

Wage Determination Tables from 2015-4781 to 2015-4977

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Wage Determination No. : 2015-4781

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

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Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana Counties of Allen, Wells, Whitley

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	17.85
01012	Accounting Clerk II	20.03
01013	Accounting Clerk III	22.41
01020	Administrative Assistant	29.14
01035	Court Reporter	30.53
01041	Customer Service Representative I	16.79 ***
01042	Customer Service Representative II	18.33
01043	Customer Service Representative III	20.57
01051	Data Entry Operator I	18.11
01052	Data Entry Operator II	19.76
01060	Dispatcher, Motor Vehicle	22.12
01070	Document Preparation Clerk	20.32
01090	Duplicating Machine Operator	20.32
01111	General Clerk I	16.92 ***
01112	General Clerk II	18.46
01113	General Clerk III	20.72
01120	Housing Referral Assistant	23.34
01141	Messenger Courier	16.45 ***
01191	Order Clerk I	18.88
01192	Order Clerk II	20.59
01261	Personnel Assistant (Employment) I	17.53 ***
01262	Personnel Assistant (Employment) II	19.61
01263	Personnel Assistant (Employment) III	21.85
01270	Production Control Clerk	27.26
01290	Rental Clerk	15.99 ***
01300	Scheduler, Maintenance	18.71
01311	Secretary I	18.71
01312	Secretary II	20.93
01313	Secretary III	23.34
01320	Service Order Dispatcher	19.78
01410	Supply Technician	29.14
01420	Survey Worker	18.80
01460	Switchboard Operator/Receptionist	16.90 ***

Code	Title	Rate	Note
01531	Travel Clerk I	16.67	***
01532	Travel Clerk II	18.71	
01533	Travel Clerk III	20.25	
01611	Word Processor I	16.67	***
01612	Word Processor II	18.71	
01613	Word Processor III	20.93	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	25.16	
05010	Automotive Electrician	21.68	
05040	Automotive Glass Installer	20.33	
05070	Automotive Worker	20.33	
05110	Mobile Equipment Servicer	17.93	
05130	Motor Equipment Metal Mechanic	22.47	
05160	Motor Equipment Metal Worker	20.33	
05190	Motor Vehicle Mechanic	22.47	
05220	Motor Vehicle Mechanic Helper	16.63	***
05250	Motor Vehicle Upholstery Worker	19.18	
05280	Motor Vehicle Wrecker	20.33	
05310	Painter, Automotive	21.68	
05340	Radiator Repair Specialist	20.33	
05370	Tire Repairer	17.25	***
05400	Transmission Repair Specialist	22.47	
07000	Food Preparation And Service Occupations		
07010	Baker	16.48	***
07041	Cook I	16.83	***
07042	Cook II	19.09	
07070	Dishwasher	13.51	***
07130	Food Service Worker	14.67	***
07210	Meat Cutter	18.40	
07260	Waiter/Waitress	12.68	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	21.52	
09040	Furniture Handler	14.97	***
09080	Furniture Refinisher	19.61	
09090	Furniture Refinisher Helper	16.97	***
09110	Furniture Repairer, Minor	18.27	
09130	Upholsterer	18.89	

Code	Title	Rate	Note
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.59	***
11060	Elevator Operator	16.59	***
11090	Gardener	22.12	
11122	Housekeeping Aide	16.59	***
11150	Janitor	16.59	***
11210	Laborer, Grounds Maintenance	17.37	***
11240	Maid or Houseman	14.56	***
11260	Pruner	15.83	***
11270	Tractor Operator	20.51	
11330	Trail Maintenance Worker	17.37	***
11360	Window Cleaner	18.21	
12000	Health Occupations		
12010	Ambulance Driver	18.93	
12011	Breath Alcohol Technician	26.47	
12012	Certified Occupational Therapist Assistant	29.50	
12015	Certified Physical Therapist Assistant	29.12	
12020	Dental Assistant	22.60	
12025	Dental Hygienist	39.67	
12030	EKG Technician	31.75	
12035	Electroneurodiagnostic Technologist	31.75	
12040	Emergency Medical Technician	18.93	
12071	Licensed Practical Nurse I	23.66	
12072	Licensed Practical Nurse II	26.47	
12073	Licensed Practical Nurse III	29.50	
12100	Medical Assistant	20.92	
12130	Medical Laboratory Technician	22.57	
12160	Medical Record Clerk	20.73	
12190	Medical Record Technician	23.19	
12195	Medical Transcriptionist	19.28	
12210	Nuclear Medicine Technologist	58.17	
12221	Nursing Assistant I	12.59	***
12222	Nursing Assistant II	14.16	***
12223	Nursing Assistant III	15.46	***
12224	Nursing Assistant IV	17.35	***
12235	Optical Dispenser	18.38	
12236	Optical Technician	20.78	

Code	Title	Rate	Note
12250	Pharmacy Technician	18.58	
12280	Phlebotomist	17.99	
12305	Radiologic Technologist	34.08	
12311	Registered Nurse I	25.86	
12312	Registered Nurse II	31.62	
12313	Registered Nurse II, Specialist	31.62	
12314	Registered Nurse III	38.26	
12315	Registered Nurse III, Anesthetist	38.26	
12316	Registered Nurse IV	45.86	
12317	Scheduler (Drug and Alcohol Testing)	32.79	
12320	Substance Abuse Treatment Counselor	23.44	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	20.17	
13012	Exhibits Specialist II	24.99	
13013	Exhibits Specialist III	30.57	
13041	Illustrator I	18.47	
13042	Illustrator II	22.88	
13043	Illustrator III	27.99	
13047	Librarian	25.34	
13050	Library Aide/Clerk	14.48	***
13054	Library Information Technology Systems Administrator	22.88	
13058	Library Technician	14.63	***
13061	Media Specialist I	16.51	***
13062	Media Specialist II	18.47	
13063	Media Specialist III	20.59	
13071	Photographer I	18.52	
13072	Photographer II	20.72	
13073	Photographer III	25.67	
13074	Photographer IV	31.40	
13075	Photographer V	37.98	
13090	Technical Order Library Clerk	18.18	
13110	Video Teleconference Technician	20.52	
14000	Information Technology Occupations		
14041	Computer Operator I	21.90	
14042	Computer Operator II	24.50	
14043	Computer Operator III	27.30	
14044	Computer Operator IV	30.35	

Code	Title	Rate	Note
14045	Computer Operator V	33.61	
14071	Computer Programmer I	23.11	see 1
14072	Computer Programmer II	27.18	see 1
14073	Computer Programmer III		see 1
14074	Computer Programmer IV		see 1
14101	Computer Systems Analyst I		see 1
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	21.90	
14160	Personal Computer Support Technician	30.35	
14170	System Support Specialist	33.61	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.88	
15020	Aircrew Training Devices Instructor (Rated)	40.99	
15030	Air Crew Training Devices Instructor (Pilot)	49.13	
15050	Computer Based Training Specialist / Instructor	33.88	
15060	Educational Technologist	29.54	
15070	Flight Instructor (Pilot)	49.13	
15080	Graphic Artist	23.31	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.13	
15086	Maintenance Test Pilot, Rotary Wing	49.13	
15088	Non-Maintenance Test/Co-Pilot	49.13	
15090	Technical Instructor	24.29	
15095	Technical Instructor/Course Developer	29.71	
15110	Test Proctor	19.61	
15120	Tutor	19.61	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.94	***
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.01	***
16220	Tailor	17.05	***

Code	Title	Rate Note
16250	Washer, Machine	12.83 ***
19000	Machine Tool Operation And Repair Occupations	
19010	Machine-Tool Operator (Tool Room)	25.87
19040	Tool And Die Maker	29.79
21000	Materials Handling And Packing Occupations	
21020	Forklift Operator	21.32
21030	Material Coordinator	27.26
21040	Material Expediter	27.26
21050	Material Handling Laborer	18.05
21071	Order Filler	16.77 ***
21080	Production Line Worker (Food Processing)	21.32
21110	Shipping Packer	19.88
21130	Shipping/Receiving Clerk	19.88
21140	Store Worker I	16.87 ***
21150	Stock Clerk	22.46
21210	Tools And Parts Attendant	21.32
21410	Warehouse Specialist	21.32
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	34.86
23019	Aircraft Logs and Records Technician	28.75
23021	Aircraft Mechanic I	33.69
23022	Aircraft Mechanic II	34.86
23023	Aircraft Mechanic III	36.14
23040	Aircraft Mechanic Helper	24.93
23050	Aircraft, Painter	32.51
23060	Aircraft Servicer	28.75
23070	Aircraft Survival Flight Equipment Technician	32.51
23080	Aircraft Worker	30.48
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	30.48
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	33.69
23110	Appliance Mechanic	27.49
23120	Bicycle Repairer	24.56
23125	Cable Splicer	46.36
23130	Carpenter, Maintenance	28.10
23140	Carpet Layer	24.64
23160	Electrician, Maintenance	32.06
23181	Electronics Technician Maintenance I	30.17

Code	Title	Rate Note
23182	Electronics Technician Maintenance II	32.16
23183	Electronics Technician Maintenance III	33.34
23260	Fabric Worker	26.28
23290	Fire Alarm System Mechanic	22.89
23310	Fire Extinguisher Repairer	24.56
23311	Fuel Distribution System Mechanic	30.79
23312	Fuel Distribution System Operator	24.56
23370	General Maintenance Worker	24.03
23380	Ground Support Equipment Mechanic	33.69
23381	Ground Support Equipment Servicer	28.75
23382	Ground Support Equipment Worker	30.48
23391	Gunsmith I	24.56
23392	Gunsmith II	27.86
23393	Gunsmith III	30.79
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.49
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.47
23430	Heavy Equipment Mechanic	29.77
23440	Heavy Equipment Operator	32.62
23460	Instrument Mechanic	30.17
23465	Laboratory/Shelter Mechanic	29.70
23470	Laborer	18.05
23510	Locksmith	29.70
23530	Machinery Maintenance Mechanic	29.17
23550	Machinist, Maintenance	23.69
23580	Maintenance Trades Helper	19.00
23591	Metrology Technician I	30.17
23592	Metrology Technician II	31.32
23593	Metrology Technician III	32.47
23640	Millwright	40.45
23710	Office Appliance Repairer	20.48
23760	Painter, Maintenance	23.02
23790	Pipefitter, Maintenance	38.53
23810	Plumber, Maintenance	37.17
23820	Pneudraulic Systems Mechanic	30.79
23850	Rigger	30.79
23870	Scale Mechanic	27.86
23890	Sheet-Metal Worker, Maintenance	27.82

Code	Title	Rate	Note
23910	Small Engine Mechanic	23.28	
23931	Telecommunications Mechanic I	29.83	
23932	Telecommunications Mechanic II	30.97	
23950	Telephone Lineman	30.33	
23960	Welder, Combination, Maintenance	24.11	
23965	Well Driller	30.79	
23970	Woodcraft Worker	30.79	
23980	Woodworker	24.56	
24000 Personal Needs Occupations			
24550	Case Manager	19.55	
24570	Child Care Attendant	13.92	***
24580	Child Care Center Clerk	17.35	***
24610	Chore Aide	14.70	***
24620	Family Readiness And Support Services Coordinator	19.55	
24630	Homemaker	19.69	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	29.28	
25040	Sewage Plant Operator	28.24	
25070	Stationary Engineer	29.28	
25190	Ventilation Equipment Tender	21.66	
25210	Water Treatment Plant Operator	28.24	
27000 Protective Service Occupations			
27004	Alarm Monitor	24.08	
27007	Baggage Inspector	18.07	
27008	Corrections Officer	27.68	
27010	Court Security Officer	31.13	
27030	Detection Dog Handler	20.21	
27040	Detention Officer	27.68	
27070	Firefighter	30.60	
27101	Guard I	18.07	
27102	Guard II	20.21	
27131	Police Officer I	32.78	
27132	Police Officer II	36.43	
28000 Recreation Occupations			
28041	Carnival Equipment Operator	16.52	***
28042	Carnival Equipment Repairer	17.81	
28043	Carnival Worker	12.75	***

Code	Title	Rate Note
28210	Gate Attendant/Gate Tender	16.88 ***
28310	Lifeguard	13.45 ***
28350	Park Attendant (Aide)	18.88
28510	Recreation Aide/Health Facility Attendant	13.78 ***
28515	Recreation Specialist	23.39
28630	Sports Official	15.04 ***
28690	Swimming Pool Operator	20.90
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	29.30
29020	Hatch Tender	29.30
29030	Line Handler	29.30
29041	Stevedore I	27.63
29042	Stevedore II	31.14
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	46.07 see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.77 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.99 see 2
30021	Archeological Technician I	19.76
30022	Archeological Technician II	22.09
30023	Archeological Technician III	27.38
30030	Cartographic Technician	27.38
30040	Civil Engineering Technician	30.63
30051	Cryogenic Technician I	30.32
30052	Cryogenic Technician II	33.48
30061	Drafter/CAD Operator I	19.76
30062	Drafter/CAD Operator II	22.09
30063	Drafter/CAD Operator III	24.63
30064	Drafter/CAD Operator IV	30.32
30081	Engineering Technician I	17.95
30082	Engineering Technician II	20.14
30083	Engineering Technician III	22.53
30084	Engineering Technician IV	27.91
30085	Engineering Technician V	34.13
30086	Engineering Technician VI	41.30
30090	Environmental Technician	27.96
30095	Evidence Control Specialist	27.38
30210	Laboratory Technician	26.46

Code	Title	Rate	Note
30221	Latent Fingerprint Technician I	30.32	
30222	Latent Fingerprint Technician II	33.48	
30240	Mathematical Technician	27.38	
30361	Paralegal/Legal Assistant I	21.76	
30362	Paralegal/Legal Assistant II	26.96	
30363	Paralegal/Legal Assistant III	32.98	
30364	Paralegal/Legal Assistant IV	39.90	
30375	Petroleum Supply Specialist	33.48	
30390	Photo-Optics Technician	27.38	
30395	Radiation Control Technician	33.48	
30461	Technical Writer I	28.38	
30462	Technical Writer II	34.71	
30463	Technical Writer III	41.99	
30491	Unexploded Ordnance (UXO) Technician I	29.28	
30492	Unexploded Ordnance (UXO) Technician II	35.43	
30493	Unexploded Ordnance (UXO) Technician III	42.46	
30494	Unexploded (UXO) Safety Escort	29.28	
30495	Unexploded (UXO) Sweep Personnel	29.28	
30501	Weather Forecaster I	30.32	
30502	Weather Forecaster II	36.87	
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.63	see 2
30621	Weather Observer, Senior	27.38	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.43	
31020	Bus Aide	19.04	
31030	Bus Driver	26.98	
31043	Driver Courier	17.66	***
31260	Parking and Lot Attendant	14.51	***
31290	Shuttle Bus Driver	15.55	***
31310	Taxi Driver	12.98	***
31361	Truckdriver, Light	19.04	
31362	Truckdriver, Medium	20.37	
31363	Truckdriver, Heavy	28.71	
31364	Truckdriver, Tractor-Trailer	28.71	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.27	***
99030	Cashier	13.75	***

Code	Title	Rate	Note
99050	Desk Clerk	14.26	***
99095	Embalmer	29.33	
99130	Flight Follower	29.28	
99251	Laboratory Animal Caretaker I	16.26	***
99252	Laboratory Animal Caretaker II	17.52	***
99260	Marketing Analyst	29.79	
99310	Mortician	29.33	
99410	Pest Controller	20.59	
99510	Photofinishing Worker	15.39	***
99710	Recycling Laborer	24.89	
99711	Recycling Specialist	29.40	
99730	Refuse Collector	22.67	
99810	Sales Clerk	14.22	***
99820	School Crossing Guard	18.74	
99830	Survey Party Chief	37.12	
99831	Surveying Aide	21.90	
99832	Surveying Technician	26.77	
99840	Vending Machine Attendant	23.90	
99841	Vending Machine Repairer	29.23	
99842	Vending Machine Repairer Helper	23.90	

Footer

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

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

member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 10 years, 4 after 15 years, and 5 after 25 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)).

Wage Determination No. : 2015-4783

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 24

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana Counties of Jasper, Lake, Newton, Porter

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	19.14	
01012	Accounting Clerk II	21.48	
01013	Accounting Clerk III	24.03	
01020	Administrative Assistant	34.25	
01035	Court Reporter	30.28	
01041	Customer Service Representative I	17.22	***
01042	Customer Service Representative II	18.79	
01043	Customer Service Representative III	21.10	
01051	Data Entry Operator I	17.39	***
01052	Data Entry Operator II	18.98	
01060	Dispatcher, Motor Vehicle	25.76	
01070	Document Preparation Clerk	20.81	
01090	Duplicating Machine Operator	20.81	
01111	General Clerk I	17.30	***
01112	General Clerk II	18.89	
01113	General Clerk III	21.21	
01120	Housing Referral Assistant	25.52	
01141	Messenger Courier	18.27	
01191	Order Clerk I	18.33	
01192	Order Clerk II	20.00	
01261	Personnel Assistant (Employment) I	20.35	
01262	Personnel Assistant (Employment) II	22.77	
01263	Personnel Assistant (Employment) III	25.38	
01270	Production Control Clerk	28.86	
01290	Rental Clerk	18.16	
01300	Scheduler, Maintenance	20.46	

Code	Title	Rate	Note
01311	Secretary I	20.46	
01312	Secretary II	22.88	
01313	Secretary III	25.52	
01320	Service Order Dispatcher	23.14	
01410	Supply Technician	34.25	
01420	Survey Worker	20.84	
01460	Switchboard Operator/Receptionist	17.68	***
01531	Travel Clerk I	19.76	
01532	Travel Clerk II	21.31	
01533	Travel Clerk III	23.09	
01611	Word Processor I	20.02	
01612	Word Processor II	22.47	
01613	Word Processor III	25.14	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.95	
05010	Automotive Electrician	23.06	
05040	Automotive Glass Installer	21.85	
05070	Automotive Worker	21.85	
05110	Mobile Equipment Servicer	19.92	
05130	Motor Equipment Metal Mechanic	26.41	
05160	Motor Equipment Metal Worker	21.85	
05190	Motor Vehicle Mechanic	25.88	
05220	Motor Vehicle Mechanic Helper	18.73	
05250	Motor Vehicle Upholstery Worker	20.90	
05280	Motor Vehicle Wrecker	21.85	
05310	Painter, Automotive	23.06	
05340	Radiator Repair Specialist	21.85	
05370	Tire Repairer	17.51	***
05400	Transmission Repair Specialist	26.41	
07000	Food Preparation And Service Occupations		
07010	Baker	17.08	***
07041	Cook I	17.83	
07042	Cook II	20.13	
07070	Dishwasher	15.73	***
07130	Food Service Worker	16.06	***
07210	Meat Cutter	17.81	
07260	Waiter/Waitress	13.21	***

Code	Title	Rate	Note
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.42	
09040	Furniture Handler	14.96	***
09080	Furniture Refinisher	22.47	
09090	Furniture Refinisher Helper	17.61	***
09110	Furniture Repairer, Minor	20.08	
09130	Upholsterer	19.70	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.40	***
11060	Elevator Operator	17.71	***
11090	Gardener	24.89	
11122	Housekeeping Aide	17.71	***
11150	Janitor	17.71	***
11210	Laborer, Grounds Maintenance	19.75	
11240	Maid or Houseman	17.29	***
11260	Pruner	18.08	
11270	Tractor Operator	23.24	
11330	Trail Maintenance Worker	19.75	
11360	Window Cleaner	19.33	
12000	Health Occupations		
12010	Ambulance Driver	20.91	
12011	Breath Alcohol Technician	28.44	
12012	Certified Occupational Therapist Assistant	32.81	
12015	Certified Physical Therapist Assistant	33.70	
12020	Dental Assistant	22.24	
12025	Dental Hygienist	42.72	
12030	EKG Technician	32.23	
12035	Electroneurodiagnostic Technologist	32.23	
12040	Emergency Medical Technician	20.91	
12071	Licensed Practical Nurse I	25.43	
12072	Licensed Practical Nurse II	28.44	
12073	Licensed Practical Nurse III	31.72	
12100	Medical Assistant	21.64	
12130	Medical Laboratory Technician	30.94	
12160	Medical Record Clerk	21.94	
12190	Medical Record Technician	24.54	
12195	Medical Transcriptionist	18.78	

Code	Title	Rate	Note
12210	Nuclear Medicine Technologist	48.80	
12221	Nursing Assistant I	14.51	***
12222	Nursing Assistant II	16.33	***
12223	Nursing Assistant III	17.82	
12224	Nursing Assistant IV	20.00	
12235	Optical Dispenser	18.29	
12236	Optical Technician	18.70	
12250	Pharmacy Technician	20.81	
12280	Phlebotomist	22.03	
12305	Radiologic Technologist	37.42	
12311	Registered Nurse I	29.17	
12312	Registered Nurse II	33.84	
12313	Registered Nurse II, Specialist	33.84	
12314	Registered Nurse III	40.94	
12315	Registered Nurse III, Anesthetist	40.94	
12316	Registered Nurse IV	49.07	
12317	Scheduler (Drug and Alcohol Testing)	35.24	
12320	Substance Abuse Treatment Counselor	25.64	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	24.88	
13012	Exhibits Specialist II	30.83	
13013	Exhibits Specialist III	37.71	
13041	Illustrator I	23.33	
13042	Illustrator II	28.92	
13043	Illustrator III	35.36	
13047	Librarian	33.70	
13050	Library Aide/Clerk	15.40	***
13054	Library Information Technology Systems Administrator	31.05	
13058	Library Technician	19.39	
13061	Media Specialist I	21.16	
13062	Media Specialist II	23.66	
13063	Media Specialist III	26.39	
13071	Photographer I	20.16	
13072	Photographer II	22.55	
13073	Photographer III	27.94	
13074	Photographer IV	34.18	
13075	Photographer V	41.34	

Code	Title	Rate	Note
13090	Technical Order Library Clerk	19.33	
13110	Video Teleconference Technician	23.77	
14000	Information Technology Occupations		
14041	Computer Operator I	23.06	
14042	Computer Operator II	25.79	
14043	Computer Operator III	28.76	
14044	Computer Operator IV	31.96	
14045	Computer Operator V	35.39	
14071	Computer Programmer I	26.76	see 1
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	23.06	
14160	Personal Computer Support Technician	31.96	
14170	System Support Specialist	35.39	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	36.22	
15020	Aircrew Training Devices Instructor (Rated)	41.82	
15030	Air Crew Training Devices Instructor (Pilot)	49.45	
15050	Computer Based Training Specialist / Instructor	36.22	
15060	Educational Technologist	36.92	
15070	Flight Instructor (Pilot)	49.45	
15080	Graphic Artist	28.44	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.45	
15086	Maintenance Test Pilot, Rotary Wing	49.45	
15088	Non-Maintenance Test/Co-Pilot	49.45	
15090	Technical Instructor	27.51	
15095	Technical Instructor/Course Developer	33.65	
15110	Test Proctor	22.20	
15120	Tutor	22.20	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.63	***
16030	Counter Attendant	17.63	***
16040	Dry Cleaner	20.15	

Code	Title	Rate	Note
16070	Finisher, Flatwork, Machine	17.63	***
16090	Presser, Hand	17.63	***
16110	Presser, Machine, Drycleaning	17.63	***
16130	Presser, Machine, Shirts	17.63	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.63	***
16190	Sewing Machine Operator	20.99	
16220	Tailor	21.82	
16250	Washer, Machine	18.47	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	24.97	
19040	Tool And Die Maker	29.91	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.59	
21030	Material Coordinator	28.86	
21040	Material Expediter	28.86	
21050	Material Handling Laborer	18.20	
21071	Order Filler	17.69	***
21080	Production Line Worker (Food Processing)	21.59	
21110	Shipping Packer	21.50	
21130	Shipping/Receiving Clerk	21.50	
21140	Store Worker I	17.91	
21150	Stock Clerk	23.46	
21210	Tools And Parts Attendant	21.59	
21410	Warehouse Specialist	21.59	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	40.46	
23019	Aircraft Logs and Records Technician	32.67	
23021	Aircraft Mechanic I	38.50	
23022	Aircraft Mechanic II	40.46	
23023	Aircraft Mechanic III	42.05	
23040	Aircraft Mechanic Helper	28.65	
23050	Aircraft, Painter	36.55	
23060	Aircraft Servicer	32.67	
23070	Aircraft Survival Flight Equipment Technician	36.55	
23080	Aircraft Worker	34.63	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	34.63	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	38.50	

Code	Title	Rate Note
23110	Appliance Mechanic	27.98
23120	Bicycle Repairer	25.38
23125	Cable Splicer	55.11
23130	Carpenter, Maintenance	40.43
23140	Carpet Layer	31.60
23160	Electrician, Maintenance	47.50
23181	Electronics Technician Maintenance I	31.99
23182	Electronics Technician Maintenance II	33.76
23183	Electronics Technician Maintenance III	35.57
23260	Fabric Worker	31.29
23290	Fire Alarm System Mechanic	30.34
23310	Fire Extinguisher Repairer	29.38
23311	Fuel Distribution System Mechanic	40.04
23312	Fuel Distribution System Operator	31.90
23370	General Maintenance Worker	24.81
23380	Ground Support Equipment Mechanic	38.50
23381	Ground Support Equipment Servicer	32.67
23382	Ground Support Equipment Worker	34.63
23391	Gunsmith I	29.38
23392	Gunsmith II	33.17
23393	Gunsmith III	36.88
23410	Heating, Ventilation And Air-Conditioning Mechanic	32.00
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.63
23430	Heavy Equipment Mechanic	33.32
23440	Heavy Equipment Operator	45.56
23460	Instrument Mechanic	36.88
23465	Laboratory/Shelter Mechanic	35.01
23470	Laborer	17.86
23510	Locksmith	28.62
23530	Machinery Maintenance Mechanic	35.01
23550	Machinist, Maintenance	27.46
23580	Maintenance Trades Helper	17.76
23591	Metrology Technician I	36.88
23592	Metrology Technician II	38.76
23593	Metrology Technician III	40.28
23640	Millwright	36.83
23710	Office Appliance Repairer	21.40

Code	Title	Rate	Note
23760	Painter, Maintenance	29.52	
23790	Pipefitter, Maintenance	48.83	
23810	Plumber, Maintenance	46.35	
23820	Pneudraulic Systems Mechanic	36.88	
23850	Rigger	34.76	
23870	Scale Mechanic	33.17	
23890	Sheet-Metal Worker, Maintenance	44.44	
23910	Small Engine Mechanic	22.50	
23931	Telecommunications Mechanic I	33.01	
23932	Telecommunications Mechanic II	34.69	
23950	Telephone Lineman	37.72	
23960	Welder, Combination, Maintenance	23.36	
23965	Well Driller	36.85	
23970	Woodcraft Worker	36.88	
23980	Woodworker	29.38	
24000 Personal Needs Occupations			
24550	Case Manager	21.18	
24570	Child Care Attendant	15.61	***
24580	Child Care Center Clerk	19.46	
24610	Chore Aide	16.97	***
24620	Family Readiness And Support Services Coordinator	21.18	
24630	Homemaker	21.18	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	51.34	
25040	Sewage Plant Operator	36.21	
25070	Stationary Engineer	51.34	
25190	Ventilation Equipment Tender	38.20	
25210	Water Treatment Plant Operator	36.21	
27000 Protective Service Occupations			
27004	Alarm Monitor	29.87	
27007	Baggage Inspector	17.90	
27008	Corrections Officer	36.14	
27010	Court Security Officer	36.92	
27030	Detection Dog Handler	20.02	
27040	Detention Officer	36.14	
27070	Firefighter	38.02	
27101	Guard I	17.90	

Code	Title	Rate	Note
27102	Guard II	20.02	
27131	Police Officer I	40.98	
27132	Police Officer II	45.55	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	18.15	
28042	Carnival Equipment Repairer	19.45	
28043	Carnival Worker	14.15	***
28210	Gate Attendant/Gate Tender	20.46	
28310	Lifeguard	14.65	***
28350	Park Attendant (Aide)	22.89	
28510	Recreation Aide/Health Facility Attendant	16.71	***
28515	Recreation Specialist	28.36	
28630	Sports Official	18.23	
28690	Swimming Pool Operator	22.42	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	29.81	
29020	Hatch Tender	29.81	
29030	Line Handler	29.81	
29041	Stevedore I	28.12	
29042	Stevedore II	31.46	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	50.47	see 2
30011	Air Traffic Control Specialist, Station (HFO)	34.80	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	38.33	see 2
30021	Archeological Technician I	20.03	
30022	Archeological Technician II	22.41	
30023	Archeological Technician III	27.76	
30030	Cartographic Technician	27.76	
30040	Civil Engineering Technician	34.59	
30051	Cryogenic Technician I	30.74	
30052	Cryogenic Technician II	33.95	
30061	Drafter/CAD Operator I	20.03	
30062	Drafter/CAD Operator II	22.41	
30063	Drafter/CAD Operator III	24.98	
30064	Drafter/CAD Operator IV	30.74	
30081	Engineering Technician I	19.56	
30082	Engineering Technician II	21.95	

Code	Title	Rate Note
30083	Engineering Technician III	24.55
30084	Engineering Technician IV	30.42
30085	Engineering Technician V	37.21
30086	Engineering Technician VI	45.66
30090	Environmental Technician	26.32
30095	Evidence Control Specialist	27.76
30210	Laboratory Technician	28.94
30221	Latent Fingerprint Technician I	41.60
30222	Latent Fingerprint Technician II	45.94
30240	Mathematical Technician	37.09
30361	Paralegal/Legal Assistant I	24.38
30362	Paralegal/Legal Assistant II	30.21
30363	Paralegal/Legal Assistant III	36.94
30364	Paralegal/Legal Assistant IV	44.69
30375	Petroleum Supply Specialist	33.95
30390	Photo-Optics Technician	27.76
30395	Radiation Control Technician	33.95
30461	Technical Writer I	28.10
30462	Technical Writer II	34.37
30463	Technical Writer III	41.57
30491	Unexploded Ordnance (UXO) Technician I	32.08
30492	Unexploded Ordnance (UXO) Technician II	38.81
30493	Unexploded Ordnance (UXO) Technician III	46.52
30494	Unexploded (UXO) Safety Escort	32.08
30495	Unexploded (UXO) Sweep Personnel	32.08
30501	Weather Forecaster I	30.74
30502	Weather Forecaster II	37.40
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.98 see 2
30621	Weather Observer, Senior	27.76 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	38.81
31020	Bus Aide	22.99
31030	Bus Driver	30.51
31043	Driver Courier	21.38
31260	Parking and Lot Attendant	17.45 ***
31290	Shuttle Bus Driver	21.22
31310	Taxi Driver	16.11 ***

Code	Title	Rate	Note
31361	Truckdriver, Light	22.89	
31362	Truckdriver, Medium	24.38	
31363	Truckdriver, Heavy	29.36	
31364	Truckdriver, Tractor-Trailer	29.36	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	18.92	
99030	Cashier	14.97	***
99050	Desk Clerk	15.16	***
99095	Embalmer	33.37	
99130	Flight Follower	32.08	
99251	Laboratory Animal Caretaker I	17.67	***
99252	Laboratory Animal Caretaker II	18.91	
99260	Marketing Analyst	36.38	
99310	Mortician	33.37	
99410	Pest Controller	21.57	
99510	Photofinishing Worker	18.74	
99710	Recycling Laborer	33.65	
99711	Recycling Specialist	39.40	
99730	Refuse Collector	30.77	
99810	Sales Clerk	16.59	***
99820	School Crossing Guard	18.98	
99830	Survey Party Chief	31.77	
99831	Surveying Aide	22.51	
99832	Surveying Technician	27.98	
99840	Vending Machine Attendant	16.44	***
99841	Vending Machine Repairer	19.87	
99842	Vending Machine Repairer Helper	16.44	***

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4785

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana County of Brown

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	18.40
01012	Accounting Clerk II	20.65
01013	Accounting Clerk III	23.10
01020	Administrative Assistant	30.20
01035	Court Reporter	22.96
01041	Customer Service Representative I	16.53 ***
01042	Customer Service Representative II	18.04
01043	Customer Service Representative III	20.25
01051	Data Entry Operator I	16.40 ***
01052	Data Entry Operator II	17.90
01060	Dispatcher, Motor Vehicle	23.28
01070	Document Preparation Clerk	18.29
01090	Duplicating Machine Operator	18.29
01111	General Clerk I	17.80
01112	General Clerk II	19.42
01113	General Clerk III	21.80
01120	Housing Referral Assistant	22.77
01141	Messenger Courier	17.69 ***
01191	Order Clerk I	19.86
01192	Order Clerk II	21.67
01261	Personnel Assistant (Employment) I	19.15

Code	Title	Rate	Note
01262	Personnel Assistant (Employment) II	21.42	
01263	Personnel Assistant (Employment) III	23.87	
01270	Production Control Clerk	27.20	
01290	Rental Clerk	17.53	***
01300	Scheduler, Maintenance	19.03	
01311	Secretary I	19.03	
01312	Secretary II	21.29	
01313	Secretary III	23.73	
01320	Service Order Dispatcher	20.81	
01410	Supply Technician	30.20	
01420	Survey Worker	21.21	
01460	Switchboard Operator/Receptionist	17.84	
01531	Travel Clerk I	20.91	
01532	Travel Clerk II	22.29	
01533	Travel Clerk III	23.94	
01611	Word Processor I	17.31	***
01612	Word Processor II	19.43	
01613	Word Processor III	21.73	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	24.15	
05010	Automotive Electrician	22.35	
05040	Automotive Glass Installer	21.18	
05070	Automotive Worker	21.18	
05110	Mobile Equipment Servicer	19.00	
05130	Motor Equipment Metal Mechanic	23.48	
05160	Motor Equipment Metal Worker	21.18	
05190	Motor Vehicle Mechanic	23.48	
05220	Motor Vehicle Mechanic Helper	17.82	
05250	Motor Vehicle Upholstery Worker	20.12	
05280	Motor Vehicle Wrecker	21.18	
05310	Painter, Automotive	22.35	
05340	Radiator Repair Specialist	21.18	
05370	Tire Repairer	17.43	***
05400	Transmission Repair Specialist	23.48	
07000	Food Preparation And Service Occupations		
07010	Baker	17.66	***
07041	Cook I	17.36	***

Code	Title	Rate	Note
07042	Cook II	19.36	
07070	Dishwasher	13.74	***
07130	Food Service Worker	14.99	***
07210	Meat Cutter	17.74	***
07260	Waiter/Waitress	13.55	***
09000 Furniture Maintenance And Repair Occupations			
09010	Electrostatic Spray Painter	21.65	
09040	Furniture Handler	15.50	***
09080	Furniture Refinisher	23.35	
09090	Furniture Refinisher Helper	18.62	
09110	Furniture Repairer, Minor	21.03	
09130	Upholsterer	21.60	
11000 General Services And Support Occupations			
11030	Cleaner, Vehicles	16.40	***
11060	Elevator Operator	17.12	***
11090	Gardener	23.01	
11122	Housekeeping Aide	17.12	***
11150	Janitor	17.12	***
11210	Laborer, Grounds Maintenance	17.97	
11240	Maid or Houseman	15.21	***
11260	Pruner	16.15	***
11270	Tractor Operator	21.58	
11330	Trail Maintenance Worker	17.97	
11360	Window Cleaner	19.04	
12000 Health Occupations			
12010	Ambulance Driver	20.68	
12011	Breath Alcohol Technician	28.02	
12012	Certified Occupational Therapist Assistant	29.46	
12015	Certified Physical Therapist Assistant	30.91	
12020	Dental Assistant	23.54	
12025	Dental Hygienist	44.61	
12030	EKG Technician	38.01	
12035	Electroneurodiagnostic Technologist	38.01	
12040	Emergency Medical Technician	20.68	
12071	Licensed Practical Nurse I	25.05	
12072	Licensed Practical Nurse II	28.02	
12073	Licensed Practical Nurse III	31.23	

Code	Title	Rate	Note
12100	Medical Assistant	21.67	
12130	Medical Laboratory Technician	28.10	
12160	Medical Record Clerk	20.35	
12190	Medical Record Technician	22.76	
12195	Medical Transcriptionist	20.98	
12210	Nuclear Medicine Technologist	47.39	
12221	Nursing Assistant I	13.31	***
12222	Nursing Assistant II	14.98	***
12223	Nursing Assistant III	16.35	***
12224	Nursing Assistant IV	18.35	
12235	Optical Dispenser	18.42	
12236	Optical Technician	19.38	
12250	Pharmacy Technician	19.35	
12280	Phlebotomist	18.74	
12305	Radiologic Technologist	37.90	
12311	Registered Nurse I	26.42	
12312	Registered Nurse II	32.31	
12313	Registered Nurse II, Specialist	32.31	
12314	Registered Nurse III	39.09	
12315	Registered Nurse III, Anesthetist	39.09	
12316	Registered Nurse IV	46.87	
12317	Scheduler (Drug and Alcohol Testing)	34.71	
12320	Substance Abuse Treatment Counselor	23.07	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	23.39	
13012	Exhibits Specialist II	28.98	
13013	Exhibits Specialist III	35.45	
13041	Illustrator I	19.02	
13042	Illustrator II	23.56	
13043	Illustrator III	28.82	
13047	Librarian	26.10	
13050	Library Aide/Clerk	13.76	***
13054	Library Information Technology Systems Administrator	23.56	
13058	Library Technician	17.04	***
13061	Media Specialist I	17.01	***
13062	Media Specialist II	19.02	
13063	Media Specialist III	21.20	

Code	Title	Rate	Note
13071	Photographer I	19.53	
13072	Photographer II	21.84	
13073	Photographer III	27.06	
13074	Photographer IV	33.10	
13075	Photographer V	40.05	
13090	Technical Order Library Clerk	17.27	***
13110	Video Teleconference Technician	24.72	
14000	Information Technology Occupations		
14041	Computer Operator I	23.21	
14042	Computer Operator II	25.96	
14043	Computer Operator III	28.94	
14044	Computer Operator IV	32.16	
14045	Computer Operator V	35.62	
14071	Computer Programmer I	25.33	see 1
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	23.21	
14160	Personal Computer Support Technician	32.16	
14170	System Support Specialist	35.62	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	32.98	
15020	Aircrew Training Devices Instructor (Rated)	39.90	
15030	Air Crew Training Devices Instructor (Pilot)	47.84	
15050	Computer Based Training Specialist / Instructor	32.98	
15060	Educational Technologist	31.95	
15070	Flight Instructor (Pilot)	47.84	
15080	Graphic Artist	26.58	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.84	
15086	Maintenance Test Pilot, Rotary Wing	47.84	
15088	Non-Maintenance Test/Co-Pilot	47.84	
15090	Technical Instructor	28.76	
15095	Technical Instructor/Course Developer	35.17	
15110	Test Proctor	23.22	

Code	Title	Rate	Note
15120	Tutor	23.22	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.99	***
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.04	***
16220	Tailor	17.07	***
16250	Washer, Machine	12.84	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	26.05	
19040	Tool And Die Maker	30.30	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.04	
21030	Material Coordinator	27.20	
21040	Material Expediter	27.20	
21050	Material Handling Laborer	20.04	
21071	Order Filler	17.18	***
21080	Production Line Worker (Food Processing)	22.04	
21110	Shipping Packer	21.62	
21130	Shipping/Receiving Clerk	21.62	
21140	Store Worker I	17.76	
21150	Stock Clerk	24.53	
21210	Tools And Parts Attendant	22.04	
21410	Warehouse Specialist	22.04	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	31.71	
23019	Aircraft Logs and Records Technician	26.23	
23021	Aircraft Mechanic I	30.61	
23022	Aircraft Mechanic II	31.71	
23023	Aircraft Mechanic III	32.82	
23040	Aircraft Mechanic Helper	23.23	
23050	Aircraft, Painter	29.13	

Code	Title	Rate Note
23060	Aircraft Servicer	26.23
23070	Aircraft Survival Flight Equipment Technician	29.13
23080	Aircraft Worker	27.61
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.61
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.61
23110	Appliance Mechanic	23.57
23120	Bicycle Repairer	21.78
23125	Cable Splicer	46.44
23130	Carpenter, Maintenance	29.74
23140	Carpet Layer	24.77
23160	Electrician, Maintenance	31.10
23181	Electronics Technician Maintenance I	29.58
23182	Electronics Technician Maintenance II	31.21
23183	Electronics Technician Maintenance III	32.79
23260	Fabric Worker	26.00
23290	Fire Alarm System Mechanic	24.75
23310	Fire Extinguisher Repairer	24.54
23311	Fuel Distribution System Mechanic	34.65
23312	Fuel Distribution System Operator	28.24
23370	General Maintenance Worker	23.61
23380	Ground Support Equipment Mechanic	30.61
23381	Ground Support Equipment Servicer	26.23
23382	Ground Support Equipment Worker	27.61
23391	Gunsmith I	24.54
23392	Gunsmith II	27.37
23393	Gunsmith III	30.34
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.82
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.89
23430	Heavy Equipment Mechanic	32.11
23440	Heavy Equipment Operator	38.49
23460	Instrument Mechanic	34.22
23465	Laboratory/Shelter Mechanic	28.87
23470	Laborer	20.04
23510	Locksmith	25.15
23530	Machinery Maintenance Mechanic	31.51
23550	Machinist, Maintenance	23.41
23580	Maintenance Trades Helper	18.71

Code	Title	Rate	Note
23591	Metrology Technician I	34.22	
23592	Metrology Technician II	35.45	
23593	Metrology Technician III	36.69	
23640	Millwright	36.40	
23710	Office Appliance Repairer	22.65	
23760	Painter, Maintenance	24.12	
23790	Pipefitter, Maintenance	34.06	
23810	Plumber, Maintenance	32.41	
23820	Pneudraulic Systems Mechanic	30.34	
23850	Rigger	30.39	
23870	Scale Mechanic	27.37	
23890	Sheet-Metal Worker, Maintenance	30.82	
23910	Small Engine Mechanic	22.87	
23931	Telecommunications Mechanic I	30.34	
23932	Telecommunications Mechanic II	31.43	
23950	Telephone Lineman	27.29	
23960	Welder, Combination, Maintenance	23.70	
23965	Well Driller	28.93	
23970	Woodcraft Worker	30.34	
23980	Woodworker	24.54	
24000	Personal Needs Occupations		
24550	Case Manager	21.04	
24570	Child Care Attendant	14.24	***
24580	Child Care Center Clerk	17.75	
24610	Chore Aide	15.14	***
24620	Family Readiness And Support Services Coordinator	21.04	
24630	Homemaker	21.04	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	34.44	
25040	Sewage Plant Operator	27.85	
25070	Stationary Engineer	34.44	
25190	Ventilation Equipment Tender	26.21	
25210	Water Treatment Plant Operator	27.85	
27000	Protective Service Occupations		
27004	Alarm Monitor	23.17	
27007	Baggage Inspector	17.90	
27008	Corrections Officer	21.97	

Code	Title	Rate	Note
27010	Court Security Officer	26.92	
27030	Detection Dog Handler	20.01	
27040	Detention Officer	21.97	
27070	Firefighter	31.87	
27101	Guard I	17.90	
27102	Guard II	20.01	
27131	Police Officer I	34.91	
27132	Police Officer II	38.80	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	17.12	***
28042	Carnival Equipment Repairer	18.25	
28043	Carnival Worker	12.81	***
28210	Gate Attendant/Gate Tender	17.51	***
28310	Lifeguard	13.93	***
28350	Park Attendant (Aide)	19.59	
28510	Recreation Aide/Health Facility Attendant	14.30	***
28515	Recreation Specialist	24.27	
28630	Sports Official	15.60	***
28690	Swimming Pool Operator	20.71	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	36.65	
29020	Hatch Tender	36.65	
29030	Line Handler	36.65	
29041	Stevedore I	34.82	
29042	Stevedore II	38.67	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.50	see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.07	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.31	see 2
30021	Archeological Technician I	21.04	
30022	Archeological Technician II	23.54	
30023	Archeological Technician III	29.15	
30030	Cartographic Technician	29.15	
30040	Civil Engineering Technician	31.19	
30051	Cryogenic Technician I	32.29	
30052	Cryogenic Technician II	35.65	
30061	Drafter/CAD Operator I	21.04	

Code	Title	Rate Note
30062	Drafter/CAD Operator II	23.54
30063	Drafter/CAD Operator III	26.23
30064	Drafter/CAD Operator IV	32.29
30081	Engineering Technician I	16.17 ***
30082	Engineering Technician II	18.17
30083	Engineering Technician III	20.32
30084	Engineering Technician IV	25.18
30085	Engineering Technician V	30.79
30086	Engineering Technician VI	37.25
30090	Environmental Technician	23.44
30095	Evidence Control Specialist	29.15
30210	Laboratory Technician	24.99
30221	Latent Fingerprint Technician I	30.02
30222	Latent Fingerprint Technician II	33.16
30240	Mathematical Technician	29.15
30361	Paralegal/Legal Assistant I	22.48
30362	Paralegal/Legal Assistant II	27.84
30363	Paralegal/Legal Assistant III	34.05
30364	Paralegal/Legal Assistant IV	41.20
30375	Petroleum Supply Specialist	35.65
30390	Photo-Optics Technician	29.15
30395	Radiation Control Technician	35.65
30461	Technical Writer I	26.76
30462	Technical Writer II	32.73
30463	Technical Writer III	39.60
30491	Unexploded Ordnance (UXO) Technician I	29.55
30492	Unexploded Ordnance (UXO) Technician II	35.76
30493	Unexploded Ordnance (UXO) Technician III	42.86
30494	Unexploded (UXO) Safety Escort	29.55
30495	Unexploded (UXO) Sweep Personnel	29.55
30501	Weather Forecaster I	32.29
30502	Weather Forecaster II	39.28
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.23 see 2
30621	Weather Observer, Senior	29.15 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	35.76
31020	Bus Aide	19.03

Code	Title	Rate	Note
31030	Bus Driver	25.82	
31043	Driver Courier	20.30	
31260	Parking and Lot Attendant	12.61	***
31290	Shuttle Bus Driver	16.51	***
31310	Taxi Driver	14.25	***
31361	Truckdriver, Light	21.64	
31362	Truckdriver, Medium	22.92	
31363	Truckdriver, Heavy	29.69	
31364	Truckdriver, Tractor-Trailer	29.69	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.43	***
99030	Cashier	13.95	***
99050	Desk Clerk	14.86	***
99095	Embalmer	29.92	
99130	Flight Follower	29.55	
99251	Laboratory Animal Caretaker I	17.38	***
99252	Laboratory Animal Caretaker II	18.53	
99260	Marketing Analyst	32.52	
99310	Mortician	29.92	
99410	Pest Controller	22.48	
99510	Photofinishing Worker	17.39	***
99710	Recycling Laborer	26.04	
99711	Recycling Specialist	31.26	
99730	Refuse Collector	23.40	
99810	Sales Clerk	14.77	***
99820	School Crossing Guard	20.25	
99830	Survey Party Chief	31.52	
99831	Surveying Aide	19.03	
99832	Surveying Technician	25.89	
99840	Vending Machine Attendant	18.38	
99841	Vending Machine Repairer	21.76	
99842	Vending Machine Repairer Helper	18.38	

Footer

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 8 years, 4 weeks after 15 years, and 5 weeks after 25 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)).

Wage Determination No. : 2015-4787

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana Counties of Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Marion, Morgan, Shelby

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	18.40	
01012	Accounting Clerk II	20.65	
01013	Accounting Clerk III	23.10	
01020	Administrative Assistant	30.20	
01035	Court Reporter	22.96	
01041	Customer Service Representative I	16.53	***
01042	Customer Service Representative II	18.04	
01043	Customer Service Representative III	20.25	
01051	Data Entry Operator I	16.40	***
01052	Data Entry Operator II	17.90	
01060	Dispatcher, Motor Vehicle	23.28	

Code	Title	Rate	Note
01070	Document Preparation Clerk	18.29	
01090	Duplicating Machine Operator	18.29	
01111	General Clerk I	17.80	
01112	General Clerk II	19.42	
01113	General Clerk III	21.80	
01120	Housing Referral Assistant	22.77	
01141	Messenger Courier	17.69	***
01191	Order Clerk I	19.86	
01192	Order Clerk II	21.67	
01261	Personnel Assistant (Employment) I	19.15	
01262	Personnel Assistant (Employment) II	21.42	
01263	Personnel Assistant (Employment) III	23.87	
01270	Production Control Clerk	27.20	
01290	Rental Clerk	17.53	***
01300	Scheduler, Maintenance	18.26	
01311	Secretary I	19.04	
01312	Secretary II	21.31	
01313	Secretary III	23.75	
01320	Service Order Dispatcher	20.81	
01410	Supply Technician	30.20	
01420	Survey Worker	21.21	
01460	Switchboard Operator/Receptionist	17.84	
01531	Travel Clerk I	20.91	
01532	Travel Clerk II	22.29	
01533	Travel Clerk III	23.94	
01611	Word Processor I	17.31	***
01612	Word Processor II	19.43	
01613	Word Processor III	21.73	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	24.12	
05010	Automotive Electrician	22.35	
05040	Automotive Glass Installer	21.18	
05070	Automotive Worker	21.18	
05110	Mobile Equipment Servicer	19.00	
05130	Motor Equipment Metal Mechanic	23.48	
05160	Motor Equipment Metal Worker	21.18	
05190	Motor Vehicle Mechanic	23.48	

Code	Title	Rate	Note
05220	Motor Vehicle Mechanic Helper	17.82	
05250	Motor Vehicle Upholstery Worker	20.12	
05280	Motor Vehicle Wrecker	21.18	
05310	Painter, Automotive	22.35	
05340	Radiator Repair Specialist	21.18	
05370	Tire Repairer	17.43	***
05400	Transmission Repair Specialist	23.48	
07000	Food Preparation And Service Occupations		
07010	Baker	17.66	***
07041	Cook I	17.36	***
07042	Cook II	19.36	
07070	Dishwasher	13.74	***
07130	Food Service Worker	14.99	***
07210	Meat Cutter	17.52	***
07260	Waiter/Waitress	13.55	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	21.65	
09040	Furniture Handler	15.60	***
09080	Furniture Refinisher	23.35	
09090	Furniture Refinisher Helper	18.62	
09110	Furniture Repairer, Minor	21.03	
09130	Upholsterer	22.51	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.40	***
11060	Elevator Operator	17.12	***
11090	Gardener	23.01	
11122	Housekeeping Aide	17.12	***
11150	Janitor	17.12	***
11210	Laborer, Grounds Maintenance	17.97	
11240	Maid or Houseman	15.21	***
11260	Pruner	16.15	***
11270	Tractor Operator	21.58	
11330	Trail Maintenance Worker	17.97	
11360	Window Cleaner	19.04	
12000	Health Occupations		
12010	Ambulance Driver	20.68	
12011	Breath Alcohol Technician	28.02	

Code	Title	Rate	Note
12012	Certified Occupational Therapist Assistant	29.46	
12015	Certified Physical Therapist Assistant	30.91	
12020	Dental Assistant	23.54	
12025	Dental Hygienist	44.61	
12030	EKG Technician	38.01	
12035	Electroneurodiagnostic Technologist	38.01	
12040	Emergency Medical Technician	20.68	
12071	Licensed Practical Nurse I	25.05	
12072	Licensed Practical Nurse II	28.02	
12073	Licensed Practical Nurse III	31.23	
12100	Medical Assistant	21.67	
12130	Medical Laboratory Technician	28.10	
12160	Medical Record Clerk	20.35	
12190	Medical Record Technician	22.76	
12195	Medical Transcriptionist	20.98	
12210	Nuclear Medicine Technologist	47.39	
12221	Nursing Assistant I	13.31	***
12222	Nursing Assistant II	14.98	***
12223	Nursing Assistant III	16.35	***
12224	Nursing Assistant IV	18.35	
12235	Optical Dispenser	18.42	
12236	Optical Technician	22.15	
12250	Pharmacy Technician	19.35	
12280	Phlebotomist	18.74	
12305	Radiologic Technologist	37.90	
12311	Registered Nurse I	26.42	
12312	Registered Nurse II	32.31	
12313	Registered Nurse II, Specialist	32.31	
12314	Registered Nurse III	39.09	
12315	Registered Nurse III, Anesthetist	39.09	
12316	Registered Nurse IV	46.87	
12317	Scheduler (Drug and Alcohol Testing)	34.71	
12320	Substance Abuse Treatment Counselor	23.07	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	23.39	
13012	Exhibits Specialist II	28.98	
13013	Exhibits Specialist III	35.45	

Code	Title	Rate	Note
13041	Illustrator I	19.93	
13042	Illustrator II	24.69	
13043	Illustrator III	30.20	
13047	Librarian	26.10	
13050	Library Aide/Clerk	13.82	***
13054	Library Information Technology Systems Administrator	25.49	
13058	Library Technician	17.68	***
13061	Media Specialist I	17.01	***
13062	Media Specialist II	19.02	
13063	Media Specialist III	21.20	
13071	Photographer I	19.53	
13072	Photographer II	21.84	
13073	Photographer III	27.06	
13074	Photographer IV	33.10	
13075	Photographer V	40.05	
13090	Technical Order Library Clerk	17.27	***
13110	Video Teleconference Technician	24.72	
14000	Information Technology Occupations		
14041	Computer Operator I	23.21	
14042	Computer Operator II	25.96	
14043	Computer Operator III	28.94	
14044	Computer Operator IV	32.16	
14045	Computer Operator V	35.62	
14071	Computer Programmer I	25.33	see 1
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	23.21	
14160	Personal Computer Support Technician	32.16	
14170	System Support Specialist	35.62	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	32.98	
15020	Aircrew Training Devices Instructor (Rated)	39.90	
15030	Air Crew Training Devices Instructor (Pilot)	47.84	

Code	Title	Rate	Note
15050	Computer Based Training Specialist / Instructor	32.98	
15060	Educational Technologist	31.95	
15070	Flight Instructor (Pilot)	47.84	
15080	Graphic Artist	26.58	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.84	
15086	Maintenance Test Pilot, Rotary Wing	47.84	
15088	Non-Maintenance Test/Co-Pilot	47.84	
15090	Technical Instructor	28.76	
15095	Technical Instructor/Course Developer	35.17	
15110	Test Proctor	23.22	
15120	Tutor	23.22	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.99	***
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.04	***
16220	Tailor	17.07	***
16250	Washer, Machine	12.84	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	26.05	
19040	Tool And Die Maker	30.30	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.04	
21030	Material Coordinator	27.20	
21040	Material Expediter	27.20	
21050	Material Handling Laborer	20.04	
21071	Order Filler	17.18	***
21080	Production Line Worker (Food Processing)	22.04	
21110	Shipping Packer	21.62	
21130	Shipping/Receiving Clerk	21.62	
21140	Store Worker I	17.76	
21150	Stock Clerk	24.53	

Code	Title	Rate Note
21210	Tools And Parts Attendant	22.04
21410	Warehouse Specialist	22.04
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	34.28
23019	Aircraft Logs and Records Technician	29.17
23021	Aircraft Mechanic I	33.09
23022	Aircraft Mechanic II	34.28
23023	Aircraft Mechanic III	35.49
23040	Aircraft Mechanic Helper	26.87
23050	Aircraft, Painter	31.96
23060	Aircraft Servicer	29.17
23070	Aircraft Survival Flight Equipment Technician	31.96
23080	Aircraft Worker	30.48
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	30.48
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	33.09
23110	Appliance Mechanic	23.57
23120	Bicycle Repairer	21.78
23125	Cable Splicer	46.44
23130	Carpenter, Maintenance	29.74
23140	Carpet Layer	24.77
23160	Electrician, Maintenance	31.10
23181	Electronics Technician Maintenance I	30.29
23182	Electronics Technician Maintenance II	31.88
23183	Electronics Technician Maintenance III	33.50
23260	Fabric Worker	26.00
23290	Fire Alarm System Mechanic	24.75
23310	Fire Extinguisher Repairer	24.54
23311	Fuel Distribution System Mechanic	34.65
23312	Fuel Distribution System Operator	28.47
23370	General Maintenance Worker	23.61
23380	Ground Support Equipment Mechanic	33.09
23381	Ground Support Equipment Servicer	29.17
23382	Ground Support Equipment Worker	30.48
23391	Gunsmith I	24.54
23392	Gunsmith II	27.37
23393	Gunsmith III	30.34
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.82

Code	Title	Rate	Note
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.89	
23430	Heavy Equipment Mechanic	32.11	
23440	Heavy Equipment Operator	38.49	
23460	Instrument Mechanic	34.22	
23465	Laboratory/Shelter Mechanic	28.87	
23470	Laborer	20.04	
23510	Locksmith	25.15	
23530	Machinery Maintenance Mechanic	31.51	
23550	Machinist, Maintenance	23.41	
23580	Maintenance Trades Helper	18.71	
23591	Metrology Technician I	34.22	
23592	Metrology Technician II	35.45	
23593	Metrology Technician III	36.69	
23640	Millwright	36.40	
23710	Office Appliance Repairer	22.65	
23760	Painter, Maintenance	24.12	
23790	Pipefitter, Maintenance	34.06	
23810	Plumber, Maintenance	32.41	
23820	Pneudraulic Systems Mechanic	30.34	
23850	Rigger	30.53	
23870	Scale Mechanic	27.37	
23890	Sheet-Metal Worker, Maintenance	30.82	
23910	Small Engine Mechanic	22.87	
23931	Telecommunications Mechanic I	30.34	
23932	Telecommunications Mechanic II	31.43	
23950	Telephone Lineman	27.29	
23960	Welder, Combination, Maintenance	23.70	
23965	Well Driller	28.93	
23970	Woodcraft Worker	30.34	
23980	Woodworker	24.54	
24000	Personal Needs Occupations		
24550	Case Manager	21.04	
24570	Child Care Attendant	14.24	***
24580	Child Care Center Clerk	17.75	
24610	Chore Aide	15.14	***
24620	Family Readiness And Support Services Coordinator	21.04	
24630	Homemaker	21.04	

Code	Title	Rate	Note
25000	Plant And System Operations Occupations		
25010	Boiler Tender	34.84	
25040	Sewage Plant Operator	27.85	
25070	Stationary Engineer	34.84	
25190	Ventilation Equipment Tender	26.46	
25210	Water Treatment Plant Operator	27.85	
27000	Protective Service Occupations		
27004	Alarm Monitor	23.17	
27007	Baggage Inspector	17.90	
27008	Corrections Officer	21.97	
27010	Court Security Officer	26.92	
27030	Detection Dog Handler	20.83	
27040	Detention Officer	21.97	
27070	Firefighter	31.87	
27101	Guard I	17.90	
27102	Guard II	20.83	
27131	Police Officer I	34.91	
27132	Police Officer II	38.80	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	17.12	***
28042	Carnival Equipment Repairer	18.25	
28043	Carnival Worker	12.81	***
28210	Gate Attendant/Gate Tender	17.51	***
28310	Lifeguard	14.17	***
28350	Park Attendant (Aide)	19.59	
28510	Recreation Aide/Health Facility Attendant	14.30	***
28515	Recreation Specialist	24.27	
28630	Sports Official	15.60	***
28690	Swimming Pool Operator	20.35	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	36.65	
29020	Hatch Tender	36.65	
29030	Line Handler	36.65	
29041	Stevedore I	34.82	
29042	Stevedore II	38.67	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.50	see 2

Code	Title	Rate Note
30011	Air Traffic Control Specialist, Station (HFO)	32.07 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.31 see 2
30021	Archeological Technician I	21.04
30022	Archeological Technician II	23.54
30023	Archeological Technician III	29.15
30030	Cartographic Technician	29.15
30040	Civil Engineering Technician	31.19
30051	Cryogenic Technician I	32.29
30052	Cryogenic Technician II	35.65
30061	Drafter/CAD Operator I	21.04
30062	Drafter/CAD Operator II	23.54
30063	Drafter/CAD Operator III	26.23
30064	Drafter/CAD Operator IV	32.29
30081	Engineering Technician I	16.48 ***
30082	Engineering Technician II	18.50
30083	Engineering Technician III	21.32
30084	Engineering Technician IV	27.03
30085	Engineering Technician V	31.36
30086	Engineering Technician VI	37.94
30090	Environmental Technician	23.53
30095	Evidence Control Specialist	29.15
30210	Laboratory Technician	24.99
30221	Latent Fingerprint Technician I	30.02
30222	Latent Fingerprint Technician II	33.16
30240	Mathematical Technician	29.15
30361	Paralegal/Legal Assistant I	22.48
30362	Paralegal/Legal Assistant II	27.84
30363	Paralegal/Legal Assistant III	34.05
30364	Paralegal/Legal Assistant IV	41.20
30375	Petroleum Supply Specialist	35.65
30390	Photo-Optics Technician	29.15
30395	Radiation Control Technician	35.65
30461	Technical Writer I	26.76
30462	Technical Writer II	32.73
30463	Technical Writer III	39.60
30491	Unexploded Ordnance (UXO) Technician I	29.55
30492	Unexploded Ordnance (UXO) Technician II	35.76

Code	Title	Rate	Note
30493	Unexploded Ordnance (UXO) Technician III	42.86	
30494	Unexploded (UXO) Safety Escort	29.55	
30495	Unexploded (UXO) Sweep Personnel	29.55	
30501	Weather Forecaster I	32.29	
30502	Weather Forecaster II	39.28	
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.23	see 2
30621	Weather Observer, Senior	29.15	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.76	
31020	Bus Aide	19.03	
31030	Bus Driver	25.82	
31043	Driver Courier	20.30	
31260	Parking and Lot Attendant	12.61	***
31290	Shuttle Bus Driver	17.52	***
31310	Taxi Driver	14.19	***
31361	Truckdriver, Light	21.64	
31362	Truckdriver, Medium	22.94	
31363	Truckdriver, Heavy	29.69	
31364	Truckdriver, Tractor-Trailer	29.69	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.43	***
99030	Cashier	13.95	***
99050	Desk Clerk	14.86	***
99095	Embalmer	29.92	
99130	Flight Follower	29.55	
99251	Laboratory Animal Caretaker I	17.38	***
99252	Laboratory Animal Caretaker II	18.53	
99260	Marketing Analyst	32.52	
99310	Mortician	29.92	
99410	Pest Controller	22.22	
99510	Photofinishing Worker	17.39	***
99710	Recycling Laborer	26.04	
99711	Recycling Specialist	31.26	
99730	Refuse Collector	23.40	
99810	Sales Clerk	14.77	***
99820	School Crossing Guard	18.71	
99830	Survey Party Chief	32.27	

Code	Title	Rate	Note
99831	Surveying Aide	19.85	
99832	Surveying Technician	25.89	
99840	Vending Machine Attendant	17.20	***
99841	Vending Machine Repairer	20.36	
99842	Vending Machine Repairer Helper	17.20	***

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 8 years, 4 weeks after 15 years, and 5 weeks after 30 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)).

Wage Determination No. : 2015-4789

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana County of Howard

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.10	***
01012	Accounting Clerk II	19.19	

Code	Title	Rate	Note
01013	Accounting Clerk III	21.47	
01020	Administrative Assistant	27.42	
01035	Court Reporter	20.16	
01041	Customer Service Representative I	14.62	***
01042	Customer Service Representative II	15.96	***
01043	Customer Service Representative III	17.91	
01051	Data Entry Operator I	14.72	***
01052	Data Entry Operator II	16.06	***
01060	Dispatcher, Motor Vehicle	20.16	
01070	Document Preparation Clerk	16.06	***
01090	Duplicating Machine Operator	16.06	***
01111	General Clerk I	15.75	***
01112	General Clerk II	17.19	***
01113	General Clerk III	19.29	
01120	Housing Referral Assistant	22.48	
01141	Messenger Courier	13.08	***
01191	Order Clerk I	14.72	***
01192	Order Clerk II	16.06	***
01261	Personnel Assistant (Employment) I	18.02	
01262	Personnel Assistant (Employment) II	20.16	
01263	Personnel Assistant (Employment) III	22.48	
01270	Production Control Clerk	31.11	
01290	Rental Clerk	17.04	***
01300	Scheduler, Maintenance	18.02	
01311	Secretary I	18.02	
01312	Secretary II	20.16	
01313	Secretary III	22.48	
01320	Service Order Dispatcher	19.62	
01410	Supply Technician	27.42	
01420	Survey Worker	19.37	
01460	Switchboard Operator/Receptionist	16.16	***
01531	Travel Clerk I	15.84	***
01532	Travel Clerk II	17.50	***
01533	Travel Clerk III	19.58	
01611	Word Processor I	16.06	***
01612	Word Processor II	18.02	
01613	Word Processor III	20.16	

Code	Title	Rate	Note
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	24.33	
05010	Automotive Electrician	21.29	
05040	Automotive Glass Installer	20.10	
05070	Automotive Worker	20.10	
05110	Mobile Equipment Servicer	17.99	
05130	Motor Equipment Metal Mechanic	22.38	
05160	Motor Equipment Metal Worker	20.10	
05190	Motor Vehicle Mechanic	22.38	
05220	Motor Vehicle Mechanic Helper	16.87	***
05250	Motor Vehicle Upholstery Worker	19.15	
05280	Motor Vehicle Wrecker	20.10	
05310	Painter, Automotive	21.29	
05340	Radiator Repair Specialist	20.10	
05370	Tire Repairer	17.99	
05400	Transmission Repair Specialist	22.38	
07000	Food Preparation And Service Occupations		
07010	Baker	21.70	
07041	Cook I	16.09	***
07042	Cook II	17.96	
07070	Dishwasher	13.71	***
07130	Food Service Worker	14.23	***
07210	Meat Cutter	19.73	
07260	Waiter/Waitress	11.96	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	33.60	
09040	Furniture Handler	22.16	
09080	Furniture Refinisher	33.60	
09090	Furniture Refinisher Helper	26.63	
09110	Furniture Repairer, Minor	30.23	
09130	Upholsterer	33.60	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.18	***
11060	Elevator Operator	15.97	***
11090	Gardener	22.04	
11122	Housekeeping Aide	15.97	***
11150	Janitor	15.97	***

Code	Title	Rate	Note
11210	Laborer, Grounds Maintenance	17.20	***
11240	Maid or Houseman	14.92	***
11260	Pruner	15.49	***
11270	Tractor Operator	20.66	
11330	Trail Maintenance Worker	17.20	***
11360	Window Cleaner	17.74	***
12000	Health Occupations		
12010	Ambulance Driver	20.80	
12011	Breath Alcohol Technician	28.00	
12012	Certified Occupational Therapist Assistant	38.42	
12015	Certified Physical Therapist Assistant	35.46	
12020	Dental Assistant	23.55	
12025	Dental Hygienist	46.38	
12030	EKG Technician	42.42	
12035	Electroneurodiagnostic Technologist	42.42	
12040	Emergency Medical Technician	20.80	
12071	Licensed Practical Nurse I	25.04	
12072	Licensed Practical Nurse II	28.00	
12073	Licensed Practical Nurse III	31.21	
12100	Medical Assistant	18.82	
12130	Medical Laboratory Technician	23.01	
12160	Medical Record Clerk	24.79	
12190	Medical Record Technician	27.73	
12195	Medical Transcriptionist	25.04	
12210	Nuclear Medicine Technologist	61.54	
12221	Nursing Assistant I	13.35	***
12222	Nursing Assistant II	15.03	***
12223	Nursing Assistant III	16.40	***
12224	Nursing Assistant IV	18.40	
12235	Optical Dispenser	18.51	
12236	Optical Technician	25.04	
12250	Pharmacy Technician	18.68	
12280	Phlebotomist	24.34	
12305	Radiologic Technologist	40.23	
12311	Registered Nurse I	27.58	
12312	Registered Nurse II	33.73	
12313	Registered Nurse II, Specialist	33.73	

Code	Title	Rate	Note
12314	Registered Nurse III	40.81	
12315	Registered Nurse III, Anesthetist	40.81	
12316	Registered Nurse IV	48.93	
12317	Scheduler (Drug and Alcohol Testing)	34.69	
12320	Substance Abuse Treatment Counselor	27.88	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	18.93	
13012	Exhibits Specialist II	23.45	
13013	Exhibits Specialist III	28.68	
13041	Illustrator I	18.93	
13042	Illustrator II	23.45	
13043	Illustrator III	28.68	
13047	Librarian	25.97	
13050	Library Aide/Clerk	14.49	***
13054	Library Information Technology Systems Administrator	23.45	
13058	Library Technician	18.86	
13061	Media Specialist I	16.92	***
13062	Media Specialist II	18.93	
13063	Media Specialist III	21.09	
13071	Photographer I	16.92	***
13072	Photographer II	18.93	
13073	Photographer III	23.45	
13074	Photographer IV	28.68	
13075	Photographer V	34.70	
13090	Technical Order Library Clerk	18.19	
13110	Video Teleconference Technician	16.92	***
14000	Information Technology Occupations		
14041	Computer Operator I	15.98	***
14042	Computer Operator II	18.64	
14043	Computer Operator III	20.34	
14044	Computer Operator IV	22.10	
14045	Computer Operator V	24.48	
14071	Computer Programmer I	16.05	***see 1
14072	Computer Programmer II	19.91	see 1
14073	Computer Programmer III	23.86	see 1
14074	Computer Programmer IV		see 1

Code	Title	Rate	Note
14101	Computer Systems Analyst I		see 1
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	15.98	***
14160	Personal Computer Support Technician	22.10	
14170	System Support Specialist	35.64	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	24.63	
15020	Aircrew Training Devices Instructor (Rated)	29.79	
15030	Air Crew Training Devices Instructor (Pilot)	35.72	
15050	Computer Based Training Specialist / Instructor	24.63	
15060	Educational Technologist	20.35	
15070	Flight Instructor (Pilot)	35.72	
15080	Graphic Artist	23.74	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	35.72	
15086	Maintenance Test Pilot, Rotary Wing	35.72	
15088	Non-Maintenance Test/Co-Pilot	35.72	
15090	Technical Instructor	19.40	
15095	Technical Instructor/Course Developer	23.74	
15110	Test Proctor	15.66	***
15120	Tutor	15.66	***
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.99	***
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.04	***
16220	Tailor	17.07	***
16250	Washer, Machine	12.84	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	33.60	
19040	Tool And Die Maker	39.10	
21000	Materials Handling And Packing Occupations		

Code	Title	Rate	Note
21020	Forklift Operator	23.12	
21030	Material Coordinator	31.11	
21040	Material Expediter	31.11	
21050	Material Handling Laborer	17.54	***
21071	Order Filler	15.50	***
21080	Production Line Worker (Food Processing)	23.12	
21110	Shipping Packer	20.16	
21130	Shipping/Receiving Clerk	20.16	
21140	Store Worker I	17.64	***
21150	Stock Clerk	24.32	
21210	Tools And Parts Attendant	23.12	
21410	Warehouse Specialist	23.12	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	36.60	
23019	Aircraft Logs and Records Technician	30.23	
23021	Aircraft Mechanic I	35.33	
23022	Aircraft Mechanic II	36.60	
23023	Aircraft Mechanic III	37.88	
23040	Aircraft Mechanic Helper	26.63	
23050	Aircraft, Painter	33.60	
23060	Aircraft Servicer	30.23	
23070	Aircraft Survival Flight Equipment Technician	33.60	
23080	Aircraft Worker	31.72	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	31.72	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	35.33	
23110	Appliance Mechanic	33.60	
23120	Bicycle Repairer	28.39	
23125	Cable Splicer	35.33	
23130	Carpenter, Maintenance	26.15	
23140	Carpet Layer	31.72	
23160	Electrician, Maintenance	42.79	
23181	Electronics Technician Maintenance I	31.72	
23182	Electronics Technician Maintenance II	33.60	
23183	Electronics Technician Maintenance III	35.33	
23260	Fabric Worker	30.23	
23290	Fire Alarm System Mechanic	35.33	
23310	Fire Extinguisher Repairer	28.39	

Code	Title	Rate	Note
23311	Fuel Distribution System Mechanic	35.33	
23312	Fuel Distribution System Operator	28.39	
23370	General Maintenance Worker	22.45	
23380	Ground Support Equipment Mechanic	35.33	
23381	Ground Support Equipment Servicer	30.23	
23382	Ground Support Equipment Worker	31.72	
23391	Gunsmith I	28.39	
23392	Gunsmith II	31.72	
23393	Gunsmith III	35.33	
23410	Heating, Ventilation And Air-Conditioning Mechanic	32.32	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.48	
23430	Heavy Equipment Mechanic	40.27	
23440	Heavy Equipment Operator	25.84	
23460	Instrument Mechanic	35.33	
23465	Laboratory/Shelter Mechanic	33.60	
23470	Laborer	17.54	***
23510	Locksmith	33.60	
23530	Machinery Maintenance Mechanic	42.91	
23550	Machinist, Maintenance	24.42	
23580	Maintenance Trades Helper	26.63	
23591	Metrology Technician I	35.33	
23592	Metrology Technician II	36.60	
23593	Metrology Technician III	37.88	
23640	Millwright	35.33	
23710	Office Appliance Repairer	33.60	
23760	Painter, Maintenance	33.60	
23790	Pipefitter, Maintenance	42.88	
23810	Plumber, Maintenance	40.79	
23820	Pneudraulic Systems Mechanic	35.33	
23850	Rigger	35.33	
23870	Scale Mechanic	31.72	
23890	Sheet-Metal Worker, Maintenance	35.33	
23910	Small Engine Mechanic	31.72	
23931	Telecommunications Mechanic I	35.33	
23932	Telecommunications Mechanic II	36.60	
23950	Telephone Lineman	35.33	

Code	Title	Rate	Note
23960	Welder, Combination, Maintenance	23.98	
23965	Well Driller	35.33	
23970	Woodcraft Worker	35.33	
23980	Woodworker	28.39	
24000	Personal Needs Occupations		
24550	Case Manager	19.03	
24570	Child Care Attendant	13.65	***
24580	Child Care Center Clerk	17.02	***
24610	Chore Aide	14.89	***
24620	Family Readiness And Support Services Coordinator	19.03	
24630	Homemaker	19.03	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	36.01	
25040	Sewage Plant Operator	34.25	
25070	Stationary Engineer	36.01	
25190	Ventilation Equipment Tender	27.14	
25210	Water Treatment Plant Operator	34.25	
27000	Protective Service Occupations		
27004	Alarm Monitor	22.46	
27007	Baggage Inspector	20.08	
27008	Corrections Officer	16.66	***
27010	Court Security Officer	16.71	***
27030	Detection Dog Handler	22.46	
27040	Detention Officer	16.66	***
27070	Firefighter	17.20	***
27101	Guard I	20.08	
27102	Guard II	22.46	
27131	Police Officer I	27.33	
27132	Police Officer II	30.37	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	16.52	***
28042	Carnival Equipment Repairer	16.52	***
28043	Carnival Worker	12.18	***
28210	Gate Attendant/Gate Tender	17.11	***
28310	Lifeguard	15.24	***
28350	Park Attendant (Aide)	19.13	
28510	Recreation Aide/Health Facility Attendant	13.97	***

Code	Title	Rate	Note
28515	Recreation Specialist	23.71	
28630	Sports Official	15.24	***
28690	Swimming Pool Operator	26.46	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	31.72	
29020	Hatch Tender	31.72	
29030	Line Handler	31.72	
29041	Stevedore I	30.23	
29042	Stevedore II	33.60	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.07	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.77	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.99	see 2
30021	Archeological Technician I	15.27	***
30022	Archeological Technician II	17.27	***
30023	Archeological Technician III	21.39	
30030	Cartographic Technician	21.39	
30040	Civil Engineering Technician	21.39	
30051	Cryogenic Technician I	23.69	
30052	Cryogenic Technician II	26.17	
30061	Drafter/CAD Operator I	15.27	***
30062	Drafter/CAD Operator II	17.27	***
30063	Drafter/CAD Operator III	19.24	
30064	Drafter/CAD Operator IV	23.69	
30081	Engineering Technician I	13.75	***
30082	Engineering Technician II	15.44	***
30083	Engineering Technician III	17.27	***
30084	Engineering Technician IV	21.39	
30085	Engineering Technician V	26.17	
30086	Engineering Technician VI	31.65	
30090	Environmental Technician	21.39	
30095	Evidence Control Specialist	21.39	
30210	Laboratory Technician	19.24	
30221	Latent Fingerprint Technician I	23.69	
30222	Latent Fingerprint Technician II	26.17	
30240	Mathematical Technician	21.39	
30361	Paralegal/Legal Assistant I	20.77	

Code	Title	Rate	Note
30362	Paralegal/Legal Assistant II	25.73	
30363	Paralegal/Legal Assistant III	31.48	
30364	Paralegal/Legal Assistant IV	38.08	
30375	Petroleum Supply Specialist	26.17	
30390	Photo-Optics Technician	21.39	
30395	Radiation Control Technician	26.17	
30461	Technical Writer I	21.39	
30462	Technical Writer II	26.16	
30463	Technical Writer III	31.65	
30491	Unexploded Ordnance (UXO) Technician I	29.28	
30492	Unexploded Ordnance (UXO) Technician II	35.43	
30493	Unexploded Ordnance (UXO) Technician III	42.46	
30494	Unexploded (UXO) Safety Escort	29.28	
30495	Unexploded (UXO) Sweep Personnel	29.28	
30501	Weather Forecaster I	23.69	
30502	Weather Forecaster II	28.81	
30620	Weather Observer, Combined Upper Air Or Surface Programs	19.24	see 2
30621	Weather Observer, Senior	21.39	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.43	
31020	Bus Aide	17.78	
31030	Bus Driver	24.26	
31043	Driver Courier	21.37	
31260	Parking and Lot Attendant	16.01	***
31290	Shuttle Bus Driver	19.71	
31310	Taxi Driver	15.16	***
31361	Truckdriver, Light	22.78	
31362	Truckdriver, Medium	24.26	
31363	Truckdriver, Heavy	28.35	
31364	Truckdriver, Tractor-Trailer	28.35	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.27	***
99030	Cashier	13.96	***
99050	Desk Clerk	15.47	***
99095	Embalmer	29.28	
99130	Flight Follower	29.28	
99251	Laboratory Animal Caretaker I	23.76	

Code	Title	Rate	Note
99252	Laboratory Animal Caretaker II	25.33	
99260	Marketing Analyst	28.38	
99310	Mortician	29.28	
99410	Pest Controller	30.13	
99510	Photofinishing Worker	15.39	***
99710	Recycling Laborer	22.09	
99711	Recycling Specialist	26.54	
99730	Refuse Collector	19.89	
99810	Sales Clerk	14.61	***
99820	School Crossing Guard	19.89	
99830	Survey Party Chief	22.99	
99831	Surveying Aide	14.12	***
99832	Surveying Technician	19.33	
99840	Vending Machine Attendant	26.54	
99841	Vending Machine Repairer	31.62	
99842	Vending Machine Repairer Helper	26.54	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A

contractor may substitute for any of the named holidays another day of 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)).

Wage Determination No. : 2015-4791

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana County of Benton

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	18.37	
01012	Accounting Clerk II	20.62	
01013	Accounting Clerk III	23.07	
01020	Administrative Assistant	30.35	
01035	Court Reporter	21.25	
01041	Customer Service Representative I	15.60	***
01042	Customer Service Representative II	17.03	***
01043	Customer Service Representative III	19.11	
01051	Data Entry Operator I	16.22	***
01052	Data Entry Operator II	17.70	***
01060	Dispatcher, Motor Vehicle	23.08	
01070	Document Preparation Clerk	16.93	***
01090	Duplicating Machine Operator	16.93	***
01111	General Clerk I	16.39	***
01112	General Clerk II	17.88	
01113	General Clerk III	20.07	
01120	Housing Referral Assistant	23.68	
01141	Messenger Courier	15.05	***
01191	Order Clerk I	15.69	***
01192	Order Clerk II	17.58	***
01261	Personnel Assistant (Employment) I	19.13	
01262	Personnel Assistant (Employment) II	21.40	
01263	Personnel Assistant (Employment) III	23.85	
01270	Production Control Clerk	27.92	
01290	Rental Clerk	17.74	***
01300	Scheduler, Maintenance	19.00	

Code	Title	Rate	Note
01311	Secretary I	19.00	
01312	Secretary II	21.25	
01313	Secretary III	23.68	
01320	Service Order Dispatcher	21.04	
01410	Supply Technician	30.35	
01420	Survey Worker	20.08	
01460	Switchboard Operator/Receptionist	16.54	***
01531	Travel Clerk I	16.93	***
01532	Travel Clerk II	18.58	
01533	Travel Clerk III	19.82	
01611	Word Processor I	16.93	***
01612	Word Processor II	19.00	
01613	Word Processor III	21.25	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.41	
05010	Automotive Electrician	23.06	
05040	Automotive Glass Installer	21.85	
05070	Automotive Worker	21.85	
05110	Mobile Equipment Servicer	19.92	
05130	Motor Equipment Metal Mechanic	26.41	
05160	Motor Equipment Metal Worker	21.85	
05190	Motor Vehicle Mechanic	25.88	
05220	Motor Vehicle Mechanic Helper	18.73	
05250	Motor Vehicle Upholstery Worker	20.90	
05280	Motor Vehicle Wrecker	21.85	
05310	Painter, Automotive	23.06	
05340	Radiator Repair Specialist	21.85	
05370	Tire Repairer	16.74	***
05400	Transmission Repair Specialist	26.41	
07000	Food Preparation And Service Occupations		
07010	Baker	16.69	***
07041	Cook I	17.21	***
07042	Cook II	19.19	
07070	Dishwasher	13.34	***
07130	Food Service Worker	14.12	***
07210	Meat Cutter	17.88	
07260	Waiter/Waitress	13.13	***

Code	Title	Rate	Note
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	25.99	
09040	Furniture Handler	18.12	
09080	Furniture Refinisher	25.99	
09090	Furniture Refinisher Helper	20.92	
09110	Furniture Repairer, Minor	23.66	
09130	Upholsterer	25.99	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.58	***
11060	Elevator Operator	17.08	***
11090	Gardener	22.35	
11122	Housekeeping Aide	16.40	***
11150	Janitor	16.40	***
11210	Laborer, Grounds Maintenance	17.45	***
11240	Maid or Houseman	15.54	***
11260	Pruner	15.69	***
11270	Tractor Operator	20.96	
11330	Trail Maintenance Worker	17.45	***
11360	Window Cleaner	18.22	
12000	Health Occupations		
12010	Ambulance Driver	19.01	
12011	Breath Alcohol Technician	27.56	
12012	Certified Occupational Therapist Assistant	37.80	
12015	Certified Physical Therapist Assistant	29.19	
12020	Dental Assistant	23.08	
12025	Dental Hygienist	42.68	
12030	EKG Technician	41.74	
12035	Electroneurodiagnostic Technologist	41.74	
12040	Emergency Medical Technician	19.01	
12071	Licensed Practical Nurse I	24.63	
12072	Licensed Practical Nurse II	27.56	
12073	Licensed Practical Nurse III	30.71	
12100	Medical Assistant	20.89	
12130	Medical Laboratory Technician	22.90	
12160	Medical Record Clerk	20.44	
12190	Medical Record Technician	23.02	
12195	Medical Transcriptionist	24.63	

Code	Title	Rate	Note
12210	Nuclear Medicine Technologist	60.55	
12221	Nursing Assistant I	13.53	***
12222	Nursing Assistant II	15.23	***
12223	Nursing Assistant III	16.62	***
12224	Nursing Assistant IV	18.65	
12235	Optical Dispenser	18.74	
12236	Optical Technician	24.63	
12250	Pharmacy Technician	19.62	
12280	Phlebotomist	20.13	
12305	Radiologic Technologist	36.27	
12311	Registered Nurse I	29.17	
12312	Registered Nurse II	34.23	
12313	Registered Nurse II, Specialist	34.23	
12314	Registered Nurse III	41.41	
12315	Registered Nurse III, Anesthetist	41.41	
12316	Registered Nurse IV	49.63	
12317	Scheduler (Drug and Alcohol Testing)	34.13	
12320	Substance Abuse Treatment Counselor	25.83	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	21.51	
13012	Exhibits Specialist II	26.55	
13013	Exhibits Specialist III	32.62	
13041	Illustrator I	21.63	
13042	Illustrator II	26.80	
13043	Illustrator III	32.77	
13047	Librarian	33.70	
13050	Library Aide/Clerk	15.00	***
13054	Library Information Technology Systems Administrator	31.05	
13058	Library Technician	18.13	
13061	Media Specialist I	21.16	
13062	Media Specialist II	23.66	
13063	Media Specialist III	26.39	
13071	Photographer I	18.42	
13072	Photographer II	20.60	
13073	Photographer III	25.52	
13074	Photographer IV	31.21	
13075	Photographer V	37.76	

Code	Title	Rate	Note
13090	Technical Order Library Clerk	18.83	
13110	Video Teleconference Technician	24.56	
14000	Information Technology Occupations		
14041	Computer Operator I	21.33	
14042	Computer Operator II	23.86	
14043	Computer Operator III	26.59	
14044	Computer Operator IV	29.55	
14045	Computer Operator V	32.73	
14071	Computer Programmer I	25.49	see 1
14072	Computer Programmer II		see 1
14073	Computer Programmer III		see 1
14074	Computer Programmer IV		see 1
14101	Computer Systems Analyst I		see 1
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	21.33	
14160	Personal Computer Support Technician	29.55	
14170	System Support Specialist	32.73	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	36.22	
15020	Aircrew Training Devices Instructor (Rated)	41.82	
15030	Air Crew Training Devices Instructor (Pilot)	47.81	
15050	Computer Based Training Specialist / Instructor	36.22	
15060	Educational Technologist	30.74	
15070	Flight Instructor (Pilot)	47.81	
15080	Graphic Artist	29.52	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.39	
15086	Maintenance Test Pilot, Rotary Wing	46.39	
15088	Non-Maintenance Test/Co-Pilot	46.39	
15090	Technical Instructor	29.28	
15095	Technical Instructor/Course Developer	32.12	
15110	Test Proctor	21.58	
15120	Tutor	21.19	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.99	***

Code	Title	Rate	Note
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.04	***
16220	Tailor	17.07	***
16250	Washer, Machine	12.84	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	27.71	
19040	Tool And Die Maker	32.13	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.74	
21030	Material Coordinator	27.92	
21040	Material Expediter	27.92	
21050	Material Handling Laborer	18.05	
21071	Order Filler	15.48	***
21080	Production Line Worker (Food Processing)	20.74	
21110	Shipping Packer	21.23	
21130	Shipping/Receiving Clerk	21.23	
21140	Store Worker I	17.76	
21150	Stock Clerk	24.53	
21210	Tools And Parts Attendant	20.74	
21410	Warehouse Specialist	20.74	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	31.38	
23019	Aircraft Logs and Records Technician	25.96	
23021	Aircraft Mechanic I	30.29	
23022	Aircraft Mechanic II	31.38	
23023	Aircraft Mechanic III	32.48	
23040	Aircraft Mechanic Helper	22.98	
23050	Aircraft, Painter	28.83	
23060	Aircraft Servicer	25.96	
23070	Aircraft Survival Flight Equipment Technician	28.83	
23080	Aircraft Worker	27.32	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.32	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.29	

Code	Title	Rate Note
23110	Appliance Mechanic	28.81
23120	Bicycle Repairer	24.50
23125	Cable Splicer	36.86
23130	Carpenter, Maintenance	31.86
23140	Carpet Layer	28.36
23160	Electrician, Maintenance	37.01
23181	Electronics Technician Maintenance I	27.32
23182	Electronics Technician Maintenance II	28.83
23183	Electronics Technician Maintenance III	30.29
23260	Fabric Worker	25.96
23290	Fire Alarm System Mechanic	27.34
23310	Fire Extinguisher Repairer	24.50
23311	Fuel Distribution System Mechanic	30.29
23312	Fuel Distribution System Operator	24.50
23370	General Maintenance Worker	23.03
23380	Ground Support Equipment Mechanic	30.29
23381	Ground Support Equipment Servicer	25.96
23382	Ground Support Equipment Worker	27.32
23391	Gunsmith I	24.50
23392	Gunsmith II	27.32
23393	Gunsmith III	30.29
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.60
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.63
23430	Heavy Equipment Mechanic	31.62
23440	Heavy Equipment Operator	38.36
23460	Instrument Mechanic	30.29
23465	Laboratory/Shelter Mechanic	28.83
23470	Laborer	18.05
23510	Locksmith	28.83
23530	Machinery Maintenance Mechanic	33.22
23550	Machinist, Maintenance	27.46
23580	Maintenance Trades Helper	20.67
23591	Metrology Technician I	30.29
23592	Metrology Technician II	31.38
23593	Metrology Technician III	32.48
23640	Millwright	34.82
23710	Office Appliance Repairer	22.57

Code	Title	Rate	Note
23760	Painter, Maintenance	23.57	
23790	Pipefitter, Maintenance	31.00	
23810	Plumber, Maintenance	29.42	
23820	Pneudraulic Systems Mechanic	30.29	
23850	Rigger	30.29	
23870	Scale Mechanic	27.32	
23890	Sheet-Metal Worker, Maintenance	31.13	
23910	Small Engine Mechanic	27.32	
23931	Telecommunications Mechanic I	30.55	
23932	Telecommunications Mechanic II	31.65	
23950	Telephone Lineman	30.29	
23960	Welder, Combination, Maintenance	23.20	
23965	Well Driller	30.29	
23970	Woodcraft Worker	30.29	
23980	Woodworker	24.50	
24000 Personal Needs Occupations			
24550	Case Manager	18.79	
24570	Child Care Attendant	14.14	***
24580	Child Care Center Clerk	17.47	***
24610	Chore Aide	15.40	***
24620	Family Readiness And Support Services Coordinator	18.79	
24630	Homemaker	18.79	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	32.95	
25040	Sewage Plant Operator	24.74	
25070	Stationary Engineer	32.95	
25190	Ventilation Equipment Tender	25.34	
25210	Water Treatment Plant Operator	24.74	
27000 Protective Service Occupations			
27004	Alarm Monitor	24.35	
27007	Baggage Inspector	17.73	***
27008	Corrections Officer	30.18	
27010	Court Security Officer	30.18	
27030	Detection Dog Handler	19.83	
27040	Detention Officer	30.18	
27070	Firefighter	30.18	
27101	Guard I	17.73	***

Code	Title	Rate	Note
27102	Guard II	19.83	
27131	Police Officer I	32.53	
27132	Police Officer II	36.15	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	15.74	***
28042	Carnival Equipment Repairer	16.79	***
28043	Carnival Worker	12.02	***
28210	Gate Attendant/Gate Tender	16.47	***
28310	Lifeguard	14.41	***
28350	Park Attendant (Aide)	18.42	
28510	Recreation Aide/Health Facility Attendant	13.20	***
28515	Recreation Specialist	22.40	
28630	Sports Official	14.66	***
28690	Swimming Pool Operator	19.09	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	27.32	
29020	Hatch Tender	27.32	
29030	Line Handler	27.32	
29041	Stevedore I	25.96	
29042	Stevedore II	28.83	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.50	see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.07	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.31	see 2
30021	Archeological Technician I	19.68	
30022	Archeological Technician II	21.70	
30023	Archeological Technician III	27.78	
30030	Cartographic Technician	27.78	
30040	Civil Engineering Technician	26.37	
30051	Cryogenic Technician I	29.82	
30052	Cryogenic Technician II	32.95	
30061	Drafter/CAD Operator I	19.68	
30062	Drafter/CAD Operator II	21.70	
30063	Drafter/CAD Operator III	24.19	
30064	Drafter/CAD Operator IV	30.76	
30081	Engineering Technician I	18.16	
30082	Engineering Technician II	20.39	

Code	Title	Rate Note
30083	Engineering Technician III	22.81
30084	Engineering Technician IV	28.26
30085	Engineering Technician V	34.56
30086	Engineering Technician VI	45.66
30090	Environmental Technician	27.27
30095	Evidence Control Specialist	26.93
30210	Laboratory Technician	25.45
30221	Latent Fingerprint Technician I	29.82
30222	Latent Fingerprint Technician II	32.95
30240	Mathematical Technician	28.77
30361	Paralegal/Legal Assistant I	22.16
30362	Paralegal/Legal Assistant II	27.46
30363	Paralegal/Legal Assistant III	33.59
30364	Paralegal/Legal Assistant IV	40.63
30375	Petroleum Supply Specialist	32.95
30390	Photo-Optics Technician	27.78
30395	Radiation Control Technician	32.95
30461	Technical Writer I	27.78
30462	Technical Writer II	33.98
30463	Technical Writer III	41.10
30491	Unexploded Ordnance (UXO) Technician I	29.55
30492	Unexploded Ordnance (UXO) Technician II	35.76
30493	Unexploded Ordnance (UXO) Technician III	42.86
30494	Unexploded (UXO) Safety Escort	29.55
30495	Unexploded (UXO) Sweep Personnel	29.55
30501	Weather Forecaster I	30.21
30502	Weather Forecaster II	36.73
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.19 see 2
30621	Weather Observer, Senior	27.27 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	35.76
31020	Bus Aide	18.07
31030	Bus Driver	24.58
31043	Driver Courier	19.14
31260	Parking and Lot Attendant	16.26 ***
31290	Shuttle Bus Driver	20.81
31310	Taxi Driver	15.69 ***

Code	Title	Rate	Note
31361	Truckdriver, Light	20.81	
31362	Truckdriver, Medium	22.78	
31363	Truckdriver, Heavy	27.91	
31364	Truckdriver, Tractor-Trailer	27.91	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.43	***
99030	Cashier	13.68	***
99050	Desk Clerk	14.32	***
99095	Embalmer	32.31	
99130	Flight Follower	29.55	
99251	Laboratory Animal Caretaker I	17.07	***
99252	Laboratory Animal Caretaker II	18.20	
99260	Marketing Analyst	29.52	
99310	Mortician	32.31	
99410	Pest Controller	25.70	
99510	Photofinishing Worker	15.53	***
99710	Recycling Laborer	30.58	
99711	Recycling Specialist	36.75	
99730	Refuse Collector	27.53	
99810	Sales Clerk	14.27	***
99820	School Crossing Guard	19.11	
99830	Survey Party Chief	29.45	
99831	Surveying Aide	20.88	
99832	Surveying Technician	25.94	
99840	Vending Machine Attendant	26.75	
99841	Vending Machine Repairer	31.80	
99842	Vending Machine Repairer Helper	26.75	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A

contractor may substitute for any of the named holidays another day of 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)).

Wage Determination No. : 2015-4793

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana County of Tippecanoe

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	18.37	
01012	Accounting Clerk II	20.62	
01013	Accounting Clerk III	23.07	
01020	Administrative Assistant	30.35	
01035	Court Reporter	21.25	
01041	Customer Service Representative I	15.60	***
01042	Customer Service Representative II	17.03	***
01043	Customer Service Representative III	19.11	
01051	Data Entry Operator I	16.22	***
01052	Data Entry Operator II	17.70	***
01060	Dispatcher, Motor Vehicle	23.08	
01070	Document Preparation Clerk	16.93	***
01090	Duplicating Machine Operator	16.93	***
01111	General Clerk I	16.39	***
01112	General Clerk II	17.88	
01113	General Clerk III	20.07	
01120	Housing Referral Assistant	23.68	
01141	Messenger Courier	15.05	***
01191	Order Clerk I	15.51	***
01192	Order Clerk II	16.93	***
01261	Personnel Assistant (Employment) I	19.13	

Code	Title	Rate	Note
01262	Personnel Assistant (Employment) II	21.40	
01263	Personnel Assistant (Employment) III	23.85	
01270	Production Control Clerk	27.92	
01290	Rental Clerk	17.74	***
01300	Scheduler, Maintenance	19.00	
01311	Secretary I	19.00	
01312	Secretary II	21.25	
01313	Secretary III	23.68	
01320	Service Order Dispatcher	20.63	
01410	Supply Technician	30.35	
01420	Survey Worker	20.08	
01460	Switchboard Operator/Receptionist	16.54	***
01531	Travel Clerk I	16.93	***
01532	Travel Clerk II	18.58	
01533	Travel Clerk III	19.82	
01611	Word Processor I	16.93	***
01612	Word Processor II	19.00	
01613	Word Processor III	21.25	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.41	
05010	Automotive Electrician	21.47	
05040	Automotive Glass Installer	20.31	
05070	Automotive Worker	20.31	
05110	Mobile Equipment Servicer	18.27	
05130	Motor Equipment Metal Mechanic	22.57	
05160	Motor Equipment Metal Worker	20.31	
05190	Motor Vehicle Mechanic	22.57	
05220	Motor Vehicle Mechanic Helper	17.13	***
05250	Motor Vehicle Upholstery Worker	19.38	
05280	Motor Vehicle Wrecker	20.31	
05310	Painter, Automotive	21.87	
05340	Radiator Repair Specialist	20.31	
05370	Tire Repairer	16.50	***
05400	Transmission Repair Specialist	22.57	
07000	Food Preparation And Service Occupations		
07010	Baker	16.69	***
07041	Cook I	17.21	***

Code	Title	Rate	Note
07042	Cook II	19.19	
07070	Dishwasher	13.34	***
07130	Food Service Worker	14.12	***
07210	Meat Cutter	17.88	
07260	Waiter/Waitress	13.13	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	26.21	
09040	Furniture Handler	18.12	
09080	Furniture Refinisher	26.21	
09090	Furniture Refinisher Helper	21.78	
09110	Furniture Repairer, Minor	24.65	
09130	Upholsterer	26.21	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.58	***
11060	Elevator Operator	17.08	***
11090	Gardener	22.35	
11122	Housekeeping Aide	16.02	***
11150	Janitor	16.02	***
11210	Laborer, Grounds Maintenance	17.45	***
11240	Maid or Houseman	15.54	***
11260	Pruner	15.69	***
11270	Tractor Operator	20.96	
11330	Trail Maintenance Worker	17.45	***
11360	Window Cleaner	17.81	
12000	Health Occupations		
12010	Ambulance Driver	18.11	
12011	Breath Alcohol Technician	27.56	
12012	Certified Occupational Therapist Assistant	37.80	
12015	Certified Physical Therapist Assistant	29.19	
12020	Dental Assistant	23.08	
12025	Dental Hygienist	42.68	
12030	EKG Technician	41.74	
12035	Electroneurodiagnostic Technologist	41.74	
12040	Emergency Medical Technician	18.11	
12071	Licensed Practical Nurse I	24.63	
12072	Licensed Practical Nurse II	27.56	
12073	Licensed Practical Nurse III	30.71	

Code	Title	Rate	Note
12100	Medical Assistant	20.89	
12130	Medical Laboratory Technician	22.90	
12160	Medical Record Clerk	20.44	
12190	Medical Record Technician	23.02	
12195	Medical Transcriptionist	24.63	
12210	Nuclear Medicine Technologist	60.55	
12221	Nursing Assistant I	13.53	***
12222	Nursing Assistant II	15.23	***
12223	Nursing Assistant III	16.62	***
12224	Nursing Assistant IV	18.65	
12235	Optical Dispenser	18.74	
12236	Optical Technician	24.63	
12250	Pharmacy Technician	19.62	
12280	Phlebotomist	20.13	
12305	Radiologic Technologist	36.27	
12311	Registered Nurse I	27.98	
12312	Registered Nurse II	34.23	
12313	Registered Nurse II, Specialist	34.23	
12314	Registered Nurse III	41.41	
12315	Registered Nurse III, Anesthetist	41.41	
12316	Registered Nurse IV	49.63	
12317	Scheduler (Drug and Alcohol Testing)	34.13	
12320	Substance Abuse Treatment Counselor	25.83	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	18.04	
13012	Exhibits Specialist II	22.35	
13013	Exhibits Specialist III	27.33	
13041	Illustrator I	19.93	
13042	Illustrator II	24.69	
13043	Illustrator III	30.20	
13047	Librarian	24.38	
13050	Library Aide/Clerk	15.00	***
13054	Library Information Technology Systems Administrator	25.49	
13058	Library Technician	18.13	
13061	Media Specialist I	15.89	***
13062	Media Specialist II	17.77	
13063	Media Specialist III	19.81	

Code	Title	Rate	Note
13071	Photographer I	18.42	
13072	Photographer II	20.60	
13073	Photographer III	25.52	
13074	Photographer IV	31.21	
13075	Photographer V	37.76	
13090	Technical Order Library Clerk	18.83	
13110	Video Teleconference Technician	24.56	
14000	Information Technology Occupations		
14041	Computer Operator I	21.33	
14042	Computer Operator II	23.86	
14043	Computer Operator III	26.59	
14044	Computer Operator IV	29.55	
14045	Computer Operator V	32.73	
14071	Computer Programmer I	25.07	see 1
14072	Computer Programmer II		see 1
14073	Computer Programmer III		see 1
14074	Computer Programmer IV		see 1
14101	Computer Systems Analyst I		see 1
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	21.33	
14160	Personal Computer Support Technician	29.55	
14170	System Support Specialist	32.73	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	32.97	
15020	Aircrew Training Devices Instructor (Rated)	39.89	
15030	Air Crew Training Devices Instructor (Pilot)	47.81	
15050	Computer Based Training Specialist / Instructor	32.97	
15060	Educational Technologist	30.94	
15070	Flight Instructor (Pilot)	47.81	
15080	Graphic Artist	29.52	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.39	
15086	Maintenance Test Pilot, Rotary Wing	46.39	
15088	Non-Maintenance Test/Co-Pilot	46.39	
15090	Technical Instructor	26.26	
15095	Technical Instructor/Course Developer	32.12	
15110	Test Proctor	21.19	

Code	Title	Rate	Note
15120	Tutor	21.19	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.99	***
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.04	***
16220	Tailor	17.07	***
16250	Washer, Machine	12.84	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	28.01	
19040	Tool And Die Maker	33.21	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.33	
21030	Material Coordinator	27.92	
21040	Material Expediter	27.92	
21050	Material Handling Laborer	18.05	
21071	Order Filler	15.48	***
21080	Production Line Worker (Food Processing)	21.33	
21110	Shipping Packer	21.23	
21130	Shipping/Receiving Clerk	21.23	
21140	Store Worker I	17.76	
21150	Stock Clerk	24.53	
21210	Tools And Parts Attendant	21.33	
21410	Warehouse Specialist	21.33	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	31.38	
23019	Aircraft Logs and Records Technician	26.52	
23021	Aircraft Mechanic I	30.29	
23022	Aircraft Mechanic II	31.38	
23023	Aircraft Mechanic III	32.48	
23040	Aircraft Mechanic Helper	24.43	
23050	Aircraft, Painter	29.05	

Code	Title	Rate Note
23060	Aircraft Servicer	26.52
23070	Aircraft Survival Flight Equipment Technician	29.05
23080	Aircraft Worker	27.71
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.71
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.29
23110	Appliance Mechanic	28.81
23120	Bicycle Repairer	24.50
23125	Cable Splicer	33.29
23130	Carpenter, Maintenance	27.63
23140	Carpet Layer	27.32
23160	Electrician, Maintenance	37.01
23181	Electronics Technician Maintenance I	27.32
23182	Electronics Technician Maintenance II	28.83
23183	Electronics Technician Maintenance III	30.29
23260	Fabric Worker	25.96
23290	Fire Alarm System Mechanic	27.34
23310	Fire Extinguisher Repairer	24.50
23311	Fuel Distribution System Mechanic	30.29
23312	Fuel Distribution System Operator	24.50
23370	General Maintenance Worker	23.03
23380	Ground Support Equipment Mechanic	30.29
23381	Ground Support Equipment Servicer	26.52
23382	Ground Support Equipment Worker	27.71
23391	Gunsmith I	24.50
23392	Gunsmith II	27.32
23393	Gunsmith III	30.29
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.60
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.63
23430	Heavy Equipment Mechanic	31.62
23440	Heavy Equipment Operator	35.78
23460	Instrument Mechanic	30.29
23465	Laboratory/Shelter Mechanic	28.83
23470	Laborer	18.05
23510	Locksmith	28.83
23530	Machinery Maintenance Mechanic	33.22
23550	Machinist, Maintenance	26.11
23580	Maintenance Trades Helper	20.67

Code	Title	Rate	Note
23591	Metrology Technician I	30.29	
23592	Metrology Technician II	31.38	
23593	Metrology Technician III	32.48	
23640	Millwright	34.82	
23710	Office Appliance Repairer	22.57	
23760	Painter, Maintenance	22.17	
23790	Pipefitter, Maintenance	30.45	
23810	Plumber, Maintenance	28.98	
23820	Pneudraulic Systems Mechanic	30.29	
23850	Rigger	30.29	
23870	Scale Mechanic	27.32	
23890	Sheet-Metal Worker, Maintenance	28.86	
23910	Small Engine Mechanic	27.32	
23931	Telecommunications Mechanic I	30.55	
23932	Telecommunications Mechanic II	31.65	
23950	Telephone Lineman	30.29	
23960	Welder, Combination, Maintenance	23.20	
23965	Well Driller	30.29	
23970	Woodcraft Worker	30.29	
23980	Woodworker	24.50	
24000 Personal Needs Occupations			
24550	Case Manager	18.79	
24570	Child Care Attendant	14.14	***
24580	Child Care Center Clerk	17.40	***
24610	Chore Aide	15.40	***
24620	Family Readiness And Support Services Coordinator	18.79	
24630	Homemaker	18.79	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	27.58	
25040	Sewage Plant Operator	24.74	
25070	Stationary Engineer	27.58	
25190	Ventilation Equipment Tender	20.86	
25210	Water Treatment Plant Operator	24.74	
27000 Protective Service Occupations			
27004	Alarm Monitor	24.35	
27007	Baggage Inspector	17.73	***
27008	Corrections Officer	28.53	

Code	Title	Rate Note
27010	Court Security Officer	30.18
27030	Detection Dog Handler	19.83
27040	Detention Officer	28.53
27070	Firefighter	30.18
27101	Guard I	17.73 ***
27102	Guard II	19.83
27131	Police Officer I	32.53
27132	Police Officer II	36.15
28000 Recreation Occupations		
28041	Carnival Equipment Operator	15.74 ***
28042	Carnival Equipment Repairer	16.79 ***
28043	Carnival Worker	11.80 ***
28210	Gate Attendant/Gate Tender	16.47 ***
28310	Lifeguard	13.51 ***
28350	Park Attendant (Aide)	18.42
28510	Recreation Aide/Health Facility Attendant	13.44 ***
28515	Recreation Specialist	22.40
28630	Sports Official	14.66 ***
28690	Swimming Pool Operator	19.09
29000 Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	27.32
29020	Hatch Tender	27.32
29030	Line Handler	27.32
29041	Stevedore I	25.96
29042	Stevedore II	28.83
30000 Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.50 see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.07 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.31 see 2
30021	Archeological Technician I	20.04
30022	Archeological Technician II	22.42
30023	Archeological Technician III	27.78
30030	Cartographic Technician	27.78
30040	Civil Engineering Technician	26.37
30051	Cryogenic Technician I	29.82
30052	Cryogenic Technician II	32.95
30061	Drafter/CAD Operator I	20.04

Code	Title	Rate Note
30062	Drafter/CAD Operator II	22.42
30063	Drafter/CAD Operator III	25.00
30064	Drafter/CAD Operator IV	30.76
30081	Engineering Technician I	16.99 ***
30082	Engineering Technician II	19.07
30083	Engineering Technician III	21.33
30084	Engineering Technician IV	27.03
30085	Engineering Technician V	32.33
30086	Engineering Technician VI	39.11
30090	Environmental Technician	27.04
30095	Evidence Control Specialist	26.93
30210	Laboratory Technician	25.45
30221	Latent Fingerprint Technician I	29.82
30222	Latent Fingerprint Technician II	32.95
30240	Mathematical Technician	28.36
30361	Paralegal/Legal Assistant I	22.16
30362	Paralegal/Legal Assistant II	27.46
30363	Paralegal/Legal Assistant III	33.59
30364	Paralegal/Legal Assistant IV	40.63
30375	Petroleum Supply Specialist	32.95
30390	Photo-Optics Technician	27.78
30395	Radiation Control Technician	32.95
30461	Technical Writer I	26.93
30462	Technical Writer II	32.95
30463	Technical Writer III	39.85
30491	Unexploded Ordnance (UXO) Technician I	29.55
30492	Unexploded Ordnance (UXO) Technician II	35.76
30493	Unexploded Ordnance (UXO) Technician III	42.86
30494	Unexploded (UXO) Safety Escort	29.55
30495	Unexploded (UXO) Sweep Personnel	29.55
30501	Weather Forecaster I	30.21
30502	Weather Forecaster II	36.73
30620	Weather Observer, Combined Upper Air Or Surface Programs	25.00 see 2
30621	Weather Observer, Senior	27.78 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	35.76
31020	Bus Aide	16.24 ***

Code	Title	Rate	Note
31030	Bus Driver	24.58	
31043	Driver Courier	18.81	
31260	Parking and Lot Attendant	15.74	***
31290	Shuttle Bus Driver	18.23	
31310	Taxi Driver	15.05	***
31361	Truckdriver, Light	20.05	
31362	Truckdriver, Medium	22.44	
31363	Truckdriver, Heavy	27.91	
31364	Truckdriver, Tractor-Trailer	27.91	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.43	***
99030	Cashier	13.68	***
99050	Desk Clerk	14.27	***
99095	Embalmer	29.55	
99130	Flight Follower	29.55	
99251	Laboratory Animal Caretaker I	17.07	***
99252	Laboratory Animal Caretaker II	18.20	
99260	Marketing Analyst	29.52	
99310	Mortician	29.55	
99410	Pest Controller	23.43	
99510	Photofinishing Worker	15.53	***
99710	Recycling Laborer	30.58	
99711	Recycling Specialist	36.75	
99730	Refuse Collector	27.53	
99810	Sales Clerk	14.27	***
99820	School Crossing Guard	18.71	
99830	Survey Party Chief	29.96	
99831	Surveying Aide	18.45	
99832	Surveying Technician	24.04	
99840	Vending Machine Attendant	26.75	
99841	Vending Machine Repairer	31.80	
99842	Vending Machine Repairer Helper	26.75	

Footer

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A

contractor may substitute for any of the named holidays another day of 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)).

Wage Determination No. : 2015-4795

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana County of Carroll

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	18.37	
01012	Accounting Clerk II	20.62	
01013	Accounting Clerk III	23.07	
01020	Administrative Assistant	30.35	
01035	Court Reporter	21.25	
01041	Customer Service Representative I	15.60	***
01042	Customer Service Representative II	17.03	***
01043	Customer Service Representative III	19.11	
01051	Data Entry Operator I	16.22	***
01052	Data Entry Operator II	17.70	***
01060	Dispatcher, Motor Vehicle	23.08	
01070	Document Preparation Clerk	16.93	***

Code	Title	Rate	Note
01090	Duplicating Machine Operator	16.93	***
01111	General Clerk I	16.39	***
01112	General Clerk II	17.88	
01113	General Clerk III	20.07	
01120	Housing Referral Assistant	23.68	
01141	Messenger Courier	15.05	***
01191	Order Clerk I	15.51	***
01192	Order Clerk II	16.93	***
01261	Personnel Assistant (Employment) I	19.13	
01262	Personnel Assistant (Employment) II	21.40	
01263	Personnel Assistant (Employment) III	23.85	
01270	Production Control Clerk	27.92	
01290	Rental Clerk	17.74	***
01300	Scheduler, Maintenance	19.00	
01311	Secretary I	19.00	
01312	Secretary II	21.25	
01313	Secretary III	23.68	
01320	Service Order Dispatcher	20.63	
01410	Supply Technician	30.35	
01420	Survey Worker	20.08	
01460	Switchboard Operator/Receptionist	16.54	***
01531	Travel Clerk I	16.93	***
01532	Travel Clerk II	18.58	
01533	Travel Clerk III	19.82	
01611	Word Processor I	16.93	***
01612	Word Processor II	19.00	
01613	Word Processor III	21.25	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.41	
05010	Automotive Electrician	21.25	
05040	Automotive Glass Installer	20.14	
05070	Automotive Worker	20.14	
05110	Mobile Equipment Servicer	18.07	
05130	Motor Equipment Metal Mechanic	22.34	
05160	Motor Equipment Metal Worker	20.14	
05190	Motor Vehicle Mechanic	22.34	
05220	Motor Vehicle Mechanic Helper	16.95	***

Code	Title	Rate	Note
05250	Motor Vehicle Upholstery Worker	19.14	
05280	Motor Vehicle Wrecker	20.14	
05310	Painter, Automotive	21.25	
05340	Radiator Repair Specialist	20.14	
05370	Tire Repairer	16.50	***
05400	Transmission Repair Specialist	22.34	
07000	Food Preparation And Service Occupations		
07010	Baker	16.69	***
07041	Cook I	17.21	***
07042	Cook II	19.19	
07070	Dishwasher	13.34	***
07130	Food Service Worker	14.12	***
07210	Meat Cutter	17.88	
07260	Waiter/Waitress	13.16	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	25.99	
09040	Furniture Handler	18.12	
09080	Furniture Refinisher	25.99	
09090	Furniture Refinisher Helper	21.78	
09110	Furniture Repairer, Minor	23.98	
09130	Upholsterer	25.99	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.58	***
11060	Elevator Operator	17.18	***
11090	Gardener	22.35	
11122	Housekeeping Aide	17.18	***
11150	Janitor	17.18	***
11210	Laborer, Grounds Maintenance	17.45	***
11240	Maid or Houseman	15.54	***
11260	Pruner	15.69	***
11270	Tractor Operator	20.96	
11330	Trail Maintenance Worker	17.45	***
11360	Window Cleaner	18.71	
12000	Health Occupations		
12010	Ambulance Driver	18.11	
12011	Breath Alcohol Technician	27.56	
12012	Certified Occupational Therapist Assistant	37.80	

Code	Title	Rate	Note
12015	Certified Physical Therapist Assistant	29.19	
12020	Dental Assistant	23.08	
12025	Dental Hygienist	42.68	
12030	EKG Technician	41.74	
12035	Electroneurodiagnostic Technologist	41.74	
12040	Emergency Medical Technician	18.11	
12071	Licensed Practical Nurse I	24.63	
12072	Licensed Practical Nurse II	27.56	
12073	Licensed Practical Nurse III	30.71	
12100	Medical Assistant	20.89	
12130	Medical Laboratory Technician	22.90	
12160	Medical Record Clerk	20.40	
12190	Medical Record Technician	23.02	
12195	Medical Transcriptionist	24.63	
12210	Nuclear Medicine Technologist	60.55	
12221	Nursing Assistant I	13.53	***
12222	Nursing Assistant II	15.23	***
12223	Nursing Assistant III	16.62	***
12224	Nursing Assistant IV	18.65	
12235	Optical Dispenser	18.74	
12236	Optical Technician	24.63	
12250	Pharmacy Technician	19.62	
12280	Phlebotomist	20.13	
12305	Radiologic Technologist	36.27	
12311	Registered Nurse I	27.98	
12312	Registered Nurse II	34.23	
12313	Registered Nurse II, Specialist	34.23	
12314	Registered Nurse III	41.41	
12315	Registered Nurse III, Anesthetist	41.41	
12316	Registered Nurse IV	49.63	
12317	Scheduler (Drug and Alcohol Testing)	34.13	
12320	Substance Abuse Treatment Counselor	25.83	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	17.77	
13012	Exhibits Specialist II	22.01	
13013	Exhibits Specialist III	26.92	
13041	Illustrator I	17.77	

Code	Title	Rate	Note
13042	Illustrator II	22.01	
13043	Illustrator III	26.92	
13047	Librarian	24.38	
13050	Library Aide/Clerk	15.00	***
13054	Library Information Technology Systems Administrator	22.01	
13058	Library Technician	17.08	***
13061	Media Specialist I	15.89	***
13062	Media Specialist II	17.77	
13063	Media Specialist III	19.81	
13071	Photographer I	18.42	
13072	Photographer II	20.60	
13073	Photographer III	25.52	
13074	Photographer IV	31.21	
13075	Photographer V	37.76	
13090	Technical Order Library Clerk	18.83	
13110	Video Teleconference Technician	24.56	
14000	Information Technology Occupations		
14041	Computer Operator I	20.93	
14042	Computer Operator II	23.42	
14043	Computer Operator III	26.11	
14044	Computer Operator IV	29.02	
14045	Computer Operator V	32.13	
14071	Computer Programmer I	24.64	see 1
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	20.93	
14160	Personal Computer Support Technician	29.02	
14170	System Support Specialist	32.40	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	31.98	
15020	Aircrew Training Devices Instructor (Rated)	38.70	
15030	Air Crew Training Devices Instructor (Pilot)	46.39	
15050	Computer Based Training Specialist / Instructor	31.98	

Code	Title	Rate	Note
15060	Educational Technologist	30.74	
15070	Flight Instructor (Pilot)	46.39	
15080	Graphic Artist	29.52	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.39	
15086	Maintenance Test Pilot, Rotary Wing	46.39	
15088	Non-Maintenance Test/Co-Pilot	46.39	
15090	Technical Instructor	26.26	
15095	Technical Instructor/Course Developer	32.12	
15110	Test Proctor	21.19	
15120	Tutor	21.19	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.99	***
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.04	***
16220	Tailor	17.07	***
16250	Washer, Machine	12.84	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	27.78	
19040	Tool And Die Maker	32.13	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	23.63	
21030	Material Coordinator	27.92	
21040	Material Expediter	27.92	
21050	Material Handling Laborer	18.05	
21071	Order Filler	15.48	***
21080	Production Line Worker (Food Processing)	23.63	
21110	Shipping Packer	21.23	
21130	Shipping/Receiving Clerk	21.23	
21140	Store Worker I	17.76	
21150	Stock Clerk	24.53	
21210	Tools And Parts Attendant	23.63	

Code	Title	Rate Note
21410	Warehouse Specialist	23.63
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	31.38
23019	Aircraft Logs and Records Technician	25.96
23021	Aircraft Mechanic I	30.29
23022	Aircraft Mechanic II	31.38
23023	Aircraft Mechanic III	32.48
23040	Aircraft Mechanic Helper	22.98
23050	Aircraft, Painter	28.83
23060	Aircraft Servicer	25.96
23070	Aircraft Survival Flight Equipment Technician	28.83
23080	Aircraft Worker	27.32
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.32
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.29
23110	Appliance Mechanic	28.81
23120	Bicycle Repairer	24.50
23125	Cable Splicer	33.08
23130	Carpenter, Maintenance	27.63
23140	Carpet Layer	27.32
23160	Electrician, Maintenance	37.01
23181	Electronics Technician Maintenance I	27.32
23182	Electronics Technician Maintenance II	28.83
23183	Electronics Technician Maintenance III	30.29
23260	Fabric Worker	25.96
23290	Fire Alarm System Mechanic	27.34
23310	Fire Extinguisher Repairer	24.50
23311	Fuel Distribution System Mechanic	30.29
23312	Fuel Distribution System Operator	24.50
23370	General Maintenance Worker	23.03
23380	Ground Support Equipment Mechanic	30.29
23381	Ground Support Equipment Servicer	25.96
23382	Ground Support Equipment Worker	27.32
23391	Gunsmith I	24.50
23392	Gunsmith II	27.32
23393	Gunsmith III	30.29
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.60
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.63

Code	Title	Rate	Note
23430	Heavy Equipment Mechanic	31.62	
23440	Heavy Equipment Operator	35.78	
23460	Instrument Mechanic	30.29	
23465	Laboratory/Shelter Mechanic	28.83	
23470	Laborer	18.05	
23510	Locksmith	28.83	
23530	Machinery Maintenance Mechanic	33.22	
23550	Machinist, Maintenance	26.11	
23580	Maintenance Trades Helper	19.15	
23591	Metrology Technician I	30.29	
23592	Metrology Technician II	31.38	
23593	Metrology Technician III	32.48	
23640	Millwright	33.35	
23710	Office Appliance Repairer	23.67	
23760	Painter, Maintenance	23.67	
23790	Pipefitter, Maintenance	30.45	
23810	Plumber, Maintenance	28.98	
23820	Pneudraulic Systems Mechanic	30.29	
23850	Rigger	30.29	
23870	Scale Mechanic	27.32	
23890	Sheet-Metal Worker, Maintenance	30.32	
23910	Small Engine Mechanic	27.32	
23931	Telecommunications Mechanic I	30.55	
23932	Telecommunications Mechanic II	31.65	
23950	Telephone Lineman	30.29	
23960	Welder, Combination, Maintenance	23.20	
23965	Well Driller	30.29	
23970	Woodcraft Worker	30.29	
23980	Woodworker	24.50	
24000	Personal Needs Occupations		
24550	Case Manager	18.79	
24570	Child Care Attendant	14.14	***
24580	Child Care Center Clerk	17.66	***
24610	Chore Aide	15.40	***
24620	Family Readiness And Support Services Coordinator	18.79	
24630	Homemaker	18.79	
25000	Plant And System Operations Occupations		

Code	Title	Rate	Note
25010	Boiler Tender	27.98	
25040	Sewage Plant Operator	24.74	
25070	Stationary Engineer	27.98	
25190	Ventilation Equipment Tender	21.14	
25210	Water Treatment Plant Operator	24.74	
27000	Protective Service Occupations		
27004	Alarm Monitor	24.35	
27007	Baggage Inspector	17.73	***
27008	Corrections Officer	27.39	
27010	Court Security Officer	29.60	
27030	Detection Dog Handler	19.83	
27040	Detention Officer	27.39	
27070	Firefighter	30.18	
27101	Guard I	17.73	***
27102	Guard II	19.83	
27131	Police Officer I	32.53	
27132	Police Officer II	36.15	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	16.52	***
28042	Carnival Equipment Repairer	17.12	***
28043	Carnival Worker	12.18	***
28210	Gate Attendant/Gate Tender	16.16	***
28310	Lifeguard	13.51	***
28350	Park Attendant (Aide)	18.08	
28510	Recreation Aide/Health Facility Attendant	13.20	***
28515	Recreation Specialist	22.40	
28630	Sports Official	14.40	***
28690	Swimming Pool Operator	21.60	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	27.32	
29020	Hatch Tender	27.32	
29030	Line Handler	27.32	
29041	Stevedore I	25.96	
29042	Stevedore II	28.83	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.50	see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.07	see 2

Code	Title	Rate Note
30012	Air Traffic Control Specialist, Terminal (HFO)	35.31 see 2
30021	Archeological Technician I	19.43
30022	Archeological Technician II	21.74
30023	Archeological Technician III	26.93
30030	Cartographic Technician	26.93
30040	Civil Engineering Technician	26.37
30051	Cryogenic Technician I	29.82
30052	Cryogenic Technician II	32.95
30061	Drafter/CAD Operator I	19.43
30062	Drafter/CAD Operator II	21.74
30063	Drafter/CAD Operator III	24.23
30064	Drafter/CAD Operator IV	29.82
30081	Engineering Technician I	16.95 ***
30082	Engineering Technician II	19.04
30083	Engineering Technician III	21.30
30084	Engineering Technician IV	26.39
30085	Engineering Technician V	32.27
30086	Engineering Technician VI	39.05
30090	Environmental Technician	27.04
30095	Evidence Control Specialist	26.93
30210	Laboratory Technician	25.45
30221	Latent Fingerprint Technician I	29.82
30222	Latent Fingerprint Technician II	32.95
30240	Mathematical Technician	27.78
30361	Paralegal/Legal Assistant I	22.16
30362	Paralegal/Legal Assistant II	27.46
30363	Paralegal/Legal Assistant III	33.59
30364	Paralegal/Legal Assistant IV	40.63
30375	Petroleum Supply Specialist	32.95
30390	Photo-Optics Technician	26.93
30395	Radiation Control Technician	32.95
30461	Technical Writer I	26.93
30462	Technical Writer II	32.95
30463	Technical Writer III	39.85
30491	Unexploded Ordnance (UXO) Technician I	29.55
30492	Unexploded Ordnance (UXO) Technician II	35.76
30493	Unexploded Ordnance (UXO) Technician III	42.86

Code	Title	Rate	Note
30494	Unexploded (UXO) Safety Escort	29.55	
30495	Unexploded (UXO) Sweep Personnel	29.55	
30501	Weather Forecaster I	30.21	
30502	Weather Forecaster II	36.73	
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.23	see 2
30621	Weather Observer, Senior	26.93	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.76	
31020	Bus Aide	17.91	
31030	Bus Driver	24.43	
31043	Driver Courier	18.81	
31260	Parking and Lot Attendant	16.26	***
31290	Shuttle Bus Driver	17.28	***
31310	Taxi Driver	15.10	***
31361	Truckdriver, Light	20.05	
31362	Truckdriver, Medium	21.24	
31363	Truckdriver, Heavy	27.91	
31364	Truckdriver, Tractor-Trailer	27.91	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.43	***
99030	Cashier	13.68	***
99050	Desk Clerk	14.27	***
99095	Embalmer	29.55	
99130	Flight Follower	29.55	
99251	Laboratory Animal Caretaker I	17.07	***
99252	Laboratory Animal Caretaker II	18.20	
99260	Marketing Analyst	29.52	
99310	Mortician	29.55	
99410	Pest Controller	26.24	
99510	Photofinishing Worker	15.53	***
99710	Recycling Laborer	30.58	
99711	Recycling Specialist	36.75	
99730	Refuse Collector	27.53	
99810	Sales Clerk	14.27	***
99820	School Crossing Guard	19.11	
99830	Survey Party Chief	26.00	
99831	Surveying Aide	15.96	***

Code	Title	Rate	Note
99832	Surveying Technician	21.86	
99840	Vending Machine Attendant	26.75	
99841	Vending Machine Repairer	31.80	
99842	Vending Machine Repairer Helper	26.75	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A

contractor may substitute for any of the named holidays another day of 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)).

