Number: ID20230021

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:	<ul style="list-style-type: none">. Executive Order 14026 generally applies to the contract.. The contractor must pay all covered workers at least \$17.20 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 2024.
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:	<ul style="list-style-type: none">. Executive Order 13658 generally applies to the contract.. The contractor must pay all covered workers at least \$12.90 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 2024.

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

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

Modification Number	Publication Date
0	01/05/2024
1	01/12/2024
2	04/19/2024

3 05/24/2024
4 06/07/2024

BRID0003-003 06/01/2019

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

* CARP0808-001 06/01/2024

	Rates	Fringes
CARPENTER.....	\$ 34.08	17.91

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.

ELEC0449-007 12/01/2023

	Rates	Fringes
ELECTRICIAN (Including Low Voltage Wiring).....	\$ 36.97	17.28

ENGI0302-033 01/01/2024

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.....	\$ 34.89	16.10
Group 5		
Backhoe (up to 3/4 yd),		
Industrial Oiler.....	\$ 35.37	16.10
Group 6		
Backhoe (3/4 yd to 3 1/2 yd), Crane (up to and including 50 ton).....	\$ 35.54	16.10
Group 7		
Excavator, Crane (over 50 tons), Tower Crane, Heavy Duty Mechanic.....	\$ 35.91	16.10

ZONE PAY:

Zone Centers: Boise, Twin Falls, Pocatello, and Idaho Falls
Zone 1 0 - 30 miles: free

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

CRANE LONG BOOM PAY:

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

 IRON0732-002 06/01/2023

	Rates	Fringes
IRONWORKER, STRUCTURAL.....	\$ 30.62	21.48

 LAB00155-005 01/01/2024

	Rates	Fringes
LABORER (Common or General)		
Group 1.....	\$ 32.62	16.50
LABORER: Mason Tender - Cement/Concrete		
Group 4.....	\$ 32.74	16.50

 PLUM0648-004 06/01/2023

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

 ROOF0200-002 06/01/2023

	Rates	Fringes
ROOFER.....	\$ 26.45	19.00

 SHEE0103-003 06/01/2023

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

 TEAM0983-001 01/01/2024

	Rates	Fringes
TRUCK DRIVER		
GROUP 5A.....	\$ 33.99	17.50
GROUP 5B.....	\$ 34.17	17.50
GROUP 5C.....	\$ 34.40	17.50
GROUP 5D.....	\$ 34.51	17.50
GROUP 5E.....	\$ 35.14	17.50
GROUP 5F.....	\$ 35.58	17.50

GROUP DEFINITIONS:

- GROUP 5A: Dump (0-16 yds)
- GROUP 5B: Dump (16-30 yds)
- GROUP 5C: Dump (30-50 yds)
- GROUP 5D: Dump (50-75 yds)

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

* SUID2010-014 08/08/2012

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

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

=====
** Workers in this classification may be entitled to a higher
minimum wage under Executive Order 14026 (\$17.20) or 13658
(\$12.90). Please see the Note at the top of the wage
determination for more information. Please also note that the
minimum wage requirements of Executive Order 14026 are not
currently being enforced as to any contract or subcontract to
which the states of Texas, Louisiana, or Mississippi, including
their agencies, are a party.

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

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

The body of each wage determination lists the classification
and wage rates that have been found to be prevailing for the

cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of ""identifiers"" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than ""SU"" or ""UAVG"" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which 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. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the ""SU"" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of 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. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

State Adopted Rate Identifiers

Classifications listed under the ""SA"" identifier indicate that the prevailing wage rate set by a state (or local) government was 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. 01/03/2024 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:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour National Office because National Office has responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write 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 the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write 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 by 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

4.) All decisions by the Administrative Review Board are final.

=====

END OF GENERAL DECISION"

Superseded General Decision Number: ID20230101

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:	<ul style="list-style-type: none">◆ Executive Order 14026 generally applies to the contract.◆ The contractor must pay all covered workers at least \$17.20 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 2024.
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:	<ul style="list-style-type: none">◆ Executive Order 13658 generally applies to the contract.◆ The contractor must pay all covered workers at least \$12.90 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours performing on that contract in 2024.

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

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

Modification Number	Publication Date
0	01/05/2024
1	03/29/2024
2	05/24/2024

3 06/07/2024
 4 06/14/2024
 5 06/21/2024

BRIC0001-001 06/01/2022

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

 CARP0808-003 06/01/2024

	Rates	Fringes
CARPENTER.....	\$ 34.08	17.91

 ELEC0449-008 06/01/2024

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

 * ENGI0302-013 06/01/2024

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

 IRON0732-005 06/01/2022

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

 LABO0155-014 06/01/2022

	Rates	Fringes
LABORER		
Common or General.....	\$ 34.25	13.80
Grade Checker.....	\$ 34.97	13.80
Mason Tender -		
Cement/Concrete.....	\$ 34.86	13.80

 ROOF0200-003 06/01/2023

	Rates	Fringes
ROOFER.....	\$ 26.45	19.00

 SHEE0103-013 06/01/2023

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

 * SUID2021-002 04/27/2023

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 22.21	3.80

OPERATOR:		
Backhoe/Excavator/Trackhoe.....	\$ 28.92	10.39
PAINTER.....	\$ 17.11 **	1.25
TRUCK DRIVER: Dump Truck.....	\$ 25.06	8.81

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

=====

** Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20) or 13658 (\$12.90). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

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

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

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than ""SU"" or ""UAVG"" denotes that the union classification and rate were prevailing for that classification in the survey. Example:

PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which 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. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the ""SU"" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of 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. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

State Adopted Rate Identifiers

Classifications listed under the ""SA"" identifier indicate that the prevailing wage rate set by a state (or local) government was 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. 01/03/2024 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:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour National Office because National Office has responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write 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 the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write 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 by 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

4.) All decisions by the Administrative Review Board are final.

=====
END OF GENERAL DECISION"

Superseded General Decision Number: ID20230100

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:	<ul style="list-style-type: none">◆ Executive Order 14026 generally applies to the contract.◆ The contractor must pay all covered workers at least \$17.20 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 2024.
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:	<ul style="list-style-type: none">◆ Executive Order 13658 generally applies to the contract.◆ The contractor must pay all covered workers at least \$12.90 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours performing on that contract in 2024.

