

M10 - Colorado Wage Determination - Updated.txt
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REGISTER OF WAGE DETERMINATIONS UNDER
 THE SERVICE CONTRACT ACT
 By direction of the Secretary of Labor

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

Daniel W. Simms Division of
 Director Wage Determinations

Wage Determination No.: 2015-5425
 Revision No.: 6
 Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 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 calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO 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		14.92
01012 - Accounting Clerk II		16.76
01013 - Accounting Clerk III		18.75
01020 - Administrative Assistant		26.31
01035 - Court Reporter		19.59
01041 - Customer Service Representative I		11.86
01042 - Customer Service Representative II		13.33
01043 - Customer Service Representative III		14.54
01051 - Data Entry Operator I		14.06
01052 - Data Entry Operator II		15.35
01060 - Dispatcher, Motor Vehicle		19.43
01070 - Document Preparation Clerk		14.55
01090 - Duplicating Machine Operator		14.55
01111 - General Clerk I		13.93
01112 - General Clerk II		15.19
01113 - General Clerk III		17.06
01120 - Housing Referral Assistant		21.75
01141 - Messenger Courier		13.02
01191 - Order Clerk I		15.09
01192 - Order Clerk II		16.46
01261 - Personnel Assistant (Employment) I		16.67
01262 - Personnel Assistant (Employment) II		18.65
01263 - Personnel Assistant (Employment) III		20.79
01270 - Production Control Clerk		22.33
01290 - Rental Clerk		15.53
01300 - Scheduler, Maintenance		17.15
01311 - Secretary I		17.15
01312 - Secretary II		19.19
01313 - Secretary III		21.75
01320 - Service Order Dispatcher		16.71
01410 - Supply Technician		26.31
01420 - Survey Worker		17.77

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01460 - Switchboard Operator/Receptionist	14.27
01531 - Travel Clerk I	13.55
01532 - Travel Clerk II	14.20
01533 - Travel Clerk III	15.19
01611 - Word Processor I	14.15
01612 - Word Processor II	17.15
01613 - Word Processor III	19.19
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.19
05010 - Automotive Electrician	20.43
05040 - Automotive Glass Installer	19.36
05070 - Automotive Worker	19.36
05110 - Mobile Equipment Servicer	17.61
05130 - Motor Equipment Metal Mechanic	20.82
05160 - Motor Equipment Metal Worker	19.36
05190 - Motor Vehicle Mechanic	20.82
05220 - Motor Vehicle Mechanic Helper	16.41
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	19.36
05310 - Painter, Automotive	19.69
05340 - Radiator Repair Specialist	19.36
05370 - Tire Repairer	16.48
05400 - Transmission Repair Specialist	20.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.52
07041 - Cook I	13.06
07042 - Cook II	15.10
07070 - Dishwasher	9.69
07130 - Food Service Worker	10.90
07210 - Meat Cutter	15.13
07260 - Waiter/Waitress	10.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.06
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	19.06
09090 - Furniture Refinisher Helper	15.90
09110 - Furniture Repairer, Minor	18.10
09130 - Upholsterer	19.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.58
11060 - Elevator Operator	12.01
11090 - Gardener	18.19
11122 - Housekeeping Aide	12.46
11150 - Janitor	12.01
11210 - Laborer, Grounds Maintenance	14.67
11240 - Maid or Houseman	10.50
11260 - Pruner	13.16
11270 - Tractor Operator	17.30
11330 - Trail Maintenance Worker	14.67
11360 - Window Cleaner	13.37
12000 - Health Occupations	
12010 - Ambulance Driver	20.66
12011 - Breath Alcohol Technician	20.66
12012 - Certified Occupational Therapist Assistant	23.57
12015 - Certified Physical Therapist Assistant	22.69
12020 - Dental Assistant	18.55
12025 - Dental Hygienist	39.71
12030 - EKG Technician	29.11
12035 - Electroneurodiagnostic Technologist	29.11
12040 - Emergency Medical Technician	20.66
12071 - Licensed Practical Nurse I	18.46
12072 - Licensed Practical Nurse II	20.66
12073 - Licensed Practical Nurse III	23.03