Wage Determination No. : 2015-4797

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana County of La Porte

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	18.39
01012	Accounting Clerk II	20.64

Code	Title	Rate	Note
01013	Accounting Clerk III	23.09	
01020	Administrative Assistant	28.01	
01035	Court Reporter	20.30	
01041	Customer Service Representative I	16.62	***
01042	Customer Service Representative II	18.13	
01043	Customer Service Representative III	20.35	
01051	Data Entry Operator I	14.82	***
01052	Data Entry Operator II	16.17	***
01060	Dispatcher, Motor Vehicle	22.93	
01070	Document Preparation Clerk	16.17	***
01090	Duplicating Machine Operator	16.17	***
01111	General Clerk I	16.52	***
01112	General Clerk II	18.03	
01113	General Clerk III	20.23	
01120	Housing Referral Assistant	22.64	
01141	Messenger Courier	13.17	***
01191	Order Clerk I	16.25	***
01192	Order Clerk II	17.73	***
01261	Personnel Assistant (Employment) I	18.15	
01262	Personnel Assistant (Employment) II	20.30	
01263	Personnel Assistant (Employment) III	22.64	
01270	Production Control Clerk	26.96	
01290	Rental Clerk	17.41	***
01300	Scheduler, Maintenance	18.36	
01311	Secretary I	18.36	
01312	Secretary II	20.30	
01313	Secretary III	22.64	
01320	Service Order Dispatcher	21.04	
01410	Supply Technician	28.01	
01420	Survey Worker	20.30	
01460	Switchboard Operator/Receptionist	16.18	***
01531	Travel Clerk I	16.17	***
01532	Travel Clerk II	17.95	
01533	Travel Clerk III	20.06	
01611	Word Processor I	16.17	***
01612	Word Processor II	18.15	
01613	Word Processor III	20.30	

Code	Title	Rate	Note
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.95	
05010	Automotive Electrician	23.06	
05040	Automotive Glass Installer	21.85	
05070	Automotive Worker	21.85	
05110	Mobile Equipment Servicer	19.92	
05130	Motor Equipment Metal Mechanic	26.41	
05160	Motor Equipment Metal Worker	21.85	
05190	Motor Vehicle Mechanic	25.88	
05220	Motor Vehicle Mechanic Helper	18.73	
05250	Motor Vehicle Upholstery Worker	20.90	
05280	Motor Vehicle Wrecker	21.85	
05310	Painter, Automotive	23.06	
05340	Radiator Repair Specialist	21.85	
05370	Tire Repairer	16.74	***
05400	Transmission Repair Specialist	26.41	
07000	Food Preparation And Service Occupations		
07010	Baker	18.30	
07041	Cook I	15.85	***
07042	Cook II	17.89	
07070	Dishwasher	12.63	***
07130	Food Service Worker	13.68	***
07210	Meat Cutter	18.90	
07260	Waiter/Waitress	11.26	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	19.14	
09040	Furniture Handler	14.56	***
09080	Furniture Refinisher	19.14	
09090	Furniture Refinisher Helper	15.55	***
09110	Furniture Repairer, Minor	17.35	***
09130	Upholsterer	19.14	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	14.73	***
11060	Elevator Operator	15.57	***
11090	Gardener	21.62	
11122	Housekeeping Aide	15.57	***
11150	Janitor	15.57	***

Code	Title	Rate	Note
11210	Laborer, Grounds Maintenance	17.17	***
11240	Maid or Houseman	14.19	***
11260	Pruner	15.72	***
11270	Tractor Operator	20.19	
11330	Trail Maintenance Worker	17.17	***
11360	Window Cleaner	17.00	***
12000	Health Occupations		
12010	Ambulance Driver	23.30	
12011	Breath Alcohol Technician	25.86	
12012	Certified Occupational Therapist Assistant	35.48	
12015	Certified Physical Therapist Assistant	35.48	
12020	Dental Assistant	22.37	
12025	Dental Hygienist	37.08	
12030	EKG Technician	39.20	
12035	Electroneurodiagnostic Technologist	39.20	
12040	Emergency Medical Technician	23.30	
12071	Licensed Practical Nurse I	23.12	
12072	Licensed Practical Nurse II	25.86	
12073	Licensed Practical Nurse III	28.84	
12100	Medical Assistant	19.55	
12130	Medical Laboratory Technician	23.47	
12160	Medical Record Clerk	19.46	
12190	Medical Record Technician	21.77	
12195	Medical Transcriptionist	23.12	
12210	Nuclear Medicine Technologist	56.84	
12221	Nursing Assistant I	13.97	***
12222	Nursing Assistant II	15.71	***
12223	Nursing Assistant III	17.14	***
12224	Nursing Assistant IV	19.23	
12235	Optical Dispenser	24.60	
12236	Optical Technician	23.12	
12250	Pharmacy Technician	18.15	
12280	Phlebotomist	23.12	
12305	Radiologic Technologist	39.20	
12311	Registered Nurse I	30.04	
12312	Registered Nurse II	36.75	
12313	Registered Nurse II, Specialist	36.75	

Code	Title	Rate	Note
12314	Registered Nurse III	44.46	
12315	Registered Nurse III, Anesthetist	44.46	
12316	Registered Nurse IV	53.29	
12317	Scheduler (Drug and Alcohol Testing)	32.04	
12320	Substance Abuse Treatment Counselor	23.92	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	21.51	
13012	Exhibits Specialist II	26.55	
13013	Exhibits Specialist III	32.62	
13041	Illustrator I	21.63	
13042	Illustrator II	26.80	
13043	Illustrator III	32.77	
13047	Librarian	33.70	
13050	Library Aide/Clerk	14.14	***
13054	Library Information Technology Systems Administrator	31.05	
13058	Library Technician	17.38	***
13061	Media Specialist I	21.16	
13062	Media Specialist II	23.66	
13063	Media Specialist III	26.39	
13071	Photographer I	18.33	
13072	Photographer II	20.53	
13073	Photographer III	25.48	
13074	Photographer IV	31.15	
13075	Photographer V	37.57	
13090	Technical Order Library Clerk	18.55	
13110	Video Teleconference Technician	17.51	***
14000	Information Technology Occupations		
14041	Computer Operator I	20.35	
14042	Computer Operator II	22.76	
14043	Computer Operator III	25.37	
14044	Computer Operator IV	28.20	
14045	Computer Operator V	31.23	
14071	Computer Programmer I	25.49	see 1
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

Code	Title	Rate	Note
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	20.35	
14160	Personal Computer Support Technician	28.20	
14170	System Support Specialist	31.23	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	38.12	
15020	Aircrew Training Devices Instructor (Rated)	46.00	
15030	Air Crew Training Devices Instructor (Pilot)	51.63	
15050	Computer Based Training Specialist / Instructor	38.12	
15060	Educational Technologist	30.14	
15070	Flight Instructor (Pilot)	51.63	
15080	Graphic Artist	29.57	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	51.63	
15086	Maintenance Test Pilot, Rotary Wing	51.63	
15088	Non-Maintenance Test/Co-Pilot	51.63	
15090	Technical Instructor	28.25	
15095	Technical Instructor/Course Developer	31.50	
15110	Test Proctor	21.58	
15120	Tutor	21.58	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.63	***
16030	Counter Attendant	17.63	***
16040	Dry Cleaner	20.15	
16070	Finisher, Flatwork, Machine	17.63	***
16090	Presser, Hand	17.63	***
16110	Presser, Machine, Drycleaning	17.63	***
16130	Presser, Machine, Shirts	17.63	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.63	***
16190	Sewing Machine Operator	20.99	
16220	Tailor	21.82	
16250	Washer, Machine	18.47	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.12	
19040	Tool And Die Maker	30.09	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	18.98	

Code	Title	Rate	Note
21030	Material Coordinator	26.96	
21040	Material Expediter	26.96	
21050	Material Handling Laborer	17.43	***
21071	Order Filler	15.85	***
21080	Production Line Worker (Food Processing)	18.98	
21110	Shipping Packer	18.61	
21130	Shipping/Receiving Clerk	18.61	
21140	Store Worker I	17.91	
21150	Stock Clerk	23.46	
21210	Tools And Parts Attendant	18.98	
21410	Warehouse Specialist	18.98	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	29.96	
23019	Aircraft Logs and Records Technician	23.90	
23021	Aircraft Mechanic I	28.18	
23022	Aircraft Mechanic II	29.96	
23023	Aircraft Mechanic III	31.40	
23040	Aircraft Mechanic Helper	20.96	
23050	Aircraft, Painter	26.75	
23060	Aircraft Servicer	23.90	
23070	Aircraft Survival Flight Equipment Technician	26.75	
23080	Aircraft Worker	25.34	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.34	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.18	
23110	Appliance Mechanic	26.75	
23120	Bicycle Repairer	22.45	
23125	Cable Splicer	30.46	
23130	Carpenter, Maintenance	31.86	
23140	Carpet Layer	28.36	
23160	Electrician, Maintenance	35.27	
23181	Electronics Technician Maintenance I	26.30	
23182	Electronics Technician Maintenance II	27.75	
23183	Electronics Technician Maintenance III	29.24	
23260	Fabric Worker	23.90	
23290	Fire Alarm System Mechanic	28.18	
23310	Fire Extinguisher Repairer	22.45	
23311	Fuel Distribution System Mechanic	29.85	

Code	Title	Rate Note
23312	Fuel Distribution System Operator	23.83
23370	General Maintenance Worker	22.99
23380	Ground Support Equipment Mechanic	28.18
23381	Ground Support Equipment Servicer	23.90
23382	Ground Support Equipment Worker	25.34
23391	Gunsmith I	22.45
23392	Gunsmith II	25.34
23393	Gunsmith III	28.18
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.23
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.62
23430	Heavy Equipment Mechanic	30.80
23440	Heavy Equipment Operator	32.57
23460	Instrument Mechanic	28.18
23465	Laboratory/Shelter Mechanic	26.75
23470	Laborer	17.43 ***
23510	Locksmith	26.75
23530	Machinery Maintenance Mechanic	28.54
23550	Machinist, Maintenance	27.46
23580	Maintenance Trades Helper	20.96
23591	Metrology Technician I	28.18
23592	Metrology Technician II	29.61
23593	Metrology Technician III	30.78
23640	Millwright	29.97
23710	Office Appliance Repairer	26.75
23760	Painter, Maintenance	25.96
23790	Pipefitter, Maintenance	34.10
23810	Plumber, Maintenance	32.36
23820	Pneudraulic Systems Mechanic	28.18
23850	Rigger	28.18
23870	Scale Mechanic	25.34
23890	Sheet-Metal Worker, Maintenance	32.94
23910	Small Engine Mechanic	25.34
23931	Telecommunications Mechanic I	28.18
23932	Telecommunications Mechanic II	29.61
23950	Telephone Lineman	28.18
23960	Welder, Combination, Maintenance	23.03
23965	Well Driller	28.18

Code	Title	Rate	Note
23970	Woodcraft Worker	28.18	
23980	Woodworker	22.45	
24000	Personal Needs Occupations		
24550	Case Manager	17.49	***
24570	Child Care Attendant	13.41	***
24580	Child Care Center Clerk	16.73	***
24610	Chore Aide	13.37	***
24620	Family Readiness And Support Services Coordinator	17.49	***
24630	Homemaker	17.49	***
25000	Plant And System Operations Occupations		
25010	Boiler Tender	29.95	
25040	Sewage Plant Operator	24.26	
25070	Stationary Engineer	29.95	
25190	Ventilation Equipment Tender	23.04	
25210	Water Treatment Plant Operator	24.26	
27000	Protective Service Occupations		
27004	Alarm Monitor	18.31	
27007	Baggage Inspector	16.37	***
27008	Corrections Officer	29.48	
27010	Court Security Officer	29.48	
27030	Detection Dog Handler	18.31	
27040	Detention Officer	29.48	
27070	Firefighter	29.48	
27101	Guard I	16.37	***
27102	Guard II	18.31	
27131	Police Officer I	30.33	
27132	Police Officer II	33.11	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	15.52	***
28042	Carnival Equipment Repairer	16.56	***
28043	Carnival Worker	12.12	***
28210	Gate Attendant/Gate Tender	18.08	
28310	Lifeguard	15.19	***
28350	Park Attendant (Aide)	20.10	
28510	Recreation Aide/Health Facility Attendant	13.93	***
28515	Recreation Specialist	23.65	
28630	Sports Official	16.10	***

Code	Title	Rate Note
28690	Swimming Pool Operator	23.25
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	25.34
29020	Hatch Tender	25.34
29030	Line Handler	25.34
29041	Stevedore I	23.90
29042	Stevedore II	26.75
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	50.47 see 2
30011	Air Traffic Control Specialist, Station (HFO)	34.80 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	38.33 see 2
30021	Archeological Technician I	17.64 ***
30022	Archeological Technician II	19.73
30023	Archeological Technician III	26.32
30030	Cartographic Technician	26.33
30040	Civil Engineering Technician	25.64
30051	Cryogenic Technician I	23.80
30052	Cryogenic Technician II	26.29
30061	Drafter/CAD Operator I	17.64 ***
30062	Drafter/CAD Operator II	19.73
30063	Drafter/CAD Operator III	21.99
30064	Drafter/CAD Operator IV	28.96
30081	Engineering Technician I	18.16
30082	Engineering Technician II	20.39
30083	Engineering Technician III	22.81
30084	Engineering Technician IV	28.26
30085	Engineering Technician V	34.56
30086	Engineering Technician VI	45.66
30090	Environmental Technician	23.93
30095	Evidence Control Specialist	21.49
30210	Laboratory Technician	22.13
30221	Latent Fingerprint Technician I	23.80
30222	Latent Fingerprint Technician II	26.29
30240	Mathematical Technician	26.15
30361	Paralegal/Legal Assistant I	21.64
30362	Paralegal/Legal Assistant II	26.81
30363	Paralegal/Legal Assistant III	32.80

Code	Title	Rate Note
30364	Paralegal/Legal Assistant IV	39.68
30375	Petroleum Supply Specialist	26.29
30390	Photo-Optics Technician	26.33
30395	Radiation Control Technician	26.29
30461	Technical Writer I	27.48
30462	Technical Writer II	33.60
30463	Technical Writer III	40.66
30491	Unexploded Ordnance (UXO) Technician I	32.08
30492	Unexploded Ordnance (UXO) Technician II	38.81
30493	Unexploded Ordnance (UXO) Technician III	46.52
30494	Unexploded (UXO) Safety Escort	32.08
30495	Unexploded (UXO) Sweep Personnel	32.08
30501	Weather Forecaster I	28.96
30502	Weather Forecaster II	35.23
30620	Weather Observer, Combined Upper Air Or Surface Programs	21.99 see 2
30621	Weather Observer, Senior	24.44 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	38.81
31020	Bus Aide	18.36
31030	Bus Driver	23.28
31043	Driver Courier	19.50
31260	Parking and Lot Attendant	15.17 ***
31290	Shuttle Bus Driver	20.81
31310	Taxi Driver	19.51
31361	Truckdriver, Light	20.88
31362	Truckdriver, Medium	22.78
31363	Truckdriver, Heavy	26.83
31364	Truckdriver, Tractor-Trailer	26.83
99000	Miscellaneous Occupations	
99020	Cabin Safety Specialist	18.92
99030	Cashier	13.07 ***
99050	Desk Clerk	13.83 ***
99095	Embalmer	32.31
99130	Flight Follower	32.08
99251	Laboratory Animal Caretaker I	22.79
99252	Laboratory Animal Caretaker II	24.33
99260	Marketing Analyst	26.19

Code	Title	Rate	Note
99310	Mortician	32.31	
99410	Pest Controller	28.93	
99510	Photofinishing Worker	16.86	***
99710	Recycling Laborer	21.55	
99711	Recycling Specialist	25.37	
99730	Refuse Collector	19.74	
99810	Sales Clerk	13.71	***
99820	School Crossing Guard	19.74	
99830	Survey Party Chief	24.04	
99831	Surveying Aide	17.04	***
99832	Surveying Technician	21.17	
99840	Vending Machine Attendant	25.37	
99841	Vending Machine Repairer	30.67	
99842	Vending Machine Repairer Helper	25.37	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4799

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana County of Delaware

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	15.95	***
01012	Accounting Clerk II	17.90	
01013	Accounting Clerk III	20.02	
01020	Administrative Assistant	26.71	
01035	Court Reporter	20.99	
01041	Customer Service Representative I	15.06	***
01042	Customer Service Representative II	16.43	***
01043	Customer Service Representative III	18.44	
01051	Data Entry Operator I	15.33	***
01052	Data Entry Operator II	16.73	***
01060	Dispatcher, Motor Vehicle	20.32	
01070	Document Preparation Clerk	16.73	***
01090	Duplicating Machine Operator	16.73	***
01111	General Clerk I	15.67	***
01112	General Clerk II	17.11	***
01113	General Clerk III	19.20	
01120	Housing Referral Assistant	23.41	
01141	Messenger Courier	13.62	***
01191	Order Clerk I	15.33	***
01192	Order Clerk II	16.73	***
01261	Personnel Assistant (Employment) I	18.77	
01262	Personnel Assistant (Employment) II	20.99	
01263	Personnel Assistant (Employment) III	23.41	
01270	Production Control Clerk	27.10	
01290	Rental Clerk	17.09	***
01300	Scheduler, Maintenance	18.77	
01311	Secretary I	18.77	
01312	Secretary II	20.99	
01313	Secretary III	23.41	
01320	Service Order Dispatcher	19.39	
01410	Supply Technician	26.71	
01420	Survey Worker	17.48	***
01460	Switchboard Operator/Receptionist	16.34	***

Code	Title	Rate	Note
01531	Travel Clerk I	15.84	***
01532	Travel Clerk II	17.63	***
01533	Travel Clerk III	19.72	
01611	Word Processor I	16.73	***
01612	Word Processor II	18.77	
01613	Word Processor III	20.99	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	24.88	
05010	Automotive Electrician	20.77	
05040	Automotive Glass Installer	19.69	
05070	Automotive Worker	19.69	
05110	Mobile Equipment Servicer	17.72	***
05130	Motor Equipment Metal Mechanic	21.82	
05160	Motor Equipment Metal Worker	19.69	
05190	Motor Vehicle Mechanic	21.82	
05220	Motor Vehicle Mechanic Helper	17.09	***
05250	Motor Vehicle Upholstery Worker	18.72	
05280	Motor Vehicle Wrecker	19.69	
05310	Painter, Automotive	21.87	
05340	Radiator Repair Specialist	19.69	
05370	Tire Repairer	16.40	***
05400	Transmission Repair Specialist	21.82	
07000	Food Preparation And Service Occupations		
07010	Baker	21.33	
07041	Cook I	16.71	***
07042	Cook II	18.63	
07070	Dishwasher	13.50	***
07130	Food Service Worker	13.43	***
07210	Meat Cutter	21.16	
07260	Waiter/Waitress	10.74	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.35	
09040	Furniture Handler	15.60	***
09080	Furniture Refinisher	22.35	
09090	Furniture Refinisher Helper	17.99	
09110	Furniture Repairer, Minor	20.33	
09130	Upholsterer	22.35	

Code	Title	Rate	Note
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	14.93	***
11060	Elevator Operator	17.11	***
11090	Gardener	21.91	
11122	Housekeeping Aide	17.11	***
11150	Janitor	17.11	***
11210	Laborer, Grounds Maintenance	17.11	***
11240	Maid or Houseman	14.14	***
11260	Pruner	15.38	***
11270	Tractor Operator	20.55	
11330	Trail Maintenance Worker	17.11	***
11360	Window Cleaner	19.03	
12000	Health Occupations		
12010	Ambulance Driver	26.81	
12011	Breath Alcohol Technician	26.81	
12012	Certified Occupational Therapist Assistant	36.77	
12015	Certified Physical Therapist Assistant	37.86	
12020	Dental Assistant	22.76	
12025	Dental Hygienist	42.26	
12030	EKG Technician	40.62	
12035	Electroneurodiagnostic Technologist	40.62	
12040	Emergency Medical Technician	26.81	
12071	Licensed Practical Nurse I	23.96	
12072	Licensed Practical Nurse II	26.81	
12073	Licensed Practical Nurse III	29.89	
12100	Medical Assistant	19.98	
12130	Medical Laboratory Technician	25.48	
12160	Medical Record Clerk	18.88	
12190	Medical Record Technician	21.12	
12195	Medical Transcriptionist	23.96	
12210	Nuclear Medicine Technologist	58.92	
12221	Nursing Assistant I	12.73	***
12222	Nursing Assistant II	14.32	***
12223	Nursing Assistant III	15.63	***
12224	Nursing Assistant IV	17.54	***
12235	Optical Dispenser	17.69	***
12236	Optical Technician	23.96	

Code	Title	Rate	Note
12250	Pharmacy Technician	18.15	
12280	Phlebotomist	19.80	
12305	Radiologic Technologist	32.99	
12311	Registered Nurse I	25.74	
12312	Registered Nurse II	31.48	
12313	Registered Nurse II, Specialist	31.48	
12314	Registered Nurse III	38.09	
12315	Registered Nurse III, Anesthetist	38.09	
12316	Registered Nurse IV	45.66	
12317	Scheduler (Drug and Alcohol Testing)	33.22	
12320	Substance Abuse Treatment Counselor	22.23	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	18.49	
13012	Exhibits Specialist II	22.91	
13013	Exhibits Specialist III	28.01	
13041	Illustrator I	19.93	
13042	Illustrator II	24.69	
13043	Illustrator III	30.20	
13047	Librarian	25.37	
13050	Library Aide/Clerk	14.96	***
13054	Library Information Technology Systems Administrator	25.49	
13058	Library Technician	16.69	***
13061	Media Specialist I	16.53	***
13062	Media Specialist II	18.49	
13063	Media Specialist III	20.61	
13071	Photographer I	16.53	***
13072	Photographer II	18.49	
13073	Photographer III	22.91	
13074	Photographer IV	28.01	
13075	Photographer V	33.89	
13090	Technical Order Library Clerk	18.78	
13110	Video Teleconference Technician	18.13	
14000	Information Technology Occupations		
14041	Computer Operator I	20.76	
14042	Computer Operator II	23.22	
14043	Computer Operator III	25.88	
14044	Computer Operator IV	28.77	

Code	Title	Rate	Note
14045	Computer Operator V	31.86	
14071	Computer Programmer I	23.26	see 1
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	20.76	
14160	Personal Computer Support Technician	28.77	
14170	System Support Specialist	31.86	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	32.05	
15020	Aircrew Training Devices Instructor (Rated)	38.78	
15030	Air Crew Training Devices Instructor (Pilot)	46.49	
15050	Computer Based Training Specialist / Instructor	32.05	
15060	Educational Technologist	31.94	
15070	Flight Instructor (Pilot)	46.49	
15080	Graphic Artist	23.97	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.49	
15086	Maintenance Test Pilot, Rotary Wing	46.49	
15088	Non-Maintenance Test/Co-Pilot	46.49	
15090	Technical Instructor	22.96	
15095	Technical Instructor/Course Developer	28.09	
15110	Test Proctor	18.54	
15120	Tutor	18.54	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.99	***
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.04	***
16220	Tailor	17.07	***

Code	Title	Rate Note
16250	Washer, Machine	12.84 ***
19000	Machine Tool Operation And Repair Occupations	
19010	Machine-Tool Operator (Tool Room)	25.46
19040	Tool And Die Maker	30.19
21000	Materials Handling And Packing Occupations	
21020	Forklift Operator	20.78
21030	Material Coordinator	27.10
21040	Material Expediter	27.10
21050	Material Handling Laborer	18.43
21071	Order Filler	17.35 ***
21080	Production Line Worker (Food Processing)	20.78
21110	Shipping Packer	19.86
21130	Shipping/Receiving Clerk	19.86
21140	Store Worker I	17.76
21150	Stock Clerk	24.53
21210	Tools And Parts Attendant	20.78
21410	Warehouse Specialist	20.78
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	30.87
23019	Aircraft Logs and Records Technician	26.52
23021	Aircraft Mechanic I	29.80
23022	Aircraft Mechanic II	30.87
23023	Aircraft Mechanic III	32.03
23040	Aircraft Mechanic Helper	24.43
23050	Aircraft, Painter	29.05
23060	Aircraft Servicer	26.52
23070	Aircraft Survival Flight Equipment Technician	29.05
23080	Aircraft Worker	27.71
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.71
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.80
23110	Appliance Mechanic	25.03
23120	Bicycle Repairer	21.35
23125	Cable Splicer	28.19
23130	Carpenter, Maintenance	24.18
23140	Carpet Layer	23.79
23160	Electrician, Maintenance	30.93
23181	Electronics Technician Maintenance I	23.79

Code	Title	Rate Note
23182	Electronics Technician Maintenance II	25.84
23183	Electronics Technician Maintenance III	26.89
23260	Fabric Worker	22.62
23290	Fire Alarm System Mechanic	26.30
23310	Fire Extinguisher Repairer	21.35
23311	Fuel Distribution System Mechanic	26.30
23312	Fuel Distribution System Operator	21.35
23370	General Maintenance Worker	22.13
23380	Ground Support Equipment Mechanic	29.80
23381	Ground Support Equipment Servicer	26.52
23382	Ground Support Equipment Worker	27.71
23391	Gunsmith I	21.35
23392	Gunsmith II	23.79
23393	Gunsmith III	26.30
23410	Heating, Ventilation And Air-Conditioning Mechanic	24.23
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.10
23430	Heavy Equipment Mechanic	27.82
23440	Heavy Equipment Operator	32.83
23460	Instrument Mechanic	26.30
23465	Laboratory/Shelter Mechanic	25.03
23470	Laborer	18.43
23510	Locksmith	25.03
23530	Machinery Maintenance Mechanic	29.87
23550	Machinist, Maintenance	22.01
23580	Maintenance Trades Helper	20.02
23591	Metrology Technician I	26.30
23592	Metrology Technician II	27.25
23593	Metrology Technician III	28.19
23640	Millwright	28.58
23710	Office Appliance Repairer	25.03
23760	Painter, Maintenance	25.09
23790	Pipefitter, Maintenance	30.77
23810	Plumber, Maintenance	29.29
23820	Pneudraulic Systems Mechanic	26.30
23850	Rigger	26.30
23870	Scale Mechanic	23.79
23890	Sheet-Metal Worker, Maintenance	26.30

Code	Title	Rate	Note
23910	Small Engine Mechanic	23.79	
23931	Telecommunications Mechanic I	26.30	
23932	Telecommunications Mechanic II	27.25	
23950	Telephone Lineman	26.30	
23960	Welder, Combination, Maintenance	23.97	
23965	Well Driller	26.30	
23970	Woodcraft Worker	26.30	
23980	Woodworker	21.35	
24000	Personal Needs Occupations		
24550	Case Manager	19.24	
24570	Child Care Attendant	14.18	***
24580	Child Care Center Clerk	17.68	***
24610	Chore Aide	14.74	***
24620	Family Readiness And Support Services Coordinator	19.24	
24630	Homemaker	19.24	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	26.88	
25040	Sewage Plant Operator	25.58	
25070	Stationary Engineer	26.88	
25190	Ventilation Equipment Tender	20.40	
25210	Water Treatment Plant Operator	25.58	
27000	Protective Service Occupations		
27004	Alarm Monitor	19.98	
27007	Baggage Inspector	17.85	
27008	Corrections Officer	32.37	
27010	Court Security Officer	32.37	
27030	Detection Dog Handler	19.98	
27040	Detention Officer	32.37	
27070	Firefighter	32.37	
27101	Guard I	17.85	
27102	Guard II	19.98	
27131	Police Officer I	29.69	
27132	Police Officer II	33.00	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	14.39	***
28042	Carnival Equipment Repairer	15.36	***
28043	Carnival Worker	11.08	***

Code	Title	Rate Note
28210	Gate Attendant/Gate Tender	16.75 ***
28310	Lifeguard	14.93 ***
28350	Park Attendant (Aide)	18.74
28510	Recreation Aide/Health Facility Attendant	13.68 ***
28515	Recreation Specialist	23.22
28630	Sports Official	14.93 ***
28690	Swimming Pool Operator	22.13
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	24.18
29020	Hatch Tender	24.18
29030	Line Handler	24.18
29041	Stevedore I	22.62
29042	Stevedore II	25.14
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	46.50 see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.07 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.31 see 2
30021	Archeological Technician I	18.58
30022	Archeological Technician II	21.49
30023	Archeological Technician III	25.75
30030	Cartographic Technician	25.75
30040	Civil Engineering Technician	24.84
30051	Cryogenic Technician I	23.91
30052	Cryogenic Technician II	26.41
30061	Drafter/CAD Operator I	18.58
30062	Drafter/CAD Operator II	21.49
30063	Drafter/CAD Operator III	23.17
30064	Drafter/CAD Operator IV	28.52
30081	Engineering Technician I	16.48 ***
30082	Engineering Technician II	18.50
30083	Engineering Technician III	21.32
30084	Engineering Technician IV	27.03
30085	Engineering Technician V	31.36
30086	Engineering Technician VI	37.94
30090	Environmental Technician	24.30
30095	Evidence Control Specialist	21.59
30210	Laboratory Technician	20.75

Code	Title	Rate	Note
30221	Latent Fingerprint Technician I	23.91	
30222	Latent Fingerprint Technician II	26.41	
30240	Mathematical Technician	25.78	
30361	Paralegal/Legal Assistant I	21.75	
30362	Paralegal/Legal Assistant II	26.94	
30363	Paralegal/Legal Assistant III	32.95	
30364	Paralegal/Legal Assistant IV	39.86	
30375	Petroleum Supply Specialist	26.41	
30390	Photo-Optics Technician	25.75	
30395	Radiation Control Technician	26.41	
30461	Technical Writer I	23.36	
30462	Technical Writer II	28.58	
30463	Technical Writer III	34.58	
30491	Unexploded Ordnance (UXO) Technician I	29.55	
30492	Unexploded Ordnance (UXO) Technician II	35.76	
30493	Unexploded Ordnance (UXO) Technician III	42.86	
30494	Unexploded (UXO) Safety Escort	29.55	
30495	Unexploded (UXO) Sweep Personnel	29.55	
30501	Weather Forecaster I	28.52	
30502	Weather Forecaster II	34.69	
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.17	see 2
30621	Weather Observer, Senior	25.75	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.76	
31020	Bus Aide	17.06	***
31030	Bus Driver	23.14	
31043	Driver Courier	18.76	
31260	Parking and Lot Attendant	14.59	***
31290	Shuttle Bus Driver	17.52	***
31310	Taxi Driver	15.05	***
31361	Truckdriver, Light	20.00	
31362	Truckdriver, Medium	22.44	
31363	Truckdriver, Heavy	29.68	
31364	Truckdriver, Tractor-Trailer	29.68	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.43	***
99030	Cashier	13.45	***

Code	Title	Rate Note
99050	Desk Clerk	14.02 ***
99095	Embalmer	29.55
99130	Flight Follower	29.55
99251	Laboratory Animal Caretaker I	16.67 ***
99252	Laboratory Animal Caretaker II	17.77
99260	Marketing Analyst	28.73
99310	Mortician	29.55
99410	Pest Controller	25.65
99510	Photofinishing Worker	15.53 ***
99710	Recycling Laborer	22.27
99711	Recycling Specialist	26.75
99730	Refuse Collector	20.02
99810	Sales Clerk	14.45 ***
99820	School Crossing Guard	19.64
99830	Survey Party Chief	24.31
99831	Surveying Aide	14.97 ***
99832	Surveying Technician	19.51
99840	Vending Machine Attendant	26.75
99841	Vending Machine Repairer	31.80
99842	Vending Machine Repairer Helper	26.75

Footer

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

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

member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 8 years, 4 weeks after 15 years, and 5 weeks after 30 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)).

Wage Determination No. : 2015-4801

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana Counties of Clay, Sullivan, Vermillion, Vigo

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	16.86	***
01012	Accounting Clerk II	18.93	
01013	Accounting Clerk III	21.17	
01020	Administrative Assistant	25.22	
01035	Court Reporter	22.16	
01041	Customer Service Representative I	15.49	***
01042	Customer Service Representative II	16.90	***
01043	Customer Service Representative III	18.97	
01051	Data Entry Operator I	15.22	***
01052	Data Entry Operator II	16.61	***
01060	Dispatcher, Motor Vehicle	22.51	
01070	Document Preparation Clerk	16.61	***
01090	Duplicating Machine Operator	16.61	***
01111	General Clerk I	14.70	***
01112	General Clerk II	16.04	***
01113	General Clerk III	18.00	
01120	Housing Referral Assistant	23.24	
01141	Messenger Courier	16.00	***
01191	Order Clerk I	15.22	***
01192	Order Clerk II	17.21	***
01261	Personnel Assistant (Employment) I	18.64	
01262	Personnel Assistant (Employment) II	20.85	
01263	Personnel Assistant (Employment) III	23.24	
01270	Production Control Clerk	30.41	
01290	Rental Clerk	15.07	***
01300	Scheduler, Maintenance	18.64	

Code	Title	Rate	Note
01311	Secretary I	18.64	
01312	Secretary II	20.85	
01313	Secretary III	23.24	
01320	Service Order Dispatcher	20.12	
01410	Supply Technician	25.22	
01420	Survey Worker	17.64	***
01460	Switchboard Operator/Receptionist	15.80	***
01531	Travel Clerk I	16.61	***
01532	Travel Clerk II	18.58	
01533	Travel Clerk III	19.82	
01611	Word Processor I	16.61	***
01612	Word Processor II	18.64	
01613	Word Processor III	20.85	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.97	
05010	Automotive Electrician	20.91	
05040	Automotive Glass Installer	19.74	
05070	Automotive Worker	19.74	
05110	Mobile Equipment Servicer	17.72	***
05130	Motor Equipment Metal Mechanic	21.98	
05160	Motor Equipment Metal Worker	19.74	
05190	Motor Vehicle Mechanic	21.98	
05220	Motor Vehicle Mechanic Helper	17.09	***
05250	Motor Vehicle Upholstery Worker	18.83	
05280	Motor Vehicle Wrecker	19.74	
05310	Painter, Automotive	21.87	
05340	Radiator Repair Specialist	19.74	
05370	Tire Repairer	17.68	***
05400	Transmission Repair Specialist	21.98	
07000	Food Preparation And Service Occupations		
07010	Baker	20.66	
07041	Cook I	14.92	***
07042	Cook II	16.67	***
07070	Dishwasher	12.78	***
07130	Food Service Worker	13.50	***
07210	Meat Cutter	16.59	***
07260	Waiter/Waitress	11.52	***

Code	Title	Rate	Note
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.57	
09040	Furniture Handler	15.60	***
09080	Furniture Refinisher	22.57	
09090	Furniture Refinisher Helper	18.31	
09110	Furniture Repairer, Minor	20.73	
09130	Upholsterer	22.57	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	14.73	***
11060	Elevator Operator	15.44	***
11090	Gardener	21.50	
11122	Housekeeping Aide	15.44	***
11150	Janitor	15.44	***
11210	Laborer, Grounds Maintenance	16.78	***
11240	Maid or Houseman	13.82	***
11260	Pruner	15.11	***
11270	Tractor Operator	20.16	
11330	Trail Maintenance Worker	16.78	***
11360	Window Cleaner	17.15	***
12000	Health Occupations		
12010	Ambulance Driver	19.92	
12011	Breath Alcohol Technician	25.97	
12012	Certified Occupational Therapist Assistant	35.62	
12015	Certified Physical Therapist Assistant	29.41	
12020	Dental Assistant	20.15	
12025	Dental Hygienist	39.09	
12030	EKG Technician	29.03	
12035	Electroneurodiagnostic Technologist	29.03	
12040	Emergency Medical Technician	19.92	
12071	Licensed Practical Nurse I	23.21	
12072	Licensed Practical Nurse II	25.97	
12073	Licensed Practical Nurse III	28.94	
12100	Medical Assistant	18.50	
12130	Medical Laboratory Technician	24.68	
12160	Medical Record Clerk	20.19	
12190	Medical Record Technician	22.58	
12195	Medical Transcriptionist	21.91	

Code	Title	Rate	Note
12210	Nuclear Medicine Technologist	57.06	
12221	Nursing Assistant I	12.83	***
12222	Nursing Assistant II	14.43	***
12223	Nursing Assistant III	15.75	***
12224	Nursing Assistant IV	17.68	***
12235	Optical Dispenser	19.75	
12236	Optical Technician	23.21	
12250	Pharmacy Technician	18.41	
12280	Phlebotomist	17.82	
12305	Radiologic Technologist	35.35	
12311	Registered Nurse I	27.09	
12312	Registered Nurse II	33.14	
12313	Registered Nurse II, Specialist	33.14	
12314	Registered Nurse III	40.11	
12315	Registered Nurse III, Anesthetist	40.11	
12316	Registered Nurse IV	48.06	
12317	Scheduler (Drug and Alcohol Testing)	32.16	
12320	Substance Abuse Treatment Counselor	21.57	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	18.29	
13012	Exhibits Specialist II	22.65	
13013	Exhibits Specialist III	27.72	
13041	Illustrator I	19.93	
13042	Illustrator II	24.69	
13043	Illustrator III	30.20	
13047	Librarian	25.09	
13050	Library Aide/Clerk	14.56	***
13054	Library Information Technology Systems Administrator	25.49	
13058	Library Technician	18.15	
13061	Media Specialist I	16.35	***
13062	Media Specialist II	18.29	
13063	Media Specialist III	20.38	
13071	Photographer I	16.35	***
13072	Photographer II	18.29	
13073	Photographer III	22.65	
13074	Photographer IV	27.72	
13075	Photographer V	33.53	

Code	Title	Rate	Note
13090	Technical Order Library Clerk	16.81	***
13110	Video Teleconference Technician	19.94	
14000	Information Technology Occupations		
14041	Computer Operator I	22.26	
14042	Computer Operator II	24.90	
14043	Computer Operator III	27.77	
14044	Computer Operator IV	30.86	
14045	Computer Operator V	34.17	
14071	Computer Programmer I	21.92	see 1
14072	Computer Programmer II	27.18	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	22.26	
14160	Personal Computer Support Technician	30.86	
14170	System Support Specialist	34.28	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	31.92	
15020	Aircrew Training Devices Instructor (Rated)	38.62	
15030	Air Crew Training Devices Instructor (Pilot)	46.29	
15050	Computer Based Training Specialist / Instructor	31.92	
15060	Educational Technologist	30.94	
15070	Flight Instructor (Pilot)	46.29	
15080	Graphic Artist	22.86	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.29	
15086	Maintenance Test Pilot, Rotary Wing	46.29	
15088	Non-Maintenance Test/Co-Pilot	46.29	
15090	Technical Instructor	26.29	
15095	Technical Instructor/Course Developer	32.18	
15110	Test Proctor	21.24	
15120	Tutor	21.24	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.99	***

Code	Title	Rate	Note
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.04	***
16220	Tailor	17.07	***
16250	Washer, Machine	12.84	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	28.27	
19040	Tool And Die Maker	33.21	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.27	
21030	Material Coordinator	30.41	
21040	Material Expediter	30.41	
21050	Material Handling Laborer	17.35	***
21071	Order Filler	15.33	***
21080	Production Line Worker (Food Processing)	21.27	
21110	Shipping Packer	21.18	
21130	Shipping/Receiving Clerk	21.18	
21140	Store Worker I	17.64	***
21150	Stock Clerk	24.32	
21210	Tools And Parts Attendant	21.27	
21410	Warehouse Specialist	21.27	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	32.01	
23019	Aircraft Logs and Records Technician	26.52	
23021	Aircraft Mechanic I	30.90	
23022	Aircraft Mechanic II	32.01	
23023	Aircraft Mechanic III	33.13	
23040	Aircraft Mechanic Helper	24.43	
23050	Aircraft, Painter	29.39	
23060	Aircraft Servicer	26.52	
23070	Aircraft Survival Flight Equipment Technician	29.39	
23080	Aircraft Worker	27.75	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.75	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.90	

Code	Title	Rate	Note
23110	Appliance Mechanic	28.27	
23120	Bicycle Repairer	24.83	
23125	Cable Splicer	32.69	
23130	Carpenter, Maintenance	26.56	
23140	Carpet Layer	27.75	
23160	Electrician, Maintenance	37.37	
23181	Electronics Technician Maintenance I	28.74	
23182	Electronics Technician Maintenance II	31.26	
23183	Electronics Technician Maintenance III	32.54	
23260	Fabric Worker	26.44	
23290	Fire Alarm System Mechanic	30.90	
23310	Fire Extinguisher Repairer	24.83	
23311	Fuel Distribution System Mechanic	30.90	
23312	Fuel Distribution System Operator	24.83	
23370	General Maintenance Worker	22.27	
23380	Ground Support Equipment Mechanic	30.90	
23381	Ground Support Equipment Servicer	26.52	
23382	Ground Support Equipment Worker	27.75	
23391	Gunsmith I	24.83	
23392	Gunsmith II	27.75	
23393	Gunsmith III	30.90	
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.04	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.94	
23430	Heavy Equipment Mechanic	30.59	
23440	Heavy Equipment Operator	31.98	
23460	Instrument Mechanic	30.90	
23465	Laboratory/Shelter Mechanic	29.39	
23470	Laborer	17.35	***
23510	Locksmith	29.39	
23530	Machinery Maintenance Mechanic	34.41	
23550	Machinist, Maintenance	23.57	
23580	Maintenance Trades Helper	22.56	
23591	Metrology Technician I	30.90	
23592	Metrology Technician II	32.01	
23593	Metrology Technician III	33.13	
23640	Millwright	31.24	
23710	Office Appliance Repairer	29.39	

Code	Title	Rate	Note
23760	Painter, Maintenance	24.52	
23790	Pipefitter, Maintenance	42.34	
23810	Plumber, Maintenance	40.27	
23820	Pneudraulic Systems Mechanic	30.90	
23850	Rigger	30.90	
23870	Scale Mechanic	27.75	
23890	Sheet-Metal Worker, Maintenance	28.14	
23910	Small Engine Mechanic	27.75	
23931	Telecommunications Mechanic I	28.59	
23932	Telecommunications Mechanic II	29.61	
23950	Telephone Lineman	29.72	
23960	Welder, Combination, Maintenance	23.20	
23965	Well Driller	30.90	
23970	Woodcraft Worker	30.90	
23980	Woodworker	24.83	
24000 Personal Needs Occupations			
24550	Case Manager	18.67	
24570	Child Care Attendant	13.42	***
24580	Child Care Center Clerk	16.73	***
24610	Chore Aide	15.08	***
24620	Family Readiness And Support Services Coordinator	18.67	
24630	Homemaker	18.67	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	27.02	
25040	Sewage Plant Operator	24.84	
25070	Stationary Engineer	27.02	
25190	Ventilation Equipment Tender	20.36	
25210	Water Treatment Plant Operator	24.84	
27000 Protective Service Occupations			
27004	Alarm Monitor	21.70	
27007	Baggage Inspector	16.74	***
27008	Corrections Officer	23.46	
27010	Court Security Officer	22.80	
27030	Detection Dog Handler	18.88	
27040	Detention Officer	23.46	
27070	Firefighter	24.65	
27101	Guard I	16.74	***

Code	Title	Rate	Note
27102	Guard II	18.88	
27131	Police Officer I	26.54	
27132	Police Officer II	29.49	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	16.44	***
28042	Carnival Equipment Repairer	17.53	***
28043	Carnival Worker	12.32	***
28210	Gate Attendant/Gate Tender	16.26	***
28310	Lifeguard	14.24	***
28350	Park Attendant (Aide)	18.19	
28510	Recreation Aide/Health Facility Attendant	13.28	***
28515	Recreation Specialist	22.54	
28630	Sports Official	14.49	***
28690	Swimming Pool Operator	19.59	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	29.43	
29020	Hatch Tender	29.43	
29030	Line Handler	29.43	
29041	Stevedore I	28.07	
29042	Stevedore II	31.10	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.07	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.77	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.99	see 2
30021	Archeological Technician I	19.52	
30022	Archeological Technician II	21.83	
30023	Archeological Technician III	27.04	
30030	Cartographic Technician	27.04	
30040	Civil Engineering Technician	26.82	
30051	Cryogenic Technician I	29.69	
30052	Cryogenic Technician II	32.79	
30061	Drafter/CAD Operator I	19.52	
30062	Drafter/CAD Operator II	21.83	
30063	Drafter/CAD Operator III	24.33	
30064	Drafter/CAD Operator IV	29.95	
30081	Engineering Technician I	17.22	***
30082	Engineering Technician II	19.33	

Code	Title	Rate	Note
30083	Engineering Technician III	21.63	
30084	Engineering Technician IV	27.03	
30085	Engineering Technician V	32.76	
30086	Engineering Technician VI	39.64	
30090	Environmental Technician	26.82	
30095	Evidence Control Specialist	26.82	
30210	Laboratory Technician	28.72	
30221	Latent Fingerprint Technician I	29.69	
30222	Latent Fingerprint Technician II	32.79	
30240	Mathematical Technician	27.04	
30361	Paralegal/Legal Assistant I	22.88	
30362	Paralegal/Legal Assistant II	28.34	
30363	Paralegal/Legal Assistant III	34.66	
30364	Paralegal/Legal Assistant IV	41.94	
30375	Petroleum Supply Specialist	32.79	
30390	Photo-Optics Technician	27.04	
30395	Radiation Control Technician	32.79	
30461	Technical Writer I	26.82	
30462	Technical Writer II	32.79	
30463	Technical Writer III	39.68	
30491	Unexploded Ordnance (UXO) Technician I	29.28	
30492	Unexploded Ordnance (UXO) Technician II	35.43	
30493	Unexploded Ordnance (UXO) Technician III	42.46	
30494	Unexploded (UXO) Safety Escort	29.28	
30495	Unexploded (UXO) Sweep Personnel	29.28	
30501	Weather Forecaster I	29.95	
30502	Weather Forecaster II	36.43	
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.33	see 2
30621	Weather Observer, Senior	27.04	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.43	
31020	Bus Aide	16.24	***
31030	Bus Driver	23.67	
31043	Driver Courier	17.43	***
31260	Parking and Lot Attendant	15.66	***
31290	Shuttle Bus Driver	17.55	***
31310	Taxi Driver	11.31	***

Code	Title	Rate	Note
31361	Truckdriver, Light	18.59	
31362	Truckdriver, Medium	22.44	
31363	Truckdriver, Heavy	25.04	
31364	Truckdriver, Tractor-Trailer	25.04	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.27	***
99030	Cashier	13.13	***
99050	Desk Clerk	13.98	***
99095	Embalmer	29.28	
99130	Flight Follower	29.28	
99251	Laboratory Animal Caretaker I	17.78	
99252	Laboratory Animal Caretaker II	18.98	
99260	Marketing Analyst	28.15	
99310	Mortician	29.28	
99410	Pest Controller	27.18	
99510	Photofinishing Worker	15.39	***
99710	Recycling Laborer	24.90	
99711	Recycling Specialist	29.92	
99730	Refuse Collector	22.34	
99810	Sales Clerk	13.84	***
99820	School Crossing Guard	19.89	
99830	Survey Party Chief	24.09	
99831	Surveying Aide	14.83	***
99832	Surveying Technician	19.33	
99840	Vending Machine Attendant	26.54	
99841	Vending Machine Repairer	31.62	
99842	Vending Machine Repairer Helper	26.54	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 8 years, 4 weeks after 15 years, and 5 weeks after 30 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)).

Wage Determination No. : 2015-4803

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 30

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana County of Kosciusko

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.38	***
01012	Accounting Clerk II	19.50	
01013	Accounting Clerk III	21.81	
01020	Administrative Assistant	26.30	
01035	Court Reporter	23.00	
01041	Customer Service Representative I	16.33	***
01042	Customer Service Representative II	17.82	
01043	Customer Service Representative III	20.00	
01051	Data Entry Operator I	16.22	***
01052	Data Entry Operator II	17.70	***
01060	Dispatcher, Motor Vehicle	23.20	
01070	Document Preparation Clerk	16.30	***
01090	Duplicating Machine Operator	16.30	***
01111	General Clerk I	16.14	***
01112	General Clerk II	17.60	***
01113	General Clerk III	19.76	
01120	Housing Referral Assistant	22.11	
01141	Messenger Courier	13.66	***
01191	Order Clerk I	16.49	***
01192	Order Clerk II	18.00	
01261	Personnel Assistant (Employment) I	20.49	

Code	Title	Rate	Note
01262	Personnel Assistant (Employment) II	22.92	
01263	Personnel Assistant (Employment) III	25.56	
01270	Production Control Clerk	28.17	
01290	Rental Clerk	16.10	***
01300	Scheduler, Maintenance	17.74	***
01311	Secretary I	17.74	***
01312	Secretary II	19.84	
01313	Secretary III	22.11	
01320	Service Order Dispatcher	20.74	
01410	Supply Technician	26.30	
01420	Survey Worker	18.00	
01460	Switchboard Operator/Receptionist	15.40	***
01531	Travel Clerk I	15.80	***
01532	Travel Clerk II	17.74	***
01533	Travel Clerk III	19.82	
01611	Word Processor I	15.80	***
01612	Word Processor II	17.74	***
01613	Word Processor III	19.84	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.54	
05010	Automotive Electrician	21.28	
05040	Automotive Glass Installer	20.00	
05070	Automotive Worker	20.00	
05110	Mobile Equipment Servicer	17.60	***
05130	Motor Equipment Metal Mechanic	22.31	
05160	Motor Equipment Metal Worker	20.00	
05190	Motor Vehicle Mechanic	22.31	
05220	Motor Vehicle Mechanic Helper	16.35	***
05250	Motor Vehicle Upholstery Worker	18.82	
05280	Motor Vehicle Wrecker	20.00	
05310	Painter, Automotive	21.28	
05340	Radiator Repair Specialist	20.00	
05370	Tire Repairer	17.13	***
05400	Transmission Repair Specialist	22.31	
07000	Food Preparation And Service Occupations		
07010	Baker	15.92	***
07041	Cook I	15.05	***

Code	Title	Rate	Note
07042	Cook II	17.10	***
07070	Dishwasher	11.94	***
07130	Food Service Worker	13.86	***
07210	Meat Cutter	17.56	***
07260	Waiter/Waitress	11.20	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	20.19	
09040	Furniture Handler	13.72	***
09080	Furniture Refinisher	21.12	
09090	Furniture Refinisher Helper	16.23	***
09110	Furniture Repairer, Minor	18.68	
09130	Upholsterer	20.94	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.67	***
11060	Elevator Operator	17.42	***
11090	Gardener	22.69	
11122	Housekeeping Aide	17.49	***
11150	Janitor	17.49	***
11210	Laborer, Grounds Maintenance	17.82	
11240	Maid or Houseman	14.13	***
11260	Pruner	16.20	***
11270	Tractor Operator	21.08	
11330	Trail Maintenance Worker	17.82	
11360	Window Cleaner	19.24	
12000	Health Occupations		
12010	Ambulance Driver	19.33	
12011	Breath Alcohol Technician	26.64	
12012	Certified Occupational Therapist Assistant	33.77	
12015	Certified Physical Therapist Assistant	30.99	
12020	Dental Assistant	22.77	
12025	Dental Hygienist	39.34	
12030	EKG Technician	33.92	
12035	Electroneurodiagnostic Technologist	33.92	
12040	Emergency Medical Technician	19.33	
12071	Licensed Practical Nurse I	23.82	
12072	Licensed Practical Nurse II	26.64	
12073	Licensed Practical Nurse III	29.69	

Code	Title	Rate	Note
12100	Medical Assistant	18.56	
12130	Medical Laboratory Technician	26.90	
12160	Medical Record Clerk	20.63	
12190	Medical Record Technician	23.08	
12195	Medical Transcriptionist	22.30	
12210	Nuclear Medicine Technologist	58.54	
12221	Nursing Assistant I	13.60	***
12222	Nursing Assistant II	15.30	***
12223	Nursing Assistant III	16.70	***
12224	Nursing Assistant IV	18.73	
12235	Optical Dispenser	16.77	***
12236	Optical Technician	23.82	
12250	Pharmacy Technician	18.08	
12280	Phlebotomist	17.90	
12305	Radiologic Technologist	35.95	
12311	Registered Nurse I	27.91	
12312	Registered Nurse II	34.12	
12313	Registered Nurse II, Specialist	34.12	
12314	Registered Nurse III	41.28	
12315	Registered Nurse III, Anesthetist	41.28	
12316	Registered Nurse IV	49.49	
12317	Scheduler (Drug and Alcohol Testing)	33.00	
12320	Substance Abuse Treatment Counselor	24.94	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	16.23	***
13012	Exhibits Specialist II	20.09	
13013	Exhibits Specialist III	24.58	
13041	Illustrator I	16.23	***
13042	Illustrator II	20.09	
13043	Illustrator III	24.58	
13047	Librarian	22.30	
13050	Library Aide/Clerk	13.25	***
13054	Library Information Technology Systems Administrator	20.11	
13058	Library Technician	15.47	***
13061	Media Specialist I	14.52	***
13062	Media Specialist II	16.23	***
13063	Media Specialist III	18.11	

Code	Title	Rate	Note
13071	Photographer I	16.91	***
13072	Photographer II	18.91	
13073	Photographer III	23.43	
13074	Photographer IV	28.66	
13075	Photographer V	35.45	
13090	Technical Order Library Clerk	16.63	***
13110	Video Teleconference Technician	16.36	***
14000	Information Technology Occupations		
14041	Computer Operator I	19.84	
14042	Computer Operator II	22.21	
14043	Computer Operator III	24.83	
14044	Computer Operator IV	27.59	
14045	Computer Operator V	30.56	
14071	Computer Programmer I	25.00	see 1
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	19.84	
14160	Personal Computer Support Technician	27.59	
14170	System Support Specialist	30.56	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	37.19	
15020	Aircrew Training Devices Instructor (Rated)	45.00	
15030	Air Crew Training Devices Instructor (Pilot)	53.82	
15050	Computer Based Training Specialist / Instructor	37.19	
15060	Educational Technologist	28.11	
15070	Flight Instructor (Pilot)	53.82	
15080	Graphic Artist	23.30	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	53.80	
15086	Maintenance Test Pilot, Rotary Wing	53.80	
15088	Non-Maintenance Test/Co-Pilot	53.80	
15090	Technical Instructor	21.30	
15095	Technical Instructor/Course Developer	26.05	
15110	Test Proctor	17.20	***

Code	Title	Rate	Note
15120	Tutor	17.20	***
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.99	***
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.04	***
16220	Tailor	17.07	***
16250	Washer, Machine	12.84	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.67	
19040	Tool And Die Maker	30.27	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.75	
21030	Material Coordinator	28.17	
21040	Material Expediter	28.17	
21050	Material Handling Laborer	18.92	
21071	Order Filler	16.33	***
21080	Production Line Worker (Food Processing)	20.75	
21110	Shipping Packer	21.63	
21130	Shipping/Receiving Clerk	21.63	
21140	Store Worker I	17.40	***
21150	Stock Clerk	22.80	
21210	Tools And Parts Attendant	20.75	
21410	Warehouse Specialist	20.75	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	35.12	
23019	Aircraft Logs and Records Technician	28.37	
23021	Aircraft Mechanic I	33.63	
23022	Aircraft Mechanic II	35.12	
23023	Aircraft Mechanic III	36.55	
23040	Aircraft Mechanic Helper	24.65	
23050	Aircraft, Painter	32.08	

Code	Title	Rate Note
23060	Aircraft Servicer	28.37
23070	Aircraft Survival Flight Equipment Technician	32.08
23080	Aircraft Worker	30.15
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	30.15
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	33.63
23110	Appliance Mechanic	23.81
23120	Bicycle Repairer	22.65
23125	Cable Splicer	44.65
23130	Carpenter, Maintenance	23.90
23140	Carpet Layer	25.74
23160	Electrician, Maintenance	30.32
23181	Electronics Technician Maintenance I	30.31
23182	Electronics Technician Maintenance II	32.25
23183	Electronics Technician Maintenance III	33.81
23260	Fabric Worker	24.22
23290	Fire Alarm System Mechanic	28.71
23310	Fire Extinguisher Repairer	22.65
23311	Fuel Distribution System Mechanic	30.50
23312	Fuel Distribution System Operator	24.30
23370	General Maintenance Worker	24.41
23380	Ground Support Equipment Mechanic	33.63
23381	Ground Support Equipment Servicer	28.37
23382	Ground Support Equipment Worker	30.15
23391	Gunsmith I	22.65
23392	Gunsmith II	25.74
23393	Gunsmith III	28.71
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.25
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.55
23430	Heavy Equipment Mechanic	29.02
23440	Heavy Equipment Operator	27.16
23460	Instrument Mechanic	28.71
23465	Laboratory/Shelter Mechanic	27.39
23470	Laborer	18.92
23510	Locksmith	27.39
23530	Machinery Maintenance Mechanic	29.12
23550	Machinist, Maintenance	28.62
23580	Maintenance Trades Helper	16.52 ***

Code	Title	Rate	Note
23591	Metrology Technician I	28.71	
23592	Metrology Technician II	29.99	
23593	Metrology Technician III	31.20	
23640	Millwright	31.40	
23710	Office Appliance Repairer	21.29	
23760	Painter, Maintenance	22.92	
23790	Pipefitter, Maintenance	28.69	
23810	Plumber, Maintenance	27.37	
23820	Pneudraulic Systems Mechanic	28.71	
23850	Rigger	24.65	
23870	Scale Mechanic	25.74	
23890	Sheet-Metal Worker, Maintenance	29.83	
23910	Small Engine Mechanic	21.79	
23931	Telecommunications Mechanic I	30.46	
23932	Telecommunications Mechanic II	31.81	
23950	Telephone Lineman	27.25	
23960	Welder, Combination, Maintenance	22.55	
23965	Well Driller	27.27	
23970	Woodcraft Worker	28.71	
23980	Woodworker	22.65	
24000	Personal Needs Occupations		
24550	Case Manager	19.31	
24570	Child Care Attendant	13.84	***
24580	Child Care Center Clerk	17.25	***
24610	Chore Aide	15.14	***
24620	Family Readiness And Support Services Coordinator	19.31	
24630	Homemaker	19.31	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	26.44	
25040	Sewage Plant Operator	25.22	
25070	Stationary Engineer	26.44	
25190	Ventilation Equipment Tender	19.38	
25210	Water Treatment Plant Operator	25.22	
27000	Protective Service Occupations		
27004	Alarm Monitor	22.25	
27007	Baggage Inspector	16.94	***
27008	Corrections Officer	21.24	

Code	Title	Rate	Note
27010	Court Security Officer	24.90	
27030	Detection Dog Handler	18.95	
27040	Detention Officer	21.24	
27070	Firefighter	26.97	
27101	Guard I	16.94	***
27102	Guard II	18.95	
27131	Police Officer I	26.73	
27132	Police Officer II	29.71	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	16.09	***
28042	Carnival Equipment Repairer	17.32	***
28043	Carnival Worker	12.37	***
28210	Gate Attendant/Gate Tender	16.84	***
28310	Lifeguard	11.77	***
28350	Park Attendant (Aide)	18.84	
28510	Recreation Aide/Health Facility Attendant	13.75	***
28515	Recreation Specialist	23.34	
28630	Sports Official	15.01	***
28690	Swimming Pool Operator	21.09	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	25.31	
29020	Hatch Tender	25.31	
29030	Line Handler	25.31	
29041	Stevedore I	23.81	
29042	Stevedore II	26.93	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	49.73	see 2
30011	Air Traffic Control Specialist, Station (HFO)	34.29	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	37.77	see 2
30021	Archeological Technician I	21.14	
30022	Archeological Technician II	23.63	
30023	Archeological Technician III	29.28	
30030	Cartographic Technician	29.28	
30040	Civil Engineering Technician	29.28	
30051	Cryogenic Technician I	32.43	
30052	Cryogenic Technician II	35.82	
30061	Drafter/CAD Operator I	21.14	

Code	Title	Rate Note
30062	Drafter/CAD Operator II	23.63
30063	Drafter/CAD Operator III	26.35
30064	Drafter/CAD Operator IV	32.43
30081	Engineering Technician I	17.73 ***
30082	Engineering Technician II	19.91
30083	Engineering Technician III	22.27
30084	Engineering Technician IV	27.58
30085	Engineering Technician V	33.74
30086	Engineering Technician VI	40.81
30090	Environmental Technician	29.28
30095	Evidence Control Specialist	29.28
30210	Laboratory Technician	24.06
30221	Latent Fingerprint Technician I	32.43
30222	Latent Fingerprint Technician II	35.82
30240	Mathematical Technician	29.28
30361	Paralegal/Legal Assistant I	21.99
30362	Paralegal/Legal Assistant II	27.24
30363	Paralegal/Legal Assistant III	33.31
30364	Paralegal/Legal Assistant IV	40.30
30375	Petroleum Supply Specialist	35.82
30390	Photo-Optics Technician	29.16
30395	Radiation Control Technician	35.82
30461	Technical Writer I	29.16
30462	Technical Writer II	35.67
30463	Technical Writer III	43.16
30491	Unexploded Ordnance (UXO) Technician I	31.60
30492	Unexploded Ordnance (UXO) Technician II	38.24
30493	Unexploded Ordnance (UXO) Technician III	45.84
30494	Unexploded (UXO) Safety Escort	31.60
30495	Unexploded (UXO) Sweep Personnel	31.60
30501	Weather Forecaster I	32.43
30502	Weather Forecaster II	39.45
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.35 see 2
30621	Weather Observer, Senior	29.28 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	38.24
31020	Bus Aide	16.74 ***

Code	Title	Rate	Note
31030	Bus Driver	22.79	
31043	Driver Courier	18.58	
31260	Parking and Lot Attendant	14.29	***
31290	Shuttle Bus Driver	15.69	***
31310	Taxi Driver	15.09	***
31361	Truckdriver, Light	20.00	
31362	Truckdriver, Medium	21.39	
31363	Truckdriver, Heavy	26.82	
31364	Truckdriver, Tractor-Trailer	26.82	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	18.65	
99030	Cashier	13.29	***
99050	Desk Clerk	13.91	***
99095	Embalmer	29.30	
99130	Flight Follower	31.60	
99251	Laboratory Animal Caretaker I	16.02	***
99252	Laboratory Animal Caretaker II	17.24	***
99260	Marketing Analyst	29.15	
99310	Mortician	29.30	
99410	Pest Controller	22.40	
99510	Photofinishing Worker	16.61	***
99710	Recycling Laborer	24.55	
99711	Recycling Specialist	29.03	
99730	Refuse Collector	22.34	
99810	Sales Clerk	14.44	***
99820	School Crossing Guard	17.71	***
99830	Survey Party Chief	24.95	
99831	Surveying Aide	16.35	***
99832	Surveying Technician	22.42	
99840	Vending Machine Attendant	24.67	
99841	Vending Machine Repairer	30.18	
99842	Vending Machine Repairer Helper	24.67	

Footer

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A

contractor may substitute for any of the named holidays another day of 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)).

Wage Determination No. : 2015-4805

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 30

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana Counties of Adams, De Kalb, Huntington, Lagrange, Noble, Steuben, Wabash

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.38	***
01012	Accounting Clerk II	19.50	
01013	Accounting Clerk III	21.81	
01020	Administrative Assistant	26.30	
01035	Court Reporter	23.00	
01041	Customer Service Representative I	16.33	***
01042	Customer Service Representative II	17.82	
01043	Customer Service Representative III	20.00	
01051	Data Entry Operator I	16.22	***
01052	Data Entry Operator II	17.70	***
01060	Dispatcher, Motor Vehicle	23.20	
01070	Document Preparation Clerk	16.30	***

Code	Title	Rate	Note
01090	Duplicating Machine Operator	16.30	***
01111	General Clerk I	16.14	***
01112	General Clerk II	17.60	***
01113	General Clerk III	19.76	
01120	Housing Referral Assistant	22.11	
01141	Messenger Courier	13.66	***
01191	Order Clerk I	16.49	***
01192	Order Clerk II	18.00	
01261	Personnel Assistant (Employment) I	20.49	
01262	Personnel Assistant (Employment) II	22.92	
01263	Personnel Assistant (Employment) III	25.56	
01270	Production Control Clerk	28.17	
01290	Rental Clerk	15.52	***
01300	Scheduler, Maintenance	17.74	***
01311	Secretary I	17.74	***
01312	Secretary II	19.84	
01313	Secretary III	22.11	
01320	Service Order Dispatcher	20.74	
01410	Supply Technician	26.30	
01420	Survey Worker	18.00	
01460	Switchboard Operator/Receptionist	15.40	***
01531	Travel Clerk I	15.80	***
01532	Travel Clerk II	17.74	***
01533	Travel Clerk III	19.82	
01611	Word Processor I	15.80	***
01612	Word Processor II	17.74	***
01613	Word Processor III	19.84	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.54	
05010	Automotive Electrician	21.28	
05040	Automotive Glass Installer	20.00	
05070	Automotive Worker	20.00	
05110	Mobile Equipment Servicer	17.60	***
05130	Motor Equipment Metal Mechanic	22.31	
05160	Motor Equipment Metal Worker	20.00	
05190	Motor Vehicle Mechanic	22.31	
05220	Motor Vehicle Mechanic Helper	16.35	***

Code	Title	Rate	Note
05250	Motor Vehicle Upholstery Worker	18.82	
05280	Motor Vehicle Wrecker	20.00	
05310	Painter, Automotive	21.28	
05340	Radiator Repair Specialist	20.00	
05370	Tire Repairer	17.13	***
05400	Transmission Repair Specialist	22.31	
07000	Food Preparation And Service Occupations		
07010	Baker	15.92	***
07041	Cook I	15.05	***
07042	Cook II	17.10	***
07070	Dishwasher	11.94	***
07130	Food Service Worker	13.86	***
07210	Meat Cutter	17.56	***
07260	Waiter/Waitress	11.20	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	20.19	
09040	Furniture Handler	13.78	***
09080	Furniture Refinisher	21.12	
09090	Furniture Refinisher Helper	16.27	***
09110	Furniture Repairer, Minor	18.68	
09130	Upholsterer	20.94	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.67	***
11060	Elevator Operator	17.42	***
11090	Gardener	22.69	
11122	Housekeeping Aide	17.49	***
11150	Janitor	17.49	***
11210	Laborer, Grounds Maintenance	17.82	
11240	Maid or Houseman	14.13	***
11260	Pruner	16.20	***
11270	Tractor Operator	21.08	
11330	Trail Maintenance Worker	17.82	
11360	Window Cleaner	19.24	
12000	Health Occupations		
12010	Ambulance Driver	19.33	
12011	Breath Alcohol Technician	26.64	
12012	Certified Occupational Therapist Assistant	33.77	

Code	Title	Rate	Note
12015	Certified Physical Therapist Assistant	30.99	
12020	Dental Assistant	22.77	
12025	Dental Hygienist	39.34	
12030	EKG Technician	33.92	
12035	Electroneurodiagnostic Technologist	33.92	
12040	Emergency Medical Technician	19.33	
12071	Licensed Practical Nurse I	23.82	
12072	Licensed Practical Nurse II	26.64	
12073	Licensed Practical Nurse III	29.69	
12100	Medical Assistant	18.56	
12130	Medical Laboratory Technician	26.90	
12160	Medical Record Clerk	20.63	
12190	Medical Record Technician	23.08	
12195	Medical Transcriptionist	22.30	
12210	Nuclear Medicine Technologist	58.54	
12221	Nursing Assistant I	13.60	***
12222	Nursing Assistant II	15.30	***
12223	Nursing Assistant III	16.70	***
12224	Nursing Assistant IV	18.73	
12235	Optical Dispenser	16.77	***
12236	Optical Technician	23.82	
12250	Pharmacy Technician	18.08	
12280	Phlebotomist	17.82	
12305	Radiologic Technologist	35.95	
12311	Registered Nurse I	27.91	
12312	Registered Nurse II	34.12	
12313	Registered Nurse II, Specialist	34.12	
12314	Registered Nurse III	41.28	
12315	Registered Nurse III, Anesthetist	41.28	
12316	Registered Nurse IV	49.49	
12317	Scheduler (Drug and Alcohol Testing)	33.00	
12320	Substance Abuse Treatment Counselor	24.94	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	16.47	***
13012	Exhibits Specialist II	20.41	
13013	Exhibits Specialist III	24.95	
13041	Illustrator I	16.47	***

Code	Title	Rate	Note
13042	Illustrator II	20.41	
13043	Illustrator III	24.95	
13047	Librarian	21.81	
13050	Library Aide/Clerk	13.25	***
13054	Library Information Technology Systems Administrator	19.69	
13058	Library Technician	13.74	***
13061	Media Specialist I	14.21	***
13062	Media Specialist II	15.89	***
13063	Media Specialist III	17.73	***
13071	Photographer I	17.29	***
13072	Photographer II	19.34	
13073	Photographer III	23.96	
13074	Photographer IV	29.30	
13075	Photographer V	35.45	
13090	Technical Order Library Clerk	16.63	***
13110	Video Teleconference Technician	16.90	***
14000	Information Technology Occupations		
14041	Computer Operator I	19.91	
14042	Computer Operator II	22.28	
14043	Computer Operator III	24.83	
14044	Computer Operator IV	27.59	
14045	Computer Operator V	30.56	
14071	Computer Programmer I	25.00	see 1
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	19.91	
14160	Personal Computer Support Technician	27.59	
14170	System Support Specialist	30.56	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	37.19	
15020	Aircrew Training Devices Instructor (Rated)	45.00	
15030	Air Crew Training Devices Instructor (Pilot)	53.95	
15050	Computer Based Training Specialist / Instructor	37.19	

Code	Title	Rate	Note
15060	Educational Technologist	28.24	
15070	Flight Instructor (Pilot)	53.95	
15080	Graphic Artist	23.30	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	53.80	
15086	Maintenance Test Pilot, Rotary Wing	53.80	
15088	Non-Maintenance Test/Co-Pilot	53.80	
15090	Technical Instructor	21.30	
15095	Technical Instructor/Course Developer	26.05	
15110	Test Proctor	17.20	***
15120	Tutor	17.20	***
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.99	***
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.04	***
16220	Tailor	17.07	***
16250	Washer, Machine	12.84	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.67	
19040	Tool And Die Maker	30.27	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.75	
21030	Material Coordinator	28.17	
21040	Material Expediter	28.17	
21050	Material Handling Laborer	18.92	
21071	Order Filler	16.33	***
21080	Production Line Worker (Food Processing)	20.75	
21110	Shipping Packer	21.63	
21130	Shipping/Receiving Clerk	21.63	
21140	Store Worker I	17.40	***
21150	Stock Clerk	22.80	
21210	Tools And Parts Attendant	20.75	

Code	Title	Rate Note
21410	Warehouse Specialist	20.75
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	35.12
23019	Aircraft Logs and Records Technician	28.37
23021	Aircraft Mechanic I	33.63
23022	Aircraft Mechanic II	35.12
23023	Aircraft Mechanic III	36.55
23040	Aircraft Mechanic Helper	24.65
23050	Aircraft, Painter	32.08
23060	Aircraft Servicer	28.37
23070	Aircraft Survival Flight Equipment Technician	32.08
23080	Aircraft Worker	30.15
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	30.15
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	33.63
23110	Appliance Mechanic	23.81
23120	Bicycle Repairer	22.65
23125	Cable Splicer	46.07
23130	Carpenter, Maintenance	23.90
23140	Carpet Layer	25.74
23160	Electrician, Maintenance	30.32
23181	Electronics Technician Maintenance I	30.31
23182	Electronics Technician Maintenance II	32.25
23183	Electronics Technician Maintenance III	33.81
23260	Fabric Worker	24.22
23290	Fire Alarm System Mechanic	28.71
23310	Fire Extinguisher Repairer	22.65
23311	Fuel Distribution System Mechanic	32.76
23312	Fuel Distribution System Operator	24.30
23370	General Maintenance Worker	24.41
23380	Ground Support Equipment Mechanic	33.63
23381	Ground Support Equipment Servicer	28.37
23382	Ground Support Equipment Worker	30.15
23391	Gunsmith I	22.65
23392	Gunsmith II	25.74
23393	Gunsmith III	28.71
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.25
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.55

Code	Title	Rate	Note
23430	Heavy Equipment Mechanic	29.02	
23440	Heavy Equipment Operator	27.16	
23460	Instrument Mechanic	28.71	
23465	Laboratory/Shelter Mechanic	27.39	
23470	Laborer	18.92	
23510	Locksmith	27.39	
23530	Machinery Maintenance Mechanic	29.12	
23550	Machinist, Maintenance	28.62	
23580	Maintenance Trades Helper	16.97	***
23591	Metrology Technician I	28.71	
23592	Metrology Technician II	29.99	
23593	Metrology Technician III	31.20	
23640	Millwright	31.40	
23710	Office Appliance Repairer	21.63	
23760	Painter, Maintenance	22.92	
23790	Pipefitter, Maintenance	28.69	
23810	Plumber, Maintenance	27.37	
23820	Pneudraulic Systems Mechanic	28.71	
23850	Rigger	24.65	
23870	Scale Mechanic	25.74	
23890	Sheet-Metal Worker, Maintenance	29.83	
23910	Small Engine Mechanic	21.79	
23931	Telecommunications Mechanic I	30.46	
23932	Telecommunications Mechanic II	31.81	
23950	Telephone Lineman	27.25	
23960	Welder, Combination, Maintenance	22.55	
23965	Well Driller	27.27	
23970	Woodcraft Worker	28.71	
23980	Woodworker	22.65	
24000	Personal Needs Occupations		
24550	Case Manager	19.31	
24570	Child Care Attendant	13.84	***
24580	Child Care Center Clerk	17.25	***
24610	Chore Aide	15.14	***
24620	Family Readiness And Support Services Coordinator	19.31	
24630	Homemaker	19.31	
25000	Plant And System Operations Occupations		

Code	Title	Rate	Note
25010	Boiler Tender	26.44	
25040	Sewage Plant Operator	25.22	
25070	Stationary Engineer	26.44	
25190	Ventilation Equipment Tender	19.38	
25210	Water Treatment Plant Operator	25.22	
27000	Protective Service Occupations		
27004	Alarm Monitor	22.25	
27007	Baggage Inspector	16.94	***
27008	Corrections Officer	21.24	
27010	Court Security Officer	24.90	
27030	Detection Dog Handler	18.95	
27040	Detention Officer	21.24	
27070	Firefighter	26.97	
27101	Guard I	16.94	***
27102	Guard II	18.95	
27131	Police Officer I	26.73	
27132	Police Officer II	29.71	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	16.09	***
28042	Carnival Equipment Repairer	17.32	***
28043	Carnival Worker	12.37	***
28210	Gate Attendant/Gate Tender	16.84	***
28310	Lifeguard	11.77	***
28350	Park Attendant (Aide)	18.84	
28510	Recreation Aide/Health Facility Attendant	13.75	***
28515	Recreation Specialist	23.34	
28630	Sports Official	15.01	***
28690	Swimming Pool Operator	20.90	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	25.31	
29020	Hatch Tender	25.31	
29030	Line Handler	25.31	
29041	Stevedore I	23.81	
29042	Stevedore II	26.93	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	49.73	see 2
30011	Air Traffic Control Specialist, Station (HFO)	34.29	see 2

Code	Title	Rate Note
30012	Air Traffic Control Specialist, Terminal (HFO)	37.77 see 2
30021	Archeological Technician I	21.35
30022	Archeological Technician II	23.88
30023	Archeological Technician III	29.57
30030	Cartographic Technician	29.57
30040	Civil Engineering Technician	29.47
30051	Cryogenic Technician I	32.43
30052	Cryogenic Technician II	35.82
30061	Drafter/CAD Operator I	21.35
30062	Drafter/CAD Operator II	23.88
30063	Drafter/CAD Operator III	26.40
30064	Drafter/CAD Operator IV	32.47
30081	Engineering Technician I	17.73 ***
30082	Engineering Technician II	19.91
30083	Engineering Technician III	22.27
30084	Engineering Technician IV	27.58
30085	Engineering Technician V	33.74
30086	Engineering Technician VI	40.81
30090	Environmental Technician	29.28
30095	Evidence Control Specialist	29.28
30210	Laboratory Technician	24.06
30221	Latent Fingerprint Technician I	32.43
30222	Latent Fingerprint Technician II	35.82
30240	Mathematical Technician	29.57
30361	Paralegal/Legal Assistant I	21.99
30362	Paralegal/Legal Assistant II	27.24
30363	Paralegal/Legal Assistant III	33.31
30364	Paralegal/Legal Assistant IV	40.30
30375	Petroleum Supply Specialist	35.82
30390	Photo-Optics Technician	29.57
30395	Radiation Control Technician	35.82
30461	Technical Writer I	29.57
30462	Technical Writer II	36.17
30463	Technical Writer III	43.76
30491	Unexploded Ordnance (UXO) Technician I	31.60
30492	Unexploded Ordnance (UXO) Technician II	38.24
30493	Unexploded Ordnance (UXO) Technician III	45.84

Code	Title	Rate	Note
30494	Unexploded (UXO) Safety Escort	31.60	
30495	Unexploded (UXO) Sweep Personnel	31.60	
30501	Weather Forecaster I	32.43	
30502	Weather Forecaster II	39.45	
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.40	see 2
30621	Weather Observer, Senior	29.30	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	38.24	
31020	Bus Aide	16.74	***
31030	Bus Driver	22.79	
31043	Driver Courier	18.58	
31260	Parking and Lot Attendant	14.29	***
31290	Shuttle Bus Driver	15.69	***
31310	Taxi Driver	14.28	***
31361	Truckdriver, Light	20.00	
31362	Truckdriver, Medium	21.39	
31363	Truckdriver, Heavy	26.82	
31364	Truckdriver, Tractor-Trailer	26.82	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	18.65	
99030	Cashier	13.29	***
99050	Desk Clerk	13.91	***
99095	Embalmer	29.30	
99130	Flight Follower	31.60	
99251	Laboratory Animal Caretaker I	16.02	***
99252	Laboratory Animal Caretaker II	17.24	***
99260	Marketing Analyst	29.15	
99310	Mortician	29.30	
99410	Pest Controller	20.75	
99510	Photofinishing Worker	16.61	***
99710	Recycling Laborer	24.55	
99711	Recycling Specialist	29.03	
99730	Refuse Collector	22.34	
99810	Sales Clerk	14.44	***
99820	School Crossing Guard	17.38	***
99830	Survey Party Chief	30.70	
99831	Surveying Aide	18.11	

Code	Title	Rate	Note
99832	Surveying Technician	22.15	
99840	Vending Machine Attendant	24.67	
99841	Vending Machine Repairer	30.18	
99842	Vending Machine Repairer Helper	24.67	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A

contractor may substitute for any of the named holidays another day of 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)).

Wage Determination No. : 2015-4807

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 30

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana Counties of Pulaski, Starke

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	18.98
01012	Accounting Clerk II	21.31

Code	Title	Rate	Note
01013	Accounting Clerk III	23.83	
01020	Administrative Assistant	28.01	
01035	Court Reporter	23.00	
01041	Customer Service Representative I	16.33	***
01042	Customer Service Representative II	17.82	
01043	Customer Service Representative III	20.00	
01051	Data Entry Operator I	16.22	***
01052	Data Entry Operator II	17.70	***
01060	Dispatcher, Motor Vehicle	23.20	
01070	Document Preparation Clerk	16.30	***
01090	Duplicating Machine Operator	16.30	***
01111	General Clerk I	16.14	***
01112	General Clerk II	17.60	***
01113	General Clerk III	19.76	
01120	Housing Referral Assistant	22.12	
01141	Messenger Courier	13.66	***
01191	Order Clerk I	16.49	***
01192	Order Clerk II	18.00	
01261	Personnel Assistant (Employment) I	20.49	
01262	Personnel Assistant (Employment) II	22.92	
01263	Personnel Assistant (Employment) III	25.56	
01270	Production Control Clerk	28.17	
01290	Rental Clerk	17.41	***
01300	Scheduler, Maintenance	18.36	
01311	Secretary I	18.36	
01312	Secretary II	19.84	
01313	Secretary III	22.12	
01320	Service Order Dispatcher	21.04	
01410	Supply Technician	28.01	
01420	Survey Worker	18.89	
01460	Switchboard Operator/Receptionist	15.40	***
01531	Travel Clerk I	15.80	***
01532	Travel Clerk II	17.74	***
01533	Travel Clerk III	19.82	
01611	Word Processor I	15.80	***
01612	Word Processor II	17.74	***
01613	Word Processor III	19.84	

Code	Title	Rate	Note
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.54	
05010	Automotive Electrician	23.06	
05040	Automotive Glass Installer	21.85	
05070	Automotive Worker	21.85	
05110	Mobile Equipment Servicer	19.92	
05130	Motor Equipment Metal Mechanic	26.41	
05160	Motor Equipment Metal Worker	21.85	
05190	Motor Vehicle Mechanic	25.88	
05220	Motor Vehicle Mechanic Helper	18.73	
05250	Motor Vehicle Upholstery Worker	20.90	
05280	Motor Vehicle Wrecker	21.85	
05310	Painter, Automotive	23.06	
05340	Radiator Repair Specialist	21.85	
05370	Tire Repairer	17.13	***
05400	Transmission Repair Specialist	26.41	
07000	Food Preparation And Service Occupations		
07010	Baker	15.92	***
07041	Cook I	15.05	***
07042	Cook II	17.10	***
07070	Dishwasher	11.94	***
07130	Food Service Worker	13.86	***
07210	Meat Cutter	17.56	***
07260	Waiter/Waitress	11.20	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	20.19	
09040	Furniture Handler	14.56	***
09080	Furniture Refinisher	21.12	
09090	Furniture Refinisher Helper	16.27	***
09110	Furniture Repairer, Minor	18.73	
09130	Upholsterer	21.05	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.67	***
11060	Elevator Operator	17.42	***
11090	Gardener	22.69	
11122	Housekeeping Aide	17.49	***
11150	Janitor	17.49	***

Code	Title	Rate	Note
11210	Laborer, Grounds Maintenance	17.82	
11240	Maid or Houseman	14.13	***
11260	Pruner	16.20	***
11270	Tractor Operator	21.08	
11330	Trail Maintenance Worker	17.82	
11360	Window Cleaner	19.24	
12000	Health Occupations		
12010	Ambulance Driver	19.33	
12011	Breath Alcohol Technician	26.64	
12012	Certified Occupational Therapist Assistant	33.77	
12015	Certified Physical Therapist Assistant	30.99	
12020	Dental Assistant	22.77	
12025	Dental Hygienist	39.34	
12030	EKG Technician	33.92	
12035	Electroneurodiagnostic Technologist	33.92	
12040	Emergency Medical Technician	19.33	
12071	Licensed Practical Nurse I	23.82	
12072	Licensed Practical Nurse II	26.64	
12073	Licensed Practical Nurse III	29.69	
12100	Medical Assistant	18.56	
12130	Medical Laboratory Technician	26.90	
12160	Medical Record Clerk	20.63	
12190	Medical Record Technician	23.08	
12195	Medical Transcriptionist	22.73	
12210	Nuclear Medicine Technologist	58.54	
12221	Nursing Assistant I	13.60	***
12222	Nursing Assistant II	15.30	***
12223	Nursing Assistant III	16.70	***
12224	Nursing Assistant IV	18.73	
12235	Optical Dispenser	16.77	***
12236	Optical Technician	23.82	
12250	Pharmacy Technician	18.08	
12280	Phlebotomist	18.24	
12305	Radiologic Technologist	35.95	
12311	Registered Nurse I	30.46	
12312	Registered Nurse II	35.83	
12313	Registered Nurse II, Specialist	35.83	

Code	Title	Rate	Note
12314	Registered Nurse III	42.27	
12315	Registered Nurse III, Anesthetist	42.27	
12316	Registered Nurse IV	50.68	
12317	Scheduler (Drug and Alcohol Testing)	33.00	
12320	Substance Abuse Treatment Counselor	24.94	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	21.51	
13012	Exhibits Specialist II	26.55	
13013	Exhibits Specialist III	32.62	
13041	Illustrator I	21.63	
13042	Illustrator II	26.80	
13043	Illustrator III	32.77	
13047	Librarian	33.70	
13050	Library Aide/Clerk	14.14	***
13054	Library Information Technology Systems Administrator	31.05	
13058	Library Technician	17.38	***
13061	Media Specialist I	21.16	
13062	Media Specialist II	23.66	
13063	Media Specialist III	26.39	
13071	Photographer I	18.33	
13072	Photographer II	20.53	
13073	Photographer III	25.48	
13074	Photographer IV	31.15	
13075	Photographer V	37.57	
13090	Technical Order Library Clerk	16.63	***
13110	Video Teleconference Technician	19.26	
14000	Information Technology Occupations		
14041	Computer Operator I	19.91	
14042	Computer Operator II	22.28	
14043	Computer Operator III	24.83	
14044	Computer Operator IV	27.59	
14045	Computer Operator V	30.56	
14071	Computer Programmer I	25.49	see 1
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

Code	Title	Rate	Note
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	19.91	
14160	Personal Computer Support Technician	27.59	
14170	System Support Specialist	30.56	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	37.19	
15020	Aircrew Training Devices Instructor (Rated)	45.00	
15030	Air Crew Training Devices Instructor (Pilot)	53.95	
15050	Computer Based Training Specialist / Instructor	37.19	
15060	Educational Technologist	30.14	
15070	Flight Instructor (Pilot)	53.95	
15080	Graphic Artist	26.41	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	53.80	
15086	Maintenance Test Pilot, Rotary Wing	53.80	
15088	Non-Maintenance Test/Co-Pilot	53.80	
15090	Technical Instructor	27.45	
15095	Technical Instructor/Course Developer	26.88	
15110	Test Proctor	19.62	
15120	Tutor	17.74	***
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.99	***
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.04	***
16220	Tailor	17.07	***
16250	Washer, Machine	12.84	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.67	
19040	Tool And Die Maker	30.27	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.75	

Code	Title	Rate	Note
21030	Material Coordinator	28.17	
21040	Material Expediter	28.17	
21050	Material Handling Laborer	18.92	
21071	Order Filler	16.33	***
21080	Production Line Worker (Food Processing)	20.75	
21110	Shipping Packer	21.63	
21130	Shipping/Receiving Clerk	21.63	
21140	Store Worker I	17.40	***
21150	Stock Clerk	22.80	
21210	Tools And Parts Attendant	20.75	
21410	Warehouse Specialist	20.75	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	35.12	
23019	Aircraft Logs and Records Technician	28.37	
23021	Aircraft Mechanic I	33.63	
23022	Aircraft Mechanic II	35.12	
23023	Aircraft Mechanic III	36.55	
23040	Aircraft Mechanic Helper	24.65	
23050	Aircraft, Painter	32.08	
23060	Aircraft Servicer	28.37	
23070	Aircraft Survival Flight Equipment Technician	32.08	
23080	Aircraft Worker	30.15	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	30.15	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	33.63	
23110	Appliance Mechanic	23.81	
23120	Bicycle Repairer	22.65	
23125	Cable Splicer	46.07	
23130	Carpenter, Maintenance	31.86	
23140	Carpet Layer	28.36	
23160	Electrician, Maintenance	34.00	
23181	Electronics Technician Maintenance I	30.31	
23182	Electronics Technician Maintenance II	32.25	
23183	Electronics Technician Maintenance III	33.81	
23260	Fabric Worker	24.22	
23290	Fire Alarm System Mechanic	28.71	
23310	Fire Extinguisher Repairer	22.65	
23311	Fuel Distribution System Mechanic	33.52	

Code	Title	Rate Note
23312	Fuel Distribution System Operator	26.49
23370	General Maintenance Worker	24.41
23380	Ground Support Equipment Mechanic	33.63
23381	Ground Support Equipment Servicer	28.37
23382	Ground Support Equipment Worker	30.15
23391	Gunsmith I	22.65
23392	Gunsmith II	25.74
23393	Gunsmith III	28.71
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.25
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.55
23430	Heavy Equipment Mechanic	29.11
23440	Heavy Equipment Operator	32.57
23460	Instrument Mechanic	28.71
23465	Laboratory/Shelter Mechanic	27.39
23470	Laborer	18.92
23510	Locksmith	27.39
23530	Machinery Maintenance Mechanic	29.12
23550	Machinist, Maintenance	29.57
23580	Maintenance Trades Helper	17.29 ***
23591	Metrology Technician I	28.71
23592	Metrology Technician II	29.99
23593	Metrology Technician III	31.20
23640	Millwright	31.40
23710	Office Appliance Repairer	21.63
23760	Painter, Maintenance	23.57
23790	Pipefitter, Maintenance	31.00
23810	Plumber, Maintenance	29.42
23820	Pneudraulic Systems Mechanic	28.71
23850	Rigger	27.57
23870	Scale Mechanic	25.74
23890	Sheet-Metal Worker, Maintenance	30.33
23910	Small Engine Mechanic	21.79
23931	Telecommunications Mechanic I	30.46
23932	Telecommunications Mechanic II	31.81
23950	Telephone Lineman	28.07
23960	Welder, Combination, Maintenance	22.55
23965	Well Driller	28.98

Code	Title	Rate	Note
23970	Woodcraft Worker	28.71	
23980	Woodworker	22.65	
24000	Personal Needs Occupations		
24550	Case Manager	19.31	
24570	Child Care Attendant	13.84	***
24580	Child Care Center Clerk	17.25	***
24610	Chore Aide	15.14	***
24620	Family Readiness And Support Services Coordinator	19.31	
24630	Homemaker	19.31	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	29.95	
25040	Sewage Plant Operator	25.22	
25070	Stationary Engineer	29.95	
25190	Ventilation Equipment Tender	23.04	
25210	Water Treatment Plant Operator	25.22	
27000	Protective Service Occupations		
27004	Alarm Monitor	22.25	
27007	Baggage Inspector	16.94	***
27008	Corrections Officer	28.70	
27010	Court Security Officer	28.70	
27030	Detection Dog Handler	18.95	
27040	Detention Officer	28.70	
27070	Firefighter	28.56	
27101	Guard I	16.94	***
27102	Guard II	18.95	
27131	Police Officer I	30.33	
27132	Police Officer II	33.11	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	16.09	***
28042	Carnival Equipment Repairer	17.32	***
28043	Carnival Worker	12.37	***
28210	Gate Attendant/Gate Tender	16.84	***
28310	Lifeguard	13.10	***
28350	Park Attendant (Aide)	18.84	
28510	Recreation Aide/Health Facility Attendant	13.75	***
28515	Recreation Specialist	23.34	
28630	Sports Official	15.01	***

Code	Title	Rate Note
28690	Swimming Pool Operator	19.69
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	25.31
29020	Hatch Tender	25.31
29030	Line Handler	25.31
29041	Stevedore I	23.81
29042	Stevedore II	26.93
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	49.73 see 2
30011	Air Traffic Control Specialist, Station (HFO)	34.29 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	37.77 see 2
30021	Archeological Technician I	21.34
30022	Archeological Technician II	23.87
30023	Archeological Technician III	29.57
30030	Cartographic Technician	29.57
30040	Civil Engineering Technician	29.57
30051	Cryogenic Technician I	32.43
30052	Cryogenic Technician II	35.82
30061	Drafter/CAD Operator I	21.34
30062	Drafter/CAD Operator II	23.87
30063	Drafter/CAD Operator III	26.61
30064	Drafter/CAD Operator IV	32.76
30081	Engineering Technician I	18.16
30082	Engineering Technician II	20.39
30083	Engineering Technician III	22.81
30084	Engineering Technician IV	28.26
30085	Engineering Technician V	34.56
30086	Engineering Technician VI	45.66
30090	Environmental Technician	29.28
30095	Evidence Control Specialist	29.28
30210	Laboratory Technician	24.06
30221	Latent Fingerprint Technician I	32.43
30222	Latent Fingerprint Technician II	35.82
30240	Mathematical Technician	29.57
30361	Paralegal/Legal Assistant I	21.99
30362	Paralegal/Legal Assistant II	27.24
30363	Paralegal/Legal Assistant III	33.31

Code	Title	Rate	Note
30364	Paralegal/Legal Assistant IV	40.30	
30375	Petroleum Supply Specialist	35.82	
30390	Photo-Optics Technician	29.57	
30395	Radiation Control Technician	35.82	
30461	Technical Writer I	29.57	
30462	Technical Writer II	36.17	
30463	Technical Writer III	43.76	
30491	Unexploded Ordnance (UXO) Technician I	31.60	
30492	Unexploded Ordnance (UXO) Technician II	38.24	
30493	Unexploded Ordnance (UXO) Technician III	45.84	
30494	Unexploded (UXO) Safety Escort	31.60	
30495	Unexploded (UXO) Sweep Personnel	31.60	
30501	Weather Forecaster I	32.43	
30502	Weather Forecaster II	39.45	
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.61	see 2
30621	Weather Observer, Senior	29.57	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	38.24	
31020	Bus Aide	17.27	***
31030	Bus Driver	22.93	
31043	Driver Courier	19.14	
31260	Parking and Lot Attendant	14.29	***
31290	Shuttle Bus Driver	20.81	
31310	Taxi Driver	14.26	***
31361	Truckdriver, Light	20.81	
31362	Truckdriver, Medium	22.78	
31363	Truckdriver, Heavy	26.82	
31364	Truckdriver, Tractor-Trailer	26.82	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	18.65	
99030	Cashier	13.29	***
99050	Desk Clerk	13.91	***
99095	Embalmer	32.31	
99130	Flight Follower	31.60	
99251	Laboratory Animal Caretaker I	16.02	***
99252	Laboratory Animal Caretaker II	17.24	***
99260	Marketing Analyst	29.15	

Code	Title	Rate	Note
99310	Mortician	32.31	
99410	Pest Controller	20.75	
99510	Photofinishing Worker	16.61	***
99710	Recycling Laborer	24.83	
99711	Recycling Specialist	29.37	
99730	Refuse Collector	22.57	
99810	Sales Clerk	14.44	***
99820	School Crossing Guard	17.71	***
99830	Survey Party Chief	25.93	
99831	Surveying Aide	18.38	
99832	Surveying Technician	22.84	
99840	Vending Machine Attendant	24.67	
99841	Vending Machine Repairer	30.16	
99842	Vending Machine Repairer Helper	24.67	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A

contractor may substitute for any of the named holidays another day of 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)).

Wage Determination No. : 2015-4809

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 30

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana Counties of Cass, Fulton, Miami, White

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.38	***
01012	Accounting Clerk II	19.50	
01013	Accounting Clerk III	21.81	
01020	Administrative Assistant	26.30	
01035	Court Reporter	23.00	
01041	Customer Service Representative I	16.33	***
01042	Customer Service Representative II	17.82	
01043	Customer Service Representative III	20.00	
01051	Data Entry Operator I	16.22	***
01052	Data Entry Operator II	17.70	***
01060	Dispatcher, Motor Vehicle	23.20	
01070	Document Preparation Clerk	16.30	***
01090	Duplicating Machine Operator	16.30	***
01111	General Clerk I	16.14	***
01112	General Clerk II	17.60	***
01113	General Clerk III	19.76	
01120	Housing Referral Assistant	22.11	
01141	Messenger Courier	13.66	***
01191	Order Clerk I	16.49	***
01192	Order Clerk II	18.00	
01261	Personnel Assistant (Employment) I	20.49	
01262	Personnel Assistant (Employment) II	22.92	
01263	Personnel Assistant (Employment) III	25.56	
01270	Production Control Clerk	28.17	
01290	Rental Clerk	15.46	***
01300	Scheduler, Maintenance	17.74	***
01311	Secretary I	17.74	***
01312	Secretary II	19.84	
01313	Secretary III	22.11	
01320	Service Order Dispatcher	20.74	
01410	Supply Technician	26.30	
01420	Survey Worker	18.00	
01460	Switchboard Operator/Receptionist	15.40	***

Code	Title	Rate	Note
01531	Travel Clerk I	15.80	***
01532	Travel Clerk II	17.74	***
01533	Travel Clerk III	19.82	
01611	Word Processor I	15.80	***
01612	Word Processor II	17.74	***
01613	Word Processor III	19.84	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.54	
05010	Automotive Electrician	21.28	
05040	Automotive Glass Installer	20.00	
05070	Automotive Worker	20.00	
05110	Mobile Equipment Servicer	17.60	***
05130	Motor Equipment Metal Mechanic	22.31	
05160	Motor Equipment Metal Worker	20.00	
05190	Motor Vehicle Mechanic	22.31	
05220	Motor Vehicle Mechanic Helper	16.35	***
05250	Motor Vehicle Upholstery Worker	18.82	
05280	Motor Vehicle Wrecker	20.00	
05310	Painter, Automotive	21.28	
05340	Radiator Repair Specialist	20.00	
05370	Tire Repairer	17.13	***
05400	Transmission Repair Specialist	22.31	
07000	Food Preparation And Service Occupations		
07010	Baker	15.92	***
07041	Cook I	15.05	***
07042	Cook II	17.10	***
07070	Dishwasher	11.94	***
07130	Food Service Worker	13.86	***
07210	Meat Cutter	17.56	***
07260	Waiter/Waitress	11.96	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	20.19	
09040	Furniture Handler	15.60	***
09080	Furniture Refinisher	21.18	
09090	Furniture Refinisher Helper	17.29	***
09110	Furniture Repairer, Minor	18.73	
09130	Upholsterer	21.18	

Code	Title	Rate	Note
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.67	***
11060	Elevator Operator	17.42	***
11090	Gardener	22.69	
11122	Housekeeping Aide	17.49	***
11150	Janitor	17.49	***
11210	Laborer, Grounds Maintenance	17.82	
11240	Maid or Houseman	14.13	***
11260	Pruner	16.20	***
11270	Tractor Operator	21.08	
11330	Trail Maintenance Worker	17.82	
11360	Window Cleaner	19.24	
12000	Health Occupations		
12010	Ambulance Driver	19.33	
12011	Breath Alcohol Technician	26.64	
12012	Certified Occupational Therapist Assistant	33.77	
12015	Certified Physical Therapist Assistant	30.99	
12020	Dental Assistant	22.77	
12025	Dental Hygienist	39.34	
12030	EKG Technician	33.92	
12035	Electroneurodiagnostic Technologist	33.92	
12040	Emergency Medical Technician	19.33	
12071	Licensed Practical Nurse I	23.82	
12072	Licensed Practical Nurse II	26.64	
12073	Licensed Practical Nurse III	29.69	
12100	Medical Assistant	18.56	
12130	Medical Laboratory Technician	26.90	
12160	Medical Record Clerk	20.63	
12190	Medical Record Technician	23.08	
12195	Medical Transcriptionist	22.30	
12210	Nuclear Medicine Technologist	58.54	
12221	Nursing Assistant I	13.60	***
12222	Nursing Assistant II	15.30	***
12223	Nursing Assistant III	16.70	***
12224	Nursing Assistant IV	18.73	
12235	Optical Dispenser	16.77	***
12236	Optical Technician	23.82	

Code	Title	Rate	Note
12250	Pharmacy Technician	18.08	
12280	Phlebotomist	17.90	
12305	Radiologic Technologist	35.95	
12311	Registered Nurse I	27.91	
12312	Registered Nurse II	34.12	
12313	Registered Nurse II, Specialist	34.12	
12314	Registered Nurse III	41.28	
12315	Registered Nurse III, Anesthetist	41.28	
12316	Registered Nurse IV	49.49	
12317	Scheduler (Drug and Alcohol Testing)	33.00	
12320	Substance Abuse Treatment Counselor	24.94	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	16.75	***
13012	Exhibits Specialist II	20.76	
13013	Exhibits Specialist III	25.39	
13041	Illustrator I	16.75	***
13042	Illustrator II	20.76	
13043	Illustrator III	25.39	
13047	Librarian	22.98	
13050	Library Aide/Clerk	13.34	***
13054	Library Information Technology Systems Administrator	20.76	
13058	Library Technician	13.74	***
13061	Media Specialist I	14.97	***
13062	Media Specialist II	16.75	***
13063	Media Specialist III	18.68	
13071	Photographer I	17.29	***
13072	Photographer II	19.34	
13073	Photographer III	23.96	
13074	Photographer IV	29.30	
13075	Photographer V	35.45	
13090	Technical Order Library Clerk	16.63	***
13110	Video Teleconference Technician	16.47	***
14000	Information Technology Occupations		
14041	Computer Operator I	19.34	
14042	Computer Operator II	21.98	
14043	Computer Operator III	24.51	
14044	Computer Operator IV	26.74	

Code	Title	Rate	Note
14045	Computer Operator V	29.62	
14071	Computer Programmer I	23.31	see 1
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	19.34	
14160	Personal Computer Support Technician	26.74	
14170	System Support Specialist	30.56	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	37.11	
15020	Aircrew Training Devices Instructor (Rated)	44.89	
15030	Air Crew Training Devices Instructor (Pilot)	53.80	
15050	Computer Based Training Specialist / Instructor	37.11	
15060	Educational Technologist	28.11	
15070	Flight Instructor (Pilot)	53.80	
15080	Graphic Artist	23.30	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	53.80	
15086	Maintenance Test Pilot, Rotary Wing	53.80	
15088	Non-Maintenance Test/Co-Pilot	53.80	
15090	Technical Instructor	21.30	
15095	Technical Instructor/Course Developer	26.05	
15110	Test Proctor	17.20	***
15120	Tutor	17.20	***
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.99	***
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.04	***
16220	Tailor	17.07	***

Code	Title	Rate Note
16250	Washer, Machine	12.84 ***
19000	Machine Tool Operation And Repair Occupations	
19010	Machine-Tool Operator (Tool Room)	25.67
19040	Tool And Die Maker	30.27
21000	Materials Handling And Packing Occupations	
21020	Forklift Operator	23.12
21030	Material Coordinator	28.17
21040	Material Expediter	28.17
21050	Material Handling Laborer	18.92
21071	Order Filler	16.33 ***
21080	Production Line Worker (Food Processing)	23.12
21110	Shipping Packer	21.63
21130	Shipping/Receiving Clerk	21.63
21140	Store Worker I	17.40 ***
21150	Stock Clerk	22.80
21210	Tools And Parts Attendant	23.12
21410	Warehouse Specialist	23.12
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	35.12
23019	Aircraft Logs and Records Technician	28.37
23021	Aircraft Mechanic I	33.63
23022	Aircraft Mechanic II	35.12
23023	Aircraft Mechanic III	36.55
23040	Aircraft Mechanic Helper	24.65
23050	Aircraft, Painter	32.08
23060	Aircraft Servicer	28.37
23070	Aircraft Survival Flight Equipment Technician	32.08
23080	Aircraft Worker	30.15
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	30.15
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	33.63
23110	Appliance Mechanic	23.81
23120	Bicycle Repairer	22.65
23125	Cable Splicer	46.07
23130	Carpenter, Maintenance	23.90
23140	Carpet Layer	25.74
23160	Electrician, Maintenance	30.32
23181	Electronics Technician Maintenance I	30.31

Code	Title	Rate	Note
23182	Electronics Technician Maintenance II	32.25	
23183	Electronics Technician Maintenance III	33.81	
23260	Fabric Worker	24.22	
23290	Fire Alarm System Mechanic	28.71	
23310	Fire Extinguisher Repairer	22.65	
23311	Fuel Distribution System Mechanic	32.51	
23312	Fuel Distribution System Operator	26.44	
23370	General Maintenance Worker	24.41	
23380	Ground Support Equipment Mechanic	33.63	
23381	Ground Support Equipment Servicer	28.37	
23382	Ground Support Equipment Worker	30.15	
23391	Gunsmith I	22.65	
23392	Gunsmith II	25.74	
23393	Gunsmith III	28.71	
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.25	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.55	
23430	Heavy Equipment Mechanic	29.02	
23440	Heavy Equipment Operator	27.16	
23460	Instrument Mechanic	28.71	
23465	Laboratory/Shelter Mechanic	27.39	
23470	Laborer	18.92	
23510	Locksmith	27.39	
23530	Machinery Maintenance Mechanic	29.12	
23550	Machinist, Maintenance	29.55	
23580	Maintenance Trades Helper	16.21	***
23591	Metrology Technician I	28.71	
23592	Metrology Technician II	29.99	
23593	Metrology Technician III	31.20	
23640	Millwright	31.40	
23710	Office Appliance Repairer	23.67	
23760	Painter, Maintenance	23.67	
23790	Pipefitter, Maintenance	28.69	
23810	Plumber, Maintenance	27.37	
23820	Pneudraulic Systems Mechanic	28.71	
23850	Rigger	24.65	
23870	Scale Mechanic	25.74	
23890	Sheet-Metal Worker, Maintenance	30.33	

Code	Title	Rate	Note
23910	Small Engine Mechanic	22.47	
23931	Telecommunications Mechanic I	30.46	
23932	Telecommunications Mechanic II	31.81	
23950	Telephone Lineman	27.25	
23960	Welder, Combination, Maintenance	22.97	
23965	Well Driller	27.27	
23970	Woodcraft Worker	28.71	
23980	Woodworker	22.65	
24000 Personal Needs Occupations			
24550	Case Manager	19.31	
24570	Child Care Attendant	13.84	***
24580	Child Care Center Clerk	17.25	***
24610	Chore Aide	15.14	***
24620	Family Readiness And Support Services Coordinator	19.31	
24630	Homemaker	19.31	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	26.44	
25040	Sewage Plant Operator	25.22	
25070	Stationary Engineer	26.44	
25190	Ventilation Equipment Tender	19.38	
25210	Water Treatment Plant Operator	25.22	
27000 Protective Service Occupations			
27004	Alarm Monitor	22.25	
27007	Baggage Inspector	16.94	***
27008	Corrections Officer	21.24	
27010	Court Security Officer	24.90	
27030	Detection Dog Handler	18.95	
27040	Detention Officer	21.24	
27070	Firefighter	26.97	
27101	Guard I	16.94	***
27102	Guard II	18.95	
27131	Police Officer I	26.73	
27132	Police Officer II	29.71	
28000 Recreation Occupations			
28041	Carnival Equipment Operator	16.52	***
28042	Carnival Equipment Repairer	17.32	***
28043	Carnival Worker	12.37	***

Code	Title	Rate Note
28210	Gate Attendant/Gate Tender	16.84 ***
28310	Lifeguard	11.95 ***
28350	Park Attendant (Aide)	18.84
28510	Recreation Aide/Health Facility Attendant	13.75 ***
28515	Recreation Specialist	23.34
28630	Sports Official	15.01 ***
28690	Swimming Pool Operator	21.60
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	25.31
29020	Hatch Tender	25.31
29030	Line Handler	25.31
29041	Stevedore I	23.81
29042	Stevedore II	26.93
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	49.73 see 2
30011	Air Traffic Control Specialist, Station (HFO)	34.29 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	37.77 see 2
30021	Archeological Technician I	21.04
30022	Archeological Technician II	23.55
30023	Archeological Technician III	29.16
30030	Cartographic Technician	29.16
30040	Civil Engineering Technician	29.16
30051	Cryogenic Technician I	32.43
30052	Cryogenic Technician II	35.82
30061	Drafter/CAD Operator I	21.04
30062	Drafter/CAD Operator II	23.55
30063	Drafter/CAD Operator III	26.24
30064	Drafter/CAD Operator IV	32.31
30081	Engineering Technician I	17.73 ***
30082	Engineering Technician II	19.91
30083	Engineering Technician III	22.27
30084	Engineering Technician IV	27.58
30085	Engineering Technician V	33.74
30086	Engineering Technician VI	40.81
30090	Environmental Technician	29.16
30095	Evidence Control Specialist	29.28
30210	Laboratory Technician	24.06

Code	Title	Rate	Note
30221	Latent Fingerprint Technician I	32.43	
30222	Latent Fingerprint Technician II	35.82	
30240	Mathematical Technician	29.16	
30361	Paralegal/Legal Assistant I	21.99	
30362	Paralegal/Legal Assistant II	27.24	
30363	Paralegal/Legal Assistant III	33.31	
30364	Paralegal/Legal Assistant IV	40.30	
30375	Petroleum Supply Specialist	35.82	
30390	Photo-Optics Technician	29.16	
30395	Radiation Control Technician	35.82	
30461	Technical Writer I	29.16	
30462	Technical Writer II	35.67	
30463	Technical Writer III	43.16	
30491	Unexploded Ordnance (UXO) Technician I	31.60	
30492	Unexploded Ordnance (UXO) Technician II	38.24	
30493	Unexploded Ordnance (UXO) Technician III	45.84	
30494	Unexploded (UXO) Safety Escort	31.60	
30495	Unexploded (UXO) Sweep Personnel	31.60	
30501	Weather Forecaster I	32.43	
30502	Weather Forecaster II	39.45	
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.24	see 2
30621	Weather Observer, Senior	29.16	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	38.24	
31020	Bus Aide	16.74	***
31030	Bus Driver	22.79	
31043	Driver Courier	18.58	
31260	Parking and Lot Attendant	14.29	***
31290	Shuttle Bus Driver	15.69	***
31310	Taxi Driver	12.53	***
31361	Truckdriver, Light	20.00	
31362	Truckdriver, Medium	21.39	
31363	Truckdriver, Heavy	26.82	
31364	Truckdriver, Tractor-Trailer	26.82	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	18.65	
99030	Cashier	13.29	***

Code	Title	Rate	Note
99050	Desk Clerk	13.91	***
99095	Embalmer	29.30	
99130	Flight Follower	31.60	
99251	Laboratory Animal Caretaker I	16.02	***
99252	Laboratory Animal Caretaker II	17.24	***
99260	Marketing Analyst	29.15	
99310	Mortician	29.30	
99410	Pest Controller	22.40	
99510	Photofinishing Worker	16.61	***
99710	Recycling Laborer	24.55	
99711	Recycling Specialist	29.03	
99730	Refuse Collector	22.34	
99810	Sales Clerk	14.44	***
99820	School Crossing Guard	17.71	***
99830	Survey Party Chief	26.34	
99831	Surveying Aide	16.18	***
99832	Surveying Technician	22.15	
99840	Vending Machine Attendant	24.67	
99841	Vending Machine Repairer	30.18	
99842	Vending Machine Repairer Helper	24.67	

Footer

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

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

member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A

contractor may substitute for any of the named holidays another day of 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)).