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

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

Modification Number	Publication Date
0	01/05/2024
1	01/12/2024
2	05/17/2024

3 05/24/2024
 4 06/07/2024
 5 06/21/2024

CARP0808-003 06/01/2024

	Rates	Fringes
CARPENTER.....	\$ 34.08	17.91

ELEC0449-006 12/01/2023

	Rates	Fringes
ELECTRICIAN.....	\$ 36.97	17.28

* ENGI0302-013 06/01/2024

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

IRON0732-005 06/01/2022

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

LABO0155-012 06/01/2022

	Rates	Fringes
LABORER		
Grade Checker.....	\$ 34.97	13.80
Mason Tender -		
Cement/Concrete.....	\$ 34.86	13.80

ROOF0200-003 06/01/2023

	Rates	Fringes
ROOFER.....	\$ 26.45	19.00

SHEE0103-013 06/01/2023

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

* SUID2021-001 04/27/2023

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

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

8.81

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

=====
** Workers in this classification may be entitled to a higher
minimum wage under Executive Order 14026 (\$17.20) or 13658
(\$12.90). Please see the Note at the top of the wage
determination for more information. Please also note that the
minimum wage requirements of Executive Order 14026 are not
currently being enforced as to any contract or subcontract to
which the states of Texas, Louisiana, or Mississippi, including
their agencies, are a party.

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

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

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

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed
in dotted lines beginning with characters other than ""SU"" or
""UAVG"" denotes that the union classification and rate were
prevailing for that classification in the survey. Example:
PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of
the union which 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. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the ""SU"" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of 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. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

State Adopted Rate Identifiers

Classifications listed under the ""SA"" identifier indicate that the prevailing wage rate set by a state (or local) government was 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. 01/03/2024 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:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour National Office because National Office has responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write 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 the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write 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 by 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

4.) All decisions by the Administrative Review Board are final.

=====

END OF GENERAL DECISION"

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-5425 Revision No.: 26 Date Of Last Revision: 07/22/2024
Daniel W. Simms Director	Division of Wage Determinations

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 \$17.20 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 2024.
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 \$12.90 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 2024.

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

State: Colorado

Area: Colorado County of Weld

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.67
01012 - Accounting Clerk II		20.96
01013 - Accounting Clerk III		23.44
01020 - Administrative Assistant		28.23
01035 - Court Reporter		23.08
01041 - Customer Service Representative I		17.19***
01042 - Customer Service Representative II		18.76
01043 - Customer Service Representative III		21.05
01051 - Data Entry Operator I		18.72
01052 - Data Entry Operator II		20.44
01060 - Dispatcher, Motor Vehicle		24.44
01070 - Document Preparation Clerk		18.38
01090 - Duplicating Machine Operator		18.38
01111 - General Clerk I		18.55
01112 - General Clerk II		20.24
01113 - General Clerk III		22.74

01120 - Housing Referral Assistant	25.73
01141 - Messenger Courier	14.97***
01191 - Order Clerk I	18.08
01192 - Order Clerk II	19.73
01261 - Personnel Assistant (Employment) I	19.28
01262 - Personnel Assistant (Employment) II	21.56
01263 - Personnel Assistant (Employment) III	24.04
01270 - Production Control Clerk	27.88
01290 - Rental Clerk	20.60
01300 - Scheduler, Maintenance	20.63
01311 - Secretary I	20.63
01312 - Secretary II	23.08
01313 - Secretary III	25.73
01320 - Service Order Dispatcher	21.85
01410 - Supply Technician	28.23
01420 - Survey Worker	20.36
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	18.21
01532 - Travel Clerk II	19.31
01533 - Travel Clerk III	20.68
01611 - Word Processor I	18.38
01612 - Word Processor II	20.63
01613 - Word Processor III	23.08
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.19
05010 - Automotive Electrician	24.53
05040 - Automotive Glass Installer	22.97
05070 - Automotive Worker	22.97
05110 - Mobile Equipment Servicer	20.01
05130 - Motor Equipment Metal Mechanic	25.88
05160 - Motor Equipment Metal Worker	22.97
05190 - Motor Vehicle Mechanic	25.88
05220 - Motor Vehicle Mechanic Helper	19.21
05250 - Motor Vehicle Upholstery Worker	21.40
05280 - Motor Vehicle Wrecker	22.97
05310 - Painter, Automotive	24.37
05340 - Radiator Repair Specialist	22.97
05370 - Tire Repairer	17.69
05400 - Transmission Repair Specialist	25.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.42
07041 - Cook I	17.52
07042 - Cook II	20.12
07070 - Dishwasher	14.73***
07130 - Food Service Worker	16.92***
07210 - Meat Cutter	19.27
07260 - Waiter/Waitress	14.50***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.13
09040 - Furniture Handler	15.90***
09080 - Furniture Refinisher	21.13
09090 - Furniture Refinisher Helper	16.86***
09110 - Furniture Repairer, Minor	19.72
09130 - Upholsterer	21.13
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.04
11060 - Elevator Operator	17.39
11090 - Gardener	23.91
11122 - Housekeeping Aide	17.39
11150 - Janitor	17.39
11210 - Laborer, Grounds Maintenance	21.05
11240 - Maid or Houseman	16.31***
11260 - Pruner	20.10
11270 - Tractor Operator	22.96
11330 - Trail Maintenance Worker	21.05

11360 - Window Cleaner	18.21
12000 - Health Occupations	
12010 - Ambulance Driver	27.10
12011 - Breath Alcohol Technician	28.42
12012 - Certified Occupational Therapist Assistant	39.00
12015 - Certified Physical Therapist Assistant	30.00
12020 - Dental Assistant	22.45
12025 - Dental Hygienist	48.76
12030 - EKG Technician	43.08
12035 - Electroneurodiagnostic Technologist	43.08
12040 - Emergency Medical Technician	27.10
12071 - Licensed Practical Nurse I	25.41
12072 - Licensed Practical Nurse II	28.42
12073 - Licensed Practical Nurse III	31.70
12100 - Medical Assistant	21.86
12130 - Medical Laboratory Technician	29.03
12160 - Medical Record Clerk	23.06
12190 - Medical Record Technician	25.78
12195 - Medical Transcriptionist	25.41
12210 - Nuclear Medicine Technologist	62.47
12221 - Nursing Assistant I	14.18***
12222 - Nursing Assistant II	15.94***
12223 - Nursing Assistant III	17.39
12224 - Nursing Assistant IV	19.53
12235 - Optical Dispenser	25.00
12236 - Optical Technician	25.41
12250 - Pharmacy Technician	21.16
12280 - Phlebotomist	19.04
12305 - Radiologic Technologist	35.79
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)	35.22
12320 - Substance Abuse Treatment Counselor	25.05
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	17.08***
13054 - Library Information Technology Systems Administrator	28.30
13058 - Library Technician	19.76
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	19.06
13110 - Video Teleconference Technician	20.42
14000 - Information Technology Occupations	
14041 - Computer Operator I	26.08
14042 - Computer Operator II	29.17
14043 - Computer Operator III	32.52
14044 - Computer Operator IV	36.16
14045 - Computer Operator V	41.82