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12100 - Medical Assistant	15.94
12130 - Medical Laboratory Technician	18.46
12160 - Medical Record Clerk	17.73
12190 - Medical Record Technician	19.84
12195 - Medical Transcriptionist	18.73
12210 - Nuclear Medicine Technologist	44.33
12221 - Nursing Assistant I	11.78
12222 - Nursing Assistant II	13.25
12223 - Nursing Assistant III	14.46
12224 - Nursing Assistant IV	16.23
12235 - Optical Dispenser	20.66
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	15.81
12280 - Phlebotomist	17.25
12305 - Radiologic Technologist	29.54
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)	27.05
12320 - Substance Abuse Treatment Counselor	25.05
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.81
13012 - Exhibits Specialist II	24.54
13013 - Exhibits Specialist III	30.02
13041 - Illustrator I	20.05
13042 - Illustrator II	24.79
13043 - Illustrator III	30.02
13047 - Librarian	28.29
13050 - Library Aide/Clerk	15.88
13054 - Library Information Technology Systems Administrator	25.55
13058 - Library Technician	17.64
13061 - Media Specialist I	18.43
13062 - Media Specialist II	20.62
13063 - Media Specialist III	22.99
13071 - Photographer I	17.71
13072 - Photographer II	19.81
13073 - Photographer III	24.54
13074 - Photographer IV	30.02
13075 - Photographer V	36.31
13090 - Technical Order Library Clerk	17.33
13110 - Video Teleconference Technician	18.26
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.81
14042 - Computer Operator II	19.93
14043 - Computer Operator III	22.21
14044 - Computer Operator IV	24.69
14045 - Computer Operator V	28.56
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	17.81
14160 - Personal Computer Support Technician	24.69
14170 - System Support Specialist	26.17
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.58

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15020 - Aircrew Training Devices Instructor (Rated)	43.06
15030 - Air Crew Training Devices Instructor (Pilot)	49.15
15050 - Computer Based Training Specialist / Instructor	35.58
15060 - Educational Technologist	34.29
15070 - Flight Instructor (Pilot)	49.15
15080 - Graphic Artist	21.93
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	43.00
15086 - Maintenance Test Pilot, Rotary Wing	43.00
15088 - Non-Maintenance Test/Co-Pilot	43.00
15090 - Technical Instructor	21.99
15095 - Technical Instructor/Course Developer	26.89
15110 - Test Proctor	17.74
15120 - Tutor	17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.17
16030 - Counter Attendant	10.17
16040 - Dry Cleaner	13.15
16070 - Finisher, Flatwork, Machine	10.17
16090 - Presser, Hand	10.17
16110 - Presser, Machine, Drycleaning	10.17
16130 - Presser, Machine, Shirts	10.17
16160 - Presser, Machine, Wearing Apparel, Laundry	10.17
16190 - Sewing Machine Operator	14.04
16220 - Tailor	14.92
16250 - Washer, Machine	11.31
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.15
19040 - Tool And Die Maker	23.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.73
21030 - Material Coordinator	22.33
21040 - Material Expediter	22.33
21050 - Material Handling Laborer	17.36
21071 - Order Filler	13.89
21080 - Production Line Worker (Food Processing)	16.73
21110 - Shipping Packer	16.64
21130 - Shipping/Receiving Clerk	16.64
21140 - Store Worker I	12.22
21150 - Stock Clerk	16.94
21210 - Tools And Parts Attendant	16.73
21410 - Warehouse Specialist	16.73
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.53
23019 - Aircraft Logs and Records Technician	22.49
23021 - Aircraft Mechanic I	27.10
23022 - Aircraft Mechanic II	28.53
23023 - Aircraft Mechanic III	29.70
23040 - Aircraft Mechanic Helper	19.22
23050 - Aircraft, Painter	25.80
23060 - Aircraft Servicer	22.49
23070 - Aircraft Survival Flight Equipment Technician	25.80
23080 - Aircraft Worker	24.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.10
23110 - Appliance Mechanic	22.34
23120 - Bicycle Repairer	17.88
23125 - Cable Splicer	31.35
23130 - Carpenter, Maintenance	19.40
23140 - Carpet Layer	20.67
23160 - Electrician, Maintenance	24.90
23181 - Electronics Technician Maintenance I	23.95