Wage Determination No. : 2015-4811

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 31

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana County of Marshall

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.38	***
01012	Accounting Clerk II	19.50	
01013	Accounting Clerk III	21.81	
01020	Administrative Assistant	26.30	
01035	Court Reporter	23.00	
01041	Customer Service Representative I	16.33	***
01042	Customer Service Representative II	17.82	
01043	Customer Service Representative III	20.00	
01051	Data Entry Operator I	16.22	***
01052	Data Entry Operator II	17.70	***
01060	Dispatcher, Motor Vehicle	23.20	
01070	Document Preparation Clerk	16.30	***
01090	Duplicating Machine Operator	16.30	***
01111	General Clerk I	16.14	***
01112	General Clerk II	17.60	***
01113	General Clerk III	19.76	
01120	Housing Referral Assistant	22.11	
01141	Messenger Courier	14.14	***
01191	Order Clerk I	16.49	***
01192	Order Clerk II	18.00	
01261	Personnel Assistant (Employment) I	20.49	
01262	Personnel Assistant (Employment) II	22.92	
01263	Personnel Assistant (Employment) III	25.56	
01270	Production Control Clerk	28.17	
01290	Rental Clerk	15.14	***
01300	Scheduler, Maintenance	17.74	***

Code	Title	Rate	Note
01311	Secretary I	17.74	***
01312	Secretary II	19.84	
01313	Secretary III	22.11	
01320	Service Order Dispatcher	20.74	
01410	Supply Technician	26.30	
01420	Survey Worker	18.00	
01460	Switchboard Operator/Receptionist	15.40	***
01531	Travel Clerk I	15.80	***
01532	Travel Clerk II	17.74	***
01533	Travel Clerk III	19.82	
01611	Word Processor I	15.80	***
01612	Word Processor II	17.74	***
01613	Word Processor III	19.84	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.54	
05010	Automotive Electrician	21.28	
05040	Automotive Glass Installer	20.00	
05070	Automotive Worker	20.00	
05110	Mobile Equipment Servicer	17.60	***
05130	Motor Equipment Metal Mechanic	22.31	
05160	Motor Equipment Metal Worker	20.00	
05190	Motor Vehicle Mechanic	22.31	
05220	Motor Vehicle Mechanic Helper	16.35	***
05250	Motor Vehicle Upholstery Worker	18.82	
05280	Motor Vehicle Wrecker	20.00	
05310	Painter, Automotive	21.28	
05340	Radiator Repair Specialist	20.00	
05370	Tire Repairer	17.13	***
05400	Transmission Repair Specialist	22.31	
07000	Food Preparation And Service Occupations		
07010	Baker	15.92	***
07041	Cook I	15.05	***
07042	Cook II	17.10	***
07070	Dishwasher	11.94	***
07130	Food Service Worker	13.86	***
07210	Meat Cutter	17.56	***
07260	Waiter/Waitress	11.20	***

Code	Title	Rate	Note
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	20.19	
09040	Furniture Handler	13.76	***
09080	Furniture Refinisher	21.12	
09090	Furniture Refinisher Helper	16.27	***
09110	Furniture Repairer, Minor	18.73	
09130	Upholsterer	21.03	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.67	***
11060	Elevator Operator	17.42	***
11090	Gardener	22.69	
11122	Housekeeping Aide	17.49	***
11150	Janitor	17.49	***
11210	Laborer, Grounds Maintenance	17.82	
11240	Maid or Houseman	14.13	***
11260	Pruner	16.20	***
11270	Tractor Operator	21.08	
11330	Trail Maintenance Worker	17.82	
11360	Window Cleaner	19.24	
12000	Health Occupations		
12010	Ambulance Driver	19.33	
12011	Breath Alcohol Technician	26.64	
12012	Certified Occupational Therapist Assistant	33.77	
12015	Certified Physical Therapist Assistant	30.99	
12020	Dental Assistant	22.77	
12025	Dental Hygienist	39.34	
12030	EKG Technician	33.92	
12035	Electroneurodiagnostic Technologist	33.92	
12040	Emergency Medical Technician	19.33	
12071	Licensed Practical Nurse I	23.82	
12072	Licensed Practical Nurse II	26.64	
12073	Licensed Practical Nurse III	29.69	
12100	Medical Assistant	18.56	
12130	Medical Laboratory Technician	26.90	
12160	Medical Record Clerk	20.63	
12190	Medical Record Technician	23.08	
12195	Medical Transcriptionist	22.30	

Code	Title	Rate	Note
12210	Nuclear Medicine Technologist	58.54	
12221	Nursing Assistant I	13.60	***
12222	Nursing Assistant II	15.30	***
12223	Nursing Assistant III	16.70	***
12224	Nursing Assistant IV	18.73	
12235	Optical Dispenser	16.77	***
12236	Optical Technician	23.82	
12250	Pharmacy Technician	18.08	
12280	Phlebotomist	17.90	
12305	Radiologic Technologist	35.95	
12311	Registered Nurse I	27.91	
12312	Registered Nurse II	34.12	
12313	Registered Nurse II, Specialist	34.12	
12314	Registered Nurse III	41.28	
12315	Registered Nurse III, Anesthetist	41.28	
12316	Registered Nurse IV	49.49	
12317	Scheduler (Drug and Alcohol Testing)	33.00	
12320	Substance Abuse Treatment Counselor	24.94	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	17.09	***
13012	Exhibits Specialist II	21.18	
13013	Exhibits Specialist III	25.91	
13041	Illustrator I	17.09	***
13042	Illustrator II	21.18	
13043	Illustrator III	25.91	
13047	Librarian	23.46	
13050	Library Aide/Clerk	13.43	***
13054	Library Information Technology Systems Administrator	21.18	
13058	Library Technician	15.31	***
13061	Media Specialist I	15.28	***
13062	Media Specialist II	17.09	***
13063	Media Specialist III	19.06	
13071	Photographer I	17.29	***
13072	Photographer II	19.34	
13073	Photographer III	23.96	
13074	Photographer IV	29.30	
13075	Photographer V	35.45	

Code	Title	Rate	Note
13090	Technical Order Library Clerk	16.63	***
13110	Video Teleconference Technician	20.45	
14000	Information Technology Occupations		
14041	Computer Operator I	19.35	
14042	Computer Operator II	21.98	
14043	Computer Operator III	24.83	
14044	Computer Operator IV	27.59	
14045	Computer Operator V	30.56	
14071	Computer Programmer I	25.00	see 1
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	19.35	
14160	Personal Computer Support Technician	27.59	
14170	System Support Specialist	30.56	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	37.19	
15020	Aircrew Training Devices Instructor (Rated)	44.89	
15030	Air Crew Training Devices Instructor (Pilot)	53.80	
15050	Computer Based Training Specialist / Instructor	37.19	
15060	Educational Technologist	28.11	
15070	Flight Instructor (Pilot)	53.80	
15080	Graphic Artist	23.30	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	53.80	
15086	Maintenance Test Pilot, Rotary Wing	53.80	
15088	Non-Maintenance Test/Co-Pilot	53.80	
15090	Technical Instructor	22.17	
15095	Technical Instructor/Course Developer	27.12	
15110	Test Proctor	17.89	
15120	Tutor	17.89	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.99	***

Code	Title	Rate	Note
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.04	***
16220	Tailor	17.07	***
16250	Washer, Machine	12.84	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.67	
19040	Tool And Die Maker	30.27	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.75	
21030	Material Coordinator	28.17	
21040	Material Expediter	28.17	
21050	Material Handling Laborer	18.92	
21071	Order Filler	16.33	***
21080	Production Line Worker (Food Processing)	20.75	
21110	Shipping Packer	21.63	
21130	Shipping/Receiving Clerk	21.63	
21140	Store Worker I	17.40	***
21150	Stock Clerk	22.80	
21210	Tools And Parts Attendant	20.75	
21410	Warehouse Specialist	20.75	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	35.12	
23019	Aircraft Logs and Records Technician	28.37	
23021	Aircraft Mechanic I	33.63	
23022	Aircraft Mechanic II	35.12	
23023	Aircraft Mechanic III	36.55	
23040	Aircraft Mechanic Helper	24.65	
23050	Aircraft, Painter	32.08	
23060	Aircraft Servicer	28.37	
23070	Aircraft Survival Flight Equipment Technician	32.08	
23080	Aircraft Worker	30.15	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	30.15	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	33.63	

Code	Title	Rate	Note
23110	Appliance Mechanic	23.81	
23120	Bicycle Repairer	22.65	
23125	Cable Splicer	46.07	
23130	Carpenter, Maintenance	23.90	
23140	Carpet Layer	25.74	
23160	Electrician, Maintenance	30.32	
23181	Electronics Technician Maintenance I	30.31	
23182	Electronics Technician Maintenance II	32.25	
23183	Electronics Technician Maintenance III	33.81	
23260	Fabric Worker	24.22	
23290	Fire Alarm System Mechanic	28.71	
23310	Fire Extinguisher Repairer	22.65	
23311	Fuel Distribution System Mechanic	30.12	
23312	Fuel Distribution System Operator	24.30	
23370	General Maintenance Worker	24.41	
23380	Ground Support Equipment Mechanic	33.63	
23381	Ground Support Equipment Servicer	28.37	
23382	Ground Support Equipment Worker	30.15	
23391	Gunsmith I	22.65	
23392	Gunsmith II	25.74	
23393	Gunsmith III	28.71	
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.25	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.55	
23430	Heavy Equipment Mechanic	29.02	
23440	Heavy Equipment Operator	27.16	
23460	Instrument Mechanic	28.71	
23465	Laboratory/Shelter Mechanic	27.39	
23470	Laborer	18.92	
23510	Locksmith	27.39	
23530	Machinery Maintenance Mechanic	29.12	
23550	Machinist, Maintenance	28.62	
23580	Maintenance Trades Helper	16.81	***
23591	Metrology Technician I	28.71	
23592	Metrology Technician II	29.99	
23593	Metrology Technician III	31.20	
23640	Millwright	31.40	
23710	Office Appliance Repairer	21.41	

Code	Title	Rate	Note
23760	Painter, Maintenance	22.92	
23790	Pipefitter, Maintenance	28.69	
23810	Plumber, Maintenance	27.37	
23820	Pneudraulic Systems Mechanic	28.71	
23850	Rigger	24.65	
23870	Scale Mechanic	25.74	
23890	Sheet-Metal Worker, Maintenance	29.83	
23910	Small Engine Mechanic	21.79	
23931	Telecommunications Mechanic I	30.46	
23932	Telecommunications Mechanic II	31.81	
23950	Telephone Lineman	27.25	
23960	Welder, Combination, Maintenance	22.55	
23965	Well Driller	27.27	
23970	Woodcraft Worker	28.71	
23980	Woodworker	22.65	
24000 Personal Needs Occupations			
24550	Case Manager	19.31	
24570	Child Care Attendant	13.84	***
24580	Child Care Center Clerk	17.25	***
24610	Chore Aide	15.14	***
24620	Family Readiness And Support Services Coordinator	19.31	
24630	Homemaker	19.31	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	26.44	
25040	Sewage Plant Operator	25.22	
25070	Stationary Engineer	26.44	
25190	Ventilation Equipment Tender	19.38	
25210	Water Treatment Plant Operator	25.22	
27000 Protective Service Occupations			
27004	Alarm Monitor	22.25	
27007	Baggage Inspector	16.94	***
27008	Corrections Officer	21.24	
27010	Court Security Officer	24.90	
27030	Detection Dog Handler	18.95	
27040	Detention Officer	21.24	
27070	Firefighter	26.97	
27101	Guard I	16.94	***

Code	Title	Rate	Note
27102	Guard II	18.95	
27131	Police Officer I	26.73	
27132	Police Officer II	29.71	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	16.09	***
28042	Carnival Equipment Repairer	17.32	***
28043	Carnival Worker	12.37	***
28210	Gate Attendant/Gate Tender	16.84	***
28310	Lifeguard	11.77	***
28350	Park Attendant (Aide)	18.84	
28510	Recreation Aide/Health Facility Attendant	13.75	***
28515	Recreation Specialist	23.34	
28630	Sports Official	15.01	***
28690	Swimming Pool Operator	19.69	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	25.31	
29020	Hatch Tender	25.31	
29030	Line Handler	25.31	
29041	Stevedore I	23.81	
29042	Stevedore II	26.93	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	49.73	see 2
30011	Air Traffic Control Specialist, Station (HFO)	34.29	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	37.77	see 2
30021	Archeological Technician I	21.14	
30022	Archeological Technician II	23.63	
30023	Archeological Technician III	29.28	
30030	Cartographic Technician	29.28	
30040	Civil Engineering Technician	29.28	
30051	Cryogenic Technician I	32.43	
30052	Cryogenic Technician II	35.82	
30061	Drafter/CAD Operator I	21.14	
30062	Drafter/CAD Operator II	23.63	
30063	Drafter/CAD Operator III	26.35	
30064	Drafter/CAD Operator IV	32.43	
30081	Engineering Technician I	17.73	***
30082	Engineering Technician II	19.91	

Code	Title	Rate Note
30083	Engineering Technician III	22.27
30084	Engineering Technician IV	27.58
30085	Engineering Technician V	33.74
30086	Engineering Technician VI	40.81
30090	Environmental Technician	29.28
30095	Evidence Control Specialist	29.28
30210	Laboratory Technician	24.06
30221	Latent Fingerprint Technician I	32.43
30222	Latent Fingerprint Technician II	35.82
30240	Mathematical Technician	29.28
30361	Paralegal/Legal Assistant I	21.99
30362	Paralegal/Legal Assistant II	27.24
30363	Paralegal/Legal Assistant III	33.31
30364	Paralegal/Legal Assistant IV	40.30
30375	Petroleum Supply Specialist	35.82
30390	Photo-Optics Technician	29.28
30395	Radiation Control Technician	35.82
30461	Technical Writer I	29.28
30462	Technical Writer II	35.82
30463	Technical Writer III	43.34
30491	Unexploded Ordnance (UXO) Technician I	31.60
30492	Unexploded Ordnance (UXO) Technician II	38.24
30493	Unexploded Ordnance (UXO) Technician III	92.97
30494	Unexploded (UXO) Safety Escort	31.60
30495	Unexploded (UXO) Sweep Personnel	31.60
30501	Weather Forecaster I	32.43
30502	Weather Forecaster II	39.45
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.35 see 2
30621	Weather Observer, Senior	29.28 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	38.24
31020	Bus Aide	16.74 ***
31030	Bus Driver	22.79
31043	Driver Courier	18.58
31260	Parking and Lot Attendant	14.29 ***
31290	Shuttle Bus Driver	15.69 ***
31310	Taxi Driver	13.21 ***

Code	Title	Rate	Note
31361	Truckdriver, Light	20.00	
31362	Truckdriver, Medium	21.39	
31363	Truckdriver, Heavy	26.82	
31364	Truckdriver, Tractor-Trailer	26.82	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	18.65	
99030	Cashier	13.29	***
99050	Desk Clerk	13.91	***
99095	Embalmer	29.30	
99130	Flight Follower	31.60	
99251	Laboratory Animal Caretaker I	16.02	***
99252	Laboratory Animal Caretaker II	17.24	***
99260	Marketing Analyst	29.15	
99310	Mortician	29.30	
99410	Pest Controller	20.75	
99510	Photofinishing Worker	16.61	***
99710	Recycling Laborer	24.55	
99711	Recycling Specialist	29.03	
99730	Refuse Collector	22.34	
99810	Sales Clerk	14.44	***
99820	School Crossing Guard	17.16	***
99830	Survey Party Chief	25.49	
99831	Surveying Aide	15.41	***
99832	Surveying Technician	22.15	
99840	Vending Machine Attendant	24.67	
99841	Vending Machine Repairer	30.18	
99842	Vending Machine Repairer Helper	24.67	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A

contractor may substitute for any of the named holidays another day of 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)).

Wage Determination No. : 2015-4813

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana Counties of Blackford, Grant, Jay

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	16.93	***
01012	Accounting Clerk II	19.00	
01013	Accounting Clerk III	21.25	
01020	Administrative Assistant	24.17	
01035	Court Reporter	22.42	
01041	Customer Service Representative I	15.43	***
01042	Customer Service Representative II	16.84	***
01043	Customer Service Representative III	18.90	
01051	Data Entry Operator I	16.02	***
01052	Data Entry Operator II	17.48	***
01060	Dispatcher, Motor Vehicle	22.55	
01070	Document Preparation Clerk	15.50	***
01090	Duplicating Machine Operator	15.50	***
01111	General Clerk I	14.74	***
01112	General Clerk II	16.08	***
01113	General Clerk III	18.05	
01120	Housing Referral Assistant	22.30	
01141	Messenger Courier	13.90	***
01191	Order Clerk I	20.44	
01192	Order Clerk II	22.31	
01261	Personnel Assistant (Employment) I	18.56	

Code	Title	Rate	Note
01262	Personnel Assistant (Employment) II	20.76	
01263	Personnel Assistant (Employment) III	23.15	
01270	Production Control Clerk	28.99	
01290	Rental Clerk	16.52	***
01300	Scheduler, Maintenance	17.89	
01311	Secretary I	17.89	
01312	Secretary II	20.01	
01313	Secretary III	22.30	
01320	Service Order Dispatcher	20.16	
01410	Supply Technician	24.17	
01420	Survey Worker	18.43	
01460	Switchboard Operator/Receptionist	15.61	***
01531	Travel Clerk I	15.94	***
01532	Travel Clerk II	17.89	
01533	Travel Clerk III	19.82	
01611	Word Processor I	15.94	***
01612	Word Processor II	17.89	
01613	Word Processor III	20.01	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	21.99	
05010	Automotive Electrician	19.34	
05040	Automotive Glass Installer	18.32	
05070	Automotive Worker	18.32	
05110	Mobile Equipment Servicer	16.52	***
05130	Motor Equipment Metal Mechanic	20.15	
05160	Motor Equipment Metal Worker	18.32	
05190	Motor Vehicle Mechanic	20.15	
05220	Motor Vehicle Mechanic Helper	15.90	***
05250	Motor Vehicle Upholstery Worker	17.36	***
05280	Motor Vehicle Wrecker	18.32	
05310	Painter, Automotive	19.34	
05340	Radiator Repair Specialist	18.32	
05370	Tire Repairer	16.69	***
05400	Transmission Repair Specialist	20.15	
07000	Food Preparation And Service Occupations		
07010	Baker	17.46	***
07041	Cook I	15.10	***

Code	Title	Rate	Note
07042	Cook II	17.00	***
07070	Dishwasher	11.60	***
07130	Food Service Worker	13.86	***
07210	Meat Cutter	18.48	
07260	Waiter/Waitress	11.01	***
09000 Furniture Maintenance And Repair Occupations			
09010	Electrostatic Spray Painter	21.91	
09040	Furniture Handler	14.50	***
09080	Furniture Refinisher	21.91	
09090	Furniture Refinisher Helper	17.20	***
09110	Furniture Repairer, Minor	19.65	
09130	Upholsterer	21.91	
11000 General Services And Support Occupations			
11030	Cleaner, Vehicles	20.19	
11060	Elevator Operator	16.27	***
11090	Gardener	21.94	
11122	Housekeeping Aide	16.27	***
11150	Janitor	16.27	***
11210	Laborer, Grounds Maintenance	17.10	***
11240	Maid or Houseman	14.13	***
11260	Pruner	15.46	***
11270	Tractor Operator	20.42	
11330	Trail Maintenance Worker	17.10	***
11360	Window Cleaner	18.00	
12000 Health Occupations			
12010	Ambulance Driver	18.03	
12011	Breath Alcohol Technician	26.40	
12012	Certified Occupational Therapist Assistant	31.97	
12015	Certified Physical Therapist Assistant	30.69	
12020	Dental Assistant	23.56	
12025	Dental Hygienist	40.23	
12030	EKG Technician	31.94	
12035	Electroneurodiagnostic Technologist	31.94	
12040	Emergency Medical Technician	18.03	
12071	Licensed Practical Nurse I	23.61	
12072	Licensed Practical Nurse II	26.40	
12073	Licensed Practical Nurse III	29.44	

Code	Title	Rate	Note
12100	Medical Assistant	18.98	
12130	Medical Laboratory Technician	27.79	
12160	Medical Record Clerk	21.05	
12190	Medical Record Technician	23.54	
12195	Medical Transcriptionist	23.45	
12210	Nuclear Medicine Technologist	58.05	
12221	Nursing Assistant I	12.99	***
12222	Nursing Assistant II	14.60	***
12223	Nursing Assistant III	15.93	***
12224	Nursing Assistant IV	17.89	
12235	Optical Dispenser	17.00	***
12236	Optical Technician	23.61	
12250	Pharmacy Technician	18.68	
12280	Phlebotomist	18.15	
12305	Radiologic Technologist	34.67	
12311	Registered Nurse I	26.46	
12312	Registered Nurse II	32.36	
12313	Registered Nurse II, Specialist	32.36	
12314	Registered Nurse III	39.15	
12315	Registered Nurse III, Anesthetist	39.15	
12316	Registered Nurse IV	46.94	
12317	Scheduler (Drug and Alcohol Testing)	32.74	
12320	Substance Abuse Treatment Counselor	24.01	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	16.47	***
13012	Exhibits Specialist II	20.41	
13013	Exhibits Specialist III	24.95	
13041	Illustrator I	16.47	***
13042	Illustrator II	20.41	
13043	Illustrator III	24.95	
13047	Librarian	21.54	
13050	Library Aide/Clerk	13.28	***
13054	Library Information Technology Systems Administrator	19.46	
13058	Library Technician	13.56	***
13061	Media Specialist I	14.04	***
13062	Media Specialist II	15.70	***
13063	Media Specialist III	17.50	***

Code	Title	Rate	Note
13071	Photographer I	14.85	***
13072	Photographer II	16.61	***
13073	Photographer III	20.58	
13074	Photographer IV	25.18	
13075	Photographer V	30.46	
13090	Technical Order Library Clerk	16.99	***
13110	Video Teleconference Technician	16.90	***
14000	Information Technology Occupations		
14041	Computer Operator I	20.28	
14042	Computer Operator II	22.69	
14043	Computer Operator III	25.30	
14044	Computer Operator IV	28.11	
14045	Computer Operator V	31.13	
14071	Computer Programmer I	21.29	see 1
14072	Computer Programmer II	26.39	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	20.28	
14160	Personal Computer Support Technician	28.11	
14170	System Support Specialist	31.13	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.87	
15020	Aircrew Training Devices Instructor (Rated)	40.97	
15030	Air Crew Training Devices Instructor (Pilot)	49.11	
15050	Computer Based Training Specialist / Instructor	33.87	
15060	Educational Technologist	29.92	
15070	Flight Instructor (Pilot)	49.11	
15080	Graphic Artist	22.67	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.11	
15086	Maintenance Test Pilot, Rotary Wing	49.11	
15088	Non-Maintenance Test/Co-Pilot	49.11	
15090	Technical Instructor	22.62	
15095	Technical Instructor/Course Developer	27.66	
15110	Test Proctor	18.26	

Code	Title	Rate	Note
15120	Tutor	18.26	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.99	***
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.04	***
16220	Tailor	17.07	***
16250	Washer, Machine	12.84	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	26.69	
19040	Tool And Die Maker	30.84	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.80	
21030	Material Coordinator	28.99	
21040	Material Expediter	28.99	
21050	Material Handling Laborer	17.86	
21071	Order Filler	17.31	***
21080	Production Line Worker (Food Processing)	21.80	
21110	Shipping Packer	21.86	
21130	Shipping/Receiving Clerk	21.86	
21140	Store Worker I	17.00	***
21150	Stock Clerk	23.13	
21210	Tools And Parts Attendant	21.80	
21410	Warehouse Specialist	21.80	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	29.90	
23019	Aircraft Logs and Records Technician	24.74	
23021	Aircraft Mechanic I	28.83	
23022	Aircraft Mechanic II	29.90	
23023	Aircraft Mechanic III	30.96	
23040	Aircraft Mechanic Helper	21.59	
23050	Aircraft, Painter	27.64	

Code	Title	Rate Note
23060	Aircraft Servicer	24.74
23070	Aircraft Survival Flight Equipment Technician	27.64
23080	Aircraft Worker	26.11
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.11
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.83
23110	Appliance Mechanic	25.13
23120	Bicycle Repairer	23.20
23125	Cable Splicer	44.81
23130	Carpenter, Maintenance	24.96
23140	Carpet Layer	26.11
23160	Electrician, Maintenance	32.00
23181	Electronics Technician Maintenance I	32.47
23182	Electronics Technician Maintenance II	34.21
23183	Electronics Technician Maintenance III	35.54
23260	Fabric Worker	24.74
23290	Fire Alarm System Mechanic	26.17
23310	Fire Extinguisher Repairer	23.20
23311	Fuel Distribution System Mechanic	29.46
23312	Fuel Distribution System Operator	23.70
23370	General Maintenance Worker	23.91
23380	Ground Support Equipment Mechanic	28.83
23381	Ground Support Equipment Servicer	24.74
23382	Ground Support Equipment Worker	26.11
23391	Gunsmith I	23.20
23392	Gunsmith II	26.11
23393	Gunsmith III	28.83
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.40
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.33
23430	Heavy Equipment Mechanic	26.75
23440	Heavy Equipment Operator	27.05
23460	Instrument Mechanic	28.83
23465	Laboratory/Shelter Mechanic	27.64
23470	Laborer	17.86
23510	Locksmith	27.64
23530	Machinery Maintenance Mechanic	29.73
23550	Machinist, Maintenance	23.29
23580	Maintenance Trades Helper	18.00

Code	Title	Rate	Note
23591	Metrology Technician I	28.83	
23592	Metrology Technician II	29.90	
23593	Metrology Technician III	30.96	
23640	Millwright	34.17	
23710	Office Appliance Repairer	24.78	
23760	Painter, Maintenance	22.55	
23790	Pipefitter, Maintenance	30.17	
23810	Plumber, Maintenance	29.08	
23820	Pneudraulic Systems Mechanic	28.83	
23850	Rigger	28.83	
23870	Scale Mechanic	26.11	
23890	Sheet-Metal Worker, Maintenance	28.79	
23910	Small Engine Mechanic	21.78	
23931	Telecommunications Mechanic I	28.71	
23932	Telecommunications Mechanic II	29.77	
23950	Telephone Lineman	26.66	
23960	Welder, Combination, Maintenance	22.26	
23965	Well Driller	28.83	
23970	Woodcraft Worker	28.83	
23980	Woodworker	23.20	
24000	Personal Needs Occupations		
24550	Case Manager	19.03	
24570	Child Care Attendant	13.71	***
24580	Child Care Center Clerk	17.09	***
24610	Chore Aide	14.60	***
24620	Family Readiness And Support Services Coordinator	19.03	
24630	Homemaker	19.03	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	32.93	
25040	Sewage Plant Operator	24.45	
25070	Stationary Engineer	32.93	
25190	Ventilation Equipment Tender	24.86	
25210	Water Treatment Plant Operator	24.45	
27000	Protective Service Occupations		
27004	Alarm Monitor	19.52	
27007	Baggage Inspector	18.66	
27008	Corrections Officer	20.89	

Code	Title	Rate	Note
27010	Court Security Officer	24.27	
27030	Detection Dog Handler	20.87	
27040	Detention Officer	20.89	
27070	Firefighter	27.37	
27101	Guard I	18.66	
27102	Guard II	20.87	
27131	Police Officer I	25.38	
27132	Police Officer II	28.20	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	13.57	***
28042	Carnival Equipment Repairer	14.58	***
28043	Carnival Worker	10.27	***
28210	Gate Attendant/Gate Tender	16.90	***
28310	Lifeguard	12.76	***
28350	Park Attendant (Aide)	18.90	
28510	Recreation Aide/Health Facility Attendant	13.80	***
28515	Recreation Specialist	23.42	
28630	Sports Official	15.06	***
28690	Swimming Pool Operator	20.90	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	27.39	
29020	Hatch Tender	27.39	
29030	Line Handler	27.39	
29041	Stevedore I	25.95	
29042	Stevedore II	29.00	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.50	see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.07	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.31	see 2
30021	Archeological Technician I	19.18	
30022	Archeological Technician II	21.46	
30023	Archeological Technician III	26.59	
30030	Cartographic Technician	26.59	
30040	Civil Engineering Technician	26.59	
30051	Cryogenic Technician I	29.44	
30052	Cryogenic Technician II	32.53	
30061	Drafter/CAD Operator I	19.18	

Code	Title	Rate	Note
30062	Drafter/CAD Operator II	21.46	
30063	Drafter/CAD Operator III	23.92	
30064	Drafter/CAD Operator IV	29.44	
30081	Engineering Technician I	17.09	***
30082	Engineering Technician II	19.18	
30083	Engineering Technician III	21.46	
30084	Engineering Technician IV	26.59	
30085	Engineering Technician V	32.53	
30086	Engineering Technician VI	39.34	
30090	Environmental Technician	26.77	
30095	Evidence Control Specialist	26.59	
30210	Laboratory Technician	26.42	
30221	Latent Fingerprint Technician I	29.44	
30222	Latent Fingerprint Technician II	32.53	
30240	Mathematical Technician	26.59	
30361	Paralegal/Legal Assistant I	21.27	
30362	Paralegal/Legal Assistant II	26.36	
30363	Paralegal/Legal Assistant III	32.22	
30364	Paralegal/Legal Assistant IV	38.98	
30375	Petroleum Supply Specialist	32.53	
30390	Photo-Optics Technician	26.59	
30395	Radiation Control Technician	32.53	
30461	Technical Writer I	26.59	
30462	Technical Writer II	32.53	
30463	Technical Writer III	39.34	
30491	Unexploded Ordnance (UXO) Technician I	29.55	
30492	Unexploded Ordnance (UXO) Technician II	35.76	
30493	Unexploded Ordnance (UXO) Technician III	42.86	
30494	Unexploded (UXO) Safety Escort	29.55	
30495	Unexploded (UXO) Sweep Personnel	29.55	
30501	Weather Forecaster I	29.44	
30502	Weather Forecaster II	35.81	
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.92	see 2
30621	Weather Observer, Senior	26.59	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.76	
31020	Bus Aide	16.14	***

Code	Title	Rate	Note
31030	Bus Driver	21.92	
31043	Driver Courier	17.76	
31260	Parking and Lot Attendant	13.46	***
31290	Shuttle Bus Driver	15.55	***
31310	Taxi Driver	15.71	***
31361	Truckdriver, Light	19.08	
31362	Truckdriver, Medium	20.34	
31363	Truckdriver, Heavy	26.24	
31364	Truckdriver, Tractor-Trailer	26.24	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.43	***
99030	Cashier	13.28	***
99050	Desk Clerk	13.45	***
99095	Embalmer	30.53	
99130	Flight Follower	29.55	
99251	Laboratory Animal Caretaker I	16.12	***
99252	Laboratory Animal Caretaker II	17.29	***
99260	Marketing Analyst	28.68	
99310	Mortician	30.53	
99410	Pest Controller	25.24	
99510	Photofinishing Worker	16.76	***
99710	Recycling Laborer	24.77	
99711	Recycling Specialist	29.59	
99730	Refuse Collector	22.40	
99810	Sales Clerk	14.25	***
99820	School Crossing Guard	16.64	***
99830	Survey Party Chief	32.93	
99831	Surveying Aide	19.43	
99832	Surveying Technician	23.75	
99840	Vending Machine Attendant	25.16	
99841	Vending Machine Repairer	30.43	
99842	Vending Machine Repairer Helper	25.16	

Footer

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 10 years, 4 after 15 years, and 5 after 25 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)).

Wage Determination No. : 2015-4815

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana Counties of Decatur, Fayette, Fountain, Henry, Montgomery, Parke, Rush

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	16.93	***
01012	Accounting Clerk II	19.00	
01013	Accounting Clerk III	21.25	
01020	Administrative Assistant	24.17	
01035	Court Reporter	22.42	
01041	Customer Service Representative I	15.43	***
01042	Customer Service Representative II	16.84	***
01043	Customer Service Representative III	18.90	
01051	Data Entry Operator I	16.02	***
01052	Data Entry Operator II	17.48	***
01060	Dispatcher, Motor Vehicle	22.55	
01070	Document Preparation Clerk	15.94	***
01090	Duplicating Machine Operator	15.94	***
01111	General Clerk I	14.74	***

Code	Title	Rate	Note
01112	General Clerk II	16.08	***
01113	General Clerk III	18.05	
01120	Housing Referral Assistant	22.30	
01141	Messenger Courier	14.51	***
01191	Order Clerk I	20.44	
01192	Order Clerk II	22.31	
01261	Personnel Assistant (Employment) I	18.56	
01262	Personnel Assistant (Employment) II	20.76	
01263	Personnel Assistant (Employment) III	23.15	
01270	Production Control Clerk	28.99	
01290	Rental Clerk	16.52	***
01300	Scheduler, Maintenance	17.89	
01311	Secretary I	17.89	
01312	Secretary II	20.01	
01313	Secretary III	22.30	
01320	Service Order Dispatcher	20.16	
01410	Supply Technician	24.17	
01420	Survey Worker	18.43	
01460	Switchboard Operator/Receptionist	15.61	***
01531	Travel Clerk I	15.94	***
01532	Travel Clerk II	17.89	
01533	Travel Clerk III	19.82	
01611	Word Processor I	15.94	***
01612	Word Processor II	17.89	
01613	Word Processor III	20.01	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	21.99	
05010	Automotive Electrician	20.01	
05040	Automotive Glass Installer	19.42	
05070	Automotive Worker	19.39	
05110	Mobile Equipment Servicer	17.72	***
05130	Motor Equipment Metal Mechanic	20.84	
05160	Motor Equipment Metal Worker	19.39	
05190	Motor Vehicle Mechanic	20.84	
05220	Motor Vehicle Mechanic Helper	17.09	***
05250	Motor Vehicle Upholstery Worker	18.62	
05280	Motor Vehicle Wrecker	19.39	

Code	Title	Rate	Note
05310	Painter, Automotive	21.87	
05340	Radiator Repair Specialist	19.39	
05370	Tire Repairer	16.69	***
05400	Transmission Repair Specialist	20.84	
07000	Food Preparation And Service Occupations		
07010	Baker	17.63	***
07041	Cook I	15.10	***
07042	Cook II	17.00	***
07070	Dishwasher	11.60	***
07130	Food Service Worker	13.86	***
07210	Meat Cutter	18.48	
07260	Waiter/Waitress	11.01	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	21.91	
09040	Furniture Handler	15.60	***
09080	Furniture Refinisher	21.91	
09090	Furniture Refinisher Helper	17.34	***
09110	Furniture Repairer, Minor	19.65	
09130	Upholsterer	21.91	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	20.19	
11060	Elevator Operator	16.27	***
11090	Gardener	21.94	
11122	Housekeeping Aide	16.27	***
11150	Janitor	16.27	***
11210	Laborer, Grounds Maintenance	17.10	***
11240	Maid or Houseman	14.13	***
11260	Pruner	15.46	***
11270	Tractor Operator	20.42	
11330	Trail Maintenance Worker	17.10	***
11360	Window Cleaner	18.00	
12000	Health Occupations		
12010	Ambulance Driver	18.03	
12011	Breath Alcohol Technician	26.40	
12012	Certified Occupational Therapist Assistant	31.97	
12015	Certified Physical Therapist Assistant	30.69	
12020	Dental Assistant	23.56	

Code	Title	Rate	Note
12025	Dental Hygienist	40.23	
12030	EKG Technician	29.40	
12035	Electroneurodiagnostic Technologist	29.40	
12040	Emergency Medical Technician	18.03	
12071	Licensed Practical Nurse I	23.61	
12072	Licensed Practical Nurse II	26.40	
12073	Licensed Practical Nurse III	29.44	
12100	Medical Assistant	18.98	
12130	Medical Laboratory Technician	27.79	
12160	Medical Record Clerk	21.05	
12190	Medical Record Technician	23.54	
12195	Medical Transcriptionist	23.45	
12210	Nuclear Medicine Technologist	58.05	
12221	Nursing Assistant I	12.99	***
12222	Nursing Assistant II	14.60	***
12223	Nursing Assistant III	15.93	***
12224	Nursing Assistant IV	17.89	
12235	Optical Dispenser	17.00	***
12236	Optical Technician	23.61	
12250	Pharmacy Technician	18.68	
12280	Phlebotomist	18.15	
12305	Radiologic Technologist	34.67	
12311	Registered Nurse I	26.46	
12312	Registered Nurse II	32.36	
12313	Registered Nurse II, Specialist	32.36	
12314	Registered Nurse III	39.15	
12315	Registered Nurse III, Anesthetist	39.15	
12316	Registered Nurse IV	46.94	
12317	Scheduler (Drug and Alcohol Testing)	32.74	
12320	Substance Abuse Treatment Counselor	24.01	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	18.04	
13012	Exhibits Specialist II	22.35	
13013	Exhibits Specialist III	27.33	
13041	Illustrator I	19.93	
13042	Illustrator II	24.69	
13043	Illustrator III	30.20	

Code	Title	Rate	Note
13047	Librarian	24.08	
13050	Library Aide/Clerk	13.82	***
13054	Library Information Technology Systems Administrator	25.49	
13058	Library Technician	16.41	***
13061	Media Specialist I	15.68	***
13062	Media Specialist II	17.53	***
13063	Media Specialist III	19.55	
13071	Photographer I	15.55	***
13072	Photographer II	17.39	***
13073	Photographer III	21.55	
13074	Photographer IV	26.36	
13075	Photographer V	31.89	
13090	Technical Order Library Clerk	16.99	***
13110	Video Teleconference Technician	19.94	
14000	Information Technology Occupations		
14041	Computer Operator I	20.28	
14042	Computer Operator II	22.69	
14043	Computer Operator III	25.30	
14044	Computer Operator IV	28.11	
14045	Computer Operator V	31.13	
14071	Computer Programmer I	21.92	see 1
14072	Computer Programmer II	27.18	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	20.28	
14160	Personal Computer Support Technician	28.11	
14170	System Support Specialist	31.13	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.87	
15020	Aircrew Training Devices Instructor (Rated)	40.97	
15030	Air Crew Training Devices Instructor (Pilot)	49.11	
15050	Computer Based Training Specialist / Instructor	33.87	
15060	Educational Technologist	30.94	
15070	Flight Instructor (Pilot)	49.11	

Code	Title	Rate	Note
15080	Graphic Artist	22.67	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.11	
15086	Maintenance Test Pilot, Rotary Wing	49.11	
15088	Non-Maintenance Test/Co-Pilot	49.11	
15090	Technical Instructor	22.62	
15095	Technical Instructor/Course Developer	27.66	
15110	Test Proctor	18.26	
15120	Tutor	18.26	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.99	***
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.04	***
16220	Tailor	17.07	***
16250	Washer, Machine	12.84	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	26.69	
19040	Tool And Die Maker	30.84	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.80	
21030	Material Coordinator	28.99	
21040	Material Expediter	28.99	
21050	Material Handling Laborer	17.86	
21071	Order Filler	17.31	***
21080	Production Line Worker (Food Processing)	21.80	
21110	Shipping Packer	21.86	
21130	Shipping/Receiving Clerk	21.86	
21140	Store Worker I	17.00	***
21150	Stock Clerk	23.13	
21210	Tools And Parts Attendant	21.80	
21410	Warehouse Specialist	21.80	
23000	Mechanics And Maintenance And Repair Occupations		

Code	Title	Rate Note
23010	Aerospace Structural Welder	30.87
23019	Aircraft Logs and Records Technician	26.52
23021	Aircraft Mechanic I	29.80
23022	Aircraft Mechanic II	30.87
23023	Aircraft Mechanic III	32.03
23040	Aircraft Mechanic Helper	24.43
23050	Aircraft, Painter	29.05
23060	Aircraft Servicer	26.52
23070	Aircraft Survival Flight Equipment Technician	29.05
23080	Aircraft Worker	27.71
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.71
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.80
23110	Appliance Mechanic	25.13
23120	Bicycle Repairer	23.20
23125	Cable Splicer	44.81
23130	Carpenter, Maintenance	24.96
23140	Carpet Layer	26.11
23160	Electrician, Maintenance	32.00
23181	Electronics Technician Maintenance I	32.96
23182	Electronics Technician Maintenance II	34.88
23183	Electronics Technician Maintenance III	36.17
23260	Fabric Worker	24.74
23290	Fire Alarm System Mechanic	26.17
23310	Fire Extinguisher Repairer	23.20
23311	Fuel Distribution System Mechanic	29.46
23312	Fuel Distribution System Operator	23.70
23370	General Maintenance Worker	23.91
23380	Ground Support Equipment Mechanic	29.80
23381	Ground Support Equipment Servicer	26.52
23382	Ground Support Equipment Worker	27.71
23391	Gunsmith I	23.20
23392	Gunsmith II	26.11
23393	Gunsmith III	28.83
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.40
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.33
23430	Heavy Equipment Mechanic	26.75
23440	Heavy Equipment Operator	27.05

Code	Title	Rate	Note
23460	Instrument Mechanic	28.83	
23465	Laboratory/Shelter Mechanic	27.64	
23470	Laborer	17.86	
23510	Locksmith	27.64	
23530	Machinery Maintenance Mechanic	29.73	
23550	Machinist, Maintenance	23.29	
23580	Maintenance Trades Helper	18.18	
23591	Metrology Technician I	28.83	
23592	Metrology Technician II	29.90	
23593	Metrology Technician III	30.96	
23640	Millwright	34.17	
23710	Office Appliance Repairer	25.20	
23760	Painter, Maintenance	22.55	
23790	Pipefitter, Maintenance	30.17	
23810	Plumber, Maintenance	28.18	
23820	Pneudraulic Systems Mechanic	28.83	
23850	Rigger	28.83	
23870	Scale Mechanic	26.11	
23890	Sheet-Metal Worker, Maintenance	28.79	
23910	Small Engine Mechanic	21.78	
23931	Telecommunications Mechanic I	28.71	
23932	Telecommunications Mechanic II	29.77	
23950	Telephone Lineman	26.66	
23960	Welder, Combination, Maintenance	23.05	
23965	Well Driller	28.83	
23970	Woodcraft Worker	28.83	
23980	Woodworker	23.20	
24000	Personal Needs Occupations		
24550	Case Manager	19.03	
24570	Child Care Attendant	13.71	***
24580	Child Care Center Clerk	17.09	***
24610	Chore Aide	14.60	***
24620	Family Readiness And Support Services Coordinator	19.03	
24630	Homemaker	19.03	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	32.93	
25040	Sewage Plant Operator	24.45	

Code	Title	Rate	Note
25070	Stationary Engineer	32.93	
25190	Ventilation Equipment Tender	24.86	
25210	Water Treatment Plant Operator	24.45	
27000	Protective Service Occupations		
27004	Alarm Monitor	19.52	
27007	Baggage Inspector	18.66	
27008	Corrections Officer	20.89	
27010	Court Security Officer	24.27	
27030	Detection Dog Handler	20.87	
27040	Detention Officer	20.89	
27070	Firefighter	27.37	
27101	Guard I	18.66	
27102	Guard II	20.87	
27131	Police Officer I	25.55	
27132	Police Officer II	28.40	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	13.57	***
28042	Carnival Equipment Repairer	14.58	***
28043	Carnival Worker	10.27	***
28210	Gate Attendant/Gate Tender	16.90	***
28310	Lifeguard	12.76	***
28350	Park Attendant (Aide)	18.90	
28510	Recreation Aide/Health Facility Attendant	13.80	***
28515	Recreation Specialist	23.42	
28630	Sports Official	15.06	***
28690	Swimming Pool Operator	18.29	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	27.39	
29020	Hatch Tender	27.39	
29030	Line Handler	27.39	
29041	Stevedore I	25.95	
29042	Stevedore II	29.00	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.50	see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.07	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.31	see 2
30021	Archeological Technician I	19.18	

Code	Title	Rate Note
30022	Archeological Technician II	21.49
30023	Archeological Technician III	26.59
30030	Cartographic Technician	26.59
30040	Civil Engineering Technician	26.59
30051	Cryogenic Technician I	29.44
30052	Cryogenic Technician II	32.53
30061	Drafter/CAD Operator I	19.18
30062	Drafter/CAD Operator II	21.49
30063	Drafter/CAD Operator III	23.92
30064	Drafter/CAD Operator IV	29.44
30081	Engineering Technician I	17.09 ***
30082	Engineering Technician II	19.18
30083	Engineering Technician III	21.46
30084	Engineering Technician IV	27.03
30085	Engineering Technician V	32.53
30086	Engineering Technician VI	39.34
30090	Environmental Technician	26.77
30095	Evidence Control Specialist	26.59
30210	Laboratory Technician	26.42
30221	Latent Fingerprint Technician I	29.44
30222	Latent Fingerprint Technician II	32.53
30240	Mathematical Technician	26.59
30361	Paralegal/Legal Assistant I	21.27
30362	Paralegal/Legal Assistant II	26.36
30363	Paralegal/Legal Assistant III	32.22
30364	Paralegal/Legal Assistant IV	38.98
30375	Petroleum Supply Specialist	32.53
30390	Photo-Optics Technician	26.59
30395	Radiation Control Technician	32.53
30461	Technical Writer I	26.59
30462	Technical Writer II	32.53
30463	Technical Writer III	39.34
30491	Unexploded Ordnance (UXO) Technician I	29.55
30492	Unexploded Ordnance (UXO) Technician II	35.76
30493	Unexploded Ordnance (UXO) Technician III	42.86
30494	Unexploded (UXO) Safety Escort	29.55
30495	Unexploded (UXO) Sweep Personnel	29.55

Code	Title	Rate	Note
30501	Weather Forecaster I	29.44	
30502	Weather Forecaster II	35.81	
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.92	see 2
30621	Weather Observer, Senior	26.59	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.76	
31020	Bus Aide	15.93	***
31030	Bus Driver	22.16	
31043	Driver Courier	17.76	
31260	Parking and Lot Attendant	13.46	***
31290	Shuttle Bus Driver	17.52	***
31310	Taxi Driver	13.68	***
31361	Truckdriver, Light	19.08	
31362	Truckdriver, Medium	22.44	
31363	Truckdriver, Heavy	26.24	
31364	Truckdriver, Tractor-Trailer	26.24	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.43	***
99030	Cashier	13.28	***
99050	Desk Clerk	13.45	***
99095	Embalmer	30.53	
99130	Flight Follower	29.55	
99251	Laboratory Animal Caretaker I	16.12	***
99252	Laboratory Animal Caretaker II	17.29	***
99260	Marketing Analyst	28.68	
99310	Mortician	30.53	
99410	Pest Controller	25.24	
99510	Photofinishing Worker	16.76	***
99710	Recycling Laborer	24.77	
99711	Recycling Specialist	29.59	
99730	Refuse Collector	22.40	
99810	Sales Clerk	14.25	***
99820	School Crossing Guard	15.46	***
99830	Survey Party Chief	29.59	
99831	Surveying Aide	18.23	
99832	Surveying Technician	23.75	
99840	Vending Machine Attendant	25.16	

Code	Title	Rate	Note
99841	Vending Machine Repairer	30.43	
99842	Vending Machine Repairer Helper	25.16	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 8 years, 4 weeks after 15 years, and 5 weeks after 30 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)).

Wage Determination No. : 2015-4817

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana County of Clinton

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	16.93 ***
01012	Accounting Clerk II	19.00
01013	Accounting Clerk III	21.25
01020	Administrative Assistant	24.17
01035	Court Reporter	22.42
01041	Customer Service Representative I	15.43 ***
01042	Customer Service Representative II	16.84 ***

Code	Title	Rate	Note
01043	Customer Service Representative III	18.90	
01051	Data Entry Operator I	16.02	***
01052	Data Entry Operator II	17.48	***
01060	Dispatcher, Motor Vehicle	22.55	
01070	Document Preparation Clerk	15.50	***
01090	Duplicating Machine Operator	15.50	***
01111	General Clerk I	14.74	***
01112	General Clerk II	16.08	***
01113	General Clerk III	18.05	
01120	Housing Referral Assistant	22.30	
01141	Messenger Courier	12.98	***
01191	Order Clerk I	20.44	
01192	Order Clerk II	22.31	
01261	Personnel Assistant (Employment) I	18.56	
01262	Personnel Assistant (Employment) II	20.76	
01263	Personnel Assistant (Employment) III	23.15	
01270	Production Control Clerk	28.99	
01290	Rental Clerk	16.52	***
01300	Scheduler, Maintenance	17.89	
01311	Secretary I	17.89	
01312	Secretary II	20.01	
01313	Secretary III	22.30	
01320	Service Order Dispatcher	20.16	
01410	Supply Technician	24.17	
01420	Survey Worker	18.43	
01460	Switchboard Operator/Receptionist	15.61	***
01531	Travel Clerk I	15.94	***
01532	Travel Clerk II	17.89	
01533	Travel Clerk III	19.82	
01611	Word Processor I	15.94	***
01612	Word Processor II	17.89	
01613	Word Processor III	20.01	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	21.99	
05010	Automotive Electrician	19.34	
05040	Automotive Glass Installer	18.32	
05070	Automotive Worker	18.32	

Code	Title	Rate	Note
05110	Mobile Equipment Servicer	16.30	***
05130	Motor Equipment Metal Mechanic	20.15	
05160	Motor Equipment Metal Worker	18.32	
05190	Motor Vehicle Mechanic	20.15	
05220	Motor Vehicle Mechanic Helper	15.19	***
05250	Motor Vehicle Upholstery Worker	17.36	***
05280	Motor Vehicle Wrecker	18.32	
05310	Painter, Automotive	19.34	
05340	Radiator Repair Specialist	18.32	
05370	Tire Repairer	16.69	***
05400	Transmission Repair Specialist	20.15	
07000	Food Preparation And Service Occupations		
07010	Baker	17.81	
07041	Cook I	15.10	***
07042	Cook II	17.00	***
07070	Dishwasher	11.60	***
07130	Food Service Worker	13.86	***
07210	Meat Cutter	18.48	
07260	Waiter/Waitress	11.96	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	21.91	
09040	Furniture Handler	15.60	***
09080	Furniture Refinisher	21.91	
09090	Furniture Refinisher Helper	17.29	***
09110	Furniture Repairer, Minor	19.65	
09130	Upholsterer	21.91	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	20.19	
11060	Elevator Operator	18.05	
11090	Gardener	21.94	
11122	Housekeeping Aide	16.27	***
11150	Janitor	16.27	***
11210	Laborer, Grounds Maintenance	17.10	***
11240	Maid or Houseman	14.13	***
11260	Pruner	15.46	***
11270	Tractor Operator	20.42	
11330	Trail Maintenance Worker	17.10	***

Code	Title	Rate	Note
11360	Window Cleaner	18.00	
12000	Health Occupations		
12010	Ambulance Driver	18.03	
12011	Breath Alcohol Technician	26.40	
12012	Certified Occupational Therapist Assistant	31.97	
12015	Certified Physical Therapist Assistant	30.69	
12020	Dental Assistant	23.56	
12025	Dental Hygienist	40.23	
12030	EKG Technician	28.63	
12035	Electroneurodiagnostic Technologist	28.63	
12040	Emergency Medical Technician	18.03	
12071	Licensed Practical Nurse I	23.61	
12072	Licensed Practical Nurse II	26.40	
12073	Licensed Practical Nurse III	29.44	
12100	Medical Assistant	18.98	
12130	Medical Laboratory Technician	27.40	
12160	Medical Record Clerk	21.05	
12190	Medical Record Technician	23.54	
12195	Medical Transcriptionist	23.45	
12210	Nuclear Medicine Technologist	58.05	
12221	Nursing Assistant I	12.99	***
12222	Nursing Assistant II	14.60	***
12223	Nursing Assistant III	15.93	***
12224	Nursing Assistant IV	17.89	
12235	Optical Dispenser	17.00	***
12236	Optical Technician	23.61	
12250	Pharmacy Technician	18.68	
12280	Phlebotomist	18.15	
12305	Radiologic Technologist	34.67	
12311	Registered Nurse I	26.46	
12312	Registered Nurse II	32.36	
12313	Registered Nurse II, Specialist	32.36	
12314	Registered Nurse III	39.15	
12315	Registered Nurse III, Anesthetist	39.15	
12316	Registered Nurse IV	46.94	
12317	Scheduler (Drug and Alcohol Testing)	32.74	
12320	Substance Abuse Treatment Counselor	24.01	

Code	Title	Rate	Note
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	16.75	***
13012	Exhibits Specialist II	20.76	
13013	Exhibits Specialist III	25.39	
13041	Illustrator I	16.75	***
13042	Illustrator II	20.76	
13043	Illustrator III	25.39	
13047	Librarian	22.98	
13050	Library Aide/Clerk	13.53	***
13054	Library Information Technology Systems Administrator	20.76	
13058	Library Technician	13.67	***
13061	Media Specialist I	14.97	***
13062	Media Specialist II	16.75	***
13063	Media Specialist III	18.68	
13071	Photographer I	15.55	***
13072	Photographer II	17.39	***
13073	Photographer III	21.55	
13074	Photographer IV	26.36	
13075	Photographer V	31.89	
13090	Technical Order Library Clerk	16.99	***
13110	Video Teleconference Technician	16.47	***
14000	Information Technology Occupations		
14041	Computer Operator I	20.28	
14042	Computer Operator II	22.69	
14043	Computer Operator III	25.30	
14044	Computer Operator IV	28.11	
14045	Computer Operator V	31.13	
14071	Computer Programmer I	21.29	see 1
14072	Computer Programmer II	26.39	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	20.28	
14160	Personal Computer Support Technician	28.11	
14170	System Support Specialist	31.13	

Code	Title	Rate	Note
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.87	
15020	Aircrew Training Devices Instructor (Rated)	40.97	
15030	Air Crew Training Devices Instructor (Pilot)	49.11	
15050	Computer Based Training Specialist / Instructor	33.87	
15060	Educational Technologist	29.46	
15070	Flight Instructor (Pilot)	49.11	
15080	Graphic Artist	22.67	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.11	
15086	Maintenance Test Pilot, Rotary Wing	49.11	
15088	Non-Maintenance Test/Co-Pilot	49.11	
15090	Technical Instructor	22.62	
15095	Technical Instructor/Course Developer	27.66	
15110	Test Proctor	18.26	
15120	Tutor	18.26	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.99	***
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.04	***
16220	Tailor	17.07	***
16250	Washer, Machine	12.84	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	26.69	
19040	Tool And Die Maker	30.84	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	23.12	
21030	Material Coordinator	28.99	
21040	Material Expediter	28.99	
21050	Material Handling Laborer	17.86	
21071	Order Filler	17.31	***
21080	Production Line Worker (Food Processing)	23.12	

Code	Title	Rate Note
21110	Shipping Packer	21.86
21130	Shipping/Receiving Clerk	21.86
21140	Store Worker I	17.00 ***
21150	Stock Clerk	23.13
21210	Tools And Parts Attendant	23.12
21410	Warehouse Specialist	23.12
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	29.90
23019	Aircraft Logs and Records Technician	24.74
23021	Aircraft Mechanic I	28.83
23022	Aircraft Mechanic II	29.90
23023	Aircraft Mechanic III	30.96
23040	Aircraft Mechanic Helper	21.59
23050	Aircraft, Painter	27.64
23060	Aircraft Servicer	24.74
23070	Aircraft Survival Flight Equipment Technician	27.64
23080	Aircraft Worker	26.11
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.11
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.83
23110	Appliance Mechanic	25.13
23120	Bicycle Repairer	23.20
23125	Cable Splicer	44.81
23130	Carpenter, Maintenance	24.96
23140	Carpet Layer	26.11
23160	Electrician, Maintenance	32.00
23181	Electronics Technician Maintenance I	32.62
23182	Electronics Technician Maintenance II	34.65
23183	Electronics Technician Maintenance III	35.76
23260	Fabric Worker	24.74
23290	Fire Alarm System Mechanic	26.17
23310	Fire Extinguisher Repairer	23.20
23311	Fuel Distribution System Mechanic	29.46
23312	Fuel Distribution System Operator	23.70
23370	General Maintenance Worker	23.91
23380	Ground Support Equipment Mechanic	28.83
23381	Ground Support Equipment Servicer	24.74
23382	Ground Support Equipment Worker	26.11

Code	Title	Rate	Note
23391	Gunsmith I	23.20	
23392	Gunsmith II	26.11	
23393	Gunsmith III	28.83	
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.59	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.53	
23430	Heavy Equipment Mechanic	26.75	
23440	Heavy Equipment Operator	27.05	
23460	Instrument Mechanic	28.83	
23465	Laboratory/Shelter Mechanic	27.64	
23470	Laborer	17.86	
23510	Locksmith	27.64	
23530	Machinery Maintenance Mechanic	29.73	
23550	Machinist, Maintenance	24.42	
23580	Maintenance Trades Helper	16.93	***
23591	Metrology Technician I	28.83	
23592	Metrology Technician II	29.90	
23593	Metrology Technician III	30.96	
23640	Millwright	34.17	
23710	Office Appliance Repairer	26.04	
23760	Painter, Maintenance	23.67	
23790	Pipefitter, Maintenance	30.17	
23810	Plumber, Maintenance	29.08	
23820	Pneudraulic Systems Mechanic	28.83	
23850	Rigger	28.83	
23870	Scale Mechanic	26.11	
23890	Sheet-Metal Worker, Maintenance	28.83	
23910	Small Engine Mechanic	22.47	
23931	Telecommunications Mechanic I	28.71	
23932	Telecommunications Mechanic II	29.77	
23950	Telephone Lineman	26.66	
23960	Welder, Combination, Maintenance	23.05	
23965	Well Driller	28.83	
23970	Woodcraft Worker	28.83	
23980	Woodworker	23.20	
24000	Personal Needs Occupations		
24550	Case Manager	19.03	
24570	Child Care Attendant	13.71	***

Code	Title	Rate	Note
24580	Child Care Center Clerk	17.09	***
24610	Chore Aide	14.60	***
24620	Family Readiness And Support Services Coordinator	19.03	
24630	Homemaker	19.03	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	32.93	
25040	Sewage Plant Operator	24.45	
25070	Stationary Engineer	32.93	
25190	Ventilation Equipment Tender	24.86	
25210	Water Treatment Plant Operator	24.45	
27000 Protective Service Occupations			
27004	Alarm Monitor	19.52	
27007	Baggage Inspector	18.66	
27008	Corrections Officer	20.89	
27010	Court Security Officer	24.27	
27030	Detection Dog Handler	20.87	
27040	Detention Officer	20.89	
27070	Firefighter	27.37	
27101	Guard I	18.66	
27102	Guard II	20.87	
27131	Police Officer I	25.38	
27132	Police Officer II	28.20	
28000 Recreation Occupations			
28041	Carnival Equipment Operator	16.52	***
28042	Carnival Equipment Repairer	16.52	***
28043	Carnival Worker	12.18	***
28210	Gate Attendant/Gate Tender	16.90	***
28310	Lifeguard	12.76	***
28350	Park Attendant (Aide)	18.90	
28510	Recreation Aide/Health Facility Attendant	13.80	***
28515	Recreation Specialist	23.42	
28630	Sports Official	15.06	***
28690	Swimming Pool Operator	21.60	
29000 Stevedoring/Longshoremen Occupational Services			
29010	Blocker And Bracer	27.39	
29020	Hatch Tender	27.39	
29030	Line Handler	27.39	

Code	Title	Rate	Note
29041	Stevedore I	25.95	
29042	Stevedore II	29.00	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.50	see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.07	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.31	see 2
30021	Archeological Technician I	19.18	
30022	Archeological Technician II	21.46	
30023	Archeological Technician III	26.59	
30030	Cartographic Technician	26.59	
30040	Civil Engineering Technician	26.59	
30051	Cryogenic Technician I	29.44	
30052	Cryogenic Technician II	32.53	
30061	Drafter/CAD Operator I	19.18	
30062	Drafter/CAD Operator II	21.46	
30063	Drafter/CAD Operator III	23.92	
30064	Drafter/CAD Operator IV	29.44	
30081	Engineering Technician I	17.09	***
30082	Engineering Technician II	19.18	
30083	Engineering Technician III	21.46	
30084	Engineering Technician IV	26.59	
30085	Engineering Technician V	32.53	
30086	Engineering Technician VI	39.34	
30090	Environmental Technician	26.77	
30095	Evidence Control Specialist	26.59	
30210	Laboratory Technician	26.42	
30221	Latent Fingerprint Technician I	29.44	
30222	Latent Fingerprint Technician II	32.53	
30240	Mathematical Technician	26.59	
30361	Paralegal/Legal Assistant I	21.27	
30362	Paralegal/Legal Assistant II	26.36	
30363	Paralegal/Legal Assistant III	32.22	
30364	Paralegal/Legal Assistant IV	38.98	
30375	Petroleum Supply Specialist	32.53	
30390	Photo-Optics Technician	26.59	
30395	Radiation Control Technician	32.53	
30461	Technical Writer I	26.59	

Code	Title	Rate	Note
30462	Technical Writer II	32.53	
30463	Technical Writer III	39.34	
30491	Unexploded Ordnance (UXO) Technician I	29.55	
30492	Unexploded Ordnance (UXO) Technician II	35.76	
30493	Unexploded Ordnance (UXO) Technician III	42.86	
30494	Unexploded (UXO) Safety Escort	29.55	
30495	Unexploded (UXO) Sweep Personnel	29.55	
30501	Weather Forecaster I	29.44	
30502	Weather Forecaster II	35.81	
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.92	see 2
30621	Weather Observer, Senior	26.59	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.76	
31020	Bus Aide	15.93	***
31030	Bus Driver	21.56	
31043	Driver Courier	17.76	
31260	Parking and Lot Attendant	13.46	***
31290	Shuttle Bus Driver	15.14	***
31310	Taxi Driver	13.78	***
31361	Truckdriver, Light	19.08	
31362	Truckdriver, Medium	20.34	
31363	Truckdriver, Heavy	26.24	
31364	Truckdriver, Tractor-Trailer	26.24	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.43	***
99030	Cashier	13.28	***
99050	Desk Clerk	13.45	***
99095	Embalmer	30.53	
99130	Flight Follower	29.55	
99251	Laboratory Animal Caretaker I	16.32	***
99252	Laboratory Animal Caretaker II	17.54	***
99260	Marketing Analyst	28.68	
99310	Mortician	30.53	
99410	Pest Controller	25.24	
99510	Photofinishing Worker	16.76	***
99710	Recycling Laborer	24.77	
99711	Recycling Specialist	29.59	

Code	Title	Rate	Note
99730	Refuse Collector	22.40	
99810	Sales Clerk	14.25	***
99820	School Crossing Guard	16.64	***
99830	Survey Party Chief	28.23	
99831	Surveying Aide	17.35	***
99832	Surveying Technician	23.75	
99840	Vending Machine Attendant	25.16	
99841	Vending Machine Repairer	30.43	
99842	Vending Machine Repairer Helper	25.16	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A

contractor may substitute for any of the named holidays another day of 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 employee (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)).

Wage Determination No. : 2015-4819

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana Counties of Randolph, Wayne

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	16.93	***
01012	Accounting Clerk II	19.00	
01013	Accounting Clerk III	21.25	
01020	Administrative Assistant	24.17	
01035	Court Reporter	22.42	
01041	Customer Service Representative I	15.43	***
01042	Customer Service Representative II	16.84	***
01043	Customer Service Representative III	18.90	
01051	Data Entry Operator I	16.02	***
01052	Data Entry Operator II	17.48	***
01060	Dispatcher, Motor Vehicle	22.55	
01070	Document Preparation Clerk	15.50	***
01090	Duplicating Machine Operator	15.50	***
01111	General Clerk I	14.74	***
01112	General Clerk II	16.08	***
01113	General Clerk III	18.05	
01120	Housing Referral Assistant	22.30	
01141	Messenger Courier	13.45	***
01191	Order Clerk I	20.44	
01192	Order Clerk II	22.31	
01261	Personnel Assistant (Employment) I	18.56	
01262	Personnel Assistant (Employment) II	20.76	
01263	Personnel Assistant (Employment) III	23.15	
01270	Production Control Clerk	28.99	
01290	Rental Clerk	16.52	***
01300	Scheduler, Maintenance	17.89	
01311	Secretary I	17.89	
01312	Secretary II	20.01	
01313	Secretary III	22.30	
01320	Service Order Dispatcher	20.16	
01410	Supply Technician	24.17	
01420	Survey Worker	18.43	
01460	Switchboard Operator/Receptionist	15.61	***
01531	Travel Clerk I	15.94	***
01532	Travel Clerk II	17.89	
01533	Travel Clerk III	19.82	

Code	Title	Rate	Note
01611	Word Processor I	15.94	***
01612	Word Processor II	17.89	
01613	Word Processor III	20.01	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	21.99	
05010	Automotive Electrician	19.34	
05040	Automotive Glass Installer	18.32	
05070	Automotive Worker	18.32	
05110	Mobile Equipment Servicer	16.64	***
05130	Motor Equipment Metal Mechanic	20.15	
05160	Motor Equipment Metal Worker	18.32	
05190	Motor Vehicle Mechanic	20.15	
05220	Motor Vehicle Mechanic Helper	15.92	***
05250	Motor Vehicle Upholstery Worker	17.36	***
05280	Motor Vehicle Wrecker	18.32	
05310	Painter, Automotive	19.34	
05340	Radiator Repair Specialist	18.32	
05370	Tire Repairer	16.69	***
05400	Transmission Repair Specialist	20.15	
07000	Food Preparation And Service Occupations		
07010	Baker	17.63	***
07041	Cook I	15.10	***
07042	Cook II	17.00	***
07070	Dishwasher	11.60	***
07130	Food Service Worker	13.86	***
07210	Meat Cutter	18.48	
07260	Waiter/Waitress	11.01	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	21.91	
09040	Furniture Handler	14.50	***
09080	Furniture Refinisher	21.91	
09090	Furniture Refinisher Helper	17.20	***
09110	Furniture Repairer, Minor	19.65	
09130	Upholsterer	21.91	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	20.19	
11060	Elevator Operator	16.27	***

Code	Title	Rate	Note
11090	Gardener	21.94	
11122	Housekeeping Aide	16.27	***
11150	Janitor	16.27	***
11210	Laborer, Grounds Maintenance	17.10	***
11240	Maid or Houseman	14.13	***
11260	Pruner	15.46	***
11270	Tractor Operator	20.42	
11330	Trail Maintenance Worker	17.10	***
11360	Window Cleaner	18.00	
12000	Health Occupations		
12010	Ambulance Driver	18.03	
12011	Breath Alcohol Technician	26.40	
12012	Certified Occupational Therapist Assistant	31.97	
12015	Certified Physical Therapist Assistant	30.69	
12020	Dental Assistant	23.56	
12025	Dental Hygienist	40.23	
12030	EKG Technician	25.97	
12035	Electroneurodiagnostic Technologist	25.97	
12040	Emergency Medical Technician	18.03	
12071	Licensed Practical Nurse I	23.61	
12072	Licensed Practical Nurse II	26.40	
12073	Licensed Practical Nurse III	29.44	
12100	Medical Assistant	18.98	
12130	Medical Laboratory Technician	27.79	
12160	Medical Record Clerk	21.05	
12190	Medical Record Technician	23.54	
12195	Medical Transcriptionist	23.45	
12210	Nuclear Medicine Technologist	58.05	
12221	Nursing Assistant I	12.99	***
12222	Nursing Assistant II	14.60	***
12223	Nursing Assistant III	15.93	***
12224	Nursing Assistant IV	17.89	
12235	Optical Dispenser	17.24	***
12236	Optical Technician	23.61	
12250	Pharmacy Technician	18.68	
12280	Phlebotomist	18.15	
12305	Radiologic Technologist	34.67	

Code	Title	Rate	Note
12311	Registered Nurse I	26.46	
12312	Registered Nurse II	32.36	
12313	Registered Nurse II, Specialist	32.36	
12314	Registered Nurse III	39.15	
12315	Registered Nurse III, Anesthetist	39.15	
12316	Registered Nurse IV	46.94	
12317	Scheduler (Drug and Alcohol Testing)	32.74	
12320	Substance Abuse Treatment Counselor	24.01	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	20.15	
13012	Exhibits Specialist II	24.96	
13013	Exhibits Specialist III	30.53	
13041	Illustrator I	22.55	
13042	Illustrator II	27.93	
13043	Illustrator III	34.16	
13047	Librarian	28.17	
13050	Library Aide/Clerk	13.53	***
13054	Library Information Technology Systems Administrator	24.18	
13058	Library Technician	16.02	***
13061	Media Specialist I	17.55	***
13062	Media Specialist II	19.62	
13063	Media Specialist III	21.89	
13071	Photographer I	15.95	***
13072	Photographer II	17.84	
13073	Photographer III	22.11	
13074	Photographer IV	27.04	
13075	Photographer V	32.71	
13090	Technical Order Library Clerk	16.99	***
13110	Video Teleconference Technician	20.02	
14000	Information Technology Occupations		
14041	Computer Operator I	20.28	
14042	Computer Operator II	22.69	
14043	Computer Operator III	25.30	
14044	Computer Operator IV	28.11	
14045	Computer Operator V	31.13	
14071	Computer Programmer I	25.51	see 1
14072	Computer Programmer II		see 1

Code	Title	Rate	Note
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	20.28	
14160	Personal Computer Support Technician	28.11	
14170	System Support Specialist	31.13	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.87	
15020	Aircrew Training Devices Instructor (Rated)	40.97	
15030	Air Crew Training Devices Instructor (Pilot)	49.11	
15050	Computer Based Training Specialist / Instructor	33.87	
15060	Educational Technologist	30.34	
15070	Flight Instructor (Pilot)	49.11	
15080	Graphic Artist	22.67	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.11	
15086	Maintenance Test Pilot, Rotary Wing	49.11	
15088	Non-Maintenance Test/Co-Pilot	49.11	
15090	Technical Instructor	22.62	
15095	Technical Instructor/Course Developer	27.66	
15110	Test Proctor	18.26	
15120	Tutor	18.26	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.17	***
16030	Counter Attendant	12.17	***
16040	Dry Cleaner	14.99	***
16070	Finisher, Flatwork, Machine	12.17	***
16090	Presser, Hand	12.17	***
16110	Presser, Machine, Drycleaning	12.17	***
16130	Presser, Machine, Shirts	12.17	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.17	***
16190	Sewing Machine Operator	16.04	***
16220	Tailor	17.07	***
16250	Washer, Machine	12.84	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	26.69	

Code	Title	Rate Note
19040	Tool And Die Maker	30.84
21000	Materials Handling And Packing Occupations	
21020	Forklift Operator	21.80
21030	Material Coordinator	28.99
21040	Material Expediter	28.99
21050	Material Handling Laborer	17.86
21071	Order Filler	17.31 ***
21080	Production Line Worker (Food Processing)	21.80
21110	Shipping Packer	21.86
21130	Shipping/Receiving Clerk	21.86
21140	Store Worker I	17.00 ***
21150	Stock Clerk	23.13
21210	Tools And Parts Attendant	21.80
21410	Warehouse Specialist	21.80
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	29.90
23019	Aircraft Logs and Records Technician	24.74
23021	Aircraft Mechanic I	28.83
23022	Aircraft Mechanic II	29.90
23023	Aircraft Mechanic III	30.96
23040	Aircraft Mechanic Helper	21.59
23050	Aircraft, Painter	27.64
23060	Aircraft Servicer	24.74
23070	Aircraft Survival Flight Equipment Technician	27.64
23080	Aircraft Worker	26.11
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.11
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.83
23110	Appliance Mechanic	25.13
23120	Bicycle Repairer	23.20
23125	Cable Splicer	44.81
23130	Carpenter, Maintenance	24.96
23140	Carpet Layer	26.11
23160	Electrician, Maintenance	32.00
23181	Electronics Technician Maintenance I	32.96
23182	Electronics Technician Maintenance II	34.88
23183	Electronics Technician Maintenance III	36.17
23260	Fabric Worker	24.74

Code	Title	Rate Note
23290	Fire Alarm System Mechanic	26.17
23310	Fire Extinguisher Repairer	23.20
23311	Fuel Distribution System Mechanic	29.46
23312	Fuel Distribution System Operator	23.70
23370	General Maintenance Worker	23.91
23380	Ground Support Equipment Mechanic	28.83
23381	Ground Support Equipment Servicer	24.74
23382	Ground Support Equipment Worker	26.11
23391	Gunsmith I	23.20
23392	Gunsmith II	26.11
23393	Gunsmith III	28.83
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.40
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.33
23430	Heavy Equipment Mechanic	26.75
23440	Heavy Equipment Operator	27.56
23460	Instrument Mechanic	28.83
23465	Laboratory/Shelter Mechanic	27.64
23470	Laborer	17.86
23510	Locksmith	27.64
23530	Machinery Maintenance Mechanic	29.73
23550	Machinist, Maintenance	23.29
23580	Maintenance Trades Helper	18.18
23591	Metrology Technician I	28.83
23592	Metrology Technician II	29.90
23593	Metrology Technician III	30.96
23640	Millwright	34.17
23710	Office Appliance Repairer	24.48
23760	Painter, Maintenance	21.90
23790	Pipefitter, Maintenance	28.99
23810	Plumber, Maintenance	27.84
23820	Pneudraulic Systems Mechanic	28.83
23850	Rigger	28.83
23870	Scale Mechanic	26.11
23890	Sheet-Metal Worker, Maintenance	28.79
23910	Small Engine Mechanic	20.74
23931	Telecommunications Mechanic I	28.71
23932	Telecommunications Mechanic II	29.77

Code	Title	Rate	Note
23950	Telephone Lineman	26.66	
23960	Welder, Combination, Maintenance	22.00	
23965	Well Driller	28.83	
23970	Woodcraft Worker	28.83	
23980	Woodworker	23.20	
24000 Personal Needs Occupations			
24550	Case Manager	19.03	
24570	Child Care Attendant	13.71	***
24580	Child Care Center Clerk	17.09	***
24610	Chore Aide	14.60	***
24620	Family Readiness And Support Services Coordinator	19.03	
24630	Homemaker	19.03	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	32.93	
25040	Sewage Plant Operator	24.45	
25070	Stationary Engineer	32.93	
25190	Ventilation Equipment Tender	24.86	
25210	Water Treatment Plant Operator	24.45	
27000 Protective Service Occupations			
27004	Alarm Monitor	19.52	
27007	Baggage Inspector	18.66	
27008	Corrections Officer	23.27	
27010	Court Security Officer	24.27	
27030	Detection Dog Handler	20.87	
27040	Detention Officer	23.27	
27070	Firefighter	27.37	
27101	Guard I	18.66	
27102	Guard II	20.87	
27131	Police Officer I	25.55	
27132	Police Officer II	28.40	
28000 Recreation Occupations			
28041	Carnival Equipment Operator	13.57	***
28042	Carnival Equipment Repairer	14.58	***
28043	Carnival Worker	11.15	***
28210	Gate Attendant/Gate Tender	16.90	***
28310	Lifeguard	12.76	***
28350	Park Attendant (Aide)	18.90	

Code	Title	Rate Note
28510	Recreation Aide/Health Facility Attendant	13.80 ***
28515	Recreation Specialist	23.42
28630	Sports Official	15.06 ***
28690	Swimming Pool Operator	18.63
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	27.39
29020	Hatch Tender	27.39
29030	Line Handler	27.39
29041	Stevedore I	25.95
29042	Stevedore II	29.00
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	46.50 see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.07 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.31 see 2
30021	Archeological Technician I	19.18
30022	Archeological Technician II	21.46
30023	Archeological Technician III	26.59
30030	Cartographic Technician	26.59
30040	Civil Engineering Technician	26.59
30051	Cryogenic Technician I	29.44
30052	Cryogenic Technician II	32.53
30061	Drafter/CAD Operator I	19.18
30062	Drafter/CAD Operator II	21.46
30063	Drafter/CAD Operator III	23.92
30064	Drafter/CAD Operator IV	29.65
30081	Engineering Technician I	17.09 ***
30082	Engineering Technician II	19.18
30083	Engineering Technician III	21.46
30084	Engineering Technician IV	26.59
30085	Engineering Technician V	32.53
30086	Engineering Technician VI	39.34
30090	Environmental Technician	26.77
30095	Evidence Control Specialist	26.59
30210	Laboratory Technician	26.42
30221	Latent Fingerprint Technician I	29.44
30222	Latent Fingerprint Technician II	32.53
30240	Mathematical Technician	26.59

Code	Title	Rate	Note
30361	Paralegal/Legal Assistant I	21.27	
30362	Paralegal/Legal Assistant II	26.36	
30363	Paralegal/Legal Assistant III	34.57	
30364	Paralegal/Legal Assistant IV	41.47	
30375	Petroleum Supply Specialist	32.53	
30390	Photo-Optics Technician	26.59	
30395	Radiation Control Technician	32.53	
30461	Technical Writer I	26.59	
30462	Technical Writer II	32.53	
30463	Technical Writer III	39.34	
30491	Unexploded Ordnance (UXO) Technician I	29.55	
30492	Unexploded Ordnance (UXO) Technician II	35.76	
30493	Unexploded Ordnance (UXO) Technician III	42.86	
30494	Unexploded (UXO) Safety Escort	29.55	
30495	Unexploded (UXO) Sweep Personnel	29.55	
30501	Weather Forecaster I	29.65	
30502	Weather Forecaster II	36.07	
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.92	see 2
30621	Weather Observer, Senior	26.59	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.76	
31020	Bus Aide	15.93	***
31030	Bus Driver	21.56	
31043	Driver Courier	17.76	
31260	Parking and Lot Attendant	13.46	***
31290	Shuttle Bus Driver	18.11	
31310	Taxi Driver	13.99	***
31361	Truckdriver, Light	19.08	
31362	Truckdriver, Medium	20.34	
31363	Truckdriver, Heavy	26.24	
31364	Truckdriver, Tractor-Trailer	26.24	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.43	***
99030	Cashier	13.28	***
99050	Desk Clerk	13.45	***
99095	Embalmer	34.47	
99130	Flight Follower	29.55	

Code	Title	Rate	Note
99251	Laboratory Animal Caretaker I	16.12	***
99252	Laboratory Animal Caretaker II	17.29	***
99260	Marketing Analyst	28.68	
99310	Mortician	34.47	
99410	Pest Controller	25.24	
99510	Photofinishing Worker	16.76	***
99710	Recycling Laborer	24.77	
99711	Recycling Specialist	29.59	
99730	Refuse Collector	22.40	
99810	Sales Clerk	14.25	***
99820	School Crossing Guard	16.64	***
99830	Survey Party Chief	30.19	
99831	Surveying Aide	15.52	***
99832	Surveying Technician	23.75	
99840	Vending Machine Attendant	25.16	
99841	Vending Machine Repairer	30.43	
99842	Vending Machine Repairer Helper	25.16	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4821

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana Counties of Crawford, Daviess, Dubois, Gibson, Greene, Jackson, Knox, Lawrence, Martin, Orange, Pike

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.06	***
01012	Accounting Clerk II	19.15	
01013	Accounting Clerk III	21.42	
01020	Administrative Assistant	27.35	
01035	Court Reporter	22.61	
01041	Customer Service Representative I	16.43	***
01042	Customer Service Representative II	17.93	
01043	Customer Service Representative III	20.12	
01051	Data Entry Operator I	16.31	***
01052	Data Entry Operator II	17.80	
01060	Dispatcher, Motor Vehicle	24.17	
01070	Document Preparation Clerk	16.46	***
01090	Duplicating Machine Operator	16.46	***
01111	General Clerk I	15.55	***
01112	General Clerk II	16.97	***
01113	General Clerk III	19.05	
01120	Housing Referral Assistant	23.02	
01141	Messenger Courier	15.19	***
01191	Order Clerk I	16.49	***
01192	Order Clerk II	18.00	
01261	Personnel Assistant (Employment) I	18.63	
01262	Personnel Assistant (Employment) II	20.84	
01263	Personnel Assistant (Employment) III	23.24	
01270	Production Control Clerk	26.90	
01290	Rental Clerk	15.82	***
01300	Scheduler, Maintenance	18.47	
01311	Secretary I	18.47	
01312	Secretary II	20.66	
01313	Secretary III	23.02	
01320	Service Order Dispatcher	21.61	

Code	Title	Rate	Note
01410	Supply Technician	27.35	
01420	Survey Worker	18.02	
01460	Switchboard Operator/Receptionist	16.86	***
01531	Travel Clerk I	16.46	***
01532	Travel Clerk II	18.47	
01533	Travel Clerk III	19.59	
01611	Word Processor I	16.46	***
01612	Word Processor II	18.47	
01613	Word Processor III	20.66	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.69	
05010	Automotive Electrician	20.93	
05040	Automotive Glass Installer	19.82	
05070	Automotive Worker	19.82	
05110	Mobile Equipment Servicer	17.45	***
05130	Motor Equipment Metal Mechanic	21.93	
05160	Motor Equipment Metal Worker	19.82	
05190	Motor Vehicle Mechanic	21.93	
05220	Motor Vehicle Mechanic Helper	16.29	***
05250	Motor Vehicle Upholstery Worker	18.64	
05280	Motor Vehicle Wrecker	19.82	
05310	Painter, Automotive	20.93	
05340	Radiator Repair Specialist	19.82	
05370	Tire Repairer	17.34	***
05400	Transmission Repair Specialist	21.93	
07000	Food Preparation And Service Occupations		
07010	Baker	16.16	***
07041	Cook I	15.12	***
07042	Cook II	17.18	***
07070	Dishwasher	12.39	***
07130	Food Service Worker	13.86	***
07210	Meat Cutter	17.74	***
07260	Waiter/Waitress	11.47	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.81	
09040	Furniture Handler	14.99	***
09080	Furniture Refinisher	19.64	

Code	Title	Rate	Note
09090	Furniture Refinisher Helper	17.91	
09110	Furniture Repairer, Minor	18.81	
09130	Upholsterer	19.86	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.84	***
11060	Elevator Operator	16.69	***
11090	Gardener	21.46	
11122	Housekeeping Aide	16.69	***
11150	Janitor	16.69	***
11210	Laborer, Grounds Maintenance	17.18	***
11240	Maid or Houseman	14.10	***
11260	Pruner	15.78	***
11270	Tractor Operator	20.04	
11330	Trail Maintenance Worker	17.18	***
11360	Window Cleaner	18.17	
12000	Health Occupations		
12010	Ambulance Driver	18.81	
12011	Breath Alcohol Technician	26.87	
12012	Certified Occupational Therapist Assistant	31.16	
12015	Certified Physical Therapist Assistant	30.33	
12020	Dental Assistant	22.02	
12025	Dental Hygienist	39.64	
12030	EKG Technician	36.08	
12035	Electroneurodiagnostic Technologist	36.08	
12040	Emergency Medical Technician	18.81	
12071	Licensed Practical Nurse I	24.03	
12072	Licensed Practical Nurse II	26.87	
12073	Licensed Practical Nurse III	29.95	
12100	Medical Assistant	18.62	
12130	Medical Laboratory Technician	28.79	
12160	Medical Record Clerk	20.67	
12190	Medical Record Technician	23.12	
12195	Medical Transcriptionist	19.02	
12210	Nuclear Medicine Technologist	59.05	
12221	Nursing Assistant I	12.92	***
12222	Nursing Assistant II	14.54	***
12223	Nursing Assistant III	15.87	***

Code	Title	Rate	Note
12224	Nursing Assistant IV	17.81	
12235	Optical Dispenser	17.84	
12236	Optical Technician	24.03	
12250	Pharmacy Technician	17.71	***
12280	Phlebotomist	17.33	***
12305	Radiologic Technologist	34.47	
12311	Registered Nurse I	25.59	
12312	Registered Nurse II	31.29	
12313	Registered Nurse II, Specialist	31.29	
12314	Registered Nurse III	37.86	
12315	Registered Nurse III, Anesthetist	37.86	
12316	Registered Nurse IV	45.38	
12317	Scheduler (Drug and Alcohol Testing)	33.29	
12320	Substance Abuse Treatment Counselor	23.31	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	16.83	***
13012	Exhibits Specialist II	20.32	
13013	Exhibits Specialist III	25.49	
13041	Illustrator I	16.79	***
13042	Illustrator II	20.32	
13043	Illustrator III	25.49	
13047	Librarian	20.01	
13050	Library Aide/Clerk	13.41	***
13054	Library Information Technology Systems Administrator	20.32	
13058	Library Technician	13.42	***
13061	Media Specialist I	14.80	***
13062	Media Specialist II	16.43	***
13063	Media Specialist III	18.32	
13071	Photographer I	16.97	***
13072	Photographer II	19.00	
13073	Photographer III	22.94	
13074	Photographer IV	28.77	
13075	Photographer V	34.82	
13090	Technical Order Library Clerk	16.83	***
13110	Video Teleconference Technician	16.49	***
14000	Information Technology Occupations		
14041	Computer Operator I	20.08	

Code	Title	Rate	Note
14042	Computer Operator II	22.47	
14043	Computer Operator III	25.04	
14044	Computer Operator IV	27.83	
14045	Computer Operator V	30.82	
14071	Computer Programmer I	22.15	see 1
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	20.08	
14160	Personal Computer Support Technician	27.83	
14170	System Support Specialist	30.82	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.15	
15020	Aircrew Training Devices Instructor (Rated)	40.11	
15030	Air Crew Training Devices Instructor (Pilot)	48.09	
15050	Computer Based Training Specialist / Instructor	33.15	
15060	Educational Technologist	30.00	
15070	Flight Instructor (Pilot)	48.09	
15080	Graphic Artist	23.74	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.09	
15086	Maintenance Test Pilot, Rotary Wing	48.09	
15088	Non-Maintenance Test/Co-Pilot	48.09	
15090	Technical Instructor	20.31	
15095	Technical Instructor/Course Developer	24.84	
15110	Test Proctor	16.40	***
15120	Tutor	16.40	***
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.37	***
16030	Counter Attendant	12.37	***
16040	Dry Cleaner	15.59	***
16070	Finisher, Flatwork, Machine	12.37	***
16090	Presser, Hand	12.37	***
16110	Presser, Machine, Drycleaning	12.37	***
16130	Presser, Machine, Shirts	12.37	***

Code	Title	Rate	Note
16160	Presser, Machine, Wearing Apparel, Laundry	12.37	***
16190	Sewing Machine Operator	16.55	***
16220	Tailor	17.46	***
16250	Washer, Machine	13.53	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.94	
19040	Tool And Die Maker	30.76	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.34	
21030	Material Coordinator	26.90	
21040	Material Expediter	26.90	
21050	Material Handling Laborer	18.01	
21071	Order Filler	16.94	***
21080	Production Line Worker (Food Processing)	21.34	
21110	Shipping Packer	21.03	
21130	Shipping/Receiving Clerk	21.03	
21140	Store Worker I	16.91	***
21150	Stock Clerk	21.92	
21210	Tools And Parts Attendant	21.34	
21410	Warehouse Specialist	21.34	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	29.35	
23019	Aircraft Logs and Records Technician	23.80	
23021	Aircraft Mechanic I	28.01	
23022	Aircraft Mechanic II	29.35	
23023	Aircraft Mechanic III	30.73	
23040	Aircraft Mechanic Helper	20.81	
23050	Aircraft, Painter	26.72	
23060	Aircraft Servicer	23.80	
23070	Aircraft Survival Flight Equipment Technician	26.72	
23080	Aircraft Worker	25.31	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.31	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.01	
23110	Appliance Mechanic	24.81	
23120	Bicycle Repairer	22.98	
23125	Cable Splicer	43.72	
23130	Carpenter, Maintenance	24.96	

Code	Title	Rate	Note
23140	Carpet Layer	26.11	
23160	Electrician, Maintenance	32.73	
23181	Electronics Technician Maintenance I	27.84	
23182	Electronics Technician Maintenance II	29.39	
23183	Electronics Technician Maintenance III	30.81	
23260	Fabric Worker	24.56	
23290	Fire Alarm System Mechanic	23.32	
23310	Fire Extinguisher Repairer	22.98	
23311	Fuel Distribution System Mechanic	29.81	
23312	Fuel Distribution System Operator	23.71	
23370	General Maintenance Worker	23.39	
23380	Ground Support Equipment Mechanic	28.01	
23381	Ground Support Equipment Servicer	23.80	
23382	Ground Support Equipment Worker	25.31	
23391	Gunsmith I	22.98	
23392	Gunsmith II	26.11	
23393	Gunsmith III	28.90	
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.78	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.01	
23430	Heavy Equipment Mechanic	30.18	
23440	Heavy Equipment Operator	30.40	
23460	Instrument Mechanic	31.01	
23465	Laboratory/Shelter Mechanic	27.58	
23470	Laborer	18.01	
23510	Locksmith	27.58	
23530	Machinery Maintenance Mechanic	30.23	
23550	Machinist, Maintenance	22.60	
23580	Maintenance Trades Helper	16.69	***
23591	Metrology Technician I	31.01	
23592	Metrology Technician II	32.38	
23593	Metrology Technician III	33.82	
23640	Millwright	36.59	
23710	Office Appliance Repairer	23.24	
23760	Painter, Maintenance	22.06	
23790	Pipefitter, Maintenance	30.84	
23810	Plumber, Maintenance	29.43	
23820	Pneudraulic Systems Mechanic	28.90	

Code	Title	Rate	Note
23850	Rigger	28.90	
23870	Scale Mechanic	26.11	
23890	Sheet-Metal Worker, Maintenance	27.24	
23910	Small Engine Mechanic	20.65	
23931	Telecommunications Mechanic I	29.63	
23932	Telecommunications Mechanic II	31.05	
23950	Telephone Lineman	27.34	
23960	Welder, Combination, Maintenance	23.05	
23965	Well Driller	28.90	
23970	Woodcraft Worker	28.90	
23980	Woodworker	22.98	
24000	Personal Needs Occupations		
24550	Case Manager	17.96	
24570	Child Care Attendant	13.96	***
24580	Child Care Center Clerk	17.40	***
24610	Chore Aide	14.48	***
24620	Family Readiness And Support Services Coordinator	17.96	
24630	Homemaker	17.96	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	27.40	
25040	Sewage Plant Operator	23.74	
25070	Stationary Engineer	27.40	
25190	Ventilation Equipment Tender	20.35	
25210	Water Treatment Plant Operator	23.74	
27000	Protective Service Occupations		
27004	Alarm Monitor	21.41	
27007	Baggage Inspector	18.00	
27008	Corrections Officer	21.24	
27010	Court Security Officer	25.07	
27030	Detection Dog Handler	20.13	
27040	Detention Officer	21.24	
27070	Firefighter	28.05	
27101	Guard I	18.00	
27102	Guard II	20.13	
27131	Police Officer I	25.88	
27132	Police Officer II	28.77	
28000	Recreation Occupations		

Code	Title	Rate	Note
28041	Carnival Equipment Operator	17.86	
28042	Carnival Equipment Repairer	19.33	
28043	Carnival Worker	14.53	***
28210	Gate Attendant/Gate Tender	16.89	***
28310	Lifeguard	11.94	***
28350	Park Attendant (Aide)	18.89	
28510	Recreation Aide/Health Facility Attendant	13.79	***
28515	Recreation Specialist	23.40	
28630	Sports Official	15.05	***
28690	Swimming Pool Operator	23.55	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	31.15	
29020	Hatch Tender	31.15	
29030	Line Handler	31.15	
29041	Stevedore I	29.30	
29042	Stevedore II	32.89	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.50	see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.07	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.31	see 2
30021	Archeological Technician I	19.64	
30022	Archeological Technician II	21.97	
30023	Archeological Technician III	27.23	
30030	Cartographic Technician	27.23	
30040	Civil Engineering Technician	30.79	
30051	Cryogenic Technician I	30.14	
30052	Cryogenic Technician II	33.29	
30061	Drafter/CAD Operator I	19.64	
30062	Drafter/CAD Operator II	21.97	
30063	Drafter/CAD Operator III	24.49	
30064	Drafter/CAD Operator IV	30.14	
30081	Engineering Technician I	19.35	
30082	Engineering Technician II	21.72	
30083	Engineering Technician III	24.30	
30084	Engineering Technician IV	30.09	
30085	Engineering Technician V	36.80	
30086	Engineering Technician VI	44.53	

Code	Title	Rate	Note
30090	Environmental Technician	26.87	
30095	Evidence Control Specialist	27.23	
30210	Laboratory Technician	24.81	
30221	Latent Fingerprint Technician I	30.14	
30222	Latent Fingerprint Technician II	33.29	
30240	Mathematical Technician	27.23	
30361	Paralegal/Legal Assistant I	23.34	
30362	Paralegal/Legal Assistant II	28.91	
30363	Paralegal/Legal Assistant III	35.36	
30364	Paralegal/Legal Assistant IV	42.78	
30375	Petroleum Supply Specialist	33.29	
30390	Photo-Optics Technician	27.23	
30395	Radiation Control Technician	33.29	
30461	Technical Writer I	25.70	
30462	Technical Writer II	31.43	
30463	Technical Writer III	38.03	
30491	Unexploded Ordnance (UXO) Technician I	29.55	
30492	Unexploded Ordnance (UXO) Technician II	35.76	
30493	Unexploded Ordnance (UXO) Technician III	42.86	
30494	Unexploded (UXO) Safety Escort	29.55	
30495	Unexploded (UXO) Sweep Personnel	29.55	
30501	Weather Forecaster I	30.14	
30502	Weather Forecaster II	36.66	
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.49	see 2
30621	Weather Observer, Senior	27.23	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.76	
31020	Bus Aide	15.10	***
31030	Bus Driver	20.15	
31043	Driver Courier	17.62	***
31260	Parking and Lot Attendant	16.05	***
31290	Shuttle Bus Driver	14.82	***
31310	Taxi Driver	14.60	***
31361	Truckdriver, Light	18.86	
31362	Truckdriver, Medium	20.15	
31363	Truckdriver, Heavy	26.76	
31364	Truckdriver, Tractor-Trailer	26.76	

Code	Title	Rate	Note
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.43	***
99030	Cashier	13.25	***
99050	Desk Clerk	13.63	***
99095	Embalmer	33.22	
99130	Flight Follower	29.55	
99251	Laboratory Animal Caretaker I	15.61	***
99252	Laboratory Animal Caretaker II	16.71	***
99260	Marketing Analyst	28.27	
99310	Mortician	33.22	
99410	Pest Controller	18.58	
99510	Photofinishing Worker	15.53	***
99710	Recycling Laborer	23.16	
99711	Recycling Specialist	27.02	
99730	Refuse Collector	21.26	
99810	Sales Clerk	14.08	***
99820	School Crossing Guard	18.61	
99830	Survey Party Chief	27.71	
99831	Surveying Aide	16.70	***
99832	Surveying Technician	22.73	
99840	Vending Machine Attendant	17.73	***
99841	Vending Machine Repairer	21.66	
99842	Vending Machine Repairer Helper	17.73	***

Footer

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

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work,

up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4823

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per

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

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

State: Indiana

Area: Indiana Counties of Perry, Spencer

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.06	***
01012	Accounting Clerk II	19.15	
01013	Accounting Clerk III	21.42	
01020	Administrative Assistant	27.35	
01035	Court Reporter	22.61	
01041	Customer Service Representative I	16.43	***
01042	Customer Service Representative II	17.93	
01043	Customer Service Representative III	20.12	
01051	Data Entry Operator I	16.31	***
01052	Data Entry Operator II	17.80	
01060	Dispatcher, Motor Vehicle	24.17	
01070	Document Preparation Clerk	16.46	***
01090	Duplicating Machine Operator	16.46	***
01111	General Clerk I	15.55	***
01112	General Clerk II	16.97	***
01113	General Clerk III	19.05	
01120	Housing Referral Assistant	23.02	
01141	Messenger Courier	14.61	***
01191	Order Clerk I	16.49	***
01192	Order Clerk II	18.00	
01261	Personnel Assistant (Employment) I	18.63	
01262	Personnel Assistant (Employment) II	20.84	
01263	Personnel Assistant (Employment) III	23.24	
01270	Production Control Clerk	26.90	

Code	Title	Rate	Note
01290	Rental Clerk	15.82	***
01300	Scheduler, Maintenance	18.47	
01311	Secretary I	18.47	
01312	Secretary II	20.66	
01313	Secretary III	23.02	
01320	Service Order Dispatcher	21.61	
01410	Supply Technician	27.35	
01420	Survey Worker	18.02	
01460	Switchboard Operator/Receptionist	16.86	***
01531	Travel Clerk I	16.46	***
01532	Travel Clerk II	18.47	
01533	Travel Clerk III	19.59	
01611	Word Processor I	16.46	***
01612	Word Processor II	18.47	
01613	Word Processor III	20.66	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.69	
05010	Automotive Electrician	20.93	
05040	Automotive Glass Installer	19.82	
05070	Automotive Worker	19.82	
05110	Mobile Equipment Servicer	17.45	***
05130	Motor Equipment Metal Mechanic	21.93	
05160	Motor Equipment Metal Worker	19.82	
05190	Motor Vehicle Mechanic	21.93	
05220	Motor Vehicle Mechanic Helper	16.29	***
05250	Motor Vehicle Upholstery Worker	18.64	
05280	Motor Vehicle Wrecker	19.82	
05310	Painter, Automotive	20.93	
05340	Radiator Repair Specialist	19.82	
05370	Tire Repairer	17.34	***
05400	Transmission Repair Specialist	21.93	
07000	Food Preparation And Service Occupations		
07010	Baker	16.16	***
07041	Cook I	15.12	***
07042	Cook II	17.18	***
07070	Dishwasher	12.39	***
07130	Food Service Worker	13.86	***

Code	Title	Rate	Note
07210	Meat Cutter	17.31	***
07260	Waiter/Waitress	11.47	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	20.78	
09040	Furniture Handler	12.56	***
09080	Furniture Refinisher	18.83	
09090	Furniture Refinisher Helper	14.66	***
09110	Furniture Repairer, Minor	16.77	***
09130	Upholsterer	19.86	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.84	***
11060	Elevator Operator	16.69	***
11090	Gardener	21.46	
11122	Housekeeping Aide	16.69	***
11150	Janitor	16.69	***
11210	Laborer, Grounds Maintenance	17.18	***
11240	Maid or Houseman	14.10	***
11260	Pruner	15.78	***
11270	Tractor Operator	20.04	
11330	Trail Maintenance Worker	17.18	***
11360	Window Cleaner	18.17	
12000	Health Occupations		
12010	Ambulance Driver	18.81	
12011	Breath Alcohol Technician	26.87	
12012	Certified Occupational Therapist Assistant	31.16	
12015	Certified Physical Therapist Assistant	30.33	
12020	Dental Assistant	22.02	
12025	Dental Hygienist	39.64	
12030	EKG Technician	36.08	
12035	Electroneurodiagnostic Technologist	36.08	
12040	Emergency Medical Technician	18.81	
12071	Licensed Practical Nurse I	24.03	
12072	Licensed Practical Nurse II	26.87	
12073	Licensed Practical Nurse III	29.95	
12100	Medical Assistant	18.62	
12130	Medical Laboratory Technician	28.79	
12160	Medical Record Clerk	20.67	

Code	Title	Rate	Note
12190	Medical Record Technician	23.12	
12195	Medical Transcriptionist	19.02	
12210	Nuclear Medicine Technologist	59.05	
12221	Nursing Assistant I	12.92	***
12222	Nursing Assistant II	14.54	***
12223	Nursing Assistant III	15.87	***
12224	Nursing Assistant IV	17.81	
12235	Optical Dispenser	17.84	
12236	Optical Technician	24.03	
12250	Pharmacy Technician	17.71	***
12280	Phlebotomist	17.33	***
12305	Radiologic Technologist	34.47	
12311	Registered Nurse I	25.59	
12312	Registered Nurse II	31.29	
12313	Registered Nurse II, Specialist	31.29	
12314	Registered Nurse III	37.86	
12315	Registered Nurse III, Anesthetist	37.86	
12316	Registered Nurse IV	45.38	
12317	Scheduler (Drug and Alcohol Testing)	33.29	
12320	Substance Abuse Treatment Counselor	23.31	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	16.88	***
13012	Exhibits Specialist II	20.92	
13013	Exhibits Specialist III	25.91	
13041	Illustrator I	16.88	***
13042	Illustrator II	20.92	
13043	Illustrator III	25.91	
13047	Librarian	23.16	
13050	Library Aide/Clerk	13.33	***
13054	Library Information Technology Systems Administrator	20.92	
13058	Library Technician	13.42	***
13061	Media Specialist I	15.09	***
13062	Media Specialist II	16.88	***
13063	Media Specialist III	18.83	
13071	Photographer I	14.62	***
13072	Photographer II	16.36	***
13073	Photographer III	20.26	

Code	Title	Rate	Note
13074	Photographer IV	24.31	
13075	Photographer V	29.41	
13090	Technical Order Library Clerk	16.83	***
13110	Video Teleconference Technician	16.15	***
14000	Information Technology Occupations		
14041	Computer Operator I	20.08	
14042	Computer Operator II	22.47	
14043	Computer Operator III	25.04	
14044	Computer Operator IV	27.83	
14045	Computer Operator V	30.82	
14071	Computer Programmer I	23.03	see 1
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	20.08	
14160	Personal Computer Support Technician	27.83	
14170	System Support Specialist	30.82	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.15	
15020	Aircrew Training Devices Instructor (Rated)	40.11	
15030	Air Crew Training Devices Instructor (Pilot)	48.09	
15050	Computer Based Training Specialist / Instructor	33.15	
15060	Educational Technologist	30.00	
15070	Flight Instructor (Pilot)	48.09	
15080	Graphic Artist	23.74	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.09	
15086	Maintenance Test Pilot, Rotary Wing	48.09	
15088	Non-Maintenance Test/Co-Pilot	48.09	
15090	Technical Instructor	20.31	
15095	Technical Instructor/Course Developer	24.84	
15110	Test Proctor	16.40	***
15120	Tutor	16.40	***
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.37	***

Code	Title	Rate	Note
16030	Counter Attendant	12.37	***
16040	Dry Cleaner	15.59	***
16070	Finisher, Flatwork, Machine	12.37	***
16090	Presser, Hand	12.37	***
16110	Presser, Machine, Drycleaning	12.37	***
16130	Presser, Machine, Shirts	12.37	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.37	***
16190	Sewing Machine Operator	16.55	***
16220	Tailor	17.46	***
16250	Washer, Machine	13.53	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.94	
19040	Tool And Die Maker	30.76	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.34	
21030	Material Coordinator	26.90	
21040	Material Expediter	26.90	
21050	Material Handling Laborer	18.01	
21071	Order Filler	16.94	***
21080	Production Line Worker (Food Processing)	21.34	
21110	Shipping Packer	21.03	
21130	Shipping/Receiving Clerk	21.03	
21140	Store Worker I	16.91	***
21150	Stock Clerk	21.92	
21210	Tools And Parts Attendant	21.34	
21410	Warehouse Specialist	21.34	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	29.35	
23019	Aircraft Logs and Records Technician	23.80	
23021	Aircraft Mechanic I	28.01	
23022	Aircraft Mechanic II	29.35	
23023	Aircraft Mechanic III	30.73	
23040	Aircraft Mechanic Helper	20.81	
23050	Aircraft, Painter	26.72	
23060	Aircraft Servicer	23.80	
23070	Aircraft Survival Flight Equipment Technician	26.72	
23080	Aircraft Worker	25.31	

Code	Title	Rate Note
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.31
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.01
23110	Appliance Mechanic	22.87
23120	Bicycle Repairer	22.98
23125	Cable Splicer	43.72
23130	Carpenter, Maintenance	24.96
23140	Carpet Layer	26.11
23160	Electrician, Maintenance	32.73
23181	Electronics Technician Maintenance I	27.84
23182	Electronics Technician Maintenance II	29.39
23183	Electronics Technician Maintenance III	30.81
23260	Fabric Worker	24.56
23290	Fire Alarm System Mechanic	23.32
23310	Fire Extinguisher Repairer	22.98
23311	Fuel Distribution System Mechanic	28.52
23312	Fuel Distribution System Operator	23.71
23370	General Maintenance Worker	23.39
23380	Ground Support Equipment Mechanic	28.01
23381	Ground Support Equipment Servicer	23.80
23382	Ground Support Equipment Worker	25.31
23391	Gunsmith I	22.98
23392	Gunsmith II	26.11
23393	Gunsmith III	28.90
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.78
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.01
23430	Heavy Equipment Mechanic	30.18
23440	Heavy Equipment Operator	30.40
23460	Instrument Mechanic	31.01
23465	Laboratory/Shelter Mechanic	27.58
23470	Laborer	18.01
23510	Locksmith	27.58
23530	Machinery Maintenance Mechanic	30.23
23550	Machinist, Maintenance	22.60
23580	Maintenance Trades Helper	16.69 ***
23591	Metrology Technician I	31.01
23592	Metrology Technician II	32.38
23593	Metrology Technician III	33.82

Code	Title	Rate	Note
23640	Millwright	36.59	
23710	Office Appliance Repairer	23.24	
23760	Painter, Maintenance	22.06	
23790	Pipefitter, Maintenance	30.75	
23810	Plumber, Maintenance	29.34	
23820	Pneudraulic Systems Mechanic	28.90	
23850	Rigger	28.90	
23870	Scale Mechanic	26.11	
23890	Sheet-Metal Worker, Maintenance	27.24	
23910	Small Engine Mechanic	20.65	
23931	Telecommunications Mechanic I	29.63	
23932	Telecommunications Mechanic II	31.05	
23950	Telephone Lineman	28.09	
23960	Welder, Combination, Maintenance	23.05	
23965	Well Driller	28.90	
23970	Woodcraft Worker	28.90	
23980	Woodworker	22.98	
24000	Personal Needs Occupations		
24550	Case Manager	17.96	
24570	Child Care Attendant	13.96	***
24580	Child Care Center Clerk	17.40	***
24610	Chore Aide	14.48	***
24620	Family Readiness And Support Services Coordinator	17.96	
24630	Homemaker	17.96	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	27.40	
25040	Sewage Plant Operator	23.74	
25070	Stationary Engineer	27.40	
25190	Ventilation Equipment Tender	20.35	
25210	Water Treatment Plant Operator	23.74	
27000	Protective Service Occupations		
27004	Alarm Monitor	21.41	
27007	Baggage Inspector	18.00	
27008	Corrections Officer	21.24	
27010	Court Security Officer	25.07	
27030	Detection Dog Handler	20.13	
27040	Detention Officer	21.24	

Code	Title	Rate	Note
27070	Firefighter	28.05	
27101	Guard I	18.00	
27102	Guard II	20.13	
27131	Police Officer I	25.88	
27132	Police Officer II	28.77	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	19.04	
28042	Carnival Equipment Repairer	20.48	
28043	Carnival Worker	14.47	***
28210	Gate Attendant/Gate Tender	16.89	***
28310	Lifeguard	11.94	***
28350	Park Attendant (Aide)	18.89	
28510	Recreation Aide/Health Facility Attendant	13.79	***
28515	Recreation Specialist	23.40	
28630	Sports Official	15.05	***
28690	Swimming Pool Operator	23.28	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	31.15	
29020	Hatch Tender	31.15	
29030	Line Handler	31.15	
29041	Stevedore I	29.30	
29042	Stevedore II	32.89	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.50	see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.07	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.31	see 2
30021	Archeological Technician I	19.64	
30022	Archeological Technician II	21.97	
30023	Archeological Technician III	27.23	
30030	Cartographic Technician	27.23	
30040	Civil Engineering Technician	30.79	
30051	Cryogenic Technician I	30.14	
30052	Cryogenic Technician II	33.29	
30061	Drafter/CAD Operator I	19.64	
30062	Drafter/CAD Operator II	21.97	
30063	Drafter/CAD Operator III	24.49	
30064	Drafter/CAD Operator IV	30.14	

Code	Title	Rate Note
30081	Engineering Technician I	19.35
30082	Engineering Technician II	21.72
30083	Engineering Technician III	24.30
30084	Engineering Technician IV	30.09
30085	Engineering Technician V	36.80
30086	Engineering Technician VI	44.53
30090	Environmental Technician	26.87
30095	Evidence Control Specialist	27.23
30210	Laboratory Technician	24.84
30221	Latent Fingerprint Technician I	30.14
30222	Latent Fingerprint Technician II	33.29
30240	Mathematical Technician	27.23
30361	Paralegal/Legal Assistant I	23.34
30362	Paralegal/Legal Assistant II	28.91
30363	Paralegal/Legal Assistant III	35.36
30364	Paralegal/Legal Assistant IV	42.78
30375	Petroleum Supply Specialist	33.29
30390	Photo-Optics Technician	27.23
30395	Radiation Control Technician	33.29
30461	Technical Writer I	25.70
30462	Technical Writer II	31.43
30463	Technical Writer III	38.03
30491	Unexploded Ordnance (UXO) Technician I	29.55
30492	Unexploded Ordnance (UXO) Technician II	35.76
30493	Unexploded Ordnance (UXO) Technician III	42.86
30494	Unexploded (UXO) Safety Escort	29.55
30495	Unexploded (UXO) Sweep Personnel	29.55
30501	Weather Forecaster I	30.14
30502	Weather Forecaster II	36.66
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.49 see 2
30621	Weather Observer, Senior	27.23 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	35.76
31020	Bus Aide	15.10 ***
31030	Bus Driver	20.15
31043	Driver Courier	17.62 ***
31260	Parking and Lot Attendant	16.05 ***

Code	Title	Rate	Note
31290	Shuttle Bus Driver	14.82	***
31310	Taxi Driver	12.82	***
31361	Truckdriver, Light	18.86	
31362	Truckdriver, Medium	20.15	
31363	Truckdriver, Heavy	26.76	
31364	Truckdriver, Tractor-Trailer	26.76	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.43	***
99030	Cashier	13.25	***
99050	Desk Clerk	13.63	***
99095	Embalmer	32.64	
99130	Flight Follower	29.55	
99251	Laboratory Animal Caretaker I	15.61	***
99252	Laboratory Animal Caretaker II	16.71	***
99260	Marketing Analyst	28.27	
99310	Mortician	32.64	
99410	Pest Controller	18.19	
99510	Photofinishing Worker	15.53	***
99710	Recycling Laborer	23.16	
99711	Recycling Specialist	27.02	
99730	Refuse Collector	21.26	
99810	Sales Clerk	14.08	***
99820	School Crossing Guard	18.61	
99830	Survey Party Chief	25.01	
99831	Surveying Aide	14.84	***
99832	Surveying Technician	22.73	
99840	Vending Machine Attendant	17.51	***
99841	Vending Machine Repairer	21.39	
99842	Vending Machine Repairer Helper	17.51	***

Footer

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4825

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana Counties of Jefferson, Jennings

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	17.06 ***
01012	Accounting Clerk II	19.15
01013	Accounting Clerk III	21.42
01020	Administrative Assistant	27.35
01035	Court Reporter	22.61
01041	Customer Service Representative I	16.43 ***
01042	Customer Service Representative II	17.93
01043	Customer Service Representative III	20.12
01051	Data Entry Operator I	16.31 ***
01052	Data Entry Operator II	17.80
01060	Dispatcher, Motor Vehicle	24.17
01070	Document Preparation Clerk	16.46 ***
01090	Duplicating Machine Operator	16.46 ***
01111	General Clerk I	15.55 ***
01112	General Clerk II	16.97 ***
01113	General Clerk III	19.05

Code	Title	Rate	Note
01120	Housing Referral Assistant	23.02	
01141	Messenger Courier	15.19	***
01191	Order Clerk I	16.49	***
01192	Order Clerk II	18.35	
01261	Personnel Assistant (Employment) I	18.63	
01262	Personnel Assistant (Employment) II	20.84	
01263	Personnel Assistant (Employment) III	23.24	
01270	Production Control Clerk	26.90	
01290	Rental Clerk	15.82	***
01300	Scheduler, Maintenance	18.47	
01311	Secretary I	18.47	
01312	Secretary II	20.66	
01313	Secretary III	23.02	
01320	Service Order Dispatcher	21.61	
01410	Supply Technician	27.35	
01420	Survey Worker	18.02	
01460	Switchboard Operator/Receptionist	16.86	***
01531	Travel Clerk I	16.46	***
01532	Travel Clerk II	18.47	
01533	Travel Clerk III	19.59	
01611	Word Processor I	16.46	***
01612	Word Processor II	18.47	
01613	Word Processor III	20.66	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.69	
05010	Automotive Electrician	20.93	
05040	Automotive Glass Installer	19.82	
05070	Automotive Worker	19.82	
05110	Mobile Equipment Servicer	17.45	***
05130	Motor Equipment Metal Mechanic	21.93	
05160	Motor Equipment Metal Worker	19.82	
05190	Motor Vehicle Mechanic	21.93	
05220	Motor Vehicle Mechanic Helper	16.29	***
05250	Motor Vehicle Upholstery Worker	18.64	
05280	Motor Vehicle Wrecker	19.82	
05310	Painter, Automotive	20.93	
05340	Radiator Repair Specialist	19.82	

Code	Title	Rate	Note
05370	Tire Repairer	17.34	***
05400	Transmission Repair Specialist	21.93	
07000	Food Preparation And Service Occupations		
07010	Baker	15.99	***
07041	Cook I	15.12	***
07042	Cook II	17.18	***
07070	Dishwasher	12.39	***
07130	Food Service Worker	13.86	***
07210	Meat Cutter	17.59	***
07260	Waiter/Waitress	11.47	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	21.64	
09040	Furniture Handler	13.79	***
09080	Furniture Refinisher	18.83	
09090	Furniture Refinisher Helper	14.66	***
09110	Furniture Repairer, Minor	16.77	***
09130	Upholsterer	19.86	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.84	***
11060	Elevator Operator	16.69	***
11090	Gardener	21.46	
11122	Housekeeping Aide	16.69	***
11150	Janitor	16.69	***
11210	Laborer, Grounds Maintenance	17.18	***
11240	Maid or Houseman	14.10	***
11260	Pruner	15.78	***
11270	Tractor Operator	20.04	
11330	Trail Maintenance Worker	17.18	***
11360	Window Cleaner	18.17	
12000	Health Occupations		
12010	Ambulance Driver	18.81	
12011	Breath Alcohol Technician	26.87	
12012	Certified Occupational Therapist Assistant	31.16	
12015	Certified Physical Therapist Assistant	30.33	
12020	Dental Assistant	22.02	
12025	Dental Hygienist	39.64	
12030	EKG Technician	36.08	

Code	Title	Rate	Note
12035	Electroneurodiagnostic Technologist	36.08	
12040	Emergency Medical Technician	18.81	
12071	Licensed Practical Nurse I	24.03	
12072	Licensed Practical Nurse II	26.87	
12073	Licensed Practical Nurse III	29.95	
12100	Medical Assistant	18.62	
12130	Medical Laboratory Technician	28.79	
12160	Medical Record Clerk	20.67	
12190	Medical Record Technician	23.12	
12195	Medical Transcriptionist	19.02	
12210	Nuclear Medicine Technologist	59.05	
12221	Nursing Assistant I	12.92	***
12222	Nursing Assistant II	14.54	***
12223	Nursing Assistant III	15.87	***
12224	Nursing Assistant IV	17.81	
12235	Optical Dispenser	17.84	
12236	Optical Technician	24.03	
12250	Pharmacy Technician	17.71	***
12280	Phlebotomist	17.33	***
12305	Radiologic Technologist	34.47	
12311	Registered Nurse I	25.59	
12312	Registered Nurse II	31.29	
12313	Registered Nurse II, Specialist	31.29	
12314	Registered Nurse III	37.86	
12315	Registered Nurse III, Anesthetist	37.86	
12316	Registered Nurse IV	45.38	
12317	Scheduler (Drug and Alcohol Testing)	33.29	
12320	Substance Abuse Treatment Counselor	23.31	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	17.47	***
13012	Exhibits Specialist II	21.65	
13013	Exhibits Specialist III	26.48	
13041	Illustrator I	18.77	
13042	Illustrator II	23.26	
13043	Illustrator III	28.45	
13047	Librarian	25.75	
13050	Library Aide/Clerk	13.41	***

Code	Title	Rate	Note
13054	Library Information Technology Systems Administrator	23.26	
13058	Library Technician	14.11	***
13061	Media Specialist I	15.36	***
13062	Media Specialist II	16.84	***
13063	Media Specialist III	18.78	
13071	Photographer I	14.95	***
13072	Photographer II	16.73	***
13073	Photographer III	20.49	
13074	Photographer IV	25.07	
13075	Photographer V	30.35	
13090	Technical Order Library Clerk	16.83	***
13110	Video Teleconference Technician	19.23	
14000	Information Technology Occupations		
14041	Computer Operator I	20.08	
14042	Computer Operator II	22.47	
14043	Computer Operator III	25.04	
14044	Computer Operator IV	27.83	
14045	Computer Operator V	30.82	
14071	Computer Programmer I	23.30	see 1
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	20.08	
14160	Personal Computer Support Technician	27.83	
14170	System Support Specialist	30.82	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.15	
15020	Aircrew Training Devices Instructor (Rated)	40.11	
15030	Air Crew Training Devices Instructor (Pilot)	48.09	
15050	Computer Based Training Specialist / Instructor	33.15	
15060	Educational Technologist	30.00	
15070	Flight Instructor (Pilot)	48.09	
15080	Graphic Artist	23.74	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.09	

Code	Title	Rate	Note
15086	Maintenance Test Pilot, Rotary Wing	48.09	
15088	Non-Maintenance Test/Co-Pilot	48.09	
15090	Technical Instructor	20.31	
15095	Technical Instructor/Course Developer	24.84	
15110	Test Proctor	16.40	***
15120	Tutor	16.40	***
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.37	***
16030	Counter Attendant	12.37	***
16040	Dry Cleaner	15.59	***
16070	Finisher, Flatwork, Machine	12.37	***
16090	Presser, Hand	12.37	***
16110	Presser, Machine, Drycleaning	12.37	***
16130	Presser, Machine, Shirts	12.37	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.37	***
16190	Sewing Machine Operator	16.55	***
16220	Tailor	17.46	***
16250	Washer, Machine	13.53	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.94	
19040	Tool And Die Maker	30.76	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.34	
21030	Material Coordinator	26.90	
21040	Material Expediter	26.90	
21050	Material Handling Laborer	18.01	
21071	Order Filler	16.94	***
21080	Production Line Worker (Food Processing)	21.34	
21110	Shipping Packer	21.03	
21130	Shipping/Receiving Clerk	21.03	
21140	Store Worker I	16.91	***
21150	Stock Clerk	21.92	
21210	Tools And Parts Attendant	21.34	
21410	Warehouse Specialist	21.34	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	29.35	
23019	Aircraft Logs and Records Technician	23.80	

Code	Title	Rate Note
23021	Aircraft Mechanic I	28.01
23022	Aircraft Mechanic II	29.35
23023	Aircraft Mechanic III	30.73
23040	Aircraft Mechanic Helper	20.81
23050	Aircraft, Painter	26.72
23060	Aircraft Servicer	23.80
23070	Aircraft Survival Flight Equipment Technician	26.72
23080	Aircraft Worker	25.31
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.31
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.01
23110	Appliance Mechanic	25.12
23120	Bicycle Repairer	22.98
23125	Cable Splicer	43.72
23130	Carpenter, Maintenance	24.96
23140	Carpet Layer	26.11
23160	Electrician, Maintenance	32.73
23181	Electronics Technician Maintenance I	27.84
23182	Electronics Technician Maintenance II	29.39
23183	Electronics Technician Maintenance III	30.81
23260	Fabric Worker	24.56
23290	Fire Alarm System Mechanic	23.32
23310	Fire Extinguisher Repairer	22.98
23311	Fuel Distribution System Mechanic	29.27
23312	Fuel Distribution System Operator	23.45
23370	General Maintenance Worker	23.39
23380	Ground Support Equipment Mechanic	28.01
23381	Ground Support Equipment Servicer	23.80
23382	Ground Support Equipment Worker	25.31
23391	Gunsmith I	22.98
23392	Gunsmith II	26.11
23393	Gunsmith III	28.90
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.78
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.01
23430	Heavy Equipment Mechanic	30.18
23440	Heavy Equipment Operator	30.40
23460	Instrument Mechanic	33.85
23465	Laboratory/Shelter Mechanic	27.58

Code	Title	Rate	Note
23470	Laborer	18.01	
23510	Locksmith	27.58	
23530	Machinery Maintenance Mechanic	30.23	
23550	Machinist, Maintenance	22.60	
23580	Maintenance Trades Helper	16.69	***
23591	Metrology Technician I	33.85	
23592	Metrology Technician II	35.35	
23593	Metrology Technician III	36.91	
23640	Millwright	36.59	
23710	Office Appliance Repairer	23.24	
23760	Painter, Maintenance	22.06	
23790	Pipefitter, Maintenance	30.84	
23810	Plumber, Maintenance	29.43	
23820	Pneudraulic Systems Mechanic	28.90	
23850	Rigger	28.90	
23870	Scale Mechanic	26.11	
23890	Sheet-Metal Worker, Maintenance	27.24	
23910	Small Engine Mechanic	20.65	
23931	Telecommunications Mechanic I	29.63	
23932	Telecommunications Mechanic II	31.05	
23950	Telephone Lineman	27.34	
23960	Welder, Combination, Maintenance	23.05	
23965	Well Driller	28.90	
23970	Woodcraft Worker	28.90	
23980	Woodworker	22.98	
24000 Personal Needs Occupations			
24550	Case Manager	17.96	
24570	Child Care Attendant	13.96	***
24580	Child Care Center Clerk	17.40	***
24610	Chore Aide	14.48	***
24620	Family Readiness And Support Services Coordinator	17.96	
24630	Homemaker	17.96	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	27.40	
25040	Sewage Plant Operator	23.74	
25070	Stationary Engineer	27.40	
25190	Ventilation Equipment Tender	20.35	

Code	Title	Rate	Note
25210	Water Treatment Plant Operator	23.74	
27000	Protective Service Occupations		
27004	Alarm Monitor	21.41	
27007	Baggage Inspector	18.00	
27008	Corrections Officer	21.24	
27010	Court Security Officer	25.07	
27030	Detection Dog Handler	20.13	
27040	Detention Officer	21.24	
27070	Firefighter	28.05	
27101	Guard I	18.00	
27102	Guard II	20.13	
27131	Police Officer I	25.88	
27132	Police Officer II	28.77	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	17.85	
28042	Carnival Equipment Repairer	19.18	
28043	Carnival Worker	13.93	***
28210	Gate Attendant/Gate Tender	16.89	***
28310	Lifeguard	11.94	***
28350	Park Attendant (Aide)	18.89	
28510	Recreation Aide/Health Facility Attendant	13.79	***
28515	Recreation Specialist	23.40	
28630	Sports Official	15.05	***
28690	Swimming Pool Operator	22.48	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	31.15	
29020	Hatch Tender	31.15	
29030	Line Handler	31.15	
29041	Stevedore I	29.30	
29042	Stevedore II	32.89	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.50	see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.07	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.31	see 2
30021	Archeological Technician I	19.64	
30022	Archeological Technician II	21.97	
30023	Archeological Technician III	27.23	

Code	Title	Rate Note
30030	Cartographic Technician	27.23
30040	Civil Engineering Technician	30.79
30051	Cryogenic Technician I	30.14
30052	Cryogenic Technician II	33.29
30061	Drafter/CAD Operator I	19.64
30062	Drafter/CAD Operator II	21.97
30063	Drafter/CAD Operator III	24.49
30064	Drafter/CAD Operator IV	30.14
30081	Engineering Technician I	19.98
30082	Engineering Technician II	22.43
30083	Engineering Technician III	25.09
30084	Engineering Technician IV	31.08
30085	Engineering Technician V	38.03
30086	Engineering Technician VI	46.01
30090	Environmental Technician	26.87
30095	Evidence Control Specialist	27.23
30210	Laboratory Technician	24.84
30221	Latent Fingerprint Technician I	30.14
30222	Latent Fingerprint Technician II	33.29
30240	Mathematical Technician	27.23
30361	Paralegal/Legal Assistant I	23.55
30362	Paralegal/Legal Assistant II	29.18
30363	Paralegal/Legal Assistant III	35.67
30364	Paralegal/Legal Assistant IV	43.11
30375	Petroleum Supply Specialist	33.29
30390	Photo-Optics Technician	27.23
30395	Radiation Control Technician	33.29
30461	Technical Writer I	25.70
30462	Technical Writer II	31.43
30463	Technical Writer III	38.03
30491	Unexploded Ordnance (UXO) Technician I	29.55
30492	Unexploded Ordnance (UXO) Technician II	35.76
30493	Unexploded Ordnance (UXO) Technician III	42.86
30494	Unexploded (UXO) Safety Escort	29.55
30495	Unexploded (UXO) Sweep Personnel	29.55
30501	Weather Forecaster I	30.14
30502	Weather Forecaster II	36.66

Code	Title	Rate	Note
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.49	see 2
30621	Weather Observer, Senior	27.23	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.76	
31020	Bus Aide	15.10	***
31030	Bus Driver	20.15	
31043	Driver Courier	17.62	***
31260	Parking and Lot Attendant	16.05	***
31290	Shuttle Bus Driver	15.90	***
31310	Taxi Driver	12.60	***
31361	Truckdriver, Light	18.86	
31362	Truckdriver, Medium	20.15	
31363	Truckdriver, Heavy	26.76	
31364	Truckdriver, Tractor-Trailer	26.76	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.43	***
99030	Cashier	13.25	***
99050	Desk Clerk	13.63	***
99095	Embalmer	33.22	
99130	Flight Follower	29.55	
99251	Laboratory Animal Caretaker I	15.61	***
99252	Laboratory Animal Caretaker II	16.71	***
99260	Marketing Analyst	28.27	
99310	Mortician	33.22	
99410	Pest Controller	18.19	
99510	Photofinishing Worker	15.53	***
99710	Recycling Laborer	23.16	
99711	Recycling Specialist	27.02	
99730	Refuse Collector	21.26	
99810	Sales Clerk	14.08	***
99820	School Crossing Guard	18.61	
99830	Survey Party Chief	25.08	
99831	Surveying Aide	22.01	
99832	Surveying Technician	22.73	
99840	Vending Machine Attendant	17.51	***
99841	Vending Machine Repairer	21.39	
99842	Vending Machine Repairer Helper	17.51	***

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day

off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) **COMPUTER EMPLOYEES:** 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)).