14071 - Computer Programmer I	(see 1)	24.31
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		26.08
14160 - Personal Computer Support Technician		36.16
14170 - System Support Specialist		45.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.58
15020 - Aircrew Training Devices Instructor (Rated)		43.06
15030 - Air Crew Training Devices Instructor (Pilot)		50.48
15050 - Computer Based Training Specialist / Instructor		35.58
15060 - Educational Technologist		37.72
15070 - Flight Instructor (Pilot)		50.48
15080 - Graphic Artist		25.96
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.48
15086 - Maintenance Test Pilot, Rotary Wing		50.48
15088 - Non-Maintenance Test/Co-Pilot		50.48
15090 - Technical Instructor		26.10
15095 - Technical Instructor/Course Developer		31.93
15110 - Test Proctor		21.07
15120 - Tutor		21.07
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		19.56
16030 - Counter Attendant		19.56
16040 - Dry Cleaner		22.36
16070 - Finisher, Flatwork, Machine		19.56
16090 - Presser, Hand		19.56
16110 - Presser, Machine, Drycleaning		19.56
16130 - Presser, Machine, Shirts		19.56
16160 - Presser, Machine, Wearing Apparel, Laundry		19.56
16190 - Sewing Machine Operator		23.43
16220 - Tailor		24.38
16250 - Washer, Machine		20.48
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.87
19040 - Tool And Die Maker		32.42
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.94
21030 - Material Coordinator		27.88
21040 - Material Expediter		27.88
21050 - Material Handling Laborer		18.91
21071 - Order Filler		17.47
21080 - Production Line Worker (Food Processing)		21.94
21110 - Shipping Packer		21.04
21130 - Shipping/Receiving Clerk		21.04
21140 - Store Worker I		20.08
21150 - Stock Clerk		23.08
21210 - Tools And Parts Attendant		21.94
21410 - Warehouse Specialist		21.94
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.38
23019 - Aircraft Logs and Records Technician		24.74
23021 - Aircraft Mechanic I		29.81
23022 - Aircraft Mechanic II		31.38
23023 - Aircraft Mechanic III		32.67
23040 - Aircraft Mechanic Helper		21.14
23050 - Aircraft, Painter		28.38
23060 - Aircraft Servicer		24.74
23070 - Aircraft Survival Flight Equipment Technician		28.38
23080 - Aircraft Worker		26.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		26.54

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	29.81
II	
23110 - Appliance Mechanic	26.87
23120 - Bicycle Repairer	21.91
23125 - Cable Splicer	41.40
23130 - Carpenter, Maintenance	24.70
23140 - Carpet Layer	25.16
23160 - Electrician, Maintenance	28.36
23181 - Electronics Technician Maintenance I	31.08
23182 - Electronics Technician Maintenance II	33.18
23183 - Electronics Technician Maintenance III	35.24
23260 - Fabric Worker	23.44
23290 - Fire Alarm System Mechanic	28.39
23310 - Fire Extinguisher Repairer	21.91
23311 - Fuel Distribution System Mechanic	28.97
23312 - Fuel Distribution System Operator	22.24
23370 - General Maintenance Worker	25.23
23380 - Ground Support Equipment Mechanic	29.81
23381 - Ground Support Equipment Servicer	24.74
23382 - Ground Support Equipment Worker	26.54
23391 - Gunsmith I	21.91
23392 - Gunsmith II	25.16
23393 - Gunsmith III	28.55
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.65
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.10
23430 - Heavy Equipment Mechanic	31.17
23440 - Heavy Equipment Operator	27.27
23460 - Instrument Mechanic	28.55
23465 - Laboratory/Shelter Mechanic	26.87
23470 - Laborer	18.91
23510 - Locksmith	26.87
23530 - Machinery Maintenance Mechanic	31.56
23550 - Machinist, Maintenance	25.32
23580 - Maintenance Trades Helper	19.53
23591 - Metrology Technician I	28.55
23592 - Metrology Technician II	30.04
23593 - Metrology Technician III	31.29
23640 - Millwright	28.55
23710 - Office Appliance Repairer	24.75
23760 - Painter, Maintenance	22.05
23790 - Pipefitter, Maintenance	28.73
23810 - Plumber, Maintenance	27.04
23820 - Pneudraulic Systems Mechanic	28.55
23850 - Rigger	28.55
23870 - Scale Mechanic	25.16
23890 - Sheet-Metal Worker, Maintenance	24.19
23910 - Small Engine Mechanic	26.93
23931 - Telecommunications Mechanic I	31.14
23932 - Telecommunications Mechanic II	32.77
23950 - Telephone Lineman	28.55
23960 - Welder, Combination, Maintenance	26.74
23965 - Well Driller	26.30
23970 - Woodcraft Worker	28.55
23980 - Woodworker	21.91
24000 - Personal Needs Occupations	
24550 - Case Manager	17.77
24570 - Child Care Attendant	16.76***
24580 - Child Care Center Clerk	20.90
24610 - Chore Aide	16.95***
24620 - Family Readiness And Support Services Coordinator	17.77
24630 - Homemaker	17.85

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.33
25040 - Sewage Plant Operator	29.49
25070 - Stationary Engineer	31.33
25190 - Ventilation Equipment Tender	23.09
25210 - Water Treatment Plant Operator	29.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.85
27007 - Baggage Inspector	17.67
27008 - Corrections Officer	32.03
27010 - Court Security Officer	32.03
27030 - Detection Dog Handler	21.32
27040 - Detention Officer	32.03
27070 - Firefighter	29.32
27101 - Guard I	17.67
27102 - Guard II	21.32
27131 - Police Officer I	37.05
27132 - Police Officer II	41.16
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.40
28042 - Carnival Equipment Repairer	18.12
28043 - Carnival Worker	15.23***
28210 - Gate Attendant/Gate Tender	18.90
28310 - Lifeguard	14.66***
28350 - Park Attendant (Aide)	21.13
28510 - Recreation Aide/Health Facility Attendant	15.42***
28515 - Recreation Specialist	26.19
28630 - Sports Official	16.82***
28690 - Swimming Pool Operator	20.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.14
29020 - Hatch Tender	31.14
29030 - Line Handler	31.14
29041 - Stevedore I	29.02
29042 - Stevedore II	33.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	50.26
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	34.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	38.17
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	29.78
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	25.39
30362 - Paralegal/Legal Assistant II	31.46
30363 - Paralegal/Legal Assistant III	38.48