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23182	- Electronics Technician Maintenance II	25.59
23183	- Electronics Technician Maintenance III	27.19
23260	- Fabric Worker	20.52
23290	- Fire Alarm System Mechanic	23.46
23310	- Fire Extinguisher Repairer	18.97
23311	- Fuel Distribution System Mechanic	24.20
23312	- Fuel Distribution System Operator	18.97
23370	- General Maintenance Worker	19.32
23380	- Ground Support Equipment Mechanic	27.10
23381	- Ground Support Equipment Servicer	22.49
23382	- Ground Support Equipment Worker	24.13
23391	- Gunsmith I	18.43
23392	- Gunsmith II	21.32
23393	- Gunsmith III	24.20
23410	- Heating, Ventilation And Air-Conditioning Mechanic	25.00
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.31
23430	- Heavy Equipment Mechanic	24.14
23440	- Heavy Equipment Operator	22.31
23460	- Instrument Mechanic	28.48
23465	- Laboratory/Shelter Mechanic	22.78
23470	- Laborer	14.54
23510	- Locksmith	22.78
23530	- Machinery Maintenance Mechanic	28.12
23550	- Machinist, Maintenance	22.56
23580	- Maintenance Trades Helper	15.76
23591	- Metrology Technician I	28.48
23592	- Metrology Technician II	29.97
23593	- Metrology Technician III	31.21
23640	- Millwright	24.20
23710	- Office Appliance Repairer	21.44
23760	- Painter, Maintenance	17.84
23790	- Pipefitter, Maintenance	24.59
23810	- Plumber, Maintenance	22.71
23820	- Pneudraulic Systems Mechanic	24.20
23850	- Rigger	24.20
23870	- Scale Mechanic	21.32
23890	- Sheet-Metal Worker, Maintenance	19.85
23910	- Small Engine Mechanic	20.67
23931	- Telecommunications Mechanic I	31.14
23932	- Telecommunications Mechanic II	32.77
23950	- Telephone Lineman	25.67
23960	- Welder, Combination, Maintenance	21.77
23965	- Well Driller	23.46
23970	- Woodcraft Worker	24.20
23980	- Woodworker	18.43
24000	- Personal Needs Occupations	
24550	- Case Manager	15.93
24570	- Child Care Attendant	10.69
24580	- Child Care Center Clerk	14.17
24610	- Chore Aide	11.10
24620	- Family Readiness And Support Services Coordinator	15.93
24630	- Homemaker	16.29
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	24.70
25040	- Sewage Plant Operator	25.07
25070	- Stationary Engineer	24.70
25190	- Ventilation Equipment Tender	17.33
25210	- Water Treatment Plant Operator	25.07
27000	- Protective Service Occupations	
27004	- Alarm Monitor	22.14

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27007 - Baggage Inspector	13.19
27008 - Corrections Officer	23.36
27010 - Court Security Officer	27.27
27030 - Detection Dog Handler	21.32
27040 - Detention Officer	24.05
27070 - Firefighter	29.32
27101 - Guard I	13.19
27102 - Guard II	21.32
27131 - Police Officer I	29.14
27132 - Police Officer II	32.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.08
28042 - Carnival Equipment Repairer	14.10
28043 - Carnival Worker	10.23
28210 - Gate Attendant/Gate Tender	16.65
28310 - Lifeguard	12.90
28350 - Park Attendant (Aide)	18.43
28510 - Recreation Aide/Health Facility Attendant	13.60
28515 - Recreation Specialist	19.70
28630 - Sports Official	14.84
28690 - Swimming Pool Operator	17.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.50
29020 - Hatch Tender	23.50
29030 - Line Handler	23.50
29041 - Stevedore I	21.91
29042 - Stevedore II	25.48
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.65
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.87
30021 - Archeological Technician I	19.40
30022 - Archeological Technician II	21.70
30023 - Archeological Technician III	26.89
30030 - Cartographic Technician	26.41
30040 - Civil Engineering Technician	25.54
30051 - Cryogenic Technician I	27.60
30052 - Cryogenic Technician II	30.48
30061 - Drafter/CAD Operator I	18.45
30062 - Drafter/CAD Operator II	20.65
30063 - Drafter/CAD Operator III	23.84
30064 - Drafter/CAD Operator IV	31.50
30081 - Engineering Technician I	18.44
30082 - Engineering Technician II	20.69
30083 - Engineering Technician III	23.15
30084 - Engineering Technician IV	28.69
30085 - Engineering Technician V	35.09
30086 - Engineering Technician VI	42.45
30090 - Environmental Technician	26.09
30095 - Evidence Control Specialist	23.52
30210 - Laboratory Technician	21.99
30221 - Latent Fingerprint Technician I	27.60
30222 - Latent Fingerprint Technician II	28.77
30240 - Mathematical Technician	26.62
30361 - Paralegal/Legal Assistant I	19.46
30362 - Paralegal/Legal Assistant II	24.11
30363 - Paralegal/Legal Assistant III	29.49
30364 - Paralegal/Legal Assistant IV	35.68
30375 - Petroleum Supply Specialist	28.77
30390 - Photo-Optics Technician	26.62
30395 - Radiation Control Technician	28.77
30461 - Technical Writer I	26.26
30462 - Technical Writer II	32.12