Wage Determination No. : 2015-4827

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/07/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana Counties of Ripley, Switzerland

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.06	***
01012	Accounting Clerk II	19.15	
01013	Accounting Clerk III	21.42	
01020	Administrative Assistant	27.35	
01035	Court Reporter	22.61	
01041	Customer Service Representative I	16.43	***
01042	Customer Service Representative II	17.93	
01043	Customer Service Representative III	20.12	
01051	Data Entry Operator I	16.31	***

Code	Title	Rate	Note
01052	Data Entry Operator II	17.80	
01060	Dispatcher, Motor Vehicle	24.17	
01070	Document Preparation Clerk	16.46	***
01090	Duplicating Machine Operator	16.46	***
01111	General Clerk I	15.55	***
01112	General Clerk II	16.97	***
01113	General Clerk III	19.05	
01120	Housing Referral Assistant	23.02	
01141	Messenger Courier	16.01	***
01191	Order Clerk I	16.49	***
01192	Order Clerk II	19.46	
01261	Personnel Assistant (Employment) I	18.63	
01262	Personnel Assistant (Employment) II	20.84	
01263	Personnel Assistant (Employment) III	23.24	
01270	Production Control Clerk	26.90	
01290	Rental Clerk	16.03	***
01300	Scheduler, Maintenance	18.47	
01311	Secretary I	18.47	
01312	Secretary II	20.66	
01313	Secretary III	23.02	
01320	Service Order Dispatcher	21.61	
01410	Supply Technician	27.35	
01420	Survey Worker	18.02	
01460	Switchboard Operator/Receptionist	16.86	***
01531	Travel Clerk I	16.46	***
01532	Travel Clerk II	18.47	
01533	Travel Clerk III	19.59	
01611	Word Processor I	16.46	***
01612	Word Processor II	18.47	
01613	Word Processor III	20.66	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.69	
05010	Automotive Electrician	23.12	
05040	Automotive Glass Installer	21.61	
05070	Automotive Worker	22.26	
05110	Mobile Equipment Servicer	20.65	
05130	Motor Equipment Metal Mechanic	24.59	

Code	Title	Rate	Note
05160	Motor Equipment Metal Worker	22.26	
05190	Motor Vehicle Mechanic	23.03	
05220	Motor Vehicle Mechanic Helper	20.30	
05250	Motor Vehicle Upholstery Worker	21.42	
05280	Motor Vehicle Wrecker	22.26	
05310	Painter, Automotive	23.12	
05340	Radiator Repair Specialist	22.26	
05370	Tire Repairer	17.34	***
05400	Transmission Repair Specialist	24.59	
07000	Food Preparation And Service Occupations		
07010	Baker	16.16	***
07041	Cook I	15.12	***
07042	Cook II	17.18	***
07070	Dishwasher	12.39	***
07130	Food Service Worker	13.86	***
07210	Meat Cutter	18.31	
07260	Waiter/Waitress	11.47	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	21.67	
09040	Furniture Handler	13.81	***
09080	Furniture Refinisher	18.83	
09090	Furniture Refinisher Helper	15.31	***
09110	Furniture Repairer, Minor	16.77	***
09130	Upholsterer	19.86	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.84	***
11060	Elevator Operator	16.69	***
11090	Gardener	21.46	
11122	Housekeeping Aide	16.69	***
11150	Janitor	16.69	***
11210	Laborer, Grounds Maintenance	17.18	***
11240	Maid or Houseman	14.10	***
11260	Pruner	15.78	***
11270	Tractor Operator	20.04	
11330	Trail Maintenance Worker	17.18	***
11360	Window Cleaner	18.17	
12000	Health Occupations		

Code	Title	Rate	Note
12010	Ambulance Driver	19.03	
12011	Breath Alcohol Technician	26.87	
12012	Certified Occupational Therapist Assistant	31.16	
12015	Certified Physical Therapist Assistant	30.33	
12020	Dental Assistant	22.02	
12025	Dental Hygienist	39.64	
12030	EKG Technician	36.08	
12035	Electroneurodiagnostic Technologist	36.08	
12040	Emergency Medical Technician	19.03	
12071	Licensed Practical Nurse I	24.03	
12072	Licensed Practical Nurse II	26.87	
12073	Licensed Practical Nurse III	29.95	
12100	Medical Assistant	18.62	
12130	Medical Laboratory Technician	28.79	
12160	Medical Record Clerk	20.67	
12190	Medical Record Technician	23.12	
12195	Medical Transcriptionist	19.02	
12210	Nuclear Medicine Technologist	59.05	
12221	Nursing Assistant I	12.92	***
12222	Nursing Assistant II	14.54	***
12223	Nursing Assistant III	15.87	***
12224	Nursing Assistant IV	17.81	
12235	Optical Dispenser	17.84	
12236	Optical Technician	24.03	
12250	Pharmacy Technician	17.71	***
12280	Phlebotomist	17.33	***
12305	Radiologic Technologist	34.47	
12311	Registered Nurse I	25.59	
12312	Registered Nurse II	31.29	
12313	Registered Nurse II, Specialist	31.29	
12314	Registered Nurse III	37.86	
12315	Registered Nurse III, Anesthetist	37.86	
12316	Registered Nurse IV	45.38	
12317	Scheduler (Drug and Alcohol Testing)	33.29	
12320	Substance Abuse Treatment Counselor	23.31	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	19.76	

Code	Title	Rate	Note
13012	Exhibits Specialist II	24.48	
13013	Exhibits Specialist III	29.93	
13041	Illustrator I	20.17	
13042	Illustrator II	24.99	
13043	Illustrator III	30.56	
13047	Librarian	27.38	
13050	Library Aide/Clerk	13.41	***
13054	Library Information Technology Systems Administrator	24.96	
13058	Library Technician	15.33	***
13061	Media Specialist I	17.68	***
13062	Media Specialist II	19.76	
13063	Media Specialist III	22.38	
13071	Photographer I	14.95	***
13072	Photographer II	17.85	
13073	Photographer III	21.52	
13074	Photographer IV	26.56	
13075	Photographer V	32.12	
13090	Technical Order Library Clerk	16.83	***
13110	Video Teleconference Technician	19.61	
14000	Information Technology Occupations		
14041	Computer Operator I	20.08	
14042	Computer Operator II	22.47	
14043	Computer Operator III	25.04	
14044	Computer Operator IV	27.83	
14045	Computer Operator V	30.82	
14071	Computer Programmer I	22.15	see 1
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	20.08	
14160	Personal Computer Support Technician	27.83	
14170	System Support Specialist	30.82	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.15	

Code	Title	Rate	Note
15020	Aircrew Training Devices Instructor (Rated)	40.11	
15030	Air Crew Training Devices Instructor (Pilot)	48.09	
15050	Computer Based Training Specialist / Instructor	33.15	
15060	Educational Technologist	30.00	
15070	Flight Instructor (Pilot)	48.09	
15080	Graphic Artist	23.74	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.09	
15086	Maintenance Test Pilot, Rotary Wing	48.09	
15088	Non-Maintenance Test/Co-Pilot	48.09	
15090	Technical Instructor	20.97	
15095	Technical Instructor/Course Developer	25.67	
15110	Test Proctor	16.94	***
15120	Tutor	16.94	***
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.37	***
16030	Counter Attendant	12.37	***
16040	Dry Cleaner	15.59	***
16070	Finisher, Flatwork, Machine	12.37	***
16090	Presser, Hand	12.37	***
16110	Presser, Machine, Drycleaning	12.37	***
16130	Presser, Machine, Shirts	12.37	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.37	***
16190	Sewing Machine Operator	16.55	***
16220	Tailor	17.46	***
16250	Washer, Machine	13.53	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.94	
19040	Tool And Die Maker	30.76	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.34	
21030	Material Coordinator	26.90	
21040	Material Expediter	26.90	
21050	Material Handling Laborer	18.01	
21071	Order Filler	16.94	***
21080	Production Line Worker (Food Processing)	21.34	
21110	Shipping Packer	21.03	
21130	Shipping/Receiving Clerk	21.03	

Code	Title	Rate Note
21140	Store Worker I	16.91 ***
21150	Stock Clerk	21.92
21210	Tools And Parts Attendant	21.34
21410	Warehouse Specialist	21.34
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	29.35
23019	Aircraft Logs and Records Technician	23.80
23021	Aircraft Mechanic I	28.01
23022	Aircraft Mechanic II	29.35
23023	Aircraft Mechanic III	30.73
23040	Aircraft Mechanic Helper	20.81
23050	Aircraft, Painter	26.72
23060	Aircraft Servicer	23.80
23070	Aircraft Survival Flight Equipment Technician	26.72
23080	Aircraft Worker	25.31
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.31
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.01
23110	Appliance Mechanic	25.12
23120	Bicycle Repairer	22.98
23125	Cable Splicer	43.72
23130	Carpenter, Maintenance	24.96
23140	Carpet Layer	26.11
23160	Electrician, Maintenance	32.73
23181	Electronics Technician Maintenance I	27.84
23182	Electronics Technician Maintenance II	29.39
23183	Electronics Technician Maintenance III	30.81
23260	Fabric Worker	24.56
23290	Fire Alarm System Mechanic	23.32
23310	Fire Extinguisher Repairer	22.98
23311	Fuel Distribution System Mechanic	29.81
23312	Fuel Distribution System Operator	23.71
23370	General Maintenance Worker	23.39
23380	Ground Support Equipment Mechanic	28.01
23381	Ground Support Equipment Servicer	23.80
23382	Ground Support Equipment Worker	25.31
23391	Gunsmith I	22.98
23392	Gunsmith II	26.11

Code	Title	Rate	Note
23393	Gunsmith III	28.90	
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.78	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.01	
23430	Heavy Equipment Mechanic	30.18	
23440	Heavy Equipment Operator	30.40	
23460	Instrument Mechanic	31.01	
23465	Laboratory/Shelter Mechanic	27.58	
23470	Laborer	18.01	
23510	Locksmith	27.58	
23530	Machinery Maintenance Mechanic	30.23	
23550	Machinist, Maintenance	22.60	
23580	Maintenance Trades Helper	16.69	***
23591	Metrology Technician I	31.01	
23592	Metrology Technician II	32.38	
23593	Metrology Technician III	33.82	
23640	Millwright	36.59	
23710	Office Appliance Repairer	23.24	
23760	Painter, Maintenance	22.06	
23790	Pipefitter, Maintenance	30.84	
23810	Plumber, Maintenance	29.34	
23820	Pneudraulic Systems Mechanic	28.90	
23850	Rigger	28.90	
23870	Scale Mechanic	26.11	
23890	Sheet-Metal Worker, Maintenance	27.24	
23910	Small Engine Mechanic	20.65	
23931	Telecommunications Mechanic I	29.63	
23932	Telecommunications Mechanic II	31.05	
23950	Telephone Lineman	28.11	
23960	Welder, Combination, Maintenance	23.05	
23965	Well Driller	28.90	
23970	Woodcraft Worker	28.90	
23980	Woodworker	22.98	
24000	Personal Needs Occupations		
24550	Case Manager	17.96	
24570	Child Care Attendant	13.96	***
24580	Child Care Center Clerk	17.40	***
24610	Chore Aide	14.48	***

Code	Title	Rate	Note
24620	Family Readiness And Support Services Coordinator	17.96	
24630	Homemaker	17.96	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	27.40	
25040	Sewage Plant Operator	23.74	
25070	Stationary Engineer	27.40	
25190	Ventilation Equipment Tender	20.35	
25210	Water Treatment Plant Operator	23.74	
27000	Protective Service Occupations		
27004	Alarm Monitor	21.41	
27007	Baggage Inspector	18.00	
27008	Corrections Officer	24.65	
27010	Court Security Officer	25.15	
27030	Detection Dog Handler	20.13	
27040	Detention Officer	24.65	
27070	Firefighter	29.06	
27101	Guard I	18.00	
27102	Guard II	20.13	
27131	Police Officer I	26.42	
27132	Police Officer II	29.36	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	17.85	
28042	Carnival Equipment Repairer	19.18	
28043	Carnival Worker	13.93	***
28210	Gate Attendant/Gate Tender	16.89	***
28310	Lifeguard	11.94	***
28350	Park Attendant (Aide)	18.89	
28510	Recreation Aide/Health Facility Attendant	13.79	***
28515	Recreation Specialist	23.40	
28630	Sports Official	15.05	***
28690	Swimming Pool Operator	23.55	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	31.15	
29020	Hatch Tender	31.15	
29030	Line Handler	31.15	
29041	Stevedore I	29.30	
29042	Stevedore II	32.89	

Code	Title	Rate Note
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	46.50 see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.07 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.31 see 2
30021	Archeological Technician I	19.64
30022	Archeological Technician II	21.97
30023	Archeological Technician III	27.23
30030	Cartographic Technician	27.23
30040	Civil Engineering Technician	30.79
30051	Cryogenic Technician I	30.14
30052	Cryogenic Technician II	33.29
30061	Drafter/CAD Operator I	19.64
30062	Drafter/CAD Operator II	21.97
30063	Drafter/CAD Operator III	24.49
30064	Drafter/CAD Operator IV	30.14
30081	Engineering Technician I	19.35
30082	Engineering Technician II	21.72
30083	Engineering Technician III	24.30
30084	Engineering Technician IV	30.09
30085	Engineering Technician V	36.80
30086	Engineering Technician VI	44.53
30090	Environmental Technician	26.87
30095	Evidence Control Specialist	27.23
30210	Laboratory Technician	24.81
30221	Latent Fingerprint Technician I	30.14
30222	Latent Fingerprint Technician II	33.29
30240	Mathematical Technician	27.23
30361	Paralegal/Legal Assistant I	23.34
30362	Paralegal/Legal Assistant II	28.91
30363	Paralegal/Legal Assistant III	35.36
30364	Paralegal/Legal Assistant IV	42.78
30375	Petroleum Supply Specialist	33.29
30390	Photo-Optics Technician	27.23
30395	Radiation Control Technician	33.29
30461	Technical Writer I	25.70
30462	Technical Writer II	31.43
30463	Technical Writer III	38.03

Code	Title	Rate	Note
30491	Unexploded Ordnance (UXO) Technician I	29.55	
30492	Unexploded Ordnance (UXO) Technician II	35.76	
30493	Unexploded Ordnance (UXO) Technician III	42.86	
30494	Unexploded (UXO) Safety Escort	29.55	
30495	Unexploded (UXO) Sweep Personnel	29.55	
30501	Weather Forecaster I	30.14	
30502	Weather Forecaster II	36.66	
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.49	see 2
30621	Weather Observer, Senior	27.23	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.76	
31020	Bus Aide	15.10	***
31030	Bus Driver	20.15	
31043	Driver Courier	17.62	***
31260	Parking and Lot Attendant	16.05	***
31290	Shuttle Bus Driver	18.95	
31310	Taxi Driver	14.82	***
31361	Truckdriver, Light	18.95	
31362	Truckdriver, Medium	20.15	
31363	Truckdriver, Heavy	26.76	
31364	Truckdriver, Tractor-Trailer	26.76	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.43	***
99030	Cashier	13.25	***
99050	Desk Clerk	13.90	***
99095	Embalmer	35.18	
99130	Flight Follower	29.55	
99251	Laboratory Animal Caretaker I	15.61	***
99252	Laboratory Animal Caretaker II	16.71	***
99260	Marketing Analyst	28.27	
99310	Mortician	35.18	
99410	Pest Controller	18.19	
99510	Photofinishing Worker	15.53	***
99710	Recycling Laborer	23.16	
99711	Recycling Specialist	27.02	
99730	Refuse Collector	21.26	
99810	Sales Clerk	14.08	***

Code	Title	Rate	Note
99820	School Crossing Guard	18.61	
99830	Survey Party Chief	25.45	
99831	Surveying Aide	15.36	***
99832	Surveying Technician	22.73	
99840	Vending Machine Attendant	17.68	***
99841	Vending Machine Repairer	21.39	
99842	Vending Machine Repairer Helper	17.68	***

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4829

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 30

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Indiana

Area: Indiana County of Saint Joseph

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	17.84
01012	Accounting Clerk II	20.03

Code	Title	Rate	Note
01013	Accounting Clerk III	22.40	
01020	Administrative Assistant	29.03	
01035	Court Reporter	21.67	
01041	Customer Service Representative I	15.58	***
01042	Customer Service Representative II	17.00	***
01043	Customer Service Representative III	19.08	
01051	Data Entry Operator I	17.94	
01052	Data Entry Operator II	19.58	
01060	Dispatcher, Motor Vehicle	22.51	
01070	Document Preparation Clerk	16.80	***
01090	Duplicating Machine Operator	16.80	***
01111	General Clerk I	16.54	***
01112	General Clerk II	18.05	
01113	General Clerk III	20.26	
01120	Housing Referral Assistant	24.17	
01141	Messenger Courier	16.92	***
01191	Order Clerk I	18.32	
01192	Order Clerk II	19.99	
01261	Personnel Assistant (Employment) I	18.66	
01262	Personnel Assistant (Employment) II	20.87	
01263	Personnel Assistant (Employment) III	23.27	
01270	Production Control Clerk	27.02	
01290	Rental Clerk	17.40	***
01300	Scheduler, Maintenance	19.37	
01311	Secretary I	19.37	
01312	Secretary II	21.67	
01313	Secretary III	24.17	
01320	Service Order Dispatcher	20.12	
01410	Supply Technician	29.03	
01420	Survey Worker	19.48	
01460	Switchboard Operator/Receptionist	17.64	***
01531	Travel Clerk I	17.17	***
01532	Travel Clerk II	18.44	
01533	Travel Clerk III	20.63	
01611	Word Processor I	18.23	
01612	Word Processor II	19.37	
01613	Word Processor III	21.67	

Code	Title	Rate	Note
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	25.50	
05010	Automotive Electrician	21.92	
05040	Automotive Glass Installer	20.68	
05070	Automotive Worker	20.68	
05110	Mobile Equipment Servicer	18.34	
05130	Motor Equipment Metal Mechanic	22.79	
05160	Motor Equipment Metal Worker	20.68	
05190	Motor Vehicle Mechanic	22.79	
05220	Motor Vehicle Mechanic Helper	17.17	***
05250	Motor Vehicle Upholstery Worker	19.50	
05280	Motor Vehicle Wrecker	20.68	
05310	Painter, Automotive	21.94	
05340	Radiator Repair Specialist	20.68	
05370	Tire Repairer	17.64	***
05400	Transmission Repair Specialist	22.79	
07000	Food Preparation And Service Occupations		
07010	Baker	16.59	***
07041	Cook I	17.92	
07042	Cook II	20.20	
07070	Dishwasher	13.64	***
07130	Food Service Worker	14.59	***
07210	Meat Cutter	18.39	
07260	Waiter/Waitress	13.71	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	23.39	
09040	Furniture Handler	17.41	***
09080	Furniture Refinisher	25.44	
09090	Furniture Refinisher Helper	20.15	
09110	Furniture Repairer, Minor	22.89	
09130	Upholsterer	30.76	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.39	***
11060	Elevator Operator	17.06	***
11090	Gardener	21.94	
11122	Housekeeping Aide	17.06	***
11150	Janitor	17.06	***

Code	Title	Rate	Note
11210	Laborer, Grounds Maintenance	17.75	
11240	Maid or Houseman	14.63	***
11260	Pruner	16.39	***
11270	Tractor Operator	20.55	
11330	Trail Maintenance Worker	17.75	
11360	Window Cleaner	18.47	
12000	Health Occupations		
12010	Ambulance Driver	20.58	
12011	Breath Alcohol Technician	27.51	
12012	Certified Occupational Therapist Assistant	30.14	
12015	Certified Physical Therapist Assistant	30.20	
12020	Dental Assistant	23.45	
12025	Dental Hygienist	39.30	
12030	EKG Technician	31.66	
12035	Electroneurodiagnostic Technologist	31.66	
12040	Emergency Medical Technician	20.58	
12071	Licensed Practical Nurse I	24.59	
12072	Licensed Practical Nurse II	27.51	
12073	Licensed Practical Nurse III	30.66	
12100	Medical Assistant	18.78	
12130	Medical Laboratory Technician	26.66	
12160	Medical Record Clerk	20.20	
12190	Medical Record Technician	22.81	
12195	Medical Transcriptionist	20.59	
12210	Nuclear Medicine Technologist	60.45	
12221	Nursing Assistant I	13.18	***
12222	Nursing Assistant II	14.83	***
12223	Nursing Assistant III	16.18	***
12224	Nursing Assistant IV	18.16	
12235	Optical Dispenser	18.14	
12236	Optical Technician	24.59	
12250	Pharmacy Technician	19.18	
12280	Phlebotomist	18.37	
12305	Radiologic Technologist	37.04	
12311	Registered Nurse I	27.83	
12312	Registered Nurse II	34.04	
12313	Registered Nurse II, Specialist	34.04	

Code	Title	Rate	Note
12314	Registered Nurse III	41.18	
12315	Registered Nurse III, Anesthetist	41.18	
12316	Registered Nurse IV	49.37	
12317	Scheduler (Drug and Alcohol Testing)	34.08	
12320	Substance Abuse Treatment Counselor	22.66	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	20.68	
13012	Exhibits Specialist II	25.63	
13013	Exhibits Specialist III	31.35	
13041	Illustrator I	20.68	
13042	Illustrator II	25.63	
13043	Illustrator III	31.35	
13047	Librarian	28.39	
13050	Library Aide/Clerk	15.95	***
13054	Library Information Technology Systems Administrator	25.63	
13058	Library Technician	18.50	
13061	Media Specialist I	18.49	
13062	Media Specialist II	20.68	
13063	Media Specialist III	23.07	
13071	Photographer I	17.66	***
13072	Photographer II	20.90	
13073	Photographer III	24.04	
13074	Photographer IV	29.40	
13075	Photographer V	35.57	
13090	Technical Order Library Clerk	20.03	
13110	Video Teleconference Technician	26.58	
14000	Information Technology Occupations		
14041	Computer Operator I	21.36	
14042	Computer Operator II	23.89	
14043	Computer Operator III	26.63	
14044	Computer Operator IV	29.60	
14045	Computer Operator V	32.78	
14071	Computer Programmer I	21.28	see 1
14072	Computer Programmer II	26.37	see 1
14073	Computer Programmer III		see 1
14074	Computer Programmer IV		see 1
14101	Computer Systems Analyst I		see 1

Code	Title	Rate	Note
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	21.36	
14160	Personal Computer Support Technician	29.60	
14170	System Support Specialist	32.78	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.07	
15020	Aircrew Training Devices Instructor (Rated)	40.01	
15030	Air Crew Training Devices Instructor (Pilot)	47.97	
15050	Computer Based Training Specialist / Instructor	33.07	
15060	Educational Technologist	30.70	
15070	Flight Instructor (Pilot)	47.97	
15080	Graphic Artist	23.91	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.97	
15086	Maintenance Test Pilot, Rotary Wing	47.97	
15088	Non-Maintenance Test/Co-Pilot	47.97	
15090	Technical Instructor	24.10	
15095	Technical Instructor/Course Developer	29.48	
15110	Test Proctor	19.45	
15120	Tutor	19.45	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	18.46	
16030	Counter Attendant	18.46	
16040	Dry Cleaner	21.10	
16070	Finisher, Flatwork, Machine	18.46	
16090	Presser, Hand	18.46	
16110	Presser, Machine, Drycleaning	18.46	
16130	Presser, Machine, Shirts	18.46	
16160	Presser, Machine, Wearing Apparel, Laundry	18.46	
16190	Sewing Machine Operator	21.97	
16220	Tailor	22.85	
16250	Washer, Machine	19.34	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	24.88	
19040	Tool And Die Maker	28.74	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.43	

Code	Title	Rate Note
21030	Material Coordinator	27.02
21040	Material Expediter	27.02
21050	Material Handling Laborer	18.78
21071	Order Filler	17.27 ***
21080	Production Line Worker (Food Processing)	21.43
21110	Shipping Packer	21.34
21130	Shipping/Receiving Clerk	21.34
21140	Store Worker I	17.64 ***
21150	Stock Clerk	22.55
21210	Tools And Parts Attendant	21.43
21410	Warehouse Specialist	21.43
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	31.79
23019	Aircraft Logs and Records Technician	25.95
23021	Aircraft Mechanic I	30.45
23022	Aircraft Mechanic II	31.79
23023	Aircraft Mechanic III	33.16
23040	Aircraft Mechanic Helper	22.85
23050	Aircraft, Painter	29.18
23060	Aircraft Servicer	25.95
23070	Aircraft Survival Flight Equipment Technician	29.18
23080	Aircraft Worker	27.51
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.51
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.45
23110	Appliance Mechanic	25.52
23120	Bicycle Repairer	24.40
23125	Cable Splicer	41.38
23130	Carpenter, Maintenance	28.56
23140	Carpet Layer	27.51
23160	Electrician, Maintenance	35.20
23181	Electronics Technician Maintenance I	27.51
23182	Electronics Technician Maintenance II	29.18
23183	Electronics Technician Maintenance III	30.45
23260	Fabric Worker	25.95
23290	Fire Alarm System Mechanic	29.82
23310	Fire Extinguisher Repairer	24.40
23311	Fuel Distribution System Mechanic	28.14

Code	Title	Rate Note
23312	Fuel Distribution System Operator	22.53
23370	General Maintenance Worker	23.01
23380	Ground Support Equipment Mechanic	30.45
23381	Ground Support Equipment Servicer	25.95
23382	Ground Support Equipment Worker	27.51
23391	Gunsmith I	24.40
23392	Gunsmith II	27.51
23393	Gunsmith III	30.45
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.33
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.61
23430	Heavy Equipment Mechanic	31.01
23440	Heavy Equipment Operator	39.64
23460	Instrument Mechanic	30.45
23465	Laboratory/Shelter Mechanic	29.18
23470	Laborer	18.78
23510	Locksmith	29.18
23530	Machinery Maintenance Mechanic	28.80
23550	Machinist, Maintenance	23.52
23580	Maintenance Trades Helper	18.67
23591	Metrology Technician I	30.45
23592	Metrology Technician II	31.79
23593	Metrology Technician III	33.16
23640	Millwright	33.00
23710	Office Appliance Repairer	21.41
23760	Painter, Maintenance	23.45
23790	Pipefitter, Maintenance	33.21
23810	Plumber, Maintenance	31.82
23820	Pneudraulic Systems Mechanic	30.45
23850	Rigger	30.45
23870	Scale Mechanic	27.51
23890	Sheet-Metal Worker, Maintenance	31.56
23910	Small Engine Mechanic	22.69
23931	Telecommunications Mechanic I	27.38
23932	Telecommunications Mechanic II	28.47
23950	Telephone Lineman	28.26
23960	Welder, Combination, Maintenance	23.05
23965	Well Driller	30.45

Code	Title	Rate	Note
23970	Woodcraft Worker	30.45	
23980	Woodworker	24.40	
24000	Personal Needs Occupations		
24550	Case Manager	19.54	
24570	Child Care Attendant	14.01	***
24580	Child Care Center Clerk	17.47	***
24610	Chore Aide	15.10	***
24620	Family Readiness And Support Services Coordinator	19.54	
24630	Homemaker	19.54	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	26.63	
25040	Sewage Plant Operator	23.86	
25070	Stationary Engineer	26.63	
25190	Ventilation Equipment Tender	19.97	
25210	Water Treatment Plant Operator	23.86	
27000	Protective Service Occupations		
27004	Alarm Monitor	25.27	
27007	Baggage Inspector	17.40	***
27008	Corrections Officer	23.85	
27010	Court Security Officer	25.51	
27030	Detection Dog Handler	19.46	
27040	Detention Officer	23.85	
27070	Firefighter	30.26	
27101	Guard I	17.40	***
27102	Guard II	19.46	
27131	Police Officer I	30.51	
27132	Police Officer II	33.91	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	16.66	***
28042	Carnival Equipment Repairer	17.79	
28043	Carnival Worker	13.29	***
28210	Gate Attendant/Gate Tender	20.27	
28310	Lifeguard	13.82	***
28350	Park Attendant (Aide)	22.68	
28510	Recreation Aide/Health Facility Attendant	16.55	***
28515	Recreation Specialist	26.93	
28630	Sports Official	18.06	

Code	Title	Rate	Note
28690	Swimming Pool Operator	20.06	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	24.24	
29020	Hatch Tender	24.24	
29030	Line Handler	24.24	
29041	Stevedore I	22.86	
29042	Stevedore II	25.71	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.07	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.77	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.99	see 2
30021	Archeological Technician I	21.23	
30022	Archeological Technician II	23.75	
30023	Archeological Technician III	29.42	
30030	Cartographic Technician	29.42	
30040	Civil Engineering Technician	30.98	
30051	Cryogenic Technician I	32.58	
30052	Cryogenic Technician II	35.98	
30061	Drafter/CAD Operator I	21.23	
30062	Drafter/CAD Operator II	23.75	
30063	Drafter/CAD Operator III	26.47	
30064	Drafter/CAD Operator IV	32.58	
30081	Engineering Technician I	16.47	***
30082	Engineering Technician II	18.49	
30083	Engineering Technician III	20.68	
30084	Engineering Technician IV	25.62	
30085	Engineering Technician V	31.33	
30086	Engineering Technician VI	37.91	
30090	Environmental Technician	23.85	
30095	Evidence Control Specialist	29.42	
30210	Laboratory Technician	23.31	
30221	Latent Fingerprint Technician I	32.58	
30222	Latent Fingerprint Technician II	35.98	
30240	Mathematical Technician	29.42	
30361	Paralegal/Legal Assistant I	22.40	
30362	Paralegal/Legal Assistant II	27.74	
30363	Paralegal/Legal Assistant III	33.95	

Code	Title	Rate	Note
30364	Paralegal/Legal Assistant IV	41.09	
30375	Petroleum Supply Specialist	35.98	
30390	Photo-Optics Technician	29.42	
30395	Radiation Control Technician	35.98	
30461	Technical Writer I	27.17	
30462	Technical Writer II	33.23	
30463	Technical Writer III	40.21	
30491	Unexploded Ordnance (UXO) Technician I	29.28	
30492	Unexploded Ordnance (UXO) Technician II	35.43	
30493	Unexploded Ordnance (UXO) Technician III	42.46	
30494	Unexploded (UXO) Safety Escort	29.28	
30495	Unexploded (UXO) Sweep Personnel	29.28	
30501	Weather Forecaster I	32.58	
30502	Weather Forecaster II	39.63	
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.47	see 2
30621	Weather Observer, Senior	29.42	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.43	
31020	Bus Aide	18.43	
31030	Bus Driver	24.23	
31043	Driver Courier	19.66	
31260	Parking and Lot Attendant	13.26	***
31290	Shuttle Bus Driver	16.65	***
31310	Taxi Driver	14.63	***
31361	Truckdriver, Light	21.00	
31362	Truckdriver, Medium	22.33	
31363	Truckdriver, Heavy	27.91	
31364	Truckdriver, Tractor-Trailer	27.91	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.27	***
99030	Cashier	13.79	***
99050	Desk Clerk	14.65	***
99095	Embalmer	29.28	
99130	Flight Follower	29.28	
99251	Laboratory Animal Caretaker I	16.71	***
99252	Laboratory Animal Caretaker II	17.84	
99260	Marketing Analyst	30.58	

Code	Title	Rate	Note
99310	Mortician	29.28	
99410	Pest Controller	20.82	
99510	Photofinishing Worker	15.39	***
99710	Recycling Laborer	26.50	
99711	Recycling Specialist	31.16	
99730	Refuse Collector	24.12	
99810	Sales Clerk	14.57	***
99820	School Crossing Guard	17.59	***
99830	Survey Party Chief	26.51	
99831	Surveying Aide	16.01	***
99832	Surveying Technician	23.03	
99840	Vending Machine Attendant	20.91	
99841	Vending Machine Repairer	25.18	
99842	Vending Machine Repairer Helper	20.91	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 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)).

Wage Determination No. : 2015-4831

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan County of Cass

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.84	
01012	Accounting Clerk II	20.03	
01013	Accounting Clerk III	22.40	
01020	Administrative Assistant	29.03	
01035	Court Reporter	21.67	
01041	Customer Service Representative I	15.58	***
01042	Customer Service Representative II	17.00	***
01043	Customer Service Representative III	19.08	
01051	Data Entry Operator I	17.94	
01052	Data Entry Operator II	19.58	
01060	Dispatcher, Motor Vehicle	22.51	
01070	Document Preparation Clerk	18.11	
01090	Duplicating Machine Operator	18.11	
01111	General Clerk I	16.54	***
01112	General Clerk II	18.05	
01113	General Clerk III	20.26	
01120	Housing Referral Assistant	24.17	
01141	Messenger Courier	16.92	***
01191	Order Clerk I	18.32	
01192	Order Clerk II	19.99	
01261	Personnel Assistant (Employment) I	18.66	
01262	Personnel Assistant (Employment) II	20.87	
01263	Personnel Assistant (Employment) III	23.27	
01270	Production Control Clerk	27.02	
01290	Rental Clerk	17.40	***
01300	Scheduler, Maintenance	19.37	
01311	Secretary I	19.37	
01312	Secretary II	21.67	
01313	Secretary III	24.17	
01320	Service Order Dispatcher	20.12	
01410	Supply Technician	29.03	
01420	Survey Worker	19.48	
01460	Switchboard Operator/Receptionist	17.64	***

Code	Title	Rate Note
01531	Travel Clerk I	17.17 ***
01532	Travel Clerk II	18.44
01533	Travel Clerk III	20.63
01611	Word Processor I	18.23
01612	Word Processor II	19.37
01613	Word Processor III	21.67
05000	Automotive Service Occupations	
05005	Automobile Body Repairer, Fiberglass	25.27
05010	Automotive Electrician	21.94
05040	Automotive Glass Installer	20.68
05070	Automotive Worker	20.68
05110	Mobile Equipment Servicer	18.34
05130	Motor Equipment Metal Mechanic	22.90
05160	Motor Equipment Metal Worker	20.68
05190	Motor Vehicle Mechanic	22.90
05220	Motor Vehicle Mechanic Helper	17.17 ***
05250	Motor Vehicle Upholstery Worker	19.50
05280	Motor Vehicle Wrecker	20.68
05310	Painter, Automotive	21.94
05340	Radiator Repair Specialist	20.68
05370	Tire Repairer	17.64 ***
05400	Transmission Repair Specialist	22.90
07000	Food Preparation And Service Occupations	
07010	Baker	17.67 ***
07041	Cook I	17.92
07042	Cook II	20.20
07070	Dishwasher	13.64 ***
07130	Food Service Worker	14.59 ***
07210	Meat Cutter	18.39
07260	Waiter/Waitress	14.12 ***
09000	Furniture Maintenance And Repair Occupations	
09010	Electrostatic Spray Painter	25.75
09040	Furniture Handler	17.41 ***
09080	Furniture Refinisher	25.75
09090	Furniture Refinisher Helper	20.15
09110	Furniture Repairer, Minor	22.89
09130	Upholsterer	30.76

Code	Title	Rate	Note
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.39	***
11060	Elevator Operator	17.06	***
11090	Gardener	21.94	
11122	Housekeeping Aide	17.06	***
11150	Janitor	17.06	***
11210	Laborer, Grounds Maintenance	17.75	
11240	Maid or Houseman	14.63	***
11260	Pruner	16.39	***
11270	Tractor Operator	20.55	
11330	Trail Maintenance Worker	17.75	
11360	Window Cleaner	18.47	
12000	Health Occupations		
12010	Ambulance Driver	20.58	
12011	Breath Alcohol Technician	27.51	
12012	Certified Occupational Therapist Assistant	30.14	
12015	Certified Physical Therapist Assistant	30.20	
12020	Dental Assistant	23.45	
12025	Dental Hygienist	39.30	
12030	EKG Technician	31.66	
12035	Electroneurodiagnostic Technologist	31.66	
12040	Emergency Medical Technician	20.58	
12071	Licensed Practical Nurse I	24.59	
12072	Licensed Practical Nurse II	27.51	
12073	Licensed Practical Nurse III	30.66	
12100	Medical Assistant	18.78	
12130	Medical Laboratory Technician	26.76	
12160	Medical Record Clerk	20.20	
12190	Medical Record Technician	22.81	
12195	Medical Transcriptionist	20.59	
12210	Nuclear Medicine Technologist	60.45	
12221	Nursing Assistant I	13.18	***
12222	Nursing Assistant II	14.83	***
12223	Nursing Assistant III	16.18	***
12224	Nursing Assistant IV	18.16	
12235	Optical Dispenser	18.14	
12236	Optical Technician	24.59	

Code	Title	Rate Note
12250	Pharmacy Technician	19.18
12280	Phlebotomist	18.37
12305	Radiologic Technologist	37.04
12311	Registered Nurse I	27.83
12312	Registered Nurse II	34.04
12313	Registered Nurse II, Specialist	34.04
12314	Registered Nurse III	41.18
12315	Registered Nurse III, Anesthetist	41.18
12316	Registered Nurse IV	49.37
12317	Scheduler (Drug and Alcohol Testing)	34.08
12320	Substance Abuse Treatment Counselor	22.66
13000	Information And Arts Occupations	
13011	Exhibits Specialist I	20.78
13012	Exhibits Specialist II	25.73
13013	Exhibits Specialist III	31.47
13041	Illustrator I	20.78
13042	Illustrator II	25.73
13043	Illustrator III	31.47
13047	Librarian	28.49
13050	Library Aide/Clerk	15.95 ***
13054	Library Information Technology Systems Administrator	25.73
13058	Library Technician	18.50
13061	Media Specialist I	18.57
13062	Media Specialist II	20.78
13063	Media Specialist III	23.16
13071	Photographer I	17.71 ***
13072	Photographer II	20.53
13073	Photographer III	24.04
13074	Photographer IV	29.40
13075	Photographer V	35.57
13090	Technical Order Library Clerk	20.03
13110	Video Teleconference Technician	26.58
14000	Information Technology Occupations	
14041	Computer Operator I	21.36
14042	Computer Operator II	23.89
14043	Computer Operator III	26.63
14044	Computer Operator IV	29.60

Code	Title	Rate	Note
14045	Computer Operator V	32.78	
14071	Computer Programmer I	21.28	see 1
14072	Computer Programmer II	26.37	see 1
14073	Computer Programmer III		see 1
14074	Computer Programmer IV		see 1
14101	Computer Systems Analyst I		see 1
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	21.36	
14160	Personal Computer Support Technician	29.60	
14170	System Support Specialist	32.78	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.07	
15020	Aircrew Training Devices Instructor (Rated)	40.01	
15030	Air Crew Training Devices Instructor (Pilot)	47.97	
15050	Computer Based Training Specialist / Instructor	33.07	
15060	Educational Technologist	30.70	
15070	Flight Instructor (Pilot)	47.97	
15080	Graphic Artist	23.91	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.97	
15086	Maintenance Test Pilot, Rotary Wing	47.97	
15088	Non-Maintenance Test/Co-Pilot	47.97	
15090	Technical Instructor	24.30	
15095	Technical Instructor/Course Developer	29.73	
15110	Test Proctor	19.97	
15120	Tutor	19.97	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	18.46	
16030	Counter Attendant	18.46	
16040	Dry Cleaner	21.10	
16070	Finisher, Flatwork, Machine	18.46	
16090	Presser, Hand	18.46	
16110	Presser, Machine, Drycleaning	18.46	
16130	Presser, Machine, Shirts	18.46	
16160	Presser, Machine, Wearing Apparel, Laundry	18.46	
16190	Sewing Machine Operator	21.97	
16220	Tailor	22.85	

Code	Title	Rate Note
16250	Washer, Machine	19.34
19000	Machine Tool Operation And Repair Occupations	
19010	Machine-Tool Operator (Tool Room)	24.98
19040	Tool And Die Maker	29.17
21000	Materials Handling And Packing Occupations	
21020	Forklift Operator	21.43
21030	Material Coordinator	27.02
21040	Material Expediter	27.02
21050	Material Handling Laborer	18.78
21071	Order Filler	17.27 ***
21080	Production Line Worker (Food Processing)	21.43
21110	Shipping Packer	21.34
21130	Shipping/Receiving Clerk	21.34
21140	Store Worker I	17.64 ***
21150	Stock Clerk	22.55
21210	Tools And Parts Attendant	21.43
21410	Warehouse Specialist	21.43
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	31.79
23019	Aircraft Logs and Records Technician	25.95
23021	Aircraft Mechanic I	30.45
23022	Aircraft Mechanic II	31.79
23023	Aircraft Mechanic III	33.16
23040	Aircraft Mechanic Helper	22.85
23050	Aircraft, Painter	29.18
23060	Aircraft Servicer	25.95
23070	Aircraft Survival Flight Equipment Technician	29.18
23080	Aircraft Worker	27.51
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.51
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.45
23110	Appliance Mechanic	25.52
23120	Bicycle Repairer	24.40
23125	Cable Splicer	42.36
23130	Carpenter, Maintenance	28.56
23140	Carpet Layer	27.51
23160	Electrician, Maintenance	35.20
23181	Electronics Technician Maintenance I	27.51

Code	Title	Rate Note
23182	Electronics Technician Maintenance II	29.18
23183	Electronics Technician Maintenance III	30.45
23260	Fabric Worker	25.95
23290	Fire Alarm System Mechanic	29.82
23310	Fire Extinguisher Repairer	24.40
23311	Fuel Distribution System Mechanic	29.15
23312	Fuel Distribution System Operator	23.36
23370	General Maintenance Worker	23.01
23380	Ground Support Equipment Mechanic	30.45
23381	Ground Support Equipment Servicer	25.95
23382	Ground Support Equipment Worker	27.51
23391	Gunsmith I	24.40
23392	Gunsmith II	27.51
23393	Gunsmith III	30.45
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.72
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.02
23430	Heavy Equipment Mechanic	31.01
23440	Heavy Equipment Operator	39.64
23460	Instrument Mechanic	30.45
23465	Laboratory/Shelter Mechanic	29.18
23470	Laborer	18.78
23510	Locksmith	29.18
23530	Machinery Maintenance Mechanic	28.80
23550	Machinist, Maintenance	23.52
23580	Maintenance Trades Helper	20.39
23591	Metrology Technician I	30.45
23592	Metrology Technician II	31.79
23593	Metrology Technician III	33.16
23640	Millwright	33.00
23710	Office Appliance Repairer	22.71
23760	Painter, Maintenance	23.45
23790	Pipefitter, Maintenance	33.21
23810	Plumber, Maintenance	31.82
23820	Pneudraulic Systems Mechanic	30.45
23850	Rigger	30.45
23870	Scale Mechanic	27.51
23890	Sheet-Metal Worker, Maintenance	31.96

Code	Title	Rate	Note
23910	Small Engine Mechanic	22.69	
23931	Telecommunications Mechanic I	27.38	
23932	Telecommunications Mechanic II	28.47	
23950	Telephone Lineman	28.12	
23960	Welder, Combination, Maintenance	23.05	
23965	Well Driller	30.45	
23970	Woodcraft Worker	30.45	
23980	Woodworker	24.40	
24000	Personal Needs Occupations		
24550	Case Manager	19.54	
24570	Child Care Attendant	14.01	***
24580	Child Care Center Clerk	17.47	***
24610	Chore Aide	15.10	***
24620	Family Readiness And Support Services Coordinator	19.54	
24630	Homemaker	19.54	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	26.63	
25040	Sewage Plant Operator	23.86	
25070	Stationary Engineer	26.63	
25190	Ventilation Equipment Tender	19.97	
25210	Water Treatment Plant Operator	23.86	
27000	Protective Service Occupations		
27004	Alarm Monitor	25.27	
27007	Baggage Inspector	17.40	***
27008	Corrections Officer	27.51	
27010	Court Security Officer	27.51	
27030	Detection Dog Handler	19.46	
27040	Detention Officer	27.51	
27070	Firefighter	30.26	
27101	Guard I	17.40	***
27102	Guard II	19.46	
27131	Police Officer I	30.51	
27132	Police Officer II	33.91	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	16.66	***
28042	Carnival Equipment Repairer	17.79	
28043	Carnival Worker	13.47	***

Code	Title	Rate	Note
28210	Gate Attendant/Gate Tender	20.27	
28310	Lifeguard	13.82	***
28350	Park Attendant (Aide)	22.68	
28510	Recreation Aide/Health Facility Attendant	16.55	***
28515	Recreation Specialist	28.09	
28630	Sports Official	18.06	
28690	Swimming Pool Operator	20.18	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	24.73	
29020	Hatch Tender	24.73	
29030	Line Handler	24.73	
29041	Stevedore I	23.74	
29042	Stevedore II	25.96	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.07	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.77	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.99	see 2
30021	Archeological Technician I	21.23	
30022	Archeological Technician II	23.75	
30023	Archeological Technician III	29.42	
30030	Cartographic Technician	29.42	
30040	Civil Engineering Technician	30.98	
30051	Cryogenic Technician I	32.58	
30052	Cryogenic Technician II	35.98	
30061	Drafter/CAD Operator I	21.23	
30062	Drafter/CAD Operator II	23.75	
30063	Drafter/CAD Operator III	26.47	
30064	Drafter/CAD Operator IV	32.58	
30081	Engineering Technician I	16.47	***
30082	Engineering Technician II	18.49	
30083	Engineering Technician III	20.68	
30084	Engineering Technician IV	25.62	
30085	Engineering Technician V	31.33	
30086	Engineering Technician VI	37.91	
30090	Environmental Technician	23.85	
30095	Evidence Control Specialist	29.42	
30210	Laboratory Technician	23.31	

Code	Title	Rate	Note
30221	Latent Fingerprint Technician I	32.58	
30222	Latent Fingerprint Technician II	35.98	
30240	Mathematical Technician	29.42	
30361	Paralegal/Legal Assistant I	22.40	
30362	Paralegal/Legal Assistant II	27.74	
30363	Paralegal/Legal Assistant III	33.95	
30364	Paralegal/Legal Assistant IV	41.09	
30375	Petroleum Supply Specialist	35.98	
30390	Photo-Optics Technician	29.42	
30395	Radiation Control Technician	35.98	
30461	Technical Writer I	27.17	
30462	Technical Writer II	33.23	
30463	Technical Writer III	40.21	
30491	Unexploded Ordnance (UXO) Technician I	29.28	
30492	Unexploded Ordnance (UXO) Technician II	35.43	
30493	Unexploded Ordnance (UXO) Technician III	42.46	
30494	Unexploded (UXO) Safety Escort	29.28	
30495	Unexploded (UXO) Sweep Personnel	29.28	
30501	Weather Forecaster I	32.58	
30502	Weather Forecaster II	39.63	
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.47	see 2
30621	Weather Observer, Senior	29.42	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.43	
31020	Bus Aide	18.43	
31030	Bus Driver	24.23	
31043	Driver Courier	19.66	
31260	Parking and Lot Attendant	14.22	***
31290	Shuttle Bus Driver	16.87	***
31310	Taxi Driver	16.71	***
31361	Truckdriver, Light	21.00	
31362	Truckdriver, Medium	22.33	
31363	Truckdriver, Heavy	27.91	
31364	Truckdriver, Tractor-Trailer	27.91	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.27	***
99030	Cashier	13.79	***

Code	Title	Rate Note
99050	Desk Clerk	14.65 ***
99095	Embalmer	29.28
99130	Flight Follower	29.28
99251	Laboratory Animal Caretaker I	16.71 ***
99252	Laboratory Animal Caretaker II	17.84
99260	Marketing Analyst	30.58
99310	Mortician	29.28
99410	Pest Controller	20.82
99510	Photofinishing Worker	15.39 ***
99710	Recycling Laborer	26.93
99711	Recycling Specialist	31.16
99730	Refuse Collector	24.85
99810	Sales Clerk	14.57 ***
99820	School Crossing Guard	17.59 ***
99830	Survey Party Chief	30.33
99831	Surveying Aide	15.93 ***
99832	Surveying Technician	25.27
99840	Vending Machine Attendant	20.91
99841	Vending Machine Repairer	25.18
99842	Vending Machine Repairer Helper	20.91

Footer

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

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

member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4833

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan County of Washtenaw

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	18.03	
01012	Accounting Clerk II	20.23	
01013	Accounting Clerk III	22.63	
01020	Administrative Assistant	31.87	
01035	Court Reporter	23.12	
01041	Customer Service Representative I	15.99	***
01042	Customer Service Representative II	17.91	
01043	Customer Service Representative III	19.58	
01051	Data Entry Operator I	17.06	***
01052	Data Entry Operator II	18.61	
01060	Dispatcher, Motor Vehicle	22.99	
01070	Document Preparation Clerk	18.42	
01090	Duplicating Machine Operator	18.42	
01111	General Clerk I	16.37	***
01112	General Clerk II	17.86	
01113	General Clerk III	20.04	
01120	Housing Referral Assistant	25.78	
01141	Messenger Courier	17.13	***
01191	Order Clerk I	18.66	
01192	Order Clerk II	20.36	
01261	Personnel Assistant (Employment) I	19.90	
01262	Personnel Assistant (Employment) II	22.26	
01263	Personnel Assistant (Employment) III	24.82	
01270	Production Control Clerk	26.04	
01290	Rental Clerk	18.27	
01300	Scheduler, Maintenance	20.67	

Code	Title	Rate	Note
01311	Secretary I	20.67	
01312	Secretary II	23.12	
01313	Secretary III	25.78	
01320	Service Order Dispatcher	20.55	
01410	Supply Technician	31.87	
01420	Survey Worker	22.11	
01460	Switchboard Operator/Receptionist	17.33	***
01531	Travel Clerk I	21.81	
01532	Travel Clerk II	23.71	
01533	Travel Clerk III	25.64	
01611	Word Processor I	17.02	***
01612	Word Processor II	19.11	
01613	Word Processor III	21.37	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	27.60	
05010	Automotive Electrician	28.42	
05040	Automotive Glass Installer	27.51	
05070	Automotive Worker	27.51	
05110	Mobile Equipment Servicer	25.54	
05130	Motor Equipment Metal Mechanic	29.60	
05160	Motor Equipment Metal Worker	27.51	
05190	Motor Vehicle Mechanic	29.60	
05220	Motor Vehicle Mechanic Helper	23.96	
05250	Motor Vehicle Upholstery Worker	26.50	
05280	Motor Vehicle Wrecker	27.51	
05310	Painter, Automotive	28.42	
05340	Radiator Repair Specialist	27.51	
05370	Tire Repairer	22.14	
05400	Transmission Repair Specialist	29.60	
07000	Food Preparation And Service Occupations		
07010	Baker	17.13	***
07041	Cook I	19.49	
07042	Cook II	21.00	
07070	Dishwasher	14.30	***
07130	Food Service Worker	16.40	***
07210	Meat Cutter	18.35	
07260	Waiter/Waitress	16.05	***

Code	Title	Rate	Note
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	25.50	
09040	Furniture Handler	19.18	
09080	Furniture Refinisher	25.50	
09090	Furniture Refinisher Helper	22.13	
09110	Furniture Repairer, Minor	23.77	
09130	Upholsterer	25.50	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.01	***
11060	Elevator Operator	18.15	
11090	Gardener	22.31	
11122	Housekeeping Aide	18.15	
11150	Janitor	18.15	
11210	Laborer, Grounds Maintenance	18.14	
11240	Maid or Houseman	15.94	***
11260	Pruner	16.76	***
11270	Tractor Operator	20.94	
11330	Trail Maintenance Worker	18.14	
11360	Window Cleaner	19.66	
12000	Health Occupations		
12010	Ambulance Driver	23.83	
12011	Breath Alcohol Technician	26.89	
12012	Certified Occupational Therapist Assistant	32.36	
12015	Certified Physical Therapist Assistant	30.66	
12020	Dental Assistant	23.57	
12025	Dental Hygienist	37.99	
12030	EKG Technician	31.99	
12035	Electroneurodiagnostic Technologist	31.99	
12040	Emergency Medical Technician	23.83	
12071	Licensed Practical Nurse I	24.04	
12072	Licensed Practical Nurse II	26.89	
12073	Licensed Practical Nurse III	29.99	
12100	Medical Assistant	20.49	
12130	Medical Laboratory Technician	31.27	
12160	Medical Record Clerk	24.02	
12190	Medical Record Technician	26.86	
12195	Medical Transcriptionist	22.34	

Code	Title	Rate	Note
12210	Nuclear Medicine Technologist	49.38	
12221	Nursing Assistant I	14.46	***
12222	Nursing Assistant II	16.26	***
12223	Nursing Assistant III	17.74	***
12224	Nursing Assistant IV	19.93	
12235	Optical Dispenser	20.94	
12236	Optical Technician	24.04	
12250	Pharmacy Technician	21.35	
12280	Phlebotomist	19.35	
12305	Radiologic Technologist	33.81	
12311	Registered Nurse I	29.83	
12312	Registered Nurse II	34.89	
12313	Registered Nurse II, Specialist	34.89	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.92	
12317	Scheduler (Drug and Alcohol Testing)	33.32	
12320	Substance Abuse Treatment Counselor	32.01	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	25.87	
13012	Exhibits Specialist II	32.05	
13013	Exhibits Specialist III	39.21	
13041	Illustrator I	28.02	
13042	Illustrator II	34.72	
13043	Illustrator III	42.47	
13047	Librarian	38.45	
13050	Library Aide/Clerk	15.26	***
13054	Library Information Technology Systems Administrator	34.72	
13058	Library Technician	22.26	
13061	Media Specialist I	25.05	
13062	Media Specialist II	28.02	
13063	Media Specialist III	31.25	
13071	Photographer I	20.04	
13072	Photographer II	22.61	
13073	Photographer III	29.56	
13074	Photographer IV	34.28	
13075	Photographer V	41.10	

Code	Title	Rate	Note
13090	Technical Order Library Clerk	19.15	
13110	Video Teleconference Technician	23.14	
14000	Information Technology Occupations		
14041	Computer Operator I	19.53	
14042	Computer Operator II	21.84	
14043	Computer Operator III	24.36	
14044	Computer Operator IV	27.06	
14045	Computer Operator V	29.97	
14071	Computer Programmer I	22.87	see 1
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	19.53	
14160	Personal Computer Support Technician	27.06	
14170	System Support Specialist	31.29	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	34.16	
15020	Aircrew Training Devices Instructor (Rated)	41.32	
15030	Air Crew Training Devices Instructor (Pilot)	49.53	
15050	Computer Based Training Specialist / Instructor	34.16	
15060	Educational Technologist	35.31	
15070	Flight Instructor (Pilot)	49.53	
15080	Graphic Artist	28.46	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.53	
15086	Maintenance Test Pilot, Rotary Wing	49.53	
15088	Non-Maintenance Test/Co-Pilot	49.53	
15090	Technical Instructor	28.33	
15095	Technical Instructor/Course Developer	35.96	
15110	Test Proctor	23.76	
15120	Tutor	23.76	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.45	***
16030	Counter Attendant	12.45	***
16040	Dry Cleaner	16.71	***

Code	Title	Rate	Note
16070	Finisher, Flatwork, Machine	12.45	***
16090	Presser, Hand	12.45	***
16110	Presser, Machine, Drycleaning	12.45	***
16130	Presser, Machine, Shirts	12.45	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.45	***
16190	Sewing Machine Operator	18.19	
16220	Tailor	19.61	
16250	Washer, Machine	13.86	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	27.62	
19040	Tool And Die Maker	31.79	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.65	
21030	Material Coordinator	26.04	
21040	Material Expediter	26.04	
21050	Material Handling Laborer	17.97	
21071	Order Filler	17.13	***
21080	Production Line Worker (Food Processing)	20.65	
21110	Shipping Packer	19.43	
21130	Shipping/Receiving Clerk	19.43	
21140	Store Worker I	22.10	
21150	Stock Clerk	28.09	
21210	Tools And Parts Attendant	20.65	
21410	Warehouse Specialist	20.65	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	30.62	
23019	Aircraft Logs and Records Technician	26.52	
23021	Aircraft Mechanic I	29.62	
23022	Aircraft Mechanic II	30.62	
23023	Aircraft Mechanic III	31.71	
23040	Aircraft Mechanic Helper	23.98	
23050	Aircraft, Painter	28.45	
23060	Aircraft Servicer	26.52	
23070	Aircraft Survival Flight Equipment Technician	28.45	
23080	Aircraft Worker	27.54	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.54	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.62	

Code	Title	Rate Note
23110	Appliance Mechanic	31.52
23120	Bicycle Repairer	27.18
23125	Cable Splicer	46.62
23130	Carpenter, Maintenance	32.63
23140	Carpet Layer	30.52
23160	Electrician, Maintenance	38.35
23181	Electronics Technician Maintenance I	32.78
23182	Electronics Technician Maintenance II	33.86
23183	Electronics Technician Maintenance III	35.27
23260	Fabric Worker	29.39
23290	Fire Alarm System Mechanic	31.51
23310	Fire Extinguisher Repairer	28.32
23311	Fuel Distribution System Mechanic	44.42
23312	Fuel Distribution System Operator	38.32
23370	General Maintenance Worker	23.96
23380	Ground Support Equipment Mechanic	29.62
23381	Ground Support Equipment Servicer	26.52
23382	Ground Support Equipment Worker	27.54
23391	Gunsmith I	28.32
23392	Gunsmith II	30.52
23393	Gunsmith III	32.82
23410	Heating, Ventilation And Air-Conditioning Mechanic	33.50
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	34.60
23430	Heavy Equipment Mechanic	31.50
23440	Heavy Equipment Operator	29.76
23460	Instrument Mechanic	32.82
23465	Laboratory/Shelter Mechanic	31.52
23470	Laborer	17.97
23510	Locksmith	31.52
23530	Machinery Maintenance Mechanic	29.75
23550	Machinist, Maintenance	27.99
23580	Maintenance Trades Helper	21.99
23591	Metrology Technician I	32.82
23592	Metrology Technician II	33.94
23593	Metrology Technician III	35.14
23640	Millwright	37.87
23710	Office Appliance Repairer	27.24

Code	Title	Rate	Note
23760	Painter, Maintenance	26.60	
23790	Pipefitter, Maintenance	37.76	
23810	Plumber, Maintenance	36.27	
23820	Pneudraulic Systems Mechanic	32.82	
23850	Rigger	32.82	
23870	Scale Mechanic	30.52	
23890	Sheet-Metal Worker, Maintenance	30.01	
23910	Small Engine Mechanic	27.89	
23931	Telecommunications Mechanic I	30.01	
23932	Telecommunications Mechanic II	31.02	
23950	Telephone Lineman	32.82	
23960	Welder, Combination, Maintenance	26.46	
23965	Well Driller	32.82	
23970	Woodcraft Worker	32.82	
23980	Woodworker	28.32	
24000 Personal Needs Occupations			
24550	Case Manager	19.15	
24570	Child Care Attendant	14.01	***
24580	Child Care Center Clerk	18.10	
24610	Chore Aide	14.81	***
24620	Family Readiness And Support Services Coordinator	19.15	
24630	Homemaker	19.20	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	34.55	
25040	Sewage Plant Operator	30.48	
25070	Stationary Engineer	34.55	
25190	Ventilation Equipment Tender	27.96	
25210	Water Treatment Plant Operator	30.48	
27000 Protective Service Occupations			
27004	Alarm Monitor	27.00	
27007	Baggage Inspector	18.82	
27008	Corrections Officer	30.75	
27010	Court Security Officer	27.29	
27030	Detection Dog Handler	21.05	
27040	Detention Officer	30.75	
27070	Firefighter	25.74	
27101	Guard I	18.82	

Code	Title	Rate	Note
27102	Guard II	21.05	
27131	Police Officer I	32.40	
27132	Police Officer II	36.00	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	17.99	
28042	Carnival Equipment Repairer	19.16	
28043	Carnival Worker	14.40	***
28210	Gate Attendant/Gate Tender	17.22	***
28310	Lifeguard	16.52	***
28350	Park Attendant (Aide)	19.26	
28510	Recreation Aide/Health Facility Attendant	13.87	***
28515	Recreation Specialist	23.56	
28630	Sports Official	15.33	***
28690	Swimming Pool Operator	21.53	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	30.52	
29020	Hatch Tender	30.52	
29030	Line Handler	30.52	
29041	Stevedore I	29.39	
29042	Stevedore II	31.52	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	49.85	see 2
30011	Air Traffic Control Specialist, Station (HFO)	34.38	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	37.85	see 2
30021	Archeological Technician I	20.08	
30022	Archeological Technician II	22.47	
30023	Archeological Technician III	27.83	
30030	Cartographic Technician	27.83	
30040	Civil Engineering Technician	29.50	
30051	Cryogenic Technician I	30.45	
30052	Cryogenic Technician II	33.64	
30061	Drafter/CAD Operator I	20.08	
30062	Drafter/CAD Operator II	22.47	
30063	Drafter/CAD Operator III	25.05	
30064	Drafter/CAD Operator IV	30.82	
30081	Engineering Technician I	20.12	
30082	Engineering Technician II	22.58	

Code	Title	Rate Note
30083	Engineering Technician III	25.25
30084	Engineering Technician IV	31.29
30085	Engineering Technician V	38.28
30086	Engineering Technician VI	46.30
30090	Environmental Technician	28.63
30095	Evidence Control Specialist	27.50
30210	Laboratory Technician	22.92
30221	Latent Fingerprint Technician I	30.45
30222	Latent Fingerprint Technician II	33.64
30240	Mathematical Technician	30.61
30361	Paralegal/Legal Assistant I	25.05
30362	Paralegal/Legal Assistant II	31.04
30363	Paralegal/Legal Assistant III	37.97
30364	Paralegal/Legal Assistant IV	45.93
30375	Petroleum Supply Specialist	33.64
30390	Photo-Optics Technician	28.08
30395	Radiation Control Technician	33.64
30461	Technical Writer I	27.70
30462	Technical Writer II	33.89
30463	Technical Writer III	41.01
30491	Unexploded Ordnance (UXO) Technician I	31.68
30492	Unexploded Ordnance (UXO) Technician II	38.34
30493	Unexploded Ordnance (UXO) Technician III	45.95
30494	Unexploded (UXO) Safety Escort	31.68
30495	Unexploded (UXO) Sweep Personnel	31.68
30501	Weather Forecaster I	30.82
30502	Weather Forecaster II	37.49
30620	Weather Observer, Combined Upper Air Or Surface Programs	25.05 see 2
30621	Weather Observer, Senior	27.55 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	38.34
31020	Bus Aide	18.23
31030	Bus Driver	23.26
31043	Driver Courier	20.84
31260	Parking and Lot Attendant	16.68 ***
31290	Shuttle Bus Driver	18.55
31310	Taxi Driver	16.46 ***

Code	Title	Rate	Note
31361	Truckdriver, Light	22.20	
31362	Truckdriver, Medium	23.04	
31363	Truckdriver, Heavy	25.45	
31364	Truckdriver, Tractor-Trailer	25.45	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	18.69	
99030	Cashier	14.03	***
99050	Desk Clerk	14.98	***
99095	Embalmer	31.68	
99130	Flight Follower	31.68	
99251	Laboratory Animal Caretaker I	17.67	***
99252	Laboratory Animal Caretaker II	18.83	
99260	Marketing Analyst	31.93	
99310	Mortician	31.68	
99410	Pest Controller	31.19	
99510	Photofinishing Worker	16.65	***
99710	Recycling Laborer	25.69	
99711	Recycling Specialist	29.55	
99730	Refuse Collector	23.72	
99810	Sales Clerk	15.49	***
99820	School Crossing Guard	15.82	***
99830	Survey Party Chief	23.82	
99831	Surveying Aide	13.66	***
99832	Surveying Technician	20.91	
99840	Vending Machine Attendant	30.09	
99841	Vending Machine Repairer	34.55	
99842	Vending Machine Repairer Helper	30.09	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4835

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan County of Calhoun

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.05	***
01012	Accounting Clerk II	19.13	
01013	Accounting Clerk III	21.40	
01020	Administrative Assistant	28.77	
01035	Court Reporter	20.55	
01041	Customer Service Representative I	14.86	***
01042	Customer Service Representative II	16.21	***
01043	Customer Service Representative III	18.19	
01051	Data Entry Operator I	15.11	***
01052	Data Entry Operator II	16.48	***
01060	Dispatcher, Motor Vehicle	23.17	
01070	Document Preparation Clerk	16.46	***
01090	Duplicating Machine Operator	16.46	***
01111	General Clerk I	17.53	***
01112	General Clerk II	19.13	
01113	General Clerk III	21.47	
01120	Housing Referral Assistant	22.90	
01141	Messenger Courier	13.43	***
01191	Order Clerk I	15.55	***
01192	Order Clerk II	16.97	***
01261	Personnel Assistant (Employment) I	18.46	

Code	Title	Rate	Note
01262	Personnel Assistant (Employment) II	20.65	
01263	Personnel Assistant (Employment) III	23.03	
01270	Production Control Clerk	22.61	
01290	Rental Clerk	18.27	
01300	Scheduler, Maintenance	18.36	
01311	Secretary I	18.36	
01312	Secretary II	20.55	
01313	Secretary III	22.90	
01320	Service Order Dispatcher	20.71	
01410	Supply Technician	28.77	
01420	Survey Worker	21.67	
01460	Switchboard Operator/Receptionist	16.71	***
01531	Travel Clerk I	15.26	***
01532	Travel Clerk II	16.30	***
01533	Travel Clerk III	17.50	***
01611	Word Processor I	16.36	***
01612	Word Processor II	18.36	
01613	Word Processor III	20.55	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.06	
05010	Automotive Electrician	21.95	
05040	Automotive Glass Installer	20.80	
05070	Automotive Worker	20.80	
05110	Mobile Equipment Servicer	18.56	
05130	Motor Equipment Metal Mechanic	23.07	
05160	Motor Equipment Metal Worker	20.80	
05190	Motor Vehicle Mechanic	23.07	
05220	Motor Vehicle Mechanic Helper	17.54	***
05250	Motor Vehicle Upholstery Worker	19.61	
05280	Motor Vehicle Wrecker	20.80	
05310	Painter, Automotive	21.95	
05340	Radiator Repair Specialist	20.80	
05370	Tire Repairer	18.06	
05400	Transmission Repair Specialist	23.07	
07000	Food Preparation And Service Occupations		
07010	Baker	17.67	***
07041	Cook I	16.28	***

Code	Title	Rate	Note
07042	Cook II	17.67	***
07070	Dishwasher	13.43	***
07130	Food Service Worker	15.16	***
07210	Meat Cutter	17.92	
07260	Waiter/Waitress	14.64	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	26.07	
09040	Furniture Handler	18.46	
09080	Furniture Refinisher	26.07	
09090	Furniture Refinisher Helper	20.94	
09110	Furniture Repairer, Minor	23.28	
09130	Upholsterer	26.07	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	14.44	***
11060	Elevator Operator	15.73	***
11090	Gardener	19.92	
11122	Housekeeping Aide	15.73	***
11150	Janitor	15.73	***
11210	Laborer, Grounds Maintenance	16.60	***
11240	Maid or Houseman	14.66	***
11260	Pruner	15.79	***
11270	Tractor Operator	18.83	
11330	Trail Maintenance Worker	16.60	***
11360	Window Cleaner	16.82	***
12000	Health Occupations		
12010	Ambulance Driver	25.03	
12011	Breath Alcohol Technician	25.03	
12012	Certified Occupational Therapist Assistant	34.34	
12015	Certified Physical Therapist Assistant	28.63	
12020	Dental Assistant	20.50	
12025	Dental Hygienist	35.89	
12030	EKG Technician	37.93	
12035	Electroneurodiagnostic Technologist	37.93	
12040	Emergency Medical Technician	25.03	
12071	Licensed Practical Nurse I	22.37	
12072	Licensed Practical Nurse II	25.03	
12073	Licensed Practical Nurse III	27.91	

Code	Title	Rate	Note
12100	Medical Assistant	17.89	
12130	Medical Laboratory Technician	29.61	
12160	Medical Record Clerk	20.68	
12190	Medical Record Technician	23.14	
12195	Medical Transcriptionist	22.37	
12210	Nuclear Medicine Technologist	55.00	
12221	Nursing Assistant I	12.70	***
12222	Nursing Assistant II	14.29	***
12223	Nursing Assistant III	15.59	***
12224	Nursing Assistant IV	17.50	***
12235	Optical Dispenser	25.03	
12236	Optical Technician	22.37	
12250	Pharmacy Technician	18.74	
12280	Phlebotomist	22.37	
12305	Radiologic Technologist	32.77	
12311	Registered Nurse I	26.18	
12312	Registered Nurse II	32.01	
12313	Registered Nurse II, Specialist	32.01	
12314	Registered Nurse III	38.73	
12315	Registered Nurse III, Anesthetist	38.73	
12316	Registered Nurse IV	46.43	
12317	Scheduler (Drug and Alcohol Testing)	31.01	
12320	Substance Abuse Treatment Counselor	29.44	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	20.92	
13012	Exhibits Specialist II	25.91	
13013	Exhibits Specialist III	31.70	
13041	Illustrator I	20.92	
13042	Illustrator II	25.91	
13043	Illustrator III	31.70	
13047	Librarian	28.70	
13050	Library Aide/Clerk	16.38	***
13054	Library Information Technology Systems Administrator	25.91	
13058	Library Technician	16.27	***
13061	Media Specialist I	18.70	
13062	Media Specialist II	20.92	
13063	Media Specialist III	23.32	

Code	Title	Rate	Note
13071	Photographer I	18.70	
13072	Photographer II	20.92	
13073	Photographer III	25.91	
13074	Photographer IV	31.38	
13075	Photographer V	37.68	
13090	Technical Order Library Clerk	19.04	
13110	Video Teleconference Technician	18.70	
14000	Information Technology Occupations		
14041	Computer Operator I	17.12	***
14042	Computer Operator II	19.15	
14043	Computer Operator III	21.36	
14044	Computer Operator IV	23.73	
14045	Computer Operator V	26.27	
14071	Computer Programmer I	21.24	see 1
14072	Computer Programmer II	26.32	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	17.12	***
14160	Personal Computer Support Technician	23.73	
14170	System Support Specialist	26.27	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.16	
15020	Aircrew Training Devices Instructor (Rated)	40.12	
15030	Air Crew Training Devices Instructor (Pilot)	48.10	
15050	Computer Based Training Specialist / Instructor	33.16	
15060	Educational Technologist	38.64	
15070	Flight Instructor (Pilot)	48.10	
15080	Graphic Artist	24.39	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.10	
15086	Maintenance Test Pilot, Rotary Wing	48.10	
15088	Non-Maintenance Test/Co-Pilot	48.10	
15090	Technical Instructor	24.30	
15095	Technical Instructor/Course Developer	29.73	
15110	Test Proctor	19.97	

Code	Title	Rate	Note
15120	Tutor	19.97	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.38	***
16030	Counter Attendant	12.38	***
16040	Dry Cleaner	16.26	***
16070	Finisher, Flatwork, Machine	12.38	***
16090	Presser, Hand	12.38	***
16110	Presser, Machine, Drycleaning	12.38	***
16130	Presser, Machine, Shirts	12.38	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.38	***
16190	Sewing Machine Operator	17.64	***
16220	Tailor	18.97	
16250	Washer, Machine	13.71	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	27.32	
19040	Tool And Die Maker	32.76	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.07	
21030	Material Coordinator	23.20	
21040	Material Expediter	23.20	
21050	Material Handling Laborer	17.59	***
21071	Order Filler	15.70	***
21080	Production Line Worker (Food Processing)	21.07	
21110	Shipping Packer	18.87	
21130	Shipping/Receiving Clerk	18.87	
21140	Store Worker I	18.05	
21150	Stock Clerk	22.20	
21210	Tools And Parts Attendant	21.07	
21410	Warehouse Specialist	21.07	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	31.26	
23019	Aircraft Logs and Records Technician	25.32	
23021	Aircraft Mechanic I	29.79	
23022	Aircraft Mechanic II	31.26	
23023	Aircraft Mechanic III	32.78	
23040	Aircraft Mechanic Helper	22.66	
23050	Aircraft, Painter	28.35	

Code	Title	Rate	Note
23060	Aircraft Servicer	25.32	
23070	Aircraft Survival Flight Equipment Technician	28.35	
23080	Aircraft Worker	26.86	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.86	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.79	
23110	Appliance Mechanic	28.35	
23120	Bicycle Repairer	23.97	
23125	Cable Splicer	29.79	
23130	Carpenter, Maintenance	26.21	
23140	Carpet Layer	26.86	
23160	Electrician, Maintenance	36.54	
23181	Electronics Technician Maintenance I	30.03	
23182	Electronics Technician Maintenance II	31.70	
23183	Electronics Technician Maintenance III	33.31	
23260	Fabric Worker	25.32	
23290	Fire Alarm System Mechanic	29.79	
23310	Fire Extinguisher Repairer	23.97	
23311	Fuel Distribution System Mechanic	29.79	
23312	Fuel Distribution System Operator	23.97	
23370	General Maintenance Worker	21.27	
23380	Ground Support Equipment Mechanic	29.79	
23381	Ground Support Equipment Servicer	25.32	
23382	Ground Support Equipment Worker	26.86	
23391	Gunsmith I	23.97	
23392	Gunsmith II	26.86	
23393	Gunsmith III	29.79	
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.75	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.27	
23430	Heavy Equipment Mechanic	29.79	
23440	Heavy Equipment Operator	34.01	
23460	Instrument Mechanic	29.79	
23465	Laboratory/Shelter Mechanic	28.35	
23470	Laborer	17.59	***
23510	Locksmith	28.35	
23530	Machinery Maintenance Mechanic	33.56	
23550	Machinist, Maintenance	28.74	
23580	Maintenance Trades Helper	22.66	

Code	Title	Rate	Note
23591	Metrology Technician I	29.79	
23592	Metrology Technician II	31.26	
23593	Metrology Technician III	32.78	
23640	Millwright	35.32	
23710	Office Appliance Repairer	28.35	
23760	Painter, Maintenance	26.75	
23790	Pipefitter, Maintenance	31.26	
23810	Plumber, Maintenance	29.75	
23820	Pneudraulic Systems Mechanic	29.79	
23850	Rigger	29.79	
23870	Scale Mechanic	26.86	
23890	Sheet-Metal Worker, Maintenance	32.30	
23910	Small Engine Mechanic	26.86	
23931	Telecommunications Mechanic I	29.79	
23932	Telecommunications Mechanic II	31.26	
23950	Telephone Lineman	29.79	
23960	Welder, Combination, Maintenance	22.71	
23965	Well Driller	29.79	
23970	Woodcraft Worker	29.79	
23980	Woodworker	23.97	
24000	Personal Needs Occupations		
24550	Case Manager	18.82	
24570	Child Care Attendant	13.86	***
24580	Child Care Center Clerk	17.29	***
24610	Chore Aide	15.62	***
24620	Family Readiness And Support Services Coordinator	18.82	
24630	Homemaker	18.82	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	27.53	
25040	Sewage Plant Operator	24.12	
25070	Stationary Engineer	27.53	
25190	Ventilation Equipment Tender	20.84	
25210	Water Treatment Plant Operator	24.12	
27000	Protective Service Occupations		
27004	Alarm Monitor	22.29	
27007	Baggage Inspector	17.71	***
27008	Corrections Officer	25.56	

Code	Title	Rate	Note
27010	Court Security Officer	25.56	
27030	Detection Dog Handler	19.81	
27040	Detention Officer	25.56	
27070	Firefighter	25.85	
27101	Guard I	17.71	***
27102	Guard II	19.81	
27131	Police Officer I	28.96	
27132	Police Officer II	32.19	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	15.15	***
28042	Carnival Equipment Repairer	15.94	***
28043	Carnival Worker	13.47	***
28210	Gate Attendant/Gate Tender	19.82	
28310	Lifeguard	17.67	***
28350	Park Attendant (Aide)	22.17	
28510	Recreation Aide/Health Facility Attendant	16.19	***
28515	Recreation Specialist	27.48	
28630	Sports Official	17.67	***
28690	Swimming Pool Operator	24.42	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	26.86	
29020	Hatch Tender	26.86	
29030	Line Handler	26.86	
29041	Stevedore I	25.32	
29042	Stevedore II	28.35	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	16.55	***
30022	Archeological Technician II	18.51	
30023	Archeological Technician III	22.94	
30030	Cartographic Technician	22.94	
30040	Civil Engineering Technician	22.74	
30051	Cryogenic Technician I	25.18	
30052	Cryogenic Technician II	27.81	
30061	Drafter/CAD Operator I	16.55	***

Code	Title	Rate	Note
30062	Drafter/CAD Operator II	18.51	
30063	Drafter/CAD Operator III	20.65	
30064	Drafter/CAD Operator IV	25.40	
30081	Engineering Technician I	14.89	***
30082	Engineering Technician II	16.55	***
30083	Engineering Technician III	19.40	
30084	Engineering Technician IV	22.73	
30085	Engineering Technician V	27.81	
30086	Engineering Technician VI	33.65	
30090	Environmental Technician	22.73	
30095	Evidence Control Specialist	22.73	
30210	Laboratory Technician	20.46	
30221	Latent Fingerprint Technician I	25.18	
30222	Latent Fingerprint Technician II	27.81	
30240	Mathematical Technician	22.94	
30361	Paralegal/Legal Assistant I	19.57	
30362	Paralegal/Legal Assistant II	23.75	
30363	Paralegal/Legal Assistant III	29.05	
30364	Paralegal/Legal Assistant IV	35.16	
30375	Petroleum Supply Specialist	27.81	
30390	Photo-Optics Technician	22.94	
30395	Radiation Control Technician	27.81	
30461	Technical Writer I	22.94	
30462	Technical Writer II	28.07	
30463	Technical Writer III	33.65	
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	25.40	
30502	Weather Forecaster II	30.89	
30620	Weather Observer, Combined Upper Air Or Surface Programs	20.65	see 2
30621	Weather Observer, Senior	24.08	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	17.84	

Code	Title	Rate	Note
31030	Bus Driver	22.63	
31043	Driver Courier	20.25	
31260	Parking and Lot Attendant	16.68	***
31290	Shuttle Bus Driver	17.94	
31310	Taxi Driver	15.19	***
31361	Truckdriver, Light	21.42	
31362	Truckdriver, Medium	22.63	
31363	Truckdriver, Heavy	26.16	
31364	Truckdriver, Tractor-Trailer	26.16	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	13.64	***
99050	Desk Clerk	14.28	***
99095	Embalmer	28.73	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	18.15	
99252	Laboratory Animal Caretaker II	19.21	
99260	Marketing Analyst	41.23	
99310	Mortician	28.73	
99410	Pest Controller	26.38	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	20.80	
99711	Recycling Specialist	23.61	
99730	Refuse Collector	19.45	
99810	Sales Clerk	14.79	***
99820	School Crossing Guard	19.45	
99830	Survey Party Chief	22.75	
99831	Surveying Aide	11.95	***
99832	Surveying Technician	18.96	
99840	Vending Machine Attendant	23.61	
99841	Vending Machine Repairer	27.98	
99842	Vending Machine Repairer Helper	23.61	

Footer

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) **COMPUTER EMPLOYEES:** 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)).

Wage Determination No. : 2015-4837

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan County of Bay

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	16.24	***
01012	Accounting Clerk II	18.24	
01013	Accounting Clerk III	20.39	
01020	Administrative Assistant	26.13	
01035	Court Reporter	18.99	
01041	Customer Service Representative I	14.13	***
01042	Customer Service Representative II	15.42	***
01043	Customer Service Representative III	17.30	***
01051	Data Entry Operator I	13.87	***
01052	Data Entry Operator II	15.13	***
01060	Dispatcher, Motor Vehicle	20.42	
01070	Document Preparation Clerk	15.13	***
01090	Duplicating Machine Operator	15.13	***
01111	General Clerk I	14.98	***

Code	Title	Rate	Note
01112	General Clerk II	16.34	***
01113	General Clerk III	18.34	
01120	Housing Referral Assistant	21.18	
01141	Messenger Courier	12.32	***
01191	Order Clerk I	17.51	***
01192	Order Clerk II	19.12	
01261	Personnel Assistant (Employment) I	16.98	***
01262	Personnel Assistant (Employment) II	18.99	
01263	Personnel Assistant (Employment) III	21.18	
01270	Production Control Clerk	26.63	
01290	Rental Clerk	17.59	***
01300	Scheduler, Maintenance	16.98	***
01311	Secretary I	16.98	***
01312	Secretary II	18.99	
01313	Secretary III	21.18	
01320	Service Order Dispatcher	18.26	
01410	Supply Technician	26.13	
01420	Survey Worker	18.99	
01460	Switchboard Operator/Receptionist	15.00	***
01531	Travel Clerk I	15.13	***
01532	Travel Clerk II	16.98	***
01533	Travel Clerk III	18.82	
01611	Word Processor I	15.13	***
01612	Word Processor II	16.98	***
01613	Word Processor III	18.99	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.12	
05010	Automotive Electrician	21.43	
05040	Automotive Glass Installer	20.72	
05070	Automotive Worker	20.72	
05110	Mobile Equipment Servicer	18.92	
05130	Motor Equipment Metal Mechanic	22.55	
05160	Motor Equipment Metal Worker	20.72	
05190	Motor Vehicle Mechanic	22.55	
05220	Motor Vehicle Mechanic Helper	17.74	***
05250	Motor Vehicle Upholstery Worker	19.88	
05280	Motor Vehicle Wrecker	20.72	

Code	Title	Rate	Note
05310	Painter, Automotive	21.43	
05340	Radiator Repair Specialist	20.72	
05370	Tire Repairer	18.92	
05400	Transmission Repair Specialist	22.55	
07000	Food Preparation And Service Occupations		
07010	Baker	18.52	
07041	Cook I	15.16	***
07042	Cook II	16.60	***
07070	Dishwasher	13.18	***
07130	Food Service Worker	14.18	***
07210	Meat Cutter	15.15	***
07260	Waiter/Waitress	14.26	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	27.14	
09040	Furniture Handler	19.49	
09080	Furniture Refinisher	27.14	
09090	Furniture Refinisher Helper	22.46	
09110	Furniture Repairer, Minor	25.17	
09130	Upholsterer	27.14	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	14.10	***
11060	Elevator Operator	14.33	***
11090	Gardener	20.17	
11122	Housekeeping Aide	14.33	***
11150	Janitor	14.33	***
11210	Laborer, Grounds Maintenance	16.41	***
11240	Maid or Houseman	13.55	***
11260	Pruner	15.14	***
11270	Tractor Operator	18.91	
11330	Trail Maintenance Worker	16.41	***
11360	Window Cleaner	15.54	***
12000	Health Occupations		
12010	Ambulance Driver	23.88	
12011	Breath Alcohol Technician	23.88	
12012	Certified Occupational Therapist Assistant	32.77	
12015	Certified Physical Therapist Assistant	27.31	
12020	Dental Assistant	22.62	

Code	Title	Rate	Note
12025	Dental Hygienist	39.49	
12030	EKG Technician	36.19	
12035	Electroneurodiagnostic Technologist	36.19	
12040	Emergency Medical Technician	23.88	
12071	Licensed Practical Nurse I	21.35	
12072	Licensed Practical Nurse II	23.88	
12073	Licensed Practical Nurse III	26.62	
12100	Medical Assistant	17.46	***
12130	Medical Laboratory Technician	21.85	
12160	Medical Record Clerk	21.35	
12190	Medical Record Technician	24.61	
12195	Medical Transcriptionist	21.35	
12210	Nuclear Medicine Technologist	52.48	
12221	Nursing Assistant I	12.75	***
12222	Nursing Assistant II	14.33	***
12223	Nursing Assistant III	15.64	***
12224	Nursing Assistant IV	17.57	***
12235	Optical Dispenser	23.88	
12236	Optical Technician	21.35	
12250	Pharmacy Technician	18.21	
12280	Phlebotomist	21.35	
12305	Radiologic Technologist	36.19	
12311	Registered Nurse I	27.40	
12312	Registered Nurse II	33.52	
12313	Registered Nurse II, Specialist	33.52	
12314	Registered Nurse III	40.55	
12315	Registered Nurse III, Anesthetist	40.55	
12316	Registered Nurse IV	48.60	
12317	Scheduler (Drug and Alcohol Testing)	29.59	
12320	Substance Abuse Treatment Counselor	28.72	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	20.10	
13012	Exhibits Specialist II	25.28	
13013	Exhibits Specialist III	30.92	
13041	Illustrator I	18.61	
13042	Illustrator II	23.45	
13043	Illustrator III	30.92	

Code	Title	Rate	Note
13047	Librarian	25.96	
13050	Library Aide/Clerk	14.77	***
13054	Library Information Technology Systems Administrator	25.57	
13058	Library Technician	19.30	
13061	Media Specialist I	16.32	***
13062	Media Specialist II	18.25	
13063	Media Specialist III	20.36	
13071	Photographer I	16.92	***
13072	Photographer II	18.93	
13073	Photographer III	23.45	
13074	Photographer IV	28.69	
13075	Photographer V	34.71	
13090	Technical Order Library Clerk	18.85	
13110	Video Teleconference Technician	16.32	***
14000	Information Technology Occupations		
14041	Computer Operator I	15.62	***
14042	Computer Operator II	17.48	***
14043	Computer Operator III	19.49	
14044	Computer Operator IV	21.66	
14045	Computer Operator V	23.98	
14071	Computer Programmer I	20.41	see 1
14072	Computer Programmer II	25.30	see 1
14073	Computer Programmer III		see 1
14074	Computer Programmer IV		see 1
14101	Computer Systems Analyst I		see 1
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	14.91	***
14160	Personal Computer Support Technician	21.66	
14170	System Support Specialist	23.98	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	30.16	
15020	Aircrew Training Devices Instructor (Rated)	36.48	
15030	Air Crew Training Devices Instructor (Pilot)	41.60	
15050	Computer Based Training Specialist / Instructor	30.16	
15060	Educational Technologist	34.71	
15070	Flight Instructor (Pilot)	41.60	

Code	Title	Rate	Note
15080	Graphic Artist	28.84	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	41.60	
15086	Maintenance Test Pilot, Rotary Wing	41.60	
15088	Non-Maintenance Test/Co-Pilot	41.60	
15090	Technical Instructor	24.20	
15095	Technical Instructor/Course Developer	29.60	
15110	Test Proctor	19.53	
15120	Tutor	19.53	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.38	***
16030	Counter Attendant	12.38	***
16040	Dry Cleaner	16.26	***
16070	Finisher, Flatwork, Machine	12.38	***
16090	Presser, Hand	12.38	***
16110	Presser, Machine, Drycleaning	12.38	***
16130	Presser, Machine, Shirts	12.38	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.38	***
16190	Sewing Machine Operator	17.64	***
16220	Tailor	18.97	
16250	Washer, Machine	13.71	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	29.21	
19040	Tool And Die Maker	33.32	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.74	
21030	Material Coordinator	26.63	
21040	Material Expediter	26.63	
21050	Material Handling Laborer	16.79	***
21071	Order Filler	15.88	***
21080	Production Line Worker (Food Processing)	20.74	
21110	Shipping Packer	19.25	
21130	Shipping/Receiving Clerk	19.25	
21140	Store Worker I	21.25	
21150	Stock Clerk	27.03	
21210	Tools And Parts Attendant	20.74	
21410	Warehouse Specialist	20.74	
23000	Mechanics And Maintenance And Repair Occupations		

Code	Title	Rate Note
23010	Aerospace Structural Welder	29.50
23019	Aircraft Logs and Records Technician	25.17
23021	Aircraft Mechanic I	28.56
23022	Aircraft Mechanic II	29.50
23023	Aircraft Mechanic III	30.73
23040	Aircraft Mechanic Helper	22.46
23050	Aircraft, Painter	28.07
23060	Aircraft Servicer	25.17
23070	Aircraft Survival Flight Equipment Technician	28.07
23080	Aircraft Worker	26.23
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.23
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.56
23110	Appliance Mechanic	27.14
23120	Bicycle Repairer	23.95
23125	Cable Splicer	28.56
23130	Carpenter, Maintenance	24.43
23140	Carpet Layer	26.23
23160	Electrician, Maintenance	30.74
23181	Electronics Technician Maintenance I	26.23
23182	Electronics Technician Maintenance II	27.14
23183	Electronics Technician Maintenance III	28.56
23260	Fabric Worker	25.17
23290	Fire Alarm System Mechanic	28.56
23310	Fire Extinguisher Repairer	23.95
23311	Fuel Distribution System Mechanic	28.56
23312	Fuel Distribution System Operator	23.95
23370	General Maintenance Worker	18.59
23380	Ground Support Equipment Mechanic	28.56
23381	Ground Support Equipment Servicer	25.17
23382	Ground Support Equipment Worker	26.23
23391	Gunsmith I	23.95
23392	Gunsmith II	26.23
23393	Gunsmith III	28.56
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.14
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.88
23430	Heavy Equipment Mechanic	28.56
23440	Heavy Equipment Operator	31.14

Code	Title	Rate	Note
23460	Instrument Mechanic	28.56	
23465	Laboratory/Shelter Mechanic	27.14	
23470	Laborer	16.79	***
23510	Locksmith	27.14	
23530	Machinery Maintenance Mechanic	31.81	
23550	Machinist, Maintenance	23.55	
23580	Maintenance Trades Helper	22.46	
23591	Metrology Technician I	28.56	
23592	Metrology Technician II	29.50	
23593	Metrology Technician III	30.73	
23640	Millwright	32.40	
23710	Office Appliance Repairer	27.14	
23760	Painter, Maintenance	27.14	
23790	Pipefitter, Maintenance	37.67	
23810	Plumber, Maintenance	35.81	
23820	Pneudraulic Systems Mechanic	28.56	
23850	Rigger	28.56	
23870	Scale Mechanic	26.23	
23890	Sheet-Metal Worker, Maintenance	30.71	
23910	Small Engine Mechanic	26.23	
23931	Telecommunications Mechanic I	28.56	
23932	Telecommunications Mechanic II	29.50	
23950	Telephone Lineman	28.56	
23960	Welder, Combination, Maintenance	26.25	
23965	Well Driller	28.56	
23970	Woodcraft Worker	28.56	
23980	Woodworker	23.95	
24000	Personal Needs Occupations		
24550	Case Manager	16.76	***
24570	Child Care Attendant	13.05	***
24580	Child Care Center Clerk	16.28	***
24610	Chore Aide	14.55	***
24620	Family Readiness And Support Services Coordinator	16.76	***
24630	Homemaker	16.76	***
25000	Plant And System Operations Occupations		
25010	Boiler Tender	27.67	
25040	Sewage Plant Operator	26.30	

Code	Title	Rate	Note
25070	Stationary Engineer	27.67	
25190	Ventilation Equipment Tender	21.77	
25210	Water Treatment Plant Operator	26.30	
27000	Protective Service Occupations		
27004	Alarm Monitor	18.23	
27007	Baggage Inspector	14.34	***
27008	Corrections Officer	24.73	
27010	Court Security Officer	25.12	
27030	Detection Dog Handler	17.54	***
27040	Detention Officer	24.73	
27070	Firefighter	23.73	
27101	Guard I	14.34	***
27102	Guard II	17.54	***
27131	Police Officer I	30.33	
27132	Police Officer II	33.70	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	15.82	***
28042	Carnival Equipment Repairer	16.87	***
28043	Carnival Worker	12.66	***
28210	Gate Attendant/Gate Tender	20.09	
28310	Lifeguard	16.20	***
28350	Park Attendant (Aide)	22.47	
28510	Recreation Aide/Health Facility Attendant	16.40	***
28515	Recreation Specialist	27.81	
28630	Sports Official	17.89	
28690	Swimming Pool Operator	19.46	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	26.23	
29020	Hatch Tender	26.23	
29030	Line Handler	26.23	
29041	Stevedore I	25.17	
29042	Stevedore II	27.14	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	17.33	***

Code	Title	Rate Note
30022	Archeological Technician II	19.38
30023	Archeological Technician III	24.02
30030	Cartographic Technician	24.02
30040	Civil Engineering Technician	24.02
30051	Cryogenic Technician I	23.75
30052	Cryogenic Technician II	26.24
30061	Drafter/CAD Operator I	17.33 ***
30062	Drafter/CAD Operator II	19.38
30063	Drafter/CAD Operator III	21.62
30064	Drafter/CAD Operator IV	26.60
30081	Engineering Technician I	16.36 ***
30082	Engineering Technician II	18.36
30083	Engineering Technician III	20.53
30084	Engineering Technician IV	25.45
30085	Engineering Technician V	31.13
30086	Engineering Technician VI	37.66
30090	Environmental Technician	24.02
30095	Evidence Control Specialist	21.44
30210	Laboratory Technician	24.17
30221	Latent Fingerprint Technician I	23.75
30222	Latent Fingerprint Technician II	26.24
30240	Mathematical Technician	24.02
30361	Paralegal/Legal Assistant I	20.37
30362	Paralegal/Legal Assistant II	25.22
30363	Paralegal/Legal Assistant III	30.87
30364	Paralegal/Legal Assistant IV	37.35
30375	Petroleum Supply Specialist	26.24
30390	Photo-Optics Technician	24.02
30395	Radiation Control Technician	26.24
30461	Technical Writer I	24.02
30462	Technical Writer II	29.38
30463	Technical Writer III	35.54
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

Code	Title	Rate	Note
30501	Weather Forecaster I	26.60	
30502	Weather Forecaster II	32.35	
30620	Weather Observer, Combined Upper Air Or Surface Programs	21.62	see 2
30621	Weather Observer, Senior	24.02	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	14.90	***
31030	Bus Driver	19.26	
31043	Driver Courier	15.76	***
31260	Parking and Lot Attendant	13.75	***
31290	Shuttle Bus Driver	16.49	***
31310	Taxi Driver	17.18	***
31361	Truckdriver, Light	16.81	***
31362	Truckdriver, Medium	17.66	***
31363	Truckdriver, Heavy	25.28	
31364	Truckdriver, Tractor-Trailer	25.28	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	13.39	***
99050	Desk Clerk	12.86	***
99095	Embalmer	31.98	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	28.52	
99252	Laboratory Animal Caretaker II	30.07	
99260	Marketing Analyst	27.86	
99310	Mortician	31.98	
99410	Pest Controller	32.44	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	25.12	
99711	Recycling Specialist	28.95	
99730	Refuse Collector	23.17	
99810	Sales Clerk	14.40	***
99820	School Crossing Guard	23.17	
99830	Survey Party Chief	22.19	
99831	Surveying Aide	12.68	***
99832	Surveying Technician	18.96	
99840	Vending Machine Attendant	28.95	

Code	Title	Rate	Note
99841	Vending Machine Repairer	33.81	
99842	Vending Machine Repairer Helper	28.95	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 25 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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)).