30364 - Paralegal/Legal Assistant IV	46.56
30375 - Petroleum Supply Specialist	36.01
30390 - Photo-Optics Technician	29.34
30395 - Radiation Control Technician	36.01
30461 - Technical Writer I	29.74
30462 - Technical Writer II	36.38
30463 - Technical Writer III	44.01
30491 - Unexploded Ordnance (UXO) Technician I	31.95
30492 - Unexploded Ordnance (UXO) Technician II	38.65
30493 - Unexploded Ordnance (UXO) Technician III	46.33
30494 - Unexploded (UXO) Safety Escort	31.95
30495 - Unexploded (UXO) Sweep Personnel	31.95
30501 - Weather Forecaster I	32.91
30502 - Weather Forecaster II	39.67
30620 - Weather Observer, Combined Upper Air Or	(see 2) 26.75
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 29.72
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	38.65
31020 - Bus Aide	18.86
31030 - Bus Driver	22.91
31043 - Driver Courier	20.55
31260 - Parking and Lot Attendant	17.69
31290 - Shuttle Bus Driver	17.67
31310 - Taxi Driver	17.67
31361 - Truckdriver, Light	21.42
31362 - Truckdriver, Medium	22.91
31363 - Truckdriver, Heavy	26.94
31364 - Truckdriver, Tractor-Trailer	26.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.84
99030 - Cashier	15.48***
99050 - Desk Clerk	15.83***
99095 - Embalmer	31.95
99130 - Flight Follower	31.95
99251 - Laboratory Animal Caretaker I	18.32
99252 - Laboratory Animal Caretaker II	19.08
99260 - Marketing Analyst	36.62
99310 - Mortician	31.95
99410 - Pest Controller	24.27
99510 - Photofinishing Worker	16.79***
99710 - Recycling Laborer	29.17
99711 - Recycling Specialist	31.81
99730 - Refuse Collector	27.85
99810 - Sales Clerk	16.43***
99820 - School Crossing Guard	16.86***
99830 - Survey Party Chief	30.02
99831 - Surveying Aide	16.66***
99832 - Surveying Technician	27.30
99840 - Vending Machine Attendant	24.08
99841 - Vending Machine Repairer	28.80
99842 - Vending Machine Repairer Helper	24.08

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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))."

<p>"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p>
<p>Daniel W. Simms Director</p>	<p>Division of Wage Determinations</p>
<p>Wage Determination No.: 2015-5517 Revision No.: 23 Date Of Last Revision: 07/22/2024</p>	

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.

<p>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:</p>	<p>Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 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 2024.</p>
<p>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:</p>	<p>Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.</p>

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

State: Idaho

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.67***
01012 - Accounting Clerk II		18.71
01013 - Accounting Clerk III		20.93
01020 - Administrative Assistant		24.90
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		14.09***
01042 - Customer Service Representative II		15.37***
01043 - Customer Service Representative III		17.25
01051 - Data Entry Operator I		15.67***
01052 - Data Entry Operator II		17.10***
01060 - Dispatcher, Motor Vehicle		22.11
01070 - Document Preparation Clerk		15.34***
01090 - Duplicating Machine Operator		15.34***
01111 - General Clerk I		14.63***
01112 - General Clerk II		15.97***

01113 - General Clerk III	17.92
01120 - Housing Referral Assistant	21.48
01141 - Messenger Courier	12.50***
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	22.48
01290 - Rental Clerk	16.45***
01300 - Scheduler, Maintenance	17.22
01311 - Secretary I	17.22
01312 - Secretary II	19.26
01313 - Secretary III	21.48
01320 - Service Order Dispatcher	19.76
01410 - Supply Technician	24.90
01420 - Survey Worker	17.26
01460 - Switchboard Operator/Receptionist	16.15***
01531 - Travel Clerk I	15.18***
01532 - Travel Clerk II	15.92***
01533 - Travel Clerk III	17.28
01611 - Word Processor I	15.34***
01612 - Word Processor II	17.22
01613 - Word Processor III	19.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.79
05010 - Automotive Electrician	20.69
05040 - Automotive Glass Installer	19.48
05070 - Automotive Worker	19.48
05110 - Mobile Equipment Servicer	16.90***
05130 - Motor Equipment Metal Mechanic	22.06
05160 - Motor Equipment Metal Worker	19.48
05190 - Motor Vehicle Mechanic	22.06
05220 - Motor Vehicle Mechanic Helper	15.50***
05250 - Motor Vehicle Upholstery Worker	18.27
05280 - Motor Vehicle Wrecker	19.48
05310 - Painter, Automotive	20.69
05340 - Radiator Repair Specialist	19.82
05370 - Tire Repairer	17.56
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.83***
07041 - Cook I	14.05***
07042 - Cook II	16.19***
07070 - Dishwasher	11.64***
07130 - Food Service Worker	12.92***
07210 - Meat Cutter	17.65
07260 - Waiter/Waitress	10.97***
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	15.27***
11060 - Elevator Operator	15.27***
11090 - Gardener	24.12
11122 - Housekeeping Aide	15.53***
11150 - Janitor	15.53***
11210 - Laborer, Grounds Maintenance	18.09
11240 - Maid or Houseman	14.31***
11260 - Pruner	15.88***
11270 - Tractor Operator	22.12