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30463 - Technical Writer III	38.86
30491 - Unexploded Ordnance (UXO) Technician I	25.83
30492 - Unexploded Ordnance (UXO) Technician II	31.25
30493 - Unexploded Ordnance (UXO) Technician III	37.46
30494 - Unexploded (UXO) Safety Escort	25.83
30495 - Unexploded (UXO) Sweep Personnel	25.83
30501 - Weather Forecaster I	27.60
30502 - Weather Forecaster II	31.69
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.84
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.41
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.25
31020 - Bus Aide	13.78
31030 - Bus Driver	19.23
31043 - Driver Courier	15.09
31260 - Parking and Lot Attendant	11.04
31290 - Shuttle Bus Driver	16.39
31310 - Taxi Driver	15.60
31361 - Truckdriver, Light	16.39
31362 - Truckdriver, Medium	19.65
31363 - Truckdriver, Heavy	21.62
31364 - Truckdriver, Tractor-Trailer	21.62
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.24
99030 - Cashier	10.78
99050 - Desk Clerk	10.42
99095 - Embalmer	25.83
99130 - Flight Follower	25.83
99251 - Laboratory Animal Caretaker I	12.01
99252 - Laboratory Animal Caretaker II	13.00
99260 - Marketing Analyst	31.44
99310 - Mortician	25.83
99410 - Pest Controller	21.66
99510 - Photofinishing Worker	13.57
99710 - Recycling Laborer	22.50
99711 - Recycling Specialist	27.13
99730 - Refuse Collector	20.21
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	26.15
99831 - Surveying Aide	14.51
99832 - Surveying Technician	23.77
99840 - Vending Machine Attendant	17.40
99841 - Vending Machine Repairer	20.64
99842 - Vending Machine Repairer Helper	17.40

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

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under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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

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

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

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

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

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

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

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

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

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

M10 - Idaho Wage Determination - Updated.txt
 WD 15-5507 (Rev.-3) was first posted on www.wdol.gov on 08/08/2017

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

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

Daniel W. Simms Division of
 Director Wage Determinations

Wage Determination No.: 2015-5507
 Revision No.: 3
 Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 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 calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO 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		13.11
01012 - Accounting Clerk II		14.72
01013 - Accounting Clerk III		16.47
01020 - Administrative Assistant		18.88
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		10.86
01042 - Customer Service Representative II		12.21
01043 - Customer Service Representative III		13.32
01051 - Data Entry Operator I		11.96
01052 - Data Entry Operator II		13.05
01060 - Dispatcher, Motor Vehicle		18.66
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		12.25
01112 - General Clerk II		13.37
01113 - General Clerk III		15.01
01120 - Housing Referral Assistant		17.99
01141 - Messenger Courier		11.40
01191 - Order Clerk I		14.76
01192 - Order Clerk II		16.11
01261 - Personnel Assistant (Employment) I		14.77
01262 - Personnel Assistant (Employment) II		16.52
01263 - Personnel Assistant (Employment) III		18.41
01270 - Production Control Clerk		22.40
01290 - Rental Clerk		13.13
01300 - Scheduler, Maintenance		14.43
01311 - Secretary I		14.43
01312 - Secretary II		16.14
01313 - Secretary III		17.99
01320 - Service Order Dispatcher		16.68
01410 - Supply Technician		18.88
01420 - Survey Worker		12.90