Wage Determination No. : 2015-4839

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan County of Wayne

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	19.14
01012	Accounting Clerk II	21.48
01013	Accounting Clerk III	24.03
01020	Administrative Assistant	34.92
01035	Court Reporter	31.63
01041	Customer Service Representative I	17.72 ***
01042	Customer Service Representative II	19.34

Code	Title	Rate	Note
01043	Customer Service Representative III	21.71	
01051	Data Entry Operator I	17.01	***
01052	Data Entry Operator II	18.56	
01060	Dispatcher, Motor Vehicle	22.81	
01070	Document Preparation Clerk	18.18	
01090	Duplicating Machine Operator	18.18	
01111	General Clerk I	17.91	
01112	General Clerk II	19.55	
01113	General Clerk III	21.94	
01120	Housing Referral Assistant	26.97	
01141	Messenger Courier	19.30	
01191	Order Clerk I	20.53	
01192	Order Clerk II	22.39	
01261	Personnel Assistant (Employment) I	20.46	
01262	Personnel Assistant (Employment) II	22.88	
01263	Personnel Assistant (Employment) III	25.51	
01270	Production Control Clerk	28.97	
01290	Rental Clerk	18.89	
01300	Scheduler, Maintenance	21.64	
01311	Secretary I	21.64	
01312	Secretary II	24.20	
01313	Secretary III	26.97	
01320	Service Order Dispatcher	20.39	
01410	Supply Technician	34.92	
01420	Survey Worker	20.62	
01460	Switchboard Operator/Receptionist	18.03	
01531	Travel Clerk I	19.23	
01532	Travel Clerk II	20.90	
01533	Travel Clerk III	23.23	
01611	Word Processor I	19.86	
01612	Word Processor II	22.30	
01613	Word Processor III	24.94	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	27.41	
05010	Automotive Electrician	23.41	
05040	Automotive Glass Installer	22.66	
05070	Automotive Worker	22.66	

Code	Title	Rate	Note
05110	Mobile Equipment Servicer	21.03	
05130	Motor Equipment Metal Mechanic	24.37	
05160	Motor Equipment Metal Worker	22.66	
05190	Motor Vehicle Mechanic	24.37	
05220	Motor Vehicle Mechanic Helper	19.73	
05250	Motor Vehicle Upholstery Worker	21.82	
05280	Motor Vehicle Wrecker	22.66	
05310	Painter, Automotive	23.41	
05340	Radiator Repair Specialist	22.66	
05370	Tire Repairer	19.58	
05400	Transmission Repair Specialist	24.37	
07000	Food Preparation And Service Occupations		
07010	Baker	18.55	
07041	Cook I	17.50	***
07042	Cook II	18.86	
07070	Dishwasher	14.45	***
07130	Food Service Worker	17.06	***
07210	Meat Cutter	18.56	
07260	Waiter/Waitress	17.37	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	23.44	
09040	Furniture Handler	18.10	
09080	Furniture Refinisher	23.44	
09090	Furniture Refinisher Helper	20.50	
09110	Furniture Repairer, Minor	21.98	
09130	Upholsterer	23.44	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	17.11	***
11060	Elevator Operator	17.09	***
11090	Gardener	22.66	
11122	Housekeeping Aide	17.09	***
11150	Janitor	17.09	***
11210	Laborer, Grounds Maintenance	18.43	
11240	Maid or Houseman	16.73	***
11260	Pruner	17.03	***
11270	Tractor Operator	21.27	
11330	Trail Maintenance Worker	18.43	

Code	Title	Rate Note
11360	Window Cleaner	18.49
12000	Health Occupations	
12010	Ambulance Driver	19.69
12011	Breath Alcohol Technician	28.06
12012	Certified Occupational Therapist Assistant	30.57
12015	Certified Physical Therapist Assistant	29.22
12020	Dental Assistant	22.75
12025	Dental Hygienist	39.20
12030	EKG Technician	35.19
12035	Electroneurodiagnostic Technologist	35.19
12040	Emergency Medical Technician	19.69
12071	Licensed Practical Nurse I	25.08
12072	Licensed Practical Nurse II	28.06
12073	Licensed Practical Nurse III	31.27
12100	Medical Assistant	18.45
12130	Medical Laboratory Technician	28.20
12160	Medical Record Clerk	20.72
12190	Medical Record Technician	23.18
12195	Medical Transcriptionist	18.99
12210	Nuclear Medicine Technologist	44.92
12221	Nursing Assistant I	15.30 ***
12222	Nursing Assistant II	17.22 ***
12223	Nursing Assistant III	18.79
12224	Nursing Assistant IV	21.09
12235	Optical Dispenser	20.27
12236	Optical Technician	22.73
12250	Pharmacy Technician	19.04
12280	Phlebotomist	21.02
12305	Radiologic Technologist	33.44
12311	Registered Nurse I	29.83
12312	Registered Nurse II	35.36
12313	Registered Nurse II, Specialist	35.36
12314	Registered Nurse III	44.14
12315	Registered Nurse III, Anesthetist	44.14
12316	Registered Nurse IV	52.92
12317	Scheduler (Drug and Alcohol Testing)	34.75
12320	Substance Abuse Treatment Counselor	24.49

Code	Title	Rate	Note
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	21.81	
13012	Exhibits Specialist II	27.01	
13013	Exhibits Specialist III	33.04	
13041	Illustrator I	27.51	
13042	Illustrator II	33.44	
13043	Illustrator III	39.40	
13047	Librarian	30.28	
13050	Library Aide/Clerk	15.21	***
13054	Library Information Technology Systems Administrator	27.34	
13058	Library Technician	18.56	
13061	Media Specialist I	19.18	
13062	Media Specialist II	21.46	
13063	Media Specialist III	23.92	
13071	Photographer I	19.77	
13072	Photographer II	22.83	
13073	Photographer III	29.56	
13074	Photographer IV	34.28	
13075	Photographer V	40.54	
13090	Technical Order Library Clerk	19.09	
13110	Video Teleconference Technician	27.65	
14000	Information Technology Occupations		
14041	Computer Operator I	20.95	
14042	Computer Operator II	23.44	
14043	Computer Operator III	26.14	
14044	Computer Operator IV	29.04	
14045	Computer Operator V	32.16	
14071	Computer Programmer I	24.38	see 1
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	20.95	
14160	Personal Computer Support Technician	29.04	
14170	System Support Specialist	33.76	

Code	Title	Rate	Note
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	35.45	
15020	Aircrew Training Devices Instructor (Rated)	42.88	
15030	Air Crew Training Devices Instructor (Pilot)	51.41	
15050	Computer Based Training Specialist / Instructor	35.45	
15060	Educational Technologist	38.93	
15070	Flight Instructor (Pilot)	51.41	
15080	Graphic Artist	30.61	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	51.41	
15086	Maintenance Test Pilot, Rotary Wing	51.41	
15088	Non-Maintenance Test/Co-Pilot	51.41	
15090	Technical Instructor	26.84	
15095	Technical Instructor/Course Developer	32.83	
15110	Test Proctor	21.80	
15120	Tutor	21.80	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	13.65	***
16030	Counter Attendant	13.65	***
16040	Dry Cleaner	17.58	***
16070	Finisher, Flatwork, Machine	13.65	***
16090	Presser, Hand	13.65	***
16110	Presser, Machine, Drycleaning	13.65	***
16130	Presser, Machine, Shirts	13.65	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.65	***
16190	Sewing Machine Operator	19.14	
16220	Tailor	20.64	
16250	Washer, Machine	14.58	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	30.20	
19040	Tool And Die Maker	34.76	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.41	
21030	Material Coordinator	28.97	
21040	Material Expediter	28.97	
21050	Material Handling Laborer	19.13	
21071	Order Filler	17.97	
21080	Production Line Worker (Food Processing)	22.41	

Code	Title	Rate Note
21110	Shipping Packer	21.99
21130	Shipping/Receiving Clerk	21.99
21140	Store Worker I	22.10
21150	Stock Clerk	28.09
21210	Tools And Parts Attendant	22.41
21410	Warehouse Specialist	22.41
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	38.23
23019	Aircraft Logs and Records Technician	33.11
23021	Aircraft Mechanic I	36.98
23022	Aircraft Mechanic II	38.23
23023	Aircraft Mechanic III	39.53
23040	Aircraft Mechanic Helper	29.94
23050	Aircraft, Painter	35.52
23060	Aircraft Servicer	33.11
23070	Aircraft Survival Flight Equipment Technician	35.52
23080	Aircraft Worker	34.38
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	34.38
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.98
23110	Appliance Mechanic	27.71
23120	Bicycle Repairer	27.18
23125	Cable Splicer	51.13
23130	Carpenter, Maintenance	31.28
23140	Carpet Layer	25.41
23160	Electrician, Maintenance	38.62
23181	Electronics Technician Maintenance I	31.46
23182	Electronics Technician Maintenance II	32.50
23183	Electronics Technician Maintenance III	33.84
23260	Fabric Worker	29.91
23290	Fire Alarm System Mechanic	26.15
23310	Fire Extinguisher Repairer	28.83
23311	Fuel Distribution System Mechanic	44.76
23312	Fuel Distribution System Operator	38.62
23370	General Maintenance Worker	23.96
23380	Ground Support Equipment Mechanic	36.98
23381	Ground Support Equipment Servicer	33.11
23382	Ground Support Equipment Worker	34.38

Code	Title	Rate Note
23391	Gunsmith I	28.83
23392	Gunsmith II	31.07
23393	Gunsmith III	33.41
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.39
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.39
23430	Heavy Equipment Mechanic	31.77
23440	Heavy Equipment Operator	32.13
23460	Instrument Mechanic	35.01
23465	Laboratory/Shelter Mechanic	32.09
23470	Laborer	19.13
23510	Locksmith	28.97
23530	Machinery Maintenance Mechanic	31.30
23550	Machinist, Maintenance	27.99
23580	Maintenance Trades Helper	19.60
23591	Metrology Technician I	35.01
23592	Metrology Technician II	36.20
23593	Metrology Technician III	37.48
23640	Millwright	40.32
23710	Office Appliance Repairer	24.76
23760	Painter, Maintenance	26.65
23790	Pipefitter, Maintenance	39.17
23810	Plumber, Maintenance	37.62
23820	Pneudraulic Systems Mechanic	33.41
23850	Rigger	34.10
23870	Scale Mechanic	31.07
23890	Sheet-Metal Worker, Maintenance	31.34
23910	Small Engine Mechanic	25.41
23931	Telecommunications Mechanic I	31.93
23932	Telecommunications Mechanic II	32.95
23950	Telephone Lineman	31.59
23960	Welder, Combination, Maintenance	26.46
23965	Well Driller	29.16
23970	Woodcraft Worker	33.41
23980	Woodworker	28.83
24000	Personal Needs Occupations	
24550	Case Manager	19.86
24570	Child Care Attendant	14.08 ***

Code	Title	Rate	Note
24580	Child Care Center Clerk	18.10	
24610	Chore Aide	15.53	***
24620	Family Readiness And Support Services Coordinator	19.86	
24630	Homemaker	19.90	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	39.70	
25040	Sewage Plant Operator	29.36	
25070	Stationary Engineer	39.70	
25190	Ventilation Equipment Tender	32.15	
25210	Water Treatment Plant Operator	29.36	
27000 Protective Service Occupations			
27004	Alarm Monitor	23.95	
27007	Baggage Inspector	18.36	
27008	Corrections Officer	31.37	
27010	Court Security Officer	30.57	
27030	Detection Dog Handler	20.54	
27040	Detention Officer	31.37	
27070	Firefighter	29.76	
27101	Guard I	18.36	
27102	Guard II	20.54	
27131	Police Officer I	34.19	
27132	Police Officer II	37.98	
28000 Recreation Occupations			
28041	Carnival Equipment Operator	17.02	***
28042	Carnival Equipment Repairer	18.14	
28043	Carnival Worker	13.63	***
28210	Gate Attendant/Gate Tender	19.41	
28310	Lifeguard	14.18	***
28350	Park Attendant (Aide)	21.72	
28510	Recreation Aide/Health Facility Attendant	15.85	***
28515	Recreation Specialist	26.90	
28630	Sports Official	17.30	***
28690	Swimming Pool Operator	20.87	
29000 Stevedoring/Longshoremen Occupational Services			
29010	Blocker And Bracer	32.13	
29020	Hatch Tender	32.13	
29030	Line Handler	32.13	

Code	Title	Rate Note
29041	Stevedore I	30.94
29042	Stevedore II	33.19
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	50.82 see 2
30011	Air Traffic Control Specialist, Station (HFO)	35.05 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	38.59 see 2
30021	Archeological Technician I	22.09
30022	Archeological Technician II	24.72
30023	Archeological Technician III	30.61
30030	Cartographic Technician	30.61
30040	Civil Engineering Technician	29.19
30051	Cryogenic Technician I	33.00
30052	Cryogenic Technician II	36.44
30061	Drafter/CAD Operator I	22.09
30062	Drafter/CAD Operator II	24.72
30063	Drafter/CAD Operator III	27.56
30064	Drafter/CAD Operator IV	33.90
30081	Engineering Technician I	19.54
30082	Engineering Technician II	21.93
30083	Engineering Technician III	25.16
30084	Engineering Technician IV	31.16
30085	Engineering Technician V	37.18
30086	Engineering Technician VI	44.97
30090	Environmental Technician	27.27
30095	Evidence Control Specialist	29.80
30210	Laboratory Technician	29.12
30221	Latent Fingerprint Technician I	33.35
30222	Latent Fingerprint Technician II	36.83
30240	Mathematical Technician	32.49
30361	Paralegal/Legal Assistant I	25.03
30362	Paralegal/Legal Assistant II	31.00
30363	Paralegal/Legal Assistant III	37.91
30364	Paralegal/Legal Assistant IV	45.87
30375	Petroleum Supply Specialist	36.44
30390	Photo-Optics Technician	30.61
30395	Radiation Control Technician	36.44
30461	Technical Writer I	30.85

Code	Title	Rate	Note
30462	Technical Writer II	37.74	
30463	Technical Writer III	45.66	
30491	Unexploded Ordnance (UXO) Technician I	32.30	
30492	Unexploded Ordnance (UXO) Technician II	39.08	
30493	Unexploded Ordnance (UXO) Technician III	46.84	
30494	Unexploded (UXO) Safety Escort	32.30	
30495	Unexploded (UXO) Sweep Personnel	32.30	
30501	Weather Forecaster I	33.00	
30502	Weather Forecaster II	40.14	
30620	Weather Observer, Combined Upper Air Or Surface Programs	27.56	see 2
30621	Weather Observer, Senior	30.31	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	39.08	
31020	Bus Aide	18.16	
31030	Bus Driver	23.17	
31043	Driver Courier	18.74	
31260	Parking and Lot Attendant	15.24	***
31290	Shuttle Bus Driver	18.08	
31310	Taxi Driver	16.53	***
31361	Truckdriver, Light	19.97	
31362	Truckdriver, Medium	20.72	
31363	Truckdriver, Heavy	26.84	
31364	Truckdriver, Tractor-Trailer	26.84	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	19.05	
99030	Cashier	14.31	***
99050	Desk Clerk	16.34	***
99095	Embalmer	33.88	
99130	Flight Follower	32.30	
99251	Laboratory Animal Caretaker I	18.07	
99252	Laboratory Animal Caretaker II	19.25	
99260	Marketing Analyst	42.10	
99310	Mortician	33.88	
99410	Pest Controller	22.34	
99510	Photofinishing Worker	20.61	
99710	Recycling Laborer	28.68	
99711	Recycling Specialist	33.10	

Code	Title	Rate	Note
99730	Refuse Collector	26.50	
99810	Sales Clerk	16.68	***
99820	School Crossing Guard	14.96	***
99830	Survey Party Chief	30.72	
99831	Surveying Aide	15.99	***
99832	Surveying Technician	24.48	
99840	Vending Machine Attendant	22.81	
99841	Vending Machine Repairer	26.80	
99842	Vending Machine Repairer Helper	22.81	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4841

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan County of Genesee

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	

Code	Title	Rate	Note
01011	Accounting Clerk I	17.06	***
01012	Accounting Clerk II	19.14	
01013	Accounting Clerk III	21.41	
01020	Administrative Assistant	29.25	
01035	Court Reporter	21.14	
01041	Customer Service Representative I	16.17	***
01042	Customer Service Representative II	17.64	***
01043	Customer Service Representative III	19.80	
01051	Data Entry Operator I	17.47	***
01052	Data Entry Operator II	19.06	
01060	Dispatcher, Motor Vehicle	21.98	
01070	Document Preparation Clerk	16.84	***
01090	Duplicating Machine Operator	16.84	***
01111	General Clerk I	16.26	***
01112	General Clerk II	17.73	***
01113	General Clerk III	19.92	
01120	Housing Referral Assistant	23.58	
01141	Messenger Courier	15.97	***
01191	Order Clerk I	19.70	
01192	Order Clerk II	21.51	
01261	Personnel Assistant (Employment) I	19.27	
01262	Personnel Assistant (Employment) II	21.55	
01263	Personnel Assistant (Employment) III	24.04	
01270	Production Control Clerk	27.13	
01290	Rental Clerk	17.12	***
01300	Scheduler, Maintenance	18.90	
01311	Secretary I	18.90	
01312	Secretary II	21.14	
01313	Secretary III	23.58	
01320	Service Order Dispatcher	19.04	
01410	Supply Technician	29.25	
01420	Survey Worker	22.34	
01460	Switchboard Operator/Receptionist	16.48	***
01531	Travel Clerk I	16.14	***
01532	Travel Clerk II	17.51	***
01533	Travel Clerk III	18.90	
01611	Word Processor I	16.84	***

Code	Title	Rate	Note
01612	Word Processor II	18.90	
01613	Word Processor III	21.14	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.66	
05010	Automotive Electrician	22.58	
05040	Automotive Glass Installer	21.84	
05070	Automotive Worker	21.84	
05110	Mobile Equipment Servicer	20.43	
05130	Motor Equipment Metal Mechanic	23.31	
05160	Motor Equipment Metal Worker	21.84	
05190	Motor Vehicle Mechanic	23.31	
05220	Motor Vehicle Mechanic Helper	19.71	
05250	Motor Vehicle Upholstery Worker	21.12	
05280	Motor Vehicle Wrecker	21.84	
05310	Painter, Automotive	22.58	
05340	Radiator Repair Specialist	21.84	
05370	Tire Repairer	19.58	
05400	Transmission Repair Specialist	23.31	
07000	Food Preparation And Service Occupations		
07010	Baker	18.55	
07041	Cook I	14.60	***
07042	Cook II	15.73	***
07070	Dishwasher	12.98	***
07130	Food Service Worker	14.27	***
07210	Meat Cutter	19.59	
07260	Waiter/Waitress	15.49	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	24.28	
09040	Furniture Handler	18.10	
09080	Furniture Refinisher	24.28	
09090	Furniture Refinisher Helper	20.50	
09110	Furniture Repairer, Minor	22.64	
09130	Upholsterer	24.28	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	14.97	***
11060	Elevator Operator	15.14	***
11090	Gardener	21.12	

Code	Title	Rate	Note
11122	Housekeeping Aide	15.14	***
11150	Janitor	15.14	***
11210	Laborer, Grounds Maintenance	17.17	***
11240	Maid or Houseman	14.01	***
11260	Pruner	15.87	***
11270	Tractor Operator	19.82	
11330	Trail Maintenance Worker	17.17	***
11360	Window Cleaner	16.38	***
12000	Health Occupations		
12010	Ambulance Driver	18.83	
12011	Breath Alcohol Technician	26.43	
12012	Certified Occupational Therapist Assistant	30.87	
12015	Certified Physical Therapist Assistant	28.90	
12020	Dental Assistant	22.23	
12025	Dental Hygienist	36.73	
12030	EKG Technician	36.00	
12035	Electroneurodiagnostic Technologist	36.00	
12040	Emergency Medical Technician	18.83	
12071	Licensed Practical Nurse I	23.62	
12072	Licensed Practical Nurse II	26.43	
12073	Licensed Practical Nurse III	29.47	
12100	Medical Assistant	17.55	***
12130	Medical Laboratory Technician	31.55	
12160	Medical Record Clerk	20.11	
12190	Medical Record Technician	22.49	
12195	Medical Transcriptionist	18.11	
12210	Nuclear Medicine Technologist	58.08	
12221	Nursing Assistant I	14.78	***
12222	Nursing Assistant II	16.63	***
12223	Nursing Assistant III	18.15	
12224	Nursing Assistant IV	20.37	
12235	Optical Dispenser	19.36	
12236	Optical Technician	23.62	
12250	Pharmacy Technician	17.78	
12280	Phlebotomist	21.58	
12305	Radiologic Technologist	31.42	
12311	Registered Nurse I	29.83	

Code	Title	Rate	Note
12312	Registered Nurse II	34.26	
12313	Registered Nurse II, Specialist	34.26	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.92	
12317	Scheduler (Drug and Alcohol Testing)	32.74	
12320	Substance Abuse Treatment Counselor	28.10	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	21.47	
13012	Exhibits Specialist II	26.61	
13013	Exhibits Specialist III	32.54	
13041	Illustrator I	25.01	
13042	Illustrator II	30.40	
13043	Illustrator III	35.82	
13047	Librarian	30.28	
13050	Library Aide/Clerk	16.93	***
13054	Library Information Technology Systems Administrator	27.34	
13058	Library Technician	21.27	
13061	Media Specialist I	18.54	
13062	Media Specialist II	20.75	
13063	Media Specialist III	23.13	
13071	Photographer I	19.42	
13072	Photographer II	22.83	
13073	Photographer III	29.56	
13074	Photographer IV	34.28	
13075	Photographer V	39.82	
13090	Technical Order Library Clerk	21.25	
13110	Video Teleconference Technician	23.14	
14000	Information Technology Occupations		
14041	Computer Operator I	19.20	
14042	Computer Operator II	21.47	
14043	Computer Operator III	23.93	
14044	Computer Operator IV	26.61	
14045	Computer Operator V	29.46	
14071	Computer Programmer I	23.50	see 1
14072	Computer Programmer II		see 1
14073	Computer Programmer III		see 1

Code	Title	Rate	Note
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	19.20	
14160	Personal Computer Support Technician	26.61	
14170	System Support Specialist	29.46	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	37.27	
15020	Aircrew Training Devices Instructor (Rated)	45.09	
15030	Air Crew Training Devices Instructor (Pilot)	54.04	
15050	Computer Based Training Specialist / Instructor	37.27	
15060	Educational Technologist	39.98	
15070	Flight Instructor (Pilot)	54.04	
15080	Graphic Artist	30.61	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	54.04	
15086	Maintenance Test Pilot, Rotary Wing	54.04	
15088	Non-Maintenance Test/Co-Pilot	54.04	
15090	Technical Instructor	26.84	
15095	Technical Instructor/Course Developer	32.69	
15110	Test Proctor	21.80	
15120	Tutor	21.80	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.45	***
16030	Counter Attendant	12.45	***
16040	Dry Cleaner	16.71	***
16070	Finisher, Flatwork, Machine	12.45	***
16090	Presser, Hand	12.45	***
16110	Presser, Machine, Drycleaning	12.45	***
16130	Presser, Machine, Shirts	12.45	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.45	***
16190	Sewing Machine Operator	18.19	
16220	Tailor	19.61	
16250	Washer, Machine	13.86	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	29.43	
19040	Tool And Die Maker	33.85	

Code	Title	Rate Note
21000	Materials Handling And Packing Occupations	
21020	Forklift Operator	25.90
21030	Material Coordinator	27.13
21040	Material Expediter	27.13
21050	Material Handling Laborer	18.05
21071	Order Filler	17.06 ***
21080	Production Line Worker (Food Processing)	25.90
21110	Shipping Packer	17.95
21130	Shipping/Receiving Clerk	17.95
21140	Store Worker I	22.10
21150	Stock Clerk	28.09
21210	Tools And Parts Attendant	25.90
21410	Warehouse Specialist	25.90
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	31.68
23019	Aircraft Logs and Records Technician	27.43
23021	Aircraft Mechanic I	30.64
23022	Aircraft Mechanic II	31.68
23023	Aircraft Mechanic III	32.80
23040	Aircraft Mechanic Helper	24.81
23050	Aircraft, Painter	29.43
23060	Aircraft Servicer	27.43
23070	Aircraft Survival Flight Equipment Technician	29.43
23080	Aircraft Worker	28.49
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.49
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.64
23110	Appliance Mechanic	29.43
23120	Bicycle Repairer	26.43
23125	Cable Splicer	30.64
23130	Carpenter, Maintenance	26.52
23140	Carpet Layer	28.49
23160	Electrician, Maintenance	36.25
23181	Electronics Technician Maintenance I	28.49
23182	Electronics Technician Maintenance II	29.43
23183	Electronics Technician Maintenance III	31.31
23260	Fabric Worker	27.43
23290	Fire Alarm System Mechanic	30.64

Code	Title	Rate	Note
23310	Fire Extinguisher Repairer	26.43	
23311	Fuel Distribution System Mechanic	30.64	
23312	Fuel Distribution System Operator	26.43	
23370	General Maintenance Worker	23.96	
23380	Ground Support Equipment Mechanic	30.64	
23381	Ground Support Equipment Servicer	27.43	
23382	Ground Support Equipment Worker	28.49	
23391	Gunsmith I	26.43	
23392	Gunsmith II	28.49	
23393	Gunsmith III	30.64	
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.16	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.08	
23430	Heavy Equipment Mechanic	29.63	
23440	Heavy Equipment Operator	32.46	
23460	Instrument Mechanic	30.64	
23465	Laboratory/Shelter Mechanic	29.43	
23470	Laborer	17.50	***
23510	Locksmith	29.43	
23530	Machinery Maintenance Mechanic	30.34	
23550	Machinist, Maintenance	27.99	
23580	Maintenance Trades Helper	20.47	
23591	Metrology Technician I	30.64	
23592	Metrology Technician II	31.68	
23593	Metrology Technician III	32.80	
23640	Millwright	34.10	
23710	Office Appliance Repairer	24.76	
23760	Painter, Maintenance	28.42	
23790	Pipefitter, Maintenance	38.80	
23810	Plumber, Maintenance	37.27	
23820	Pneudraulic Systems Mechanic	30.64	
23850	Rigger	30.64	
23870	Scale Mechanic	28.49	
23890	Sheet-Metal Worker, Maintenance	38.92	
23910	Small Engine Mechanic	27.32	
23931	Telecommunications Mechanic I	29.28	
23932	Telecommunications Mechanic II	30.28	
23950	Telephone Lineman	30.64	

Code	Title	Rate	Note
23960	Welder, Combination, Maintenance	26.46	
23965	Well Driller	30.64	
23970	Woodcraft Worker	30.64	
23980	Woodworker	26.43	
24000	Personal Needs Occupations		
24550	Case Manager	17.11	***
24570	Child Care Attendant	13.85	***
24580	Child Care Center Clerk	18.10	
24610	Chore Aide	14.30	***
24620	Family Readiness And Support Services Coordinator	17.11	***
24630	Homemaker	19.20	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	28.00	
25040	Sewage Plant Operator	25.78	
25070	Stationary Engineer	28.00	
25190	Ventilation Equipment Tender	21.57	
25210	Water Treatment Plant Operator	25.78	
27000	Protective Service Occupations		
27004	Alarm Monitor	24.57	
27007	Baggage Inspector	14.57	***
27008	Corrections Officer	23.65	
27010	Court Security Officer	23.72	
27030	Detection Dog Handler	19.75	
27040	Detention Officer	23.65	
27070	Firefighter	21.92	
27101	Guard I	14.57	***
27102	Guard II	19.75	
27131	Police Officer I	27.65	
27132	Police Officer II	30.72	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	15.33	***
28042	Carnival Equipment Repairer	16.33	***
28043	Carnival Worker	12.28	***
28210	Gate Attendant/Gate Tender	17.39	***
28310	Lifeguard	14.30	***
28350	Park Attendant (Aide)	19.45	
28510	Recreation Aide/Health Facility Attendant	14.20	***

Code	Title	Rate	Note
28515	Recreation Specialist	24.10	
28630	Sports Official	15.49	***
28690	Swimming Pool Operator	20.87	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	28.49	
29020	Hatch Tender	28.49	
29030	Line Handler	28.49	
29041	Stevedore I	27.43	
29042	Stevedore II	29.43	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	49.85	see 2
30011	Air Traffic Control Specialist, Station (HFO)	34.38	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	37.85	see 2
30021	Archeological Technician I	22.05	
30022	Archeological Technician II	24.72	
30023	Archeological Technician III	30.61	
30030	Cartographic Technician	30.61	
30040	Civil Engineering Technician	31.56	
30051	Cryogenic Technician I	33.84	
30052	Cryogenic Technician II	37.38	
30061	Drafter/CAD Operator I	22.05	
30062	Drafter/CAD Operator II	24.66	
30063	Drafter/CAD Operator III	27.50	
30064	Drafter/CAD Operator IV	33.84	
30081	Engineering Technician I	19.65	
30082	Engineering Technician II	22.05	
30083	Engineering Technician III	25.16	
30084	Engineering Technician IV	31.16	
30085	Engineering Technician V	37.38	
30086	Engineering Technician VI	45.22	
30090	Environmental Technician	30.55	
30095	Evidence Control Specialist	31.16	
30210	Laboratory Technician	27.50	
30221	Latent Fingerprint Technician I	33.84	
30222	Latent Fingerprint Technician II	37.38	
30240	Mathematical Technician	32.22	
30361	Paralegal/Legal Assistant I	24.36	

Code	Title	Rate Note
30362	Paralegal/Legal Assistant II	30.18
30363	Paralegal/Legal Assistant III	36.92
30364	Paralegal/Legal Assistant IV	44.67
30375	Petroleum Supply Specialist	37.38
30390	Photo-Optics Technician	30.61
30395	Radiation Control Technician	37.38
30461	Technical Writer I	30.55
30462	Technical Writer II	37.38
30463	Technical Writer III	45.22
30491	Unexploded Ordnance (UXO) Technician I	31.68
30492	Unexploded Ordnance (UXO) Technician II	38.34
30493	Unexploded Ordnance (UXO) Technician III	45.95
30494	Unexploded (UXO) Safety Escort	31.68
30495	Unexploded (UXO) Sweep Personnel	31.68
30501	Weather Forecaster I	33.84
30502	Weather Forecaster II	41.16
30620	Weather Observer, Combined Upper Air Or Surface Programs	27.50 see 2
30621	Weather Observer, Senior	30.55 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	38.34
31020	Bus Aide	19.24
31030	Bus Driver	24.55
31043	Driver Courier	17.18 ***
31260	Parking and Lot Attendant	13.72 ***
31290	Shuttle Bus Driver	18.12
31310	Taxi Driver	15.03 ***
31361	Truckdriver, Light	18.31
31362	Truckdriver, Medium	19.61
31363	Truckdriver, Heavy	23.33
31364	Truckdriver, Tractor-Trailer	23.33
99000	Miscellaneous Occupations	
99020	Cabin Safety Specialist	18.69
99030	Cashier	13.45 ***
99050	Desk Clerk	13.99 ***
99095	Embalmer	34.73
99130	Flight Follower	31.68
99251	Laboratory Animal Caretaker I	16.15 ***

Code	Title	Rate	Note
99252	Laboratory Animal Caretaker II	17.22	***
99260	Marketing Analyst	31.84	
99310	Mortician	34.73	
99410	Pest Controller	33.27	
99510	Photofinishing Worker	16.65	***
99710	Recycling Laborer	25.48	
99711	Recycling Specialist	28.27	
99730	Refuse Collector	22.63	
99810	Sales Clerk	15.00	***
99820	School Crossing Guard	16.26	***
99830	Survey Party Chief	26.24	
99831	Surveying Aide	13.66	***
99832	Surveying Technician	20.91	
99840	Vending Machine Attendant	30.09	
99841	Vending Machine Repairer	34.55	
99842	Vending Machine Repairer Helper	30.09	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4843

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan County of Montcalm

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.97	
01012	Accounting Clerk II	20.17	
01013	Accounting Clerk III	22.56	
01020	Administrative Assistant	31.32	
01035	Court Reporter	22.62	
01041	Customer Service Representative I	16.96	***
01042	Customer Service Representative II	18.51	
01043	Customer Service Representative III	20.78	
01051	Data Entry Operator I	17.38	***
01052	Data Entry Operator II	18.97	
01060	Dispatcher, Motor Vehicle	24.42	
01070	Document Preparation Clerk	19.17	
01090	Duplicating Machine Operator	19.17	
01111	General Clerk I	17.27	***
01112	General Clerk II	18.85	
01113	General Clerk III	21.16	
01120	Housing Referral Assistant	23.85	
01141	Messenger Courier	17.95	
01191	Order Clerk I	21.59	
01192	Order Clerk II	23.56	
01261	Personnel Assistant (Employment) I	19.39	
01262	Personnel Assistant (Employment) II	21.70	
01263	Personnel Assistant (Employment) III	24.20	
01270	Production Control Clerk	28.04	
01290	Rental Clerk	19.00	
01300	Scheduler, Maintenance	19.11	

Code	Title	Rate	Note
01311	Secretary I	19.11	
01312	Secretary II	21.38	
01313	Secretary III	23.85	
01320	Service Order Dispatcher	21.83	
01410	Supply Technician	31.32	
01420	Survey Worker	18.99	
01460	Switchboard Operator/Receptionist	17.68	***
01531	Travel Clerk I	17.76	
01532	Travel Clerk II	19.94	
01533	Travel Clerk III	22.30	
01611	Word Processor I	19.11	
01612	Word Processor II	21.38	
01613	Word Processor III	23.85	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.36	
05010	Automotive Electrician	22.84	
05040	Automotive Glass Installer	21.64	
05070	Automotive Worker	21.64	
05110	Mobile Equipment Servicer	19.31	
05130	Motor Equipment Metal Mechanic	24.00	
05160	Motor Equipment Metal Worker	21.64	
05190	Motor Vehicle Mechanic	24.00	
05220	Motor Vehicle Mechanic Helper	18.26	
05250	Motor Vehicle Upholstery Worker	20.40	
05280	Motor Vehicle Wrecker	21.64	
05310	Painter, Automotive	22.84	
05340	Radiator Repair Specialist	21.64	
05370	Tire Repairer	17.55	***
05400	Transmission Repair Specialist	24.00	
07000	Food Preparation And Service Occupations		
07010	Baker	16.76	***
07041	Cook I	17.97	
07042	Cook II	20.14	
07070	Dishwasher	14.16	***
07130	Food Service Worker	16.35	***
07210	Meat Cutter	17.99	
07260	Waiter/Waitress	17.26	***

Code	Title	Rate	Note
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	21.10	
09040	Furniture Handler	17.59	***
09080	Furniture Refinisher	24.97	
09090	Furniture Refinisher Helper	19.96	
09110	Furniture Repairer, Minor	22.31	
09130	Upholsterer	21.10	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.43	***
11060	Elevator Operator	16.71	***
11090	Gardener	21.75	
11122	Housekeeping Aide	16.71	***
11150	Janitor	16.71	***
11210	Laborer, Grounds Maintenance	18.12	
11240	Maid or Houseman	16.19	***
11260	Pruner	16.95	***
11270	Tractor Operator	20.57	
11330	Trail Maintenance Worker	18.12	
11360	Window Cleaner	17.86	
12000	Health Occupations		
12010	Ambulance Driver	19.40	
12011	Breath Alcohol Technician	26.98	
12012	Certified Occupational Therapist Assistant	31.43	
12015	Certified Physical Therapist Assistant	32.09	
12020	Dental Assistant	23.00	
12025	Dental Hygienist	39.35	
12030	EKG Technician	37.27	
12035	Electroneurodiagnostic Technologist	37.27	
12040	Emergency Medical Technician	19.40	
12071	Licensed Practical Nurse I	24.12	
12072	Licensed Practical Nurse II	26.98	
12073	Licensed Practical Nurse III	30.07	
12100	Medical Assistant	19.98	
12130	Medical Laboratory Technician	24.22	
12160	Medical Record Clerk	20.49	
12190	Medical Record Technician	22.92	
12195	Medical Transcriptionist	18.91	

Code	Title	Rate	Note
12210	Nuclear Medicine Technologist	41.62	
12221	Nursing Assistant I	13.26	***
12222	Nursing Assistant II	14.92	***
12223	Nursing Assistant III	16.28	***
12224	Nursing Assistant IV	18.27	
12235	Optical Dispenser	19.42	
12236	Optical Technician	21.79	
12250	Pharmacy Technician	21.84	
12280	Phlebotomist	18.56	
12305	Radiologic Technologist	31.43	
12311	Registered Nurse I	26.33	
12312	Registered Nurse II	32.21	
12313	Registered Nurse II, Specialist	32.21	
12314	Registered Nurse III	38.97	
12315	Registered Nurse III, Anesthetist	38.97	
12316	Registered Nurse IV	46.71	
12317	Scheduler (Drug and Alcohol Testing)	33.42	
12320	Substance Abuse Treatment Counselor	28.36	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	20.89	
13012	Exhibits Specialist II	25.88	
13013	Exhibits Specialist III	31.66	
13041	Illustrator I	20.89	
13042	Illustrator II	25.88	
13043	Illustrator III	31.66	
13047	Librarian	28.66	
13050	Library Aide/Clerk	16.88	***
13054	Library Information Technology Systems Administrator	25.88	
13058	Library Technician	17.64	***
13061	Media Specialist I	18.67	
13062	Media Specialist II	20.89	
13063	Media Specialist III	23.29	
13071	Photographer I	18.44	
13072	Photographer II	20.63	
13073	Photographer III	25.56	
13074	Photographer IV	31.26	
13075	Photographer V	37.82	

Code	Title	Rate	Note
13090	Technical Order Library Clerk	21.19	
13110	Video Teleconference Technician	26.01	
14000	Information Technology Occupations		
14041	Computer Operator I	19.07	
14042	Computer Operator II	21.33	
14043	Computer Operator III	23.77	
14044	Computer Operator IV	26.42	
14045	Computer Operator V	29.26	
14071	Computer Programmer I	21.58	see 1
14072	Computer Programmer II	26.75	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	19.07	
14160	Personal Computer Support Technician	26.42	
14170	System Support Specialist	29.26	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	31.35	
15020	Aircrew Training Devices Instructor (Rated)	37.93	
15030	Air Crew Training Devices Instructor (Pilot)	45.48	
15050	Computer Based Training Specialist / Instructor	31.35	
15060	Educational Technologist	38.18	
15070	Flight Instructor (Pilot)	45.48	
15080	Graphic Artist	27.09	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.48	
15086	Maintenance Test Pilot, Rotary Wing	45.48	
15088	Non-Maintenance Test/Co-Pilot	45.48	
15090	Technical Instructor	24.02	
15095	Technical Instructor/Course Developer	29.37	
15110	Test Proctor	19.39	
15120	Tutor	19.39	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	13.62	***
16030	Counter Attendant	13.62	***
16040	Dry Cleaner	17.11	***

Code	Title	Rate	Note
16070	Finisher, Flatwork, Machine	13.62	***
16090	Presser, Hand	13.62	***
16110	Presser, Machine, Drycleaning	13.62	***
16130	Presser, Machine, Shirts	13.62	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.62	***
16190	Sewing Machine Operator	18.56	
16220	Tailor	19.96	
16250	Washer, Machine	14.43	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.18	
19040	Tool And Die Maker	30.33	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.85	
21030	Material Coordinator	28.04	
21040	Material Expediter	28.04	
21050	Material Handling Laborer	18.65	
21071	Order Filler	16.96	***
21080	Production Line Worker (Food Processing)	20.85	
21110	Shipping Packer	21.16	
21130	Shipping/Receiving Clerk	21.16	
21140	Store Worker I	18.40	
21150	Stock Clerk	22.63	
21210	Tools And Parts Attendant	20.85	
21410	Warehouse Specialist	20.85	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	34.80	
23019	Aircraft Logs and Records Technician	28.18	
23021	Aircraft Mechanic I	33.15	
23022	Aircraft Mechanic II	34.80	
23023	Aircraft Mechanic III	36.48	
23040	Aircraft Mechanic Helper	26.03	
23050	Aircraft, Painter	34.16	
23060	Aircraft Servicer	28.18	
23070	Aircraft Survival Flight Equipment Technician	34.16	
23080	Aircraft Worker	29.89	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	29.89	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	33.15	

Code	Title	Rate Note
23110	Appliance Mechanic	23.57
23120	Bicycle Repairer	24.54
23125	Cable Splicer	48.82
23130	Carpenter, Maintenance	26.54
23140	Carpet Layer	27.93
23160	Electrician, Maintenance	29.97
23181	Electronics Technician Maintenance I	28.33
23182	Electronics Technician Maintenance II	29.90
23183	Electronics Technician Maintenance III	31.42
23260	Fabric Worker	25.93
23290	Fire Alarm System Mechanic	26.65
23310	Fire Extinguisher Repairer	24.54
23311	Fuel Distribution System Mechanic	39.37
23312	Fuel Distribution System Operator	31.68
23370	General Maintenance Worker	23.02
23380	Ground Support Equipment Mechanic	33.15
23381	Ground Support Equipment Servicer	28.18
23382	Ground Support Equipment Worker	29.89
23391	Gunsmith I	24.54
23392	Gunsmith II	27.50
23393	Gunsmith III	30.50
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.36
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.77
23430	Heavy Equipment Mechanic	30.29
23440	Heavy Equipment Operator	29.95
23460	Instrument Mechanic	28.85
23465	Laboratory/Shelter Mechanic	29.03
23470	Laborer	18.65
23510	Locksmith	26.10
23530	Machinery Maintenance Mechanic	29.91
23550	Machinist, Maintenance	23.92
23580	Maintenance Trades Helper	18.87
23591	Metrology Technician I	28.85
23592	Metrology Technician II	30.28
23593	Metrology Technician III	31.75
23640	Millwright	35.88
23710	Office Appliance Repairer	21.52

Code	Title	Rate	Note
23760	Painter, Maintenance	23.60	
23790	Pipefitter, Maintenance	34.67	
23810	Plumber, Maintenance	32.99	
23820	Pneudraulic Systems Mechanic	30.50	
23850	Rigger	30.50	
23870	Scale Mechanic	27.50	
23890	Sheet-Metal Worker, Maintenance	28.82	
23910	Small Engine Mechanic	21.63	
23931	Telecommunications Mechanic I	28.44	
23932	Telecommunications Mechanic II	29.85	
23950	Telephone Lineman	27.81	
23960	Welder, Combination, Maintenance	23.13	
23965	Well Driller	28.66	
23970	Woodcraft Worker	30.50	
23980	Woodworker	24.54	
24000 Personal Needs Occupations			
24550	Case Manager	19.64	
24570	Child Care Attendant	14.32	***
24580	Child Care Center Clerk	17.85	
24610	Chore Aide	16.51	***
24620	Family Readiness And Support Services Coordinator	19.64	
24630	Homemaker	19.64	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	29.78	
25040	Sewage Plant Operator	27.73	
25070	Stationary Engineer	29.78	
25190	Ventilation Equipment Tender	22.66	
25210	Water Treatment Plant Operator	27.73	
27000 Protective Service Occupations			
27004	Alarm Monitor	25.34	
27007	Baggage Inspector	15.58	***
27008	Corrections Officer	31.37	
27010	Court Security Officer	29.01	
27030	Detection Dog Handler	20.61	
27040	Detention Officer	31.37	
27070	Firefighter	26.64	
27101	Guard I	15.58	***

Code	Title	Rate	Note
27102	Guard II	20.61	
27131	Police Officer I	33.51	
27132	Police Officer II	37.24	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	15.54	***
28042	Carnival Equipment Repairer	16.43	***
28043	Carnival Worker	12.80	***
28210	Gate Attendant/Gate Tender	19.72	
28310	Lifeguard	13.87	***
28350	Park Attendant (Aide)	22.06	
28510	Recreation Aide/Health Facility Attendant	16.10	***
28515	Recreation Specialist	27.32	
28630	Sports Official	17.57	***
28690	Swimming Pool Operator	19.46	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	29.76	
29020	Hatch Tender	29.76	
29030	Line Handler	29.76	
29041	Stevedore I	28.06	
29042	Stevedore II	31.41	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.07	
30011	Air Traffic Control Specialist, Station (HFO)	31.77	
30012	Air Traffic Control Specialist, Terminal (HFO)	34.99	
30021	Archeological Technician I	18.98	
30022	Archeological Technician II	21.22	
30023	Archeological Technician III	25.80	
30030	Cartographic Technician	26.30	
30040	Civil Engineering Technician	29.53	
30051	Cryogenic Technician I	28.57	
30052	Cryogenic Technician II	31.56	
30061	Drafter/CAD Operator I	18.98	
30062	Drafter/CAD Operator II	21.22	
30063	Drafter/CAD Operator III	23.66	
30064	Drafter/CAD Operator IV	29.12	
30081	Engineering Technician I	18.00	
30082	Engineering Technician II	20.20	

Code	Title	Rate Note
30083	Engineering Technician III	22.58
30084	Engineering Technician IV	28.00
30085	Engineering Technician V	34.24
30086	Engineering Technician VI	41.43
30090	Environmental Technician	26.30
30095	Evidence Control Specialist	25.80
30210	Laboratory Technician	28.10
30221	Latent Fingerprint Technician I	33.83
30222	Latent Fingerprint Technician II	37.37
30240	Mathematical Technician	28.93
30361	Paralegal/Legal Assistant I	21.22
30362	Paralegal/Legal Assistant II	26.28
30363	Paralegal/Legal Assistant III	32.14
30364	Paralegal/Legal Assistant IV	38.89
30375	Petroleum Supply Specialist	31.56
30390	Photo-Optics Technician	26.30
30395	Radiation Control Technician	31.56
30461	Technical Writer I	25.85
30462	Technical Writer II	31.61
30463	Technical Writer III	38.24
30491	Unexploded Ordnance (UXO) Technician I	29.28
30492	Unexploded Ordnance (UXO) Technician II	35.43
30493	Unexploded Ordnance (UXO) Technician III	42.46
30494	Unexploded (UXO) Safety Escort	29.28
30495	Unexploded (UXO) Sweep Personnel	29.28
30501	Weather Forecaster I	29.12
30502	Weather Forecaster II	35.42
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.66
30621	Weather Observer, Senior	25.80
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	35.43
31020	Bus Aide	18.83
31030	Bus Driver	23.88
31043	Driver Courier	19.04
31260	Parking and Lot Attendant	15.01 ***
31290	Shuttle Bus Driver	17.86
31310	Taxi Driver	17.09 ***

Code	Title	Rate	Note
31361	Truckdriver, Light	20.13	
31362	Truckdriver, Medium	21.27	
31363	Truckdriver, Heavy	26.40	
31364	Truckdriver, Tractor-Trailer	26.40	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.27	***
99030	Cashier	14.11	***
99050	Desk Clerk	15.32	***
99095	Embalmer	34.25	
99130	Flight Follower	29.28	
99251	Laboratory Animal Caretaker I	17.58	***
99252	Laboratory Animal Caretaker II	18.59	
99260	Marketing Analyst	30.53	
99310	Mortician	34.25	
99410	Pest Controller	20.50	
99510	Photofinishing Worker	15.39	***
99710	Recycling Laborer	26.68	
99711	Recycling Specialist	30.30	
99730	Refuse Collector	24.96	
99810	Sales Clerk	15.41	***
99820	School Crossing Guard	16.90	***
99830	Survey Party Chief	27.44	
99831	Surveying Aide	15.67	***
99832	Surveying Technician	23.44	
99840	Vending Machine Attendant	24.07	
99841	Vending Machine Repairer	28.50	
99842	Vending Machine Repairer Helper	24.07	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 25 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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.

**** 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)).

Wage Determination No. : 2015-4845

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan County of Barry

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.97	
01012	Accounting Clerk II	20.17	
01013	Accounting Clerk III	22.56	
01020	Administrative Assistant	31.32	
01035	Court Reporter	22.57	
01041	Customer Service Representative I	16.96	***
01042	Customer Service Representative II	18.51	
01043	Customer Service Representative III	20.78	
01051	Data Entry Operator I	17.38	***
01052	Data Entry Operator II	18.97	
01060	Dispatcher, Motor Vehicle	24.42	
01070	Document Preparation Clerk	19.69	
01090	Duplicating Machine Operator	19.69	
01111	General Clerk I	17.27	***
01112	General Clerk II	18.85	
01113	General Clerk III	21.16	
01120	Housing Referral Assistant	23.85	
01141	Messenger Courier	17.95	
01191	Order Clerk I	21.59	
01192	Order Clerk II	23.56	
01261	Personnel Assistant (Employment) I	19.20	
01262	Personnel Assistant (Employment) II	21.46	
01263	Personnel Assistant (Employment) III	23.94	
01270	Production Control Clerk	28.04	
01290	Rental Clerk	19.00	
01300	Scheduler, Maintenance	19.11	

Code	Title	Rate	Note
01311	Secretary I	19.11	
01312	Secretary II	21.38	
01313	Secretary III	23.85	
01320	Service Order Dispatcher	21.83	
01410	Supply Technician	31.32	
01420	Survey Worker	18.99	
01460	Switchboard Operator/Receptionist	17.68	***
01531	Travel Clerk I	17.76	
01532	Travel Clerk II	19.94	
01533	Travel Clerk III	22.30	
01611	Word Processor I	19.11	
01612	Word Processor II	21.38	
01613	Word Processor III	23.85	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.36	
05010	Automotive Electrician	22.84	
05040	Automotive Glass Installer	21.64	
05070	Automotive Worker	21.64	
05110	Mobile Equipment Servicer	19.31	
05130	Motor Equipment Metal Mechanic	24.00	
05160	Motor Equipment Metal Worker	21.64	
05190	Motor Vehicle Mechanic	24.00	
05220	Motor Vehicle Mechanic Helper	18.26	
05250	Motor Vehicle Upholstery Worker	20.40	
05280	Motor Vehicle Wrecker	21.64	
05310	Painter, Automotive	22.84	
05340	Radiator Repair Specialist	21.64	
05370	Tire Repairer	17.55	***
05400	Transmission Repair Specialist	24.00	
07000	Food Preparation And Service Occupations		
07010	Baker	17.67	***
07041	Cook I	17.97	
07042	Cook II	20.14	
07070	Dishwasher	14.16	***
07130	Food Service Worker	16.35	***
07210	Meat Cutter	18.02	
07260	Waiter/Waitress	17.26	***

Code	Title	Rate	Note
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	20.63	
09040	Furniture Handler	17.59	***
09080	Furniture Refinisher	24.97	
09090	Furniture Refinisher Helper	19.96	
09110	Furniture Repairer, Minor	22.31	
09130	Upholsterer	20.75	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.43	***
11060	Elevator Operator	16.71	***
11090	Gardener	21.75	
11122	Housekeeping Aide	16.71	***
11150	Janitor	16.71	***
11210	Laborer, Grounds Maintenance	18.12	
11240	Maid or Houseman	16.19	***
11260	Pruner	16.95	***
11270	Tractor Operator	20.57	
11330	Trail Maintenance Worker	18.12	
11360	Window Cleaner	17.86	
12000	Health Occupations		
12010	Ambulance Driver	19.26	
12011	Breath Alcohol Technician	26.98	
12012	Certified Occupational Therapist Assistant	31.43	
12015	Certified Physical Therapist Assistant	32.09	
12020	Dental Assistant	23.00	
12025	Dental Hygienist	39.35	
12030	EKG Technician	37.27	
12035	Electroneurodiagnostic Technologist	37.27	
12040	Emergency Medical Technician	19.26	
12071	Licensed Practical Nurse I	24.12	
12072	Licensed Practical Nurse II	26.98	
12073	Licensed Practical Nurse III	30.07	
12100	Medical Assistant	19.98	
12130	Medical Laboratory Technician	24.22	
12160	Medical Record Clerk	20.49	
12190	Medical Record Technician	22.92	
12195	Medical Transcriptionist	18.91	

Code	Title	Rate	Note
12210	Nuclear Medicine Technologist	41.62	
12221	Nursing Assistant I	13.26	***
12222	Nursing Assistant II	14.92	***
12223	Nursing Assistant III	16.28	***
12224	Nursing Assistant IV	18.27	
12235	Optical Dispenser	19.42	
12236	Optical Technician	21.79	
12250	Pharmacy Technician	21.84	
12280	Phlebotomist	18.56	
12305	Radiologic Technologist	31.43	
12311	Registered Nurse I	26.33	
12312	Registered Nurse II	32.21	
12313	Registered Nurse II, Specialist	32.21	
12314	Registered Nurse III	38.97	
12315	Registered Nurse III, Anesthetist	38.97	
12316	Registered Nurse IV	46.71	
12317	Scheduler (Drug and Alcohol Testing)	33.42	
12320	Substance Abuse Treatment Counselor	28.36	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	20.89	
13012	Exhibits Specialist II	25.88	
13013	Exhibits Specialist III	31.66	
13041	Illustrator I	20.89	
13042	Illustrator II	25.88	
13043	Illustrator III	31.66	
13047	Librarian	28.66	
13050	Library Aide/Clerk	16.88	***
13054	Library Information Technology Systems Administrator	25.88	
13058	Library Technician	17.64	***
13061	Media Specialist I	18.67	
13062	Media Specialist II	20.89	
13063	Media Specialist III	23.29	
13071	Photographer I	18.44	
13072	Photographer II	20.63	
13073	Photographer III	25.56	
13074	Photographer IV	31.26	
13075	Photographer V	37.82	

Code	Title	Rate	Note
13090	Technical Order Library Clerk	21.19	
13110	Video Teleconference Technician	26.01	
14000	Information Technology Occupations		
14041	Computer Operator I	19.07	
14042	Computer Operator II	21.33	
14043	Computer Operator III	23.77	
14044	Computer Operator IV	26.42	
14045	Computer Operator V	29.26	
14071	Computer Programmer I	21.58	see 1
14072	Computer Programmer II	26.75	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	19.07	
14160	Personal Computer Support Technician	26.42	
14170	System Support Specialist	29.26	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	31.35	
15020	Aircrew Training Devices Instructor (Rated)	37.93	
15030	Air Crew Training Devices Instructor (Pilot)	45.48	
15050	Computer Based Training Specialist / Instructor	31.35	
15060	Educational Technologist	38.18	
15070	Flight Instructor (Pilot)	45.48	
15080	Graphic Artist	27.09	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.48	
15086	Maintenance Test Pilot, Rotary Wing	45.48	
15088	Non-Maintenance Test/Co-Pilot	45.48	
15090	Technical Instructor	24.30	
15095	Technical Instructor/Course Developer	29.73	
15110	Test Proctor	19.97	
15120	Tutor	19.97	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	13.62	***
16030	Counter Attendant	13.62	***
16040	Dry Cleaner	17.11	***

Code	Title	Rate	Note
16070	Finisher, Flatwork, Machine	13.62	***
16090	Presser, Hand	13.62	***
16110	Presser, Machine, Drycleaning	13.62	***
16130	Presser, Machine, Shirts	13.62	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.62	***
16190	Sewing Machine Operator	18.56	
16220	Tailor	19.96	
16250	Washer, Machine	14.43	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.18	
19040	Tool And Die Maker	30.33	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.85	
21030	Material Coordinator	28.04	
21040	Material Expediter	28.04	
21050	Material Handling Laborer	18.65	
21071	Order Filler	16.96	***
21080	Production Line Worker (Food Processing)	20.85	
21110	Shipping Packer	21.16	
21130	Shipping/Receiving Clerk	21.16	
21140	Store Worker I	18.40	
21150	Stock Clerk	22.63	
21210	Tools And Parts Attendant	20.85	
21410	Warehouse Specialist	20.85	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	34.80	
23019	Aircraft Logs and Records Technician	28.18	
23021	Aircraft Mechanic I	33.15	
23022	Aircraft Mechanic II	34.80	
23023	Aircraft Mechanic III	36.48	
23040	Aircraft Mechanic Helper	25.22	
23050	Aircraft, Painter	31.55	
23060	Aircraft Servicer	28.18	
23070	Aircraft Survival Flight Equipment Technician	31.55	
23080	Aircraft Worker	29.89	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	29.89	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	33.15	

Code	Title	Rate Note
23110	Appliance Mechanic	23.57
23120	Bicycle Repairer	24.54
23125	Cable Splicer	48.82
23130	Carpenter, Maintenance	26.54
23140	Carpet Layer	27.93
23160	Electrician, Maintenance	29.97
23181	Electronics Technician Maintenance I	28.33
23182	Electronics Technician Maintenance II	29.90
23183	Electronics Technician Maintenance III	31.42
23260	Fabric Worker	25.93
23290	Fire Alarm System Mechanic	26.65
23310	Fire Extinguisher Repairer	24.54
23311	Fuel Distribution System Mechanic	39.37
23312	Fuel Distribution System Operator	31.68
23370	General Maintenance Worker	23.02
23380	Ground Support Equipment Mechanic	33.15
23381	Ground Support Equipment Servicer	28.18
23382	Ground Support Equipment Worker	29.89
23391	Gunsmith I	24.54
23392	Gunsmith II	27.50
23393	Gunsmith III	30.50
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.36
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.77
23430	Heavy Equipment Mechanic	30.29
23440	Heavy Equipment Operator	29.95
23460	Instrument Mechanic	28.85
23465	Laboratory/Shelter Mechanic	29.03
23470	Laborer	18.65
23510	Locksmith	26.10
23530	Machinery Maintenance Mechanic	29.91
23550	Machinist, Maintenance	23.92
23580	Maintenance Trades Helper	18.87
23591	Metrology Technician I	28.85
23592	Metrology Technician II	30.28
23593	Metrology Technician III	31.75
23640	Millwright	35.88
23710	Office Appliance Repairer	21.52

Code	Title	Rate	Note
23760	Painter, Maintenance	23.60	
23790	Pipefitter, Maintenance	34.67	
23810	Plumber, Maintenance	32.99	
23820	Pneudraulic Systems Mechanic	30.50	
23850	Rigger	30.50	
23870	Scale Mechanic	27.50	
23890	Sheet-Metal Worker, Maintenance	29.17	
23910	Small Engine Mechanic	21.63	
23931	Telecommunications Mechanic I	28.44	
23932	Telecommunications Mechanic II	29.85	
23950	Telephone Lineman	27.81	
23960	Welder, Combination, Maintenance	23.13	
23965	Well Driller	28.66	
23970	Woodcraft Worker	30.50	
23980	Woodworker	24.54	
24000 Personal Needs Occupations			
24550	Case Manager	19.64	
24570	Child Care Attendant	14.32	***
24580	Child Care Center Clerk	17.85	
24610	Chore Aide	16.51	***
24620	Family Readiness And Support Services Coordinator	19.64	
24630	Homemaker	19.73	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	29.78	
25040	Sewage Plant Operator	27.73	
25070	Stationary Engineer	29.78	
25190	Ventilation Equipment Tender	22.66	
25210	Water Treatment Plant Operator	27.73	
27000 Protective Service Occupations			
27004	Alarm Monitor	25.34	
27007	Baggage Inspector	15.26	***
27008	Corrections Officer	31.37	
27010	Court Security Officer	29.01	
27030	Detection Dog Handler	20.13	
27040	Detention Officer	31.37	
27070	Firefighter	26.64	
27101	Guard I	15.26	***

Code	Title	Rate	Note
27102	Guard II	20.13	
27131	Police Officer I	33.51	
27132	Police Officer II	37.24	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	15.54	***
28042	Carnival Equipment Repairer	16.43	***
28043	Carnival Worker	13.47	***
28210	Gate Attendant/Gate Tender	19.72	
28310	Lifeguard	13.87	***
28350	Park Attendant (Aide)	22.06	
28510	Recreation Aide/Health Facility Attendant	16.10	***
28515	Recreation Specialist	27.32	
28630	Sports Official	17.57	***
28690	Swimming Pool Operator	20.18	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	29.76	
29020	Hatch Tender	29.76	
29030	Line Handler	29.76	
29041	Stevedore I	28.06	
29042	Stevedore II	31.41	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.07	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.77	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.99	see 2
30021	Archeological Technician I	18.61	
30022	Archeological Technician II	20.82	
30023	Archeological Technician III	25.80	
30030	Cartographic Technician	25.80	
30040	Civil Engineering Technician	29.53	
30051	Cryogenic Technician I	28.57	
30052	Cryogenic Technician II	31.56	
30061	Drafter/CAD Operator I	18.61	
30062	Drafter/CAD Operator II	20.82	
30063	Drafter/CAD Operator III	23.21	
30064	Drafter/CAD Operator IV	28.57	
30081	Engineering Technician I	17.47	***
30082	Engineering Technician II	19.61	

Code	Title	Rate Note
30083	Engineering Technician III	21.93
30084	Engineering Technician IV	27.18
30085	Engineering Technician V	33.24
30086	Engineering Technician VI	40.22
30090	Environmental Technician	25.11
30095	Evidence Control Specialist	25.80
30210	Laboratory Technician	27.03
30221	Latent Fingerprint Technician I	33.83
30222	Latent Fingerprint Technician II	37.37
30240	Mathematical Technician	27.75
30361	Paralegal/Legal Assistant I	21.22
30362	Paralegal/Legal Assistant II	26.28
30363	Paralegal/Legal Assistant III	32.14
30364	Paralegal/Legal Assistant IV	38.89
30375	Petroleum Supply Specialist	31.56
30390	Photo-Optics Technician	25.80
30395	Radiation Control Technician	31.56
30461	Technical Writer I	25.85
30462	Technical Writer II	31.61
30463	Technical Writer III	38.24
30491	Unexploded Ordnance (UXO) Technician I	29.28
30492	Unexploded Ordnance (UXO) Technician II	35.43
30493	Unexploded Ordnance (UXO) Technician III	42.46
30494	Unexploded (UXO) Safety Escort	29.28
30495	Unexploded (UXO) Sweep Personnel	29.28
30501	Weather Forecaster I	29.12
30502	Weather Forecaster II	35.42
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.21 see 2
30621	Weather Observer, Senior	26.49 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	35.43
31020	Bus Aide	18.83
31030	Bus Driver	23.88
31043	Driver Courier	19.04
31260	Parking and Lot Attendant	15.01 ***
31290	Shuttle Bus Driver	17.86
31310	Taxi Driver	17.13 ***

Code	Title	Rate	Note
31361	Truckdriver, Light	20.13	
31362	Truckdriver, Medium	21.27	
31363	Truckdriver, Heavy	26.40	
31364	Truckdriver, Tractor-Trailer	26.40	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.27	***
99030	Cashier	14.11	***
99050	Desk Clerk	15.32	***
99095	Embalmer	34.25	
99130	Flight Follower	29.28	
99251	Laboratory Animal Caretaker I	17.58	***
99252	Laboratory Animal Caretaker II	18.59	
99260	Marketing Analyst	30.53	
99310	Mortician	34.25	
99410	Pest Controller	18.61	
99510	Photofinishing Worker	15.39	***
99710	Recycling Laborer	26.68	
99711	Recycling Specialist	30.30	
99730	Refuse Collector	24.96	
99810	Sales Clerk	15.41	***
99820	School Crossing Guard	16.90	***
99830	Survey Party Chief	28.13	
99831	Surveying Aide	14.77	***
99832	Surveying Technician	23.44	
99840	Vending Machine Attendant	24.07	
99841	Vending Machine Repairer	28.52	
99842	Vending Machine Repairer Helper	24.07	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 25 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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)).

Wage Determination No. : 2015-4847

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan Counties of Kent, Ottawa

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	17.97
01012	Accounting Clerk II	20.17
01013	Accounting Clerk III	22.56
01020	Administrative Assistant	31.32
01035	Court Reporter	23.62
01041	Customer Service Representative I	16.96 ***
01042	Customer Service Representative II	18.51
01043	Customer Service Representative III	20.78
01051	Data Entry Operator I	17.38 ***
01052	Data Entry Operator II	18.97
01060	Dispatcher, Motor Vehicle	24.42
01070	Document Preparation Clerk	19.31
01090	Duplicating Machine Operator	19.31
01111	General Clerk I	17.27 ***
01112	General Clerk II	18.85
01113	General Clerk III	21.16

Code	Title	Rate	Note
01120	Housing Referral Assistant	23.85	
01141	Messenger Courier	17.95	
01191	Order Clerk I	21.59	
01192	Order Clerk II	23.56	
01261	Personnel Assistant (Employment) I	19.20	
01262	Personnel Assistant (Employment) II	21.70	
01263	Personnel Assistant (Employment) III	24.20	
01270	Production Control Clerk	28.04	
01290	Rental Clerk	19.00	
01300	Scheduler, Maintenance	19.11	
01311	Secretary I	19.11	
01312	Secretary II	21.38	
01313	Secretary III	23.85	
01320	Service Order Dispatcher	21.83	
01410	Supply Technician	31.32	
01420	Survey Worker	18.99	
01460	Switchboard Operator/Receptionist	17.68	***
01531	Travel Clerk I	17.76	
01532	Travel Clerk II	19.94	
01533	Travel Clerk III	22.30	
01611	Word Processor I	19.11	
01612	Word Processor II	21.38	
01613	Word Processor III	23.85	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.36	
05010	Automotive Electrician	22.84	
05040	Automotive Glass Installer	21.64	
05070	Automotive Worker	21.64	
05110	Mobile Equipment Servicer	19.31	
05130	Motor Equipment Metal Mechanic	24.00	
05160	Motor Equipment Metal Worker	21.64	
05190	Motor Vehicle Mechanic	24.00	
05220	Motor Vehicle Mechanic Helper	18.26	
05250	Motor Vehicle Upholstery Worker	20.40	
05280	Motor Vehicle Wrecker	21.64	
05310	Painter, Automotive	22.84	
05340	Radiator Repair Specialist	21.64	

Code	Title	Rate	Note
05370	Tire Repairer	17.55	***
05400	Transmission Repair Specialist	24.00	
07000	Food Preparation And Service Occupations		
07010	Baker	17.40	***
07041	Cook I	17.97	
07042	Cook II	20.14	
07070	Dishwasher	14.16	***
07130	Food Service Worker	16.35	***
07210	Meat Cutter	18.02	
07260	Waiter/Waitress	17.26	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	19.70	
09040	Furniture Handler	17.59	***
09080	Furniture Refinisher	24.97	
09090	Furniture Refinisher Helper	19.96	
09110	Furniture Repairer, Minor	22.31	
09130	Upholsterer	20.75	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.43	***
11060	Elevator Operator	16.71	***
11090	Gardener	21.75	
11122	Housekeeping Aide	16.71	***
11150	Janitor	16.71	***
11210	Laborer, Grounds Maintenance	18.12	
11240	Maid or Houseman	16.19	***
11260	Pruner	16.95	***
11270	Tractor Operator	20.57	
11330	Trail Maintenance Worker	18.12	
11360	Window Cleaner	17.86	
12000	Health Occupations		
12010	Ambulance Driver	18.58	
12011	Breath Alcohol Technician	26.98	
12012	Certified Occupational Therapist Assistant	31.43	
12015	Certified Physical Therapist Assistant	32.09	
12020	Dental Assistant	23.00	
12025	Dental Hygienist	39.35	
12030	EKG Technician	37.27	

Code	Title	Rate	Note
12035	Electroneurodiagnostic Technologist	37.27	
12040	Emergency Medical Technician	18.58	
12071	Licensed Practical Nurse I	24.12	
12072	Licensed Practical Nurse II	26.98	
12073	Licensed Practical Nurse III	30.07	
12100	Medical Assistant	19.98	
12130	Medical Laboratory Technician	24.22	
12160	Medical Record Clerk	20.49	
12190	Medical Record Technician	22.92	
12195	Medical Transcriptionist	18.91	
12210	Nuclear Medicine Technologist	41.62	
12221	Nursing Assistant I	13.26	***
12222	Nursing Assistant II	14.92	***
12223	Nursing Assistant III	16.28	***
12224	Nursing Assistant IV	18.27	
12235	Optical Dispenser	19.42	
12236	Optical Technician	21.79	
12250	Pharmacy Technician	21.84	
12280	Phlebotomist	18.56	
12305	Radiologic Technologist	31.43	
12311	Registered Nurse I	26.33	
12312	Registered Nurse II	32.21	
12313	Registered Nurse II, Specialist	32.21	
12314	Registered Nurse III	38.97	
12315	Registered Nurse III, Anesthetist	38.97	
12316	Registered Nurse IV	46.71	
12317	Scheduler (Drug and Alcohol Testing)	33.42	
12320	Substance Abuse Treatment Counselor	28.36	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	20.89	
13012	Exhibits Specialist II	25.88	
13013	Exhibits Specialist III	31.66	
13041	Illustrator I	20.89	
13042	Illustrator II	25.88	
13043	Illustrator III	31.66	
13047	Librarian	28.66	
13050	Library Aide/Clerk	16.88	***

Code	Title	Rate	Note
13054	Library Information Technology Systems Administrator	25.88	
13058	Library Technician	17.64	***
13061	Media Specialist I	18.67	
13062	Media Specialist II	20.89	
13063	Media Specialist III	23.29	
13071	Photographer I	18.44	
13072	Photographer II	20.63	
13073	Photographer III	25.56	
13074	Photographer IV	31.26	
13075	Photographer V	37.82	
13090	Technical Order Library Clerk	21.19	
13110	Video Teleconference Technician	26.01	
14000	Information Technology Occupations		
14041	Computer Operator I	19.07	
14042	Computer Operator II	21.33	
14043	Computer Operator III	23.77	
14044	Computer Operator IV	26.42	
14045	Computer Operator V	29.26	
14071	Computer Programmer I	21.58	see 1
14072	Computer Programmer II	26.75	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	19.07	
14160	Personal Computer Support Technician	26.42	
14170	System Support Specialist	29.26	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.21	
15020	Aircrew Training Devices Instructor (Rated)	40.15	
15030	Air Crew Training Devices Instructor (Pilot)	45.48	
15050	Computer Based Training Specialist / Instructor	33.21	
15060	Educational Technologist	38.18	
15070	Flight Instructor (Pilot)	45.48	
15080	Graphic Artist	27.09	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.48	

Code	Title	Rate	Note
15086	Maintenance Test Pilot, Rotary Wing	45.48	
15088	Non-Maintenance Test/Co-Pilot	45.48	
15090	Technical Instructor	24.02	
15095	Technical Instructor/Course Developer	29.37	
15110	Test Proctor	19.39	
15120	Tutor	19.39	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	13.62	***
16030	Counter Attendant	13.62	***
16040	Dry Cleaner	17.11	***
16070	Finisher, Flatwork, Machine	13.62	***
16090	Presser, Hand	13.62	***
16110	Presser, Machine, Drycleaning	13.62	***
16130	Presser, Machine, Shirts	13.62	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.62	***
16190	Sewing Machine Operator	18.56	
16220	Tailor	19.96	
16250	Washer, Machine	14.43	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.18	
19040	Tool And Die Maker	30.33	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.85	
21030	Material Coordinator	28.04	
21040	Material Expediter	28.04	
21050	Material Handling Laborer	18.65	
21071	Order Filler	16.96	***
21080	Production Line Worker (Food Processing)	20.85	
21110	Shipping Packer	21.16	
21130	Shipping/Receiving Clerk	21.16	
21140	Store Worker I	18.40	
21150	Stock Clerk	22.63	
21210	Tools And Parts Attendant	20.85	
21410	Warehouse Specialist	20.85	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	34.80	
23019	Aircraft Logs and Records Technician	28.18	

Code	Title	Rate Note
23021	Aircraft Mechanic I	33.15
23022	Aircraft Mechanic II	34.80
23023	Aircraft Mechanic III	36.48
23040	Aircraft Mechanic Helper	25.22
23050	Aircraft, Painter	35.71
23060	Aircraft Servicer	28.18
23070	Aircraft Survival Flight Equipment Technician	35.71
23080	Aircraft Worker	29.89
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	29.89
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	33.15
23110	Appliance Mechanic	23.57
23120	Bicycle Repairer	24.54
23125	Cable Splicer	48.82
23130	Carpenter, Maintenance	26.54
23140	Carpet Layer	27.92
23160	Electrician, Maintenance	29.97
23181	Electronics Technician Maintenance I	28.33
23182	Electronics Technician Maintenance II	29.90
23183	Electronics Technician Maintenance III	31.42
23260	Fabric Worker	25.93
23290	Fire Alarm System Mechanic	26.65
23310	Fire Extinguisher Repairer	24.54
23311	Fuel Distribution System Mechanic	39.37
23312	Fuel Distribution System Operator	31.68
23370	General Maintenance Worker	23.02
23380	Ground Support Equipment Mechanic	33.15
23381	Ground Support Equipment Servicer	28.18
23382	Ground Support Equipment Worker	29.89
23391	Gunsmith I	24.54
23392	Gunsmith II	27.50
23393	Gunsmith III	30.50
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.36
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.77
23430	Heavy Equipment Mechanic	30.29
23440	Heavy Equipment Operator	29.95
23460	Instrument Mechanic	28.85
23465	Laboratory/Shelter Mechanic	29.03

Code	Title	Rate	Note
23470	Laborer	18.65	
23510	Locksmith	26.10	
23530	Machinery Maintenance Mechanic	29.91	
23550	Machinist, Maintenance	23.92	
23580	Maintenance Trades Helper	18.87	
23591	Metrology Technician I	28.85	
23592	Metrology Technician II	30.28	
23593	Metrology Technician III	31.75	
23640	Millwright	35.88	
23710	Office Appliance Repairer	21.52	
23760	Painter, Maintenance	23.60	
23790	Pipefitter, Maintenance	34.67	
23810	Plumber, Maintenance	32.99	
23820	Pneudraulic Systems Mechanic	30.50	
23850	Rigger	30.50	
23870	Scale Mechanic	27.50	
23890	Sheet-Metal Worker, Maintenance	27.78	
23910	Small Engine Mechanic	21.58	
23931	Telecommunications Mechanic I	28.44	
23932	Telecommunications Mechanic II	29.85	
23950	Telephone Lineman	27.81	
23960	Welder, Combination, Maintenance	23.13	
23965	Well Driller	28.66	
23970	Woodcraft Worker	30.50	
23980	Woodworker	24.54	
24000	Personal Needs Occupations		
24550	Case Manager	19.64	
24570	Child Care Attendant	14.32	***
24580	Child Care Center Clerk	17.85	
24610	Chore Aide	16.51	***
24620	Family Readiness And Support Services Coordinator	19.64	
24630	Homemaker	19.73	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	29.78	
25040	Sewage Plant Operator	27.73	
25070	Stationary Engineer	29.78	
25190	Ventilation Equipment Tender	22.66	

Code	Title	Rate Note
25210	Water Treatment Plant Operator	27.73
27000	Protective Service Occupations	
27004	Alarm Monitor	25.34
27007	Baggage Inspector	15.26 ***
27008	Corrections Officer	31.37
27010	Court Security Officer	29.01
27030	Detection Dog Handler	20.88
27040	Detention Officer	31.37
27070	Firefighter	26.64
27101	Guard I	15.26 ***
27102	Guard II	20.88
27131	Police Officer I	33.51
27132	Police Officer II	37.24
28000	Recreation Occupations	
28041	Carnival Equipment Operator	15.54 ***
28042	Carnival Equipment Repairer	16.43 ***
28043	Carnival Worker	12.80 ***
28210	Gate Attendant/Gate Tender	19.72
28310	Lifeguard	13.87 ***
28350	Park Attendant (Aide)	22.06
28510	Recreation Aide/Health Facility Attendant	16.10 ***
28515	Recreation Specialist	27.32
28630	Sports Official	17.57 ***
28690	Swimming Pool Operator	18.63
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	29.76
29020	Hatch Tender	29.76
29030	Line Handler	29.76
29041	Stevedore I	28.06
29042	Stevedore II	31.41
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	46.07 see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.77 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.99 see 2
30021	Archeological Technician I	19.39
30022	Archeological Technician II	21.69
30023	Archeological Technician III	26.87

Code	Title	Rate Note
30030	Cartographic Technician	26.87
30040	Civil Engineering Technician	29.53
30051	Cryogenic Technician I	28.57
30052	Cryogenic Technician II	31.56
30061	Drafter/CAD Operator I	19.39
30062	Drafter/CAD Operator II	21.69
30063	Drafter/CAD Operator III	24.17
30064	Drafter/CAD Operator IV	29.76
30081	Engineering Technician I	17.93
30082	Engineering Technician II	20.12
30083	Engineering Technician III	22.51
30084	Engineering Technician IV	27.91
30085	Engineering Technician V	34.16
30086	Engineering Technician VI	41.29
30090	Environmental Technician	25.64
30095	Evidence Control Specialist	25.80
30210	Laboratory Technician	28.10
30221	Latent Fingerprint Technician I	33.83
30222	Latent Fingerprint Technician II	37.37
30240	Mathematical Technician	29.56
30361	Paralegal/Legal Assistant I	21.22
30362	Paralegal/Legal Assistant II	26.28
30363	Paralegal/Legal Assistant III	32.14
30364	Paralegal/Legal Assistant IV	38.89
30375	Petroleum Supply Specialist	31.56
30390	Photo-Optics Technician	26.87
30395	Radiation Control Technician	31.56
30461	Technical Writer I	25.85
30462	Technical Writer II	31.61
30463	Technical Writer III	38.24
30491	Unexploded Ordnance (UXO) Technician I	29.28
30492	Unexploded Ordnance (UXO) Technician II	35.43
30493	Unexploded Ordnance (UXO) Technician III	42.46
30494	Unexploded (UXO) Safety Escort	29.28
30495	Unexploded (UXO) Sweep Personnel	29.28
30501	Weather Forecaster I	29.12
30502	Weather Forecaster II	35.42

Code	Title	Rate Note
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.17 see 2
30621	Weather Observer, Senior	26.87 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	35.43
31020	Bus Aide	18.83
31030	Bus Driver	23.88
31043	Driver Courier	19.04
31260	Parking and Lot Attendant	15.01 ***
31290	Shuttle Bus Driver	17.86
31310	Taxi Driver	17.09 ***
31361	Truckdriver, Light	20.13
31362	Truckdriver, Medium	21.27
31363	Truckdriver, Heavy	26.40
31364	Truckdriver, Tractor-Trailer	26.40
99000	Miscellaneous Occupations	
99020	Cabin Safety Specialist	17.27 ***
99030	Cashier	14.11 ***
99050	Desk Clerk	15.32 ***
99095	Embalmer	34.25
99130	Flight Follower	29.28
99251	Laboratory Animal Caretaker I	17.58 ***
99252	Laboratory Animal Caretaker II	18.59
99260	Marketing Analyst	30.53
99310	Mortician	34.25
99410	Pest Controller	19.93
99510	Photofinishing Worker	16.25 ***
99710	Recycling Laborer	26.68
99711	Recycling Specialist	30.30
99730	Refuse Collector	24.96
99810	Sales Clerk	15.41 ***
99820	School Crossing Guard	16.90 ***
99830	Survey Party Chief	27.86
99831	Surveying Aide	15.37 ***
99832	Surveying Technician	23.44
99840	Vending Machine Attendant	21.00
99841	Vending Machine Repairer	26.94
99842	Vending Machine Repairer Helper	21.00

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 25 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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)).

Wage Determination No. : 2015-4851

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan County of Jackson

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	17.38 ***
01012	Accounting Clerk II	19.51
01013	Accounting Clerk III	21.82
01020	Administrative Assistant	31.24
01035	Court Reporter	23.07
01041	Customer Service Representative I	16.15 ***
01042	Customer Service Representative II	17.62 ***

Code	Title	Rate	Note
01043	Customer Service Representative III	19.77	
01051	Data Entry Operator I	17.71	***
01052	Data Entry Operator II	19.32	
01060	Dispatcher, Motor Vehicle	23.29	
01070	Document Preparation Clerk	18.37	
01090	Duplicating Machine Operator	18.37	
01111	General Clerk I	16.08	***
01112	General Clerk II	17.55	***
01113	General Clerk III	19.69	
01120	Housing Referral Assistant	25.72	
01141	Messenger Courier	14.97	***
01191	Order Clerk I	18.14	
01192	Order Clerk II	19.80	
01261	Personnel Assistant (Employment) I	20.61	
01262	Personnel Assistant (Employment) II	23.07	
01263	Personnel Assistant (Employment) III	25.72	
01270	Production Control Clerk	30.60	
01290	Rental Clerk	17.74	***
01300	Scheduler, Maintenance	20.61	
01311	Secretary I	20.61	
01312	Secretary II	23.07	
01313	Secretary III	25.72	
01320	Service Order Dispatcher	20.82	
01410	Supply Technician	31.24	
01420	Survey Worker	23.07	
01460	Switchboard Operator/Receptionist	16.75	***
01531	Travel Clerk I	16.10	***
01532	Travel Clerk II	17.47	***
01533	Travel Clerk III	18.82	
01611	Word Processor I	18.37	
01612	Word Processor II	20.57	
01613	Word Processor III	23.07	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.06	
05010	Automotive Electrician	21.78	
05040	Automotive Glass Installer	20.64	
05070	Automotive Worker	20.64	

Code	Title	Rate	Note
05110	Mobile Equipment Servicer	18.42	
05130	Motor Equipment Metal Mechanic	22.89	
05160	Motor Equipment Metal Worker	20.64	
05190	Motor Vehicle Mechanic	22.89	
05220	Motor Vehicle Mechanic Helper	17.42	***
05250	Motor Vehicle Upholstery Worker	19.46	
05280	Motor Vehicle Wrecker	20.64	
05310	Painter, Automotive	21.78	
05340	Radiator Repair Specialist	20.64	
05370	Tire Repairer	18.30	
05400	Transmission Repair Specialist	22.89	
07000	Food Preparation And Service Occupations		
07010	Baker	19.54	
07041	Cook I	17.19	***
07042	Cook II	19.27	
07070	Dishwasher	13.46	***
07130	Food Service Worker	13.58	***
07210	Meat Cutter	17.97	
07260	Waiter/Waitress	15.53	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.48	
09040	Furniture Handler	15.88	***
09080	Furniture Refinisher	22.48	
09090	Furniture Refinisher Helper	17.98	
09110	Furniture Repairer, Minor	20.08	
09130	Upholsterer	22.48	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	14.05	***
11060	Elevator Operator	16.10	***
11090	Gardener	20.85	
11122	Housekeeping Aide	16.10	***
11150	Janitor	16.10	***
11210	Laborer, Grounds Maintenance	17.37	***
11240	Maid or Houseman	15.86	***
11260	Pruner	16.24	***
11270	Tractor Operator	19.72	
11330	Trail Maintenance Worker	17.37	***

Code	Title	Rate Note
11360	Window Cleaner	17.22 ***
12000	Health Occupations	
12010	Ambulance Driver	26.70
12011	Breath Alcohol Technician	26.70
12012	Certified Occupational Therapist Assistant	36.64
12015	Certified Physical Therapist Assistant	29.85
12020	Dental Assistant	21.96
12025	Dental Hygienist	37.15
12030	EKG Technician	40.47
12035	Electroneurodiagnostic Technologist	40.47
12040	Emergency Medical Technician	26.70
12071	Licensed Practical Nurse I	23.87
12072	Licensed Practical Nurse II	26.70
12073	Licensed Practical Nurse III	29.78
12100	Medical Assistant	20.32
12130	Medical Laboratory Technician	23.87
12160	Medical Record Clerk	20.61
12190	Medical Record Technician	24.96
12195	Medical Transcriptionist	23.87
12210	Nuclear Medicine Technologist	58.69
12221	Nursing Assistant I	13.62 ***
12222	Nursing Assistant II	15.33 ***
12223	Nursing Assistant III	16.73 ***
12224	Nursing Assistant IV	18.77
12235	Optical Dispenser	26.70
12236	Optical Technician	23.87
12250	Pharmacy Technician	18.01
12280	Phlebotomist	23.87
12305	Radiologic Technologist	40.47
12311	Registered Nurse I	32.75
12312	Registered Nurse II	40.05
12313	Registered Nurse II, Specialist	40.05
12314	Registered Nurse III	48.44
12315	Registered Nurse III, Anesthetist	48.44
12316	Registered Nurse IV	57.68
12317	Scheduler (Drug and Alcohol Testing)	33.09
12320	Substance Abuse Treatment Counselor	25.18

Code	Title	Rate	Note
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	20.87	
13012	Exhibits Specialist II	25.85	
13013	Exhibits Specialist III	31.63	
13041	Illustrator I	20.87	
13042	Illustrator II	25.85	
13043	Illustrator III	31.63	
13047	Librarian	28.63	
13050	Library Aide/Clerk	14.96	***
13054	Library Information Technology Systems Administrator	25.85	
13058	Library Technician	18.08	
13061	Media Specialist I	18.65	
13062	Media Specialist II	20.87	
13063	Media Specialist III	23.27	
13071	Photographer I	18.65	
13072	Photographer II	20.87	
13073	Photographer III	25.85	
13074	Photographer IV	31.63	
13075	Photographer V	38.26	
13090	Technical Order Library Clerk	18.78	
13110	Video Teleconference Technician	18.65	
14000	Information Technology Occupations		
14041	Computer Operator I	17.88	
14042	Computer Operator II	20.01	
14043	Computer Operator III	22.30	
14044	Computer Operator IV	24.78	
14045	Computer Operator V	27.45	
14071	Computer Programmer I	21.24	see 1
14072	Computer Programmer II	26.32	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	17.88	
14160	Personal Computer Support Technician	24.78	
14170	System Support Specialist	27.45	

Code	Title	Rate	Note
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	35.56	
15020	Aircrew Training Devices Instructor (Rated)	43.03	
15030	Air Crew Training Devices Instructor (Pilot)	51.59	
15050	Computer Based Training Specialist / Instructor	35.56	
15060	Educational Technologist	37.98	
15070	Flight Instructor (Pilot)	51.59	
15080	Graphic Artist	25.72	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	51.59	
15086	Maintenance Test Pilot, Rotary Wing	51.59	
15088	Non-Maintenance Test/Co-Pilot	51.59	
15090	Technical Instructor	26.73	
15095	Technical Instructor/Course Developer	32.70	
15110	Test Proctor	21.97	
15120	Tutor	21.97	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.38	***
16030	Counter Attendant	12.38	***
16040	Dry Cleaner	16.26	***
16070	Finisher, Flatwork, Machine	12.38	***
16090	Presser, Hand	12.38	***
16110	Presser, Machine, Drycleaning	12.38	***
16130	Presser, Machine, Shirts	12.38	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.38	***
16190	Sewing Machine Operator	17.64	***
16220	Tailor	18.97	
16250	Washer, Machine	13.71	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	24.29	
19040	Tool And Die Maker	29.26	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	19.25	
21030	Material Coordinator	30.60	
21040	Material Expediter	30.60	
21050	Material Handling Laborer	17.59	***
21071	Order Filler	16.38	***
21080	Production Line Worker (Food Processing)	20.02	

Code	Title	Rate Note
21110	Shipping Packer	18.10
21130	Shipping/Receiving Clerk	18.10
21140	Store Worker I	18.05
21150	Stock Clerk	22.20
21210	Tools And Parts Attendant	19.25
21410	Warehouse Specialist	19.79
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	29.66
23019	Aircraft Logs and Records Technician	24.02
23021	Aircraft Mechanic I	28.25
23022	Aircraft Mechanic II	29.66
23023	Aircraft Mechanic III	31.09
23040	Aircraft Mechanic Helper	21.50
23050	Aircraft, Painter	26.89
23060	Aircraft Servicer	24.02
23070	Aircraft Survival Flight Equipment Technician	26.89
23080	Aircraft Worker	25.48
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.48
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.25
23110	Appliance Mechanic	26.89
23120	Bicycle Repairer	22.74
23125	Cable Splicer	28.25
23130	Carpenter, Maintenance	25.14
23140	Carpet Layer	25.48
23160	Electrician, Maintenance	30.06
23181	Electronics Technician Maintenance I	25.48
23182	Electronics Technician Maintenance II	26.89
23183	Electronics Technician Maintenance III	28.25
23260	Fabric Worker	24.02
23290	Fire Alarm System Mechanic	28.25
23310	Fire Extinguisher Repairer	22.74
23311	Fuel Distribution System Mechanic	28.25
23312	Fuel Distribution System Operator	22.74
23370	General Maintenance Worker	22.15
23380	Ground Support Equipment Mechanic	28.25
23381	Ground Support Equipment Servicer	24.02
23382	Ground Support Equipment Worker	25.48

Code	Title	Rate Note
23391	Gunsmith I	22.74
23392	Gunsmith II	25.48
23393	Gunsmith III	28.25
23410	Heating, Ventilation And Air-Conditioning Mechanic	32.44
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	34.06
23430	Heavy Equipment Mechanic	28.56
23440	Heavy Equipment Operator	28.80
23460	Instrument Mechanic	28.25
23465	Laboratory/Shelter Mechanic	26.89
23470	Laborer	17.59 ***
23510	Locksmith	26.89
23530	Machinery Maintenance Mechanic	29.68
23550	Machinist, Maintenance	22.29
23580	Maintenance Trades Helper	21.50
23591	Metrology Technician I	28.25
23592	Metrology Technician II	29.66
23593	Metrology Technician III	31.09
23640	Millwright	32.21
23710	Office Appliance Repairer	26.89
23760	Painter, Maintenance	26.89
23790	Pipefitter, Maintenance	33.44
23810	Plumber, Maintenance	31.82
23820	Pneudraulic Systems Mechanic	28.25
23850	Rigger	28.25
23870	Scale Mechanic	25.48
23890	Sheet-Metal Worker, Maintenance	28.25
23910	Small Engine Mechanic	23.19
23931	Telecommunications Mechanic I	28.25
23932	Telecommunications Mechanic II	29.66
23950	Telephone Lineman	28.25
23960	Welder, Combination, Maintenance	21.86
23965	Well Driller	28.25
23970	Woodcraft Worker	28.25
23980	Woodworker	22.74
24000	Personal Needs Occupations	
24550	Case Manager	18.69
24570	Child Care Attendant	13.30 ***

Code	Title	Rate	Note
24580	Child Care Center Clerk	16.59	***
24610	Chore Aide	14.24	***
24620	Family Readiness And Support Services Coordinator	18.69	
24630	Homemaker	18.69	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	25.71	
25040	Sewage Plant Operator	24.47	
25070	Stationary Engineer	25.71	
25190	Ventilation Equipment Tender	19.77	
25210	Water Treatment Plant Operator	24.47	
27000 Protective Service Occupations			
27004	Alarm Monitor	22.79	
27007	Baggage Inspector	16.96	***
27008	Corrections Officer	22.90	
27010	Court Security Officer	23.03	
27030	Detection Dog Handler	18.97	
27040	Detention Officer	22.90	
27070	Firefighter	22.85	
27101	Guard I	16.96	***
27102	Guard II	18.97	
27131	Police Officer I	30.44	
27132	Police Officer II	33.82	
28000 Recreation Occupations			
28041	Carnival Equipment Operator	15.15	***
28042	Carnival Equipment Repairer	16.01	***
28043	Carnival Worker	13.47	***
28210	Gate Attendant/Gate Tender	19.49	
28310	Lifeguard	14.88	***
28350	Park Attendant (Aide)	21.80	
28510	Recreation Aide/Health Facility Attendant	15.91	***
28515	Recreation Specialist	27.02	
28630	Sports Official	17.36	***
28690	Swimming Pool Operator	20.18	
29000 Stevedoring/Longshoremen Occupational Services			
29010	Blocker And Bracer	25.48	
29020	Hatch Tender	25.48	
29030	Line Handler	25.48	

Code	Title	Rate Note
29041	Stevedore I	24.02
29042	Stevedore II	26.89
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	47.37 see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.66 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.97 see 2
30021	Archeological Technician I	21.38
30022	Archeological Technician II	23.91
30023	Archeological Technician III	29.63
30030	Cartographic Technician	29.63
30040	Civil Engineering Technician	32.56
30051	Cryogenic Technician I	32.81
30052	Cryogenic Technician II	36.24
30061	Drafter/CAD Operator I	21.38
30062	Drafter/CAD Operator II	23.91
30063	Drafter/CAD Operator III	26.66
30064	Drafter/CAD Operator IV	32.81
30081	Engineering Technician I	18.18
30082	Engineering Technician II	20.42
30083	Engineering Technician III	22.84
30084	Engineering Technician IV	28.30
30085	Engineering Technician V	34.61
30086	Engineering Technician VI	41.87
30090	Environmental Technician	29.63
30095	Evidence Control Specialist	29.63
30210	Laboratory Technician	26.66
30221	Latent Fingerprint Technician I	32.81
30222	Latent Fingerprint Technician II	36.24
30240	Mathematical Technician	29.63
30361	Paralegal/Legal Assistant I	22.03
30362	Paralegal/Legal Assistant II	27.27
30363	Paralegal/Legal Assistant III	33.37
30364	Paralegal/Legal Assistant IV	40.37
30375	Petroleum Supply Specialist	36.24
30390	Photo-Optics Technician	29.63
30395	Radiation Control Technician	36.24
30461	Technical Writer I	29.63

Code	Title	Rate Note
30462	Technical Writer II	36.24
30463	Technical Writer III	43.84
30491	Unexploded Ordnance (UXO) Technician I	30.11
30492	Unexploded Ordnance (UXO) Technician II	36.42
30493	Unexploded Ordnance (UXO) Technician III	43.66
30494	Unexploded (UXO) Safety Escort	30.11
30495	Unexploded (UXO) Sweep Personnel	30.11
30501	Weather Forecaster I	32.81
30502	Weather Forecaster II	39.91
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.66 see 2
30621	Weather Observer, Senior	29.63 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	36.42
31020	Bus Aide	15.78 ***
31030	Bus Driver	20.01
31043	Driver Courier	17.90
31260	Parking and Lot Attendant	14.75 ***
31290	Shuttle Bus Driver	19.41
31310	Taxi Driver	17.65 ***
31361	Truckdriver, Light	18.94
31362	Truckdriver, Medium	20.01
31363	Truckdriver, Heavy	24.60
31364	Truckdriver, Tractor-Trailer	24.60
99000	Miscellaneous Occupations	
99020	Cabin Safety Specialist	17.75
99030	Cashier	13.59 ***
99050	Desk Clerk	16.45 ***
99095	Embalmer	30.11
99130	Flight Follower	30.11
99251	Laboratory Animal Caretaker I	16.75 ***
99252	Laboratory Animal Caretaker II	17.71 ***
99260	Marketing Analyst	37.19
99310	Mortician	30.11
99410	Pest Controller	26.38
99510	Photofinishing Worker	15.82 ***
99710	Recycling Laborer	22.42
99711	Recycling Specialist	25.43

Code	Title	Rate	Note
99730	Refuse Collector	20.96	
99810	Sales Clerk	14.88	***
99820	School Crossing Guard	19.45	
99830	Survey Party Chief	23.88	
99831	Surveying Aide	12.54	***
99832	Surveying Technician	19.90	
99840	Vending Machine Attendant	23.61	
99841	Vending Machine Repairer	27.98	
99842	Vending Machine Repairer Helper	23.61	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4853

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan Counties of Kalamazoo, Van Buren

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	

Code	Title	Rate	Note
01011	Accounting Clerk I	17.13	***
01012	Accounting Clerk II	19.22	
01013	Accounting Clerk III	21.50	
01020	Administrative Assistant	28.98	
01035	Court Reporter	22.00	
01041	Customer Service Representative I	15.12	***
01042	Customer Service Representative II	16.49	***
01043	Customer Service Representative III	18.51	
01051	Data Entry Operator I	17.47	***
01052	Data Entry Operator II	19.06	
01060	Dispatcher, Motor Vehicle	22.78	
01070	Document Preparation Clerk	17.51	***
01090	Duplicating Machine Operator	17.51	***
01111	General Clerk I	15.34	***
01112	General Clerk II	16.74	***
01113	General Clerk III	18.78	
01120	Housing Referral Assistant	24.51	
01141	Messenger Courier	17.00	***
01191	Order Clerk I	19.95	
01192	Order Clerk II	21.77	
01261	Personnel Assistant (Employment) I	17.63	***
01262	Personnel Assistant (Employment) II	19.72	
01263	Personnel Assistant (Employment) III	21.99	
01270	Production Control Clerk	29.96	
01290	Rental Clerk	17.80	
01300	Scheduler, Maintenance	19.66	
01311	Secretary I	19.66	
01312	Secretary II	22.00	
01313	Secretary III	24.51	
01320	Service Order Dispatcher	20.36	
01410	Supply Technician	28.98	
01420	Survey Worker	20.53	
01460	Switchboard Operator/Receptionist	16.27	***
01531	Travel Clerk I	16.10	***
01532	Travel Clerk II	17.47	***
01533	Travel Clerk III	18.82	
01611	Word Processor I	17.18	***

Code	Title	Rate	Note
01612	Word Processor II	19.29	
01613	Word Processor III	21.58	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	25.84	
05010	Automotive Electrician	21.45	
05040	Automotive Glass Installer	20.32	
05070	Automotive Worker	20.32	
05110	Mobile Equipment Servicer	18.14	
05130	Motor Equipment Metal Mechanic	22.54	
05160	Motor Equipment Metal Worker	20.32	
05190	Motor Vehicle Mechanic	22.54	
05220	Motor Vehicle Mechanic Helper	17.15	***
05250	Motor Vehicle Upholstery Worker	19.16	
05280	Motor Vehicle Wrecker	20.32	
05310	Painter, Automotive	21.45	
05340	Radiator Repair Specialist	20.32	
05370	Tire Repairer	16.91	***
05400	Transmission Repair Specialist	22.54	
07000	Food Preparation And Service Occupations		
07010	Baker	17.67	***
07041	Cook I	16.65	***
07042	Cook II	18.66	
07070	Dishwasher	13.43	***
07130	Food Service Worker	14.33	***
07210	Meat Cutter	17.81	
07260	Waiter/Waitress	15.53	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	20.63	
09040	Furniture Handler	15.88	***
09080	Furniture Refinisher	20.63	
09090	Furniture Refinisher Helper	17.43	***
09110	Furniture Repairer, Minor	19.06	
09130	Upholsterer	20.63	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.41	***
11060	Elevator Operator	15.95	***
11090	Gardener	20.94	

Code	Title	Rate	Note
11122	Housekeeping Aide	16.27	***
11150	Janitor	16.27	***
11210	Laborer, Grounds Maintenance	17.44	***
11240	Maid or Houseman	14.15	***
11260	Pruner	16.31	***
11270	Tractor Operator	19.80	
11330	Trail Maintenance Worker	17.44	***
11360	Window Cleaner	17.40	***
12000	Health Occupations		
12010	Ambulance Driver	22.55	
12011	Breath Alcohol Technician	26.35	
12012	Certified Occupational Therapist Assistant	36.16	
12015	Certified Physical Therapist Assistant	29.64	
12020	Dental Assistant	22.02	
12025	Dental Hygienist	37.41	
12030	EKG Technician	33.72	
12035	Electroneurodiagnostic Technologist	33.72	
12040	Emergency Medical Technician	22.55	
12071	Licensed Practical Nurse I	23.56	
12072	Licensed Practical Nurse II	26.35	
12073	Licensed Practical Nurse III	29.39	
12100	Medical Assistant	19.51	
12130	Medical Laboratory Technician	29.84	
12160	Medical Record Clerk	19.01	
12190	Medical Record Technician	21.27	
12195	Medical Transcriptionist	23.56	
12210	Nuclear Medicine Technologist	57.92	
12221	Nursing Assistant I	13.27	***
12222	Nursing Assistant II	14.93	***
12223	Nursing Assistant III	16.29	***
12224	Nursing Assistant IV	18.28	
12235	Optical Dispenser	18.32	
12236	Optical Technician	23.56	
12250	Pharmacy Technician	18.76	
12280	Phlebotomist	17.84	
12305	Radiologic Technologist	32.87	
12311	Registered Nurse I	26.33	

Code	Title	Rate	Note
12312	Registered Nurse II	32.20	
12313	Registered Nurse II, Specialist	32.20	
12314	Registered Nurse III	38.96	
12315	Registered Nurse III, Anesthetist	38.96	
12316	Registered Nurse IV	46.70	
12317	Scheduler (Drug and Alcohol Testing)	32.65	
12320	Substance Abuse Treatment Counselor	22.69	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	19.71	
13012	Exhibits Specialist II	24.43	
13013	Exhibits Specialist III	29.88	
13041	Illustrator I	19.71	
13042	Illustrator II	24.43	
13043	Illustrator III	29.88	
13047	Librarian	27.05	
13050	Library Aide/Clerk	14.32	***
13054	Library Information Technology Systems Administrator	24.43	
13058	Library Technician	14.14	***
13061	Media Specialist I	17.62	***
13062	Media Specialist II	19.71	
13063	Media Specialist III	21.98	
13071	Photographer I	17.62	***
13072	Photographer II	19.71	
13073	Photographer III	24.43	
13074	Photographer IV	29.88	
13075	Photographer V	36.15	
13090	Technical Order Library Clerk	17.97	
13110	Video Teleconference Technician	18.32	
14000	Information Technology Occupations		
14041	Computer Operator I	20.01	
14042	Computer Operator II	22.38	
14043	Computer Operator III	24.96	
14044	Computer Operator IV	27.73	
14045	Computer Operator V	30.71	
14071	Computer Programmer I	21.24	see 1
14072	Computer Programmer II	26.32	see 1
14073	Computer Programmer III		see 1

Code	Title	Rate	Note
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	20.01	
14160	Personal Computer Support Technician	27.73	
14170	System Support Specialist	30.71	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	32.47	
15020	Aircrew Training Devices Instructor (Rated)	39.28	
15030	Air Crew Training Devices Instructor (Pilot)	47.08	
15050	Computer Based Training Specialist / Instructor	32.47	
15060	Educational Technologist	36.76	
15070	Flight Instructor (Pilot)	47.08	
15080	Graphic Artist	24.62	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.08	
15086	Maintenance Test Pilot, Rotary Wing	47.08	
15088	Non-Maintenance Test/Co-Pilot	47.08	
15090	Technical Instructor	24.86	
15095	Technical Instructor/Course Developer	30.41	
15110	Test Proctor	20.07	
15120	Tutor	20.07	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.38	***
16030	Counter Attendant	12.38	***
16040	Dry Cleaner	16.26	***
16070	Finisher, Flatwork, Machine	12.38	***
16090	Presser, Hand	12.38	***
16110	Presser, Machine, Drycleaning	12.38	***
16130	Presser, Machine, Shirts	12.38	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.38	***
16190	Sewing Machine Operator	17.64	***
16220	Tailor	18.97	
16250	Washer, Machine	13.71	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	23.59	
19040	Tool And Die Maker	28.42	

Code	Title	Rate Note
21000	Materials Handling And Packing Occupations	
21020	Forklift Operator	19.31
21030	Material Coordinator	29.96
21040	Material Expediter	29.96
21050	Material Handling Laborer	19.32
21071	Order Filler	16.41 ***
21080	Production Line Worker (Food Processing)	21.20
21110	Shipping Packer	18.64
21130	Shipping/Receiving Clerk	18.64
21140	Store Worker I	18.05
21150	Stock Clerk	22.20
21210	Tools And Parts Attendant	19.58
21410	Warehouse Specialist	21.20
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	31.78
23019	Aircraft Logs and Records Technician	25.74
23021	Aircraft Mechanic I	30.27
23022	Aircraft Mechanic II	31.78
23023	Aircraft Mechanic III	33.32
23040	Aircraft Mechanic Helper	23.03
23050	Aircraft, Painter	28.81
23060	Aircraft Servicer	25.74
23070	Aircraft Survival Flight Equipment Technician	28.81
23080	Aircraft Worker	27.30
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.30
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.27
23110	Appliance Mechanic	28.81
23120	Bicycle Repairer	24.36
23125	Cable Splicer	30.27
23130	Carpenter, Maintenance	24.54
23140	Carpet Layer	27.30
23160	Electrician, Maintenance	29.48
23181	Electronics Technician Maintenance I	28.93
23182	Electronics Technician Maintenance II	30.53
23183	Electronics Technician Maintenance III	32.08
23260	Fabric Worker	25.74
23290	Fire Alarm System Mechanic	30.27

Code	Title	Rate Note
23310	Fire Extinguisher Repairer	24.36
23311	Fuel Distribution System Mechanic	30.27
23312	Fuel Distribution System Operator	24.36
23370	General Maintenance Worker	20.97
23380	Ground Support Equipment Mechanic	30.27
23381	Ground Support Equipment Servicer	25.74
23382	Ground Support Equipment Worker	27.30
23391	Gunsmith I	24.36
23392	Gunsmith II	27.30
23393	Gunsmith III	30.27
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.46
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.97
23430	Heavy Equipment Mechanic	27.73
23440	Heavy Equipment Operator	28.82
23460	Instrument Mechanic	30.27
23465	Laboratory/Shelter Mechanic	28.81
23470	Laborer	19.32
23510	Locksmith	28.81
23530	Machinery Maintenance Mechanic	29.36
23550	Machinist, Maintenance	23.76
23580	Maintenance Trades Helper	19.89
23591	Metrology Technician I	30.27
23592	Metrology Technician II	31.78
23593	Metrology Technician III	33.32
23640	Millwright	38.97
23710	Office Appliance Repairer	22.56
23760	Painter, Maintenance	22.16
23790	Pipefitter, Maintenance	40.14
23810	Plumber, Maintenance	38.20
23820	Pneudraulic Systems Mechanic	30.27
23850	Rigger	30.27
23870	Scale Mechanic	27.30
23890	Sheet-Metal Worker, Maintenance	39.68
23910	Small Engine Mechanic	21.93
23931	Telecommunications Mechanic I	31.02
23932	Telecommunications Mechanic II	32.45
23950	Telephone Lineman	30.25

Code	Title	Rate	Note
23960	Welder, Combination, Maintenance	22.84	
23965	Well Driller	30.27	
23970	Woodcraft Worker	30.27	
23980	Woodworker	24.36	
24000	Personal Needs Occupations		
24550	Case Manager	16.50	***
24570	Child Care Attendant	13.48	***
24580	Child Care Center Clerk	16.80	***
24610	Chore Aide	15.00	***
24620	Family Readiness And Support Services Coordinator	16.50	***
24630	Homemaker	16.50	***
25000	Plant And System Operations Occupations		
25010	Boiler Tender	28.77	
25040	Sewage Plant Operator	25.32	
25070	Stationary Engineer	28.77	
25190	Ventilation Equipment Tender	21.88	
25210	Water Treatment Plant Operator	25.32	
27000	Protective Service Occupations		
27004	Alarm Monitor	24.01	
27007	Baggage Inspector	16.63	***
27008	Corrections Officer	28.51	
27010	Court Security Officer	23.99	
27030	Detection Dog Handler	18.60	
27040	Detention Officer	28.51	
27070	Firefighter	19.46	
27101	Guard I	16.63	***
27102	Guard II	18.60	
27131	Police Officer I	30.19	
27132	Police Officer II	33.54	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	16.24	***
28042	Carnival Equipment Repairer	17.18	***
28043	Carnival Worker	13.47	***
28210	Gate Attendant/Gate Tender	18.37	
28310	Lifeguard	12.91	***
28350	Park Attendant (Aide)	20.54	
28510	Recreation Aide/Health Facility Attendant	15.00	***

Code	Title	Rate	Note
28515	Recreation Specialist	25.46	
28630	Sports Official	16.37	***
28690	Swimming Pool Operator	20.18	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	27.30	
29020	Hatch Tender	27.30	
29030	Line Handler	27.30	
29041	Stevedore I	25.74	
29042	Stevedore II	28.81	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	19.91	
30022	Archeological Technician II	22.28	
30023	Archeological Technician III	27.60	
30030	Cartographic Technician	27.60	
30040	Civil Engineering Technician	29.39	
30051	Cryogenic Technician I	30.56	
30052	Cryogenic Technician II	33.75	
30061	Drafter/CAD Operator I	19.91	
30062	Drafter/CAD Operator II	22.28	
30063	Drafter/CAD Operator III	24.83	
30064	Drafter/CAD Operator IV	30.56	
30081	Engineering Technician I	17.94	
30082	Engineering Technician II	20.14	
30083	Engineering Technician III	22.52	
30084	Engineering Technician IV	27.91	
30085	Engineering Technician V	34.14	
30086	Engineering Technician VI	41.30	
30090	Environmental Technician	27.60	
30095	Evidence Control Specialist	27.60	
30210	Laboratory Technician	26.06	
30221	Latent Fingerprint Technician I	30.56	
30222	Latent Fingerprint Technician II	33.75	
30240	Mathematical Technician	27.91	
30361	Paralegal/Legal Assistant I	19.99	

Code	Title	Rate Note
30362	Paralegal/Legal Assistant II	24.35
30363	Paralegal/Legal Assistant III	29.79
30364	Paralegal/Legal Assistant IV	36.05
30375	Petroleum Supply Specialist	33.75
30390	Photo-Optics Technician	27.60
30395	Radiation Control Technician	33.75
30461	Technical Writer I	26.64
30462	Technical Writer II	32.59
30463	Technical Writer III	39.43
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	30.56
30502	Weather Forecaster II	37.17
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.83 see 2
30621	Weather Observer, Senior	27.60 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	34.76
31020	Bus Aide	16.12 ***
31030	Bus Driver	20.44
31043	Driver Courier	18.30
31260	Parking and Lot Attendant	13.91 ***
31290	Shuttle Bus Driver	16.87 ***
31310	Taxi Driver	15.19 ***
31361	Truckdriver, Light	19.35
31362	Truckdriver, Medium	20.44
31363	Truckdriver, Heavy	23.79
31364	Truckdriver, Tractor-Trailer	23.79
99000	Miscellaneous Occupations	
99020	Cabin Safety Specialist	16.95 ***
99030	Cashier	13.55 ***
99050	Desk Clerk	14.21 ***
99095	Embalmer	28.73
99130	Flight Follower	28.73
99251	Laboratory Animal Caretaker I	16.03 ***

Code	Title	Rate	Note
99252	Laboratory Animal Caretaker II	16.95	***
99260	Marketing Analyst	28.09	
99310	Mortician	28.73	
99410	Pest Controller	25.12	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	24.35	
99711	Recycling Specialist	27.64	
99730	Refuse Collector	22.77	
99810	Sales Clerk	14.63	***
99820	School Crossing Guard	17.32	***
99830	Survey Party Chief	22.75	
99831	Surveying Aide	11.95	***
99832	Surveying Technician	18.96	
99840	Vending Machine Attendant	23.61	
99841	Vending Machine Repairer	27.98	
99842	Vending Machine Repairer Helper	23.61	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4855

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan County of Clinton

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	18.50
01012	Accounting Clerk II	20.77
01013	Accounting Clerk III	23.23
01020	Administrative Assistant	31.06
01035	Court Reporter	22.78
01041	Customer Service Representative I	16.13 ***
01042	Customer Service Representative II	17.59 ***
01043	Customer Service Representative III	19.75
01051	Data Entry Operator I	17.88
01052	Data Entry Operator II	19.78
01060	Dispatcher, Motor Vehicle	22.66
01070	Document Preparation Clerk	18.62
01090	Duplicating Machine Operator	18.62
01111	General Clerk I	17.23 ***
01112	General Clerk II	18.81
01113	General Clerk III	21.11
01120	Housing Referral Assistant	25.39
01141	Messenger Courier	18.16
01191	Order Clerk I	19.23
01192	Order Clerk II	20.98
01261	Personnel Assistant (Employment) I	19.44
01262	Personnel Assistant (Employment) II	21.75
01263	Personnel Assistant (Employment) III	24.24
01270	Production Control Clerk	27.75
01290	Rental Clerk	18.43
01300	Scheduler, Maintenance	20.37
01311	Secretary I	20.37
01312	Secretary II	22.78
01313	Secretary III	25.39
01320	Service Order Dispatcher	20.25
01410	Supply Technician	31.06
01420	Survey Worker	19.21
01460	Switchboard Operator/Receptionist	17.61 ***

Code	Title	Rate	Note
01531	Travel Clerk I	18.25	
01532	Travel Clerk II	20.37	
01533	Travel Clerk III	22.78	
01611	Word Processor I	18.16	
01612	Word Processor II	20.38	
01613	Word Processor III	22.80	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	26.20	
05010	Automotive Electrician	22.35	
05040	Automotive Glass Installer	21.61	
05070	Automotive Worker	21.61	
05110	Mobile Equipment Servicer	19.73	
05130	Motor Equipment Metal Mechanic	23.52	
05160	Motor Equipment Metal Worker	21.61	
05190	Motor Vehicle Mechanic	23.52	
05220	Motor Vehicle Mechanic Helper	18.50	
05250	Motor Vehicle Upholstery Worker	20.73	
05280	Motor Vehicle Wrecker	21.61	
05310	Painter, Automotive	22.35	
05340	Radiator Repair Specialist	21.61	
05370	Tire Repairer	17.48	***
05400	Transmission Repair Specialist	23.52	
07000	Food Preparation And Service Occupations		
07010	Baker	16.76	***
07041	Cook I	17.20	***
07042	Cook II	18.84	
07070	Dishwasher	14.22	***
07130	Food Service Worker	15.26	***
07210	Meat Cutter	19.44	
07260	Waiter/Waitress	15.53	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	25.53	
09040	Furniture Handler	18.68	
09080	Furniture Refinisher	25.53	
09090	Furniture Refinisher Helper	21.55	
09110	Furniture Repairer, Minor	23.95	
09130	Upholsterer	25.53	

Code	Title	Rate	Note
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.05	***
11060	Elevator Operator	16.41	***
11090	Gardener	22.21	
11122	Housekeeping Aide	16.41	***
11150	Janitor	16.41	***
11210	Laborer, Grounds Maintenance	18.07	
11240	Maid or Houseman	14.95	***
11260	Pruner	16.67	***
11270	Tractor Operator	20.83	
11330	Trail Maintenance Worker	18.07	
11360	Window Cleaner	17.79	
12000	Health Occupations		
12010	Ambulance Driver	19.50	
12011	Breath Alcohol Technician	27.67	
12012	Certified Occupational Therapist Assistant	37.96	
12015	Certified Physical Therapist Assistant	30.66	
12020	Dental Assistant	22.77	
12025	Dental Hygienist	39.56	
12030	EKG Technician	35.23	
12035	Electroneurodiagnostic Technologist	35.23	
12040	Emergency Medical Technician	19.50	
12071	Licensed Practical Nurse I	24.74	
12072	Licensed Practical Nurse II	27.67	
12073	Licensed Practical Nurse III	30.84	
12100	Medical Assistant	19.01	
12130	Medical Laboratory Technician	31.57	
12160	Medical Record Clerk	22.03	
12190	Medical Record Technician	24.64	
12195	Medical Transcriptionist	19.58	
12210	Nuclear Medicine Technologist	60.81	
12221	Nursing Assistant I	14.77	***
12222	Nursing Assistant II	16.61	***
12223	Nursing Assistant III	18.13	
12224	Nursing Assistant IV	20.35	
12235	Optical Dispenser	19.14	
12236	Optical Technician	24.74	

Code	Title	Rate Note
12250	Pharmacy Technician	18.38
12280	Phlebotomist	18.74
12305	Radiologic Technologist	31.68
12311	Registered Nurse I	27.56
12312	Registered Nurse II	33.70
12313	Registered Nurse II, Specialist	33.70
12314	Registered Nurse III	40.78
12315	Registered Nurse III, Anesthetist	40.78
12316	Registered Nurse IV	48.89
12317	Scheduler (Drug and Alcohol Testing)	34.28
12320	Substance Abuse Treatment Counselor	34.16
13000	Information And Arts Occupations	
13011	Exhibits Specialist I	25.26
13012	Exhibits Specialist II	31.29
13013	Exhibits Specialist III	38.27
13041	Illustrator I	25.26
13042	Illustrator II	31.29
13043	Illustrator III	38.27
13047	Librarian	34.66
13050	Library Aide/Clerk	14.97 ***
13054	Library Information Technology Systems Administrator	31.29
13058	Library Technician	19.83
13061	Media Specialist I	22.59
13062	Media Specialist II	25.26
13063	Media Specialist III	28.16
13071	Photographer I	21.74
13072	Photographer II	24.32
13073	Photographer III	30.12
13074	Photographer IV	36.84
13075	Photographer V	44.57
13090	Technical Order Library Clerk	18.81
13110	Video Teleconference Technician	24.77
14000	Information Technology Occupations	
14041	Computer Operator I	19.85
14042	Computer Operator II	22.21
14043	Computer Operator III	24.76
14044	Computer Operator IV	27.51

Code	Title	Rate	Note
14045	Computer Operator V	30.47	
14071	Computer Programmer I	23.91	see 1
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	19.85	
14160	Personal Computer Support Technician	27.51	
14170	System Support Specialist	30.47	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	32.70	
15020	Aircrew Training Devices Instructor (Rated)	39.57	
15030	Air Crew Training Devices Instructor (Pilot)	47.44	
15050	Computer Based Training Specialist / Instructor	32.70	
15060	Educational Technologist	37.83	
15070	Flight Instructor (Pilot)	47.44	
15080	Graphic Artist	28.89	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.44	
15086	Maintenance Test Pilot, Rotary Wing	47.44	
15088	Non-Maintenance Test/Co-Pilot	47.44	
15090	Technical Instructor	25.04	
15095	Technical Instructor/Course Developer	30.62	
15110	Test Proctor	20.21	
15120	Tutor	20.21	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	13.62	***
16030	Counter Attendant	13.62	***
16040	Dry Cleaner	17.11	***
16070	Finisher, Flatwork, Machine	13.62	***
16090	Presser, Hand	13.62	***
16110	Presser, Machine, Drycleaning	13.62	***
16130	Presser, Machine, Shirts	13.62	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.62	***
16190	Sewing Machine Operator	18.56	
16220	Tailor	19.96	

Code	Title	Rate Note
16250	Washer, Machine	14.43 ***
19000	Machine Tool Operation And Repair Occupations	
19010	Machine-Tool Operator (Tool Room)	25.80
19040	Tool And Die Maker	30.07
21000	Materials Handling And Packing Occupations	
21020	Forklift Operator	21.45
21030	Material Coordinator	27.75
21040	Material Expediter	27.75
21050	Material Handling Laborer	18.91
21071	Order Filler	17.24 ***
21080	Production Line Worker (Food Processing)	21.45
21110	Shipping Packer	20.87
21130	Shipping/Receiving Clerk	20.87
21140	Store Worker I	21.25
21150	Stock Clerk	27.03
21210	Tools And Parts Attendant	21.45
21410	Warehouse Specialist	21.45
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	36.99
23019	Aircraft Logs and Records Technician	31.56
23021	Aircraft Mechanic I	35.80
23022	Aircraft Mechanic II	36.99
23023	Aircraft Mechanic III	38.52
23040	Aircraft Mechanic Helper	28.16
23050	Aircraft, Painter	34.03
23060	Aircraft Servicer	31.56
23070	Aircraft Survival Flight Equipment Technician	34.03
23080	Aircraft Worker	32.89
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	32.89
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	35.80
23110	Appliance Mechanic	28.77
23120	Bicycle Repairer	26.88
23125	Cable Splicer	37.10
23130	Carpenter, Maintenance	30.29
23140	Carpet Layer	29.44
23160	Electrician, Maintenance	37.05
23181	Electronics Technician Maintenance I	33.85

Code	Title	Rate Note
23182	Electronics Technician Maintenance II	35.02
23183	Electronics Technician Maintenance III	36.85
23260	Fabric Worker	28.25
23290	Fire Alarm System Mechanic	30.03
23310	Fire Extinguisher Repairer	26.88
23311	Fuel Distribution System Mechanic	42.61
23312	Fuel Distribution System Operator	35.74
23370	General Maintenance Worker	22.96
23380	Ground Support Equipment Mechanic	35.80
23381	Ground Support Equipment Servicer	31.56
23382	Ground Support Equipment Worker	32.89
23391	Gunsmith I	26.88
23392	Gunsmith II	29.44
23393	Gunsmith III	32.05
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.92
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.88
23430	Heavy Equipment Mechanic	33.43
23440	Heavy Equipment Operator	30.85
23460	Instrument Mechanic	32.05
23465	Laboratory/Shelter Mechanic	30.46
23470	Laborer	18.91
23510	Locksmith	30.46
23530	Machinery Maintenance Mechanic	29.97
23550	Machinist, Maintenance	26.31
23580	Maintenance Trades Helper	19.65
23591	Metrology Technician I	32.05
23592	Metrology Technician II	33.11
23593	Metrology Technician III	34.48
23640	Millwright	39.70
23710	Office Appliance Repairer	22.97
23760	Painter, Maintenance	25.27
23790	Pipefitter, Maintenance	37.71
23810	Plumber, Maintenance	35.84
23820	Pneudraulic Systems Mechanic	32.05
23850	Rigger	32.05
23870	Scale Mechanic	29.44
23890	Sheet-Metal Worker, Maintenance	30.96

Code	Title	Rate	Note
23910	Small Engine Mechanic	21.99	
23931	Telecommunications Mechanic I	31.50	
23932	Telecommunications Mechanic II	32.55	
23950	Telephone Lineman	30.98	
23960	Welder, Combination, Maintenance	23.74	
23965	Well Driller	32.05	
23970	Woodcraft Worker	32.05	
23980	Woodworker	26.88	
24000 Personal Needs Occupations			
24550	Case Manager	18.95	
24570	Child Care Attendant	14.09	***
24580	Child Care Center Clerk	17.56	***
24610	Chore Aide	15.77	***
24620	Family Readiness And Support Services Coordinator	18.95	
24630	Homemaker	18.95	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	30.70	
25040	Sewage Plant Operator	28.74	
25070	Stationary Engineer	30.70	
25190	Ventilation Equipment Tender	24.15	
25210	Water Treatment Plant Operator	28.74	
27000 Protective Service Occupations			
27004	Alarm Monitor	25.88	
27007	Baggage Inspector	17.42	***
27008	Corrections Officer	28.68	
27010	Court Security Officer	26.40	
27030	Detection Dog Handler	19.49	
27040	Detention Officer	28.68	
27070	Firefighter	25.85	
27101	Guard I	17.42	***
27102	Guard II	19.49	
27131	Police Officer I	32.90	
27132	Police Officer II	36.57	
28000 Recreation Occupations			
28041	Carnival Equipment Operator	16.31	***
28042	Carnival Equipment Repairer	17.39	***
28043	Carnival Worker	13.05	***

Code	Title	Rate Note
28210	Gate Attendant/Gate Tender	19.97
28310	Lifeguard	14.33 ***
28350	Park Attendant (Aide)	22.33
28510	Recreation Aide/Health Facility Attendant	16.30 ***
28515	Recreation Specialist	27.66
28630	Sports Official	17.79
28690	Swimming Pool Operator	19.46
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	34.41
29020	Hatch Tender	34.41
29030	Line Handler	34.41
29041	Stevedore I	33.01
29042	Stevedore II	35.60
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	50.82 see 2
30011	Air Traffic Control Specialist, Station (HFO)	35.05 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	38.59 see 2
30021	Archeological Technician I	20.52
30022	Archeological Technician II	22.95
30023	Archeological Technician III	28.44
30030	Cartographic Technician	28.44
30040	Civil Engineering Technician	33.21
30051	Cryogenic Technician I	31.48
30052	Cryogenic Technician II	34.77
30061	Drafter/CAD Operator I	20.52
30062	Drafter/CAD Operator II	22.95
30063	Drafter/CAD Operator III	25.58
30064	Drafter/CAD Operator IV	31.48
30081	Engineering Technician I	19.66
30082	Engineering Technician II	22.06
30083	Engineering Technician III	24.68
30084	Engineering Technician IV	30.57
30085	Engineering Technician V	37.39
30086	Engineering Technician VI	45.23
30090	Environmental Technician	29.38
30095	Evidence Control Specialist	28.44
30210	Laboratory Technician	27.13

Code	Title	Rate	Note
30221	Latent Fingerprint Technician I	33.31	
30222	Latent Fingerprint Technician II	36.80	
30240	Mathematical Technician	30.09	
30361	Paralegal/Legal Assistant I	22.74	
30362	Paralegal/Legal Assistant II	28.17	
30363	Paralegal/Legal Assistant III	34.45	
30364	Paralegal/Legal Assistant IV	41.68	
30375	Petroleum Supply Specialist	34.77	
30390	Photo-Optics Technician	28.44	
30395	Radiation Control Technician	34.77	
30461	Technical Writer I	30.77	
30462	Technical Writer II	37.64	
30463	Technical Writer III	45.53	
30491	Unexploded Ordnance (UXO) Technician I	32.30	
30492	Unexploded Ordnance (UXO) Technician II	39.08	
30493	Unexploded Ordnance (UXO) Technician III	46.84	
30494	Unexploded (UXO) Safety Escort	32.30	
30495	Unexploded (UXO) Sweep Personnel	32.30	
30501	Weather Forecaster I	31.48	
30502	Weather Forecaster II	38.29	
30620	Weather Observer, Combined Upper Air Or Surface Programs	25.58	see 2
30621	Weather Observer, Senior	28.44	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	39.08	
31020	Bus Aide	16.11	***
31030	Bus Driver	20.81	
31043	Driver Courier	18.13	
31260	Parking and Lot Attendant	14.31	***
31290	Shuttle Bus Driver	20.44	
31310	Taxi Driver	15.35	***
31361	Truckdriver, Light	19.33	
31362	Truckdriver, Medium	20.31	
31363	Truckdriver, Heavy	25.45	
31364	Truckdriver, Tractor-Trailer	25.45	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	19.05	
99030	Cashier	14.13	***

Code	Title	Rate Note
99050	Desk Clerk	15.67 ***
99095	Embalmer	32.30
99130	Flight Follower	32.30
99251	Laboratory Animal Caretaker I	17.75
99252	Laboratory Animal Caretaker II	18.93
99260	Marketing Analyst	30.53
99310	Mortician	32.30
99410	Pest Controller	27.29
99510	Photofinishing Worker	16.97 ***
99710	Recycling Laborer	27.63
99711	Recycling Specialist	31.85
99730	Refuse Collector	25.49
99810	Sales Clerk	15.09 ***
99820	School Crossing Guard	14.93 ***
99830	Survey Party Chief	24.95
99831	Surveying Aide	14.26 ***
99832	Surveying Technician	21.32
99840	Vending Machine Attendant	28.95
99841	Vending Machine Repairer	33.81
99842	Vending Machine Repairer Helper	28.95

Footer

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

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

member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 25 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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)).