11330 - Trail Maintenance Worker	18.09
11360 - Window Cleaner	17.69
12000 - Health Occupations	
12010 - Ambulance Driver	18.87
12011 - Breath Alcohol Technician	21.55
12012 - Certified Occupational Therapist Assistant	29.57
12015 - Certified Physical Therapist Assistant	29.06
12020 - Dental Assistant	18.19
12025 - Dental Hygienist	38.24
12030 - EKG Technician	32.66
12035 - Electroneurodiagnostic Technologist	32.66
12040 - Emergency Medical Technician	18.87
12071 - Licensed Practical Nurse I	19.26
12072 - Licensed Practical Nurse II	21.55
12073 - Licensed Practical Nurse III	24.03
12100 - Medical Assistant	18.44
12130 - Medical Laboratory Technician	25.75
12160 - Medical Record Clerk	18.37
12190 - Medical Record Technician	20.54
12195 - Medical Transcriptionist	18.92
12210 - Nuclear Medicine Technologist	47.36
12221 - Nursing Assistant I	12.79***
12222 - Nursing Assistant II	14.39***
12223 - Nursing Assistant III	15.70***
12224 - Nursing Assistant IV	17.62
12235 - Optical Dispenser	16.74***
12236 - Optical Technician	19.26
12250 - Pharmacy Technician	19.40
12280 - Phlebotomist	17.73
12305 - Radiologic Technologist	30.90
12311 - Registered Nurse I	26.15
12312 - Registered Nurse II	31.99
12313 - Registered Nurse II, Specialist	31.99
12314 - Registered Nurse III	38.70
12315 - Registered Nurse III, Anesthetist	38.70
12316 - Registered Nurse IV	46.39
12317 - Scheduler (Drug and Alcohol Testing)	26.70
12320 - Substance Abuse Treatment Counselor	28.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.23
13012 - Exhibits Specialist II	23.83
13013 - Exhibits Specialist III	29.15
13041 - Illustrator I	19.23
13042 - Illustrator II	23.83
13043 - Illustrator III	29.15
13047 - Librarian	26.39
13050 - Library Aide/Clerk	13.53***
13054 - Library Information Technology Systems Administrator	23.83
13058 - Library Technician	14.97***
13061 - Media Specialist I	17.19***
13062 - Media Specialist II	19.23
13063 - Media Specialist III	21.45
13071 - Photographer I	16.32***
13072 - Photographer II	19.23
13073 - Photographer III	22.73
13074 - Photographer IV	27.94
13075 - Photographer V	34.35
13090 - Technical Order Library Clerk	16.94***
13110 - Video Teleconference Technician	18.25
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.70
14042 - Computer Operator II	19.79
14043 - Computer Operator III	22.07
14044 - Computer Operator IV	24.53

14045 - Computer Operator V		27.16
14071 - Computer Programmer I	(see 1)	19.84
14072 - Computer Programmer II	(see 1)	24.57
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.70
14160 - Personal Computer Support Technician		24.81
14170 - System Support Specialist		27.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.06
15020 - Aircrew Training Devices Instructor (Rated)		37.59
15030 - Air Crew Training Devices Instructor (Pilot)		44.90
15050 - Computer Based Training Specialist / Instructor		31.06
15060 - Educational Technologist		29.19
15070 - Flight Instructor (Pilot)		44.90
15080 - Graphic Artist		20.89
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.90
15086 - Maintenance Test Pilot, Rotary Wing		44.90
15088 - Non-Maintenance Test/Co-Pilot		44.90
15090 - Technical Instructor		24.44
15095 - Technical Instructor/Course Developer		29.90
15110 - Test Proctor		19.69
15120 - Tutor		19.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.31***
16030 - Counter Attendant		11.31***
16040 - Dry Cleaner		13.50***
16070 - Finisher, Flatwork, Machine		11.31***
16090 - Presser, Hand		11.31***
16110 - Presser, Machine, Drycleaning		11.31***
16130 - Presser, Machine, Shirts		11.31***
16160 - Presser, Machine, Wearing Apparel, Laundry		11.31***
16190 - Sewing Machine Operator		14.24***
16220 - Tailor		15.03***
16250 - Washer, Machine		11.85***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.53
19040 - Tool And Die Maker		32.28
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.81
21030 - Material Coordinator		22.48
21040 - Material Expediter		22.48
21050 - Material Handling Laborer		17.33
21071 - Order Filler		15.68***
21080 - Production Line Worker (Food Processing)		20.81
21110 - Shipping Packer		18.31
21130 - Shipping/Receiving Clerk		18.31
21140 - Store Worker I		12.97***
21150 - Stock Clerk		18.99
21210 - Tools And Parts Attendant		20.81
21410 - Warehouse Specialist		20.81
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		34.82
23019 - Aircraft Logs and Records Technician		27.30
23021 - Aircraft Mechanic I		32.97
23022 - Aircraft Mechanic II		34.82
23023 - Aircraft Mechanic III		36.38
23040 - Aircraft Mechanic Helper		23.17
23050 - Aircraft, Painter		30.93
23060 - Aircraft Servicer		27.30
23070 - Aircraft Survival Flight Equipment Technician		30.93
23080 - Aircraft Worker		29.11

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.11
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.97
23110 - Appliance Mechanic	26.53
23120 - Bicycle Repairer	21.68
23125 - Cable Splicer	49.88
23130 - Carpenter, Maintenance	23.84
23140 - Carpet Layer	24.99
23160 - Electrician, Maintenance	26.27
23181 - Electronics Technician Maintenance I	32.99
23182 - Electronics Technician Maintenance II	35.04
23183 - Electronics Technician Maintenance III	37.36
23260 - Fabric Worker	23.43
23290 - Fire Alarm System Mechanic	28.29
23310 - Fire Extinguisher Repairer	21.68
23311 - Fuel Distribution System Mechanic	28.29
23312 - Fuel Distribution System Operator	21.68
23370 - General Maintenance Worker	22.15
23380 - Ground Support Equipment Mechanic	32.97
23381 - Ground Support Equipment Servicer	27.30
23382 - Ground Support Equipment Worker	29.11
23391 - Gunsmith I	21.68
23392 - Gunsmith II	24.99
23393 - Gunsmith III	28.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.07
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.30
23430 - Heavy Equipment Mechanic	27.16
23440 - Heavy Equipment Operator	25.59
23460 - Instrument Mechanic	28.29
23465 - Laboratory/Shelter Mechanic	26.53
23470 - Laborer	17.33
23510 - Locksmith	26.53
23530 - Machinery Maintenance Mechanic	28.88
23550 - Machinist, Maintenance	23.92
23580 - Maintenance Trades Helper	18.25
23591 - Metrology Technician I	28.29
23592 - Metrology Technician II	29.87
23593 - Metrology Technician III	31.21
23640 - Millwright	28.29
23710 - Office Appliance Repairer	26.53
23760 - Painter, Maintenance	22.19
23790 - Pipefitter, Maintenance	26.28
23810 - Plumber, Maintenance	24.65
23820 - Pneudraulic Systems Mechanic	28.29
23850 - Rigger	28.29
23870 - Scale Mechanic	24.99
23890 - Sheet-Metal Worker, Maintenance	28.29
23910 - Small Engine Mechanic	19.32
23931 - Telecommunications Mechanic I	29.26
23932 - Telecommunications Mechanic II	30.90
23950 - Telephone Lineman	22.50
23960 - Welder, Combination, Maintenance	21.86
23965 - Well Driller	28.29
23970 - Woodcraft Worker	28.29
23980 - Woodworker	21.68
24000 - Personal Needs Occupations	
24550 - Case Manager	19.25
24570 - Child Care Attendant	11.08***
24580 - Child Care Center Clerk	14.09***
24610 - Chore Aide	14.36***
24620 - Family Readiness And Support Services Coordinator	19.25