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01460 - Switchboard Operator/Receptionist	12.29
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	12.92
01533 - Travel Clerk III	14.02
01611 - Word Processor I	13.03
01612 - Word Processor II	14.13
01613 - Word Processor III	15.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.42
05010 - Automotive Electrician	17.46
05040 - Automotive Glass Installer	17.23
05070 - Automotive Worker	17.03
05110 - Mobile Equipment Servicer	13.92
05130 - Motor Equipment Metal Mechanic	19.15
05160 - Motor Equipment Metal Worker	17.03
05190 - Motor Vehicle Mechanic	19.15
05220 - Motor Vehicle Mechanic Helper	13.92
05250 - Motor Vehicle Upholstery Worker	16.09
05280 - Motor Vehicle Wrecker	17.03
05310 - Painter, Automotive	18.18
05340 - Radiator Repair Specialist	17.96
05370 - Tire Repairer	11.67
05400 - Transmission Repair Specialist	19.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.89
07041 - Cook I	9.80
07042 - Cook II	11.37
07070 - Dishwasher	8.67
07130 - Food Service Worker	9.41
07210 - Meat Cutter	15.84
07260 - Waiter/Waitress	9.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.96
09040 - Furniture Handler	13.30
09080 - Furniture Refinisher	14.36
09090 - Furniture Refinisher Helper	13.93
09110 - Furniture Repairer, Minor	13.96
09130 - Upholsterer	14.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.85
11060 - Elevator Operator	10.84
11090 - Gardener	14.62
11122 - Housekeeping Aide	11.06
11150 - Janitor	11.06
11210 - Laborer, Grounds Maintenance	11.56
11240 - Maid or Houseman	9.16
11260 - Pruner	10.14
11270 - Tractor Operator	14.11
11330 - Trail Maintenance Worker	11.56
11360 - Window Cleaner	12.19
12000 - Health Occupations	
12010 - Ambulance Driver	16.49
12011 - Breath Alcohol Technician	16.49
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	22.96
12020 - Dental Assistant	16.52
12025 - Dental Hygienist	35.09
12030 - EKG Technician	24.91
12035 - Electroneurodiagnostic Technologist	24.91
12040 - Emergency Medical Technician	16.49
12071 - Licensed Practical Nurse I	14.53
12072 - Licensed Practical Nurse II	16.25
12073 - Licensed Practical Nurse III	18.12

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12100 - Medical Assistant	15.23
12130 - Medical Laboratory Technician	17.53
12160 - Medical Record Clerk	13.47
12190 - Medical Record Technician	15.07
12195 - Medical Transcriptionist	15.16
12210 - Nuclear Medicine Technologist	34.68
12221 - Nursing Assistant I	11.07
12222 - Nursing Assistant II	12.45
12223 - Nursing Assistant III	13.58
12224 - Nursing Assistant IV	15.24
12235 - Optical Dispenser	15.78
12236 - Optical Technician	14.11
12250 - Pharmacy Technician	14.82
12280 - Phlebotomist	15.24
12305 - Radiologic Technologist	23.92
12311 - Registered Nurse I	23.09
12312 - Registered Nurse II	28.25
12313 - Registered Nurse II, Specialist	28.25
12314 - Registered Nurse III	34.17
12315 - Registered Nurse III, Anesthetist	34.17
12316 - Registered Nurse IV	40.96
12317 - Scheduler (Drug and Alcohol Testing)	20.13
12320 - Substance Abuse Treatment Counselor	21.41
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	13.31
13061 - Media Specialist I	14.72
13062 - Media Specialist II	16.48
13063 - Media Specialist III	18.36
13071 - Photographer I	13.38
13072 - Photographer II	16.76
13073 - Photographer III	18.78
13074 - Photographer IV	23.09
13075 - Photographer V	28.39
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	18.11
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.69
14042 - Computer Operator II	16.43
14043 - Computer Operator III	18.32
14044 - Computer Operator IV	20.50
14045 - Computer Operator V	22.54
14071 - Computer Programmer I	(see 1) 17.62
14072 - Computer Programmer II	(see 1) 22.88
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	14.69
14160 - Personal Computer Support Technician	20.50
14170 - System Support Specialist	23.36
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.37