Wage Determination No. : 2015-4857

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan Counties of Eaton, Ingham

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	18.50	
01012	Accounting Clerk II	20.77	
01013	Accounting Clerk III	23.23	
01020	Administrative Assistant	31.06	
01035	Court Reporter	22.78	
01041	Customer Service Representative I	16.13	***
01042	Customer Service Representative II	17.59	***
01043	Customer Service Representative III	19.75	
01051	Data Entry Operator I	18.13	
01052	Data Entry Operator II	19.78	
01060	Dispatcher, Motor Vehicle	22.66	
01070	Document Preparation Clerk	19.92	
01090	Duplicating Machine Operator	19.92	
01111	General Clerk I	17.23	***
01112	General Clerk II	18.81	
01113	General Clerk III	21.11	
01120	Housing Referral Assistant	25.39	
01141	Messenger Courier	18.16	
01191	Order Clerk I	19.23	
01192	Order Clerk II	20.98	
01261	Personnel Assistant (Employment) I	19.44	
01262	Personnel Assistant (Employment) II	21.75	
01263	Personnel Assistant (Employment) III	24.24	
01270	Production Control Clerk	27.75	
01290	Rental Clerk	18.43	
01300	Scheduler, Maintenance	20.37	

Code	Title	Rate	Note
01311	Secretary I	20.37	
01312	Secretary II	22.78	
01313	Secretary III	25.39	
01320	Service Order Dispatcher	20.25	
01410	Supply Technician	31.06	
01420	Survey Worker	19.21	
01460	Switchboard Operator/Receptionist	17.61	***
01531	Travel Clerk I	18.25	
01532	Travel Clerk II	20.37	
01533	Travel Clerk III	22.78	
01611	Word Processor I	18.16	
01612	Word Processor II	20.38	
01613	Word Processor III	22.80	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	26.20	
05010	Automotive Electrician	22.35	
05040	Automotive Glass Installer	21.61	
05070	Automotive Worker	21.61	
05110	Mobile Equipment Servicer	19.73	
05130	Motor Equipment Metal Mechanic	23.52	
05160	Motor Equipment Metal Worker	21.61	
05190	Motor Vehicle Mechanic	23.52	
05220	Motor Vehicle Mechanic Helper	18.50	
05250	Motor Vehicle Upholstery Worker	20.73	
05280	Motor Vehicle Wrecker	21.61	
05310	Painter, Automotive	22.35	
05340	Radiator Repair Specialist	21.61	
05370	Tire Repairer	17.48	***
05400	Transmission Repair Specialist	23.52	
07000	Food Preparation And Service Occupations		
07010	Baker	17.67	***
07041	Cook I	17.20	***
07042	Cook II	18.84	
07070	Dishwasher	14.22	***
07130	Food Service Worker	15.52	***
07210	Meat Cutter	19.44	
07260	Waiter/Waitress	17.25	***

Code	Title	Rate	Note
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	24.96	
09040	Furniture Handler	18.68	
09080	Furniture Refinisher	24.96	
09090	Furniture Refinisher Helper	21.09	
09110	Furniture Repairer, Minor	23.07	
09130	Upholsterer	24.96	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.22	***
11060	Elevator Operator	16.41	***
11090	Gardener	22.21	
11122	Housekeeping Aide	16.41	***
11150	Janitor	16.41	***
11210	Laborer, Grounds Maintenance	18.07	
11240	Maid or Houseman	14.95	***
11260	Pruner	16.67	***
11270	Tractor Operator	20.83	
11330	Trail Maintenance Worker	18.07	
11360	Window Cleaner	17.79	
12000	Health Occupations		
12010	Ambulance Driver	19.50	
12011	Breath Alcohol Technician	27.67	
12012	Certified Occupational Therapist Assistant	37.96	
12015	Certified Physical Therapist Assistant	30.66	
12020	Dental Assistant	22.77	
12025	Dental Hygienist	39.56	
12030	EKG Technician	35.23	
12035	Electroneurodiagnostic Technologist	35.23	
12040	Emergency Medical Technician	19.50	
12071	Licensed Practical Nurse I	24.74	
12072	Licensed Practical Nurse II	27.67	
12073	Licensed Practical Nurse III	30.84	
12100	Medical Assistant	19.01	
12130	Medical Laboratory Technician	31.57	
12160	Medical Record Clerk	22.03	
12190	Medical Record Technician	24.64	
12195	Medical Transcriptionist	19.58	

Code	Title	Rate	Note
12210	Nuclear Medicine Technologist	60.81	
12221	Nursing Assistant I	14.77	***
12222	Nursing Assistant II	16.61	***
12223	Nursing Assistant III	18.13	
12224	Nursing Assistant IV	20.35	
12235	Optical Dispenser	19.14	
12236	Optical Technician	24.74	
12250	Pharmacy Technician	18.38	
12280	Phlebotomist	18.74	
12305	Radiologic Technologist	31.68	
12311	Registered Nurse I	27.56	
12312	Registered Nurse II	33.70	
12313	Registered Nurse II, Specialist	33.70	
12314	Registered Nurse III	40.78	
12315	Registered Nurse III, Anesthetist	40.78	
12316	Registered Nurse IV	48.89	
12317	Scheduler (Drug and Alcohol Testing)	34.28	
12320	Substance Abuse Treatment Counselor	34.16	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	25.26	
13012	Exhibits Specialist II	31.29	
13013	Exhibits Specialist III	38.27	
13041	Illustrator I	25.26	
13042	Illustrator II	31.29	
13043	Illustrator III	38.27	
13047	Librarian	34.66	
13050	Library Aide/Clerk	14.97	***
13054	Library Information Technology Systems Administrator	31.29	
13058	Library Technician	19.83	
13061	Media Specialist I	22.59	
13062	Media Specialist II	25.26	
13063	Media Specialist III	28.16	
13071	Photographer I	21.74	
13072	Photographer II	24.32	
13073	Photographer III	30.12	
13074	Photographer IV	36.84	
13075	Photographer V	44.57	

Code	Title	Rate	Note
13090	Technical Order Library Clerk	18.81	
13110	Video Teleconference Technician	24.77	
14000	Information Technology Occupations		
14041	Computer Operator I	19.85	
14042	Computer Operator II	22.21	
14043	Computer Operator III	24.76	
14044	Computer Operator IV	27.51	
14045	Computer Operator V	30.47	
14071	Computer Programmer I	23.91	see 1
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	19.85	
14160	Personal Computer Support Technician	27.51	
14170	System Support Specialist	30.47	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	32.70	
15020	Aircrew Training Devices Instructor (Rated)	39.57	
15030	Air Crew Training Devices Instructor (Pilot)	47.44	
15050	Computer Based Training Specialist / Instructor	32.70	
15060	Educational Technologist	37.83	
15070	Flight Instructor (Pilot)	47.44	
15080	Graphic Artist	28.89	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.44	
15086	Maintenance Test Pilot, Rotary Wing	47.44	
15088	Non-Maintenance Test/Co-Pilot	47.44	
15090	Technical Instructor	25.04	
15095	Technical Instructor/Course Developer	30.62	
15110	Test Proctor	20.21	
15120	Tutor	20.21	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	13.62	***
16030	Counter Attendant	13.62	***
16040	Dry Cleaner	17.11	***

Code	Title	Rate	Note
16070	Finisher, Flatwork, Machine	13.62	***
16090	Presser, Hand	13.62	***
16110	Presser, Machine, Drycleaning	13.62	***
16130	Presser, Machine, Shirts	13.62	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.62	***
16190	Sewing Machine Operator	18.56	
16220	Tailor	19.96	
16250	Washer, Machine	14.43	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.80	
19040	Tool And Die Maker	30.07	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.45	
21030	Material Coordinator	27.75	
21040	Material Expediter	27.75	
21050	Material Handling Laborer	18.91	
21071	Order Filler	16.79	***
21080	Production Line Worker (Food Processing)	21.45	
21110	Shipping Packer	20.87	
21130	Shipping/Receiving Clerk	20.87	
21140	Store Worker I	21.25	
21150	Stock Clerk	27.03	
21210	Tools And Parts Attendant	21.45	
21410	Warehouse Specialist	21.45	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	36.99	
23019	Aircraft Logs and Records Technician	31.56	
23021	Aircraft Mechanic I	35.80	
23022	Aircraft Mechanic II	36.99	
23023	Aircraft Mechanic III	38.52	
23040	Aircraft Mechanic Helper	28.16	
23050	Aircraft, Painter	34.03	
23060	Aircraft Servicer	31.56	
23070	Aircraft Survival Flight Equipment Technician	34.03	
23080	Aircraft Worker	32.89	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	32.89	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	35.80	

Code	Title	Rate Note
23110	Appliance Mechanic	28.77
23120	Bicycle Repairer	26.88
23125	Cable Splicer	37.10
23130	Carpenter, Maintenance	30.29
23140	Carpet Layer	29.44
23160	Electrician, Maintenance	37.05
23181	Electronics Technician Maintenance I	33.85
23182	Electronics Technician Maintenance II	35.02
23183	Electronics Technician Maintenance III	36.85
23260	Fabric Worker	28.25
23290	Fire Alarm System Mechanic	30.03
23310	Fire Extinguisher Repairer	26.88
23311	Fuel Distribution System Mechanic	42.61
23312	Fuel Distribution System Operator	35.74
23370	General Maintenance Worker	22.96
23380	Ground Support Equipment Mechanic	35.80
23381	Ground Support Equipment Servicer	31.56
23382	Ground Support Equipment Worker	32.89
23391	Gunsmith I	26.88
23392	Gunsmith II	29.44
23393	Gunsmith III	32.05
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.92
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.88
23430	Heavy Equipment Mechanic	33.43
23440	Heavy Equipment Operator	30.85
23460	Instrument Mechanic	32.05
23465	Laboratory/Shelter Mechanic	30.46
23470	Laborer	18.91
23510	Locksmith	30.46
23530	Machinery Maintenance Mechanic	29.97
23550	Machinist, Maintenance	26.31
23580	Maintenance Trades Helper	19.65
23591	Metrology Technician I	32.05
23592	Metrology Technician II	33.11
23593	Metrology Technician III	34.48
23640	Millwright	39.70
23710	Office Appliance Repairer	23.06

Code	Title	Rate	Note
23760	Painter, Maintenance	25.14	
23790	Pipefitter, Maintenance	37.71	
23810	Plumber, Maintenance	35.84	
23820	Pneudraulic Systems Mechanic	32.05	
23850	Rigger	32.05	
23870	Scale Mechanic	29.44	
23890	Sheet-Metal Worker, Maintenance	30.96	
23910	Small Engine Mechanic	21.82	
23931	Telecommunications Mechanic I	31.50	
23932	Telecommunications Mechanic II	32.55	
23950	Telephone Lineman	30.98	
23960	Welder, Combination, Maintenance	23.74	
23965	Well Driller	32.05	
23970	Woodcraft Worker	32.05	
23980	Woodworker	26.88	
24000 Personal Needs Occupations			
24550	Case Manager	18.95	
24570	Child Care Attendant	14.09	***
24580	Child Care Center Clerk	17.56	***
24610	Chore Aide	15.77	***
24620	Family Readiness And Support Services Coordinator	18.95	
24630	Homemaker	18.95	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	30.70	
25040	Sewage Plant Operator	28.74	
25070	Stationary Engineer	30.70	
25190	Ventilation Equipment Tender	24.15	
25210	Water Treatment Plant Operator	28.74	
27000 Protective Service Occupations			
27004	Alarm Monitor	25.88	
27007	Baggage Inspector	17.42	***
27008	Corrections Officer	28.68	
27010	Court Security Officer	26.40	
27030	Detection Dog Handler	19.49	
27040	Detention Officer	28.68	
27070	Firefighter	25.85	
27101	Guard I	17.42	***

Code	Title	Rate	Note
27102	Guard II	19.49	
27131	Police Officer I	32.90	
27132	Police Officer II	36.57	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	16.31	***
28042	Carnival Equipment Repairer	17.39	***
28043	Carnival Worker	13.47	***
28210	Gate Attendant/Gate Tender	19.97	
28310	Lifeguard	14.33	***
28350	Park Attendant (Aide)	22.33	
28510	Recreation Aide/Health Facility Attendant	16.30	***
28515	Recreation Specialist	27.66	
28630	Sports Official	17.79	
28690	Swimming Pool Operator	20.18	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	34.41	
29020	Hatch Tender	34.41	
29030	Line Handler	34.41	
29041	Stevedore I	33.01	
29042	Stevedore II	35.60	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	50.82	see 2
30011	Air Traffic Control Specialist, Station (HFO)	35.05	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	38.59	see 2
30021	Archeological Technician I	20.52	
30022	Archeological Technician II	22.95	
30023	Archeological Technician III	28.44	
30030	Cartographic Technician	28.44	
30040	Civil Engineering Technician	33.21	
30051	Cryogenic Technician I	31.48	
30052	Cryogenic Technician II	34.77	
30061	Drafter/CAD Operator I	20.52	
30062	Drafter/CAD Operator II	22.95	
30063	Drafter/CAD Operator III	25.58	
30064	Drafter/CAD Operator IV	31.48	
30081	Engineering Technician I	19.01	
30082	Engineering Technician II	21.36	

Code	Title	Rate Note
30083	Engineering Technician III	23.88
30084	Engineering Technician IV	29.60
30085	Engineering Technician V	36.19
30086	Engineering Technician VI	43.79
30090	Environmental Technician	29.38
30095	Evidence Control Specialist	28.44
30210	Laboratory Technician	27.03
30221	Latent Fingerprint Technician I	33.31
30222	Latent Fingerprint Technician II	36.80
30240	Mathematical Technician	30.09
30361	Paralegal/Legal Assistant I	22.74
30362	Paralegal/Legal Assistant II	28.17
30363	Paralegal/Legal Assistant III	34.45
30364	Paralegal/Legal Assistant IV	41.68
30375	Petroleum Supply Specialist	34.77
30390	Photo-Optics Technician	28.44
30395	Radiation Control Technician	34.77
30461	Technical Writer I	30.77
30462	Technical Writer II	37.64
30463	Technical Writer III	45.53
30491	Unexploded Ordnance (UXO) Technician I	32.30
30492	Unexploded Ordnance (UXO) Technician II	39.08
30493	Unexploded Ordnance (UXO) Technician III	46.84
30494	Unexploded (UXO) Safety Escort	32.30
30495	Unexploded (UXO) Sweep Personnel	32.30
30501	Weather Forecaster I	31.48
30502	Weather Forecaster II	38.29
30620	Weather Observer, Combined Upper Air Or Surface Programs	25.58 see 2
30621	Weather Observer, Senior	28.44 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	39.08
31020	Bus Aide	16.11 ***
31030	Bus Driver	20.81
31043	Driver Courier	18.13
31260	Parking and Lot Attendant	14.31 ***
31290	Shuttle Bus Driver	20.44
31310	Taxi Driver	16.71 ***

Code	Title	Rate	Note
31361	Truckdriver, Light	19.33	
31362	Truckdriver, Medium	20.31	
31363	Truckdriver, Heavy	25.45	
31364	Truckdriver, Tractor-Trailer	25.45	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	19.05	
99030	Cashier	14.13	***
99050	Desk Clerk	15.67	***
99095	Embalmer	32.30	
99130	Flight Follower	32.30	
99251	Laboratory Animal Caretaker I	17.75	
99252	Laboratory Animal Caretaker II	18.93	
99260	Marketing Analyst	30.53	
99310	Mortician	32.30	
99410	Pest Controller	23.19	
99510	Photofinishing Worker	16.97	***
99710	Recycling Laborer	27.63	
99711	Recycling Specialist	31.85	
99730	Refuse Collector	25.49	
99810	Sales Clerk	15.09	***
99820	School Crossing Guard	15.59	***
99830	Survey Party Chief	25.58	
99831	Surveying Aide	13.43	***
99832	Surveying Technician	21.32	
99840	Vending Machine Attendant	28.95	
99841	Vending Machine Repairer	33.81	
99842	Vending Machine Repairer Helper	28.95	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4859

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan County of Monroe

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.51	***
01012	Accounting Clerk II	19.65	
01013	Accounting Clerk III	21.98	
01020	Administrative Assistant	30.39	
01035	Court Reporter	21.08	
01041	Customer Service Representative I	15.53	***
01042	Customer Service Representative II	16.94	***
01043	Customer Service Representative III	19.01	
01051	Data Entry Operator I	15.38	***
01052	Data Entry Operator II	16.78	***
01060	Dispatcher, Motor Vehicle	22.42	
01070	Document Preparation Clerk	16.78	***
01090	Duplicating Machine Operator	16.78	***
01111	General Clerk I	16.33	***
01112	General Clerk II	17.82	
01113	General Clerk III	20.00	
01120	Housing Referral Assistant	23.50	
01141	Messenger Courier	13.68	***
01191	Order Clerk I	15.80	***
01192	Order Clerk II	17.55	***
01261	Personnel Assistant (Employment) I	18.85	

Code	Title	Rate	Note
01262	Personnel Assistant (Employment) II	21.08	
01263	Personnel Assistant (Employment) III	23.50	
01270	Production Control Clerk	27.61	
01290	Rental Clerk	18.21	
01300	Scheduler, Maintenance	18.85	
01311	Secretary I	18.85	
01312	Secretary II	21.08	
01313	Secretary III	23.50	
01320	Service Order Dispatcher	20.04	
01410	Supply Technician	30.39	
01420	Survey Worker	21.08	
01460	Switchboard Operator/Receptionist	16.09	***
01531	Travel Clerk I	16.14	***
01532	Travel Clerk II	17.51	***
01533	Travel Clerk III	18.90	
01611	Word Processor I	16.78	***
01612	Word Processor II	18.85	
01613	Word Processor III	21.08	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	24.56	
05010	Automotive Electrician	22.58	
05040	Automotive Glass Installer	21.84	
05070	Automotive Worker	21.84	
05110	Mobile Equipment Servicer	20.43	
05130	Motor Equipment Metal Mechanic	23.31	
05160	Motor Equipment Metal Worker	21.84	
05190	Motor Vehicle Mechanic	23.31	
05220	Motor Vehicle Mechanic Helper	19.71	
05250	Motor Vehicle Upholstery Worker	21.12	
05280	Motor Vehicle Wrecker	21.84	
05310	Painter, Automotive	22.58	
05340	Radiator Repair Specialist	21.84	
05370	Tire Repairer	19.99	
05400	Transmission Repair Specialist	23.31	
07000	Food Preparation And Service Occupations		
07010	Baker	20.14	
07041	Cook I	16.07	***

Code	Title	Rate	Note
07042	Cook II	17.31	***
07070	Dishwasher	13.17	***
07130	Food Service Worker	14.04	***
07210	Meat Cutter	17.06	***
07260	Waiter/Waitress	15.94	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	24.81	
09040	Furniture Handler	18.13	
09080	Furniture Refinisher	24.81	
09090	Furniture Refinisher Helper	20.91	
09110	Furniture Repairer, Minor	23.13	
09130	Upholsterer	24.81	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	14.97	***
11060	Elevator Operator	16.26	***
11090	Gardener	21.12	
11122	Housekeeping Aide	16.26	***
11150	Janitor	16.26	***
11210	Laborer, Grounds Maintenance	17.17	***
11240	Maid or Houseman	15.00	***
11260	Pruner	15.86	***
11270	Tractor Operator	19.81	
11330	Trail Maintenance Worker	17.17	***
11360	Window Cleaner	17.60	***
12000	Health Occupations		
12010	Ambulance Driver	25.99	
12011	Breath Alcohol Technician	25.99	
12012	Certified Occupational Therapist Assistant	35.66	
12015	Certified Physical Therapist Assistant	35.66	
12020	Dental Assistant	21.98	
12025	Dental Hygienist	37.13	
12030	EKG Technician	39.40	
12035	Electroneurodiagnostic Technologist	39.40	
12040	Emergency Medical Technician	25.99	
12071	Licensed Practical Nurse I	23.23	
12072	Licensed Practical Nurse II	25.99	
12073	Licensed Practical Nurse III	28.99	

Code	Title	Rate	Note
12100	Medical Assistant	16.39	***
12130	Medical Laboratory Technician	22.87	
12160	Medical Record Clerk	22.41	
12190	Medical Record Technician	27.06	
12195	Medical Transcriptionist	23.23	
12210	Nuclear Medicine Technologist	57.12	
12221	Nursing Assistant I	14.05	***
12222	Nursing Assistant II	15.80	***
12223	Nursing Assistant III	17.24	***
12224	Nursing Assistant IV	19.36	
12235	Optical Dispenser	25.99	
12236	Optical Technician	23.23	
12250	Pharmacy Technician	17.90	
12280	Phlebotomist	23.23	
12305	Radiologic Technologist	35.40	
12311	Registered Nurse I	29.83	
12312	Registered Nurse II	33.25	
12313	Registered Nurse II, Specialist	33.25	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.92	
12317	Scheduler (Drug and Alcohol Testing)	32.21	
12320	Substance Abuse Treatment Counselor	28.83	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	21.47	
13012	Exhibits Specialist II	26.61	
13013	Exhibits Specialist III	32.54	
13041	Illustrator I	25.01	
13042	Illustrator II	30.40	
13043	Illustrator III	35.82	
13047	Librarian	30.28	
13050	Library Aide/Clerk	15.82	***
13054	Library Information Technology Systems Administrator	27.34	
13058	Library Technician	20.42	
13061	Media Specialist I	18.98	
13062	Media Specialist II	21.24	
13063	Media Specialist III	23.68	

Code	Title	Rate	Note
13071	Photographer I	19.42	
13072	Photographer II	22.83	
13073	Photographer III	29.56	
13074	Photographer IV	34.28	
13075	Photographer V	39.82	
13090	Technical Order Library Clerk	20.21	
13110	Video Teleconference Technician	19.13	
14000	Information Technology Occupations		
14041	Computer Operator I	18.88	
14042	Computer Operator II	21.12	
14043	Computer Operator III	23.54	
14044	Computer Operator IV	26.15	
14045	Computer Operator V	28.96	
14071	Computer Programmer I	22.60	see 1
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	18.88	
14160	Personal Computer Support Technician	26.15	
14170	System Support Specialist	28.96	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.78	
15020	Aircrew Training Devices Instructor (Rated)	40.87	
15030	Air Crew Training Devices Instructor (Pilot)	50.79	
15050	Computer Based Training Specialist / Instructor	33.78	
15060	Educational Technologist	33.55	
15070	Flight Instructor (Pilot)	50.79	
15080	Graphic Artist	32.69	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.98	
15086	Maintenance Test Pilot, Rotary Wing	48.98	
15088	Non-Maintenance Test/Co-Pilot	48.98	
15090	Technical Instructor	27.25	
15095	Technical Instructor/Course Developer	33.33	
15110	Test Proctor	21.99	

Code	Title	Rate	Note
15120	Tutor	21.99	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.45	***
16030	Counter Attendant	12.45	***
16040	Dry Cleaner	16.71	***
16070	Finisher, Flatwork, Machine	12.45	***
16090	Presser, Hand	12.45	***
16110	Presser, Machine, Drycleaning	12.45	***
16130	Presser, Machine, Shirts	12.45	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.45	***
16190	Sewing Machine Operator	18.19	
16220	Tailor	19.61	
16250	Washer, Machine	13.86	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	27.89	
19040	Tool And Die Maker	31.92	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.65	
21030	Material Coordinator	28.46	
21040	Material Expediter	28.46	
21050	Material Handling Laborer	18.05	
21071	Order Filler	16.55	***
21080	Production Line Worker (Food Processing)	20.65	
21110	Shipping Packer	20.34	
21130	Shipping/Receiving Clerk	20.34	
21140	Store Worker I	22.10	
21150	Stock Clerk	28.09	
21210	Tools And Parts Attendant	20.65	
21410	Warehouse Specialist	20.65	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	32.23	
23019	Aircraft Logs and Records Technician	27.68	
23021	Aircraft Mechanic I	30.91	
23022	Aircraft Mechanic II	32.23	
23023	Aircraft Mechanic III	33.92	
23040	Aircraft Mechanic Helper	25.03	
23050	Aircraft, Painter	29.69	

Code	Title	Rate	Note
23060	Aircraft Servicer	27.68	
23070	Aircraft Survival Flight Equipment Technician	29.69	
23080	Aircraft Worker	28.74	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.74	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.91	
23110	Appliance Mechanic	29.69	
23120	Bicycle Repairer	26.67	
23125	Cable Splicer	36.99	
23130	Carpenter, Maintenance	27.57	
23140	Carpet Layer	28.74	
23160	Electrician, Maintenance	35.94	
23181	Electronics Technician Maintenance I	28.82	
23182	Electronics Technician Maintenance II	29.78	
23183	Electronics Technician Maintenance III	31.99	
23260	Fabric Worker	27.68	
23290	Fire Alarm System Mechanic	30.91	
23310	Fire Extinguisher Repairer	26.67	
23311	Fuel Distribution System Mechanic	36.33	
23312	Fuel Distribution System Operator	31.35	
23370	General Maintenance Worker	23.96	
23380	Ground Support Equipment Mechanic	30.91	
23381	Ground Support Equipment Servicer	27.68	
23382	Ground Support Equipment Worker	28.74	
23391	Gunsmith I	26.67	
23392	Gunsmith II	28.74	
23393	Gunsmith III	30.91	
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.65	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.58	
23430	Heavy Equipment Mechanic	29.63	
23440	Heavy Equipment Operator	28.61	
23460	Instrument Mechanic	31.93	
23465	Laboratory/Shelter Mechanic	29.69	
23470	Laborer	17.48	***
23510	Locksmith	29.69	
23530	Machinery Maintenance Mechanic	32.54	
23550	Machinist, Maintenance	35.39	
23580	Maintenance Trades Helper	25.03	

Code	Title	Rate	Note
23591	Metrology Technician I	31.93	
23592	Metrology Technician II	32.96	
23593	Metrology Technician III	33.97	
23640	Millwright	38.29	
23710	Office Appliance Repairer	29.69	
23760	Painter, Maintenance	29.69	
23790	Pipefitter, Maintenance	34.79	
23810	Plumber, Maintenance	33.41	
23820	Pneudraulic Systems Mechanic	30.91	
23850	Rigger	30.91	
23870	Scale Mechanic	28.74	
23890	Sheet-Metal Worker, Maintenance	31.99	
23910	Small Engine Mechanic	26.42	
23931	Telecommunications Mechanic I	30.91	
23932	Telecommunications Mechanic II	31.96	
23950	Telephone Lineman	30.91	
23960	Welder, Combination, Maintenance	26.46	
23965	Well Driller	30.91	
23970	Woodcraft Worker	30.91	
23980	Woodworker	26.67	
24000	Personal Needs Occupations		
24550	Case Manager	17.92	
24570	Child Care Attendant	13.85	***
24580	Child Care Center Clerk	18.10	
24610	Chore Aide	15.59	***
24620	Family Readiness And Support Services Coordinator	17.92	
24630	Homemaker	19.20	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	29.44	
25040	Sewage Plant Operator	28.28	
25070	Stationary Engineer	29.44	
25190	Ventilation Equipment Tender	23.84	
25210	Water Treatment Plant Operator	28.28	
27000	Protective Service Occupations		
27004	Alarm Monitor	20.29	
27007	Baggage Inspector	17.72	***
27008	Corrections Officer	26.79	

Code	Title	Rate Note
27010	Court Security Officer	26.79
27030	Detection Dog Handler	19.82
27040	Detention Officer	26.79
27070	Firefighter	23.61
27101	Guard I	17.72 ***
27102	Guard II	19.82
27131	Police Officer I	30.59
27132	Police Officer II	33.99
28000	Recreation Occupations	
28041	Carnival Equipment Operator	15.73 ***
28042	Carnival Equipment Repairer	16.76 ***
28043	Carnival Worker	12.78 ***
28210	Gate Attendant/Gate Tender	19.36
28310	Lifeguard	17.25 ***
28350	Park Attendant (Aide)	21.65
28510	Recreation Aide/Health Facility Attendant	15.81 ***
28515	Recreation Specialist	26.83
28630	Sports Official	17.25 ***
28690	Swimming Pool Operator	20.87
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	25.38
29020	Hatch Tender	25.38
29030	Line Handler	25.38
29041	Stevedore I	24.44
29042	Stevedore II	26.21
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	49.85 see 2
30011	Air Traffic Control Specialist, Station (HFO)	34.38 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	37.85 see 2
30021	Archeological Technician I	20.08
30022	Archeological Technician II	22.47
30023	Archeological Technician III	27.83
30030	Cartographic Technician	27.83
30040	Civil Engineering Technician	27.83
30051	Cryogenic Technician I	24.07
30052	Cryogenic Technician II	26.60
30061	Drafter/CAD Operator I	20.08

Code	Title	Rate Note
30062	Drafter/CAD Operator II	22.47
30063	Drafter/CAD Operator III	25.05
30064	Drafter/CAD Operator IV	30.82
30081	Engineering Technician I	18.36
30082	Engineering Technician II	21.64
30083	Engineering Technician III	25.16
30084	Engineering Technician IV	31.16
30085	Engineering Technician V	36.70
30086	Engineering Technician VI	44.38
30090	Environmental Technician	25.01
30095	Evidence Control Specialist	21.74
30210	Laboratory Technician	21.70
30221	Latent Fingerprint Technician I	24.07
30222	Latent Fingerprint Technician II	26.60
30240	Mathematical Technician	27.83
30361	Paralegal/Legal Assistant I	22.97
30362	Paralegal/Legal Assistant II	28.45
30363	Paralegal/Legal Assistant III	34.79
30364	Paralegal/Legal Assistant IV	42.11
30375	Petroleum Supply Specialist	26.60
30390	Photo-Optics Technician	27.83
30395	Radiation Control Technician	26.60
30461	Technical Writer I	25.25
30462	Technical Writer II	30.90
30463	Technical Writer III	36.08
30491	Unexploded Ordnance (UXO) Technician I	31.68
30492	Unexploded Ordnance (UXO) Technician II	38.34
30493	Unexploded Ordnance (UXO) Technician III	45.95
30494	Unexploded (UXO) Safety Escort	31.68
30495	Unexploded (UXO) Sweep Personnel	31.68
30501	Weather Forecaster I	30.82
30502	Weather Forecaster II	37.49
30620	Weather Observer, Combined Upper Air Or Surface Programs	25.05 see 2
30621	Weather Observer, Senior	27.55 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	38.34
31020	Bus Aide	15.92 ***

Code	Title	Rate	Note
31030	Bus Driver	20.32	
31043	Driver Courier	18.38	
31260	Parking and Lot Attendant	14.71	***
31290	Shuttle Bus Driver	18.08	
31310	Taxi Driver	16.76	***
31361	Truckdriver, Light	19.58	
31362	Truckdriver, Medium	20.32	
31363	Truckdriver, Heavy	24.85	
31364	Truckdriver, Tractor-Trailer	24.85	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	18.69	
99030	Cashier	13.42	***
99050	Desk Clerk	13.93	***
99095	Embalmer	33.88	
99130	Flight Follower	31.68	
99251	Laboratory Animal Caretaker I	26.55	
99252	Laboratory Animal Caretaker II	29.19	
99260	Marketing Analyst	33.52	
99310	Mortician	33.88	
99410	Pest Controller	33.27	
99510	Photofinishing Worker	16.65	***
99710	Recycling Laborer	26.07	
99711	Recycling Specialist	30.09	
99730	Refuse Collector	24.09	
99810	Sales Clerk	14.99	***
99820	School Crossing Guard	24.09	
99830	Survey Party Chief	26.24	
99831	Surveying Aide	13.66	***
99832	Surveying Technician	20.91	
99840	Vending Machine Attendant	30.09	
99841	Vending Machine Repairer	34.55	
99842	Vending Machine Repairer Helper	30.09	

Footer

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4861

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan County of Muskegon

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	16.59	***
01012	Accounting Clerk II	18.61	
01013	Accounting Clerk III	20.82	
01020	Administrative Assistant	27.64	
01035	Court Reporter	20.72	
01041	Customer Service Representative I	14.99	***
01042	Customer Service Representative II	16.35	***
01043	Customer Service Representative III	18.35	
01051	Data Entry Operator I	15.12	***
01052	Data Entry Operator II	16.50	***
01060	Dispatcher, Motor Vehicle	21.94	
01070	Document Preparation Clerk	16.50	***
01090	Duplicating Machine Operator	16.50	***
01111	General Clerk I	15.53	***

Code	Title	Rate	Note
01112	General Clerk II	16.94	***
01113	General Clerk III	19.01	
01120	Housing Referral Assistant	23.10	
01141	Messenger Courier	13.44	***
01191	Order Clerk I	17.75	
01192	Order Clerk II	19.38	
01261	Personnel Assistant (Employment) I	18.52	
01262	Personnel Assistant (Employment) II	20.72	
01263	Personnel Assistant (Employment) III	23.10	
01270	Production Control Clerk	26.62	
01290	Rental Clerk	16.78	***
01300	Scheduler, Maintenance	18.52	
01311	Secretary I	18.52	
01312	Secretary II	20.72	
01313	Secretary III	23.10	
01320	Service Order Dispatcher	19.61	
01410	Supply Technician	27.64	
01420	Survey Worker	20.72	
01460	Switchboard Operator/Receptionist	15.81	***
01531	Travel Clerk I	16.10	***
01532	Travel Clerk II	17.47	***
01533	Travel Clerk III	18.82	
01611	Word Processor I	16.50	***
01612	Word Processor II	18.52	
01613	Word Processor III	20.72	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.64	
05010	Automotive Electrician	21.25	
05040	Automotive Glass Installer	20.44	
05070	Automotive Worker	20.44	
05110	Mobile Equipment Servicer	19.14	
05130	Motor Equipment Metal Mechanic	22.33	
05160	Motor Equipment Metal Worker	20.44	
05190	Motor Vehicle Mechanic	22.33	
05220	Motor Vehicle Mechanic Helper	18.49	
05250	Motor Vehicle Upholstery Worker	19.79	
05280	Motor Vehicle Wrecker	20.44	

Code	Title	Rate	Note
05310	Painter, Automotive	23.21	
05340	Radiator Repair Specialist	20.44	
05370	Tire Repairer	17.81	
05400	Transmission Repair Specialist	22.33	
07000	Food Preparation And Service Occupations		
07010	Baker	15.87	***
07041	Cook I	16.60	***
07042	Cook II	18.60	
07070	Dishwasher	13.14	***
07130	Food Service Worker	14.03	***
07210	Meat Cutter	18.28	
07260	Waiter/Waitress	15.28	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.18	
09040	Furniture Handler	15.75	***
09080	Furniture Refinisher	22.18	
09090	Furniture Refinisher Helper	17.86	
09110	Furniture Repairer, Minor	19.81	
09130	Upholsterer	22.18	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	14.31	***
11060	Elevator Operator	14.93	***
11090	Gardener	19.21	
11122	Housekeeping Aide	14.93	***
11150	Janitor	14.93	***
11210	Laborer, Grounds Maintenance	16.00	***
11240	Maid or Houseman	14.65	***
11260	Pruner	14.96	***
11270	Tractor Operator	18.16	
11330	Trail Maintenance Worker	16.00	***
11360	Window Cleaner	15.97	***
12000	Health Occupations		
12010	Ambulance Driver	22.87	
12011	Breath Alcohol Technician	22.87	
12012	Certified Occupational Therapist Assistant	30.71	
12015	Certified Physical Therapist Assistant	28.88	
12020	Dental Assistant	23.90	

Code	Title	Rate	Note
12025	Dental Hygienist	36.50	
12030	EKG Technician	32.29	
12035	Electroneurodiagnostic Technologist	32.29	
12040	Emergency Medical Technician	22.87	
12071	Licensed Practical Nurse I	20.44	
12072	Licensed Practical Nurse II	22.87	
12073	Licensed Practical Nurse III	25.50	
12100	Medical Assistant	19.80	
12130	Medical Laboratory Technician	21.77	
12160	Medical Record Clerk	18.34	
12190	Medical Record Technician	20.51	
12195	Medical Transcriptionist	20.44	
12210	Nuclear Medicine Technologist	50.25	
12221	Nursing Assistant I	13.28	***
12222	Nursing Assistant II	14.95	***
12223	Nursing Assistant III	16.31	***
12224	Nursing Assistant IV	18.30	
12235	Optical Dispenser	20.12	
12236	Optical Technician	20.44	
12250	Pharmacy Technician	20.79	
12280	Phlebotomist	20.44	
12305	Radiologic Technologist	33.78	
12311	Registered Nurse I	26.04	
12312	Registered Nurse II	31.84	
12313	Registered Nurse II, Specialist	31.84	
12314	Registered Nurse III	38.52	
12315	Registered Nurse III, Anesthetist	38.52	
12316	Registered Nurse IV	46.18	
12317	Scheduler (Drug and Alcohol Testing)	28.33	
12320	Substance Abuse Treatment Counselor	27.22	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	19.50	
13012	Exhibits Specialist II	24.16	
13013	Exhibits Specialist III	29.56	
13041	Illustrator I	19.50	
13042	Illustrator II	24.16	
13043	Illustrator III	29.56	

Code	Title	Rate	Note
13047	Librarian	26.75	
13050	Library Aide/Clerk	14.51	***
13054	Library Information Technology Systems Administrator	24.16	
13058	Library Technician	20.35	
13061	Media Specialist I	17.43	***
13062	Media Specialist II	19.50	
13063	Media Specialist III	21.75	
13071	Photographer I	16.41	***
13072	Photographer II	18.46	
13073	Photographer III	22.75	
13074	Photographer IV	27.83	
13075	Photographer V	33.66	
13090	Technical Order Library Clerk	18.23	
13110	Video Teleconference Technician	17.56	***
14000	Information Technology Occupations		
14041	Computer Operator I	16.22	***
14042	Computer Operator II	18.14	
14043	Computer Operator III	20.23	
14044	Computer Operator IV	22.49	
14045	Computer Operator V	24.89	
14071	Computer Programmer I	20.78	see 1
14072	Computer Programmer II	25.74	see 1
14073	Computer Programmer III		see 1
14074	Computer Programmer IV		see 1
14101	Computer Systems Analyst I		see 1
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	16.22	***
14160	Personal Computer Support Technician	22.49	
14170	System Support Specialist	24.89	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.21	
15020	Aircrew Training Devices Instructor (Rated)	40.15	
15030	Air Crew Training Devices Instructor (Pilot)	48.06	
15050	Computer Based Training Specialist / Instructor	33.21	
15060	Educational Technologist	41.95	
15070	Flight Instructor (Pilot)	48.06	

Code	Title	Rate	Note
15080	Graphic Artist	23.15	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.06	
15086	Maintenance Test Pilot, Rotary Wing	48.06	
15088	Non-Maintenance Test/Co-Pilot	48.06	
15090	Technical Instructor	23.14	
15095	Technical Instructor/Course Developer	28.31	
15110	Test Proctor	18.68	
15120	Tutor	18.68	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.38	***
16030	Counter Attendant	12.38	***
16040	Dry Cleaner	16.26	***
16070	Finisher, Flatwork, Machine	12.38	***
16090	Presser, Hand	12.38	***
16110	Presser, Machine, Drycleaning	12.38	***
16130	Presser, Machine, Shirts	12.38	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.38	***
16190	Sewing Machine Operator	17.64	***
16220	Tailor	18.97	
16250	Washer, Machine	13.71	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	23.25	
19040	Tool And Die Maker	27.88	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	19.60	
21030	Material Coordinator	26.62	
21040	Material Expediter	26.62	
21050	Material Handling Laborer	16.36	***
21071	Order Filler	15.53	***
21080	Production Line Worker (Food Processing)	19.60	
21110	Shipping Packer	18.83	
21130	Shipping/Receiving Clerk	18.83	
21140	Store Worker I	18.05	
21150	Stock Clerk	22.20	
21210	Tools And Parts Attendant	19.60	
21410	Warehouse Specialist	19.60	
23000	Mechanics And Maintenance And Repair Occupations		

Code	Title	Rate Note
23010	Aerospace Structural Welder	29.01
23019	Aircraft Logs and Records Technician	23.49
23021	Aircraft Mechanic I	27.63
23022	Aircraft Mechanic II	29.01
23023	Aircraft Mechanic III	30.41
23040	Aircraft Mechanic Helper	21.03
23050	Aircraft, Painter	27.46
23060	Aircraft Servicer	23.49
23070	Aircraft Survival Flight Equipment Technician	27.46
23080	Aircraft Worker	24.92
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.92
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.63
23110	Appliance Mechanic	26.30
23120	Bicycle Repairer	22.24
23125	Cable Splicer	37.15
23130	Carpenter, Maintenance	22.93
23140	Carpet Layer	24.92
23160	Electrician, Maintenance	28.56
23181	Electronics Technician Maintenance I	24.92
23182	Electronics Technician Maintenance II	26.30
23183	Electronics Technician Maintenance III	27.63
23260	Fabric Worker	23.49
23290	Fire Alarm System Mechanic	27.63
23310	Fire Extinguisher Repairer	22.24
23311	Fuel Distribution System Mechanic	27.63
23312	Fuel Distribution System Operator	22.24
23370	General Maintenance Worker	20.00
23380	Ground Support Equipment Mechanic	27.63
23381	Ground Support Equipment Servicer	23.49
23382	Ground Support Equipment Worker	24.92
23391	Gunsmith I	22.24
23392	Gunsmith II	24.92
23393	Gunsmith III	27.63
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.91
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.08
23430	Heavy Equipment Mechanic	26.38
23440	Heavy Equipment Operator	27.71

Code	Title	Rate	Note
23460	Instrument Mechanic	27.63	
23465	Laboratory/Shelter Mechanic	26.30	
23470	Laborer	16.36	***
23510	Locksmith	26.30	
23530	Machinery Maintenance Mechanic	27.20	
23550	Machinist, Maintenance	21.75	
23580	Maintenance Trades Helper	20.92	
23591	Metrology Technician I	27.63	
23592	Metrology Technician II	29.01	
23593	Metrology Technician III	30.41	
23640	Millwright	29.07	
23710	Office Appliance Repairer	26.30	
23760	Painter, Maintenance	21.35	
23790	Pipefitter, Maintenance	33.63	
23810	Plumber, Maintenance	32.00	
23820	Pneudraulic Systems Mechanic	27.63	
23850	Rigger	27.63	
23870	Scale Mechanic	24.92	
23890	Sheet-Metal Worker, Maintenance	36.59	
23910	Small Engine Mechanic	24.92	
23931	Telecommunications Mechanic I	27.69	
23932	Telecommunications Mechanic II	29.07	
23950	Telephone Lineman	27.63	
23960	Welder, Combination, Maintenance	22.68	
23965	Well Driller	27.63	
23970	Woodcraft Worker	27.63	
23980	Woodworker	22.24	
24000	Personal Needs Occupations		
24550	Case Manager	16.69	***
24570	Child Care Attendant	13.19	***
24580	Child Care Center Clerk	16.45	***
24610	Chore Aide	15.17	***
24620	Family Readiness And Support Services Coordinator	16.69	***
24630	Homemaker	16.69	***
25000	Plant And System Operations Occupations		
25010	Boiler Tender	27.19	
25040	Sewage Plant Operator	25.88	

Code	Title	Rate	Note
25070	Stationary Engineer	27.19	
25190	Ventilation Equipment Tender	20.69	
25210	Water Treatment Plant Operator	25.88	
27000	Protective Service Occupations		
27004	Alarm Monitor	20.61	
27007	Baggage Inspector	16.09	***
27008	Corrections Officer	22.84	
27010	Court Security Officer	22.91	
27030	Detection Dog Handler	18.24	
27040	Detention Officer	22.84	
27070	Firefighter	21.65	
27101	Guard I	16.09	***
27102	Guard II	18.24	
27131	Police Officer I	30.81	
27132	Police Officer II	34.23	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	14.95	***
28042	Carnival Equipment Repairer	15.82	***
28043	Carnival Worker	12.32	***
28210	Gate Attendant/Gate Tender	16.25	***
28310	Lifeguard	14.48	***
28350	Park Attendant (Aide)	18.18	
28510	Recreation Aide/Health Facility Attendant	13.27	***
28515	Recreation Specialist	22.49	
28630	Sports Official	14.48	***
28690	Swimming Pool Operator	18.40	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	25.92	
29020	Hatch Tender	25.92	
29030	Line Handler	25.92	
29041	Stevedore I	24.62	
29042	Stevedore II	27.21	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	19.11	

Code	Title	Rate Note
30022	Archeological Technician II	21.38
30023	Archeological Technician III	25.30
30030	Cartographic Technician	26.01
30040	Civil Engineering Technician	23.61
30051	Cryogenic Technician I	26.70
30052	Cryogenic Technician II	29.48
30061	Drafter/CAD Operator I	19.11
30062	Drafter/CAD Operator II	21.38
30063	Drafter/CAD Operator III	23.84
30064	Drafter/CAD Operator IV	28.82
30081	Engineering Technician I	16.30 ***
30082	Engineering Technician II	18.29
30083	Engineering Technician III	20.46
30084	Engineering Technician IV	25.37
30085	Engineering Technician V	31.05
30086	Engineering Technician VI	37.54
30090	Environmental Technician	24.95
30095	Evidence Control Specialist	24.10
30210	Laboratory Technician	23.42
30221	Latent Fingerprint Technician I	26.70
30222	Latent Fingerprint Technician II	29.48
30240	Mathematical Technician	26.02
30361	Paralegal/Legal Assistant I	21.60
30362	Paralegal/Legal Assistant II	26.76
30363	Paralegal/Legal Assistant III	32.73
30364	Paralegal/Legal Assistant IV	39.60
30375	Petroleum Supply Specialist	29.48
30390	Photo-Optics Technician	26.02
30395	Radiation Control Technician	29.48
30461	Technical Writer I	24.95
30462	Technical Writer II	30.53
30463	Technical Writer III	36.94
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

Code	Title	Rate	Note
30501	Weather Forecaster I	28.82	
30502	Weather Forecaster II	35.05	
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.84	see 2
30621	Weather Observer, Senior	26.11	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	14.87	***
31030	Bus Driver	19.37	
31043	Driver Courier	16.39	***
31260	Parking and Lot Attendant	13.31	***
31290	Shuttle Bus Driver	17.41	***
31310	Taxi Driver	16.25	***
31361	Truckdriver, Light	17.36	***
31362	Truckdriver, Medium	17.61	***
31363	Truckdriver, Heavy	23.27	
31364	Truckdriver, Tractor-Trailer	23.27	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	13.64	***
99050	Desk Clerk	14.04	***
99095	Embalmer	28.73	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	21.53	
99252	Laboratory Animal Caretaker II	22.78	
99260	Marketing Analyst	27.54	
99310	Mortician	28.73	
99410	Pest Controller	26.38	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	20.80	
99711	Recycling Specialist	23.61	
99730	Refuse Collector	19.45	
99810	Sales Clerk	14.44	***
99820	School Crossing Guard	19.45	
99830	Survey Party Chief	23.85	
99831	Surveying Aide	12.39	***
99832	Surveying Technician	18.96	
99840	Vending Machine Attendant	23.61	

Code	Title	Rate	Note
99841	Vending Machine Repairer	27.98	
99842	Vending Machine Repairer Helper	23.61	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 25 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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)).

Wage Determination No. : 2015-4863

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan County of Berrien

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	16.79 ***
01012	Accounting Clerk II	18.84
01013	Accounting Clerk III	21.07
01020	Administrative Assistant	27.34
01035	Court Reporter	20.94
01041	Customer Service Representative I	15.06 ***
01042	Customer Service Representative II	16.43 ***

Code	Title	Rate	Note
01043	Customer Service Representative III	18.44	
01051	Data Entry Operator I	15.29	***
01052	Data Entry Operator II	16.68	***
01060	Dispatcher, Motor Vehicle	19.61	
01070	Document Preparation Clerk	16.68	***
01090	Duplicating Machine Operator	16.68	***
01111	General Clerk I	15.10	***
01112	General Clerk II	16.48	***
01113	General Clerk III	18.49	
01120	Housing Referral Assistant	23.35	
01141	Messenger Courier	13.59	***
01191	Order Clerk I	19.52	
01192	Order Clerk II	21.30	
01261	Personnel Assistant (Employment) I	18.72	
01262	Personnel Assistant (Employment) II	20.94	
01263	Personnel Assistant (Employment) III	23.35	
01270	Production Control Clerk	24.20	
01290	Rental Clerk	17.47	***
01300	Scheduler, Maintenance	18.72	
01311	Secretary I	18.72	
01312	Secretary II	20.94	
01313	Secretary III	23.35	
01320	Service Order Dispatcher	17.13	***
01410	Supply Technician	27.34	
01420	Survey Worker	20.94	
01460	Switchboard Operator/Receptionist	15.75	***
01531	Travel Clerk I	16.10	***
01532	Travel Clerk II	17.47	***
01533	Travel Clerk III	18.82	
01611	Word Processor I	16.68	***
01612	Word Processor II	18.72	
01613	Word Processor III	20.94	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.48	
05010	Automotive Electrician	21.18	
05040	Automotive Glass Installer	20.07	
05070	Automotive Worker	20.07	

Code	Title	Rate	Note
05110	Mobile Equipment Servicer	18.05	
05130	Motor Equipment Metal Mechanic	22.26	
05160	Motor Equipment Metal Worker	20.07	
05190	Motor Vehicle Mechanic	22.26	
05220	Motor Vehicle Mechanic Helper	17.04	***
05250	Motor Vehicle Upholstery Worker	19.05	
05280	Motor Vehicle Wrecker	20.07	
05310	Painter, Automotive	21.18	
05340	Radiator Repair Specialist	20.07	
05370	Tire Repairer	16.92	***
05400	Transmission Repair Specialist	22.26	
07000	Food Preparation And Service Occupations		
07010	Baker	17.67	***
07041	Cook I	16.28	***
07042	Cook II	18.13	
07070	Dishwasher	13.43	***
07130	Food Service Worker	14.46	***
07210	Meat Cutter	17.67	***
07260	Waiter/Waitress	15.53	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	20.63	
09040	Furniture Handler	15.88	***
09080	Furniture Refinisher	20.63	
09090	Furniture Refinisher Helper	17.43	***
09110	Furniture Repairer, Minor	19.06	
09130	Upholsterer	20.63	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	13.95	***
11060	Elevator Operator	16.04	***
11090	Gardener	20.93	
11122	Housekeeping Aide	16.04	***
11150	Janitor	16.04	***
11210	Laborer, Grounds Maintenance	17.44	***
11240	Maid or Houseman	14.54	***
11260	Pruner	16.30	***
11270	Tractor Operator	19.79	
11330	Trail Maintenance Worker	17.44	***

Code	Title	Rate	Note
11360	Window Cleaner	17.16	***
12000	Health Occupations		
12010	Ambulance Driver	23.31	
12011	Breath Alcohol Technician	26.38	
12012	Certified Occupational Therapist Assistant	36.20	
12015	Certified Physical Therapist Assistant	28.79	
12020	Dental Assistant	22.03	
12025	Dental Hygienist	37.29	
12030	EKG Technician	39.99	
12035	Electroneurodiagnostic Technologist	39.99	
12040	Emergency Medical Technician	23.31	
12071	Licensed Practical Nurse I	23.58	
12072	Licensed Practical Nurse II	26.38	
12073	Licensed Practical Nurse III	29.42	
12100	Medical Assistant	18.22	
12130	Medical Laboratory Technician	30.21	
12160	Medical Record Clerk	17.26	***
12190	Medical Record Technician	19.38	
12195	Medical Transcriptionist	23.58	
12210	Nuclear Medicine Technologist	57.98	
12221	Nursing Assistant I	13.08	***
12222	Nursing Assistant II	14.72	***
12223	Nursing Assistant III	16.06	***
12224	Nursing Assistant IV	18.02	
12235	Optical Dispenser	18.34	
12236	Optical Technician	23.58	
12250	Pharmacy Technician	17.73	***
12280	Phlebotomist	23.58	
12305	Radiologic Technologist	31.64	
12311	Registered Nurse I	26.05	
12312	Registered Nurse II	31.87	
12313	Registered Nurse II, Specialist	31.87	
12314	Registered Nurse III	38.55	
12315	Registered Nurse III, Anesthetist	38.55	
12316	Registered Nurse IV	46.21	
12317	Scheduler (Drug and Alcohol Testing)	32.69	
12320	Substance Abuse Treatment Counselor	28.11	

Code	Title	Rate	Note
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	17.85	
13012	Exhibits Specialist II	22.12	
13013	Exhibits Specialist III	27.06	
13041	Illustrator I	17.85	
13042	Illustrator II	22.12	
13043	Illustrator III	27.06	
13047	Librarian	24.50	
13050	Library Aide/Clerk	14.89	***
13054	Library Information Technology Systems Administrator	22.12	
13058	Library Technician	15.35	***
13061	Media Specialist I	15.96	***
13062	Media Specialist II	17.85	
13063	Media Specialist III	19.90	
13071	Photographer I	16.10	***
13072	Photographer II	18.76	
13073	Photographer III	21.79	
13074	Photographer IV	25.94	
13075	Photographer V	30.45	
13090	Technical Order Library Clerk	16.97	***
13110	Video Teleconference Technician	16.65	***
14000	Information Technology Occupations		
14041	Computer Operator I	17.12	***
14042	Computer Operator II	19.15	
14043	Computer Operator III	21.36	
14044	Computer Operator IV	23.73	
14045	Computer Operator V	26.27	
14071	Computer Programmer I	21.24	see 1
14072	Computer Programmer II	26.32	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	17.12	***
14160	Personal Computer Support Technician	23.73	
14170	System Support Specialist	26.27	

Code	Title	Rate	Note
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.34	
15020	Aircrew Training Devices Instructor (Rated)	40.34	
15030	Air Crew Training Devices Instructor (Pilot)	48.36	
15050	Computer Based Training Specialist / Instructor	33.34	
15060	Educational Technologist	36.79	
15070	Flight Instructor (Pilot)	48.36	
15080	Graphic Artist	23.88	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.36	
15086	Maintenance Test Pilot, Rotary Wing	48.36	
15088	Non-Maintenance Test/Co-Pilot	48.36	
15090	Technical Instructor	24.30	
15095	Technical Instructor/Course Developer	29.73	
15110	Test Proctor	19.97	
15120	Tutor	19.97	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.38	***
16030	Counter Attendant	12.38	***
16040	Dry Cleaner	16.26	***
16070	Finisher, Flatwork, Machine	12.38	***
16090	Presser, Hand	12.38	***
16110	Presser, Machine, Drycleaning	12.38	***
16130	Presser, Machine, Shirts	12.38	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.38	***
16190	Sewing Machine Operator	17.64	***
16220	Tailor	18.97	
16250	Washer, Machine	13.71	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	24.52	
19040	Tool And Die Maker	29.53	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.64	
21030	Material Coordinator	24.20	
21040	Material Expediter	24.20	
21050	Material Handling Laborer	17.53	***
21071	Order Filler	16.73	***
21080	Production Line Worker (Food Processing)	20.98	

Code	Title	Rate Note
21110	Shipping Packer	18.51
21130	Shipping/Receiving Clerk	18.51
21140	Store Worker I	18.05
21150	Stock Clerk	22.20
21210	Tools And Parts Attendant	20.64
21410	Warehouse Specialist	20.98
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	26.27
23019	Aircraft Logs and Records Technician	21.28
23021	Aircraft Mechanic I	25.03
23022	Aircraft Mechanic II	26.27
23023	Aircraft Mechanic III	27.55
23040	Aircraft Mechanic Helper	19.05
23050	Aircraft, Painter	23.82
23060	Aircraft Servicer	21.28
23070	Aircraft Survival Flight Equipment Technician	23.82
23080	Aircraft Worker	22.57
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	22.57
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.03
23110	Appliance Mechanic	23.82
23120	Bicycle Repairer	20.14
23125	Cable Splicer	26.31
23130	Carpenter, Maintenance	23.45
23140	Carpet Layer	22.57
23160	Electrician, Maintenance	28.92
23181	Electronics Technician Maintenance I	23.56
23182	Electronics Technician Maintenance II	24.73
23183	Electronics Technician Maintenance III	25.90
23260	Fabric Worker	21.28
23290	Fire Alarm System Mechanic	25.03
23310	Fire Extinguisher Repairer	20.14
23311	Fuel Distribution System Mechanic	25.03
23312	Fuel Distribution System Operator	20.14
23370	General Maintenance Worker	19.06
23380	Ground Support Equipment Mechanic	25.03
23381	Ground Support Equipment Servicer	21.28
23382	Ground Support Equipment Worker	22.57

Code	Title	Rate Note
23391	Gunsmith I	20.14
23392	Gunsmith II	22.57
23393	Gunsmith III	25.03
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.58
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.74
23430	Heavy Equipment Mechanic	25.92
23440	Heavy Equipment Operator	26.91
23460	Instrument Mechanic	25.03
23465	Laboratory/Shelter Mechanic	23.82
23470	Laborer	17.53 ***
23510	Locksmith	23.82
23530	Machinery Maintenance Mechanic	27.37
23550	Machinist, Maintenance	21.64
23580	Maintenance Trades Helper	17.86
23591	Metrology Technician I	25.03
23592	Metrology Technician II	26.27
23593	Metrology Technician III	27.55
23640	Millwright	29.28
23710	Office Appliance Repairer	23.82
23760	Painter, Maintenance	22.69
23790	Pipefitter, Maintenance	29.50
23810	Plumber, Maintenance	28.07
23820	Pneudraulic Systems Mechanic	25.03
23850	Rigger	25.03
23870	Scale Mechanic	22.57
23890	Sheet-Metal Worker, Maintenance	27.51
23910	Small Engine Mechanic	21.82
23931	Telecommunications Mechanic I	29.67
23932	Telecommunications Mechanic II	31.14
23950	Telephone Lineman	25.03
23960	Welder, Combination, Maintenance	21.46
23965	Well Driller	25.03
23970	Woodcraft Worker	25.03
23980	Woodworker	20.14
24000	Personal Needs Occupations	
24550	Case Manager	16.55 ***
24570	Child Care Attendant	13.42 ***

Code	Title	Rate	Note
24580	Child Care Center Clerk	16.74	***
24610	Chore Aide	13.66	***
24620	Family Readiness And Support Services Coordinator	16.55	***
24630	Homemaker	16.55	***
25000 Plant And System Operations Occupations			
25010	Boiler Tender	28.15	
25040	Sewage Plant Operator	26.79	
25070	Stationary Engineer	28.15	
25190	Ventilation Equipment Tender	21.75	
25210	Water Treatment Plant Operator	26.79	
27000 Protective Service Occupations			
27004	Alarm Monitor	21.91	
27007	Baggage Inspector	16.98	***
27008	Corrections Officer	22.86	
27010	Court Security Officer	21.57	
27030	Detection Dog Handler	18.99	
27040	Detention Officer	22.86	
27070	Firefighter	21.57	
27101	Guard I	16.98	***
27102	Guard II	18.99	
27131	Police Officer I	27.44	
27132	Police Officer II	30.50	
28000 Recreation Occupations			
28041	Carnival Equipment Operator	15.73	***
28042	Carnival Equipment Repairer	16.64	***
28043	Carnival Worker	13.47	***
28210	Gate Attendant/Gate Tender	18.24	
28310	Lifeguard	12.47	***
28350	Park Attendant (Aide)	20.41	
28510	Recreation Aide/Health Facility Attendant	14.90	***
28515	Recreation Specialist	25.29	
28630	Sports Official	16.26	***
28690	Swimming Pool Operator	20.18	
29000 Stevedoring/Longshoremen Occupational Services			
29010	Blocker And Bracer	24.73	
29020	Hatch Tender	24.73	
29030	Line Handler	24.73	

Code	Title	Rate	Note
29041	Stevedore I	23.74	
29042	Stevedore II	25.96	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	18.21	
30022	Archeological Technician II	20.36	
30023	Archeological Technician III	25.23	
30030	Cartographic Technician	25.23	
30040	Civil Engineering Technician	25.01	
30051	Cryogenic Technician I	25.82	
30052	Cryogenic Technician II	28.52	
30061	Drafter/CAD Operator I	18.21	
30062	Drafter/CAD Operator II	20.36	
30063	Drafter/CAD Operator III	22.72	
30064	Drafter/CAD Operator IV	27.94	
30081	Engineering Technician I	16.38	***
30082	Engineering Technician II	18.21	
30083	Engineering Technician III	20.65	
30084	Engineering Technician IV	23.99	
30085	Engineering Technician V	28.52	
30086	Engineering Technician VI	34.50	
30090	Environmental Technician	24.23	
30095	Evidence Control Specialist	23.31	
30210	Laboratory Technician	22.69	
30221	Latent Fingerprint Technician I	25.82	
30222	Latent Fingerprint Technician II	28.52	
30240	Mathematical Technician	25.23	
30361	Paralegal/Legal Assistant I	21.90	
30362	Paralegal/Legal Assistant II	27.14	
30363	Paralegal/Legal Assistant III	33.19	
30364	Paralegal/Legal Assistant IV	40.15	
30375	Petroleum Supply Specialist	28.52	
30390	Photo-Optics Technician	25.23	
30395	Radiation Control Technician	28.52	
30461	Technical Writer I	25.23	

Code	Title	Rate	Note
30462	Technical Writer II	30.88	
30463	Technical Writer III	35.09	
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	27.94	
30502	Weather Forecaster II	33.98	
30620	Weather Observer, Combined Upper Air Or Surface Programs	22.72	see 2
30621	Weather Observer, Senior	25.58	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	15.83	***
31030	Bus Driver	20.07	
31043	Driver Courier	17.97	
31260	Parking and Lot Attendant	14.80	***
31290	Shuttle Bus Driver	17.22	***
31310	Taxi Driver	16.79	***
31361	Truckdriver, Light	19.00	
31362	Truckdriver, Medium	20.07	
31363	Truckdriver, Heavy	23.42	
31364	Truckdriver, Tractor-Trailer	23.42	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	13.43	***
99050	Desk Clerk	14.16	***
99095	Embalmer	28.73	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	21.02	
99252	Laboratory Animal Caretaker II	22.24	
99260	Marketing Analyst	40.47	
99310	Mortician	28.73	
99410	Pest Controller	26.38	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	24.23	
99711	Recycling Specialist	27.51	

Code	Title	Rate	Note
99730	Refuse Collector	22.66	
99810	Sales Clerk	15.19	***
99820	School Crossing Guard	17.32	***
99830	Survey Party Chief	22.75	
99831	Surveying Aide	11.95	***
99832	Surveying Technician	18.96	
99840	Vending Machine Attendant	23.61	
99841	Vending Machine Repairer	27.98	
99842	Vending Machine Repairer Helper	23.61	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4865

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan County of Saginaw

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	

Code	Title	Rate	Note
01011	Accounting Clerk I	16.23	***
01012	Accounting Clerk II	18.21	
01013	Accounting Clerk III	20.37	
01020	Administrative Assistant	30.16	
01035	Court Reporter	19.49	
01041	Customer Service Representative I	15.04	***
01042	Customer Service Representative II	16.41	***
01043	Customer Service Representative III	18.44	
01051	Data Entry Operator I	15.64	***
01052	Data Entry Operator II	17.06	***
01060	Dispatcher, Motor Vehicle	20.17	
01070	Document Preparation Clerk	17.83	
01090	Duplicating Machine Operator	17.83	
01111	General Clerk I	15.44	***
01112	General Clerk II	16.84	***
01113	General Clerk III	18.90	
01120	Housing Referral Assistant	21.74	
01141	Messenger Courier	14.85	***
01191	Order Clerk I	18.33	
01192	Order Clerk II	19.99	
01261	Personnel Assistant (Employment) I	18.51	
01262	Personnel Assistant (Employment) II	20.70	
01263	Personnel Assistant (Employment) III	23.09	
01270	Production Control Clerk	27.17	
01290	Rental Clerk	18.66	
01300	Scheduler, Maintenance	17.42	***
01311	Secretary I	17.42	***
01312	Secretary II	19.49	
01313	Secretary III	21.74	
01320	Service Order Dispatcher	18.04	
01410	Supply Technician	30.16	
01420	Survey Worker	19.49	
01460	Switchboard Operator/Receptionist	16.36	***
01531	Travel Clerk I	15.53	***
01532	Travel Clerk II	17.42	***
01533	Travel Clerk III	18.82	
01611	Word Processor I	15.53	***

Code	Title	Rate	Note
01612	Word Processor II	17.42	***
01613	Word Processor III	19.49	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.12	
05010	Automotive Electrician	22.15	
05040	Automotive Glass Installer	21.46	
05070	Automotive Worker	21.46	
05110	Mobile Equipment Servicer	20.10	
05130	Motor Equipment Metal Mechanic	23.13	
05160	Motor Equipment Metal Worker	21.46	
05190	Motor Vehicle Mechanic	23.13	
05220	Motor Vehicle Mechanic Helper	19.41	
05250	Motor Vehicle Upholstery Worker	20.78	
05280	Motor Vehicle Wrecker	21.46	
05310	Painter, Automotive	22.15	
05340	Radiator Repair Specialist	21.46	
05370	Tire Repairer	16.86	***
05400	Transmission Repair Specialist	23.13	
07000	Food Preparation And Service Occupations		
07010	Baker	14.73	***
07041	Cook I	15.59	***
07042	Cook II	17.07	***
07070	Dishwasher	13.41	***
07130	Food Service Worker	14.61	***
07210	Meat Cutter	17.49	***
07260	Waiter/Waitress	14.74	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	23.53	
09040	Furniture Handler	17.06	***
09080	Furniture Refinisher	23.53	
09090	Furniture Refinisher Helper	19.68	
09110	Furniture Repairer, Minor	21.82	
09130	Upholsterer	23.53	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	13.84	***
11060	Elevator Operator	15.99	***
11090	Gardener	20.69	

Code	Title	Rate	Note
11122	Housekeeping Aide	15.99	***
11150	Janitor	15.99	***
11210	Laborer, Grounds Maintenance	16.83	***
11240	Maid or Houseman	14.03	***
11260	Pruner	15.52	***
11270	Tractor Operator	19.40	
11330	Trail Maintenance Worker	16.83	***
11360	Window Cleaner	17.34	***
12000	Health Occupations		
12010	Ambulance Driver	25.59	
12011	Breath Alcohol Technician	25.60	
12012	Certified Occupational Therapist Assistant	35.10	
12015	Certified Physical Therapist Assistant	28.24	
12020	Dental Assistant	21.53	
12025	Dental Hygienist	34.43	
12030	EKG Technician	32.65	
12035	Electroneurodiagnostic Technologist	32.65	
12040	Emergency Medical Technician	25.59	
12071	Licensed Practical Nurse I	22.88	
12072	Licensed Practical Nurse II	25.59	
12073	Licensed Practical Nurse III	28.52	
12100	Medical Assistant	18.48	
12130	Medical Laboratory Technician	26.53	
12160	Medical Record Clerk	22.29	
12190	Medical Record Technician	24.93	
12195	Medical Transcriptionist	17.52	***
12210	Nuclear Medicine Technologist	56.23	
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	17.95	
12236	Optical Technician	22.88	
12250	Pharmacy Technician	18.25	
12280	Phlebotomist	17.65	***
12305	Radiologic Technologist	36.98	
12311	Registered Nurse I	26.77	

Code	Title	Rate	Note
12312	Registered Nurse II	32.74	
12313	Registered Nurse II, Specialist	32.74	
12314	Registered Nurse III	39.61	
12315	Registered Nurse III, Anesthetist	39.61	
12316	Registered Nurse IV	47.48	
12317	Scheduler (Drug and Alcohol Testing)	31.70	
12320	Substance Abuse Treatment Counselor	24.96	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	20.10	
13012	Exhibits Specialist II	25.28	
13013	Exhibits Specialist III	30.92	
13041	Illustrator I	18.66	
13042	Illustrator II	23.45	
13043	Illustrator III	30.92	
13047	Librarian	25.96	
13050	Library Aide/Clerk	13.33	***
13054	Library Information Technology Systems Administrator	25.57	
13058	Library Technician	19.01	
13061	Media Specialist I	16.69	***
13062	Media Specialist II	18.66	
13063	Media Specialist III	20.81	
13071	Photographer I	16.92	***
13072	Photographer II	18.93	
13073	Photographer III	23.45	
13074	Photographer IV	28.69	
13075	Photographer V	34.71	
13090	Technical Order Library Clerk	16.92	***
13110	Video Teleconference Technician	16.69	***
14000	Information Technology Occupations		
14041	Computer Operator I	20.19	
14042	Computer Operator II	22.58	
14043	Computer Operator III	25.19	
14044	Computer Operator IV	27.98	
14045	Computer Operator V	30.99	
14071	Computer Programmer I	20.41	see 1
14072	Computer Programmer II	25.30	see 1
14073	Computer Programmer III		see 1

Code	Title	Rate	Note
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	20.19	
14160	Personal Computer Support Technician	27.98	
14170	System Support Specialist	30.99	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	32.81	
15020	Aircrew Training Devices Instructor (Rated)	39.69	
15030	Air Crew Training Devices Instructor (Pilot)	47.57	
15050	Computer Based Training Specialist / Instructor	32.81	
15060	Educational Technologist	41.24	
15070	Flight Instructor (Pilot)	47.57	
15080	Graphic Artist	23.43	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.57	
15086	Maintenance Test Pilot, Rotary Wing	47.57	
15088	Non-Maintenance Test/Co-Pilot	47.57	
15090	Technical Instructor	22.18	
15095	Technical Instructor/Course Developer	27.10	
15110	Test Proctor	17.92	
15120	Tutor	17.92	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.38	***
16030	Counter Attendant	12.38	***
16040	Dry Cleaner	16.26	***
16070	Finisher, Flatwork, Machine	12.38	***
16090	Presser, Hand	12.38	***
16110	Presser, Machine, Drycleaning	12.38	***
16130	Presser, Machine, Shirts	12.38	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.38	***
16190	Sewing Machine Operator	17.64	***
16220	Tailor	18.97	
16250	Washer, Machine	13.71	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	28.09	
19040	Tool And Die Maker	32.63	

Code	Title	Rate	Note
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.74	
21030	Material Coordinator	27.17	
21040	Material Expediter	27.17	
21050	Material Handling Laborer	16.90	***
21071	Order Filler	15.88	***
21080	Production Line Worker (Food Processing)	20.74	
21110	Shipping Packer	19.25	
21130	Shipping/Receiving Clerk	19.25	
21140	Store Worker I	21.25	
21150	Stock Clerk	27.03	
21210	Tools And Parts Attendant	20.74	
21410	Warehouse Specialist	20.74	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	29.79	
23019	Aircraft Logs and Records Technician	25.42	
23021	Aircraft Mechanic I	28.84	
23022	Aircraft Mechanic II	29.79	
23023	Aircraft Mechanic III	31.03	
23040	Aircraft Mechanic Helper	22.69	
23050	Aircraft, Painter	27.41	
23060	Aircraft Servicer	25.42	
23070	Aircraft Survival Flight Equipment Technician	27.41	
23080	Aircraft Worker	26.49	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.49	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.84	
23110	Appliance Mechanic	27.41	
23120	Bicycle Repairer	24.19	
23125	Cable Splicer	28.84	
23130	Carpenter, Maintenance	25.26	
23140	Carpet Layer	26.49	
23160	Electrician, Maintenance	33.76	
23181	Electronics Technician Maintenance I	26.49	
23182	Electronics Technician Maintenance II	27.41	
23183	Electronics Technician Maintenance III	28.84	
23260	Fabric Worker	25.42	
23290	Fire Alarm System Mechanic	30.50	

Code	Title	Rate	Note
23310	Fire Extinguisher Repairer	24.19	
23311	Fuel Distribution System Mechanic	28.84	
23312	Fuel Distribution System Operator	24.19	
23370	General Maintenance Worker	20.76	
23380	Ground Support Equipment Mechanic	28.84	
23381	Ground Support Equipment Servicer	25.42	
23382	Ground Support Equipment Worker	26.49	
23391	Gunsmith I	24.19	
23392	Gunsmith II	26.49	
23393	Gunsmith III	28.84	
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.29	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.23	
23430	Heavy Equipment Mechanic	28.75	
23440	Heavy Equipment Operator	33.60	
23460	Instrument Mechanic	28.84	
23465	Laboratory/Shelter Mechanic	27.41	
23470	Laborer	16.90	***
23510	Locksmith	27.41	
23530	Machinery Maintenance Mechanic	28.63	
23550	Machinist, Maintenance	23.88	
23580	Maintenance Trades Helper	21.42	
23591	Metrology Technician I	28.84	
23592	Metrology Technician II	29.79	
23593	Metrology Technician III	31.03	
23640	Millwright	38.24	
23710	Office Appliance Repairer	26.35	
23760	Painter, Maintenance	23.04	
23790	Pipefitter, Maintenance	35.94	
23810	Plumber, Maintenance	34.15	
23820	Pneudraulic Systems Mechanic	28.84	
23850	Rigger	28.84	
23870	Scale Mechanic	26.49	
23890	Sheet-Metal Worker, Maintenance	31.51	
23910	Small Engine Mechanic	25.48	
23931	Telecommunications Mechanic I	35.34	
23932	Telecommunications Mechanic II	36.52	
23950	Telephone Lineman	28.84	

Code	Title	Rate	Note
23960	Welder, Combination, Maintenance	22.23	
23965	Well Driller	28.84	
23970	Woodcraft Worker	28.84	
23980	Woodworker	24.19	
24000	Personal Needs Occupations		
24550	Case Manager	17.47	***
24570	Child Care Attendant	12.51	***
24580	Child Care Center Clerk	15.61	***
24610	Chore Aide	13.87	***
24620	Family Readiness And Support Services Coordinator	17.47	***
24630	Homemaker	17.47	***
25000	Plant And System Operations Occupations		
25010	Boiler Tender	27.73	
25040	Sewage Plant Operator	25.72	
25070	Stationary Engineer	27.73	
25190	Ventilation Equipment Tender	21.89	
25210	Water Treatment Plant Operator	25.72	
27000	Protective Service Occupations		
27004	Alarm Monitor	22.19	
27007	Baggage Inspector	14.52	***
27008	Corrections Officer	27.78	
27010	Court Security Officer	27.78	
27030	Detection Dog Handler	17.04	***
27040	Detention Officer	27.78	
27070	Firefighter	27.39	
27101	Guard I	14.52	***
27102	Guard II	17.04	***
27131	Police Officer I	26.34	
27132	Police Officer II	29.27	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	14.56	***
28042	Carnival Equipment Repairer	15.52	***
28043	Carnival Worker	11.65	***
28210	Gate Attendant/Gate Tender	20.03	
28310	Lifeguard	17.84	
28350	Park Attendant (Aide)	22.41	
28510	Recreation Aide/Health Facility Attendant	16.36	***

Code	Title	Rate	Note
28515	Recreation Specialist	27.76	
28630	Sports Official	17.84	
28690	Swimming Pool Operator	19.46	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	35.58	
29020	Hatch Tender	35.58	
29030	Line Handler	35.58	
29041	Stevedore I	34.14	
29042	Stevedore II	36.81	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	19.83	
30022	Archeological Technician II	22.19	
30023	Archeological Technician III	27.48	
30030	Cartographic Technician	27.48	
30040	Civil Engineering Technician	24.96	
30051	Cryogenic Technician I	30.39	
30052	Cryogenic Technician II	33.57	
30061	Drafter/CAD Operator I	19.83	
30062	Drafter/CAD Operator II	22.19	
30063	Drafter/CAD Operator III	24.73	
30064	Drafter/CAD Operator IV	30.44	
30081	Engineering Technician I	16.36	***
30082	Engineering Technician II	18.36	
30083	Engineering Technician III	20.53	
30084	Engineering Technician IV	25.45	
30085	Engineering Technician V	31.13	
30086	Engineering Technician VI	37.66	
30090	Environmental Technician	27.48	
30095	Evidence Control Specialist	27.46	
30210	Laboratory Technician	24.73	
30221	Latent Fingerprint Technician I	30.39	
30222	Latent Fingerprint Technician II	33.57	
30240	Mathematical Technician	27.48	
30361	Paralegal/Legal Assistant I	21.98	

Code	Title	Rate Note
30362	Paralegal/Legal Assistant II	27.24
30363	Paralegal/Legal Assistant III	33.31
30364	Paralegal/Legal Assistant IV	40.29
30375	Petroleum Supply Specialist	33.57
30390	Photo-Optics Technician	27.48
30395	Radiation Control Technician	33.57
30461	Technical Writer I	27.48
30462	Technical Writer II	33.62
30463	Technical Writer III	40.61
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	30.44
30502	Weather Forecaster II	37.03
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.73 see 2
30621	Weather Observer, Senior	27.48 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	34.76
31020	Bus Aide	17.90
31030	Bus Driver	22.57
31043	Driver Courier	20.10
31260	Parking and Lot Attendant	16.52 ***
31290	Shuttle Bus Driver	19.48
31310	Taxi Driver	13.95 ***
31361	Truckdriver, Light	21.43
31362	Truckdriver, Medium	22.53
31363	Truckdriver, Heavy	23.56
31364	Truckdriver, Tractor-Trailer	23.56
99000	Miscellaneous Occupations	
99020	Cabin Safety Specialist	16.95 ***
99030	Cashier	13.53 ***
99050	Desk Clerk	13.78 ***
99095	Embalmer	31.98
99130	Flight Follower	28.73
99251	Laboratory Animal Caretaker I	15.22 ***

Code	Title	Rate	Note
99252	Laboratory Animal Caretaker II	16.24	***
99260	Marketing Analyst	27.13	
99310	Mortician	31.98	
99410	Pest Controller	32.44	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	25.12	
99711	Recycling Specialist	28.95	
99730	Refuse Collector	23.17	
99810	Sales Clerk	14.22	***
99820	School Crossing Guard	17.71	***
99830	Survey Party Chief	22.19	
99831	Surveying Aide	12.68	***
99832	Surveying Technician	18.96	
99840	Vending Machine Attendant	28.95	
99841	Vending Machine Repairer	33.81	
99842	Vending Machine Repairer Helper	28.95	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 25 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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)).

Wage Determination No. : 2015-4867

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 30

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan Counties of Lapeer, Macomb, Oakland, St Clair

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	19.14	
01012	Accounting Clerk II	21.48	
01013	Accounting Clerk III	24.03	
01020	Administrative Assistant	34.92	
01035	Court Reporter	31.63	
01041	Customer Service Representative I	17.72	***
01042	Customer Service Representative II	19.34	
01043	Customer Service Representative III	21.71	
01051	Data Entry Operator I	17.01	***
01052	Data Entry Operator II	18.56	
01060	Dispatcher, Motor Vehicle	22.81	
01070	Document Preparation Clerk	18.18	
01090	Duplicating Machine Operator	18.18	
01111	General Clerk I	17.91	
01112	General Clerk II	19.55	
01113	General Clerk III	21.94	
01120	Housing Referral Assistant	26.97	
01141	Messenger Courier	19.30	
01191	Order Clerk I	20.53	
01192	Order Clerk II	22.39	
01261	Personnel Assistant (Employment) I	20.46	
01262	Personnel Assistant (Employment) II	22.88	
01263	Personnel Assistant (Employment) III	25.51	
01270	Production Control Clerk	28.97	
01290	Rental Clerk	18.89	
01300	Scheduler, Maintenance	21.64	

Code	Title	Rate	Note
01311	Secretary I	21.64	
01312	Secretary II	24.20	
01313	Secretary III	26.97	
01320	Service Order Dispatcher	20.39	
01410	Supply Technician	34.92	
01420	Survey Worker	20.62	
01460	Switchboard Operator/Receptionist	18.03	
01531	Travel Clerk I	19.23	
01532	Travel Clerk II	20.90	
01533	Travel Clerk III	23.23	
01611	Word Processor I	19.86	
01612	Word Processor II	22.30	
01613	Word Processor III	24.94	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	28.98	
05010	Automotive Electrician	23.41	
05040	Automotive Glass Installer	22.66	
05070	Automotive Worker	22.66	
05110	Mobile Equipment Servicer	21.03	
05130	Motor Equipment Metal Mechanic	24.37	
05160	Motor Equipment Metal Worker	22.66	
05190	Motor Vehicle Mechanic	24.37	
05220	Motor Vehicle Mechanic Helper	19.73	
05250	Motor Vehicle Upholstery Worker	21.82	
05280	Motor Vehicle Wrecker	22.66	
05310	Painter, Automotive	23.41	
05340	Radiator Repair Specialist	22.66	
05370	Tire Repairer	19.58	
05400	Transmission Repair Specialist	24.37	
07000	Food Preparation And Service Occupations		
07010	Baker	18.55	
07041	Cook I	17.50	***
07042	Cook II	18.86	
07070	Dishwasher	14.45	***
07130	Food Service Worker	17.06	***
07210	Meat Cutter	18.56	
07260	Waiter/Waitress	17.37	***

Code	Title	Rate	Note
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	23.44	
09040	Furniture Handler	18.10	
09080	Furniture Refinisher	23.44	
09090	Furniture Refinisher Helper	20.50	
09110	Furniture Repairer, Minor	21.98	
09130	Upholsterer	23.44	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	17.11	***
11060	Elevator Operator	17.09	***
11090	Gardener	22.66	
11122	Housekeeping Aide	17.09	***
11150	Janitor	17.09	***
11210	Laborer, Grounds Maintenance	18.43	
11240	Maid or Houseman	16.73	***
11260	Pruner	17.03	***
11270	Tractor Operator	21.27	
11330	Trail Maintenance Worker	18.43	
11360	Window Cleaner	18.49	
12000	Health Occupations		
12010	Ambulance Driver	19.69	
12011	Breath Alcohol Technician	28.06	
12012	Certified Occupational Therapist Assistant	30.57	
12015	Certified Physical Therapist Assistant	29.22	
12020	Dental Assistant	22.75	
12025	Dental Hygienist	39.20	
12030	EKG Technician	35.19	
12035	Electroneurodiagnostic Technologist	35.19	
12040	Emergency Medical Technician	19.69	
12071	Licensed Practical Nurse I	25.08	
12072	Licensed Practical Nurse II	28.06	
12073	Licensed Practical Nurse III	31.27	
12100	Medical Assistant	18.45	
12130	Medical Laboratory Technician	28.20	
12160	Medical Record Clerk	20.72	
12190	Medical Record Technician	23.18	
12195	Medical Transcriptionist	18.99	

Code	Title	Rate	Note
12210	Nuclear Medicine Technologist	44.92	
12221	Nursing Assistant I	15.30	***
12222	Nursing Assistant II	17.22	***
12223	Nursing Assistant III	18.79	
12224	Nursing Assistant IV	21.09	
12235	Optical Dispenser	20.27	
12236	Optical Technician	22.73	
12250	Pharmacy Technician	19.04	
12280	Phlebotomist	21.02	
12305	Radiologic Technologist	33.44	
12311	Registered Nurse I	29.83	
12312	Registered Nurse II	35.36	
12313	Registered Nurse II, Specialist	35.36	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.92	
12317	Scheduler (Drug and Alcohol Testing)	34.75	
12320	Substance Abuse Treatment Counselor	24.49	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	21.81	
13012	Exhibits Specialist II	27.01	
13013	Exhibits Specialist III	33.04	
13041	Illustrator I	29.51	
13042	Illustrator II	36.56	
13043	Illustrator III	43.34	
13047	Librarian	30.28	
13050	Library Aide/Clerk	15.21	***
13054	Library Information Technology Systems Administrator	27.34	
13058	Library Technician	18.56	
13061	Media Specialist I	19.18	
13062	Media Specialist II	21.46	
13063	Media Specialist III	23.92	
13071	Photographer I	19.77	
13072	Photographer II	22.83	
13073	Photographer III	29.56	
13074	Photographer IV	34.28	
13075	Photographer V	40.54	

Code	Title	Rate	Note
13090	Technical Order Library Clerk	19.09	
13110	Video Teleconference Technician	27.65	
14000	Information Technology Occupations		
14041	Computer Operator I	20.95	
14042	Computer Operator II	23.44	
14043	Computer Operator III	26.14	
14044	Computer Operator IV	29.04	
14045	Computer Operator V	32.16	
14071	Computer Programmer I	24.38	see 1
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	20.95	
14160	Personal Computer Support Technician	29.04	
14170	System Support Specialist	33.41	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	35.45	
15020	Aircrew Training Devices Instructor (Rated)	42.88	
15030	Air Crew Training Devices Instructor (Pilot)	51.41	
15050	Computer Based Training Specialist / Instructor	35.45	
15060	Educational Technologist	38.93	
15070	Flight Instructor (Pilot)	51.41	
15080	Graphic Artist	32.69	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	51.41	
15086	Maintenance Test Pilot, Rotary Wing	51.41	
15088	Non-Maintenance Test/Co-Pilot	51.41	
15090	Technical Instructor	26.84	
15095	Technical Instructor/Course Developer	32.83	
15110	Test Proctor	21.80	
15120	Tutor	21.80	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	13.65	***
16030	Counter Attendant	13.65	***
16040	Dry Cleaner	17.58	***

Code	Title	Rate	Note
16070	Finisher, Flatwork, Machine	13.65	***
16090	Presser, Hand	13.65	***
16110	Presser, Machine, Drycleaning	13.65	***
16130	Presser, Machine, Shirts	13.65	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.65	***
16190	Sewing Machine Operator	19.14	
16220	Tailor	20.64	
16250	Washer, Machine	14.58	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	30.20	
19040	Tool And Die Maker	34.76	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.41	
21030	Material Coordinator	28.97	
21040	Material Expediter	28.97	
21050	Material Handling Laborer	19.13	
21071	Order Filler	17.97	
21080	Production Line Worker (Food Processing)	22.41	
21110	Shipping Packer	21.99	
21130	Shipping/Receiving Clerk	21.99	
21140	Store Worker I	22.10	
21150	Stock Clerk	28.09	
21210	Tools And Parts Attendant	22.41	
21410	Warehouse Specialist	22.41	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	38.23	
23019	Aircraft Logs and Records Technician	33.11	
23021	Aircraft Mechanic I	36.98	
23022	Aircraft Mechanic II	38.23	
23023	Aircraft Mechanic III	39.53	
23040	Aircraft Mechanic Helper	29.94	
23050	Aircraft, Painter	35.52	
23060	Aircraft Servicer	33.11	
23070	Aircraft Survival Flight Equipment Technician	35.52	
23080	Aircraft Worker	34.38	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	34.38	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.98	

Code	Title	Rate Note
23110	Appliance Mechanic	28.62
23120	Bicycle Repairer	24.84
23125	Cable Splicer	51.13
23130	Carpenter, Maintenance	31.28
23140	Carpet Layer	25.05
23160	Electrician, Maintenance	38.62
23181	Electronics Technician Maintenance I	31.46
23182	Electronics Technician Maintenance II	32.50
23183	Electronics Technician Maintenance III	33.84
23260	Fabric Worker	29.91
23290	Fire Alarm System Mechanic	26.15
23310	Fire Extinguisher Repairer	28.83
23311	Fuel Distribution System Mechanic	44.76
23312	Fuel Distribution System Operator	38.62
23370	General Maintenance Worker	23.96
23380	Ground Support Equipment Mechanic	36.98
23381	Ground Support Equipment Servicer	33.11
23382	Ground Support Equipment Worker	34.38
23391	Gunsmith I	28.83
23392	Gunsmith II	31.07
23393	Gunsmith III	33.41
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.39
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.39
23430	Heavy Equipment Mechanic	31.77
23440	Heavy Equipment Operator	32.13
23460	Instrument Mechanic	35.01
23465	Laboratory/Shelter Mechanic	32.09
23470	Laborer	19.13
23510	Locksmith	28.90
23530	Machinery Maintenance Mechanic	31.30
23550	Machinist, Maintenance	27.99
23580	Maintenance Trades Helper	19.60
23591	Metrology Technician I	35.01
23592	Metrology Technician II	36.20
23593	Metrology Technician III	37.48
23640	Millwright	40.32
23710	Office Appliance Repairer	24.76

Code	Title	Rate	Note
23760	Painter, Maintenance	26.65	
23790	Pipefitter, Maintenance	39.17	
23810	Plumber, Maintenance	37.62	
23820	Pneudraulic Systems Mechanic	33.41	
23850	Rigger	31.85	
23870	Scale Mechanic	31.07	
23890	Sheet-Metal Worker, Maintenance	31.34	
23910	Small Engine Mechanic	24.35	
23931	Telecommunications Mechanic I	30.23	
23932	Telecommunications Mechanic II	31.26	
23950	Telephone Lineman	31.59	
23960	Welder, Combination, Maintenance	26.46	
23965	Well Driller	29.16	
23970	Woodcraft Worker	33.41	
23980	Woodworker	28.83	
24000 Personal Needs Occupations			
24550	Case Manager	19.86	
24570	Child Care Attendant	14.08	***
24580	Child Care Center Clerk	18.10	
24610	Chore Aide	15.53	***
24620	Family Readiness And Support Services Coordinator	19.86	
24630	Homemaker	19.90	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	39.70	
25040	Sewage Plant Operator	29.36	
25070	Stationary Engineer	39.70	
25190	Ventilation Equipment Tender	32.15	
25210	Water Treatment Plant Operator	29.36	
27000 Protective Service Occupations			
27004	Alarm Monitor	23.95	
27007	Baggage Inspector	18.36	
27008	Corrections Officer	31.37	
27010	Court Security Officer	30.57	
27030	Detection Dog Handler	20.54	
27040	Detention Officer	31.37	
27070	Firefighter	29.76	
27101	Guard I	18.36	

Code	Title	Rate	Note
27102	Guard II	20.54	
27131	Police Officer I	34.01	
27132	Police Officer II	37.79	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	17.02	***
28042	Carnival Equipment Repairer	18.14	
28043	Carnival Worker	13.63	***
28210	Gate Attendant/Gate Tender	19.41	
28310	Lifeguard	14.18	***
28350	Park Attendant (Aide)	21.72	
28510	Recreation Aide/Health Facility Attendant	15.85	***
28515	Recreation Specialist	26.90	
28630	Sports Official	17.30	***
28690	Swimming Pool Operator	20.87	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	33.06	
29020	Hatch Tender	33.06	
29030	Line Handler	33.06	
29041	Stevedore I	31.94	
29042	Stevedore II	34.22	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	50.82	see 2
30011	Air Traffic Control Specialist, Station (HFO)	35.05	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	38.59	see 2
30021	Archeological Technician I	22.09	
30022	Archeological Technician II	24.72	
30023	Archeological Technician III	30.61	
30030	Cartographic Technician	30.61	
30040	Civil Engineering Technician	29.19	
30051	Cryogenic Technician I	33.90	
30052	Cryogenic Technician II	37.46	
30061	Drafter/CAD Operator I	22.09	
30062	Drafter/CAD Operator II	24.72	
30063	Drafter/CAD Operator III	27.56	
30064	Drafter/CAD Operator IV	33.90	
30081	Engineering Technician I	19.54	
30082	Engineering Technician II	21.93	

Code	Title	Rate Note
30083	Engineering Technician III	25.16
30084	Engineering Technician IV	31.16
30085	Engineering Technician V	37.18
30086	Engineering Technician VI	44.97
30090	Environmental Technician	27.27
30095	Evidence Control Specialist	29.80
30210	Laboratory Technician	29.12
30221	Latent Fingerprint Technician I	35.15
30222	Latent Fingerprint Technician II	38.82
30240	Mathematical Technician	32.49
30361	Paralegal/Legal Assistant I	25.03
30362	Paralegal/Legal Assistant II	31.00
30363	Paralegal/Legal Assistant III	37.91
30364	Paralegal/Legal Assistant IV	45.87
30375	Petroleum Supply Specialist	36.44
30390	Photo-Optics Technician	30.61
30395	Radiation Control Technician	36.44
30461	Technical Writer I	30.85
30462	Technical Writer II	37.74
30463	Technical Writer III	45.66
30491	Unexploded Ordnance (UXO) Technician I	32.30
30492	Unexploded Ordnance (UXO) Technician II	39.08
30493	Unexploded Ordnance (UXO) Technician III	46.84
30494	Unexploded (UXO) Safety Escort	32.30
30495	Unexploded (UXO) Sweep Personnel	32.30
30501	Weather Forecaster I	33.90
30502	Weather Forecaster II	41.24
30620	Weather Observer, Combined Upper Air Or Surface Programs	27.56 see 2
30621	Weather Observer, Senior	30.31 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	39.08
31020	Bus Aide	18.13
31030	Bus Driver	23.13
31043	Driver Courier	18.74
31260	Parking and Lot Attendant	15.24 ***
31290	Shuttle Bus Driver	18.08
31310	Taxi Driver	16.53 ***

Code	Title	Rate	Note
31361	Truckdriver, Light	19.97	
31362	Truckdriver, Medium	20.72	
31363	Truckdriver, Heavy	26.84	
31364	Truckdriver, Tractor-Trailer	26.84	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	19.05	
99030	Cashier	14.31	***
99050	Desk Clerk	16.34	***
99095	Embalmer	33.88	
99130	Flight Follower	32.30	
99251	Laboratory Animal Caretaker I	18.07	
99252	Laboratory Animal Caretaker II	19.25	
99260	Marketing Analyst	36.55	
99310	Mortician	33.88	
99410	Pest Controller	22.38	
99510	Photofinishing Worker	18.74	
99710	Recycling Laborer	28.68	
99711	Recycling Specialist	33.10	
99730	Refuse Collector	26.50	
99810	Sales Clerk	16.68	***
99820	School Crossing Guard	14.96	***
99830	Survey Party Chief	30.72	
99831	Surveying Aide	15.99	***
99832	Surveying Technician	24.48	
99840	Vending Machine Attendant	22.62	
99841	Vending Machine Repairer	26.06	
99842	Vending Machine Repairer Helper	22.62	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4869

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 31

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan County of Livingston

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	19.14
01012	Accounting Clerk II	21.48
01013	Accounting Clerk III	24.03
01020	Administrative Assistant	34.92
01035	Court Reporter	31.63
01041	Customer Service Representative I	17.72 ***
01042	Customer Service Representative II	19.34
01043	Customer Service Representative III	21.71
01051	Data Entry Operator I	17.01 ***
01052	Data Entry Operator II	18.56
01060	Dispatcher, Motor Vehicle	22.81
01070	Document Preparation Clerk	18.18
01090	Duplicating Machine Operator	18.18
01111	General Clerk I	17.91
01112	General Clerk II	19.55
01113	General Clerk III	21.94
01120	Housing Referral Assistant	26.97
01141	Messenger Courier	19.30
01191	Order Clerk I	20.53
01192	Order Clerk II	22.39
01261	Personnel Assistant (Employment) I	20.46

Code	Title	Rate Note
01262	Personnel Assistant (Employment) II	22.88
01263	Personnel Assistant (Employment) III	25.51
01270	Production Control Clerk	28.97
01290	Rental Clerk	18.89
01300	Scheduler, Maintenance	21.64
01311	Secretary I	21.64
01312	Secretary II	24.20
01313	Secretary III	26.97
01320	Service Order Dispatcher	20.39
01410	Supply Technician	34.92
01420	Survey Worker	20.62
01460	Switchboard Operator/Receptionist	18.03
01531	Travel Clerk I	19.23
01532	Travel Clerk II	20.90
01533	Travel Clerk III	23.23
01611	Word Processor I	19.86
01612	Word Processor II	22.30
01613	Word Processor III	24.94
05000	Automotive Service Occupations	
05005	Automobile Body Repairer, Fiberglass	28.98
05010	Automotive Electrician	23.41
05040	Automotive Glass Installer	22.66
05070	Automotive Worker	22.66
05110	Mobile Equipment Servicer	21.03
05130	Motor Equipment Metal Mechanic	24.37
05160	Motor Equipment Metal Worker	22.66
05190	Motor Vehicle Mechanic	24.37
05220	Motor Vehicle Mechanic Helper	19.73
05250	Motor Vehicle Upholstery Worker	21.82
05280	Motor Vehicle Wrecker	22.66
05310	Painter, Automotive	23.41
05340	Radiator Repair Specialist	22.66
05370	Tire Repairer	19.58
05400	Transmission Repair Specialist	24.37
07000	Food Preparation And Service Occupations	
07010	Baker	17.78
07041	Cook I	17.50 ***

Code	Title	Rate	Note
07042	Cook II	18.86	
07070	Dishwasher	14.45	***
07130	Food Service Worker	17.06	***
07210	Meat Cutter	18.56	
07260	Waiter/Waitress	17.37	***
09000 Furniture Maintenance And Repair Occupations			
09010	Electrostatic Spray Painter	23.44	
09040	Furniture Handler	18.10	
09080	Furniture Refinisher	23.44	
09090	Furniture Refinisher Helper	20.50	
09110	Furniture Repairer, Minor	21.98	
09130	Upholsterer	23.44	
11000 General Services And Support Occupations			
11030	Cleaner, Vehicles	17.11	***
11060	Elevator Operator	17.09	***
11090	Gardener	22.66	
11122	Housekeeping Aide	17.09	***
11150	Janitor	17.09	***
11210	Laborer, Grounds Maintenance	18.43	
11240	Maid or Houseman	16.73	***
11260	Pruner	17.03	***
11270	Tractor Operator	21.27	
11330	Trail Maintenance Worker	18.43	
11360	Window Cleaner	18.49	
12000 Health Occupations			
12010	Ambulance Driver	19.69	
12011	Breath Alcohol Technician	28.06	
12012	Certified Occupational Therapist Assistant	30.57	
12015	Certified Physical Therapist Assistant	29.22	
12020	Dental Assistant	22.75	
12025	Dental Hygienist	39.20	
12030	EKG Technician	35.19	
12035	Electroneurodiagnostic Technologist	35.19	
12040	Emergency Medical Technician	19.69	
12071	Licensed Practical Nurse I	25.08	
12072	Licensed Practical Nurse II	28.06	
12073	Licensed Practical Nurse III	31.27	

Code	Title	Rate	Note
12100	Medical Assistant	18.45	
12130	Medical Laboratory Technician	28.20	
12160	Medical Record Clerk	20.72	
12190	Medical Record Technician	23.18	
12195	Medical Transcriptionist	18.99	
12210	Nuclear Medicine Technologist	44.92	
12221	Nursing Assistant I	15.30	***
12222	Nursing Assistant II	17.22	***
12223	Nursing Assistant III	18.79	
12224	Nursing Assistant IV	21.09	
12235	Optical Dispenser	20.27	
12236	Optical Technician	22.73	
12250	Pharmacy Technician	19.04	
12280	Phlebotomist	21.02	
12305	Radiologic Technologist	33.44	
12311	Registered Nurse I	29.83	
12312	Registered Nurse II	35.36	
12313	Registered Nurse II, Specialist	35.36	
12314	Registered Nurse III	44.14	
12315	Registered Nurse III, Anesthetist	44.14	
12316	Registered Nurse IV	52.92	
12317	Scheduler (Drug and Alcohol Testing)	34.75	
12320	Substance Abuse Treatment Counselor	24.49	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	21.81	
13012	Exhibits Specialist II	27.01	
13013	Exhibits Specialist III	33.04	
13041	Illustrator I	29.51	
13042	Illustrator II	36.56	
13043	Illustrator III	44.72	
13047	Librarian	30.28	
13050	Library Aide/Clerk	15.21	***
13054	Library Information Technology Systems Administrator	27.34	
13058	Library Technician	18.56	
13061	Media Specialist I	19.18	
13062	Media Specialist II	21.46	
13063	Media Specialist III	23.92	

Code	Title	Rate	Note
13071	Photographer I	19.77	
13072	Photographer II	22.83	
13073	Photographer III	29.27	
13074	Photographer IV	33.95	
13075	Photographer V	40.54	
13090	Technical Order Library Clerk	19.09	
13110	Video Teleconference Technician	27.65	
14000	Information Technology Occupations		
14041	Computer Operator I	20.95	
14042	Computer Operator II	23.44	
14043	Computer Operator III	26.14	
14044	Computer Operator IV	29.04	
14045	Computer Operator V	32.16	
14071	Computer Programmer I	24.38	see 1
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	20.95	
14160	Personal Computer Support Technician	29.04	
14170	System Support Specialist	33.41	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	35.45	
15020	Aircrew Training Devices Instructor (Rated)	42.88	
15030	Air Crew Training Devices Instructor (Pilot)	51.41	
15050	Computer Based Training Specialist / Instructor	35.45	
15060	Educational Technologist	38.93	
15070	Flight Instructor (Pilot)	51.41	
15080	Graphic Artist	32.69	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	51.41	
15086	Maintenance Test Pilot, Rotary Wing	51.41	
15088	Non-Maintenance Test/Co-Pilot	51.41	
15090	Technical Instructor	26.84	
15095	Technical Instructor/Course Developer	32.83	
15110	Test Proctor	21.80	

Code	Title	Rate	Note
15120	Tutor	21.80	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	13.65	***
16030	Counter Attendant	13.65	***
16040	Dry Cleaner	17.58	***
16070	Finisher, Flatwork, Machine	13.65	***
16090	Presser, Hand	13.65	***
16110	Presser, Machine, Drycleaning	13.65	***
16130	Presser, Machine, Shirts	13.65	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.65	***
16190	Sewing Machine Operator	19.14	
16220	Tailor	20.64	
16250	Washer, Machine	14.58	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	30.20	
19040	Tool And Die Maker	34.76	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.41	
21030	Material Coordinator	28.97	
21040	Material Expediter	28.97	
21050	Material Handling Laborer	19.13	
21071	Order Filler	17.97	
21080	Production Line Worker (Food Processing)	22.41	
21110	Shipping Packer	21.99	
21130	Shipping/Receiving Clerk	21.99	
21140	Store Worker I	22.10	
21150	Stock Clerk	28.09	
21210	Tools And Parts Attendant	22.41	
21410	Warehouse Specialist	22.41	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	38.23	
23019	Aircraft Logs and Records Technician	33.11	
23021	Aircraft Mechanic I	36.98	
23022	Aircraft Mechanic II	38.23	
23023	Aircraft Mechanic III	39.53	
23040	Aircraft Mechanic Helper	29.94	
23050	Aircraft, Painter	35.52	

Code	Title	Rate Note
23060	Aircraft Servicer	33.11
23070	Aircraft Survival Flight Equipment Technician	35.52
23080	Aircraft Worker	34.38
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	34.38
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	36.98
23110	Appliance Mechanic	28.62
23120	Bicycle Repairer	24.84
23125	Cable Splicer	51.13
23130	Carpenter, Maintenance	31.28
23140	Carpet Layer	25.05
23160	Electrician, Maintenance	38.62
23181	Electronics Technician Maintenance I	31.46
23182	Electronics Technician Maintenance II	32.50
23183	Electronics Technician Maintenance III	33.84
23260	Fabric Worker	29.91
23290	Fire Alarm System Mechanic	26.15
23310	Fire Extinguisher Repairer	28.83
23311	Fuel Distribution System Mechanic	44.76
23312	Fuel Distribution System Operator	38.62
23370	General Maintenance Worker	23.96
23380	Ground Support Equipment Mechanic	36.98
23381	Ground Support Equipment Servicer	33.11
23382	Ground Support Equipment Worker	34.38
23391	Gunsmith I	28.83
23392	Gunsmith II	31.07
23393	Gunsmith III	33.41
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.39
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.39
23430	Heavy Equipment Mechanic	31.77
23440	Heavy Equipment Operator	32.13
23460	Instrument Mechanic	35.01
23465	Laboratory/Shelter Mechanic	32.09
23470	Laborer	19.13
23510	Locksmith	28.90
23530	Machinery Maintenance Mechanic	31.30
23550	Machinist, Maintenance	27.99
23580	Maintenance Trades Helper	19.60

Code	Title	Rate	Note
23591	Metrology Technician I	35.01	
23592	Metrology Technician II	36.20	
23593	Metrology Technician III	37.48	
23640	Millwright	40.32	
23710	Office Appliance Repairer	24.76	
23760	Painter, Maintenance	26.65	
23790	Pipefitter, Maintenance	39.17	
23810	Plumber, Maintenance	37.62	
23820	Pneudraulic Systems Mechanic	33.41	
23850	Rigger	31.85	
23870	Scale Mechanic	31.07	
23890	Sheet-Metal Worker, Maintenance	31.34	
23910	Small Engine Mechanic	24.35	
23931	Telecommunications Mechanic I	30.23	
23932	Telecommunications Mechanic II	31.26	
23950	Telephone Lineman	31.59	
23960	Welder, Combination, Maintenance	26.46	
23965	Well Driller	29.16	
23970	Woodcraft Worker	33.41	
23980	Woodworker	28.83	
24000	Personal Needs Occupations		
24550	Case Manager	19.86	
24570	Child Care Attendant	14.08	***
24580	Child Care Center Clerk	18.10	
24610	Chore Aide	15.53	***
24620	Family Readiness And Support Services Coordinator	19.86	
24630	Homemaker	19.90	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	39.70	
25040	Sewage Plant Operator	29.36	
25070	Stationary Engineer	39.70	
25190	Ventilation Equipment Tender	32.15	
25210	Water Treatment Plant Operator	29.36	
27000	Protective Service Occupations		
27004	Alarm Monitor	23.95	
27007	Baggage Inspector	18.36	
27008	Corrections Officer	31.37	

Code	Title	Rate	Note
27010	Court Security Officer	30.57	
27030	Detection Dog Handler	20.54	
27040	Detention Officer	31.37	
27070	Firefighter	29.76	
27101	Guard I	18.36	
27102	Guard II	20.54	
27131	Police Officer I	34.01	
27132	Police Officer II	37.79	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	17.02	***
28042	Carnival Equipment Repairer	18.14	
28043	Carnival Worker	13.63	***
28210	Gate Attendant/Gate Tender	19.41	
28310	Lifeguard	14.18	***
28350	Park Attendant (Aide)	21.72	
28510	Recreation Aide/Health Facility Attendant	15.85	***
28515	Recreation Specialist	26.90	
28630	Sports Official	17.30	***
28690	Swimming Pool Operator	20.87	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	33.06	
29020	Hatch Tender	33.06	
29030	Line Handler	33.06	
29041	Stevedore I	31.94	
29042	Stevedore II	34.22	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	50.82	see 2
30011	Air Traffic Control Specialist, Station (HFO)	35.05	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	38.59	see 2
30021	Archeological Technician I	22.09	
30022	Archeological Technician II	24.72	
30023	Archeological Technician III	30.61	
30030	Cartographic Technician	30.61	
30040	Civil Engineering Technician	29.19	
30051	Cryogenic Technician I	33.90	
30052	Cryogenic Technician II	37.46	
30061	Drafter/CAD Operator I	22.09	

Code	Title	Rate Note
30062	Drafter/CAD Operator II	24.72
30063	Drafter/CAD Operator III	27.56
30064	Drafter/CAD Operator IV	33.90
30081	Engineering Technician I	19.54
30082	Engineering Technician II	21.93
30083	Engineering Technician III	25.16
30084	Engineering Technician IV	31.16
30085	Engineering Technician V	37.18
30086	Engineering Technician VI	44.97
30090	Environmental Technician	27.27
30095	Evidence Control Specialist	29.80
30210	Laboratory Technician	29.12
30221	Latent Fingerprint Technician I	35.15
30222	Latent Fingerprint Technician II	38.82
30240	Mathematical Technician	32.49
30361	Paralegal/Legal Assistant I	25.03
30362	Paralegal/Legal Assistant II	31.00
30363	Paralegal/Legal Assistant III	37.91
30364	Paralegal/Legal Assistant IV	45.87
30375	Petroleum Supply Specialist	36.44
30390	Photo-Optics Technician	30.61
30395	Radiation Control Technician	36.44
30461	Technical Writer I	30.85
30462	Technical Writer II	37.74
30463	Technical Writer III	45.66
30491	Unexploded Ordnance (UXO) Technician I	32.30
30492	Unexploded Ordnance (UXO) Technician II	39.08
30493	Unexploded Ordnance (UXO) Technician III	46.84
30494	Unexploded (UXO) Safety Escort	32.30
30495	Unexploded (UXO) Sweep Personnel	32.30
30501	Weather Forecaster I	33.90
30502	Weather Forecaster II	41.24
30620	Weather Observer, Combined Upper Air Or Surface Programs	27.56 see 2
30621	Weather Observer, Senior	30.31 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	39.08
31020	Bus Aide	18.13

Code	Title	Rate	Note
31030	Bus Driver	23.13	
31043	Driver Courier	18.74	
31260	Parking and Lot Attendant	15.24	***
31290	Shuttle Bus Driver	18.08	
31310	Taxi Driver	16.53	***
31361	Truckdriver, Light	19.97	
31362	Truckdriver, Medium	20.72	
31363	Truckdriver, Heavy	26.84	
31364	Truckdriver, Tractor-Trailer	26.84	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	19.05	
99030	Cashier	14.31	***
99050	Desk Clerk	16.34	***
99095	Embalmer	33.88	
99130	Flight Follower	32.30	
99251	Laboratory Animal Caretaker I	18.07	
99252	Laboratory Animal Caretaker II	19.25	
99260	Marketing Analyst	36.55	
99310	Mortician	33.88	
99410	Pest Controller	22.38	
99510	Photofinishing Worker	18.74	
99710	Recycling Laborer	28.68	
99711	Recycling Specialist	33.10	
99730	Refuse Collector	26.50	
99810	Sales Clerk	16.68	***
99820	School Crossing Guard	14.96	***
99830	Survey Party Chief	30.72	
99831	Surveying Aide	15.99	***
99832	Surveying Technician	24.48	
99840	Vending Machine Attendant	22.62	
99841	Vending Machine Repairer	26.06	
99842	Vending Machine Repairer Helper	22.62	

Footer

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4871

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

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Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan Counties of Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, Schoolcraft

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	15.93	***
01012	Accounting Clerk II	17.88	
01013	Accounting Clerk III	20.00	
01020	Administrative Assistant	25.62	
01035	Court Reporter	21.91	
01041	Customer Service Representative I	14.26	***
01042	Customer Service Representative II	15.56	***
01043	Customer Service Representative III	17.46	***
01051	Data Entry Operator I	15.68	***
01052	Data Entry Operator II	17.11	***
01060	Dispatcher, Motor Vehicle	19.77	
01070	Document Preparation Clerk	16.20	***
01090	Duplicating Machine Operator	16.20	***

Code	Title	Rate	Note
01111	General Clerk I	15.27	***
01112	General Clerk II	16.66	***
01113	General Clerk III	18.70	
01120	Housing Referral Assistant	22.68	
01141	Messenger Courier	14.29	***
01191	Order Clerk I	18.38	
01192	Order Clerk II	20.06	
01261	Personnel Assistant (Employment) I	18.11	
01262	Personnel Assistant (Employment) II	20.25	
01263	Personnel Assistant (Employment) III	22.57	
01270	Production Control Clerk	27.79	
01290	Rental Clerk	16.71	***
01300	Scheduler, Maintenance	18.18	
01311	Secretary I	18.18	
01312	Secretary II	20.34	
01313	Secretary III	22.68	
01320	Service Order Dispatcher	17.67	***
01410	Supply Technician	25.62	
01420	Survey Worker	20.20	
01460	Switchboard Operator/Receptionist	15.51	***
01531	Travel Clerk I	16.20	***
01532	Travel Clerk II	17.89	
01533	Travel Clerk III	20.06	
01611	Word Processor I	16.20	***
01612	Word Processor II	18.18	
01613	Word Processor III	20.34	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.44	
05010	Automotive Electrician	21.20	
05040	Automotive Glass Installer	20.30	
05070	Automotive Worker	20.30	
05110	Mobile Equipment Servicer	18.22	
05130	Motor Equipment Metal Mechanic	22.09	
05160	Motor Equipment Metal Worker	20.30	
05190	Motor Vehicle Mechanic	22.09	
05220	Motor Vehicle Mechanic Helper	17.12	***
05250	Motor Vehicle Upholstery Worker	19.27	

Code	Title	Rate	Note
05280	Motor Vehicle Wrecker	20.30	
05310	Painter, Automotive	21.20	
05340	Radiator Repair Specialist	20.30	
05370	Tire Repairer	17.94	
05400	Transmission Repair Specialist	22.09	
07000	Food Preparation And Service Occupations		
07010	Baker	14.27	***
07041	Cook I	16.23	***
07042	Cook II	18.08	
07070	Dishwasher	11.63	***
07130	Food Service Worker	13.95	***
07210	Meat Cutter	17.25	***
07260	Waiter/Waitress	14.99	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	26.37	
09040	Furniture Handler	18.83	
09080	Furniture Refinisher	26.37	
09090	Furniture Refinisher Helper	21.47	
09110	Furniture Repairer, Minor	24.04	
09130	Upholsterer	26.37	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	14.99	***
11060	Elevator Operator	16.01	***
11090	Gardener	19.45	
11122	Housekeeping Aide	16.01	***
11150	Janitor	16.01	***
11210	Laborer, Grounds Maintenance	16.00	***
11240	Maid or Houseman	14.47	***
11260	Pruner	15.01	***
11270	Tractor Operator	18.28	
11330	Trail Maintenance Worker	16.00	***
11360	Window Cleaner	17.06	***
12000	Health Occupations		
12010	Ambulance Driver	17.02	***
12011	Breath Alcohol Technician	22.91	
12012	Certified Occupational Therapist Assistant	31.03	
12015	Certified Physical Therapist Assistant	27.46	

Code	Title	Rate	Note
12020	Dental Assistant	20.93	
12025	Dental Hygienist	38.25	
12030	EKG Technician	29.02	
12035	Electroneurodiagnostic Technologist	29.02	
12040	Emergency Medical Technician	17.02	***
12071	Licensed Practical Nurse I	20.48	
12072	Licensed Practical Nurse II	22.91	
12073	Licensed Practical Nurse III	25.55	
12100	Medical Assistant	17.87	
12130	Medical Laboratory Technician	29.83	
12160	Medical Record Clerk	18.46	
12190	Medical Record Technician	20.65	
12195	Medical Transcriptionist	20.48	
12210	Nuclear Medicine Technologist	50.35	
12221	Nursing Assistant I	13.06	***
12222	Nursing Assistant II	14.70	***
12223	Nursing Assistant III	16.04	***
12224	Nursing Assistant IV	18.00	
12235	Optical Dispenser	18.00	
12236	Optical Technician	20.48	
12250	Pharmacy Technician	17.77	
12280	Phlebotomist	17.64	***
12305	Radiologic Technologist	30.85	
12311	Registered Nurse I	25.01	
12312	Registered Nurse II	30.59	
12313	Registered Nurse II, Specialist	30.59	
12314	Registered Nurse III	37.01	
12315	Registered Nurse III, Anesthetist	37.01	
12316	Registered Nurse IV	44.36	
12317	Scheduler (Drug and Alcohol Testing)	28.39	
12320	Substance Abuse Treatment Counselor	24.93	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	17.97	
13012	Exhibits Specialist II	22.26	
13013	Exhibits Specialist III	27.23	
13041	Illustrator I	17.97	
13042	Illustrator II	22.26	

Code	Title	Rate	Note
13043	Illustrator III	27.23	
13047	Librarian	24.66	
13050	Library Aide/Clerk	14.34	***
13054	Library Information Technology Systems Administrator	22.26	
13058	Library Technician	18.32	
13061	Media Specialist I	16.07	***
13062	Media Specialist II	17.97	
13063	Media Specialist III	20.04	
13071	Photographer I	17.13	***
13072	Photographer II	19.16	
13073	Photographer III	23.75	
13074	Photographer IV	29.05	
13075	Photographer V	35.14	
13090	Technical Order Library Clerk	17.85	
13110	Video Teleconference Technician	19.45	
14000	Information Technology Occupations		
14041	Computer Operator I	18.37	
14042	Computer Operator II	20.55	
14043	Computer Operator III	22.90	
14044	Computer Operator IV	25.47	
14045	Computer Operator V	28.19	
14071	Computer Programmer I	21.63	
14072	Computer Programmer II	26.80	
14073	Computer Programmer III		see 1
14074	Computer Programmer IV		see 1
14101	Computer Systems Analyst I		
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	18.37	
14160	Personal Computer Support Technician	25.47	
14170	System Support Specialist	28.19	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	29.27	
15020	Aircrew Training Devices Instructor (Rated)	35.41	
15030	Air Crew Training Devices Instructor (Pilot)	42.44	
15050	Computer Based Training Specialist / Instructor	29.27	
15060	Educational Technologist	33.46	

Code	Title	Rate	Note
15070	Flight Instructor (Pilot)	42.44	
15080	Graphic Artist	22.64	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	42.44	
15086	Maintenance Test Pilot, Rotary Wing	42.44	
15088	Non-Maintenance Test/Co-Pilot	42.44	
15090	Technical Instructor	22.96	
15095	Technical Instructor/Course Developer	28.08	
15110	Test Proctor	18.54	
15120	Tutor	18.54	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.58	***
16030	Counter Attendant	17.58	***
16040	Dry Cleaner	20.09	
16070	Finisher, Flatwork, Machine	17.58	***
16090	Presser, Hand	17.58	***
16110	Presser, Machine, Drycleaning	17.58	***
16130	Presser, Machine, Shirts	17.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.58	***
16190	Sewing Machine Operator	20.92	
16220	Tailor	21.76	
16250	Washer, Machine	18.42	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.07	
19040	Tool And Die Maker	29.34	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.97	
21030	Material Coordinator	27.79	
21040	Material Expediter	27.79	
21050	Material Handling Laborer	17.14	***
21071	Order Filler	15.48	***
21080	Production Line Worker (Food Processing)	22.97	
21110	Shipping Packer	18.07	
21130	Shipping/Receiving Clerk	18.07	
21140	Store Worker I	18.26	
21150	Stock Clerk	22.08	
21210	Tools And Parts Attendant	22.97	
21410	Warehouse Specialist	22.97	

Code	Title	Rate Note
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	32.23
23019	Aircraft Logs and Records Technician	27.09
23021	Aircraft Mechanic I	30.96
23022	Aircraft Mechanic II	32.23
23023	Aircraft Mechanic III	33.53
23040	Aircraft Mechanic Helper	24.35
23050	Aircraft, Painter	29.71
23060	Aircraft Servicer	27.09
23070	Aircraft Survival Flight Equipment Technician	29.71
23080	Aircraft Worker	28.46
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.46
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.96
23110	Appliance Mechanic	28.03
23120	Bicycle Repairer	21.70
23125	Cable Splicer	43.85
23130	Carpenter, Maintenance	24.13
23140	Carpet Layer	26.83
23160	Electrician, Maintenance	31.17
23181	Electronics Technician Maintenance I	37.75
23182	Electronics Technician Maintenance II	39.44
23183	Electronics Technician Maintenance III	41.09
23260	Fabric Worker	25.47
23290	Fire Alarm System Mechanic	29.20
23310	Fire Extinguisher Repairer	24.08
23311	Fuel Distribution System Mechanic	39.00
23312	Fuel Distribution System Operator	32.55
23370	General Maintenance Worker	19.85
23380	Ground Support Equipment Mechanic	30.96
23381	Ground Support Equipment Servicer	27.09
23382	Ground Support Equipment Worker	28.46
23391	Gunsmith I	24.08
23392	Gunsmith II	26.83
23393	Gunsmith III	29.20
23410	Heating, Ventilation And Air-Conditioning Mechanic	24.68
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.70
23430	Heavy Equipment Mechanic	26.54

Code	Title	Rate	Note
23440	Heavy Equipment Operator	24.84	
23460	Instrument Mechanic	29.20	
23465	Laboratory/Shelter Mechanic	28.03	
23470	Laborer	17.14	***
23510	Locksmith	28.03	
23530	Machinery Maintenance Mechanic	30.61	
23550	Machinist, Maintenance	22.66	
23580	Maintenance Trades Helper	18.20	
23591	Metrology Technician I	29.20	
23592	Metrology Technician II	30.41	
23593	Metrology Technician III	31.62	
23640	Millwright	32.86	
23710	Office Appliance Repairer	25.71	
23760	Painter, Maintenance	21.85	
23790	Pipefitter, Maintenance	33.19	
23810	Plumber, Maintenance	31.85	
23820	Pneudraulic Systems Mechanic	29.20	
23850	Rigger	29.20	
23870	Scale Mechanic	26.83	
23890	Sheet-Metal Worker, Maintenance	29.30	
23910	Small Engine Mechanic	22.09	
23931	Telecommunications Mechanic I	27.12	
23932	Telecommunications Mechanic II	28.24	
23950	Telephone Lineman	25.80	
23960	Welder, Combination, Maintenance	23.02	
23965	Well Driller	27.58	
23970	Woodcraft Worker	29.20	
23980	Woodworker	24.08	
24000	Personal Needs Occupations		
24550	Case Manager	17.28	***
24570	Child Care Attendant	13.31	***
24580	Child Care Center Clerk	16.60	***
24610	Chore Aide	14.77	***
24620	Family Readiness And Support Services Coordinator	17.28	***
24630	Homemaker	17.28	***
25000	Plant And System Operations Occupations		
25010	Boiler Tender	34.10	

Code	Title	Rate	Note
25040	Sewage Plant Operator	26.31	
25070	Stationary Engineer	34.10	
25190	Ventilation Equipment Tender	26.49	
25210	Water Treatment Plant Operator	26.31	
27000	Protective Service Occupations		
27004	Alarm Monitor	22.69	
27007	Baggage Inspector	16.12	***
27008	Corrections Officer	28.74	
27010	Court Security Officer	24.75	
27030	Detection Dog Handler	18.03	
27040	Detention Officer	28.74	
27070	Firefighter	20.70	
27101	Guard I	16.12	***
27102	Guard II	18.03	
27131	Police Officer I	25.02	
27132	Police Officer II	27.80	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	15.48	***
28042	Carnival Equipment Repairer	16.47	***
28043	Carnival Worker	12.71	***
28210	Gate Attendant/Gate Tender	21.03	
28310	Lifeguard	16.12	***
28350	Park Attendant (Aide)	23.52	
28510	Recreation Aide/Health Facility Attendant	17.16	***
28515	Recreation Specialist	29.14	
28630	Sports Official	18.72	
28690	Swimming Pool Operator	18.35	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	27.71	
29020	Hatch Tender	27.71	
29030	Line Handler	27.71	
29041	Stevedore I	26.38	
29042	Stevedore II	28.93	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2

Code	Title	Rate Note
30021	Archeological Technician I	19.75
30022	Archeological Technician II	22.08
30023	Archeological Technician III	27.37
30030	Cartographic Technician	27.37
30040	Civil Engineering Technician	28.79
30051	Cryogenic Technician I	30.31
30052	Cryogenic Technician II	33.46
30061	Drafter/CAD Operator I	19.75
30062	Drafter/CAD Operator II	22.08
30063	Drafter/CAD Operator III	24.62
30064	Drafter/CAD Operator IV	30.31
30081	Engineering Technician I	17.09 ***
30082	Engineering Technician II	19.18
30083	Engineering Technician III	21.45
30084	Engineering Technician IV	26.58
30085	Engineering Technician V	32.51
30086	Engineering Technician VI	39.33
30090	Environmental Technician	24.88
30095	Evidence Control Specialist	27.37
30210	Laboratory Technician	24.62
30221	Latent Fingerprint Technician I	30.31
30222	Latent Fingerprint Technician II	33.46
30240	Mathematical Technician	27.37
30361	Paralegal/Legal Assistant I	21.37
30362	Paralegal/Legal Assistant II	26.49
30363	Paralegal/Legal Assistant III	32.39
30364	Paralegal/Legal Assistant IV	39.18
30375	Petroleum Supply Specialist	33.46
30390	Photo-Optics Technician	27.37
30395	Radiation Control Technician	33.46
30461	Technical Writer I	27.37
30462	Technical Writer II	33.46
30463	Technical Writer III	40.49
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

Code	Title	Rate	Note
30495	Unexploded (UXO) Sweep Personnel	28.73	
30501	Weather Forecaster I	30.31	
30502	Weather Forecaster II	36.86	
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.62	see 2
30621	Weather Observer, Senior	27.37	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	14.92	***
31030	Bus Driver	19.04	
31043	Driver Courier	17.21	***
31260	Parking and Lot Attendant	13.86	***
31290	Shuttle Bus Driver	16.35	***
31310	Taxi Driver	12.55	***
31361	Truckdriver, Light	18.31	
31362	Truckdriver, Medium	19.36	
31363	Truckdriver, Heavy	23.57	
31364	Truckdriver, Tractor-Trailer	23.57	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	13.34	***
99050	Desk Clerk	14.18	***
99095	Embalmer	28.73	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	15.86	***
99252	Laboratory Animal Caretaker II	16.89	***
99260	Marketing Analyst	23.90	
99310	Mortician	28.73	
99410	Pest Controller	26.68	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	23.35	
99711	Recycling Specialist	26.70	
99730	Refuse Collector	21.91	
99810	Sales Clerk	14.50	***
99820	School Crossing Guard	16.18	***
99830	Survey Party Chief	26.19	
99831	Surveying Aide	15.56	***
99832	Surveying Technician	23.82	

Code	Title	Rate Note
99840	Vending Machine Attendant	15.02 ***
99841	Vending Machine Repairer	17.76
99842	Vending Machine Repairer Helper	15.02 ***

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4873

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan Counties of Alcona, Alpena, Cheboygan, Crawford, Iosco, Montmorency, Ogemaw, Oscoda, Otsego, Presque Isle, Roscommon

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.19	***
01012	Accounting Clerk II	19.29	
01013	Accounting Clerk III	21.58	
01020	Administrative Assistant	28.50	
01035	Court Reporter	19.93	
01041	Customer Service Representative I	15.51	***

Code	Title	Rate	Note
01042	Customer Service Representative II	16.93	***
01043	Customer Service Representative III	19.00	
01051	Data Entry Operator I	16.74	***
01052	Data Entry Operator II	18.27	
01060	Dispatcher, Motor Vehicle	21.42	
01070	Document Preparation Clerk	15.87	***
01090	Duplicating Machine Operator	15.87	***
01111	General Clerk I	15.76	***
01112	General Clerk II	17.19	***
01113	General Clerk III	19.30	
01120	Housing Referral Assistant	22.22	
01141	Messenger Courier	12.94	***
01191	Order Clerk I	20.35	
01192	Order Clerk II	22.21	
01261	Personnel Assistant (Employment) I	19.22	
01262	Personnel Assistant (Employment) II	21.50	
01263	Personnel Assistant (Employment) III	23.96	
01270	Production Control Clerk	30.01	
01290	Rental Clerk	17.48	***
01300	Scheduler, Maintenance	17.82	
01311	Secretary I	17.82	
01312	Secretary II	19.93	
01313	Secretary III	22.22	
01320	Service Order Dispatcher	19.15	
01410	Supply Technician	28.50	
01420	Survey Worker	18.48	
01460	Switchboard Operator/Receptionist	17.54	***
01531	Travel Clerk I	16.10	***
01532	Travel Clerk II	17.74	***
01533	Travel Clerk III	19.84	
01611	Word Processor I	15.87	***
01612	Word Processor II	17.82	
01613	Word Processor III	19.93	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.93	
05010	Automotive Electrician	21.49	
05040	Automotive Glass Installer	20.57	