24630 - Homemaker	19.24
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	22.05
27007 - Baggage Inspector	16.54***
27008 - Corrections Officer	22.92
27010 - Court Security Officer	20.09
27030 - Detection Dog Handler	18.50
27040 - Detention Officer	22.92
27070 - Firefighter	20.88
27101 - Guard I	16.54***
27102 - Guard II	18.50
27131 - Police Officer I	24.49
27132 - Police Officer II	27.21
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	24.99
29020 - Hatch Tender	24.99
29030 - Line Handler	24.99
29041 - Stevedore I	23.43
29042 - Stevedore II	26.53
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.21
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.34
30021 - Archeological Technician I	18.37
30022 - Archeological Technician II	20.76
30023 - Archeological Technician III	25.45
30030 - Cartographic Technician	25.45
30040 - Civil Engineering Technician	25.45
30051 - Cryogenic Technician I	28.19
30052 - Cryogenic Technician II	31.14
30061 - Drafter/CAD Operator I	18.37
30062 - Drafter/CAD Operator II	20.76
30063 - Drafter/CAD Operator III	22.91
30064 - Drafter/CAD Operator IV	28.19
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	25.11
30095 - Evidence Control Specialist	25.45
30210 - Laboratory Technician	22.91
30221 - Latent Fingerprint Technician I	28.19
30222 - Latent Fingerprint Technician II	31.14
30240 - Mathematical Technician	25.45
30361 - Paralegal/Legal Assistant I	20.26
30362 - Paralegal/Legal Assistant II	25.10

30363 - Paralegal/Legal Assistant III	30.71
30364 - Paralegal/Legal Assistant IV	37.15
30375 - Petroleum Supply Specialist	31.14
30390 - Photo-Optics Technician	25.45
30395 - Radiation Control Technician	31.14
30461 - Technical Writer I	25.45
30462 - Technical Writer II	31.14
30463 - Technical Writer III	37.67
30491 - Unexploded Ordnance (UXO) Technician I	28.73
30492 - Unexploded Ordnance (UXO) Technician II	34.76
30493 - Unexploded Ordnance (UXO) Technician III	41.67
30494 - Unexploded (UXO) Safety Escort	28.73
30495 - Unexploded (UXO) Sweep Personnel	28.73
30501 - Weather Forecaster I	28.19
30502 - Weather Forecaster II	34.29
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.91
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.45
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.76
31020 - Bus Aide	14.49***
31030 - Bus Driver	20.67
31043 - Driver Courier	16.54***
31260 - Parking and Lot Attendant	12.71***
31290 - Shuttle Bus Driver	18.00
31310 - Taxi Driver	13.23***
31361 - Truckdriver, Light	18.03
31362 - Truckdriver, Medium	19.48
31363 - Truckdriver, Heavy	23.17
31364 - Truckdriver, Tractor-Trailer	23.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.95***
99030 - Cashier	13.33***
99050 - Desk Clerk	13.77***
99095 - Embalmer	28.73
99130 - Flight Follower	28.73
99251 - Laboratory Animal Caretaker I	20.81
99252 - Laboratory Animal Caretaker II	22.69
99260 - Marketing Analyst	29.20
99310 - Mortician	28.73
99410 - Pest Controller	23.40
99510 - Photofinishing Worker	15.10***
99710 - Recycling Laborer	23.86
99711 - Recycling Specialist	29.15
99730 - Refuse Collector	20.93
99810 - Sales Clerk	14.37***
99820 - School Crossing Guard	14.94***
99830 - Survey Party Chief	25.37
99831 - Surveying Aide	17.21
99832 - Surveying Technician	23.07
99840 - Vending Machine Attendant	20.81
99841 - Vending Machine Repairer	26.15
99842 - Vending Machine Repairer Helper	20.81

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month*

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

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

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

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

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

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

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

specifications;

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations
Wage Determination No.: 2015-5507 Revision No.: 23 Date Of Last Revision: 07/22/2024	

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 \$17.20 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 2024.
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 \$12.90 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 2024.

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		16.52***
01012 - Accounting Clerk II		18.54
01013 - Accounting Clerk III		20.76
01020 - Administrative Assistant		25.77
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		14.16***
01042 - Customer Service Representative II		15.44***
01043 - Customer Service Representative III		17.34
01051 - Data Entry Operator I		14.87***
01052 - Data Entry Operator II		16.23***
01060 - Dispatcher, Motor Vehicle		22.94
01070 - Document Preparation Clerk		15.86***
01090 - Duplicating Machine Operator		15.86***
01111 - General Clerk I		14.66***
01112 - General Clerk II		16.00***
01113 - General Clerk III		17.95

01120 - Housing Referral Assistant	21.77
01141 - Messenger Courier	12.94***
01191 - Order Clerk I	16.24***
01192 - Order Clerk II	17.72
01261 - Personnel Assistant (Employment) I	17.28
01262 - Personnel Assistant (Employment) II	19.40
01263 - Personnel Assistant (Employment) III	21.64
01270 - Production Control Clerk	31.45
01290 - Rental Clerk	16.33***
01300 - Scheduler, Maintenance	17.46
01311 - Secretary I	17.46
01312 - Secretary II	19.53
01313 - Secretary III	21.77
01320 - Service Order Dispatcher	20.51
01410 - Supply Technician	25.77
01420 - Survey Worker	17.73
01460 - Switchboard Operator/Receptionist	14.85***
01531 - Travel Clerk I	15.18***
01532 - Travel Clerk II	15.92***
01533 - Travel Clerk III	17.28
01611 - Word Processor I	15.76***
01612 - Word Processor II	17.28
01613 - Word Processor III	19.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.25
05010 - Automotive Electrician	21.13
05040 - Automotive Glass Installer	19.89
05070 - Automotive Worker	19.89
05110 - Mobile Equipment Servicer	17.26
05130 - Motor Equipment Metal Mechanic	22.52
05160 - Motor Equipment Metal Worker	19.89
05190 - Motor Vehicle Mechanic	22.52
05220 - Motor Vehicle Mechanic Helper	15.83***
05250 - Motor Vehicle Upholstery Worker	18.65
05280 - Motor Vehicle Wrecker	19.89
05310 - Painter, Automotive	21.13
05340 - Radiator Repair Specialist	19.89
05370 - Tire Repairer	17.56
05400 - Transmission Repair Specialist	22.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.41***
07041 - Cook I	13.94***
07042 - Cook II	16.07***
07070 - Dishwasher	11.90***
07130 - Food Service Worker	13.65***
07210 - Meat Cutter	18.19
07260 - Waiter/Waitress	11.58***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.91
09040 - Furniture Handler	14.63***
09080 - Furniture Refinisher	21.77
09090 - Furniture Refinisher Helper	16.85***
09110 - Furniture Repairer, Minor	19.58
09130 - Upholsterer	21.77
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.52***
11060 - Elevator Operator	14.80***
11090 - Gardener	22.65
11122 - Housekeeping Aide	14.80***
11150 - Janitor	14.80***
11210 - Laborer, Grounds Maintenance	17.00***
11240 - Maid or Houseman	13.76***
11260 - Pruner	14.92***
11270 - Tractor Operator	20.77
11330 - Trail Maintenance Worker	17.00***