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15020 - Aircrew Training Devices Instructor (Rated)	40.37
15030 - Air Crew Training Devices Instructor (Pilot)	44.41
15050 - Computer Based Training Specialist / Instructor	33.37
15060 - Educational Technologist	25.09
15070 - Flight Instructor (Pilot)	44.41
15080 - Graphic Artist	18.46
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	51.70
15086 - Maintenance Test Pilot, Rotary Wing	51.70
15088 - Non-Maintenance Test/Co-Pilot	51.70
15090 - Technical Instructor	22.22
15095 - Technical Instructor/Course Developer	27.18
15110 - Test Proctor	17.90
15120 - Tutor	17.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.45
16030 - Counter Attendant	9.45
16040 - Dry Cleaner	11.26
16070 - Finisher, Flatwork, Machine	9.45
16090 - Presser, Hand	9.45
16110 - Presser, Machine, Drycleaning	9.45
16130 - Presser, Machine, Shirts	9.45
16160 - Presser, Machine, Wearing Apparel, Laundry	9.45
16190 - Sewing Machine Operator	11.88
16220 - Tailor	12.54
16250 - Washer, Machine	9.89
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.04
19040 - Tool And Die Maker	26.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.09
21030 - Material Coordinator	22.40
21040 - Material Expediter	22.40
21050 - Material Handling Laborer	11.96
21071 - Order Filler	11.95
21080 - Production Line Worker (Food Processing)	15.09
21110 - Shipping Packer	13.78
21130 - Shipping/Receiving Clerk	13.78
21140 - Store Worker I	11.05
21150 - Stock Clerk	15.87
21210 - Tools And Parts Attendant	15.09
21410 - Warehouse Specialist	15.09
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.82
23019 - Aircraft Logs and Records Technician	19.48
23021 - Aircraft Mechanic I	23.52
23022 - Aircraft Mechanic II	24.82
23023 - Aircraft Mechanic III	25.93
23040 - Aircraft Mechanic Helper	16.49
23050 - Aircraft, Painter	22.06
23060 - Aircraft Servicer	19.48
23070 - Aircraft Survival Flight Equipment Technician	22.06
23080 - Aircraft Worker	20.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.52
23110 - Appliance Mechanic	20.60
23120 - Bicycle Repairer	12.38
23125 - Cable Splicer	36.01
23130 - Carpenter, Maintenance	20.45
23140 - Carpet Layer	20.77
23160 - Electrician, Maintenance	24.81
23181 - Electronics Technician Maintenance I	21.33

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23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	26.15
23260 - Fabric Worker	19.48
23290 - Fire Alarm System Mechanic	20.48
23310 - Fire Extinguisher Repairer	18.03
23311 - Fuel Distribution System Mechanic	23.52
23312 - Fuel Distribution System Operator	18.03
23370 - General Maintenance Worker	17.12
23380 - Ground Support Equipment Mechanic	23.52
23381 - Ground Support Equipment Servicer	19.48
23382 - Ground Support Equipment Worker	20.77
23391 - Gunsmith I	18.03
23392 - Gunsmith II	20.77
23393 - Gunsmith III	23.52
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.48
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.37
23430 - Heavy Equipment Mechanic	20.48
23440 - Heavy Equipment Operator	21.60
23460 - Instrument Mechanic	23.52
23465 - Laboratory/Shelter Mechanic	22.06
23470 - Laborer	11.96
23510 - Locksmith	21.15
23530 - Machinery Maintenance Mechanic	25.67
23550 - Machinist, Maintenance	21.10
23580 - Maintenance Trades Helper	13.09
23591 - Metrology Technician I	23.52
23592 - Metrology Technician II	24.82
23593 - Metrology Technician III	25.93
23640 - Millwright	23.52
23710 - Office Appliance Repairer	17.48
23760 - Painter, Maintenance	16.06
23790 - Pipefitter, Maintenance	21.97
23810 - Plumber, Maintenance	20.61
23820 - Pneudraulic Systems Mechanic	23.52
23850 - Rigger	23.52
23870 - Scale Mechanic	20.77
23890 - Sheet-Metal Worker, Maintenance	23.52
23910 - Small Engine Mechanic	17.56
23931 - Telecommunications Mechanic I	23.06
23932 - Telecommunications Mechanic II	24.50
23950 - Telephone Lineman	23.52
23960 - Welder, Combination, Maintenance	18.32
23965 - Well Driller	22.53
23970 - Woodcraft Worker	23.52
23980 - Woodworker	17.28
24000 - Personal Needs Occupations	
24550 - Case Manager	14.62
24570 - Child Care Attendant	9.01
24580 - Child Care Center Clerk	12.47
24610 - Chore Aide	9.31
24620 - Family Readiness And Support Services Coordinator	14.62
24630 - Homemaker	12.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.52
25040 - Sewage Plant Operator	18.49
25070 - Stationary Engineer	23.52
25190 - Ventilation Equipment Tender	16.52
25210 - Water Treatment Plant Operator	18.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.38