Code	Title	Rate	Note
05070	Automotive Worker	20.57	
05110	Mobile Equipment Servicer	18.45	
05130	Motor Equipment Metal Mechanic	22.39	
05160	Motor Equipment Metal Worker	20.57	
05190	Motor Vehicle Mechanic	22.39	
05220	Motor Vehicle Mechanic Helper	17.34	***
05250	Motor Vehicle Upholstery Worker	19.53	
05280	Motor Vehicle Wrecker	20.57	
05310	Painter, Automotive	21.49	
05340	Radiator Repair Specialist	20.57	
05370	Tire Repairer	16.66	***
05400	Transmission Repair Specialist	22.39	
07000	Food Preparation And Service Occupations		
07010	Baker	14.50	***
07041	Cook I	16.59	***
07042	Cook II	18.50	
07070	Dishwasher	12.97	***
07130	Food Service Worker	14.04	***
07210	Meat Cutter	18.34	
07260	Waiter/Waitress	15.95	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.20	
09040	Furniture Handler	15.98	***
09080	Furniture Refinisher	22.20	
09090	Furniture Refinisher Helper	18.24	
09110	Furniture Repairer, Minor	20.18	
09130	Upholsterer	22.20	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.57	***
11060	Elevator Operator	16.88	***
11090	Gardener	21.18	
11122	Housekeeping Aide	16.88	***
11150	Janitor	16.88	***
11210	Laborer, Grounds Maintenance	17.42	***
11240	Maid or Houseman	14.94	***
11260	Pruner	16.34	***
11270	Tractor Operator	19.91	

Code	Title	Rate	Note
11330	Trail Maintenance Worker	17.42	***
11360	Window Cleaner	17.99	
12000	Health Occupations		
12010	Ambulance Driver	17.64	***
12011	Breath Alcohol Technician	25.94	
12012	Certified Occupational Therapist Assistant	35.59	
12015	Certified Physical Therapist Assistant	28.10	
12020	Dental Assistant	21.64	
12025	Dental Hygienist	37.02	
12030	EKG Technician	35.75	
12035	Electroneurodiagnostic Technologist	35.75	
12040	Emergency Medical Technician	17.64	***
12071	Licensed Practical Nurse I	23.19	
12072	Licensed Practical Nurse II	25.94	
12073	Licensed Practical Nurse III	28.91	
12100	Medical Assistant	18.79	
12130	Medical Laboratory Technician	31.98	
12160	Medical Record Clerk	18.30	
12190	Medical Record Technician	20.47	
12195	Medical Transcriptionist	23.19	
12210	Nuclear Medicine Technologist	57.00	
12221	Nursing Assistant I	13.34	***
12222	Nursing Assistant II	15.01	***
12223	Nursing Assistant III	16.38	***
12224	Nursing Assistant IV	18.39	
12235	Optical Dispenser	18.07	
12236	Optical Technician	23.19	
12250	Pharmacy Technician	18.72	
12280	Phlebotomist	18.46	
12305	Radiologic Technologist	31.54	
12311	Registered Nurse I	26.03	
12312	Registered Nurse II	31.84	
12313	Registered Nurse II, Specialist	31.84	
12314	Registered Nurse III	38.52	
12315	Registered Nurse III, Anesthetist	38.52	
12316	Registered Nurse IV	46.18	
12317	Scheduler (Drug and Alcohol Testing)	32.13	

Code	Title	Rate	Note
12320	Substance Abuse Treatment Counselor	30.34	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	19.64	
13012	Exhibits Specialist II	22.75	
13013	Exhibits Specialist III	27.67	
13041	Illustrator I	19.64	
13042	Illustrator II	22.75	
13043	Illustrator III	27.67	
13047	Librarian	25.04	
13050	Library Aide/Clerk	13.53	***
13054	Library Information Technology Systems Administrator	22.62	
13058	Library Technician	16.50	***
13061	Media Specialist I	16.32	***
13062	Media Specialist II	18.25	
13063	Media Specialist III	20.36	
13071	Photographer I	16.92	***
13072	Photographer II	18.93	
13073	Photographer III	23.45	
13074	Photographer IV	28.69	
13075	Photographer V	32.49	
13090	Technical Order Library Clerk	17.04	***
13110	Video Teleconference Technician	16.32	***
14000	Information Technology Occupations		
14041	Computer Operator I	15.62	***
14042	Computer Operator II	17.48	***
14043	Computer Operator III	19.49	
14044	Computer Operator IV	21.66	
14045	Computer Operator V	23.98	
14071	Computer Programmer I	20.41	see 1
14072	Computer Programmer II	25.30	see 1
14073	Computer Programmer III		see 1
14074	Computer Programmer IV		see 1
14101	Computer Systems Analyst I		see 1
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	15.62	***
14160	Personal Computer Support Technician	21.66	

Code	Title	Rate	Note
14170	System Support Specialist	23.98	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	26.95	
15020	Aircrew Training Devices Instructor (Rated)	32.63	
15030	Air Crew Training Devices Instructor (Pilot)	39.08	
15050	Computer Based Training Specialist / Instructor	26.95	
15060	Educational Technologist	33.45	
15070	Flight Instructor (Pilot)	39.08	
15080	Graphic Artist	20.58	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	39.08	
15086	Maintenance Test Pilot, Rotary Wing	39.08	
15088	Non-Maintenance Test/Co-Pilot	39.08	
15090	Technical Instructor	22.17	
15095	Technical Instructor/Course Developer	26.37	
15110	Test Proctor	17.39	***
15120	Tutor	17.39	***
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	13.62	***
16030	Counter Attendant	13.62	***
16040	Dry Cleaner	17.11	***
16070	Finisher, Flatwork, Machine	13.62	***
16090	Presser, Hand	13.62	***
16110	Presser, Machine, Drycleaning	13.62	***
16130	Presser, Machine, Shirts	13.62	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.62	***
16190	Sewing Machine Operator	18.56	
16220	Tailor	19.96	
16250	Washer, Machine	14.43	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	24.13	
19040	Tool And Die Maker	28.24	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.94	
21030	Material Coordinator	30.01	
21040	Material Expediter	30.01	
21050	Material Handling Laborer	17.97	
21071	Order Filler	16.46	***

Code	Title	Rate Note
21080	Production Line Worker (Food Processing)	20.94
21110	Shipping Packer	19.25
21130	Shipping/Receiving Clerk	19.25
21140	Store Worker I	19.76
21150	Stock Clerk	24.56
21210	Tools And Parts Attendant	20.94
21410	Warehouse Specialist	20.94
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	27.25
23019	Aircraft Logs and Records Technician	23.05
23021	Aircraft Mechanic I	26.28
23022	Aircraft Mechanic II	27.25
23023	Aircraft Mechanic III	28.33
23040	Aircraft Mechanic Helper	20.56
23050	Aircraft, Painter	25.95
23060	Aircraft Servicer	23.05
23070	Aircraft Survival Flight Equipment Technician	25.95
23080	Aircraft Worker	24.15
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.15
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	26.28
23110	Appliance Mechanic	28.72
23120	Bicycle Repairer	24.66
23125	Cable Splicer	54.89
23130	Carpenter, Maintenance	25.47
23140	Carpet Layer	27.50
23160	Electrician, Maintenance	29.53
23181	Electronics Technician Maintenance I	28.17
23182	Electronics Technician Maintenance II	29.41
23183	Electronics Technician Maintenance III	30.66
23260	Fabric Worker	26.10
23290	Fire Alarm System Mechanic	29.92
23310	Fire Extinguisher Repairer	24.66
23311	Fuel Distribution System Mechanic	40.88
23312	Fuel Distribution System Operator	33.99
23370	General Maintenance Worker	20.87
23380	Ground Support Equipment Mechanic	26.28
23381	Ground Support Equipment Servicer	23.05

Code	Title	Rate Note
23382	Ground Support Equipment Worker	24.15
23391	Gunsmith I	24.66
23392	Gunsmith II	27.50
23393	Gunsmith III	29.92
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.74
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.72
23430	Heavy Equipment Mechanic	26.42
23440	Heavy Equipment Operator	26.98
23460	Instrument Mechanic	29.92
23465	Laboratory/Shelter Mechanic	28.72
23470	Laborer	17.97
23510	Locksmith	28.72
23530	Machinery Maintenance Mechanic	26.76
23550	Machinist, Maintenance	23.18
23580	Maintenance Trades Helper	19.01
23591	Metrology Technician I	29.92
23592	Metrology Technician II	31.16
23593	Metrology Technician III	32.40
23640	Millwright	33.76
23710	Office Appliance Repairer	28.72
23760	Painter, Maintenance	22.55
23790	Pipefitter, Maintenance	28.91
23810	Plumber, Maintenance	27.15
23820	Pneudraulic Systems Mechanic	29.92
23850	Rigger	29.92
23870	Scale Mechanic	27.50
23890	Sheet-Metal Worker, Maintenance	28.15
23910	Small Engine Mechanic	21.16
23931	Telecommunications Mechanic I	28.38
23932	Telecommunications Mechanic II	29.55
23950	Telephone Lineman	30.97
23960	Welder, Combination, Maintenance	22.47
23965	Well Driller	28.15
23970	Woodcraft Worker	29.92
23980	Woodworker	24.66
24000	Personal Needs Occupations	
24550	Case Manager	18.02

Code	Title	Rate	Note
24570	Child Care Attendant	13.86	***
24580	Child Care Center Clerk	17.29	***
24610	Chore Aide	16.16	***
24620	Family Readiness And Support Services Coordinator	18.02	
24630	Homemaker	18.02	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	27.24	
25040	Sewage Plant Operator	26.31	
25070	Stationary Engineer	27.24	
25190	Ventilation Equipment Tender	21.20	
25210	Water Treatment Plant Operator	26.16	
27000 Protective Service Occupations			
27004	Alarm Monitor	22.75	
27007	Baggage Inspector	17.40	***
27008	Corrections Officer	23.97	
27010	Court Security Officer	24.29	
27030	Detection Dog Handler	20.17	
27040	Detention Officer	23.97	
27070	Firefighter	24.28	
27101	Guard I	17.40	***
27102	Guard II	20.17	
27131	Police Officer I	27.15	
27132	Police Officer II	30.17	
28000 Recreation Occupations			
28041	Carnival Equipment Operator	15.91	***
28042	Carnival Equipment Repairer	16.94	***
28043	Carnival Worker	13.07	***
28210	Gate Attendant/Gate Tender	19.73	
28310	Lifeguard	18.62	
28350	Park Attendant (Aide)	22.07	
28510	Recreation Aide/Health Facility Attendant	16.10	***
28515	Recreation Specialist	26.98	
28630	Sports Official	17.57	***
28690	Swimming Pool Operator	18.88	
29000 Stevedoring/Longshoremen Occupational Services			
29010	Blocker And Bracer	27.50	
29020	Hatch Tender	27.50	

Code	Title	Rate Note
29030	Line Handler	27.50
29041	Stevedore I	26.10
29042	Stevedore II	28.72
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	46.07 see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.77 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.99 see 2
30021	Archeological Technician I	18.02
30022	Archeological Technician II	20.16
30023	Archeological Technician III	24.97
30030	Cartographic Technician	24.97
30040	Civil Engineering Technician	33.21
30051	Cryogenic Technician I	27.66
30052	Cryogenic Technician II	30.54
30061	Drafter/CAD Operator I	18.02
30062	Drafter/CAD Operator II	20.16
30063	Drafter/CAD Operator III	22.47
30064	Drafter/CAD Operator IV	27.66
30081	Engineering Technician I	17.79
30082	Engineering Technician II	19.94
30083	Engineering Technician III	22.31
30084	Engineering Technician IV	27.65
30085	Engineering Technician V	33.79
30086	Engineering Technician VI	39.46
30090	Environmental Technician	24.97
30095	Evidence Control Specialist	24.97
30210	Laboratory Technician	22.85
30221	Latent Fingerprint Technician I	27.66
30222	Latent Fingerprint Technician II	30.54
30240	Mathematical Technician	24.97
30361	Paralegal/Legal Assistant I	21.46
30362	Paralegal/Legal Assistant II	26.58
30363	Paralegal/Legal Assistant III	32.51
30364	Paralegal/Legal Assistant IV	39.33
30375	Petroleum Supply Specialist	30.54
30390	Photo-Optics Technician	24.97
30395	Radiation Control Technician	30.54

Code	Title	Rate	Note
30461	Technical Writer I	24.97	
30462	Technical Writer II	30.54	
30463	Technical Writer III	36.95	
30491	Unexploded Ordnance (UXO) Technician I	29.28	
30492	Unexploded Ordnance (UXO) Technician II	35.43	
30493	Unexploded Ordnance (UXO) Technician III	42.46	
30494	Unexploded (UXO) Safety Escort	29.28	
30495	Unexploded (UXO) Sweep Personnel	29.28	
30501	Weather Forecaster I	27.66	
30502	Weather Forecaster II	33.64	
30620	Weather Observer, Combined Upper Air Or Surface Programs	22.47	see 2
30621	Weather Observer, Senior	24.97	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.43	
31020	Bus Aide	15.36	***
31030	Bus Driver	19.68	
31043	Driver Courier	17.71	***
31260	Parking and Lot Attendant	13.51	***
31290	Shuttle Bus Driver	16.50	***
31310	Taxi Driver	14.91	***
31361	Truckdriver, Light	18.85	
31362	Truckdriver, Medium	19.95	
31363	Truckdriver, Heavy	23.86	
31364	Truckdriver, Tractor-Trailer	23.86	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.27	***
99030	Cashier	13.65	***
99050	Desk Clerk	14.56	***
99095	Embalmer	28.73	
99130	Flight Follower	29.28	
99251	Laboratory Animal Caretaker I	17.23	***
99252	Laboratory Animal Caretaker II	18.33	
99260	Marketing Analyst	26.13	
99310	Mortician	28.73	
99410	Pest Controller	29.56	
99510	Photofinishing Worker	15.39	***
99710	Recycling Laborer	23.52	

Code	Title	Rate Note
99711	Recycling Specialist	27.01
99730	Refuse Collector	21.87
99810	Sales Clerk	15.49 ***
99820	School Crossing Guard	20.30
99830	Survey Party Chief	25.13
99831	Surveying Aide	14.94 ***
99832	Surveying Technician	22.34
99840	Vending Machine Attendant	26.33
99841	Vending Machine Repairer	30.96
99842	Vending Machine Repairer Helper	26.33

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4875

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan Counties of Clare, Gladwin

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	

Code	Title	Rate	Note
01011	Accounting Clerk I	17.16	***
01012	Accounting Clerk II	19.26	
01013	Accounting Clerk III	21.54	
01020	Administrative Assistant	28.50	
01035	Court Reporter	21.24	
01041	Customer Service Representative I	15.26	***
01042	Customer Service Representative II	16.65	***
01043	Customer Service Representative III	18.69	
01051	Data Entry Operator I	16.74	***
01052	Data Entry Operator II	18.27	
01060	Dispatcher, Motor Vehicle	21.42	
01070	Document Preparation Clerk	16.92	***
01090	Duplicating Machine Operator	16.92	***
01111	General Clerk I	15.78	***
01112	General Clerk II	17.22	***
01113	General Clerk III	19.33	
01120	Housing Referral Assistant	23.67	
01141	Messenger Courier	14.23	***
01191	Order Clerk I	18.80	
01192	Order Clerk II	20.52	
01261	Personnel Assistant (Employment) I	18.26	
01262	Personnel Assistant (Employment) II	20.42	
01263	Personnel Assistant (Employment) III	22.78	
01270	Production Control Clerk	28.77	
01290	Rental Clerk	17.49	***
01300	Scheduler, Maintenance	18.99	
01311	Secretary I	18.99	
01312	Secretary II	21.24	
01313	Secretary III	23.67	
01320	Service Order Dispatcher	19.15	
01410	Supply Technician	28.50	
01420	Survey Worker	18.43	
01460	Switchboard Operator/Receptionist	17.24	***
01531	Travel Clerk I	16.92	***
01532	Travel Clerk II	18.99	
01533	Travel Clerk III	20.70	
01611	Word Processor I	16.92	***

Code	Title	Rate	Note
01612	Word Processor II	18.99	
01613	Word Processor III	21.24	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.38	
05010	Automotive Electrician	21.42	
05040	Automotive Glass Installer	20.59	
05070	Automotive Worker	20.59	
05110	Mobile Equipment Servicer	18.78	
05130	Motor Equipment Metal Mechanic	22.44	
05160	Motor Equipment Metal Worker	20.59	
05190	Motor Vehicle Mechanic	22.44	
05220	Motor Vehicle Mechanic Helper	17.66	***
05250	Motor Vehicle Upholstery Worker	19.68	
05280	Motor Vehicle Wrecker	20.59	
05310	Painter, Automotive	21.42	
05340	Radiator Repair Specialist	20.59	
05370	Tire Repairer	16.90	***
05400	Transmission Repair Specialist	22.44	
07000	Food Preparation And Service Occupations		
07010	Baker	14.41	***
07041	Cook I	16.60	***
07042	Cook II	18.20	
07070	Dishwasher	13.00	***
07130	Food Service Worker	14.04	***
07210	Meat Cutter	18.09	
07260	Waiter/Waitress	14.79	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.95	
09040	Furniture Handler	16.43	***
09080	Furniture Refinisher	22.95	
09090	Furniture Refinisher Helper	18.85	
09110	Furniture Repairer, Minor	21.12	
09130	Upholsterer	22.95	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	14.47	***
11060	Elevator Operator	16.62	***
11090	Gardener	21.28	

Code	Title	Rate	Note
11122	Housekeeping Aide	16.62	***
11150	Janitor	16.62	***
11210	Laborer, Grounds Maintenance	17.43	***
11240	Maid or Houseman	15.63	***
11260	Pruner	16.15	***
11270	Tractor Operator	20.01	
11330	Trail Maintenance Worker	17.43	***
11360	Window Cleaner	17.93	
12000	Health Occupations		
12010	Ambulance Driver	17.65	***
12011	Breath Alcohol Technician	26.32	
12012	Certified Occupational Therapist Assistant	36.12	
12015	Certified Physical Therapist Assistant	28.10	
12020	Dental Assistant	21.40	
12025	Dental Hygienist	37.02	
12030	EKG Technician	33.22	
12035	Electroneurodiagnostic Technologist	33.22	
12040	Emergency Medical Technician	17.64	***
12071	Licensed Practical Nurse I	23.54	
12072	Licensed Practical Nurse II	26.32	
12073	Licensed Practical Nurse III	29.35	
12100	Medical Assistant	18.99	
12130	Medical Laboratory Technician	31.98	
12160	Medical Record Clerk	18.87	
12190	Medical Record Technician	21.11	
12195	Medical Transcriptionist	21.40	
12210	Nuclear Medicine Technologist	57.85	
12221	Nursing Assistant I	13.65	***
12222	Nursing Assistant II	15.36	***
12223	Nursing Assistant III	16.76	***
12224	Nursing Assistant IV	18.81	
12235	Optical Dispenser	18.14	
12236	Optical Technician	23.54	
12250	Pharmacy Technician	18.37	
12280	Phlebotomist	17.68	***
12305	Radiologic Technologist	32.30	
12311	Registered Nurse I	26.05	

Code	Title	Rate	Note
12312	Registered Nurse II	31.86	
12313	Registered Nurse II, Specialist	31.86	
12314	Registered Nurse III	38.55	
12315	Registered Nurse III, Anesthetist	38.55	
12316	Registered Nurse IV	46.22	
12317	Scheduler (Drug and Alcohol Testing)	32.63	
12320	Substance Abuse Treatment Counselor	31.94	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	20.10	
13012	Exhibits Specialist II	25.28	
13013	Exhibits Specialist III	30.92	
13041	Illustrator I	18.61	
13042	Illustrator II	23.45	
13043	Illustrator III	30.92	
13047	Librarian	25.96	
13050	Library Aide/Clerk	13.53	***
13054	Library Information Technology Systems Administrator	25.57	
13058	Library Technician	17.30	***
13061	Media Specialist I	16.32	***
13062	Media Specialist II	18.25	
13063	Media Specialist III	20.36	
13071	Photographer I	16.92	***
13072	Photographer II	18.93	
13073	Photographer III	23.45	
13074	Photographer IV	28.69	
13075	Photographer V	34.71	
13090	Technical Order Library Clerk	17.04	***
13110	Video Teleconference Technician	16.32	***
14000	Information Technology Occupations		
14041	Computer Operator I	15.62	***
14042	Computer Operator II	17.48	***
14043	Computer Operator III	19.49	
14044	Computer Operator IV	21.66	
14045	Computer Operator V	23.98	
14071	Computer Programmer I	22.45	see 1
14072	Computer Programmer II		see 1
14073	Computer Programmer III		see 1

Code	Title	Rate	Note
14074	Computer Programmer IV		see 1
14101	Computer Systems Analyst I		see 1
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	16.40	***
14160	Personal Computer Support Technician	21.66	
14170	System Support Specialist	23.98	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	27.42	
15020	Aircrew Training Devices Instructor (Rated)	33.17	
15030	Air Crew Training Devices Instructor (Pilot)	39.08	
15050	Computer Based Training Specialist / Instructor	27.42	
15060	Educational Technologist	36.80	
15070	Flight Instructor (Pilot)	39.08	
15080	Graphic Artist	22.51	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	39.08	
15086	Maintenance Test Pilot, Rotary Wing	39.08	
15088	Non-Maintenance Test/Co-Pilot	39.08	
15090	Technical Instructor	22.18	
15095	Technical Instructor/Course Developer	27.10	
15110	Test Proctor	17.92	
15120	Tutor	17.92	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	13.62	***
16030	Counter Attendant	13.62	***
16040	Dry Cleaner	17.11	***
16070	Finisher, Flatwork, Machine	13.62	***
16090	Presser, Hand	13.62	***
16110	Presser, Machine, Drycleaning	13.62	***
16130	Presser, Machine, Shirts	13.62	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.62	***
16190	Sewing Machine Operator	18.56	
16220	Tailor	19.96	
16250	Washer, Machine	14.43	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	22.11	
19040	Tool And Die Maker	25.89	

Code	Title	Rate Note
21000	Materials Handling And Packing Occupations	
21020	Forklift Operator	20.94
21030	Material Coordinator	28.77
21040	Material Expediter	28.77
21050	Material Handling Laborer	17.85
21071	Order Filler	16.46 ***
21080	Production Line Worker (Food Processing)	20.94
21110	Shipping Packer	19.87
21130	Shipping/Receiving Clerk	19.87
21140	Store Worker I	20.58
21150	Stock Clerk	25.92
21210	Tools And Parts Attendant	20.94
21410	Warehouse Specialist	20.94
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	27.25
23019	Aircraft Logs and Records Technician	23.05
23021	Aircraft Mechanic I	26.28
23022	Aircraft Mechanic II	27.25
23023	Aircraft Mechanic III	28.33
23040	Aircraft Mechanic Helper	21.51
23050	Aircraft, Painter	28.14
23060	Aircraft Servicer	23.05
23070	Aircraft Survival Flight Equipment Technician	28.14
23080	Aircraft Worker	24.15
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.15
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	26.28
23110	Appliance Mechanic	28.14
23120	Bicycle Repairer	24.68
23125	Cable Splicer	49.90
23130	Carpenter, Maintenance	25.53
23140	Carpet Layer	27.05
23160	Electrician, Maintenance	29.94
23181	Electronics Technician Maintenance I	28.17
23182	Electronics Technician Maintenance II	29.41
23183	Electronics Technician Maintenance III	30.66
23260	Fabric Worker	25.86
23290	Fire Alarm System Mechanic	29.48

Code	Title	Rate Note
23310	Fire Extinguisher Repairer	24.68
23311	Fuel Distribution System Mechanic	44.48
23312	Fuel Distribution System Operator	37.23
23370	General Maintenance Worker	20.87
23380	Ground Support Equipment Mechanic	26.28
23381	Ground Support Equipment Servicer	23.05
23382	Ground Support Equipment Worker	24.15
23391	Gunsmith I	24.68
23392	Gunsmith II	27.05
23393	Gunsmith III	29.48
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.76
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.67
23430	Heavy Equipment Mechanic	26.42
23440	Heavy Equipment Operator	26.98
23460	Instrument Mechanic	29.48
23465	Laboratory/Shelter Mechanic	28.14
23470	Laborer	17.85
23510	Locksmith	28.14
23530	Machinery Maintenance Mechanic	25.43
23550	Machinist, Maintenance	23.04
23580	Maintenance Trades Helper	19.12
23591	Metrology Technician I	29.48
23592	Metrology Technician II	30.61
23593	Metrology Technician III	31.88
23640	Millwright	32.40
23710	Office Appliance Repairer	28.14
23760	Painter, Maintenance	21.69
23790	Pipefitter, Maintenance	30.78
23810	Plumber, Maintenance	27.95
23820	Pneudraulic Systems Mechanic	29.48
23850	Rigger	29.48
23870	Scale Mechanic	27.05
23890	Sheet-Metal Worker, Maintenance	28.15
23910	Small Engine Mechanic	21.16
23931	Telecommunications Mechanic I	27.52
23932	Telecommunications Mechanic II	28.54
23950	Telephone Lineman	30.97

Code	Title	Rate	Note
23960	Welder, Combination, Maintenance	22.80	
23965	Well Driller	28.15	
23970	Woodcraft Worker	29.48	
23980	Woodworker	24.68	
24000	Personal Needs Occupations		
24550	Case Manager	18.02	
24570	Child Care Attendant	13.86	***
24580	Child Care Center Clerk	17.29	***
24610	Chore Aide	16.16	***
24620	Family Readiness And Support Services Coordinator	18.02	
24630	Homemaker	18.02	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	28.99	
25040	Sewage Plant Operator	27.67	
25070	Stationary Engineer	28.99	
25190	Ventilation Equipment Tender	22.82	
25210	Water Treatment Plant Operator	27.67	
27000	Protective Service Occupations		
27004	Alarm Monitor	21.47	
27007	Baggage Inspector	17.40	***
27008	Corrections Officer	23.97	
27010	Court Security Officer	24.29	
27030	Detection Dog Handler	19.65	
27040	Detention Officer	23.97	
27070	Firefighter	23.47	
27101	Guard I	17.40	***
27102	Guard II	19.65	
27131	Police Officer I	26.91	
27132	Police Officer II	29.91	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	15.88	***
28042	Carnival Equipment Repairer	16.89	***
28043	Carnival Worker	12.82	***
28210	Gate Attendant/Gate Tender	19.73	
28310	Lifeguard	20.48	
28350	Park Attendant (Aide)	22.07	
28510	Recreation Aide/Health Facility Attendant	16.10	***

Code	Title	Rate	Note
28515	Recreation Specialist	26.98	
28630	Sports Official	17.57	***
28690	Swimming Pool Operator	21.41	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	27.05	
29020	Hatch Tender	27.05	
29030	Line Handler	27.05	
29041	Stevedore I	25.86	
29042	Stevedore II	28.14	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.07	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.77	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.99	see 2
30021	Archeological Technician I	18.78	
30022	Archeological Technician II	21.01	
30023	Archeological Technician III	26.02	
30030	Cartographic Technician	26.02	
30040	Civil Engineering Technician	33.21	
30051	Cryogenic Technician I	28.82	
30052	Cryogenic Technician II	31.83	
30061	Drafter/CAD Operator I	18.78	
30062	Drafter/CAD Operator II	21.01	
30063	Drafter/CAD Operator III	23.42	
30064	Drafter/CAD Operator IV	28.82	
30081	Engineering Technician I	17.34	***
30082	Engineering Technician II	19.46	
30083	Engineering Technician III	21.77	
30084	Engineering Technician IV	26.97	
30085	Engineering Technician V	32.98	
30086	Engineering Technician VI	39.90	
30090	Environmental Technician	25.91	
30095	Evidence Control Specialist	26.02	
30210	Laboratory Technician	24.17	
30221	Latent Fingerprint Technician I	28.82	
30222	Latent Fingerprint Technician II	31.83	
30240	Mathematical Technician	26.02	
30361	Paralegal/Legal Assistant I	21.82	

Code	Title	Rate	Note
30362	Paralegal/Legal Assistant II	27.03	
30363	Paralegal/Legal Assistant III	33.05	
30364	Paralegal/Legal Assistant IV	39.99	
30375	Petroleum Supply Specialist	31.83	
30390	Photo-Optics Technician	26.02	
30395	Radiation Control Technician	31.83	
30461	Technical Writer I	26.02	
30462	Technical Writer II	31.83	
30463	Technical Writer III	38.51	
30491	Unexploded Ordnance (UXO) Technician I	29.28	
30492	Unexploded Ordnance (UXO) Technician II	35.43	
30493	Unexploded Ordnance (UXO) Technician III	42.46	
30494	Unexploded (UXO) Safety Escort	29.28	
30495	Unexploded (UXO) Sweep Personnel	29.28	
30501	Weather Forecaster I	28.82	
30502	Weather Forecaster II	35.06	
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.42	see 2
30621	Weather Observer, Senior	26.02	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.43	
31020	Bus Aide	14.43	***
31030	Bus Driver	18.46	
31043	Driver Courier	17.07	***
31260	Parking and Lot Attendant	13.78	***
31290	Shuttle Bus Driver	16.13	***
31310	Taxi Driver	15.07	***
31361	Truckdriver, Light	18.15	
31362	Truckdriver, Medium	19.02	
31363	Truckdriver, Heavy	24.06	
31364	Truckdriver, Tractor-Trailer	24.06	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.27	***
99030	Cashier	13.69	***
99050	Desk Clerk	14.73	***
99095	Embalmer	31.98	
99130	Flight Follower	29.28	
99251	Laboratory Animal Caretaker I	16.89	***

Code	Title	Rate	Note
99252	Laboratory Animal Caretaker II	17.96	
99260	Marketing Analyst	25.86	
99310	Mortician	31.98	
99410	Pest Controller	30.87	
99510	Photofinishing Worker	15.39	***
99710	Recycling Laborer	25.09	
99711	Recycling Specialist	28.80	
99730	Refuse Collector	23.25	
99810	Sales Clerk	15.54	***
99820	School Crossing Guard	20.30	
99830	Survey Party Chief	26.17	
99831	Surveying Aide	14.95	***
99832	Surveying Technician	22.34	
99840	Vending Machine Attendant	27.70	
99841	Vending Machine Repairer	32.29	
99842	Vending Machine Repairer Helper	27.70	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 25 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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)).

Wage Determination No. : 2015-4877

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 30

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan Counties of Antrim, Charlevoix, Emmet, Manistee, Missaukee, Wexford

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.19	***
01012	Accounting Clerk II	19.29	
01013	Accounting Clerk III	21.58	
01020	Administrative Assistant	27.69	
01035	Court Reporter	19.84	
01041	Customer Service Representative I	15.51	***
01042	Customer Service Representative II	16.93	***
01043	Customer Service Representative III	19.00	
01051	Data Entry Operator I	16.67	***
01052	Data Entry Operator II	18.19	
01060	Dispatcher, Motor Vehicle	22.87	
01070	Document Preparation Clerk	15.80	***
01090	Duplicating Machine Operator	15.80	***
01111	General Clerk I	15.86	***
01112	General Clerk II	17.31	***
01113	General Clerk III	19.42	
01120	Housing Referral Assistant	22.11	
01141	Messenger Courier	16.59	***
01191	Order Clerk I	20.16	
01192	Order Clerk II	22.00	
01261	Personnel Assistant (Employment) I	19.22	
01262	Personnel Assistant (Employment) II	21.50	
01263	Personnel Assistant (Employment) III	23.96	
01270	Production Control Clerk	30.42	
01290	Rental Clerk	17.48	***
01300	Scheduler, Maintenance	17.74	***

Code	Title	Rate	Note
01311	Secretary I	17.74	***
01312	Secretary II	19.84	
01313	Secretary III	22.11	
01320	Service Order Dispatcher	20.45	
01410	Supply Technician	27.69	
01420	Survey Worker	18.49	
01460	Switchboard Operator/Receptionist	17.54	***
01531	Travel Clerk I	15.80	***
01532	Travel Clerk II	17.74	***
01533	Travel Clerk III	19.84	
01611	Word Processor I	16.60	***
01612	Word Processor II	18.63	
01613	Word Processor III	20.85	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	26.74	
05010	Automotive Electrician	21.49	
05040	Automotive Glass Installer	20.57	
05070	Automotive Worker	20.57	
05110	Mobile Equipment Servicer	18.57	
05130	Motor Equipment Metal Mechanic	22.39	
05160	Motor Equipment Metal Worker	20.57	
05190	Motor Vehicle Mechanic	22.39	
05220	Motor Vehicle Mechanic Helper	17.49	***
05250	Motor Vehicle Upholstery Worker	19.53	
05280	Motor Vehicle Wrecker	20.57	
05310	Painter, Automotive	21.49	
05340	Radiator Repair Specialist	20.57	
05370	Tire Repairer	17.70	***
05400	Transmission Repair Specialist	22.39	
07000	Food Preparation And Service Occupations		
07010	Baker	15.14	***
07041	Cook I	16.85	***
07042	Cook II	18.77	
07070	Dishwasher	13.45	***
07130	Food Service Worker	14.99	***
07210	Meat Cutter	18.34	
07260	Waiter/Waitress	16.42	***

Code	Title	Rate	Note
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	20.57	
09040	Furniture Handler	14.98	***
09080	Furniture Refinisher	20.43	
09090	Furniture Refinisher Helper	16.58	***
09110	Furniture Repairer, Minor	18.56	
09130	Upholsterer	20.28	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.55	***
11060	Elevator Operator	16.88	***
11090	Gardener	21.55	
11122	Housekeeping Aide	16.88	***
11150	Janitor	16.88	***
11210	Laborer, Grounds Maintenance	17.72	***
11240	Maid or Houseman	15.51	***
11260	Pruner	16.63	***
11270	Tractor Operator	20.25	
11330	Trail Maintenance Worker	17.72	***
11360	Window Cleaner	17.99	
12000	Health Occupations		
12010	Ambulance Driver	19.40	
12011	Breath Alcohol Technician	25.94	
12012	Certified Occupational Therapist Assistant	34.68	
12015	Certified Physical Therapist Assistant	28.63	
12020	Dental Assistant	21.90	
12025	Dental Hygienist	36.79	
12030	EKG Technician	35.75	
12035	Electroneurodiagnostic Technologist	35.75	
12040	Emergency Medical Technician	19.40	
12071	Licensed Practical Nurse I	23.19	
12072	Licensed Practical Nurse II	25.94	
12073	Licensed Practical Nurse III	28.91	
12100	Medical Assistant	18.90	
12130	Medical Laboratory Technician	26.94	
12160	Medical Record Clerk	18.71	
12190	Medical Record Technician	20.92	
12195	Medical Transcriptionist	23.19	

Code	Title	Rate	Note
12210	Nuclear Medicine Technologist	57.00	
12221	Nursing Assistant I	13.60	***
12222	Nursing Assistant II	15.30	***
12223	Nursing Assistant III	16.70	***
12224	Nursing Assistant IV	18.74	
12235	Optical Dispenser	18.07	
12236	Optical Technician	23.19	
12250	Pharmacy Technician	18.72	
12280	Phlebotomist	18.46	
12305	Radiologic Technologist	31.54	
12311	Registered Nurse I	26.03	
12312	Registered Nurse II	31.84	
12313	Registered Nurse II, Specialist	31.84	
12314	Registered Nurse III	38.52	
12315	Registered Nurse III, Anesthetist	38.52	
12316	Registered Nurse IV	46.18	
12317	Scheduler (Drug and Alcohol Testing)	32.13	
12320	Substance Abuse Treatment Counselor	30.34	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	19.64	
13012	Exhibits Specialist II	22.75	
13013	Exhibits Specialist III	27.67	
13041	Illustrator I	19.64	
13042	Illustrator II	22.75	
13043	Illustrator III	27.67	
13047	Librarian	25.04	
13050	Library Aide/Clerk	14.25	***
13054	Library Information Technology Systems Administrator	22.62	
13058	Library Technician	16.50	***
13061	Media Specialist I	16.32	***
13062	Media Specialist II	18.25	
13063	Media Specialist III	20.36	
13071	Photographer I	17.39	***
13072	Photographer II	19.45	
13073	Photographer III	24.10	
13074	Photographer IV	29.47	
13075	Photographer V	35.66	

Code	Title	Rate	Note
13090	Technical Order Library Clerk	17.89	
13110	Video Teleconference Technician	18.53	
14000	Information Technology Occupations		
14041	Computer Operator I	20.74	
14042	Computer Operator II	23.19	
14043	Computer Operator III	25.85	
14044	Computer Operator IV	28.73	
14045	Computer Operator V	31.82	
14071	Computer Programmer I	20.51	see 1
14072	Computer Programmer II	25.41	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	20.74	
14160	Personal Computer Support Technician	28.73	
14170	System Support Specialist	31.82	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	32.05	
15020	Aircrew Training Devices Instructor (Rated)	38.78	
15030	Air Crew Training Devices Instructor (Pilot)	46.49	
15050	Computer Based Training Specialist / Instructor	32.05	
15060	Educational Technologist	36.89	
15070	Flight Instructor (Pilot)	46.49	
15080	Graphic Artist	21.44	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.49	
15086	Maintenance Test Pilot, Rotary Wing	46.49	
15088	Non-Maintenance Test/Co-Pilot	46.49	
15090	Technical Instructor	24.39	
15095	Technical Instructor/Course Developer	29.01	
15110	Test Proctor	19.13	
15120	Tutor	19.13	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	13.62	***
16030	Counter Attendant	13.62	***
16040	Dry Cleaner	17.11	***

Code	Title	Rate	Note
16070	Finisher, Flatwork, Machine	13.62	***
16090	Presser, Hand	13.62	***
16110	Presser, Machine, Drycleaning	13.62	***
16130	Presser, Machine, Shirts	13.62	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.62	***
16190	Sewing Machine Operator	18.56	
16220	Tailor	19.96	
16250	Washer, Machine	14.43	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	24.32	
19040	Tool And Die Maker	28.45	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.74	
21030	Material Coordinator	30.42	
21040	Material Expediter	30.42	
21050	Material Handling Laborer	17.97	
21071	Order Filler	16.22	***
21080	Production Line Worker (Food Processing)	20.74	
21110	Shipping Packer	19.25	
21130	Shipping/Receiving Clerk	19.25	
21140	Store Worker I	18.61	
21150	Stock Clerk	22.51	
21210	Tools And Parts Attendant	20.74	
21410	Warehouse Specialist	20.74	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	30.90	
23019	Aircraft Logs and Records Technician	25.87	
23021	Aircraft Mechanic I	29.67	
23022	Aircraft Mechanic II	30.90	
23023	Aircraft Mechanic III	32.12	
23040	Aircraft Mechanic Helper	23.05	
23050	Aircraft, Painter	28.48	
23060	Aircraft Servicer	25.87	
23070	Aircraft Survival Flight Equipment Technician	28.48	
23080	Aircraft Worker	27.26	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.26	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.67	

Code	Title	Rate Note
23110	Appliance Mechanic	26.24
23120	Bicycle Repairer	24.66
23125	Cable Splicer	54.68
23130	Carpenter, Maintenance	25.66
23140	Carpet Layer	27.50
23160	Electrician, Maintenance	29.53
23181	Electronics Technician Maintenance I	27.50
23182	Electronics Technician Maintenance II	28.72
23183	Electronics Technician Maintenance III	29.92
23260	Fabric Worker	26.10
23290	Fire Alarm System Mechanic	29.92
23310	Fire Extinguisher Repairer	24.66
23311	Fuel Distribution System Mechanic	40.88
23312	Fuel Distribution System Operator	33.69
23370	General Maintenance Worker	21.44
23380	Ground Support Equipment Mechanic	29.67
23381	Ground Support Equipment Servicer	25.87
23382	Ground Support Equipment Worker	27.26
23391	Gunsmith I	24.66
23392	Gunsmith II	27.50
23393	Gunsmith III	29.92
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.74
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.72
23430	Heavy Equipment Mechanic	25.71
23440	Heavy Equipment Operator	27.48
23460	Instrument Mechanic	29.92
23465	Laboratory/Shelter Mechanic	28.72
23470	Laborer	17.97
23510	Locksmith	28.72
23530	Machinery Maintenance Mechanic	27.86
23550	Machinist, Maintenance	23.18
23580	Maintenance Trades Helper	18.12
23591	Metrology Technician I	29.92
23592	Metrology Technician II	31.16
23593	Metrology Technician III	32.40
23640	Millwright	33.76
23710	Office Appliance Repairer	27.82

Code	Title	Rate	Note
23760	Painter, Maintenance	22.60	
23790	Pipefitter, Maintenance	28.29	
23810	Plumber, Maintenance	27.15	
23820	Pneudraulic Systems Mechanic	29.92	
23850	Rigger	29.92	
23870	Scale Mechanic	27.50	
23890	Sheet-Metal Worker, Maintenance	27.54	
23910	Small Engine Mechanic	23.44	
23931	Telecommunications Mechanic I	28.79	
23932	Telecommunications Mechanic II	29.98	
23950	Telephone Lineman	31.56	
23960	Welder, Combination, Maintenance	22.47	
23965	Well Driller	26.33	
23970	Woodcraft Worker	29.92	
23980	Woodworker	24.66	
24000 Personal Needs Occupations			
24550	Case Manager	18.62	
24570	Child Care Attendant	13.77	***
24580	Child Care Center Clerk	17.17	***
24610	Chore Aide	16.27	***
24620	Family Readiness And Support Services Coordinator	18.62	
24630	Homemaker	18.62	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	27.24	
25040	Sewage Plant Operator	26.14	
25070	Stationary Engineer	27.24	
25190	Ventilation Equipment Tender	21.10	
25210	Water Treatment Plant Operator	26.14	
27000 Protective Service Occupations			
27004	Alarm Monitor	22.75	
27007	Baggage Inspector	18.03	
27008	Corrections Officer	27.71	
27010	Court Security Officer	25.43	
27030	Detection Dog Handler	20.17	
27040	Detention Officer	27.71	
27070	Firefighter	20.64	
27101	Guard I	18.03	

Code	Title	Rate	Note
27102	Guard II	20.17	
27131	Police Officer I	27.15	
27132	Police Officer II	30.17	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	16.05	***
28042	Carnival Equipment Repairer	17.05	***
28043	Carnival Worker	13.21	***
28210	Gate Attendant/Gate Tender	20.88	
28310	Lifeguard	15.93	***
28350	Park Attendant (Aide)	23.35	
28510	Recreation Aide/Health Facility Attendant	17.05	***
28515	Recreation Specialist	28.93	
28630	Sports Official	18.60	
28690	Swimming Pool Operator	18.88	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	28.36	
29020	Hatch Tender	28.36	
29030	Line Handler	28.36	
29041	Stevedore I	27.01	
29042	Stevedore II	29.62	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	46.07	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.77	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.99	see 2
30021	Archeological Technician I	19.65	
30022	Archeological Technician II	21.98	
30023	Archeological Technician III	27.24	
30030	Cartographic Technician	27.24	
30040	Civil Engineering Technician	31.23	
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	17.97	
30082	Engineering Technician II	20.17	

Code	Title	Rate Note
30083	Engineering Technician III	22.56
30084	Engineering Technician IV	27.95
30085	Engineering Technician V	34.18
30086	Engineering Technician VI	41.35
30090	Environmental Technician	27.24
30095	Evidence Control Specialist	27.24
30210	Laboratory Technician	24.50
30221	Latent Fingerprint Technician I	30.16
30222	Latent Fingerprint Technician II	33.30
30240	Mathematical Technician	27.24
30361	Paralegal/Legal Assistant I	21.46
30362	Paralegal/Legal Assistant II	26.58
30363	Paralegal/Legal Assistant III	32.51
30364	Paralegal/Legal Assistant IV	39.33
30375	Petroleum Supply Specialist	33.30
30390	Photo-Optics Technician	27.24
30395	Radiation Control Technician	33.30
30461	Technical Writer I	27.24
30462	Technical Writer II	33.30
30463	Technical Writer III	40.29
30491	Unexploded Ordnance (UXO) Technician I	29.28
30492	Unexploded Ordnance (UXO) Technician II	35.43
30493	Unexploded Ordnance (UXO) Technician III	42.46
30494	Unexploded (UXO) Safety Escort	29.28
30495	Unexploded (UXO) Sweep Personnel	29.28
30501	Weather Forecaster I	30.16
30502	Weather Forecaster II	36.68
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.50 see 2
30621	Weather Observer, Senior	27.24 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	35.43
31020	Bus Aide	17.27 ***
31030	Bus Driver	22.04
31043	Driver Courier	19.34
31260	Parking and Lot Attendant	14.73 ***
31290	Shuttle Bus Driver	18.23
31310	Taxi Driver	14.59 ***

Code	Title	Rate	Note
31361	Truckdriver, Light	20.58	
31362	Truckdriver, Medium	21.71	
31363	Truckdriver, Heavy	23.86	
31364	Truckdriver, Tractor-Trailer	23.86	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.27	***
99030	Cashier	13.67	***
99050	Desk Clerk	14.56	***
99095	Embalmer	28.73	
99130	Flight Follower	29.28	
99251	Laboratory Animal Caretaker I	17.23	***
99252	Laboratory Animal Caretaker II	18.33	
99260	Marketing Analyst	27.18	
99310	Mortician	28.73	
99410	Pest Controller	26.27	
99510	Photofinishing Worker	15.39	***
99710	Recycling Laborer	23.02	
99711	Recycling Specialist	26.26	
99730	Refuse Collector	21.60	
99810	Sales Clerk	15.49	***
99820	School Crossing Guard	18.54	
99830	Survey Party Chief	28.64	
99831	Surveying Aide	17.03	***
99832	Surveying Technician	25.48	
99840	Vending Machine Attendant	21.34	
99841	Vending Machine Repairer	26.25	
99842	Vending Machine Repairer Helper	22.76	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4879

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan County of Lenawee

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	17.67 ***
01012	Accounting Clerk II	19.85
01013	Accounting Clerk III	22.20
01020	Administrative Assistant	28.38
01035	Court Reporter	22.79
01041	Customer Service Representative I	17.14 ***
01042	Customer Service Representative II	18.70
01043	Customer Service Representative III	20.99
01051	Data Entry Operator I	16.59 ***
01052	Data Entry Operator II	18.10
01060	Dispatcher, Motor Vehicle	23.19
01070	Document Preparation Clerk	18.14
01090	Duplicating Machine Operator	18.14
01111	General Clerk I	16.43 ***
01112	General Clerk II	17.93
01113	General Clerk III	20.13
01120	Housing Referral Assistant	25.39
01141	Messenger Courier	16.04 ***
01191	Order Clerk I	17.80
01192	Order Clerk II	19.42
01261	Personnel Assistant (Employment) I	20.22

Code	Title	Rate	Note
01262	Personnel Assistant (Employment) II	22.61	
01263	Personnel Assistant (Employment) III	25.20	
01270	Production Control Clerk	28.77	
01290	Rental Clerk	17.85	
01300	Scheduler, Maintenance	20.35	
01311	Secretary I	20.35	
01312	Secretary II	22.76	
01313	Secretary III	25.39	
01320	Service Order Dispatcher	20.73	
01410	Supply Technician	28.38	
01420	Survey Worker	20.79	
01460	Switchboard Operator/Receptionist	17.00	***
01531	Travel Clerk I	17.71	***
01532	Travel Clerk II	19.22	
01533	Travel Clerk III	20.70	
01611	Word Processor I	18.15	
01612	Word Processor II	20.37	
01613	Word Processor III	22.79	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	25.09	
05010	Automotive Electrician	22.58	
05040	Automotive Glass Installer	21.84	
05070	Automotive Worker	21.84	
05110	Mobile Equipment Servicer	20.43	
05130	Motor Equipment Metal Mechanic	23.34	
05160	Motor Equipment Metal Worker	21.84	
05190	Motor Vehicle Mechanic	23.34	
05220	Motor Vehicle Mechanic Helper	19.71	
05250	Motor Vehicle Upholstery Worker	21.12	
05280	Motor Vehicle Wrecker	21.84	
05310	Painter, Automotive	22.58	
05340	Radiator Repair Specialist	21.84	
05370	Tire Repairer	19.51	
05400	Transmission Repair Specialist	23.34	
07000	Food Preparation And Service Occupations		
07010	Baker	15.07	***
07041	Cook I	16.84	***

Code	Title	Rate	Note
07042	Cook II	18.47	
07070	Dishwasher	12.95	***
07130	Food Service Worker	14.51	***
07210	Meat Cutter	20.48	
07260	Waiter/Waitress	16.42	***
09000 Furniture Maintenance And Repair Occupations			
09010	Electrostatic Spray Painter	22.98	
09040	Furniture Handler	18.10	
09080	Furniture Refinisher	23.83	
09090	Furniture Refinisher Helper	20.38	
09110	Furniture Repairer, Minor	22.72	
09130	Upholsterer	24.97	
11000 General Services And Support Occupations			
11030	Cleaner, Vehicles	16.50	***
11060	Elevator Operator	16.91	***
11090	Gardener	21.30	
11122	Housekeeping Aide	16.91	***
11150	Janitor	16.91	***
11210	Laborer, Grounds Maintenance	17.51	***
11240	Maid or Houseman	15.18	***
11260	Pruner	16.27	***
11270	Tractor Operator	20.06	
11330	Trail Maintenance Worker	17.51	***
11360	Window Cleaner	18.20	
12000 Health Occupations			
12010	Ambulance Driver	19.69	
12011	Breath Alcohol Technician	26.30	
12012	Certified Occupational Therapist Assistant	31.49	
12015	Certified Physical Therapist Assistant	28.87	
12020	Dental Assistant	21.97	
12025	Dental Hygienist	38.71	
12030	EKG Technician	35.13	
12035	Electroneurodiagnostic Technologist	35.13	
12040	Emergency Medical Technician	19.69	
12071	Licensed Practical Nurse I	23.51	
12072	Licensed Practical Nurse II	26.30	
12073	Licensed Practical Nurse III	29.31	

Code	Title	Rate	Note
12100	Medical Assistant	18.35	
12130	Medical Laboratory Technician	29.55	
12160	Medical Record Clerk	18.88	
12190	Medical Record Technician	22.19	
12195	Medical Transcriptionist	21.42	
12210	Nuclear Medicine Technologist	45.64	
12221	Nursing Assistant I	14.68	***
12222	Nursing Assistant II	16.52	***
12223	Nursing Assistant III	18.03	
12224	Nursing Assistant IV	20.24	
12235	Optical Dispenser	19.36	
12236	Optical Technician	23.51	
12250	Pharmacy Technician	17.92	
12280	Phlebotomist	18.01	
12305	Radiologic Technologist	33.68	
12311	Registered Nurse I	31.79	
12312	Registered Nurse II	38.88	
12313	Registered Nurse II, Specialist	38.88	
12314	Registered Nurse III	47.04	
12315	Registered Nurse III, Anesthetist	47.04	
12316	Registered Nurse IV	56.40	
12317	Scheduler (Drug and Alcohol Testing)	32.58	
12320	Substance Abuse Treatment Counselor	31.06	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	21.47	
13012	Exhibits Specialist II	26.61	
13013	Exhibits Specialist III	32.54	
13041	Illustrator I	21.64	
13042	Illustrator II	28.26	
13043	Illustrator III	33.45	
13047	Librarian	30.28	
13050	Library Aide/Clerk	14.45	***
13054	Library Information Technology Systems Administrator	25.71	
13058	Library Technician	20.42	
13061	Media Specialist I	18.54	
13062	Media Specialist II	20.75	
13063	Media Specialist III	23.13	

Code	Title	Rate	Note
13071	Photographer I	19.42	
13072	Photographer II	22.61	
13073	Photographer III	29.56	
13074	Photographer IV	34.28	
13075	Photographer V	39.82	
13090	Technical Order Library Clerk	18.14	
13110	Video Teleconference Technician	23.29	
14000	Information Technology Occupations		
14041	Computer Operator I	18.80	
14042	Computer Operator II	21.03	
14043	Computer Operator III	23.45	
14044	Computer Operator IV	26.05	
14045	Computer Operator V	28.85	
14071	Computer Programmer I	25.36	see 1
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	18.80	
14160	Personal Computer Support Technician	26.05	
14170	System Support Specialist	28.85	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	35.52	
15020	Aircrew Training Devices Instructor (Rated)	42.98	
15030	Air Crew Training Devices Instructor (Pilot)	51.53	
15050	Computer Based Training Specialist / Instructor	35.52	
15060	Educational Technologist	38.16	
15070	Flight Instructor (Pilot)	51.53	
15080	Graphic Artist	25.87	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	51.53	
15086	Maintenance Test Pilot, Rotary Wing	51.53	
15088	Non-Maintenance Test/Co-Pilot	51.53	
15090	Technical Instructor	24.59	
15095	Technical Instructor/Course Developer	32.69	
15110	Test Proctor	21.80	

Code	Title	Rate	Note
15120	Tutor	21.80	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	13.62	***
16030	Counter Attendant	13.62	***
16040	Dry Cleaner	17.11	***
16070	Finisher, Flatwork, Machine	13.62	***
16090	Presser, Hand	13.62	***
16110	Presser, Machine, Drycleaning	13.62	***
16130	Presser, Machine, Shirts	13.62	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.62	***
16190	Sewing Machine Operator	18.56	
16220	Tailor	19.96	
16250	Washer, Machine	14.43	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	26.18	
19040	Tool And Die Maker	29.41	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	23.34	
21030	Material Coordinator	29.69	
21040	Material Expediter	29.69	
21050	Material Handling Laborer	19.34	
21071	Order Filler	16.92	***
21080	Production Line Worker (Food Processing)	23.34	
21110	Shipping Packer	20.77	
21130	Shipping/Receiving Clerk	20.77	
21140	Store Worker I	20.47	
21150	Stock Clerk	25.77	
21210	Tools And Parts Attendant	23.34	
21410	Warehouse Specialist	23.34	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	29.92	
23019	Aircraft Logs and Records Technician	24.50	
23021	Aircraft Mechanic I	28.99	
23022	Aircraft Mechanic II	29.92	
23023	Aircraft Mechanic III	30.88	
23040	Aircraft Mechanic Helper	21.46	
23050	Aircraft, Painter	28.13	

Code	Title	Rate Note
23060	Aircraft Servicer	24.50
23070	Aircraft Survival Flight Equipment Technician	28.13
23080	Aircraft Worker	25.72
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.72
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.99
23110	Appliance Mechanic	28.50
23120	Bicycle Repairer	25.00
23125	Cable Splicer	48.99
23130	Carpenter, Maintenance	26.98
23140	Carpet Layer	28.06
23160	Electrician, Maintenance	32.65
23181	Electronics Technician Maintenance I	32.98
23182	Electronics Technician Maintenance II	34.40
23183	Electronics Technician Maintenance III	35.97
23260	Fabric Worker	26.83
23290	Fire Alarm System Mechanic	30.58
23310	Fire Extinguisher Repairer	25.61
23311	Fuel Distribution System Mechanic	40.47
23312	Fuel Distribution System Operator	33.88
23370	General Maintenance Worker	23.96
23380	Ground Support Equipment Mechanic	28.99
23381	Ground Support Equipment Servicer	24.50
23382	Ground Support Equipment Worker	25.72
23391	Gunsmith I	25.61
23392	Gunsmith II	28.06
23393	Gunsmith III	30.58
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.61
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.40
23430	Heavy Equipment Mechanic	29.63
23440	Heavy Equipment Operator	28.58
23460	Instrument Mechanic	31.24
23465	Laboratory/Shelter Mechanic	29.18
23470	Laborer	19.34
23510	Locksmith	29.18
23530	Machinery Maintenance Mechanic	29.49
23550	Machinist, Maintenance	27.99
23580	Maintenance Trades Helper	19.73

Code	Title	Rate	Note
23591	Metrology Technician I	31.24	
23592	Metrology Technician II	32.53	
23593	Metrology Technician III	33.76	
23640	Millwright	35.00	
23710	Office Appliance Repairer	27.24	
23760	Painter, Maintenance	26.60	
23790	Pipefitter, Maintenance	29.87	
23810	Plumber, Maintenance	29.24	
23820	Pneudraulic Systems Mechanic	30.58	
23850	Rigger	30.58	
23870	Scale Mechanic	28.06	
23890	Sheet-Metal Worker, Maintenance	32.16	
23910	Small Engine Mechanic	23.98	
23931	Telecommunications Mechanic I	29.13	
23932	Telecommunications Mechanic II	30.24	
23950	Telephone Lineman	28.03	
23960	Welder, Combination, Maintenance	26.46	
23965	Well Driller	29.13	
23970	Woodcraft Worker	30.58	
23980	Woodworker	25.61	
24000	Personal Needs Occupations		
24550	Case Manager	18.21	
24570	Child Care Attendant	13.85	***
24580	Child Care Center Clerk	18.10	
24610	Chore Aide	14.81	***
24620	Family Readiness And Support Services Coordinator	18.21	
24630	Homemaker	19.20	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	30.80	
25040	Sewage Plant Operator	27.07	
25070	Stationary Engineer	30.80	
25190	Ventilation Equipment Tender	24.27	
25210	Water Treatment Plant Operator	27.07	
27000	Protective Service Occupations		
27004	Alarm Monitor	22.98	
27007	Baggage Inspector	16.73	***
27008	Corrections Officer	29.44	

Code	Title	Rate	Note
27010	Court Security Officer	26.57	
27030	Detection Dog Handler	20.18	
27040	Detention Officer	29.44	
27070	Firefighter	23.70	
27101	Guard I	16.73	***
27102	Guard II	20.18	
27131	Police Officer I	27.71	
27132	Police Officer II	30.80	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	15.54	***
28042	Carnival Equipment Repairer	16.50	***
28043	Carnival Worker	12.60	***
28210	Gate Attendant/Gate Tender	18.95	
28310	Lifeguard	17.30	***
28350	Park Attendant (Aide)	21.20	
28510	Recreation Aide/Health Facility Attendant	15.48	***
28515	Recreation Specialist	26.27	
28630	Sports Official	16.89	***
28690	Swimming Pool Operator	20.87	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	30.05	
29020	Hatch Tender	30.05	
29030	Line Handler	30.05	
29041	Stevedore I	29.04	
29042	Stevedore II	31.10	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	50.82	see 2
30011	Air Traffic Control Specialist, Station (HFO)	35.05	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	38.59	see 2
30021	Archeological Technician I	21.58	
30022	Archeological Technician II	24.14	
30023	Archeological Technician III	29.90	
30030	Cartographic Technician	29.90	
30040	Civil Engineering Technician	29.90	
30051	Cryogenic Technician I	33.12	
30052	Cryogenic Technician II	36.57	
30061	Drafter/CAD Operator I	21.58	

Code	Title	Rate Note
30062	Drafter/CAD Operator II	24.14
30063	Drafter/CAD Operator III	26.90
30064	Drafter/CAD Operator IV	33.12
30081	Engineering Technician I	19.35
30082	Engineering Technician II	21.74
30083	Engineering Technician III	24.31
30084	Engineering Technician IV	30.13
30085	Engineering Technician V	36.84
30086	Engineering Technician VI	44.58
30090	Environmental Technician	29.90
30095	Evidence Control Specialist	29.90
30210	Laboratory Technician	27.36
30221	Latent Fingerprint Technician I	33.12
30222	Latent Fingerprint Technician II	36.57
30240	Mathematical Technician	29.90
30361	Paralegal/Legal Assistant I	22.22
30362	Paralegal/Legal Assistant II	27.53
30363	Paralegal/Legal Assistant III	33.67
30364	Paralegal/Legal Assistant IV	40.75
30375	Petroleum Supply Specialist	36.57
30390	Photo-Optics Technician	29.90
30395	Radiation Control Technician	36.57
30461	Technical Writer I	29.90
30462	Technical Writer II	36.57
30463	Technical Writer III	44.25
30491	Unexploded Ordnance (UXO) Technician I	32.30
30492	Unexploded Ordnance (UXO) Technician II	39.08
30493	Unexploded Ordnance (UXO) Technician III	46.84
30494	Unexploded (UXO) Safety Escort	32.30
30495	Unexploded (UXO) Sweep Personnel	32.30
30501	Weather Forecaster I	33.12
30502	Weather Forecaster II	40.28
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.90 see 2
30621	Weather Observer, Senior	29.90 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	39.08
31020	Bus Aide	15.86 ***

Code	Title	Rate	Note
31030	Bus Driver	20.30	
31043	Driver Courier	17.03	***
31260	Parking and Lot Attendant	13.52	***
31290	Shuttle Bus Driver	18.55	
31310	Taxi Driver	16.58	***
31361	Truckdriver, Light	18.08	
31362	Truckdriver, Medium	19.61	
31363	Truckdriver, Heavy	25.99	
31364	Truckdriver, Tractor-Trailer	25.99	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	19.05	
99030	Cashier	13.88	***
99050	Desk Clerk	14.28	***
99095	Embalmer	32.30	
99130	Flight Follower	32.30	
99251	Laboratory Animal Caretaker I	16.96	***
99252	Laboratory Animal Caretaker II	18.01	
99260	Marketing Analyst	29.04	
99310	Mortician	32.30	
99410	Pest Controller	20.39	
99510	Photofinishing Worker	16.97	***
99710	Recycling Laborer	25.50	
99711	Recycling Specialist	29.28	
99730	Refuse Collector	23.63	
99810	Sales Clerk	15.40	***
99820	School Crossing Guard	14.37	***
99830	Survey Party Chief	27.38	
99831	Surveying Aide	15.70	***
99832	Surveying Technician	24.04	
99840	Vending Machine Attendant	26.94	
99841	Vending Machine Repairer	31.42	
99842	Vending Machine Repairer Helper	26.94	

Footer

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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)).

Wage Determination No. : 2015-4881

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan Counties of Gratiot, Huron, Isabella, Lake, Mason, Mecosta, Newaygo, Oceana, Osceola, Sanilac, Shiawassee, Tuscola

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.67	***
01012	Accounting Clerk II	19.85	
01013	Accounting Clerk III	22.20	
01020	Administrative Assistant	27.64	
01035	Court Reporter	21.92	
01041	Customer Service Representative I	16.54	***
01042	Customer Service Representative II	18.05	
01043	Customer Service Representative III	20.26	
01051	Data Entry Operator I	16.17	***
01052	Data Entry Operator II	17.64	***
01060	Dispatcher, Motor Vehicle	22.88	

Code	Title	Rate	Note
01070	Document Preparation Clerk	16.92	***
01090	Duplicating Machine Operator	16.92	***
01111	General Clerk I	15.98	***
01112	General Clerk II	17.44	***
01113	General Clerk III	19.58	
01120	Housing Referral Assistant	23.67	
01141	Messenger Courier	15.75	***
01191	Order Clerk I	17.62	***
01192	Order Clerk II	19.23	
01261	Personnel Assistant (Employment) I	20.22	
01262	Personnel Assistant (Employment) II	22.61	
01263	Personnel Assistant (Employment) III	25.20	
01270	Production Control Clerk	28.77	
01290	Rental Clerk	17.58	***
01300	Scheduler, Maintenance	18.99	
01311	Secretary I	18.99	
01312	Secretary II	21.24	
01313	Secretary III	23.67	
01320	Service Order Dispatcher	20.46	
01410	Supply Technician	27.64	
01420	Survey Worker	20.79	
01460	Switchboard Operator/Receptionist	17.24	***
01531	Travel Clerk I	16.92	***
01532	Travel Clerk II	18.99	
01533	Travel Clerk III	20.70	
01611	Word Processor I	17.15	***
01612	Word Processor II	19.25	
01613	Word Processor III	21.54	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.59	
05010	Automotive Electrician	21.42	
05040	Automotive Glass Installer	20.59	
05070	Automotive Worker	20.59	
05110	Mobile Equipment Servicer	18.78	
05130	Motor Equipment Metal Mechanic	22.44	
05160	Motor Equipment Metal Worker	20.59	
05190	Motor Vehicle Mechanic	22.44	

Code	Title	Rate	Note
05220	Motor Vehicle Mechanic Helper	17.66	***
05250	Motor Vehicle Upholstery Worker	19.68	
05280	Motor Vehicle Wrecker	20.59	
05310	Painter, Automotive	21.42	
05340	Radiator Repair Specialist	20.59	
05370	Tire Repairer	18.49	
05400	Transmission Repair Specialist	22.44	
07000	Food Preparation And Service Occupations		
07010	Baker	14.41	***
07041	Cook I	16.60	***
07042	Cook II	18.20	
07070	Dishwasher	13.00	***
07130	Food Service Worker	14.51	***
07210	Meat Cutter	18.48	
07260	Waiter/Waitress	14.79	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	21.10	
09040	Furniture Handler	17.69	***
09080	Furniture Refinisher	23.21	
09090	Furniture Refinisher Helper	20.01	
09110	Furniture Repairer, Minor	21.93	
09130	Upholsterer	21.10	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.00	***
11060	Elevator Operator	16.62	***
11090	Gardener	21.28	
11122	Housekeeping Aide	16.62	***
11150	Janitor	16.62	***
11210	Laborer, Grounds Maintenance	17.43	***
11240	Maid or Houseman	16.15	***
11260	Pruner	16.15	***
11270	Tractor Operator	20.01	
11330	Trail Maintenance Worker	17.43	***
11360	Window Cleaner	17.93	
12000	Health Occupations		
12010	Ambulance Driver	19.40	
12011	Breath Alcohol Technician	26.65	

Code	Title	Rate	Note
12012	Certified Occupational Therapist Assistant	31.49	
12015	Certified Physical Therapist Assistant	28.87	
12020	Dental Assistant	21.97	
12025	Dental Hygienist	35.24	
12030	EKG Technician	33.22	
12035	Electroneurodiagnostic Technologist	33.22	
12040	Emergency Medical Technician	19.40	
12071	Licensed Practical Nurse I	23.82	
12072	Licensed Practical Nurse II	26.65	
12073	Licensed Practical Nurse III	29.70	
12100	Medical Assistant	18.99	
12130	Medical Laboratory Technician	29.69	
12160	Medical Record Clerk	18.88	
12190	Medical Record Technician	21.53	
12195	Medical Transcriptionist	20.27	
12210	Nuclear Medicine Technologist	45.64	
12221	Nursing Assistant I	14.57	***
12222	Nursing Assistant II	16.40	***
12223	Nursing Assistant III	17.89	
12224	Nursing Assistant IV	20.08	
12235	Optical Dispenser	18.14	
12236	Optical Technician	23.82	
12250	Pharmacy Technician	18.37	
12280	Phlebotomist	18.01	
12305	Radiologic Technologist	32.30	
12311	Registered Nurse I	30.25	
12312	Registered Nurse II	37.00	
12313	Registered Nurse II, Specialist	37.00	
12314	Registered Nurse III	44.78	
12315	Registered Nurse III, Anesthetist	44.78	
12316	Registered Nurse IV	53.66	
12317	Scheduler (Drug and Alcohol Testing)	33.01	
12320	Substance Abuse Treatment Counselor	31.94	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	20.10	
13012	Exhibits Specialist II	25.28	
13013	Exhibits Specialist III	30.92	

Code	Title	Rate	Note
13041	Illustrator I	19.85	
13042	Illustrator II	24.60	
13043	Illustrator III	30.92	
13047	Librarian	27.24	
13050	Library Aide/Clerk	13.92	***
13054	Library Information Technology Systems Administrator	25.57	
13058	Library Technician	20.93	
13061	Media Specialist I	17.75	
13062	Media Specialist II	19.85	
13063	Media Specialist III	22.14	
13071	Photographer I	17.75	
13072	Photographer II	19.85	
13073	Photographer III	24.60	
13074	Photographer IV	30.09	
13075	Photographer V	36.40	
13090	Technical Order Library Clerk	18.14	
13110	Video Teleconference Technician	22.20	
14000	Information Technology Occupations		
14041	Computer Operator I	18.80	
14042	Computer Operator II	21.03	
14043	Computer Operator III	23.45	
14044	Computer Operator IV	26.05	
14045	Computer Operator V	28.85	
14071	Computer Programmer I	23.05	see 1
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	18.80	
14160	Personal Computer Support Technician	26.05	
14170	System Support Specialist	28.85	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	34.62	
15020	Aircrew Training Devices Instructor (Rated)	41.88	
15030	Air Crew Training Devices Instructor (Pilot)	50.20	

Code	Title	Rate	Note
15050	Computer Based Training Specialist / Instructor	34.62	
15060	Educational Technologist	38.16	
15070	Flight Instructor (Pilot)	50.20	
15080	Graphic Artist	23.25	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	50.20	
15086	Maintenance Test Pilot, Rotary Wing	50.20	
15088	Non-Maintenance Test/Co-Pilot	50.20	
15090	Technical Instructor	20.35	
15095	Technical Instructor/Course Developer	24.89	
15110	Test Proctor	16.43	***
15120	Tutor	16.43	***
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	13.62	***
16030	Counter Attendant	13.62	***
16040	Dry Cleaner	17.11	***
16070	Finisher, Flatwork, Machine	13.62	***
16090	Presser, Hand	13.62	***
16110	Presser, Machine, Drycleaning	13.62	***
16130	Presser, Machine, Shirts	13.62	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.62	***
16190	Sewing Machine Operator	18.56	
16220	Tailor	19.96	
16250	Washer, Machine	14.43	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	24.32	
19040	Tool And Die Maker	28.45	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.22	
21030	Material Coordinator	28.77	
21040	Material Expediter	28.77	
21050	Material Handling Laborer	17.85	
21071	Order Filler	17.47	***
21080	Production Line Worker (Food Processing)	21.22	
21110	Shipping Packer	19.87	
21130	Shipping/Receiving Clerk	19.87	
21140	Store Worker I	20.58	
21150	Stock Clerk	25.92	

Code	Title	Rate Note
21210	Tools And Parts Attendant	21.22
21410	Warehouse Specialist	21.22
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	26.68
23019	Aircraft Logs and Records Technician	23.01
23021	Aircraft Mechanic I	25.70
23022	Aircraft Mechanic II	26.68
23023	Aircraft Mechanic III	27.79
23040	Aircraft Mechanic Helper	21.51
23050	Aircraft, Painter	28.14
23060	Aircraft Servicer	23.01
23070	Aircraft Survival Flight Equipment Technician	28.14
23080	Aircraft Worker	23.77
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.77
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.70
23110	Appliance Mechanic	25.53
23120	Bicycle Repairer	24.68
23125	Cable Splicer	48.91
23130	Carpenter, Maintenance	25.58
23140	Carpet Layer	27.05
23160	Electrician, Maintenance	29.94
23181	Electronics Technician Maintenance I	30.96
23182	Electronics Technician Maintenance II	32.20
23183	Electronics Technician Maintenance III	33.74
23260	Fabric Worker	25.86
23290	Fire Alarm System Mechanic	29.48
23310	Fire Extinguisher Repairer	24.68
23311	Fuel Distribution System Mechanic	44.48
23312	Fuel Distribution System Operator	37.23
23370	General Maintenance Worker	21.37
23380	Ground Support Equipment Mechanic	25.70
23381	Ground Support Equipment Servicer	23.01
23382	Ground Support Equipment Worker	23.77
23391	Gunsmith I	24.68
23392	Gunsmith II	27.05
23393	Gunsmith III	29.48
23410	Heating, Ventilation And Air-Conditioning Mechanic	23.76

Code	Title	Rate Note
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.67
23430	Heavy Equipment Mechanic	26.21
23440	Heavy Equipment Operator	28.06
23460	Instrument Mechanic	29.48
23465	Laboratory/Shelter Mechanic	28.14
23470	Laborer	17.85
23510	Locksmith	28.14
23530	Machinery Maintenance Mechanic	27.62
23550	Machinist, Maintenance	23.04
23580	Maintenance Trades Helper	17.01 ***
23591	Metrology Technician I	29.48
23592	Metrology Technician II	30.61
23593	Metrology Technician III	31.88
23640	Millwright	33.49
23710	Office Appliance Repairer	25.64
23760	Painter, Maintenance	21.69
23790	Pipefitter, Maintenance	28.95
23810	Plumber, Maintenance	25.41
23820	Pneudraulic Systems Mechanic	29.48
23850	Rigger	29.48
23870	Scale Mechanic	27.05
23890	Sheet-Metal Worker, Maintenance	27.03
23910	Small Engine Mechanic	21.57
23931	Telecommunications Mechanic I	27.49
23932	Telecommunications Mechanic II	28.54
23950	Telephone Lineman	27.87
23960	Welder, Combination, Maintenance	22.80
23965	Well Driller	27.56
23970	Woodcraft Worker	29.48
23980	Woodworker	24.68
24000	Personal Needs Occupations	
24550	Case Manager	19.72
24570	Child Care Attendant	13.66 ***
24580	Child Care Center Clerk	17.04 ***
24610	Chore Aide	16.10 ***
24620	Family Readiness And Support Services Coordinator	19.72
24630	Homemaker	19.72

Code	Title	Rate	Note
25000	Plant And System Operations Occupations		
25010	Boiler Tender	28.99	
25040	Sewage Plant Operator	27.27	
25070	Stationary Engineer	28.99	
25190	Ventilation Equipment Tender	22.82	
25210	Water Treatment Plant Operator	27.27	
27000	Protective Service Occupations		
27004	Alarm Monitor	22.69	
27007	Baggage Inspector	17.57	***
27008	Corrections Officer	29.00	
27010	Court Security Officer	25.31	
27030	Detection Dog Handler	19.65	
27040	Detention Officer	29.00	
27070	Firefighter	22.61	
27101	Guard I	17.57	***
27102	Guard II	19.65	
27131	Police Officer I	26.91	
27132	Police Officer II	29.91	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	15.88	***
28042	Carnival Equipment Repairer	16.89	***
28043	Carnival Worker	12.82	***
28210	Gate Attendant/Gate Tender	20.65	
28310	Lifeguard	16.93	***
28350	Park Attendant (Aide)	23.10	
28510	Recreation Aide/Health Facility Attendant	16.86	***
28515	Recreation Specialist	28.61	
28630	Sports Official	18.40	
28690	Swimming Pool Operator	19.46	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	29.30	
29020	Hatch Tender	29.30	
29030	Line Handler	29.30	
29041	Stevedore I	28.00	
29042	Stevedore II	30.47	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	49.85	see 2

Code	Title	Rate Note
30011	Air Traffic Control Specialist, Station (HFO)	34.38 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	37.85 see 2
30021	Archeological Technician I	20.59
30022	Archeological Technician II	23.04
30023	Archeological Technician III	28.54
30030	Cartographic Technician	28.54
30040	Civil Engineering Technician	32.33
30051	Cryogenic Technician I	31.61
30052	Cryogenic Technician II	34.92
30061	Drafter/CAD Operator I	20.59
30062	Drafter/CAD Operator II	23.04
30063	Drafter/CAD Operator III	25.69
30064	Drafter/CAD Operator IV	31.61
30081	Engineering Technician I	19.10
30082	Engineering Technician II	21.44
30083	Engineering Technician III	23.98
30084	Engineering Technician IV	29.71
30085	Engineering Technician V	36.34
30086	Engineering Technician VI	43.97
30090	Environmental Technician	28.93
30095	Evidence Control Specialist	28.54
30210	Laboratory Technician	27.36
30221	Latent Fingerprint Technician I	31.61
30222	Latent Fingerprint Technician II	34.92
30240	Mathematical Technician	28.93
30361	Paralegal/Legal Assistant I	22.22
30362	Paralegal/Legal Assistant II	27.53
30363	Paralegal/Legal Assistant III	33.67
30364	Paralegal/Legal Assistant IV	40.75
30375	Petroleum Supply Specialist	34.92
30390	Photo-Optics Technician	28.54
30395	Radiation Control Technician	34.92
30461	Technical Writer I	28.54
30462	Technical Writer II	34.92
30463	Technical Writer III	42.24
30491	Unexploded Ordnance (UXO) Technician I	31.68
30492	Unexploded Ordnance (UXO) Technician II	38.34

Code	Title	Rate Note
30493	Unexploded Ordnance (UXO) Technician III	45.95
30494	Unexploded (UXO) Safety Escort	31.68
30495	Unexploded (UXO) Sweep Personnel	31.68
30501	Weather Forecaster I	31.61
30502	Weather Forecaster II	38.45
30620	Weather Observer, Combined Upper Air Or Surface Programs	25.69 see 2
30621	Weather Observer, Senior	28.54 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	38.34
31020	Bus Aide	14.43 ***
31030	Bus Driver	18.46
31043	Driver Courier	17.07 ***
31260	Parking and Lot Attendant	13.78 ***
31290	Shuttle Bus Driver	16.75 ***
31310	Taxi Driver	16.89 ***
31361	Truckdriver, Light	18.15
31362	Truckdriver, Medium	19.02
31363	Truckdriver, Heavy	24.06
31364	Truckdriver, Tractor-Trailer	24.06
99000	Miscellaneous Occupations	
99020	Cabin Safety Specialist	18.69
99030	Cashier	13.69 ***
99050	Desk Clerk	14.73 ***
99095	Embalmer	31.98
99130	Flight Follower	31.68
99251	Laboratory Animal Caretaker I	16.89 ***
99252	Laboratory Animal Caretaker II	17.96
99260	Marketing Analyst	29.01
99310	Mortician	31.98
99410	Pest Controller	22.55
99510	Photofinishing Worker	16.65 ***
99710	Recycling Laborer	25.50
99711	Recycling Specialist	29.28
99730	Refuse Collector	23.63
99810	Sales Clerk	15.54 ***
99820	School Crossing Guard	13.34 ***
99830	Survey Party Chief	27.75

Code	Title	Rate Note
99831	Surveying Aide	15.85 ***
99832	Surveying Technician	23.71
99840	Vending Machine Attendant	27.70
99841	Vending Machine Repairer	32.29
99842	Vending Machine Repairer Helper	27.70

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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)).

Wage Determination No. : 2015-4883

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan Counties of Branch, Hillsdale, Saint Joseph

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	17.67 ***
01012	Accounting Clerk II	19.85

Code	Title	Rate	Note
01013	Accounting Clerk III	22.20	
01020	Administrative Assistant	28.38	
01035	Court Reporter	22.79	
01041	Customer Service Representative I	17.14	***
01042	Customer Service Representative II	18.70	
01043	Customer Service Representative III	20.99	
01051	Data Entry Operator I	16.59	***
01052	Data Entry Operator II	18.10	
01060	Dispatcher, Motor Vehicle	23.19	
01070	Document Preparation Clerk	18.14	
01090	Duplicating Machine Operator	18.14	
01111	General Clerk I	16.43	***
01112	General Clerk II	17.93	
01113	General Clerk III	20.13	
01120	Housing Referral Assistant	25.39	
01141	Messenger Courier	16.04	***
01191	Order Clerk I	17.80	
01192	Order Clerk II	19.42	
01261	Personnel Assistant (Employment) I	20.22	
01262	Personnel Assistant (Employment) II	22.61	
01263	Personnel Assistant (Employment) III	25.20	
01270	Production Control Clerk	28.77	
01290	Rental Clerk	17.85	
01300	Scheduler, Maintenance	20.35	
01311	Secretary I	20.35	
01312	Secretary II	22.76	
01313	Secretary III	25.39	
01320	Service Order Dispatcher	20.73	
01410	Supply Technician	28.38	
01420	Survey Worker	20.79	
01460	Switchboard Operator/Receptionist	17.00	***
01531	Travel Clerk I	17.71	***
01532	Travel Clerk II	19.22	
01533	Travel Clerk III	20.70	
01611	Word Processor I	18.15	
01612	Word Processor II	20.37	
01613	Word Processor III	22.79	

Code	Title	Rate	Note
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.59	
05010	Automotive Electrician	22.32	
05040	Automotive Glass Installer	21.40	
05070	Automotive Worker	21.40	
05110	Mobile Equipment Servicer	19.51	
05130	Motor Equipment Metal Mechanic	23.34	
05160	Motor Equipment Metal Worker	21.40	
05190	Motor Vehicle Mechanic	23.34	
05220	Motor Vehicle Mechanic Helper	18.38	
05250	Motor Vehicle Upholstery Worker	20.41	
05280	Motor Vehicle Wrecker	21.40	
05310	Painter, Automotive	22.32	
05340	Radiator Repair Specialist	21.40	
05370	Tire Repairer	19.38	
05400	Transmission Repair Specialist	23.34	
07000	Food Preparation And Service Occupations		
07010	Baker	17.67	***
07041	Cook I	16.84	***
07042	Cook II	18.47	
07070	Dishwasher	13.43	***
07130	Food Service Worker	14.51	***
07210	Meat Cutter	20.48	
07260	Waiter/Waitress	16.42	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.19	
09040	Furniture Handler	17.47	***
09080	Furniture Refinisher	23.58	
09090	Furniture Refinisher Helper	19.67	
09110	Furniture Repairer, Minor	21.93	
09130	Upholsterer	22.69	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.50	***
11060	Elevator Operator	16.91	***
11090	Gardener	21.30	
11122	Housekeeping Aide	16.91	***
11150	Janitor	16.91	***

Code	Title	Rate	Note
11210	Laborer, Grounds Maintenance	17.51	***
11240	Maid or Houseman	15.18	***
11260	Pruner	16.27	***
11270	Tractor Operator	20.06	
11330	Trail Maintenance Worker	17.51	***
11360	Window Cleaner	18.20	
12000	Health Occupations		
12010	Ambulance Driver	19.26	
12011	Breath Alcohol Technician	26.30	
12012	Certified Occupational Therapist Assistant	31.49	
12015	Certified Physical Therapist Assistant	28.87	
12020	Dental Assistant	21.97	
12025	Dental Hygienist	37.26	
12030	EKG Technician	35.13	
12035	Electroneurodiagnostic Technologist	35.13	
12040	Emergency Medical Technician	19.26	
12071	Licensed Practical Nurse I	23.51	
12072	Licensed Practical Nurse II	26.30	
12073	Licensed Practical Nurse III	29.31	
12100	Medical Assistant	18.35	
12130	Medical Laboratory Technician	29.55	
12160	Medical Record Clerk	18.88	
12190	Medical Record Technician	21.53	
12195	Medical Transcriptionist	21.42	
12210	Nuclear Medicine Technologist	45.64	
12221	Nursing Assistant I	14.68	***
12222	Nursing Assistant II	16.52	***
12223	Nursing Assistant III	18.03	
12224	Nursing Assistant IV	20.24	
12235	Optical Dispenser	18.19	
12236	Optical Technician	23.51	
12250	Pharmacy Technician	17.92	
12280	Phlebotomist	18.01	
12305	Radiologic Technologist	33.68	
12311	Registered Nurse I	31.79	
12312	Registered Nurse II	38.88	
12313	Registered Nurse II, Specialist	38.88	

Code	Title	Rate	Note
12314	Registered Nurse III	47.04	
12315	Registered Nurse III, Anesthetist	47.04	
12316	Registered Nurse IV	56.40	
12317	Scheduler (Drug and Alcohol Testing)	32.58	
12320	Substance Abuse Treatment Counselor	31.06	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	19.64	
13012	Exhibits Specialist II	24.33	
13013	Exhibits Specialist III	29.77	
13041	Illustrator I	19.64	
13042	Illustrator II	24.33	
13043	Illustrator III	29.77	
13047	Librarian	26.95	
13050	Library Aide/Clerk	14.45	***
13054	Library Information Technology Systems Administrator	24.33	
13058	Library Technician	16.71	***
13061	Media Specialist I	17.56	***
13062	Media Specialist II	19.64	
13063	Media Specialist III	21.89	
13071	Photographer I	17.71	***
13072	Photographer II	18.76	
13073	Photographer III	22.12	
13074	Photographer IV	27.06	
13075	Photographer V	32.74	
13090	Technical Order Library Clerk	18.14	
13110	Video Teleconference Technician	22.20	
14000	Information Technology Occupations		
14041	Computer Operator I	18.80	
14042	Computer Operator II	21.03	
14043	Computer Operator III	23.45	
14044	Computer Operator IV	26.05	
14045	Computer Operator V	28.85	
14071	Computer Programmer I	25.36	see 1
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

Code	Title	Rate	Note
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	18.80	
14160	Personal Computer Support Technician	26.05	
14170	System Support Specialist	28.85	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	35.52	
15020	Aircrew Training Devices Instructor (Rated)	42.98	
15030	Air Crew Training Devices Instructor (Pilot)	51.53	
15050	Computer Based Training Specialist / Instructor	35.52	
15060	Educational Technologist	38.16	
15070	Flight Instructor (Pilot)	51.53	
15080	Graphic Artist	23.39	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	51.53	
15086	Maintenance Test Pilot, Rotary Wing	51.53	
15088	Non-Maintenance Test/Co-Pilot	51.53	
15090	Technical Instructor	24.30	
15095	Technical Instructor/Course Developer	29.73	
15110	Test Proctor	19.97	
15120	Tutor	19.97	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	13.62	***
16030	Counter Attendant	13.62	***
16040	Dry Cleaner	17.11	***
16070	Finisher, Flatwork, Machine	13.62	***
16090	Presser, Hand	13.62	***
16110	Presser, Machine, Drycleaning	13.62	***
16130	Presser, Machine, Shirts	13.62	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.62	***
16190	Sewing Machine Operator	18.56	
16220	Tailor	19.96	
16250	Washer, Machine	14.43	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.02	
19040	Tool And Die Maker	29.41	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	23.34	

Code	Title	Rate Note
21030	Material Coordinator	28.77
21040	Material Expediter	28.77
21050	Material Handling Laborer	19.34
21071	Order Filler	16.92 ***
21080	Production Line Worker (Food Processing)	23.34
21110	Shipping Packer	20.77
21130	Shipping/Receiving Clerk	20.77
21140	Store Worker I	20.47
21150	Stock Clerk	25.77
21210	Tools And Parts Attendant	23.34
21410	Warehouse Specialist	23.34
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	26.68
23019	Aircraft Logs and Records Technician	22.54
23021	Aircraft Mechanic I	25.70
23022	Aircraft Mechanic II	26.68
23023	Aircraft Mechanic III	27.79
23040	Aircraft Mechanic Helper	20.23
23050	Aircraft, Painter	24.52
23060	Aircraft Servicer	22.54
23070	Aircraft Survival Flight Equipment Technician	24.52
23080	Aircraft Worker	23.58
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.58
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.70
23110	Appliance Mechanic	26.87
23120	Bicycle Repairer	25.00
23125	Cable Splicer	48.99
23130	Carpenter, Maintenance	25.58
23140	Carpet Layer	27.19
23160	Electrician, Maintenance	29.38
23181	Electronics Technician Maintenance I	32.98
23182	Electronics Technician Maintenance II	34.40
23183	Electronics Technician Maintenance III	35.97
23260	Fabric Worker	26.83
23290	Fire Alarm System Mechanic	30.58
23310	Fire Extinguisher Repairer	25.61
23311	Fuel Distribution System Mechanic	40.47

Code	Title	Rate Note
23312	Fuel Distribution System Operator	33.88
23370	General Maintenance Worker	21.97
23380	Ground Support Equipment Mechanic	25.70
23381	Ground Support Equipment Servicer	22.54
23382	Ground Support Equipment Worker	23.58
23391	Gunsmith I	25.61
23392	Gunsmith II	28.06
23393	Gunsmith III	30.58
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.75
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.81
23430	Heavy Equipment Mechanic	27.08
23440	Heavy Equipment Operator	28.58
23460	Instrument Mechanic	30.58
23465	Laboratory/Shelter Mechanic	29.18
23470	Laborer	19.34
23510	Locksmith	29.18
23530	Machinery Maintenance Mechanic	29.49
23550	Machinist, Maintenance	23.62
23580	Maintenance Trades Helper	17.35 ***
23591	Metrology Technician I	30.58
23592	Metrology Technician II	31.76
23593	Metrology Technician III	33.07
23640	Millwright	35.00
23710	Office Appliance Repairer	25.64
23760	Painter, Maintenance	22.15
23790	Pipefitter, Maintenance	29.05
23810	Plumber, Maintenance	27.18
23820	Pneudraulic Systems Mechanic	30.58
23850	Rigger	30.58
23870	Scale Mechanic	28.06
23890	Sheet-Metal Worker, Maintenance	30.26
23910	Small Engine Mechanic	21.57
23931	Telecommunications Mechanic I	27.81
23932	Telecommunications Mechanic II	28.80
23950	Telephone Lineman	28.03
23960	Welder, Combination, Maintenance	22.60
23965	Well Driller	27.84

Code	Title	Rate	Note
23970	Woodcraft Worker	30.58	
23980	Woodworker	25.61	
24000	Personal Needs Occupations		
24550	Case Manager	18.21	
24570	Child Care Attendant	13.75	***
24580	Child Care Center Clerk	17.14	***
24610	Chore Aide	14.81	***
24620	Family Readiness And Support Services Coordinator	18.21	
24630	Homemaker	18.21	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	28.30	
25040	Sewage Plant Operator	27.07	
25070	Stationary Engineer	28.30	
25190	Ventilation Equipment Tender	22.28	
25210	Water Treatment Plant Operator	27.07	
27000	Protective Service Occupations		
27004	Alarm Monitor	22.98	
27007	Baggage Inspector	16.73	***
27008	Corrections Officer	29.44	
27010	Court Security Officer	26.57	
27030	Detection Dog Handler	18.71	
27040	Detention Officer	29.44	
27070	Firefighter	21.38	
27101	Guard I	16.73	***
27102	Guard II	18.71	
27131	Police Officer I	27.71	
27132	Police Officer II	30.80	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	15.54	***
28042	Carnival Equipment Repairer	16.50	***
28043	Carnival Worker	13.47	***
28210	Gate Attendant/Gate Tender	18.95	
28310	Lifeguard	15.93	***
28350	Park Attendant (Aide)	21.20	
28510	Recreation Aide/Health Facility Attendant	15.48	***
28515	Recreation Specialist	26.27	
28630	Sports Official	16.89	***

Code	Title	Rate Note
28690	Swimming Pool Operator	20.18
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	29.92
29020	Hatch Tender	29.92
29030	Line Handler	29.92
29041	Stevedore I	28.72
29042	Stevedore II	31.42
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	50.82 see 2
30011	Air Traffic Control Specialist, Station (HFO)	35.05 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	38.59 see 2
30021	Archeological Technician I	21.58
30022	Archeological Technician II	24.14
30023	Archeological Technician III	29.90
30030	Cartographic Technician	29.90
30040	Civil Engineering Technician	29.90
30051	Cryogenic Technician I	33.12
30052	Cryogenic Technician II	36.57
30061	Drafter/CAD Operator I	21.58
30062	Drafter/CAD Operator II	24.14
30063	Drafter/CAD Operator III	26.90
30064	Drafter/CAD Operator IV	33.12
30081	Engineering Technician I	19.23
30082	Engineering Technician II	21.58
30083	Engineering Technician III	24.14
30084	Engineering Technician IV	29.90
30085	Engineering Technician V	36.57
30086	Engineering Technician VI	44.25
30090	Environmental Technician	29.90
30095	Evidence Control Specialist	29.90
30210	Laboratory Technician	27.36
30221	Latent Fingerprint Technician I	33.12
30222	Latent Fingerprint Technician II	36.57
30240	Mathematical Technician	29.90
30361	Paralegal/Legal Assistant I	22.22
30362	Paralegal/Legal Assistant II	27.53
30363	Paralegal/Legal Assistant III	33.67

Code	Title	Rate	Note
30364	Paralegal/Legal Assistant IV	40.75	
30375	Petroleum Supply Specialist	36.57	
30390	Photo-Optics Technician	29.90	
30395	Radiation Control Technician	36.57	
30461	Technical Writer I	29.90	
30462	Technical Writer II	36.57	
30463	Technical Writer III	44.25	
30491	Unexploded Ordnance (UXO) Technician I	32.30	
30492	Unexploded Ordnance (UXO) Technician II	39.08	
30493	Unexploded Ordnance (UXO) Technician III	46.84	
30494	Unexploded (UXO) Safety Escort	32.30	
30495	Unexploded (UXO) Sweep Personnel	32.30	
30501	Weather Forecaster I	33.12	
30502	Weather Forecaster II	40.28	
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.90	see 2
30621	Weather Observer, Senior	29.90	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	39.08	
31020	Bus Aide	15.82	***
31030	Bus Driver	20.23	
31043	Driver Courier	16.67	***
31260	Parking and Lot Attendant	13.52	***
31290	Shuttle Bus Driver	17.34	***
31310	Taxi Driver	17.34	***
31361	Truckdriver, Light	17.70	***
31362	Truckdriver, Medium	18.52	
31363	Truckdriver, Heavy	25.99	
31364	Truckdriver, Tractor-Trailer	25.99	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	19.05	
99030	Cashier	13.88	***
99050	Desk Clerk	14.28	***
99095	Embalmer	32.30	
99130	Flight Follower	32.30	
99251	Laboratory Animal Caretaker I	16.96	***
99252	Laboratory Animal Caretaker II	18.01	
99260	Marketing Analyst	29.04	

Code	Title	Rate	Note
99310	Mortician	32.30	
99410	Pest Controller	19.98	
99510	Photofinishing Worker	16.97	***
99710	Recycling Laborer	25.50	
99711	Recycling Specialist	29.28	
99730	Refuse Collector	23.63	
99810	Sales Clerk	15.40	***
99820	School Crossing Guard	14.37	***
99830	Survey Party Chief	26.27	
99831	Surveying Aide	13.79	***
99832	Surveying Technician	21.89	
99840	Vending Machine Attendant	26.94	
99841	Vending Machine Repairer	31.42	
99842	Vending Machine Repairer Helper	26.94	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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)).

Wage Determination No. : 2015-4885

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 05/08/2025

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Michigan

Area: Michigan County of Allegan

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.67	***
01012	Accounting Clerk II	19.85	
01013	Accounting Clerk III	22.20	
01020	Administrative Assistant	28.38	
01035	Court Reporter	22.79	
01041	Customer Service Representative I	17.14	***
01042	Customer Service Representative II	18.70	
01043	Customer Service Representative III	20.99	
01051	Data Entry Operator I	16.59	***
01052	Data Entry Operator II	18.10	
01060	Dispatcher, Motor Vehicle	23.19	
01070	Document Preparation Clerk	18.14	
01090	Duplicating Machine Operator	18.14	
01111	General Clerk I	16.43	***
01112	General Clerk II	17.93	
01113	General Clerk III	20.13	
01120	Housing Referral Assistant	25.39	
01141	Messenger Courier	16.04	***
01191	Order Clerk I	17.80	
01192	Order Clerk II	19.42	
01261	Personnel Assistant (Employment) I	20.22	
01262	Personnel Assistant (Employment) II	22.61	
01263	Personnel Assistant (Employment) III	25.20	
01270	Production Control Clerk	28.77	
01290	Rental Clerk	17.85	
01300	Scheduler, Maintenance	20.35	

Code	Title	Rate	Note
01311	Secretary I	20.35	
01312	Secretary II	22.76	
01313	Secretary III	25.39	
01320	Service Order Dispatcher	20.73	
01410	Supply Technician	28.38	
01420	Survey Worker	20.79	
01460	Switchboard Operator/Receptionist	17.00	***
01531	Travel Clerk I	17.71	***
01532	Travel Clerk II	19.22	
01533	Travel Clerk III	20.70	
01611	Word Processor I	18.15	
01612	Word Processor II	20.37	
01613	Word Processor III	22.79	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.64	
05010	Automotive Electrician	22.32	
05040	Automotive Glass Installer	21.40	
05070	Automotive Worker	21.40	
05110	Mobile Equipment Servicer	19.51	
05130	Motor Equipment Metal Mechanic	23.34	
05160	Motor Equipment Metal Worker	21.40	
05190	Motor Vehicle Mechanic	23.34	
05220	Motor Vehicle Mechanic Helper	18.38	
05250	Motor Vehicle Upholstery Worker	20.41	
05280	Motor Vehicle Wrecker	21.40	
05310	Painter, Automotive	22.32	
05340	Radiator Repair Specialist	21.40	
05370	Tire Repairer	19.38	
05400	Transmission Repair Specialist	23.34	
07000	Food Preparation And Service Occupations		
07010	Baker	16.72	***
07041	Cook I	16.84	***
07042	Cook II	18.47	
07070	Dishwasher	12.95	***
07130	Food Service Worker	14.51	***
07210	Meat Cutter	20.48	
07260	Waiter/Waitress	16.42	***

Code	Title	Rate	Note
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.19	
09040	Furniture Handler	17.13	***
09080	Furniture Refinisher	23.51	
09090	Furniture Refinisher Helper	19.41	
09110	Furniture Repairer, Minor	21.56	
09130	Upholsterer	21.37	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.50	***
11060	Elevator Operator	16.91	***
11090	Gardener	21.30	
11122	Housekeeping Aide	16.91	***
11150	Janitor	16.91	***
11210	Laborer, Grounds Maintenance	17.51	***
11240	Maid or Houseman	15.18	***
11260	Pruner	16.27	***
11270	Tractor Operator	20.06	
11330	Trail Maintenance Worker	17.51	***
11360	Window Cleaner	18.20	
12000	Health Occupations		
12010	Ambulance Driver	18.52	
12011	Breath Alcohol Technician	26.30	
12012	Certified Occupational Therapist Assistant	31.49	
12015	Certified Physical Therapist Assistant	28.87	
12020	Dental Assistant	21.97	
12025	Dental Hygienist	37.26	
12030	EKG Technician	35.13	
12035	Electroneurodiagnostic Technologist	35.13	
12040	Emergency Medical Technician	18.52	
12071	Licensed Practical Nurse I	23.51	
12072	Licensed Practical Nurse II	26.30	
12073	Licensed Practical Nurse III	29.31	
12100	Medical Assistant	18.35	
12130	Medical Laboratory Technician	29.55	
12160	Medical Record Clerk	18.88	
12190	Medical Record Technician	21.34	
12195	Medical Transcriptionist	21.42	

Code	Title	Rate	Note
12210	Nuclear Medicine Technologist	45.64	
12221	Nursing Assistant I	14.68	***
12222	Nursing Assistant II	16.52	***
12223	Nursing Assistant III	18.03	
12224	Nursing Assistant IV	20.24	
12235	Optical Dispenser	18.19	
12236	Optical Technician	23.51	
12250	Pharmacy Technician	17.92	
12280	Phlebotomist	18.01	
12305	Radiologic Technologist	33.68	
12311	Registered Nurse I	31.79	
12312	Registered Nurse II	38.88	
12313	Registered Nurse II, Specialist	38.88	
12314	Registered Nurse III	47.04	
12315	Registered Nurse III, Anesthetist	47.04	
12316	Registered Nurse IV	56.40	
12317	Scheduler (Drug and Alcohol Testing)	32.58	
12320	Substance Abuse Treatment Counselor	31.06	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	19.85	
13012	Exhibits Specialist II	24.60	
13013	Exhibits Specialist III	30.09	
13041	Illustrator I	19.85	
13042	Illustrator II	24.60	
13043	Illustrator III	30.09	
13047	Librarian	27.24	
13050	Library Aide/Clerk	13.93	***
13054	Library Information Technology Systems Administrator	24.60	
13058	Library Technician	17.73	***
13061	Media Specialist I	17.75	
13062	Media Specialist II	19.85	
13063	Media Specialist III	22.14	
13071	Photographer I	17.75	
13072	Photographer II	19.85	
13073	Photographer III	24.24	
13074	Photographer IV	28.94	
13075	Photographer V	34.79	

Code	Title	Rate	Note
13090	Technical Order Library Clerk	18.14	
13110	Video Teleconference Technician	23.29	
14000	Information Technology Occupations		
14041	Computer Operator I	18.80	
14042	Computer Operator II	21.03	
14043	Computer Operator III	23.45	
14044	Computer Operator IV	26.05	
14045	Computer Operator V	28.85	
14071	Computer Programmer I	25.36	see 1
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	18.80	
14160	Personal Computer Support Technician	26.05	
14170	System Support Specialist	28.85	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	35.52	
15020	Aircrew Training Devices Instructor (Rated)	42.98	
15030	Air Crew Training Devices Instructor (Pilot)	51.53	
15050	Computer Based Training Specialist / Instructor	35.52	
15060	Educational Technologist	38.16	
15070	Flight Instructor (Pilot)	51.53	
15080	Graphic Artist	23.39	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	51.53	
15086	Maintenance Test Pilot, Rotary Wing	51.53	
15088	Non-Maintenance Test/Co-Pilot	51.53	
15090	Technical Instructor	22.09	
15095	Technical Instructor/Course Developer	27.02	
15110	Test Proctor	17.84	
15120	Tutor	17.84	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	13.62	***
16030	Counter Attendant	13.62	***
16040	Dry Cleaner	17.11	***

Code	Title	Rate	Note
16070	Finisher, Flatwork, Machine	13.62	***
16090	Presser, Hand	13.62	***
16110	Presser, Machine, Drycleaning	13.62	***
16130	Presser, Machine, Shirts	13.62	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.62	***
16190	Sewing Machine Operator	18.56	
16220	Tailor	19.96	
16250	Washer, Machine	14.43	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.02	
19040	Tool And Die Maker	29.41	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	23.34	
21030	Material Coordinator	28.77	
21040	Material Expediter	28.77	
21050	Material Handling Laborer	19.34	
21071	Order Filler	16.92	***
21080	Production Line Worker (Food Processing)	23.34	
21110	Shipping Packer	20.77	
21130	Shipping/Receiving Clerk	20.77	
21140	Store Worker I	20.47	
21150	Stock Clerk	25.77	
21210	Tools And Parts Attendant	23.34	
21410	Warehouse Specialist	23.34	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	27.08	
23019	Aircraft Logs and Records Technician	22.54	
23021	Aircraft Mechanic I	25.92	
23022	Aircraft Mechanic II	27.08	
23023	Aircraft Mechanic III	28.27	
23040	Aircraft Mechanic Helper	20.82	
23050	Aircraft, Painter	29.51	
23060	Aircraft Servicer	22.54	
23070	Aircraft Survival Flight Equipment Technician	29.51	
23080	Aircraft Worker	23.58	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.58	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	25.92	

Code	Title	Rate	Note
23110	Appliance Mechanic	27.32	
23120	Bicycle Repairer	25.00	
23125	Cable Splicer	48.99	
23130	Carpenter, Maintenance	25.58	
23140	Carpet Layer	27.17	
23160	Electrician, Maintenance	29.38	
23181	Electronics Technician Maintenance I	32.98	
23182	Electronics Technician Maintenance II	34.40	
23183	Electronics Technician Maintenance III	35.97	
23260	Fabric Worker	26.83	
23290	Fire Alarm System Mechanic	30.58	
23310	Fire Extinguisher Repairer	25.61	
23311	Fuel Distribution System Mechanic	40.47	
23312	Fuel Distribution System Operator	33.88	
23370	General Maintenance Worker	21.97	
23380	Ground Support Equipment Mechanic	25.92	
23381	Ground Support Equipment Servicer	22.54	
23382	Ground Support Equipment Worker	23.58	
23391	Gunsmith I	25.61	
23392	Gunsmith II	28.06	
23393	Gunsmith III	30.58	
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.75	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.81	
23430	Heavy Equipment Mechanic	27.08	
23440	Heavy Equipment Operator	28.58	
23460	Instrument Mechanic	30.58	
23465	Laboratory/Shelter Mechanic	29.18	
23470	Laborer	19.34	
23510	Locksmith	29.18	
23530	Machinery Maintenance Mechanic	29.49	
23550	Machinist, Maintenance	23.62	
23580	Maintenance Trades Helper	17.74	***
23591	Metrology Technician I	30.58	
23592	Metrology Technician II	31.76	
23593	Metrology Technician III	33.07	
23640	Millwright	35.00	
23710	Office Appliance Repairer	25.64	

Code	Title	Rate	Note
23760	Painter, Maintenance	22.14	
23790	Pipefitter, Maintenance	27.83	
23810	Plumber, Maintenance	25.76	
23820	Pneudraulic Systems Mechanic	30.58	
23850	Rigger	30.58	
23870	Scale Mechanic	28.06	
23890	Sheet-Metal Worker, Maintenance	29.73	
23910	Small Engine Mechanic	21.57	
23931	Telecommunications Mechanic I	28.24	
23932	Telecommunications Mechanic II	29.65	
23950	Telephone Lineman	28.03	
23960	Welder, Combination, Maintenance	22.60	
23965	Well Driller	27.84	
23970	Woodcraft Worker	30.58	
23980	Woodworker	25.61	
24000 Personal Needs Occupations			
24550	Case Manager	18.21	
24570	Child Care Attendant	13.75	***
24580	Child Care Center Clerk	17.14	***
24610	Chore Aide	14.81	***
24620	Family Readiness And Support Services Coordinator	18.21	
24630	Homemaker	18.21	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	28.30	
25040	Sewage Plant Operator	27.07	
25070	Stationary Engineer	28.30	
25190	Ventilation Equipment Tender	22.28	
25210	Water Treatment Plant Operator	27.07	
27000 Protective Service Occupations			
27004	Alarm Monitor	22.98	
27007	Baggage Inspector	16.73	***
27008	Corrections Officer	29.44	
27010	Court Security Officer	26.57	
27030	Detection Dog Handler	18.98	
27040	Detention Officer	29.44	
27070	Firefighter	23.70	
27101	Guard I	16.73	***

Code	Title	Rate	Note
27102	Guard II	18.98	
27131	Police Officer I	27.71	
27132	Police Officer II	30.80	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	15.54	***
28042	Carnival Equipment Repairer	16.50	***
28043	Carnival Worker	12.60	***
28210	Gate Attendant/Gate Tender	18.95	
28310	Lifeguard	16.68	***
28350	Park Attendant (Aide)	21.20	
28510	Recreation Aide/Health Facility Attendant	15.48	***
28515	Recreation Specialist	26.27	
28630	Sports Official	16.89	***
28690	Swimming Pool Operator	18.63	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	31.36	
29020	Hatch Tender	31.36	
29030	Line Handler	31.36	
29041	Stevedore I	29.79	
29042	Stevedore II	32.92	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	50.82	see 2
30011	Air Traffic Control Specialist, Station (HFO)	35.05	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	38.59	see 2
30021	Archeological Technician I	21.58	
30022	Archeological Technician II	24.14	
30023	Archeological Technician III	29.90	
30030	Cartographic Technician	29.90	
30040	Civil Engineering Technician	29.90	
30051	Cryogenic Technician I	33.12	
30052	Cryogenic Technician II	36.57	
30061	Drafter/CAD Operator I	21.58	
30062	Drafter/CAD Operator II	24.14	
30063	Drafter/CAD Operator III	26.90	
30064	Drafter/CAD Operator IV	33.12	
30081	Engineering Technician I	19.23	
30082	Engineering Technician II	21.58	

Code	Title	Rate	Note
30083	Engineering Technician III	24.14	
30084	Engineering Technician IV	29.90	
30085	Engineering Technician V	36.57	
30086	Engineering Technician VI	44.25	
30090	Environmental Technician	29.90	
30095	Evidence Control Specialist	29.90	
30210	Laboratory Technician	27.36	
30221	Latent Fingerprint Technician I	33.12	
30222	Latent Fingerprint Technician II	36.57	
30240	Mathematical Technician	29.90	
30361	Paralegal/Legal Assistant I	22.22	
30362	Paralegal/Legal Assistant II	27.53	
30363	Paralegal/Legal Assistant III	33.67	
30364	Paralegal/Legal Assistant IV	40.75	
30375	Petroleum Supply Specialist	36.57	
30390	Photo-Optics Technician	29.90	
30395	Radiation Control Technician	36.57	
30461	Technical Writer I	29.90	
30462	Technical Writer II	36.57	
30463	Technical Writer III	44.25	
30491	Unexploded Ordnance (UXO) Technician I	32.30	
30492	Unexploded Ordnance (UXO) Technician II	39.08	
30493	Unexploded Ordnance (UXO) Technician III	46.84	
30494	Unexploded (UXO) Safety Escort	32.30	
30495	Unexploded (UXO) Sweep Personnel	32.30	
30501	Weather Forecaster I	33.12	
30502	Weather Forecaster II	40.28	
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.90	see 2
30621	Weather Observer, Senior	29.90	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	39.08	
31020	Bus Aide	16.35	***
31030	Bus Driver	20.74	
31043	Driver Courier	16.67	***
31260	Parking and Lot Attendant	13.52	***
31290	Shuttle Bus Driver	17.36	***
31310	Taxi Driver	16.71	***

Code	Title	Rate	Note
31361	Truckdriver, Light	17.70	***
31362	Truckdriver, Medium	18.52	
31363	Truckdriver, Heavy	25.99	
31364	Truckdriver, Tractor-Trailer	25.99	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	19.05	
99030	Cashier	13.88	***
99050	Desk Clerk	14.28	***
99095	Embalmer	32.30	
99130	Flight Follower	32.30	
99251	Laboratory Animal Caretaker I	16.96	***
99252	Laboratory Animal Caretaker II	18.01	
99260	Marketing Analyst	29.04	
99310	Mortician	32.30	
99410	Pest Controller	19.98	
99510	Photofinishing Worker	16.97	***
99710	Recycling Laborer	25.50	
99711	Recycling Specialist	29.28	
99730	Refuse Collector	23.63	
99810	Sales Clerk	15.40	***
99820	School Crossing Guard	14.37	***
99830	Survey Party Chief	25.62	
99831	Surveying Aide	14.14	***
99832	Surveying Technician	21.55	
99840	Vending Machine Attendant	24.64	
99841	Vending Machine Repairer	29.63	
99842	Vending Machine Repairer Helper	24.64	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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)).