11360 - Window Cleaner	16.86***
12000 - Health Occupations	
12010 - Ambulance Driver	21.12
12011 - Breath Alcohol Technician	21.12
12012 - Certified Occupational Therapist Assistant	28.98
12015 - Certified Physical Therapist Assistant	30.04
12020 - Dental Assistant	19.99
12025 - Dental Hygienist	46.13
12030 - EKG Technician	32.00
12035 - Electroneurodiagnostic Technologist	32.00
12040 - Emergency Medical Technician	21.12
12071 - Licensed Practical Nurse I	18.88
12072 - Licensed Practical Nurse II	21.12
12073 - Licensed Practical Nurse III	23.54
12100 - Medical Assistant	18.15
12130 - Medical Laboratory Technician	21.21
12160 - Medical Record Clerk	17.90
12190 - Medical Record Technician	20.02
12195 - Medical Transcriptionist	18.88
12210 - Nuclear Medicine Technologist	46.41
12221 - Nursing Assistant I	13.45***
12222 - Nursing Assistant II	15.14***
12223 - Nursing Assistant III	16.52***
12224 - Nursing Assistant IV	18.54
12235 - Optical Dispenser	17.28
12236 - Optical Technician	18.88
12250 - Pharmacy Technician	19.42
12280 - Phlebotomist	19.25
12305 - Radiologic Technologist	33.73
12311 - Registered Nurse I	28.07
12312 - Registered Nurse II	34.34
12313 - Registered Nurse II, Specialist	34.34
12314 - Registered Nurse III	41.54
12315 - Registered Nurse III, Anesthetist	41.54
12316 - Registered Nurse IV	49.79
12317 - Scheduler (Drug and Alcohol Testing)	26.17
12320 - Substance Abuse Treatment Counselor	28.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.36***
13012 - Exhibits Specialist II	20.27
13013 - Exhibits Specialist III	24.80
13041 - Illustrator I	16.36***
13042 - Illustrator II	20.27
13043 - Illustrator III	24.80
13047 - Librarian	22.59
13050 - Library Aide/Clerk	13.53***
13054 - Library Information Technology Systems Administrator	20.57
13058 - Library Technician	14.49***
13061 - Media Specialist I	14.72***
13062 - Media Specialist II	16.48***
13063 - Media Specialist III	18.36
13071 - Photographer I	14.72***
13072 - Photographer II	18.44
13073 - Photographer III	20.66
13074 - Photographer IV	25.40
13075 - Photographer V	31.23
13090 - Technical Order Library Clerk	15.49***
13110 - Video Teleconference Technician	20.69
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.09
14042 - Computer Operator II	21.34
14043 - Computer Operator III	23.79
14044 - Computer Operator IV	26.44
14045 - Computer Operator V	29.28

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		19.09
14160 - Personal Computer Support Technician		26.44
14170 - System Support Specialist		29.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.71
15020 - Aircrew Training Devices Instructor (Rated)		44.41
15030 - Air Crew Training Devices Instructor (Pilot)		48.85
15050 - Computer Based Training Specialist / Instructor		36.71
15060 - Educational Technologist		27.60
15070 - Flight Instructor (Pilot)		48.85
15080 - Graphic Artist		25.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		56.87
15086 - Maintenance Test Pilot, Rotary Wing		56.87
15088 - Non-Maintenance Test/Co-Pilot		56.87
15090 - Technical Instructor		30.50
15095 - Technical Instructor/Course Developer		37.31
15110 - Test Proctor		24.61
15120 - Tutor		24.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.31***
16030 - Counter Attendant		11.31***
16040 - Dry Cleaner		13.50***
16070 - Finisher, Flatwork, Machine		11.31***
16090 - Presser, Hand		11.31***
16110 - Presser, Machine, Drycleaning		11.31***
16130 - Presser, Machine, Shirts		11.31***
16160 - Presser, Machine, Wearing Apparel, Laundry		11.31***
16190 - Sewing Machine Operator		14.24***
16220 - Tailor		15.03***
16250 - Washer, Machine		11.85***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.49
19040 - Tool And Die Maker		31.01
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.48
21030 - Material Coordinator		31.45
21040 - Material Expediter		31.45
21050 - Material Handling Laborer		16.52***
21071 - Order Filler		15.84***
21080 - Production Line Worker (Food Processing)		17.48
21110 - Shipping Packer		15.73***
21130 - Shipping/Receiving Clerk		15.73***
21140 - Store Worker I		12.97***
21150 - Stock Clerk		18.99
21210 - Tools And Parts Attendant		17.48
21410 - Warehouse Specialist		17.48
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.70
23019 - Aircraft Logs and Records Technician		22.51
23021 - Aircraft Mechanic I		27.18
23022 - Aircraft Mechanic II		28.70
23023 - Aircraft Mechanic III		29.98
23040 - Aircraft Mechanic Helper		19.10
23050 - Aircraft, Painter		25.49
23060 - Aircraft Servicer		22.51
23070 - Aircraft Survival Flight Equipment Technician		25.49
23080 - Aircraft Worker		24.01
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		24.01