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27007 - Baggage Inspector	14.52
27008 - Corrections Officer	20.66
27010 - Court Security Officer	20.69
27030 - Detection Dog Handler	17.38
27040 - Detention Officer	20.66
27070 - Firefighter	20.72
27101 - Guard I	14.52
27102 - Guard II	17.38
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.94
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Worker	10.11
28210 - Gate Attendant/Gate Tender	14.60
28310 - Lifeguard	11.44
28350 - Park Attendant (Aide)	15.36
28510 - Recreation Aide/Health Facility Attendant	11.92
28515 - Recreation Specialist	17.79
28630 - Sports Official	13.01
28690 - Swimming Pool Operator	17.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.77
29020 - Hatch Tender	20.77
29030 - Line Handler	20.77
29041 - Stevedore I	19.48
29042 - Stevedore II	22.06
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	17.79
30022 - Archeological Technician II	20.76
30023 - Archeological Technician III	24.38
30030 - Cartographic Technician	24.39
30040 - Civil Engineering Technician	24.65
30051 - Cryogenic Technician I	24.65
30052 - Cryogenic Technician II	27.23
30061 - Drafter/CAD Operator I	17.59
30062 - Drafter/CAD Operator II	20.76
30063 - Drafter/CAD Operator III	21.94
30064 - Drafter/CAD Operator IV	25.79
30081 - Engineering Technician I	13.93
30082 - Engineering Technician II	15.62
30083 - Engineering Technician III	18.43
30084 - Engineering Technician IV	21.66
30085 - Engineering Technician V	26.49
30086 - Engineering Technician VI	31.34
30090 - Environmental Technician	24.55
30095 - Evidence Control Specialist	22.26
30210 - Laboratory Technician	20.95
30221 - Latent Fingerprint Technician I	24.65
30222 - Latent Fingerprint Technician II	27.23
30240 - Mathematical Technician	24.45
30361 - Paralegal/Legal Assistant I	17.53
30362 - Paralegal/Legal Assistant II	21.71
30363 - Paralegal/Legal Assistant III	26.55
30364 - Paralegal/Legal Assistant IV	32.13
30375 - Petroleum Supply Specialist	27.23
30390 - Photo-Optics Technician	24.45
30395 - Radiation Control Technician	27.23
30461 - Technical Writer I	23.44
30462 - Technical Writer II	28.65

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30463 - Technical Writer III	30.71
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	25.79
30502 - Weather Forecaster II	31.37
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.94
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 23.97
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	11.30
31030 - Bus Driver	15.22
31043 - Driver Courier	13.64
31260 - Parking and Lot Attendant	10.05
31290 - Shuttle Bus Driver	14.87
31310 - Taxi Driver	10.23
31361 - Truckdriver, Light	14.87
31362 - Truckdriver, Medium	16.08
31363 - Truckdriver, Heavy	16.12
31364 - Truckdriver, Tractor-Trailer	16.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.07
99050 - Desk Clerk	10.12
99095 - Embalmer	25.86
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	11.98
99252 - Laboratory Animal Caretaker II	13.07
99260 - Marketing Analyst	23.27
99310 - Mortician	25.86
99410 - Pest Controller	20.13
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.56
99711 - Recycling Specialist	21.18
99730 - Refuse Collector	15.39
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	12.60
99830 - Survey Party Chief	22.30
99831 - Surveying Aide	15.11
99832 - Surveying Technician	20.27
99840 - Vending Machine Attendant	13.94
99841 - Vending Machine Repairer	17.92
99842 - Vending Machine Repairer Helper	13.46

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

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under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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

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

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

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

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

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

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

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

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

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(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)).