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	27.18
II		
23110	- Appliance Mechanic	25.49
23120	- Bicycle Repairer	17.15***
23125	- Cable Splicer	49.07
23130	- Carpenter, Maintenance	22.07
23140	- Carpet Layer	24.01
23160	- Electrician, Maintenance	26.05
23181	- Electronics Technician Maintenance I	24.01
23182	- Electronics Technician Maintenance II	25.49
23183	- Electronics Technician Maintenance III	27.18
23260	- Fabric Worker	22.51
23290	- Fire Alarm System Mechanic	25.00
23310	- Fire Extinguisher Repairer	20.83
23311	- Fuel Distribution System Mechanic	27.18
23312	- Fuel Distribution System Operator	20.83
23370	- General Maintenance Worker	19.27
23380	- Ground Support Equipment Mechanic	27.18
23381	- Ground Support Equipment Servicer	22.51
23382	- Ground Support Equipment Worker	24.01
23391	- Gunsmith I	20.83
23392	- Gunsmith II	24.01
23393	- Gunsmith III	27.18
23410	- Heating, Ventilation And Air-Conditioning Mechanic	22.72
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.99
23430	- Heavy Equipment Mechanic	28.34
23440	- Heavy Equipment Operator	26.17
23460	- Instrument Mechanic	27.18
23465	- Laboratory/Shelter Mechanic	25.49
23470	- Laborer	16.52***
23510	- Locksmith	25.49
23530	- Machinery Maintenance Mechanic	28.24
23550	- Machinist, Maintenance	26.95
23580	- Maintenance Trades Helper	17.29
23591	- Metrology Technician I	27.18
23592	- Metrology Technician II	28.70
23593	- Metrology Technician III	29.98
23640	- Millwright	27.18
23710	- Office Appliance Repairer	25.49
23760	- Painter, Maintenance	19.50
23790	- Pipefitter, Maintenance	30.78
23810	- Plumber, Maintenance	28.87
23820	- Pneudraulic Systems Mechanic	27.18
23850	- Rigger	27.18
23870	- Scale Mechanic	24.01
23890	- Sheet-Metal Worker, Maintenance	27.18
23910	- Small Engine Mechanic	19.70
23931	- Telecommunications Mechanic I	30.70
23932	- Telecommunications Mechanic II	32.62
23950	- Telephone Lineman	24.68
23960	- Welder, Combination, Maintenance	22.34
23965	- Well Driller	27.18
23970	- Woodcraft Worker	27.18
23980	- Woodworker	20.83
24000	- Personal Needs Occupations	
24550	- Case Manager	21.50
24570	- Child Care Attendant	12.74***
24580	- Child Care Center Clerk	15.88***
24610	- Chore Aide	13.13***
24620	- Family Readiness And Support Services Coordinator	21.50
24630	- Homemaker	21.50

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.15
25040 - Sewage Plant Operator	25.31
25070 - Stationary Engineer	27.15
25190 - Ventilation Equipment Tender	19.99
25210 - Water Treatment Plant Operator	25.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.13
27007 - Baggage Inspector	23.39
27008 - Corrections Officer	23.07
27010 - Court Security Officer	23.55
27030 - Detection Dog Handler	27.98
27040 - Detention Officer	23.07
27070 - Firefighter	22.98
27101 - Guard I	23.39
27102 - Guard II	27.98
27131 - Police Officer I	28.53
27132 - Police Officer II	31.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.12***
28042 - Carnival Equipment Repairer	17.57
28043 - Carnival Worker	11.57***
28210 - Gate Attendant/Gate Tender	18.81
28310 - Lifeguard	15.68***
28350 - Park Attendant (Aide)	20.45
28510 - Recreation Aide/Health Facility Attendant	15.36***
28515 - Recreation Specialist	24.41
28630 - Sports Official	16.75***
28690 - Swimming Pool Operator	20.25
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.01
29020 - Hatch Tender	24.01
29030 - Line Handler	24.01
29041 - Stevedore I	22.51
29042 - Stevedore II	25.49
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.21
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.34
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	29.47
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	17.70
30082 - Engineering Technician II	19.86
30083 - Engineering Technician III	22.21
30084 - Engineering Technician IV	27.52
30085 - Engineering Technician V	33.67
30086 - Engineering Technician VI	40.73
30090 - Environmental Technician	29.71
30095 - Evidence Control Specialist	27.24
30210 - Laboratory Technician	27.90
30221 - Latent Fingerprint Technician I	30.16
30222 - Latent Fingerprint Technician II	33.30
30240 - Mathematical Technician	27.24
30361 - Paralegal/Legal Assistant I	21.03
30362 - Paralegal/Legal Assistant II	26.05
30363 - Paralegal/Legal Assistant III	31.87

30364 - Paralegal/Legal Assistant IV	38.54
30375 - Petroleum Supply Specialist	33.30
30390 - Photo-Optics Technician	27.24
30395 - Radiation Control Technician	33.30
30461 - Technical Writer I	30.66
30462 - Technical Writer II	37.29
30463 - Technical Writer III	44.61
30491 - Unexploded Ordnance (UXO) Technician I	28.73
30492 - Unexploded Ordnance (UXO) Technician II	34.76
30493 - Unexploded Ordnance (UXO) Technician III	41.67
30494 - Unexploded (UXO) Safety Escort	28.73
30495 - Unexploded (UXO) Sweep Personnel	28.73
30501 - Weather Forecaster I	30.16
30502 - Weather Forecaster II	36.68
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.50
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.24
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.76
31020 - Bus Aide	14.33***
31030 - Bus Driver	20.64
31043 - Driver Courier	17.52
31260 - Parking and Lot Attendant	12.58***
31290 - Shuttle Bus Driver	18.63
31310 - Taxi Driver	14.33***
31361 - Truckdriver, Light	19.10
31362 - Truckdriver, Medium	20.64
31363 - Truckdriver, Heavy	25.39
31364 - Truckdriver, Tractor-Trailer	25.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.95***
99030 - Cashier	13.40***
99050 - Desk Clerk	13.31***
99095 - Embalmer	28.73
99130 - Flight Follower	28.73
99251 - Laboratory Animal Caretaker I	20.81
99252 - Laboratory Animal Caretaker II	22.69
99260 - Marketing Analyst	28.34
99310 - Mortician	28.73
99410 - Pest Controller	24.52
99510 - Photofinishing Worker	15.10***
99710 - Recycling Laborer	23.38
99711 - Recycling Specialist	28.19
99730 - Refuse Collector	20.67
99810 - Sales Clerk	14.52***
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	20.81
99841 - Vending Machine Repairer	26.15
99842 - Vending Machine Repairer Helper	20.81

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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))."