Wage Determination No. : 2015-4887

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin Counties of Calumet, Outagamie

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	17.64 ***
01012	Accounting Clerk II	19.79
01013	Accounting Clerk III	22.14
01020	Administrative Assistant	30.37
01035	Court Reporter	21.03
01041	Customer Service Representative I	16.19 ***
01042	Customer Service Representative II	17.66 ***
01043	Customer Service Representative III	19.82
01051	Data Entry Operator I	16.31 ***
01052	Data Entry Operator II	17.80
01060	Dispatcher, Motor Vehicle	21.84
01070	Document Preparation Clerk	16.75 ***
01090	Duplicating Machine Operator	16.75 ***
01111	General Clerk I	15.46 ***
01112	General Clerk II	16.87 ***
01113	General Clerk III	18.93

Code	Title	Rate	Note
01120	Housing Referral Assistant	23.45	
01141	Messenger Courier	16.24	***
01191	Order Clerk I	19.21	
01192	Order Clerk II	20.96	
01261	Personnel Assistant (Employment) I	17.43	***
01262	Personnel Assistant (Employment) II	19.50	
01263	Personnel Assistant (Employment) III	21.75	
01270	Production Control Clerk	23.91	
01290	Rental Clerk	17.64	***
01300	Scheduler, Maintenance	18.80	
01311	Secretary I	18.80	
01312	Secretary II	21.03	
01313	Secretary III	23.45	
01320	Service Order Dispatcher	19.51	
01410	Supply Technician	30.37	
01420	Survey Worker	20.45	
01460	Switchboard Operator/Receptionist	17.68	***
01531	Travel Clerk I	18.29	
01532	Travel Clerk II	19.79	
01533	Travel Clerk III	21.41	
01611	Word Processor I	16.75	***
01612	Word Processor II	18.80	
01613	Word Processor III	21.03	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	24.32	
05010	Automotive Electrician	22.95	
05040	Automotive Glass Installer	21.63	
05070	Automotive Worker	21.63	
05110	Mobile Equipment Servicer	19.30	
05130	Motor Equipment Metal Mechanic	24.47	
05160	Motor Equipment Metal Worker	21.63	
05190	Motor Vehicle Mechanic	24.47	
05220	Motor Vehicle Mechanic Helper	18.12	
05250	Motor Vehicle Upholstery Worker	20.47	
05280	Motor Vehicle Wrecker	21.63	
05310	Painter, Automotive	22.95	
05340	Radiator Repair Specialist	21.63	

Code	Title	Rate	Note
05370	Tire Repairer	17.31	***
05400	Transmission Repair Specialist	24.47	
07000	Food Preparation And Service Occupations		
07010	Baker	16.42	***
07041	Cook I	17.17	***
07042	Cook II	19.25	
07070	Dishwasher	11.17	***
07130	Food Service Worker	13.97	***
07210	Meat Cutter	21.12	
07260	Waiter/Waitress	13.54	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.28	
09040	Furniture Handler	15.86	***
09080	Furniture Refinisher	22.28	
09090	Furniture Refinisher Helper	17.82	
09110	Furniture Repairer, Minor	19.86	
09130	Upholsterer	22.28	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.64	***
11060	Elevator Operator	16.03	***
11090	Gardener	22.78	
11122	Housekeeping Aide	16.03	***
11150	Janitor	16.03	***
11210	Laborer, Grounds Maintenance	18.65	
11240	Maid or Houseman	14.55	***
11260	Pruner	17.29	***
11270	Tractor Operator	21.39	
11330	Trail Maintenance Worker	18.65	
11360	Window Cleaner	17.29	***
12000	Health Occupations		
12010	Ambulance Driver	18.89	
12011	Breath Alcohol Technician	24.15	
12012	Certified Occupational Therapist Assistant	30.21	
12015	Certified Physical Therapist Assistant	30.43	
12020	Dental Assistant	22.42	
12025	Dental Hygienist	38.03	
12030	EKG Technician	37.28	

Code	Title	Rate	Note
12035	Electroneurodiagnostic Technologist	37.28	
12040	Emergency Medical Technician	18.89	
12071	Licensed Practical Nurse I	21.59	
12072	Licensed Practical Nurse II	24.15	
12073	Licensed Practical Nurse III	26.92	
12100	Medical Assistant	21.36	
12130	Medical Laboratory Technician	26.66	
12160	Medical Record Clerk	23.64	
12190	Medical Record Technician	26.43	
12195	Medical Transcriptionist	21.16	
12210	Nuclear Medicine Technologist	53.08	
12221	Nursing Assistant I	13.54	***
12222	Nursing Assistant II	15.24	***
12223	Nursing Assistant III	16.63	***
12224	Nursing Assistant IV	18.66	
12235	Optical Dispenser	17.83	
12236	Optical Technician	21.59	
12250	Pharmacy Technician	19.19	
12280	Phlebotomist	20.16	
12305	Radiologic Technologist	31.69	
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)	29.92	
12320	Substance Abuse Treatment Counselor	26.14	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	22.57	
13012	Exhibits Specialist II	27.95	
13013	Exhibits Specialist III	34.20	
13041	Illustrator I	22.57	
13042	Illustrator II	27.95	
13043	Illustrator III	34.20	
13047	Librarian	30.96	
13050	Library Aide/Clerk	16.85	***

Code	Title	Rate	Note
13054	Library Information Technology Systems Administrator	27.95	
13058	Library Technician	15.28	***
13061	Media Specialist I	20.17	
13062	Media Specialist II	22.57	
13063	Media Specialist III	25.16	
13071	Photographer I	19.59	
13072	Photographer II	21.90	
13073	Photographer III	27.14	
13074	Photographer IV	33.19	
13075	Photographer V	40.16	
13090	Technical Order Library Clerk	21.18	
13110	Video Teleconference Technician	22.19	
14000	Information Technology Occupations		
14041	Computer Operator I	21.16	
14042	Computer Operator II	23.66	
14043	Computer Operator III	26.39	
14044	Computer Operator IV	29.32	
14045	Computer Operator V	32.47	
14071	Computer Programmer I	22.42	see 1
14072	Computer Programmer II		see 1
14073	Computer Programmer III		see 1
14074	Computer Programmer IV		see 1
14101	Computer Systems Analyst I		see 1
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	21.16	
14160	Personal Computer Support Technician	29.32	
14170	System Support Specialist	32.47	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	30.37	
15020	Aircrew Training Devices Instructor (Rated)	36.73	
15030	Air Crew Training Devices Instructor (Pilot)	44.03	
15050	Computer Based Training Specialist / Instructor	30.37	
15060	Educational Technologist	36.94	
15070	Flight Instructor (Pilot)	44.03	
15080	Graphic Artist	25.18	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.03	

Code	Title	Rate	Note
15086	Maintenance Test Pilot, Rotary Wing	44.03	
15088	Non-Maintenance Test/Co-Pilot	44.03	
15090	Technical Instructor	24.03	
15095	Technical Instructor/Course Developer	29.39	
15110	Test Proctor	19.39	
15120	Tutor	19.39	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.60	***
16030	Counter Attendant	17.60	***
16040	Dry Cleaner	20.10	
16070	Finisher, Flatwork, Machine	17.60	***
16090	Presser, Hand	17.60	***
16110	Presser, Machine, Drycleaning	17.60	***
16130	Presser, Machine, Shirts	17.60	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.60	***
16190	Sewing Machine Operator	20.94	
16220	Tailor	21.77	
16250	Washer, Machine	18.43	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	26.15	
19040	Tool And Die Maker	31.90	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.07	
21030	Material Coordinator	23.91	
21040	Material Expediter	23.91	
21050	Material Handling Laborer	18.39	
21071	Order Filler	16.49	***
21080	Production Line Worker (Food Processing)	21.07	
21110	Shipping Packer	20.71	
21130	Shipping/Receiving Clerk	20.71	
21140	Store Worker I	17.36	***
21150	Stock Clerk	21.89	
21210	Tools And Parts Attendant	21.07	
21410	Warehouse Specialist	21.07	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	34.11	
23019	Aircraft Logs and Records Technician	27.23	

Code	Title	Rate Note
23021	Aircraft Mechanic I	32.56
23022	Aircraft Mechanic II	34.11
23023	Aircraft Mechanic III	35.90
23040	Aircraft Mechanic Helper	24.11
23050	Aircraft, Painter	30.53
23060	Aircraft Servicer	27.23
23070	Aircraft Survival Flight Equipment Technician	30.53
23080	Aircraft Worker	28.78
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.78
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	32.56
23110	Appliance Mechanic	27.94
23120	Bicycle Repairer	25.67
23125	Cable Splicer	47.75
23130	Carpenter, Maintenance	28.39
23140	Carpet Layer	26.93
23160	Electrician, Maintenance	36.33
23181	Electronics Technician Maintenance I	28.78
23182	Electronics Technician Maintenance II	30.53
23183	Electronics Technician Maintenance III	32.56
23260	Fabric Worker	27.23
23290	Fire Alarm System Mechanic	32.56
23310	Fire Extinguisher Repairer	25.67
23311	Fuel Distribution System Mechanic	32.56
23312	Fuel Distribution System Operator	25.67
23370	General Maintenance Worker	23.70
23380	Ground Support Equipment Mechanic	32.56
23381	Ground Support Equipment Servicer	27.23
23382	Ground Support Equipment Worker	28.78
23391	Gunsmith I	25.67
23392	Gunsmith II	28.78
23393	Gunsmith III	32.56
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.71
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.14
23430	Heavy Equipment Mechanic	29.85
23440	Heavy Equipment Operator	34.83
23460	Instrument Mechanic	32.56
23465	Laboratory/Shelter Mechanic	30.53

Code	Title	Rate	Note
23470	Laborer	18.39	
23510	Locksmith	30.53	
23530	Machinery Maintenance Mechanic	29.57	
23550	Machinist, Maintenance	22.70	
23580	Maintenance Trades Helper	17.69	***
23591	Metrology Technician I	32.56	
23592	Metrology Technician II	34.11	
23593	Metrology Technician III	35.90	
23640	Millwright	33.97	
23710	Office Appliance Repairer	23.19	
23760	Painter, Maintenance	23.11	
23790	Pipefitter, Maintenance	37.60	
23810	Plumber, Maintenance	35.26	
23820	Pneudraulic Systems Mechanic	32.56	
23850	Rigger	32.56	
23870	Scale Mechanic	28.78	
23890	Sheet-Metal Worker, Maintenance	37.24	
23910	Small Engine Mechanic	26.33	
23931	Telecommunications Mechanic I	29.32	
23932	Telecommunications Mechanic II	30.73	
23950	Telephone Lineman	31.04	
23960	Welder, Combination, Maintenance	24.50	
23965	Well Driller	32.56	
23970	Woodcraft Worker	32.56	
23980	Woodworker	25.67	
24000 Personal Needs Occupations			
24550	Case Manager	22.70	
24570	Child Care Attendant	12.40	***
24580	Child Care Center Clerk	16.32	***
24610	Chore Aide	16.18	***
24620	Family Readiness And Support Services Coordinator	22.70	
24630	Homemaker	22.70	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	32.66	
25040	Sewage Plant Operator	30.63	
25070	Stationary Engineer	32.66	
25190	Ventilation Equipment Tender	24.18	

Code	Title	Rate	Note
25210	Water Treatment Plant Operator	30.63	
27000	Protective Service Occupations		
27004	Alarm Monitor	23.89	
27007	Baggage Inspector	15.74	***
27008	Corrections Officer	29.88	
27010	Court Security Officer	26.38	
27030	Detection Dog Handler	17.61	***
27040	Detention Officer	29.88	
27070	Firefighter	24.84	
27101	Guard I	15.74	***
27102	Guard II	17.61	***
27131	Police Officer I	33.28	
27132	Police Officer II	36.98	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	14.02	***
28042	Carnival Equipment Repairer	14.93	***
28043	Carnival Worker	11.33	***
28210	Gate Attendant/Gate Tender	17.41	***
28310	Lifeguard	13.02	***
28350	Park Attendant (Aide)	19.48	
28510	Recreation Aide/Health Facility Attendant	14.22	***
28515	Recreation Specialist	23.56	
28630	Sports Official	15.51	***
28690	Swimming Pool Operator	17.53	***
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	28.78	
29020	Hatch Tender	28.78	
29030	Line Handler	28.78	
29041	Stevedore I	27.23	
29042	Stevedore II	30.53	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	20.20	
30022	Archeological Technician II	22.59	
30023	Archeological Technician III	27.97	

Code	Title	Rate Note
30030	Cartographic Technician	27.97
30040	Civil Engineering Technician	31.65
30051	Cryogenic Technician I	30.99
30052	Cryogenic Technician II	34.23
30061	Drafter/CAD Operator I	20.20
30062	Drafter/CAD Operator II	22.59
30063	Drafter/CAD Operator III	25.18
30064	Drafter/CAD Operator IV	30.99
30081	Engineering Technician I	16.94 ***
30082	Engineering Technician II	20.14
30083	Engineering Technician III	22.53
30084	Engineering Technician IV	27.92
30085	Engineering Technician V	34.15
30086	Engineering Technician VI	41.31
30090	Environmental Technician	27.97
30095	Evidence Control Specialist	27.97
30210	Laboratory Technician	24.74
30221	Latent Fingerprint Technician I	30.99
30222	Latent Fingerprint Technician II	34.23
30240	Mathematical Technician	27.97
30361	Paralegal/Legal Assistant I	20.84
30362	Paralegal/Legal Assistant II	25.82
30363	Paralegal/Legal Assistant III	31.58
30364	Paralegal/Legal Assistant IV	38.22
30375	Petroleum Supply Specialist	34.23
30390	Photo-Optics Technician	27.97
30395	Radiation Control Technician	34.23
30461	Technical Writer I	27.43
30462	Technical Writer II	33.54
30463	Technical Writer III	40.44
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	30.99
30502	Weather Forecaster II	37.69

Code	Title	Rate	Note
30620	Weather Observer, Combined Upper Air Or Surface Programs	25.18	see 2
30621	Weather Observer, Senior	27.97	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	18.38	
31030	Bus Driver	23.81	
31043	Driver Courier	18.79	
31260	Parking and Lot Attendant	14.31	***
31290	Shuttle Bus Driver	15.45	***
31310	Taxi Driver	12.99	***
31361	Truckdriver, Light	20.01	
31362	Truckdriver, Medium	21.22	
31363	Truckdriver, Heavy	26.31	
31364	Truckdriver, Tractor-Trailer	26.31	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	13.93	***
99050	Desk Clerk	14.64	***
99095	Embalmer	32.56	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	16.60	***
99252	Laboratory Animal Caretaker II	17.67	***
99260	Marketing Analyst	28.64	
99310	Mortician	32.56	
99410	Pest Controller	26.39	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	20.37	
99711	Recycling Specialist	23.36	
99730	Refuse Collector	18.88	
99810	Sales Clerk	14.75	***
99820	School Crossing Guard	18.20	
99830	Survey Party Chief	33.32	
99831	Surveying Aide	19.47	
99832	Surveying Technician	25.44	
99840	Vending Machine Attendant	22.39	
99841	Vending Machine Repairer	26.58	
99842	Vending Machine Repairer Helper	22.39	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4889

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin Counties of Chippewa, Eau Claire

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.58	***
01012	Accounting Clerk II	19.73	
01013	Accounting Clerk III	22.07	
01020	Administrative Assistant	29.28	
01035	Court Reporter	21.07	
01041	Customer Service Representative I	15.80	***
01042	Customer Service Representative II	17.24	***
01043	Customer Service Representative III	19.35	
01051	Data Entry Operator I	15.75	***

Code	Title	Rate	Note
01052	Data Entry Operator II	17.18	***
01060	Dispatcher, Motor Vehicle	21.52	
01070	Document Preparation Clerk	17.23	***
01090	Duplicating Machine Operator	17.23	***
01111	General Clerk I	15.65	***
01112	General Clerk II	17.07	***
01113	General Clerk III	19.16	
01120	Housing Referral Assistant	23.50	
01141	Messenger Courier	13.67	***
01191	Order Clerk I	16.78	***
01192	Order Clerk II	18.31	
01261	Personnel Assistant (Employment) I	17.44	***
01262	Personnel Assistant (Employment) II	19.50	
01263	Personnel Assistant (Employment) III	21.75	
01270	Production Control Clerk	23.73	
01290	Rental Clerk	19.40	
01300	Scheduler, Maintenance	18.84	
01311	Secretary I	18.84	
01312	Secretary II	21.07	
01313	Secretary III	23.50	
01320	Service Order Dispatcher	19.21	
01410	Supply Technician	29.28	
01420	Survey Worker	19.98	
01460	Switchboard Operator/Receptionist	18.15	
01531	Travel Clerk I	19.13	
01532	Travel Clerk II	20.65	
01533	Travel Clerk III	22.20	
01611	Word Processor I	16.79	***
01612	Word Processor II	18.84	
01613	Word Processor III	21.07	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.29	
05010	Automotive Electrician	22.46	
05040	Automotive Glass Installer	21.28	
05070	Automotive Worker	21.28	
05110	Mobile Equipment Servicer	18.98	
05130	Motor Equipment Metal Mechanic	23.59	

Code	Title	Rate	Note
05160	Motor Equipment Metal Worker	21.28	
05190	Motor Vehicle Mechanic	23.59	
05220	Motor Vehicle Mechanic Helper	17.82	
05250	Motor Vehicle Upholstery Worker	20.12	
05280	Motor Vehicle Wrecker	21.28	
05310	Painter, Automotive	22.46	
05340	Radiator Repair Specialist	21.28	
05370	Tire Repairer	18.11	
05400	Transmission Repair Specialist	23.59	
07000	Food Preparation And Service Occupations		
07010	Baker	17.10	***
07041	Cook I	17.63	***
07042	Cook II	19.77	
07070	Dishwasher	11.69	***
07130	Food Service Worker	14.30	***
07210	Meat Cutter	18.45	
07260	Waiter/Waitress	12.34	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	21.41	
09040	Furniture Handler	14.67	***
09080	Furniture Refinisher	21.41	
09090	Furniture Refinisher Helper	16.98	***
09110	Furniture Repairer, Minor	19.20	
09130	Upholsterer	21.41	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.09	***
11060	Elevator Operator	15.86	***
11090	Gardener	22.32	
11122	Housekeeping Aide	15.86	***
11150	Janitor	15.86	***
11210	Laborer, Grounds Maintenance	18.10	
11240	Maid or Houseman	14.88	***
11260	Pruner	16.69	***
11270	Tractor Operator	20.96	
11330	Trail Maintenance Worker	18.10	
11360	Window Cleaner	17.20	***
12000	Health Occupations		

Code	Title	Rate	Note
12010	Ambulance Driver	21.95	
12011	Breath Alcohol Technician	23.35	
12012	Certified Occupational Therapist Assistant	32.05	
12015	Certified Physical Therapist Assistant	29.14	
12020	Dental Assistant	21.27	
12025	Dental Hygienist	37.63	
12030	EKG Technician	35.40	
12035	Electroneurodiagnostic Technologist	35.40	
12040	Emergency Medical Technician	21.95	
12071	Licensed Practical Nurse I	20.89	
12072	Licensed Practical Nurse II	23.35	
12073	Licensed Practical Nurse III	26.04	
12100	Medical Assistant	22.10	
12130	Medical Laboratory Technician	30.21	
12160	Medical Record Clerk	21.14	
12190	Medical Record Technician	23.65	
12195	Medical Transcriptionist	21.64	
12210	Nuclear Medicine Technologist	46.67	
12221	Nursing Assistant I	13.08	***
12222	Nursing Assistant II	14.72	***
12223	Nursing Assistant III	16.06	***
12224	Nursing Assistant IV	18.02	
12235	Optical Dispenser	19.45	
12236	Optical Technician	20.89	
12250	Pharmacy Technician	18.36	
12280	Phlebotomist	21.86	
12305	Radiologic Technologist	33.31	
12311	Registered Nurse I	26.02	
12312	Registered Nurse II	31.83	
12313	Registered Nurse II, Specialist	31.83	
12314	Registered Nurse III	38.51	
12315	Registered Nurse III, Anesthetist	38.51	
12316	Registered Nurse IV	46.16	
12317	Scheduler (Drug and Alcohol Testing)	28.94	
12320	Substance Abuse Treatment Counselor	26.43	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	21.53	

Code	Title	Rate	Note
13012	Exhibits Specialist II	26.67	
13013	Exhibits Specialist III	32.63	
13041	Illustrator I	21.53	
13042	Illustrator II	26.67	
13043	Illustrator III	32.63	
13047	Librarian	29.54	
13050	Library Aide/Clerk	17.68	***
13054	Library Information Technology Systems Administrator	26.67	
13058	Library Technician	20.01	
13061	Media Specialist I	19.25	
13062	Media Specialist II	21.53	
13063	Media Specialist III	24.01	
13071	Photographer I	19.25	
13072	Photographer II	21.53	
13073	Photographer III	26.67	
13074	Photographer IV	32.63	
13075	Photographer V	39.48	
13090	Technical Order Library Clerk	22.62	
13110	Video Teleconference Technician	19.98	
14000	Information Technology Occupations		
14041	Computer Operator I	19.77	
14042	Computer Operator II	22.12	
14043	Computer Operator III	24.66	
14044	Computer Operator IV	27.40	
14045	Computer Operator V	30.35	
14071	Computer Programmer I	22.28	see 1
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	19.77	
14160	Personal Computer Support Technician	27.40	
14170	System Support Specialist	31.01	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.73	

Code	Title	Rate	Note
15020	Aircrew Training Devices Instructor (Rated)	40.80	
15030	Air Crew Training Devices Instructor (Pilot)	48.90	
15050	Computer Based Training Specialist / Instructor	33.73	
15060	Educational Technologist	35.92	
15070	Flight Instructor (Pilot)	48.90	
15080	Graphic Artist	23.88	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.90	
15086	Maintenance Test Pilot, Rotary Wing	48.90	
15088	Non-Maintenance Test/Co-Pilot	48.90	
15090	Technical Instructor	24.44	
15095	Technical Instructor/Course Developer	29.90	
15110	Test Proctor	19.73	
15120	Tutor	19.73	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.56	***
16030	Counter Attendant	16.56	***
16040	Dry Cleaner	19.00	
16070	Finisher, Flatwork, Machine	16.56	***
16090	Presser, Hand	16.56	***
16110	Presser, Machine, Drycleaning	16.56	***
16130	Presser, Machine, Shirts	16.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.56	***
16190	Sewing Machine Operator	19.80	
16220	Tailor	20.60	
16250	Washer, Machine	17.35	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	26.08	
19040	Tool And Die Maker	31.45	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.47	
21030	Material Coordinator	23.73	
21040	Material Expediter	23.73	
21050	Material Handling Laborer	18.81	
21071	Order Filler	17.09	***
21080	Production Line Worker (Food Processing)	21.47	
21110	Shipping Packer	19.67	
21130	Shipping/Receiving Clerk	19.67	

Code	Title	Rate Note
21140	Store Worker I	15.39 ***
21150	Stock Clerk	19.69
21210	Tools And Parts Attendant	21.47
21410	Warehouse Specialist	21.47
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	31.09
23019	Aircraft Logs and Records Technician	25.29
23021	Aircraft Mechanic I	29.64
23022	Aircraft Mechanic II	31.09
23023	Aircraft Mechanic III	32.55
23040	Aircraft Mechanic Helper	22.39
23050	Aircraft, Painter	28.21
23060	Aircraft Servicer	25.29
23070	Aircraft Survival Flight Equipment Technician	28.21
23080	Aircraft Worker	26.74
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.74
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.64
23110	Appliance Mechanic	27.82
23120	Bicycle Repairer	23.84
23125	Cable Splicer	46.46
23130	Carpenter, Maintenance	27.22
23140	Carpet Layer	26.74
23160	Electrician, Maintenance	36.93
23181	Electronics Technician Maintenance I	26.74
23182	Electronics Technician Maintenance II	28.21
23183	Electronics Technician Maintenance III	29.64
23260	Fabric Worker	25.29
23290	Fire Alarm System Mechanic	29.64
23310	Fire Extinguisher Repairer	23.84
23311	Fuel Distribution System Mechanic	29.64
23312	Fuel Distribution System Operator	23.84
23370	General Maintenance Worker	23.40
23380	Ground Support Equipment Mechanic	29.64
23381	Ground Support Equipment Servicer	25.29
23382	Ground Support Equipment Worker	26.74
23391	Gunsmith I	23.84
23392	Gunsmith II	26.74

Code	Title	Rate	Note
23393	Gunsmith III	29.64	
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.96	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.38	
23430	Heavy Equipment Mechanic	29.34	
23440	Heavy Equipment Operator	29.11	
23460	Instrument Mechanic	29.64	
23465	Laboratory/Shelter Mechanic	28.21	
23470	Laborer	18.81	
23510	Locksmith	28.21	
23530	Machinery Maintenance Mechanic	29.42	
23550	Machinist, Maintenance	23.33	
23580	Maintenance Trades Helper	21.69	
23591	Metrology Technician I	29.64	
23592	Metrology Technician II	31.09	
23593	Metrology Technician III	32.55	
23640	Millwright	35.54	
23710	Office Appliance Repairer	24.30	
23760	Painter, Maintenance	23.62	
23790	Pipefitter, Maintenance	34.74	
23810	Plumber, Maintenance	32.46	
23820	Pneudraulic Systems Mechanic	29.64	
23850	Rigger	29.64	
23870	Scale Mechanic	26.74	
23890	Sheet-Metal Worker, Maintenance	29.64	
23910	Small Engine Mechanic	26.74	
23931	Telecommunications Mechanic I	28.08	
23932	Telecommunications Mechanic II	29.44	
23950	Telephone Lineman	29.23	
23960	Welder, Combination, Maintenance	23.50	
23965	Well Driller	29.64	
23970	Woodcraft Worker	29.64	
23980	Woodworker	23.84	
24000	Personal Needs Occupations		
24550	Case Manager	23.75	
24570	Child Care Attendant	13.02	***
24580	Child Care Center Clerk	16.24	***
24610	Chore Aide	15.56	***

Code	Title	Rate	Note
24620	Family Readiness And Support Services Coordinator	23.75	
24630	Homemaker	23.75	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	30.24	
25040	Sewage Plant Operator	28.56	
25070	Stationary Engineer	30.24	
25190	Ventilation Equipment Tender	22.84	
25210	Water Treatment Plant Operator	28.56	
27000	Protective Service Occupations		
27004	Alarm Monitor	24.69	
27007	Baggage Inspector	16.86	***
27008	Corrections Officer	27.65	
27010	Court Security Officer	22.70	
27030	Detection Dog Handler	20.01	
27040	Detention Officer	27.65	
27070	Firefighter	18.27	
27101	Guard I	16.86	***
27102	Guard II	20.01	
27131	Police Officer I	29.08	
27132	Police Officer II	32.31	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	14.59	***
28042	Carnival Equipment Repairer	15.51	***
28043	Carnival Worker	11.64	***
28210	Gate Attendant/Gate Tender	18.13	
28310	Lifeguard	14.34	***
28350	Park Attendant (Aide)	20.28	
28510	Recreation Aide/Health Facility Attendant	14.81	***
28515	Recreation Specialist	25.13	
28630	Sports Official	16.16	***
28690	Swimming Pool Operator	18.11	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	29.41	
29020	Hatch Tender	29.41	
29030	Line Handler	29.41	
29041	Stevedore I	27.82	
29042	Stevedore II	31.03	

Code	Title	Rate Note
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	45.21 see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34 see 2
30021	Archeological Technician I	18.54
30022	Archeological Technician II	20.73
30023	Archeological Technician III	25.69
30030	Cartographic Technician	25.69
30040	Civil Engineering Technician	29.51
30051	Cryogenic Technician I	28.45
30052	Cryogenic Technician II	31.43
30061	Drafter/CAD Operator I	18.54
30062	Drafter/CAD Operator II	20.73
30063	Drafter/CAD Operator III	23.12
30064	Drafter/CAD Operator IV	28.45
30081	Engineering Technician I	17.93
30082	Engineering Technician II	20.14
30083	Engineering Technician III	22.53
30084	Engineering Technician IV	27.92
30085	Engineering Technician V	34.13
30086	Engineering Technician VI	41.29
30090	Environmental Technician	25.69
30095	Evidence Control Specialist	25.69
30210	Laboratory Technician	23.12
30221	Latent Fingerprint Technician I	28.45
30222	Latent Fingerprint Technician II	31.43
30240	Mathematical Technician	25.69
30361	Paralegal/Legal Assistant I	19.15
30362	Paralegal/Legal Assistant II	23.73
30363	Paralegal/Legal Assistant III	29.03
30364	Paralegal/Legal Assistant IV	35.12
30375	Petroleum Supply Specialist	31.43
30390	Photo-Optics Technician	25.69
30395	Radiation Control Technician	31.43
30461	Technical Writer I	25.69
30462	Technical Writer II	31.43
30463	Technical Writer III	38.02

Code	Title	Rate	Note
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	28.45	
30502	Weather Forecaster II	34.61	
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.12	see 2
30621	Weather Observer, Senior	25.69	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	16.75	***
31030	Bus Driver	21.90	
31043	Driver Courier	19.39	
31260	Parking and Lot Attendant	14.04	***
31290	Shuttle Bus Driver	14.63	***
31310	Taxi Driver	13.64	***
31361	Truckdriver, Light	20.66	
31362	Truckdriver, Medium	21.90	
31363	Truckdriver, Heavy	24.25	
31364	Truckdriver, Tractor-Trailer	24.25	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	14.19	***
99050	Desk Clerk	14.57	***
99095	Embalmer	28.88	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	15.07	***
99252	Laboratory Animal Caretaker II	15.99	***
99260	Marketing Analyst	28.04	
99310	Mortician	28.88	
99410	Pest Controller	22.69	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	22.45	
99711	Recycling Specialist	25.80	
99730	Refuse Collector	20.75	
99810	Sales Clerk	14.87	***

Code	Title	Rate	Note
99820	School Crossing Guard	16.76	***
99830	Survey Party Chief	26.89	
99831	Surveying Aide	15.72	***
99832	Surveying Technician	20.64	
99840	Vending Machine Attendant	21.05	
99841	Vending Machine Repairer	25.14	
99842	Vending Machine Repairer Helper	21.05	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4891

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin County of Fond Du Lac

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	17.80
01012	Accounting Clerk II	19.97

Code	Title	Rate	Note
01013	Accounting Clerk III	22.34	
01020	Administrative Assistant	28.87	
01035	Court Reporter	21.15	
01041	Customer Service Representative I	16.95	***
01042	Customer Service Representative II	18.50	
01043	Customer Service Representative III	20.78	
01051	Data Entry Operator I	16.97	***
01052	Data Entry Operator II	18.52	
01060	Dispatcher, Motor Vehicle	20.21	
01070	Document Preparation Clerk	16.84	***
01090	Duplicating Machine Operator	16.84	***
01111	General Clerk I	15.10	***
01112	General Clerk II	16.48	***
01113	General Clerk III	18.49	
01120	Housing Referral Assistant	23.58	
01141	Messenger Courier	15.09	***
01191	Order Clerk I	17.01	***
01192	Order Clerk II	18.56	
01261	Personnel Assistant (Employment) I	18.90	
01262	Personnel Assistant (Employment) II	21.15	
01263	Personnel Assistant (Employment) III	23.58	
01270	Production Control Clerk	25.92	
01290	Rental Clerk	17.94	
01300	Scheduler, Maintenance	18.90	
01311	Secretary I	18.90	
01312	Secretary II	21.15	
01313	Secretary III	23.58	
01320	Service Order Dispatcher	18.07	
01410	Supply Technician	28.87	
01420	Survey Worker	21.15	
01460	Switchboard Operator/Receptionist	17.34	***
01531	Travel Clerk I	15.95	***
01532	Travel Clerk II	17.26	***
01533	Travel Clerk III	20.06	
01611	Word Processor I	16.84	***
01612	Word Processor II	18.90	
01613	Word Processor III	21.15	

Code	Title	Rate	Note
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.20	
05010	Automotive Electrician	22.74	
05040	Automotive Glass Installer	21.43	
05070	Automotive Worker	21.43	
05110	Mobile Equipment Servicer	19.11	
05130	Motor Equipment Metal Mechanic	24.23	
05160	Motor Equipment Metal Worker	21.43	
05190	Motor Vehicle Mechanic	24.23	
05220	Motor Vehicle Mechanic Helper	17.94	
05250	Motor Vehicle Upholstery Worker	20.27	
05280	Motor Vehicle Wrecker	21.43	
05310	Painter, Automotive	22.74	
05340	Radiator Repair Specialist	21.43	
05370	Tire Repairer	19.11	
05400	Transmission Repair Specialist	24.23	
07000	Food Preparation And Service Occupations		
07010	Baker	15.26	***
07041	Cook I	17.40	***
07042	Cook II	19.50	
07070	Dishwasher	10.14	***
07130	Food Service Worker	13.24	***
07210	Meat Cutter	22.30	
07260	Waiter/Waitress	12.62	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	25.06	
09040	Furniture Handler	17.25	***
09080	Furniture Refinisher	25.06	
09090	Furniture Refinisher Helper	19.78	
09110	Furniture Repairer, Minor	22.35	
09130	Upholsterer	25.06	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.95	***
11060	Elevator Operator	15.86	***
11090	Gardener	22.25	
11122	Housekeeping Aide	15.86	***
11150	Janitor	15.86	***

Code	Title	Rate	Note
11210	Laborer, Grounds Maintenance	18.22	
11240	Maid or Houseman	13.86	***
11260	Pruner	16.89	***
11270	Tractor Operator	20.89	
11330	Trail Maintenance Worker	18.22	
11360	Window Cleaner	17.11	***
12000	Health Occupations		
12010	Ambulance Driver	21.88	
12011	Breath Alcohol Technician	24.97	
12012	Certified Occupational Therapist Assistant	31.79	
12015	Certified Physical Therapist Assistant	32.93	
12020	Dental Assistant	22.66	
12025	Dental Hygienist	37.84	
12030	EKG Technician	35.11	
12035	Electroneurodiagnostic Technologist	35.11	
12040	Emergency Medical Technician	21.88	
12071	Licensed Practical Nurse I	20.71	
12072	Licensed Practical Nurse II	23.17	
12073	Licensed Practical Nurse III	25.83	
12100	Medical Assistant	20.37	
12130	Medical Laboratory Technician	27.37	
12160	Medical Record Clerk	20.71	
12190	Medical Record Technician	25.27	
12195	Medical Transcriptionist	20.71	
12210	Nuclear Medicine Technologist	50.92	
12221	Nursing Assistant I	13.98	***
12222	Nursing Assistant II	15.72	***
12223	Nursing Assistant III	17.15	***
12224	Nursing Assistant IV	19.26	
12235	Optical Dispenser	23.17	
12236	Optical Technician	20.71	
12250	Pharmacy Technician	18.60	
12280	Phlebotomist	20.71	
12305	Radiologic Technologist	35.11	
12311	Registered Nurse I	25.35	
12312	Registered Nurse II	31.01	
12313	Registered Nurse II, Specialist	31.01	

Code	Title	Rate	Note
12314	Registered Nurse III	37.52	
12315	Registered Nurse III, Anesthetist	37.52	
12316	Registered Nurse IV	44.97	
12317	Scheduler (Drug and Alcohol Testing)	30.93	
12320	Substance Abuse Treatment Counselor	29.12	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	21.99	
13012	Exhibits Specialist II	27.25	
13013	Exhibits Specialist III	33.34	
13041	Illustrator I	21.99	
13042	Illustrator II	27.25	
13043	Illustrator III	33.34	
13047	Librarian	30.18	
13050	Library Aide/Clerk	17.52	***
13054	Library Information Technology Systems Administrator	27.25	
13058	Library Technician	19.22	
13061	Media Specialist I	19.66	
13062	Media Specialist II	21.99	
13063	Media Specialist III	24.53	
13071	Photographer I	19.66	
13072	Photographer II	21.99	
13073	Photographer III	27.25	
13074	Photographer IV	33.34	
13075	Photographer V	40.33	
13090	Technical Order Library Clerk	21.99	
13110	Video Teleconference Technician	19.66	
14000	Information Technology Occupations		
14041	Computer Operator I	19.59	
14042	Computer Operator II	21.91	
14043	Computer Operator III	24.43	
14044	Computer Operator IV	27.16	
14045	Computer Operator V	30.07	
14071	Computer Programmer I	22.42	see 1
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

Code	Title	Rate	Note
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	19.59	
14160	Personal Computer Support Technician	27.16	
14170	System Support Specialist	30.07	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.26	
15020	Aircrew Training Devices Instructor (Rated)	40.24	
15030	Air Crew Training Devices Instructor (Pilot)	48.23	
15050	Computer Based Training Specialist / Instructor	33.26	
15060	Educational Technologist	32.59	
15070	Flight Instructor (Pilot)	48.23	
15080	Graphic Artist	23.93	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.23	
15086	Maintenance Test Pilot, Rotary Wing	48.23	
15088	Non-Maintenance Test/Co-Pilot	48.23	
15090	Technical Instructor	25.04	
15095	Technical Instructor/Course Developer	30.62	
15110	Test Proctor	20.20	
15120	Tutor	20.20	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.60	***
16030	Counter Attendant	17.60	***
16040	Dry Cleaner	20.10	
16070	Finisher, Flatwork, Machine	17.60	***
16090	Presser, Hand	17.60	***
16110	Presser, Machine, Drycleaning	17.60	***
16130	Presser, Machine, Shirts	17.60	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.60	***
16190	Sewing Machine Operator	20.94	
16220	Tailor	21.77	
16250	Washer, Machine	18.43	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	24.92	
19040	Tool And Die Maker	30.75	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.54	

Code	Title	Rate	Note
21030	Material Coordinator	25.92	
21040	Material Expediter	25.92	
21050	Material Handling Laborer	18.73	
21071	Order Filler	14.81	***
21080	Production Line Worker (Food Processing)	20.54	
21110	Shipping Packer	20.20	
21130	Shipping/Receiving Clerk	20.20	
21140	Store Worker I	17.36	***
21150	Stock Clerk	21.89	
21210	Tools And Parts Attendant	20.54	
21410	Warehouse Specialist	20.54	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	30.12	
23019	Aircraft Logs and Records Technician	24.04	
23021	Aircraft Mechanic I	28.75	
23022	Aircraft Mechanic II	30.12	
23023	Aircraft Mechanic III	31.70	
23040	Aircraft Mechanic Helper	21.28	
23050	Aircraft, Painter	26.96	
23060	Aircraft Servicer	24.04	
23070	Aircraft Survival Flight Equipment Technician	26.96	
23080	Aircraft Worker	25.41	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.41	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.75	
23110	Appliance Mechanic	26.96	
23120	Bicycle Repairer	22.67	
23125	Cable Splicer	35.36	
23130	Carpenter, Maintenance	29.83	
23140	Carpet Layer	25.41	
23160	Electrician, Maintenance	37.58	
23181	Electronics Technician Maintenance I	25.41	
23182	Electronics Technician Maintenance II	26.96	
23183	Electronics Technician Maintenance III	28.75	
23260	Fabric Worker	24.04	
23290	Fire Alarm System Mechanic	28.75	
23310	Fire Extinguisher Repairer	22.67	
23311	Fuel Distribution System Mechanic	28.75	

Code	Title	Rate Note
23312	Fuel Distribution System Operator	22.67
23370	General Maintenance Worker	23.68
23380	Ground Support Equipment Mechanic	28.75
23381	Ground Support Equipment Servicer	24.04
23382	Ground Support Equipment Worker	25.41
23391	Gunsmith I	22.67
23392	Gunsmith II	25.41
23393	Gunsmith III	28.75
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.22
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.67
23430	Heavy Equipment Mechanic	28.83
23440	Heavy Equipment Operator	31.23
23460	Instrument Mechanic	28.75
23465	Laboratory/Shelter Mechanic	26.96
23470	Laborer	18.73
23510	Locksmith	26.96
23530	Machinery Maintenance Mechanic	29.15
23550	Machinist, Maintenance	24.15
23580	Maintenance Trades Helper	21.28
23591	Metrology Technician I	28.75
23592	Metrology Technician II	30.12
23593	Metrology Technician III	31.70
23640	Millwright	28.75
23710	Office Appliance Repairer	26.96
23760	Painter, Maintenance	23.90
23790	Pipefitter, Maintenance	35.70
23810	Plumber, Maintenance	33.50
23820	Pneudraulic Systems Mechanic	28.75
23850	Rigger	28.75
23870	Scale Mechanic	25.41
23890	Sheet-Metal Worker, Maintenance	29.09
23910	Small Engine Mechanic	25.41
23931	Telecommunications Mechanic I	30.48
23932	Telecommunications Mechanic II	31.94
23950	Telephone Lineman	28.75
23960	Welder, Combination, Maintenance	24.10
23965	Well Driller	28.75

Code	Title	Rate	Note
23970	Woodcraft Worker	28.75	
23980	Woodworker	22.67	
24000	Personal Needs Occupations		
24550	Case Manager	22.88	
24570	Child Care Attendant	12.79	***
24580	Child Care Center Clerk	18.30	
24610	Chore Aide	15.00	***
24620	Family Readiness And Support Services Coordinator	22.88	
24630	Homemaker	22.88	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	30.31	
25040	Sewage Plant Operator	28.43	
25070	Stationary Engineer	30.31	
25190	Ventilation Equipment Tender	22.44	
25210	Water Treatment Plant Operator	28.43	
27000	Protective Service Occupations		
27004	Alarm Monitor	21.36	
27007	Baggage Inspector	18.52	
27008	Corrections Officer	22.99	
27010	Court Security Officer	23.08	
27030	Detection Dog Handler	20.71	
27040	Detention Officer	22.99	
27070	Firefighter	21.01	
27101	Guard I	18.52	
27102	Guard II	20.71	
27131	Police Officer I	33.21	
27132	Police Officer II	36.92	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	13.35	***
28042	Carnival Equipment Repairer	14.21	***
28043	Carnival Worker	10.78	***
28210	Gate Attendant/Gate Tender	17.93	
28310	Lifeguard	15.11	***
28350	Park Attendant (Aide)	20.05	
28510	Recreation Aide/Health Facility Attendant	14.64	***
28515	Recreation Specialist	24.84	
28630	Sports Official	15.97	***

Code	Title	Rate Note
28690	Swimming Pool Operator	19.28
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	25.41
29020	Hatch Tender	25.41
29030	Line Handler	25.41
29041	Stevedore I	24.04
29042	Stevedore II	26.96
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	47.27 see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.60 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.90 see 2
30021	Archeological Technician I	19.80
30022	Archeological Technician II	22.15
30023	Archeological Technician III	27.44
30030	Cartographic Technician	27.44
30040	Civil Engineering Technician	27.44
30051	Cryogenic Technician I	29.81
30052	Cryogenic Technician II	32.92
30061	Drafter/CAD Operator I	19.80
30062	Drafter/CAD Operator II	22.15
30063	Drafter/CAD Operator III	24.70
30064	Drafter/CAD Operator IV	30.39
30081	Engineering Technician I	17.64 ***
30082	Engineering Technician II	19.80
30083	Engineering Technician III	22.15
30084	Engineering Technician IV	27.44
30085	Engineering Technician V	33.57
30086	Engineering Technician VI	40.61
30090	Environmental Technician	27.44
30095	Evidence Control Specialist	26.91
30210	Laboratory Technician	24.70
30221	Latent Fingerprint Technician I	29.81
30222	Latent Fingerprint Technician II	32.92
30240	Mathematical Technician	27.44
30361	Paralegal/Legal Assistant I	22.48
30362	Paralegal/Legal Assistant II	27.85
30363	Paralegal/Legal Assistant III	34.08

Code	Title	Rate Note
30364	Paralegal/Legal Assistant IV	41.24
30375	Petroleum Supply Specialist	32.92
30390	Photo-Optics Technician	27.44
30395	Radiation Control Technician	32.92
30461	Technical Writer I	27.44
30462	Technical Writer II	33.57
30463	Technical Writer III	40.61
30491	Unexploded Ordnance (UXO) Technician I	30.04
30492	Unexploded Ordnance (UXO) Technician II	36.35
30493	Unexploded Ordnance (UXO) Technician III	43.57
30494	Unexploded (UXO) Safety Escort	30.04
30495	Unexploded (UXO) Sweep Personnel	30.04
30501	Weather Forecaster I	30.39
30502	Weather Forecaster II	36.97
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.70 see 2
30621	Weather Observer, Senior	27.44 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	36.35
31020	Bus Aide	15.64 ***
31030	Bus Driver	20.09
31043	Driver Courier	16.37 ***
31260	Parking and Lot Attendant	13.91 ***
31290	Shuttle Bus Driver	13.58 ***
31310	Taxi Driver	11.60 ***
31361	Truckdriver, Light	17.42 ***
31362	Truckdriver, Medium	18.49
31363	Truckdriver, Heavy	25.54
31364	Truckdriver, Tractor-Trailer	25.54
99000	Miscellaneous Occupations	
99020	Cabin Safety Specialist	17.72 ***
99030	Cashier	13.90 ***
99050	Desk Clerk	13.66 ***
99095	Embalmer	32.56
99130	Flight Follower	30.04
99251	Laboratory Animal Caretaker I	18.64
99252	Laboratory Animal Caretaker II	19.87
99260	Marketing Analyst	29.75

Code	Title	Rate Note
99310	Mortician	32.56
99410	Pest Controller	26.39
99510	Photofinishing Worker	15.79 ***
99710	Recycling Laborer	20.37
99711	Recycling Specialist	23.36
99730	Refuse Collector	18.88
99810	Sales Clerk	14.92 ***
99820	School Crossing Guard	18.88
99830	Survey Party Chief	25.97
99831	Surveying Aide	15.17 ***
99832	Surveying Technician	19.83
99840	Vending Machine Attendant	22.39
99841	Vending Machine Repairer	26.58
99842	Vending Machine Repairer Helper	22.39

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4893

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin Counties of Brown, Kewaunee, Oconto

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	17.55 ***
01012	Accounting Clerk II	19.70
01013	Accounting Clerk III	22.03
01020	Administrative Assistant	29.44
01035	Court Reporter	21.34
01041	Customer Service Representative I	17.27 ***
01042	Customer Service Representative II	18.84
01043	Customer Service Representative III	21.16
01051	Data Entry Operator I	16.61 ***
01052	Data Entry Operator II	18.12
01060	Dispatcher, Motor Vehicle	24.63
01070	Document Preparation Clerk	20.61
01090	Duplicating Machine Operator	20.61
01111	General Clerk I	15.63 ***
01112	General Clerk II	17.06 ***
01113	General Clerk III	19.14
01120	Housing Referral Assistant	23.79
01141	Messenger Courier	14.94 ***
01191	Order Clerk I	17.29 ***
01192	Order Clerk II	18.87
01261	Personnel Assistant (Employment) I	19.27
01262	Personnel Assistant (Employment) II	21.56
01263	Personnel Assistant (Employment) III	24.04
01270	Production Control Clerk	23.34
01290	Rental Clerk	18.23
01300	Scheduler, Maintenance	19.08
01311	Secretary I	19.08
01312	Secretary II	21.34
01313	Secretary III	23.79
01320	Service Order Dispatcher	22.02
01410	Supply Technician	29.44
01420	Survey Worker	20.36
01460	Switchboard Operator/Receptionist	17.95

Code	Title	Rate	Note
01531	Travel Clerk I	17.00	***
01532	Travel Clerk II	18.85	
01533	Travel Clerk III	20.39	
01611	Word Processor I	17.00	***
01612	Word Processor II	19.08	
01613	Word Processor III	21.34	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	24.38	
05010	Automotive Electrician	22.53	
05040	Automotive Glass Installer	21.23	
05070	Automotive Worker	21.23	
05110	Mobile Equipment Servicer	18.94	
05130	Motor Equipment Metal Mechanic	24.02	
05160	Motor Equipment Metal Worker	21.23	
05190	Motor Vehicle Mechanic	24.02	
05220	Motor Vehicle Mechanic Helper	17.78	
05250	Motor Vehicle Upholstery Worker	20.09	
05280	Motor Vehicle Wrecker	21.23	
05310	Painter, Automotive	22.53	
05340	Radiator Repair Specialist	21.23	
05370	Tire Repairer	17.71	***
05400	Transmission Repair Specialist	24.02	
07000	Food Preparation And Service Occupations		
07010	Baker	16.17	***
07041	Cook I	17.43	***
07042	Cook II	19.54	
07070	Dishwasher	11.59	***
07130	Food Service Worker	14.25	***
07210	Meat Cutter	19.13	
07260	Waiter/Waitress	12.27	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	20.64	
09040	Furniture Handler	13.11	***
09080	Furniture Refinisher	18.45	
09090	Furniture Refinisher Helper	14.73	***
09110	Furniture Repairer, Minor	16.45	***
09130	Upholsterer	19.90	

Code	Title	Rate	Note
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.15	***
11060	Elevator Operator	15.84	***
11090	Gardener	21.85	
11122	Housekeeping Aide	15.84	***
11150	Janitor	15.84	***
11210	Laborer, Grounds Maintenance	17.89	
11240	Maid or Houseman	15.77	***
11260	Pruner	16.58	***
11270	Tractor Operator	20.52	
11330	Trail Maintenance Worker	17.89	
11360	Window Cleaner	17.09	***
12000	Health Occupations		
12010	Ambulance Driver	19.72	
12011	Breath Alcohol Technician	22.47	
12012	Certified Occupational Therapist Assistant	28.89	
12015	Certified Physical Therapist Assistant	29.26	
12020	Dental Assistant	22.03	
12025	Dental Hygienist	37.62	
12030	EKG Technician	36.84	
12035	Electroneurodiagnostic Technologist	36.84	
12040	Emergency Medical Technician	19.72	
12071	Licensed Practical Nurse I	20.09	
12072	Licensed Practical Nurse II	22.47	
12073	Licensed Practical Nurse III	25.06	
12100	Medical Assistant	21.16	
12130	Medical Laboratory Technician	27.80	
12160	Medical Record Clerk	19.85	
12190	Medical Record Technician	22.21	
12195	Medical Transcriptionist	21.03	
12210	Nuclear Medicine Technologist	45.72	
12221	Nursing Assistant I	13.98	***
12222	Nursing Assistant II	15.73	***
12223	Nursing Assistant III	17.16	***
12224	Nursing Assistant IV	19.26	
12235	Optical Dispenser	17.88	
12236	Optical Technician	20.46	

Code	Title	Rate	Note
12250	Pharmacy Technician	18.54	
12280	Phlebotomist	20.27	
12305	Radiologic Technologist	31.05	
12311	Registered Nurse I	26.08	
12312	Registered Nurse II	31.91	
12313	Registered Nurse II, Specialist	31.91	
12314	Registered Nurse III	38.60	
12315	Registered Nurse III, Anesthetist	38.60	
12316	Registered Nurse IV	46.27	
12317	Scheduler (Drug and Alcohol Testing)	27.84	
12320	Substance Abuse Treatment Counselor	25.32	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	24.17	
13012	Exhibits Specialist II	29.94	
13013	Exhibits Specialist III	36.63	
13041	Illustrator I	24.17	
13042	Illustrator II	29.94	
13043	Illustrator III	36.63	
13047	Librarian	33.16	
13050	Library Aide/Clerk	17.51	***
13054	Library Information Technology Systems Administrator	29.94	
13058	Library Technician	17.94	
13061	Media Specialist I	21.61	
13062	Media Specialist II	24.17	
13063	Media Specialist III	26.95	
13071	Photographer I	17.08	***
13072	Photographer II	19.06	
13073	Photographer III	23.62	
13074	Photographer IV	28.89	
13075	Photographer V	34.95	
13090	Technical Order Library Clerk	21.99	
13110	Video Teleconference Technician	21.12	
14000	Information Technology Occupations		
14041	Computer Operator I	19.77	
14042	Computer Operator II	22.11	
14043	Computer Operator III	24.65	
14044	Computer Operator IV	27.40	

Code	Title	Rate	Note
14045	Computer Operator V	30.34	
14071	Computer Programmer I	24.73	see 1
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	19.77	
14160	Personal Computer Support Technician	27.40	
14170	System Support Specialist	36.10	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	30.37	
15020	Aircrew Training Devices Instructor (Rated)	36.73	
15030	Air Crew Training Devices Instructor (Pilot)	44.04	
15050	Computer Based Training Specialist / Instructor	30.37	
15060	Educational Technologist	37.33	
15070	Flight Instructor (Pilot)	44.04	
15080	Graphic Artist	24.69	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	44.04	
15086	Maintenance Test Pilot, Rotary Wing	44.04	
15088	Non-Maintenance Test/Co-Pilot	44.04	
15090	Technical Instructor	24.42	
15095	Technical Instructor/Course Developer	29.87	
15110	Test Proctor	19.71	
15120	Tutor	19.71	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.60	***
16030	Counter Attendant	17.60	***
16040	Dry Cleaner	20.10	
16070	Finisher, Flatwork, Machine	17.60	***
16090	Presser, Hand	17.60	***
16110	Presser, Machine, Drycleaning	17.60	***
16130	Presser, Machine, Shirts	17.60	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.60	***
16190	Sewing Machine Operator	20.94	
16220	Tailor	21.77	

Code	Title	Rate Note
16250	Washer, Machine	18.43
19000	Machine Tool Operation And Repair Occupations	
19010	Machine-Tool Operator (Tool Room)	23.36
19040	Tool And Die Maker	28.08
21000	Materials Handling And Packing Occupations	
21020	Forklift Operator	21.56
21030	Material Coordinator	23.34
21040	Material Expediter	23.34
21050	Material Handling Laborer	18.61
21071	Order Filler	15.86 ***
21080	Production Line Worker (Food Processing)	21.56
21110	Shipping Packer	19.87
21130	Shipping/Receiving Clerk	19.87
21140	Store Worker I	17.36 ***
21150	Stock Clerk	21.89
21210	Tools And Parts Attendant	21.56
21410	Warehouse Specialist	21.56
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	32.95
23019	Aircraft Logs and Records Technician	26.31
23021	Aircraft Mechanic I	31.45
23022	Aircraft Mechanic II	32.95
23023	Aircraft Mechanic III	34.68
23040	Aircraft Mechanic Helper	23.28
23050	Aircraft, Painter	29.49
23060	Aircraft Servicer	26.31
23070	Aircraft Survival Flight Equipment Technician	29.49
23080	Aircraft Worker	27.80
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.80
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	31.45
23110	Appliance Mechanic	29.49
23120	Bicycle Repairer	24.80
23125	Cable Splicer	48.94
23130	Carpenter, Maintenance	28.42
23140	Carpet Layer	27.80
23160	Electrician, Maintenance	33.01
23181	Electronics Technician Maintenance I	27.80

Code	Title	Rate Note
23182	Electronics Technician Maintenance II	29.49
23183	Electronics Technician Maintenance III	31.45
23260	Fabric Worker	26.31
23290	Fire Alarm System Mechanic	30.96
23310	Fire Extinguisher Repairer	24.80
23311	Fuel Distribution System Mechanic	31.45
23312	Fuel Distribution System Operator	24.80
23370	General Maintenance Worker	23.42
23380	Ground Support Equipment Mechanic	31.45
23381	Ground Support Equipment Servicer	26.31
23382	Ground Support Equipment Worker	27.80
23391	Gunsmith I	24.80
23392	Gunsmith II	27.80
23393	Gunsmith III	31.45
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.77
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.15
23430	Heavy Equipment Mechanic	33.95
23440	Heavy Equipment Operator	31.86
23460	Instrument Mechanic	31.45
23465	Laboratory/Shelter Mechanic	29.49
23470	Laborer	18.61
23510	Locksmith	29.49
23530	Machinery Maintenance Mechanic	30.16
23550	Machinist, Maintenance	25.33
23580	Maintenance Trades Helper	16.20 ***
23591	Metrology Technician I	31.45
23592	Metrology Technician II	32.95
23593	Metrology Technician III	34.68
23640	Millwright	37.03
23710	Office Appliance Repairer	21.93
23760	Painter, Maintenance	23.40
23790	Pipefitter, Maintenance	37.26
23810	Plumber, Maintenance	34.95
23820	Pneudraulic Systems Mechanic	31.45
23850	Rigger	31.45
23870	Scale Mechanic	27.80
23890	Sheet-Metal Worker, Maintenance	31.45

Code	Title	Rate	Note
23910	Small Engine Mechanic	24.99	
23931	Telecommunications Mechanic I	28.55	
23932	Telecommunications Mechanic II	29.74	
23950	Telephone Lineman	28.23	
23960	Welder, Combination, Maintenance	23.94	
23965	Well Driller	31.45	
23970	Woodcraft Worker	31.45	
23980	Woodworker	24.80	
24000 Personal Needs Occupations			
24550	Case Manager	22.39	
24570	Child Care Attendant	13.52	***
24580	Child Care Center Clerk	16.87	***
24610	Chore Aide	15.08	***
24620	Family Readiness And Support Services Coordinator	22.39	
24630	Homemaker	22.39	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	32.28	
25040	Sewage Plant Operator	30.27	
25070	Stationary Engineer	32.28	
25190	Ventilation Equipment Tender	23.90	
25210	Water Treatment Plant Operator	30.27	
27000 Protective Service Occupations			
27004	Alarm Monitor	20.07	
27007	Baggage Inspector	17.15	***
27008	Corrections Officer	27.12	
27010	Court Security Officer	23.57	
27030	Detection Dog Handler	19.18	
27040	Detention Officer	27.12	
27070	Firefighter	21.50	
27101	Guard I	17.15	***
27102	Guard II	19.18	
27131	Police Officer I	34.18	
27132	Police Officer II	37.98	
28000 Recreation Occupations			
28041	Carnival Equipment Operator	13.93	***
28042	Carnival Equipment Repairer	14.26	***
28043	Carnival Worker	11.14	***

Code	Title	Rate	Note
28210	Gate Attendant/Gate Tender	17.41	***
28310	Lifeguard	12.69	***
28350	Park Attendant (Aide)	19.48	
28510	Recreation Aide/Health Facility Attendant	14.22	***
28515	Recreation Specialist	24.13	
28630	Sports Official	15.52	***
28690	Swimming Pool Operator	17.53	***
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	30.74	
29020	Hatch Tender	30.74	
29030	Line Handler	30.74	
29041	Stevedore I	29.09	
29042	Stevedore II	32.62	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	18.41	
30022	Archeological Technician II	20.60	
30023	Archeological Technician III	25.52	
30030	Cartographic Technician	25.52	
30040	Civil Engineering Technician	29.79	
30051	Cryogenic Technician I	28.26	
30052	Cryogenic Technician II	31.22	
30061	Drafter/CAD Operator I	18.41	
30062	Drafter/CAD Operator II	20.60	
30063	Drafter/CAD Operator III	22.97	
30064	Drafter/CAD Operator IV	28.26	
30081	Engineering Technician I	15.87	***
30082	Engineering Technician II	18.41	
30083	Engineering Technician III	20.86	
30084	Engineering Technician IV	25.84	
30085	Engineering Technician V	31.61	
30086	Engineering Technician VI	38.25	
30090	Environmental Technician	25.52	
30095	Evidence Control Specialist	25.52	
30210	Laboratory Technician	23.15	

Code	Title	Rate	Note
30221	Latent Fingerprint Technician I	28.26	
30222	Latent Fingerprint Technician II	31.22	
30240	Mathematical Technician	25.52	
30361	Paralegal/Legal Assistant I	19.96	
30362	Paralegal/Legal Assistant II	24.73	
30363	Paralegal/Legal Assistant III	30.25	
30364	Paralegal/Legal Assistant IV	36.60	
30375	Petroleum Supply Specialist	31.22	
30390	Photo-Optics Technician	25.52	
30395	Radiation Control Technician	31.22	
30461	Technical Writer I	25.30	
30462	Technical Writer II	30.95	
30463	Technical Writer III	37.45	
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	28.26	
30502	Weather Forecaster II	34.38	
30620	Weather Observer, Combined Upper Air Or Surface Programs	22.97	see 2
30621	Weather Observer, Senior	25.52	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	18.31	
31030	Bus Driver	23.72	
31043	Driver Courier	20.99	
31260	Parking and Lot Attendant	14.04	***
31290	Shuttle Bus Driver	17.85	
31310	Taxi Driver	13.59	***
31361	Truckdriver, Light	22.36	
31362	Truckdriver, Medium	23.72	
31363	Truckdriver, Heavy	27.86	
31364	Truckdriver, Tractor-Trailer	27.86	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	13.50	***

Code	Title	Rate	Note
99050	Desk Clerk	14.55	***
99095	Embalmer	32.56	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	15.00	***
99252	Laboratory Animal Caretaker II	15.98	***
99260	Marketing Analyst	29.09	
99310	Mortician	32.56	
99410	Pest Controller	26.39	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	21.52	
99711	Recycling Specialist	24.68	
99730	Refuse Collector	19.94	
99810	Sales Clerk	15.12	***
99820	School Crossing Guard	16.98	***
99830	Survey Party Chief	34.33	
99831	Surveying Aide	20.05	
99832	Surveying Technician	26.21	
99840	Vending Machine Attendant	17.33	***
99841	Vending Machine Repairer	20.68	
99842	Vending Machine Repairer Helper	17.33	***

Footer

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

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

member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4895

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin County of Rock

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.75	
01012	Accounting Clerk II	19.93	
01013	Accounting Clerk III	22.29	
01020	Administrative Assistant	28.51	
01035	Court Reporter	22.35	
01041	Customer Service Representative I	15.79	***
01042	Customer Service Representative II	17.23	***
01043	Customer Service Representative III	19.33	
01051	Data Entry Operator I	14.75	***
01052	Data Entry Operator II	16.09	***
01060	Dispatcher, Motor Vehicle	25.10	
01070	Document Preparation Clerk	17.80	
01090	Duplicating Machine Operator	17.80	
01111	General Clerk I	15.84	***
01112	General Clerk II	17.28	***
01113	General Clerk III	19.39	
01120	Housing Referral Assistant	24.92	
01141	Messenger Courier	14.55	***
01191	Order Clerk I	17.44	***
01192	Order Clerk II	19.47	
01261	Personnel Assistant (Employment) I	18.88	
01262	Personnel Assistant (Employment) II	21.12	
01263	Personnel Assistant (Employment) III	23.55	
01270	Production Control Clerk	23.77	
01290	Rental Clerk	16.98	***
01300	Scheduler, Maintenance	19.99	

Code	Title	Rate	Note
01311	Secretary I	19.99	
01312	Secretary II	22.35	
01313	Secretary III	24.92	
01320	Service Order Dispatcher	22.45	
01410	Supply Technician	28.51	
01420	Survey Worker	20.32	
01460	Switchboard Operator/Receptionist	17.57	***
01531	Travel Clerk I	16.56	***
01532	Travel Clerk II	17.89	
01533	Travel Clerk III	20.06	
01611	Word Processor I	17.80	
01612	Word Processor II	19.99	
01613	Word Processor III	22.35	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.02	
05010	Automotive Electrician	22.42	
05040	Automotive Glass Installer	21.54	
05070	Automotive Worker	21.54	
05110	Mobile Equipment Servicer	19.60	
05130	Motor Equipment Metal Mechanic	23.11	
05160	Motor Equipment Metal Worker	21.54	
05190	Motor Vehicle Mechanic	23.11	
05220	Motor Vehicle Mechanic Helper	18.35	
05250	Motor Vehicle Upholstery Worker	20.58	
05280	Motor Vehicle Wrecker	21.54	
05310	Painter, Automotive	22.42	
05340	Radiator Repair Specialist	21.54	
05370	Tire Repairer	16.30	***
05400	Transmission Repair Specialist	23.11	
07000	Food Preparation And Service Occupations		
07010	Baker	16.32	***
07041	Cook I	16.96	***
07042	Cook II	18.63	
07070	Dishwasher	11.35	***
07130	Food Service Worker	14.33	***
07210	Meat Cutter	18.95	
07260	Waiter/Waitress	12.60	***

Code	Title	Rate	Note
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	21.89	
09040	Furniture Handler	15.55	***
09080	Furniture Refinisher	21.89	
09090	Furniture Refinisher Helper	18.04	
09110	Furniture Repairer, Minor	20.19	
09130	Upholsterer	21.99	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	17.07	***
11060	Elevator Operator	16.43	***
11090	Gardener	21.66	
11122	Housekeeping Aide	15.29	***
11150	Janitor	15.29	***
11210	Laborer, Grounds Maintenance	17.47	***
11240	Maid or Houseman	14.60	***
11260	Pruner	16.11	***
11270	Tractor Operator	20.28	
11330	Trail Maintenance Worker	17.47	***
11360	Window Cleaner	16.58	***
12000	Health Occupations		
12010	Ambulance Driver	21.34	
12011	Breath Alcohol Technician	23.91	
12012	Certified Occupational Therapist Assistant	32.80	
12015	Certified Physical Therapist Assistant	29.36	
12020	Dental Assistant	21.68	
12025	Dental Hygienist	37.27	
12030	EKG Technician	36.23	
12035	Electroneurodiagnostic Technologist	36.23	
12040	Emergency Medical Technician	21.34	
12071	Licensed Practical Nurse I	21.37	
12072	Licensed Practical Nurse II	23.91	
12073	Licensed Practical Nurse III	26.66	
12100	Medical Assistant	19.42	
12130	Medical Laboratory Technician	31.02	
12160	Medical Record Clerk	22.25	
12190	Medical Record Technician	24.89	
12195	Medical Transcriptionist	22.41	

Code	Title	Rate	Note
12210	Nuclear Medicine Technologist	52.54	
12221	Nursing Assistant I	13.43	***
12222	Nursing Assistant II	15.11	***
12223	Nursing Assistant III	16.49	***
12224	Nursing Assistant IV	18.50	
12235	Optical Dispenser	17.61	***
12236	Optical Technician	21.37	
12250	Pharmacy Technician	17.79	
12280	Phlebotomist	18.75	
12305	Radiologic Technologist	31.09	
12311	Registered Nurse I	26.43	
12312	Registered Nurse II	32.33	
12313	Registered Nurse II, Specialist	32.33	
12314	Registered Nurse III	39.11	
12315	Registered Nurse III, Anesthetist	39.11	
12316	Registered Nurse IV	46.88	
12317	Scheduler (Drug and Alcohol Testing)	29.62	
12320	Substance Abuse Treatment Counselor	25.86	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	19.49	
13012	Exhibits Specialist II	24.15	
13013	Exhibits Specialist III	29.54	
13041	Illustrator I	19.49	
13042	Illustrator II	24.15	
13043	Illustrator III	29.54	
13047	Librarian	26.74	
13050	Library Aide/Clerk	15.53	***
13054	Library Information Technology Systems Administrator	24.15	
13058	Library Technician	17.96	
13061	Media Specialist I	17.42	***
13062	Media Specialist II	19.49	
13063	Media Specialist III	21.73	
13071	Photographer I	17.42	***
13072	Photographer II	19.49	
13073	Photographer III	24.15	
13074	Photographer IV	29.54	
13075	Photographer V	35.73	

Code	Title	Rate	Note
13090	Technical Order Library Clerk	19.49	
13110	Video Teleconference Technician	17.71	***
14000	Information Technology Occupations		
14041	Computer Operator I	20.81	
14042	Computer Operator II	23.27	
14043	Computer Operator III	25.94	
14044	Computer Operator IV	28.84	
14045	Computer Operator V	31.93	
14071	Computer Programmer I	24.92	see 1
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	20.81	
14160	Personal Computer Support Technician	28.84	
14170	System Support Specialist	31.93	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	32.71	
15020	Aircrew Training Devices Instructor (Rated)	39.57	
15030	Air Crew Training Devices Instructor (Pilot)	47.44	
15050	Computer Based Training Specialist / Instructor	32.71	
15060	Educational Technologist	40.34	
15070	Flight Instructor (Pilot)	47.44	
15080	Graphic Artist	22.87	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.44	
15086	Maintenance Test Pilot, Rotary Wing	47.44	
15088	Non-Maintenance Test/Co-Pilot	47.44	
15090	Technical Instructor	23.23	
15095	Technical Instructor/Course Developer	28.42	
15110	Test Proctor	18.75	
15120	Tutor	18.75	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.58	***
16030	Counter Attendant	17.58	***
16040	Dry Cleaner	20.09	

Code	Title	Rate	Note
16070	Finisher, Flatwork, Machine	17.58	***
16090	Presser, Hand	17.58	***
16110	Presser, Machine, Drycleaning	17.58	***
16130	Presser, Machine, Shirts	17.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.58	***
16190	Sewing Machine Operator	20.92	
16220	Tailor	21.76	
16250	Washer, Machine	18.42	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	26.01	
19040	Tool And Die Maker	29.32	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.48	
21030	Material Coordinator	23.77	
21040	Material Expediter	23.77	
21050	Material Handling Laborer	19.67	
21071	Order Filler	17.41	***
21080	Production Line Worker (Food Processing)	22.48	
21110	Shipping Packer	20.20	
21130	Shipping/Receiving Clerk	20.20	
21140	Store Worker I	17.06	***
21150	Stock Clerk	21.82	
21210	Tools And Parts Attendant	22.48	
21410	Warehouse Specialist	22.48	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	31.14	
23019	Aircraft Logs and Records Technician	26.94	
23021	Aircraft Mechanic I	30.25	
23022	Aircraft Mechanic II	31.14	
23023	Aircraft Mechanic III	32.11	
23040	Aircraft Mechanic Helper	24.02	
23050	Aircraft, Painter	29.34	
23060	Aircraft Servicer	26.94	
23070	Aircraft Survival Flight Equipment Technician	29.34	
23080	Aircraft Worker	28.19	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.19	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.25	

Code	Title	Rate Note
23110	Appliance Mechanic	29.34
23120	Bicycle Repairer	25.66
23125	Cable Splicer	40.98
23130	Carpenter, Maintenance	28.56
23140	Carpet Layer	28.19
23160	Electrician, Maintenance	38.04
23181	Electronics Technician Maintenance I	28.19
23182	Electronics Technician Maintenance II	29.34
23183	Electronics Technician Maintenance III	30.25
23260	Fabric Worker	26.94
23290	Fire Alarm System Mechanic	30.25
23310	Fire Extinguisher Repairer	25.66
23311	Fuel Distribution System Mechanic	30.25
23312	Fuel Distribution System Operator	25.66
23370	General Maintenance Worker	23.41
23380	Ground Support Equipment Mechanic	30.25
23381	Ground Support Equipment Servicer	26.94
23382	Ground Support Equipment Worker	28.19
23391	Gunsmith I	25.66
23392	Gunsmith II	28.19
23393	Gunsmith III	30.25
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.06
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.86
23430	Heavy Equipment Mechanic	29.33
23440	Heavy Equipment Operator	34.50
23460	Instrument Mechanic	30.25
23465	Laboratory/Shelter Mechanic	29.34
23470	Laborer	19.67
23510	Locksmith	29.34
23530	Machinery Maintenance Mechanic	28.75
23550	Machinist, Maintenance	22.20
23580	Maintenance Trades Helper	18.52
23591	Metrology Technician I	30.25
23592	Metrology Technician II	31.14
23593	Metrology Technician III	32.11
23640	Millwright	30.25
23710	Office Appliance Repairer	27.46

Code	Title	Rate	Note
23760	Painter, Maintenance	25.02	
23790	Pipefitter, Maintenance	38.23	
23810	Plumber, Maintenance	37.09	
23820	Pneudraulic Systems Mechanic	30.25	
23850	Rigger	30.25	
23870	Scale Mechanic	28.19	
23890	Sheet-Metal Worker, Maintenance	30.25	
23910	Small Engine Mechanic	28.19	
23931	Telecommunications Mechanic I	34.36	
23932	Telecommunications Mechanic II	35.37	
23950	Telephone Lineman	26.04	
23960	Welder, Combination, Maintenance	23.61	
23965	Well Driller	30.25	
23970	Woodcraft Worker	30.25	
23980	Woodworker	25.66	
24000 Personal Needs Occupations			
24550	Case Manager	24.51	
24570	Child Care Attendant	13.02	***
24580	Child Care Center Clerk	16.39	***
24610	Chore Aide	15.38	***
24620	Family Readiness And Support Services Coordinator	24.51	
24630	Homemaker	24.51	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	29.48	
25040	Sewage Plant Operator	28.60	
25070	Stationary Engineer	29.48	
25190	Ventilation Equipment Tender	23.41	
25210	Water Treatment Plant Operator	28.60	
27000 Protective Service Occupations			
27004	Alarm Monitor	21.15	
27007	Baggage Inspector	18.40	
27008	Corrections Officer	26.97	
27010	Court Security Officer	27.84	
27030	Detection Dog Handler	20.58	
27040	Detention Officer	26.97	
27070	Firefighter	26.97	
27101	Guard I	18.40	

Code	Title	Rate	Note
27102	Guard II	20.58	
27131	Police Officer I	32.47	
27132	Police Officer II	36.09	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	12.64	***
28042	Carnival Equipment Repairer	13.51	***
28043	Carnival Worker	10.63	***
28210	Gate Attendant/Gate Tender	17.92	
28310	Lifeguard	13.32	***
28350	Park Attendant (Aide)	20.03	
28510	Recreation Aide/Health Facility Attendant	14.62	***
28515	Recreation Specialist	21.64	
28630	Sports Official	15.95	***
28690	Swimming Pool Operator	16.43	***
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	28.19	
29020	Hatch Tender	28.19	
29030	Line Handler	28.19	
29041	Stevedore I	26.94	
29042	Stevedore II	29.34	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	19.29	
30022	Archeological Technician II	21.57	
30023	Archeological Technician III	26.73	
30030	Cartographic Technician	26.73	
30040	Civil Engineering Technician	26.73	
30051	Cryogenic Technician I	29.60	
30052	Cryogenic Technician II	32.70	
30061	Drafter/CAD Operator I	19.29	
30062	Drafter/CAD Operator II	21.57	
30063	Drafter/CAD Operator III	24.06	
30064	Drafter/CAD Operator IV	29.60	
30081	Engineering Technician I	18.46	
30082	Engineering Technician II	20.71	

Code	Title	Rate Note
30083	Engineering Technician III	23.17
30084	Engineering Technician IV	28.71
30085	Engineering Technician V	35.12
30086	Engineering Technician VI	42.48
30090	Environmental Technician	26.73
30095	Evidence Control Specialist	26.73
30210	Laboratory Technician	24.06
30221	Latent Fingerprint Technician I	29.60
30222	Latent Fingerprint Technician II	32.70
30240	Mathematical Technician	26.73
30361	Paralegal/Legal Assistant I	19.71
30362	Paralegal/Legal Assistant II	24.60
30363	Paralegal/Legal Assistant III	29.87
30364	Paralegal/Legal Assistant IV	36.14
30375	Petroleum Supply Specialist	32.70
30390	Photo-Optics Technician	26.73
30395	Radiation Control Technician	32.70
30461	Technical Writer I	26.73
30462	Technical Writer II	32.70
30463	Technical Writer III	39.56
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	29.60
30502	Weather Forecaster II	36.01
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.06 see 2
30621	Weather Observer, Senior	26.73 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	34.76
31020	Bus Aide	18.25
31030	Bus Driver	23.75
31043	Driver Courier	18.93
31260	Parking and Lot Attendant	16.05 ***
31290	Shuttle Bus Driver	17.00 ***
31310	Taxi Driver	13.21 ***

Code	Title	Rate	Note
31361	Truckdriver, Light	20.22	
31362	Truckdriver, Medium	21.22	
31363	Truckdriver, Heavy	26.64	
31364	Truckdriver, Tractor-Trailer	26.64	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	13.44	***
99050	Desk Clerk	14.02	***
99095	Embalmer	30.33	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	16.71	***
99252	Laboratory Animal Caretaker II	17.78	
99260	Marketing Analyst	28.85	
99310	Mortician	30.33	
99410	Pest Controller	26.30	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	20.20	
99711	Recycling Specialist	23.45	
99730	Refuse Collector	18.63	
99810	Sales Clerk	14.98	***
99820	School Crossing Guard	14.87	***
99830	Survey Party Chief	24.49	
99831	Surveying Aide	18.11	
99832	Surveying Technician	18.96	
99840	Vending Machine Attendant	23.45	
99841	Vending Machine Repairer	27.52	
99842	Vending Machine Repairer Helper	23.45	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4897

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin Counties of Columbia, Dane, Green, Iowa

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	18.75	
01012	Accounting Clerk II	21.05	
01013	Accounting Clerk III	23.54	
01020	Administrative Assistant	31.35	
01035	Court Reporter	23.05	
01041	Customer Service Representative I	17.04	***
01042	Customer Service Representative II	18.59	
01043	Customer Service Representative III	20.88	
01051	Data Entry Operator I	16.18	***
01052	Data Entry Operator II	17.65	***
01060	Dispatcher, Motor Vehicle	21.31	
01070	Document Preparation Clerk	19.46	
01090	Duplicating Machine Operator	19.46	
01111	General Clerk I	16.69	***
01112	General Clerk II	18.21	
01113	General Clerk III	20.44	
01120	Housing Referral Assistant	25.70	
01141	Messenger Courier	16.49	***
01191	Order Clerk I	17.39	***
01192	Order Clerk II	18.97	
01261	Personnel Assistant (Employment) I	18.29	

Code	Title	Rate	Note
01262	Personnel Assistant (Employment) II	20.45	
01263	Personnel Assistant (Employment) III	22.80	
01270	Production Control Clerk	24.63	
01290	Rental Clerk	17.77	
01300	Scheduler, Maintenance	20.61	
01311	Secretary I	20.61	
01312	Secretary II	23.05	
01313	Secretary III	25.70	
01320	Service Order Dispatcher	19.05	
01410	Supply Technician	31.35	
01420	Survey Worker	22.36	
01460	Switchboard Operator/Receptionist	18.75	
01531	Travel Clerk I	18.55	
01532	Travel Clerk II	20.05	
01533	Travel Clerk III	21.70	
01611	Word Processor I	22.10	
01612	Word Processor II	24.82	
01613	Word Processor III	27.74	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	24.81	
05010	Automotive Electrician	24.88	
05040	Automotive Glass Installer	23.90	
05070	Automotive Worker	23.90	
05110	Mobile Equipment Servicer	21.76	
05130	Motor Equipment Metal Mechanic	25.65	
05160	Motor Equipment Metal Worker	23.90	
05190	Motor Vehicle Mechanic	25.65	
05220	Motor Vehicle Mechanic Helper	20.37	
05250	Motor Vehicle Upholstery Worker	22.85	
05280	Motor Vehicle Wrecker	23.90	
05310	Painter, Automotive	24.88	
05340	Radiator Repair Specialist	23.90	
05370	Tire Repairer	18.47	
05400	Transmission Repair Specialist	25.65	
07000	Food Preparation And Service Occupations		
07010	Baker	16.20	***
07041	Cook I	18.11	

Code	Title	Rate	Note
07042	Cook II	19.90	
07070	Dishwasher	13.76	***
07130	Food Service Worker	15.01	***
07210	Meat Cutter	20.34	
07260	Waiter/Waitress	14.13	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.31	
09040	Furniture Handler	15.73	***
09080	Furniture Refinisher	22.31	
09090	Furniture Refinisher Helper	18.26	
09110	Furniture Repairer, Minor	20.48	
09130	Upholsterer	22.31	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.63	***
11060	Elevator Operator	16.05	***
11090	Gardener	23.41	
11122	Housekeeping Aide	16.50	***
11150	Janitor	16.50	***
11210	Laborer, Grounds Maintenance	18.88	
11240	Maid or Houseman	16.09	***
11260	Pruner	17.41	***
11270	Tractor Operator	21.92	
11330	Trail Maintenance Worker	18.88	
11360	Window Cleaner	17.90	
12000	Health Occupations		
12010	Ambulance Driver	19.97	
12011	Breath Alcohol Technician	24.82	
12012	Certified Occupational Therapist Assistant	28.91	
12015	Certified Physical Therapist Assistant	29.72	
12020	Dental Assistant	22.97	
12025	Dental Hygienist	38.84	
12030	EKG Technician	37.37	
12035	Electroneurodiagnostic Technologist	37.37	
12040	Emergency Medical Technician	19.97	
12071	Licensed Practical Nurse I	22.19	
12072	Licensed Practical Nurse II	24.82	
12073	Licensed Practical Nurse III	27.67	

Code	Title	Rate	Note
12100	Medical Assistant	21.46	
12130	Medical Laboratory Technician	29.40	
12160	Medical Record Clerk	23.31	
12190	Medical Record Technician	26.07	
12195	Medical Transcriptionist	22.19	
12210	Nuclear Medicine Technologist	44.10	
12221	Nursing Assistant I	14.49	***
12222	Nursing Assistant II	16.30	***
12223	Nursing Assistant III	17.79	
12224	Nursing Assistant IV	19.97	
12235	Optical Dispenser	21.96	
12236	Optical Technician	22.54	
12250	Pharmacy Technician	19.06	
12280	Phlebotomist	20.67	
12305	Radiologic Technologist	34.30	
12311	Registered Nurse I	28.10	
12312	Registered Nurse II	34.38	
12313	Registered Nurse II, Specialist	34.38	
12314	Registered Nurse III	41.59	
12315	Registered Nurse III, Anesthetist	41.59	
12316	Registered Nurse IV	49.85	
12317	Scheduler (Drug and Alcohol Testing)	30.76	
12320	Substance Abuse Treatment Counselor	28.93	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	25.82	
13012	Exhibits Specialist II	32.00	
13013	Exhibits Specialist III	39.13	
13041	Illustrator I	22.39	
13042	Illustrator II	27.74	
13043	Illustrator III	33.94	
13047	Librarian	35.43	
13050	Library Aide/Clerk	18.59	
13054	Library Information Technology Systems Administrator	32.00	
13058	Library Technician	16.30	***
13061	Media Specialist I	23.09	
13062	Media Specialist II	25.82	
13063	Media Specialist III	28.79	

Code	Title	Rate	Note
13071	Photographer I	17.35	***
13072	Photographer II	19.41	
13073	Photographer III	24.05	
13074	Photographer IV	29.41	
13075	Photographer V	35.58	
13090	Technical Order Library Clerk	23.35	
13110	Video Teleconference Technician	23.12	
14000	Information Technology Occupations		
14041	Computer Operator I	25.20	
14042	Computer Operator II	28.19	
14043	Computer Operator III	31.44	
14044	Computer Operator IV	34.93	
14045	Computer Operator V	38.68	
14071	Computer Programmer I		see 1
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	25.20	
14160	Personal Computer Support Technician	34.93	
14170	System Support Specialist	38.68	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	31.91	
15020	Aircrew Training Devices Instructor (Rated)	38.62	
15030	Air Crew Training Devices Instructor (Pilot)	46.28	
15050	Computer Based Training Specialist / Instructor	31.91	
15060	Educational Technologist	38.03	
15070	Flight Instructor (Pilot)	46.28	
15080	Graphic Artist	27.59	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.28	
15086	Maintenance Test Pilot, Rotary Wing	46.28	
15088	Non-Maintenance Test/Co-Pilot	46.28	
15090	Technical Instructor	27.77	
15095	Technical Instructor/Course Developer	33.97	
15110	Test Proctor	22.41	

Code	Title	Rate	Note
15120	Tutor	22.41	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.58	***
16030	Counter Attendant	17.58	***
16040	Dry Cleaner	20.09	
16070	Finisher, Flatwork, Machine	17.58	***
16090	Presser, Hand	17.58	***
16110	Presser, Machine, Drycleaning	17.58	***
16130	Presser, Machine, Shirts	17.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.58	***
16190	Sewing Machine Operator	20.92	
16220	Tailor	21.76	
16250	Washer, Machine	18.42	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.15	
19040	Tool And Die Maker	28.35	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.86	
21030	Material Coordinator	24.63	
21040	Material Expediter	24.63	
21050	Material Handling Laborer	19.23	
21071	Order Filler	17.13	***
21080	Production Line Worker (Food Processing)	21.86	
21110	Shipping Packer	20.26	
21130	Shipping/Receiving Clerk	20.26	
21140	Store Worker I	17.06	***
21150	Stock Clerk	21.82	
21210	Tools And Parts Attendant	21.86	
21410	Warehouse Specialist	21.86	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	30.78	
23019	Aircraft Logs and Records Technician	26.63	
23021	Aircraft Mechanic I	29.90	
23022	Aircraft Mechanic II	30.78	
23023	Aircraft Mechanic III	31.74	
23040	Aircraft Mechanic Helper	23.74	
23050	Aircraft, Painter	29.00	

Code	Title	Rate Note
23060	Aircraft Servicer	26.63
23070	Aircraft Survival Flight Equipment Technician	29.00
23080	Aircraft Worker	27.86
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.86
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.90
23110	Appliance Mechanic	25.65
23120	Bicycle Repairer	23.47
23125	Cable Splicer	45.63
23130	Carpenter, Maintenance	29.26
23140	Carpet Layer	29.73
23160	Electrician, Maintenance	36.98
23181	Electronics Technician Maintenance I	28.96
23182	Electronics Technician Maintenance II	30.15
23183	Electronics Technician Maintenance III	31.08
23260	Fabric Worker	29.26
23290	Fire Alarm System Mechanic	26.68
23310	Fire Extinguisher Repairer	27.87
23311	Fuel Distribution System Mechanic	46.80
23312	Fuel Distribution System Operator	37.68
23370	General Maintenance Worker	23.73
23380	Ground Support Equipment Mechanic	29.90
23381	Ground Support Equipment Servicer	26.63
23382	Ground Support Equipment Worker	27.86
23391	Gunsmith I	27.87
23392	Gunsmith II	30.62
23393	Gunsmith III	32.85
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.76
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.64
23430	Heavy Equipment Mechanic	31.30
23440	Heavy Equipment Operator	36.12
23460	Instrument Mechanic	32.85
23465	Laboratory/Shelter Mechanic	31.87
23470	Laborer	19.23
23510	Locksmith	24.37
23530	Machinery Maintenance Mechanic	29.96
23550	Machinist, Maintenance	23.60
23580	Maintenance Trades Helper	19.60

Code	Title	Rate	Note
23591	Metrology Technician I	32.85	
23592	Metrology Technician II	33.82	
23593	Metrology Technician III	34.88	
23640	Millwright	32.85	
23710	Office Appliance Repairer	21.78	
23760	Painter, Maintenance	25.60	
23790	Pipefitter, Maintenance	38.93	
23810	Plumber, Maintenance	37.77	
23820	Pneudraulic Systems Mechanic	32.85	
23850	Rigger	32.85	
23870	Scale Mechanic	30.62	
23890	Sheet-Metal Worker, Maintenance	34.75	
23910	Small Engine Mechanic	24.36	
23931	Telecommunications Mechanic I	31.01	
23932	Telecommunications Mechanic II	32.26	
23950	Telephone Lineman	31.70	
23960	Welder, Combination, Maintenance	24.72	
23965	Well Driller	32.85	
23970	Woodcraft Worker	32.85	
23980	Woodworker	27.87	
24000	Personal Needs Occupations		
24550	Case Manager	22.09	
24570	Child Care Attendant	13.23	***
24580	Child Care Center Clerk	16.51	***
24610	Chore Aide	16.30	***
24620	Family Readiness And Support Services Coordinator	22.09	
24630	Homemaker	22.09	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	30.74	
25040	Sewage Plant Operator	29.82	
25070	Stationary Engineer	30.74	
25190	Ventilation Equipment Tender	24.41	
25210	Water Treatment Plant Operator	29.82	
27000	Protective Service Occupations		
27004	Alarm Monitor	27.96	
27007	Baggage Inspector	17.32	***
27008	Corrections Officer	26.24	

Code	Title	Rate	Note
27010	Court Security Officer	28.07	
27030	Detection Dog Handler	19.37	
27040	Detention Officer	26.24	
27070	Firefighter	29.23	
27101	Guard I	17.32	***
27102	Guard II	19.37	
27131	Police Officer I	34.91	
27132	Police Officer II	38.79	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	17.22	***
28042	Carnival Equipment Repairer	18.39	
28043	Carnival Worker	13.68	***
28210	Gate Attendant/Gate Tender	19.60	
28310	Lifeguard	13.27	***
28350	Park Attendant (Aide)	21.93	
28510	Recreation Aide/Health Facility Attendant	16.01	***
28515	Recreation Specialist	27.17	
28630	Sports Official	17.47	***
28690	Swimming Pool Operator	20.21	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	30.97	
29020	Hatch Tender	30.97	
29030	Line Handler	30.97	
29041	Stevedore I	29.57	
29042	Stevedore II	32.21	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	19.94	
30022	Archeological Technician II	22.31	
30023	Archeological Technician III	27.64	
30030	Cartographic Technician	27.64	
30040	Civil Engineering Technician	30.55	
30051	Cryogenic Technician I	30.61	
30052	Cryogenic Technician II	33.81	
30061	Drafter/CAD Operator I	19.94	

Code	Title	Rate	Note
30062	Drafter/CAD Operator II	22.31	
30063	Drafter/CAD Operator III	24.88	
30064	Drafter/CAD Operator IV	30.61	
30081	Engineering Technician I	15.79	***
30082	Engineering Technician II	17.72	***
30083	Engineering Technician III	19.82	
30084	Engineering Technician IV	24.56	
30085	Engineering Technician V	30.04	
30086	Engineering Technician VI	36.34	
30090	Environmental Technician	26.98	
30095	Evidence Control Specialist	27.64	
30210	Laboratory Technician	23.49	
30221	Latent Fingerprint Technician I	26.16	
30222	Latent Fingerprint Technician II	28.90	
30240	Mathematical Technician	28.67	
30361	Paralegal/Legal Assistant I	23.12	
30362	Paralegal/Legal Assistant II	28.66	
30363	Paralegal/Legal Assistant III	35.06	
30364	Paralegal/Legal Assistant IV	42.39	
30375	Petroleum Supply Specialist	33.81	
30390	Photo-Optics Technician	27.64	
30395	Radiation Control Technician	33.81	
30461	Technical Writer I	25.02	
30462	Technical Writer II	30.61	
30463	Technical Writer III	37.03	
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	30.61	
30502	Weather Forecaster II	37.24	
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.88	see 2
30621	Weather Observer, Senior	27.64	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	26.35	

Code	Title	Rate	Note
31030	Bus Driver	34.31	
31043	Driver Courier	20.17	
31260	Parking and Lot Attendant	16.19	***
31290	Shuttle Bus Driver	17.11	***
31310	Taxi Driver	15.58	***
31361	Truckdriver, Light	21.55	
31362	Truckdriver, Medium	22.63	
31363	Truckdriver, Heavy	26.00	
31364	Truckdriver, Tractor-Trailer	26.00	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	14.37	***
99050	Desk Clerk	15.63	***
99095	Embalmer	37.77	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	17.23	***
99252	Laboratory Animal Caretaker II	18.40	
99260	Marketing Analyst	30.85	
99310	Mortician	37.77	
99410	Pest Controller	26.30	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	26.91	
99711	Recycling Specialist	31.24	
99730	Refuse Collector	24.82	
99810	Sales Clerk	15.08	***
99820	School Crossing Guard	19.80	
99830	Survey Party Chief	33.45	
99831	Surveying Aide	24.72	
99832	Surveying Technician	25.89	
99840	Vending Machine Attendant	18.43	
99841	Vending Machine Repairer	21.63	
99842	Vending Machine Repairer Helper	18.43	

Footer

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4899

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin Counties of Milwaukee, Ozaukee, Washington, Waukesha

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	18.19	
01012	Accounting Clerk II	20.41	
01013	Accounting Clerk III	22.83	
01020	Administrative Assistant	31.45	
01035	Court Reporter	24.84	
01041	Customer Service Representative I	17.80	
01042	Customer Service Representative II	19.42	
01043	Customer Service Representative III	21.79	
01051	Data Entry Operator I	16.61	***
01052	Data Entry Operator II	18.13	
01060	Dispatcher, Motor Vehicle	22.90	
01070	Document Preparation Clerk	20.12	
01090	Duplicating Machine Operator	20.12	
01111	General Clerk I	15.68	***

Code	Title	Rate	Note
01112	General Clerk II	17.11	***
01113	General Clerk III	19.20	
01120	Housing Referral Assistant	24.59	
01141	Messenger Courier	15.55	***
01191	Order Clerk I	18.73	
01192	Order Clerk II	20.44	
01261	Personnel Assistant (Employment) I	18.06	
01262	Personnel Assistant (Employment) II	20.20	
01263	Personnel Assistant (Employment) III	22.52	
01270	Production Control Clerk	24.27	
01290	Rental Clerk	18.28	
01300	Scheduler, Maintenance	19.71	
01311	Secretary I	19.71	
01312	Secretary II	22.05	
01313	Secretary III	24.59	
01320	Service Order Dispatcher	20.47	
01410	Supply Technician	31.45	
01420	Survey Worker	19.58	
01460	Switchboard Operator/Receptionist	18.55	
01531	Travel Clerk I	18.32	
01532	Travel Clerk II	19.80	
01533	Travel Clerk III	22.07	
01611	Word Processor I	18.24	
01612	Word Processor II	20.48	
01613	Word Processor III	22.90	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	24.36	
05010	Automotive Electrician	24.79	
05040	Automotive Glass Installer	23.52	
05070	Automotive Worker	23.52	
05110	Mobile Equipment Servicer	21.00	
05130	Motor Equipment Metal Mechanic	26.08	
05160	Motor Equipment Metal Worker	23.52	
05190	Motor Vehicle Mechanic	26.08	
05220	Motor Vehicle Mechanic Helper	19.71	
05250	Motor Vehicle Upholstery Worker	22.26	
05280	Motor Vehicle Wrecker	23.52	

Code	Title	Rate	Note
05310	Painter, Automotive	24.79	
05340	Radiator Repair Specialist	23.52	
05370	Tire Repairer	17.48	***
05400	Transmission Repair Specialist	26.08	
07000	Food Preparation And Service Occupations		
07010	Baker	16.25	***
07041	Cook I	17.12	***
07042	Cook II	19.17	
07070	Dishwasher	12.60	***
07130	Food Service Worker	13.95	***
07210	Meat Cutter	19.83	
07260	Waiter/Waitress	12.85	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.47	
09040	Furniture Handler	15.53	***
09080	Furniture Refinisher	22.22	
09090	Furniture Refinisher Helper	17.66	***
09110	Furniture Repairer, Minor	19.95	
09130	Upholsterer	22.75	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.71	***
11060	Elevator Operator	15.71	***
11090	Gardener	22.75	
11122	Housekeeping Aide	16.01	***
11150	Janitor	16.01	***
11210	Laborer, Grounds Maintenance	18.58	
11240	Maid or Houseman	15.88	***
11260	Pruner	17.22	***
11270	Tractor Operator	21.35	
11330	Trail Maintenance Worker	18.58	
11360	Window Cleaner	17.26	***
12000	Health Occupations		
12010	Ambulance Driver	21.00	
12011	Breath Alcohol Technician	25.47	
12012	Certified Occupational Therapist Assistant	29.08	
12015	Certified Physical Therapist Assistant	30.19	
12020	Dental Assistant	22.52	

Code	Title	Rate	Note
12025	Dental Hygienist	38.39	
12030	EKG Technician	37.14	
12035	Electroneurodiagnostic Technologist	37.14	
12040	Emergency Medical Technician	21.00	
12071	Licensed Practical Nurse I	22.77	
12072	Licensed Practical Nurse II	25.47	
12073	Licensed Practical Nurse III	28.40	
12100	Medical Assistant	22.43	
12130	Medical Laboratory Technician	28.56	
12160	Medical Record Clerk	23.94	
12190	Medical Record Technician	26.77	
12195	Medical Transcriptionist	22.91	
12210	Nuclear Medicine Technologist	45.58	
12221	Nursing Assistant I	14.26	***
12222	Nursing Assistant II	16.05	***
12223	Nursing Assistant III	17.51	***
12224	Nursing Assistant IV	19.65	
12235	Optical Dispenser	19.22	
12236	Optical Technician	21.45	
12250	Pharmacy Technician	20.22	
12280	Phlebotomist	21.12	
12305	Radiologic Technologist	34.95	
12311	Registered Nurse I	26.89	
12312	Registered Nurse II	32.90	
12313	Registered Nurse II, Specialist	32.90	
12314	Registered Nurse III	39.80	
12315	Registered Nurse III, Anesthetist	39.80	
12316	Registered Nurse IV	47.70	
12317	Scheduler (Drug and Alcohol Testing)	31.55	
12320	Substance Abuse Treatment Counselor	25.51	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	22.07	
13012	Exhibits Specialist II	27.36	
13013	Exhibits Specialist III	33.45	
13041	Illustrator I	22.90	
13042	Illustrator II	28.37	
13043	Illustrator III	34.68	

Code	Title	Rate	Note
13047	Librarian	31.58	
13050	Library Aide/Clerk	18.92	
13054	Library Information Technology Systems Administrator	28.52	
13058	Library Technician	17.80	
13061	Media Specialist I	20.58	
13062	Media Specialist II	23.01	
13063	Media Specialist III	25.67	
13071	Photographer I	18.15	
13072	Photographer II	20.30	
13073	Photographer III	25.15	
13074	Photographer IV	30.77	
13075	Photographer V	37.23	
13090	Technical Order Library Clerk	23.75	
13110	Video Teleconference Technician	22.85	
14000	Information Technology Occupations		
14041	Computer Operator I	21.60	
14042	Computer Operator II	24.16	
14043	Computer Operator III	26.94	
14044	Computer Operator IV	29.93	
14045	Computer Operator V	33.15	
14071	Computer Programmer I	26.21	see 1
14072	Computer Programmer II		see 1
14073	Computer Programmer III		see 1
14074	Computer Programmer IV		see 1
14101	Computer Systems Analyst I		see 1
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	21.60	
14160	Personal Computer Support Technician	29.93	
14170	System Support Specialist	33.63	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.39	
15020	Aircrew Training Devices Instructor (Rated)	39.54	
15030	Air Crew Training Devices Instructor (Pilot)	47.39	
15050	Computer Based Training Specialist / Instructor	33.39	
15060	Educational Technologist	35.07	
15070	Flight Instructor (Pilot)	47.39	

Code	Title	Rate	Note
15080	Graphic Artist	26.81	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.39	
15086	Maintenance Test Pilot, Rotary Wing	47.39	
15088	Non-Maintenance Test/Co-Pilot	47.39	
15090	Technical Instructor	26.08	
15095	Technical Instructor/Course Developer	31.89	
15110	Test Proctor	21.04	
15120	Tutor	21.04	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.60	***
16030	Counter Attendant	17.60	***
16040	Dry Cleaner	20.10	
16070	Finisher, Flatwork, Machine	17.60	***
16090	Presser, Hand	17.60	***
16110	Presser, Machine, Drycleaning	17.60	***
16130	Presser, Machine, Shirts	17.60	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.60	***
16190	Sewing Machine Operator	20.94	
16220	Tailor	21.77	
16250	Washer, Machine	18.43	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.02	
19040	Tool And Die Maker	30.25	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.78	
21030	Material Coordinator	24.27	
21040	Material Expediter	24.27	
21050	Material Handling Laborer	18.70	
21071	Order Filler	16.40	***
21080	Production Line Worker (Food Processing)	21.78	
21110	Shipping Packer	19.82	
21130	Shipping/Receiving Clerk	19.82	
21140	Store Worker I	17.87	
21150	Stock Clerk	22.54	
21210	Tools And Parts Attendant	21.78	
21410	Warehouse Specialist	21.78	
23000	Mechanics And Maintenance And Repair Occupations		

Code	Title	Rate Note
23010	Aerospace Structural Welder	33.15
23019	Aircraft Logs and Records Technician	26.92
23021	Aircraft Mechanic I	31.54
23022	Aircraft Mechanic II	33.15
23023	Aircraft Mechanic III	34.71
23040	Aircraft Mechanic Helper	23.84
23050	Aircraft, Painter	29.98
23060	Aircraft Servicer	26.92
23070	Aircraft Survival Flight Equipment Technician	29.98
23080	Aircraft Worker	28.44
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.44
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	31.54
23110	Appliance Mechanic	25.03
23120	Bicycle Repairer	26.50
23125	Cable Splicer	51.39
23130	Carpenter, Maintenance	28.97
23140	Carpet Layer	27.94
23160	Electrician, Maintenance	39.01
23181	Electronics Technician Maintenance I	28.27
23182	Electronics Technician Maintenance II	29.80
23183	Electronics Technician Maintenance III	31.35
23260	Fabric Worker	28.09
23290	Fire Alarm System Mechanic	28.90
23310	Fire Extinguisher Repairer	26.50
23311	Fuel Distribution System Mechanic	37.95
23312	Fuel Distribution System Operator	31.97
23370	General Maintenance Worker	23.01
23380	Ground Support Equipment Mechanic	31.54
23381	Ground Support Equipment Servicer	26.92
23382	Ground Support Equipment Worker	28.44
23391	Gunsmith I	26.50
23392	Gunsmith II	29.67
23393	Gunsmith III	32.91
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.50
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.06
23430	Heavy Equipment Mechanic	31.56
23440	Heavy Equipment Operator	36.80

Code	Title	Rate	Note
23460	Instrument Mechanic	32.91	
23465	Laboratory/Shelter Mechanic	31.28	
23470	Laborer	18.70	
23510	Locksmith	24.46	
23530	Machinery Maintenance Mechanic	30.75	
23550	Machinist, Maintenance	23.33	
23580	Maintenance Trades Helper	17.44	***
23591	Metrology Technician I	32.91	
23592	Metrology Technician II	34.58	
23593	Metrology Technician III	36.22	
23640	Millwright	32.40	
23710	Office Appliance Repairer	22.55	
23760	Painter, Maintenance	25.05	
23790	Pipefitter, Maintenance	39.80	
23810	Plumber, Maintenance	37.83	
23820	Pneudraulic Systems Mechanic	32.91	
23850	Rigger	38.37	
23870	Scale Mechanic	29.67	
23890	Sheet-Metal Worker, Maintenance	36.32	
23910	Small Engine Mechanic	22.62	
23931	Telecommunications Mechanic I	29.67	
23932	Telecommunications Mechanic II	31.11	
23950	Telephone Lineman	29.74	
23960	Welder, Combination, Maintenance	24.95	
23965	Well Driller	30.75	
23970	Woodcraft Worker	32.91	
23980	Woodworker	26.50	
24000	Personal Needs Occupations		
24550	Case Manager	19.25	
24570	Child Care Attendant	13.78	***
24580	Child Care Center Clerk	17.19	***
24610	Chore Aide	14.78	***
24620	Family Readiness And Support Services Coordinator	19.25	
24630	Homemaker	19.25	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	31.38	
25040	Sewage Plant Operator	29.93	

Code	Title	Rate	Note
25070	Stationary Engineer	31.38	
25190	Ventilation Equipment Tender	23.71	
25210	Water Treatment Plant Operator	29.93	
27000	Protective Service Occupations		
27004	Alarm Monitor	26.90	
27007	Baggage Inspector	17.64	***
27008	Corrections Officer	25.64	
27010	Court Security Officer	24.51	
27030	Detection Dog Handler	19.73	
27040	Detention Officer	25.64	
27070	Firefighter	25.98	
27101	Guard I	17.64	***
27102	Guard II	19.73	
27131	Police Officer I	38.01	
27132	Police Officer II	42.23	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	15.37	***
28042	Carnival Equipment Repairer	16.38	***
28043	Carnival Worker	12.40	***
28210	Gate Attendant/Gate Tender	18.73	
28310	Lifeguard	12.87	***
28350	Park Attendant (Aide)	20.96	
28510	Recreation Aide/Health Facility Attendant	15.30	***
28515	Recreation Specialist	25.96	
28630	Sports Official	16.69	***
28690	Swimming Pool Operator	19.75	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	26.91	
29020	Hatch Tender	26.91	
29030	Line Handler	26.91	
29041	Stevedore I	26.30	
29042	Stevedore II	28.35	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	47.27	see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.60	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.90	see 2
30021	Archeological Technician I	19.95	

Code	Title	Rate Note
30022	Archeological Technician II	22.32
30023	Archeological Technician III	27.65
30030	Cartographic Technician	27.65
30040	Civil Engineering Technician	30.33
30051	Cryogenic Technician I	30.62
30052	Cryogenic Technician II	33.82
30061	Drafter/CAD Operator I	19.95
30062	Drafter/CAD Operator II	22.32
30063	Drafter/CAD Operator III	24.89
30064	Drafter/CAD Operator IV	30.62
30081	Engineering Technician I	16.66 ***
30082	Engineering Technician II	18.71
30083	Engineering Technician III	20.96
30084	Engineering Technician IV	25.93
30085	Engineering Technician V	31.73
30086	Engineering Technician VI	38.36
30090	Environmental Technician	27.93
30095	Evidence Control Specialist	27.65
30210	Laboratory Technician	26.13
30221	Latent Fingerprint Technician I	28.51
30222	Latent Fingerprint Technician II	31.49
30240	Mathematical Technician	31.37
30361	Paralegal/Legal Assistant I	21.41
30362	Paralegal/Legal Assistant II	26.53
30363	Paralegal/Legal Assistant III	32.45
30364	Paralegal/Legal Assistant IV	39.26
30375	Petroleum Supply Specialist	33.82
30390	Photo-Optics Technician	27.65
30395	Radiation Control Technician	33.82
30461	Technical Writer I	27.42
30462	Technical Writer II	33.53
30463	Technical Writer III	40.57
30491	Unexploded Ordnance (UXO) Technician I	30.04
30492	Unexploded Ordnance (UXO) Technician II	36.35
30493	Unexploded Ordnance (UXO) Technician III	43.57
30494	Unexploded (UXO) Safety Escort	30.04
30495	Unexploded (UXO) Sweep Personnel	30.04

Code	Title	Rate	Note
30501	Weather Forecaster I	30.62	
30502	Weather Forecaster II	37.25	
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.89	see 2
30621	Weather Observer, Senior	27.65	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	36.35	
31020	Bus Aide	19.28	
31030	Bus Driver	25.02	
31043	Driver Courier	20.55	
31260	Parking and Lot Attendant	14.87	***
31290	Shuttle Bus Driver	15.39	***
31310	Taxi Driver	14.41	***
31361	Truckdriver, Light	20.57	
31362	Truckdriver, Medium	23.35	
31363	Truckdriver, Heavy	27.05	
31364	Truckdriver, Tractor-Trailer	27.05	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.72	***
99030	Cashier	13.78	***
99050	Desk Clerk	15.35	***
99095	Embalmer	29.44	
99130	Flight Follower	30.04	
99251	Laboratory Animal Caretaker I	17.05	***
99252	Laboratory Animal Caretaker II	18.17	
99260	Marketing Analyst	30.63	
99310	Mortician	29.44	
99410	Pest Controller	22.47	
99510	Photofinishing Worker	16.63	***
99710	Recycling Laborer	30.64	
99711	Recycling Specialist	35.20	
99730	Refuse Collector	28.40	
99810	Sales Clerk	15.27	***
99820	School Crossing Guard	16.63	***
99830	Survey Party Chief	28.57	
99831	Surveying Aide	18.94	
99832	Surveying Technician	26.01	
99840	Vending Machine Attendant	19.14	

Code	Title	Rate Note
99841	Vending Machine Repairer	22.84
99842	Vending Machine Repairer Helper	19.14

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4901

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin County of Winnebago

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	17.57 ***
01012	Accounting Clerk II	19.71
01013	Accounting Clerk III	22.05
01020	Administrative Assistant	30.78
01035	Court Reporter	20.76
01041	Customer Service Representative I	15.65 ***
01042	Customer Service Representative II	17.08 ***

Code	Title	Rate	Note
01043	Customer Service Representative III	19.18	
01051	Data Entry Operator I	16.91	***
01052	Data Entry Operator II	18.45	
01060	Dispatcher, Motor Vehicle	23.45	
01070	Document Preparation Clerk	16.54	***
01090	Duplicating Machine Operator	16.54	***
01111	General Clerk I	15.01	***
01112	General Clerk II	16.38	***
01113	General Clerk III	18.38	
01120	Housing Referral Assistant	23.15	
01141	Messenger Courier	13.47	***
01191	Order Clerk I	16.28	***
01192	Order Clerk II	17.91	
01261	Personnel Assistant (Employment) I	17.72	***
01262	Personnel Assistant (Employment) II	19.82	
01263	Personnel Assistant (Employment) III	22.10	
01270	Production Control Clerk	26.71	
01290	Rental Clerk	16.98	***
01300	Scheduler, Maintenance	18.56	
01311	Secretary I	18.56	
01312	Secretary II	20.76	
01313	Secretary III	23.15	
01320	Service Order Dispatcher	21.34	
01410	Supply Technician	30.78	
01420	Survey Worker	20.76	
01460	Switchboard Operator/Receptionist	17.72	***
01531	Travel Clerk I	19.63	
01532	Travel Clerk II	21.23	
01533	Travel Clerk III	22.97	
01611	Word Processor I	16.54	***
01612	Word Processor II	18.56	
01613	Word Processor III	20.76	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.97	
05010	Automotive Electrician	22.08	
05040	Automotive Glass Installer	20.81	
05070	Automotive Worker	20.81	

Code	Title	Rate	Note
05110	Mobile Equipment Servicer	18.56	
05130	Motor Equipment Metal Mechanic	23.54	
05160	Motor Equipment Metal Worker	20.81	
05190	Motor Vehicle Mechanic	23.54	
05220	Motor Vehicle Mechanic Helper	17.43	***
05250	Motor Vehicle Upholstery Worker	19.69	
05280	Motor Vehicle Wrecker	20.81	
05310	Painter, Automotive	22.08	
05340	Radiator Repair Specialist	20.81	
05370	Tire Repairer	18.56	
05400	Transmission Repair Specialist	23.54	
07000	Food Preparation And Service Occupations		
07010	Baker	15.84	***
07041	Cook I	17.27	***
07042	Cook II	19.36	
07070	Dishwasher	11.30	***
07130	Food Service Worker	13.95	***
07210	Meat Cutter	20.57	
07260	Waiter/Waitress	12.63	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	23.28	
09040	Furniture Handler	16.03	***
09080	Furniture Refinisher	23.28	
09090	Furniture Refinisher Helper	18.38	
09110	Furniture Repairer, Minor	20.76	
09130	Upholsterer	23.28	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.05	***
11060	Elevator Operator	15.89	***
11090	Gardener	21.53	
11122	Housekeeping Aide	15.57	***
11150	Janitor	15.57	***
11210	Laborer, Grounds Maintenance	17.63	***
11240	Maid or Houseman	14.56	***
11260	Pruner	16.34	***
11270	Tractor Operator	20.22	
11330	Trail Maintenance Worker	17.63	***

Code	Title	Rate	Note
11360	Window Cleaner	16.80	***
12000	Health Occupations		
12010	Ambulance Driver	22.84	
12011	Breath Alcohol Technician	22.84	
12012	Certified Occupational Therapist Assistant	28.16	
12015	Certified Physical Therapist Assistant	29.06	
12020	Dental Assistant	21.64	
12025	Dental Hygienist	37.20	
12030	EKG Technician	34.62	
12035	Electroneurodiagnostic Technologist	34.62	
12040	Emergency Medical Technician	22.84	
12071	Licensed Practical Nurse I	20.42	
12072	Licensed Practical Nurse II	22.84	
12073	Licensed Practical Nurse III	25.47	
12100	Medical Assistant	20.06	
12130	Medical Laboratory Technician	29.14	
12160	Medical Record Clerk	23.31	
12190	Medical Record Technician	26.07	
12195	Medical Transcriptionist	20.42	
12210	Nuclear Medicine Technologist	50.19	
12221	Nursing Assistant I	13.35	***
12222	Nursing Assistant II	15.02	***
12223	Nursing Assistant III	16.39	***
12224	Nursing Assistant IV	18.39	
12235	Optical Dispenser	20.12	
12236	Optical Technician	20.42	
12250	Pharmacy Technician	17.65	***
12280	Phlebotomist	19.65	
12305	Radiologic Technologist	30.86	
12311	Registered Nurse I	25.89	
12312	Registered Nurse II	31.68	
12313	Registered Nurse II, Specialist	31.68	
12314	Registered Nurse III	38.32	
12315	Registered Nurse III, Anesthetist	38.32	
12316	Registered Nurse IV	45.93	
12317	Scheduler (Drug and Alcohol Testing)	28.30	
12320	Substance Abuse Treatment Counselor	28.98	

Code	Title	Rate	Note
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	23.09	
13012	Exhibits Specialist II	28.61	
13013	Exhibits Specialist III	34.99	
13041	Illustrator I	23.09	
13042	Illustrator II	28.61	
13043	Illustrator III	34.99	
13047	Librarian	31.68	
13050	Library Aide/Clerk	18.65	
13054	Library Information Technology Systems Administrator	28.61	
13058	Library Technician	17.61	***
13061	Media Specialist I	20.64	
13062	Media Specialist II	23.09	
13063	Media Specialist III	25.75	
13071	Photographer I	20.64	
13072	Photographer II	23.09	
13073	Photographer III	28.61	
13074	Photographer IV	34.99	
13075	Photographer V	42.33	
13090	Technical Order Library Clerk	23.41	
13110	Video Teleconference Technician	20.64	
14000	Information Technology Occupations		
14041	Computer Operator I	20.32	
14042	Computer Operator II	22.73	
14043	Computer Operator III	25.35	
14044	Computer Operator IV	28.16	
14045	Computer Operator V	31.19	
14071	Computer Programmer I	27.13	see 1
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	20.32	
14160	Personal Computer Support Technician	28.16	
14170	System Support Specialist	32.78	

Code	Title	Rate	Note
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.65	
15020	Aircrew Training Devices Instructor (Rated)	40.71	
15030	Air Crew Training Devices Instructor (Pilot)	48.79	
15050	Computer Based Training Specialist / Instructor	33.65	
15060	Educational Technologist	33.64	
15070	Flight Instructor (Pilot)	48.79	
15080	Graphic Artist	23.86	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.79	
15086	Maintenance Test Pilot, Rotary Wing	48.79	
15088	Non-Maintenance Test/Co-Pilot	48.79	
15090	Technical Instructor	25.11	
15095	Technical Instructor/Course Developer	30.72	
15110	Test Proctor	20.27	
15120	Tutor	20.27	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.58	***
16030	Counter Attendant	17.58	***
16040	Dry Cleaner	20.09	
16070	Finisher, Flatwork, Machine	17.58	***
16090	Presser, Hand	17.58	***
16110	Presser, Machine, Drycleaning	17.58	***
16130	Presser, Machine, Shirts	17.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.58	***
16190	Sewing Machine Operator	20.92	
16220	Tailor	21.76	
16250	Washer, Machine	18.42	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	23.48	
19040	Tool And Die Maker	28.29	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.66	
21030	Material Coordinator	26.71	
21040	Material Expediter	26.71	
21050	Material Handling Laborer	19.87	
21071	Order Filler	15.88	***
21080	Production Line Worker (Food Processing)	21.66	

Code	Title	Rate Note
21110	Shipping Packer	20.88
21130	Shipping/Receiving Clerk	20.88
21140	Store Worker I	17.36 ***
21150	Stock Clerk	21.89
21210	Tools And Parts Attendant	21.66
21410	Warehouse Specialist	21.66
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	27.76
23019	Aircraft Logs and Records Technician	22.15
23021	Aircraft Mechanic I	26.48
23022	Aircraft Mechanic II	27.76
23023	Aircraft Mechanic III	29.20
23040	Aircraft Mechanic Helper	19.62
23050	Aircraft, Painter	24.85
23060	Aircraft Servicer	22.15
23070	Aircraft Survival Flight Equipment Technician	24.85
23080	Aircraft Worker	23.41
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	23.41
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	26.48
23110	Appliance Mechanic	26.77
23120	Bicycle Repairer	22.51
23125	Cable Splicer	35.44
23130	Carpenter, Maintenance	28.66
23140	Carpet Layer	25.24
23160	Electrician, Maintenance	33.70
23181	Electronics Technician Maintenance I	25.24
23182	Electronics Technician Maintenance II	26.77
23183	Electronics Technician Maintenance III	28.55
23260	Fabric Worker	23.88
23290	Fire Alarm System Mechanic	28.55
23310	Fire Extinguisher Repairer	22.51
23311	Fuel Distribution System Mechanic	28.55
23312	Fuel Distribution System Operator	22.51
23370	General Maintenance Worker	23.86
23380	Ground Support Equipment Mechanic	26.48
23381	Ground Support Equipment Servicer	22.15
23382	Ground Support Equipment Worker	23.41

Code	Title	Rate Note
23391	Gunsmith I	22.51
23392	Gunsmith II	25.24
23393	Gunsmith III	28.55
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.74
23430	Heavy Equipment Mechanic	28.55
23440	Heavy Equipment Operator	29.85
23460	Instrument Mechanic	28.55
23465	Laboratory/Shelter Mechanic	26.77
23470	Laborer	19.87
23510	Locksmith	26.77
23530	Machinery Maintenance Mechanic	29.65
23550	Machinist, Maintenance	22.38
23580	Maintenance Trades Helper	19.60
23591	Metrology Technician I	28.55
23592	Metrology Technician II	29.91
23593	Metrology Technician III	31.48
23640	Millwright	29.21
23710	Office Appliance Repairer	22.52
23760	Painter, Maintenance	23.30
23790	Pipefitter, Maintenance	36.99
23810	Plumber, Maintenance	34.69
23820	Pneudraulic Systems Mechanic	28.55
23850	Rigger	28.55
23870	Scale Mechanic	25.24
23890	Sheet-Metal Worker, Maintenance	31.98
23910	Small Engine Mechanic	25.24
23931	Telecommunications Mechanic I	27.76
23932	Telecommunications Mechanic II	29.09
23950	Telephone Lineman	30.60
23960	Welder, Combination, Maintenance	25.21
23965	Well Driller	28.55
23970	Woodcraft Worker	28.55
23980	Woodworker	22.51
24000	Personal Needs Occupations	
24550	Case Manager	21.80
24570	Child Care Attendant	13.83 ***

Code	Title	Rate	Note
24580	Child Care Center Clerk	17.96	
24610	Chore Aide	14.68	***
24620	Family Readiness And Support Services Coordinator	21.80	
24630	Homemaker	21.80	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	31.41	
25040	Sewage Plant Operator	29.46	
25070	Stationary Engineer	31.41	
25190	Ventilation Equipment Tender	23.26	
25210	Water Treatment Plant Operator	29.46	
27000 Protective Service Occupations			
27004	Alarm Monitor	27.27	
27007	Baggage Inspector	14.74	***
27008	Corrections Officer	26.28	
27010	Court Security Officer	26.10	
27030	Detection Dog Handler	16.49	***
27040	Detention Officer	26.28	
27070	Firefighter	24.76	
27101	Guard I	14.74	***
27102	Guard II	16.49	***
27131	Police Officer I	34.32	
27132	Police Officer II	38.13	
28000 Recreation Occupations			
28041	Carnival Equipment Operator	14.18	***
28042	Carnival Equipment Repairer	15.09	***
28043	Carnival Worker	11.45	***
28210	Gate Attendant/Gate Tender	17.64	***
28310	Lifeguard	15.72	***
28350	Park Attendant (Aide)	19.74	
28510	Recreation Aide/Health Facility Attendant	14.41	***
28515	Recreation Specialist	24.45	
28630	Sports Official	15.72	***
28690	Swimming Pool Operator	21.21	
29000 Stevedoring/Longshoremen Occupational Services			
29010	Blocker And Bracer	25.24	
29020	Hatch Tender	25.24	
29030	Line Handler	25.24	

Code	Title	Rate	Note
29041	Stevedore I	23.88	
29042	Stevedore II	26.77	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	20.02	
30022	Archeological Technician II	22.41	
30023	Archeological Technician III	27.75	
30030	Cartographic Technician	27.75	
30040	Civil Engineering Technician	29.50	
30051	Cryogenic Technician I	30.74	
30052	Cryogenic Technician II	33.95	
30061	Drafter/CAD Operator I	20.02	
30062	Drafter/CAD Operator II	22.41	
30063	Drafter/CAD Operator III	24.98	
30064	Drafter/CAD Operator IV	30.74	
30081	Engineering Technician I	15.47	***
30082	Engineering Technician II	18.41	
30083	Engineering Technician III	20.86	
30084	Engineering Technician IV	25.84	
30085	Engineering Technician V	31.61	
30086	Engineering Technician VI	38.25	
30090	Environmental Technician	26.42	
30095	Evidence Control Specialist	27.75	
30210	Laboratory Technician	27.20	
30221	Latent Fingerprint Technician I	30.74	
30222	Latent Fingerprint Technician II	33.95	
30240	Mathematical Technician	27.75	
30361	Paralegal/Legal Assistant I	19.92	
30362	Paralegal/Legal Assistant II	24.68	
30363	Paralegal/Legal Assistant III	30.19	
30364	Paralegal/Legal Assistant IV	36.53	
30375	Petroleum Supply Specialist	33.95	
30390	Photo-Optics Technician	27.75	
30395	Radiation Control Technician	33.95	
30461	Technical Writer I	27.75	

Code	Title	Rate	Note
30462	Technical Writer II	33.95	
30463	Technical Writer III	41.08	
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	30.74	
30502	Weather Forecaster II	37.40	
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.98	see 2
30621	Weather Observer, Senior	27.75	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	18.49	
31030	Bus Driver	23.95	
31043	Driver Courier	21.20	
31260	Parking and Lot Attendant	17.13	***
31290	Shuttle Bus Driver	16.77	***
31310	Taxi Driver	15.68	***
31361	Truckdriver, Light	22.58	
31362	Truckdriver, Medium	23.95	
31363	Truckdriver, Heavy	26.28	
31364	Truckdriver, Tractor-Trailer	26.28	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	13.70	***
99050	Desk Clerk	14.27	***
99095	Embalmer	32.56	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	19.93	
99252	Laboratory Animal Caretaker II	21.20	
99260	Marketing Analyst	30.18	
99310	Mortician	32.56	
99410	Pest Controller	26.39	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	21.79	
99711	Recycling Specialist	25.00	

Code	Title	Rate	Note
99730	Refuse Collector	20.20	
99810	Sales Clerk	14.68	***
99820	School Crossing Guard	16.97	***
99830	Survey Party Chief	25.04	
99831	Surveying Aide	14.63	***
99832	Surveying Technician	19.12	
99840	Vending Machine Attendant	23.36	
99841	Vending Machine Repairer	27.89	
99842	Vending Machine Repairer Helper	23.36	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4903

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin County of Racine

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	

Code	Title	Rate	Note
01011	Accounting Clerk I	17.77	
01012	Accounting Clerk II	19.95	
01013	Accounting Clerk III	22.31	
01020	Administrative Assistant	29.22	
01035	Court Reporter	23.29	
01041	Customer Service Representative I	16.98	***
01042	Customer Service Representative II	18.70	
01043	Customer Service Representative III	20.81	
01051	Data Entry Operator I	16.42	***
01052	Data Entry Operator II	17.93	
01060	Dispatcher, Motor Vehicle	26.06	
01070	Document Preparation Clerk	18.54	
01090	Duplicating Machine Operator	18.54	
01111	General Clerk I	15.93	***
01112	General Clerk II	17.39	***
01113	General Clerk III	19.51	
01120	Housing Referral Assistant	25.95	
01141	Messenger Courier	14.70	***
01191	Order Clerk I	16.99	***
01192	Order Clerk II	18.54	
01261	Personnel Assistant (Employment) I	19.67	
01262	Personnel Assistant (Employment) II	22.00	
01263	Personnel Assistant (Employment) III	24.54	
01270	Production Control Clerk	23.97	
01290	Rental Clerk	19.91	
01300	Scheduler, Maintenance	20.81	
01311	Secretary I	20.81	
01312	Secretary II	23.29	
01313	Secretary III	25.95	
01320	Service Order Dispatcher	23.30	
01410	Supply Technician	29.22	
01420	Survey Worker	23.29	
01460	Switchboard Operator/Receptionist	18.19	
01531	Travel Clerk I	16.59	***
01532	Travel Clerk II	17.91	
01533	Travel Clerk III	20.06	
01611	Word Processor I	17.52	***

Code	Title	Rate	Note
01612	Word Processor II	19.66	
01613	Word Processor III	21.99	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.44	
05010	Automotive Electrician	22.64	
05040	Automotive Glass Installer	21.47	
05070	Automotive Worker	21.47	
05110	Mobile Equipment Servicer	19.18	
05130	Motor Equipment Metal Mechanic	23.81	
05160	Motor Equipment Metal Worker	21.47	
05190	Motor Vehicle Mechanic	23.81	
05220	Motor Vehicle Mechanic Helper	17.99	
05250	Motor Vehicle Upholstery Worker	20.32	
05280	Motor Vehicle Wrecker	21.47	
05310	Painter, Automotive	22.64	
05340	Radiator Repair Specialist	21.47	
05370	Tire Repairer	18.46	
05400	Transmission Repair Specialist	23.81	
07000	Food Preparation And Service Occupations		
07010	Baker	14.97	***
07041	Cook I	16.98	***
07042	Cook II	19.01	
07070	Dishwasher	11.65	***
07130	Food Service Worker	13.68	***
07210	Meat Cutter	21.24	
07260	Waiter/Waitress	12.25	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.74	
09040	Furniture Handler	15.74	***
09080	Furniture Refinisher	22.74	
09090	Furniture Refinisher Helper	18.08	
09110	Furniture Repairer, Minor	20.42	
09130	Upholsterer	22.74	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.37	***
11060	Elevator Operator	15.80	***
11090	Gardener	22.13	

Code	Title	Rate	Note
11122	Housekeeping Aide	15.80	***
11150	Janitor	15.80	***
11210	Laborer, Grounds Maintenance	18.08	
11240	Maid or Houseman	13.89	***
11260	Pruner	16.76	***
11270	Tractor Operator	20.77	
11330	Trail Maintenance Worker	18.08	
11360	Window Cleaner	17.04	***
12000	Health Occupations		
12010	Ambulance Driver	21.00	
12011	Breath Alcohol Technician	24.37	
12012	Certified Occupational Therapist Assistant	33.32	
12015	Certified Physical Therapist Assistant	27.98	
12020	Dental Assistant	21.52	
12025	Dental Hygienist	38.79	
12030	EKG Technician	35.05	
12035	Electroneurodiagnostic Technologist	35.05	
12040	Emergency Medical Technician	21.00	
12071	Licensed Practical Nurse I	20.68	
12072	Licensed Practical Nurse II	23.13	
12073	Licensed Practical Nurse III	25.78	
12100	Medical Assistant	21.26	
12130	Medical Laboratory Technician	24.65	
12160	Medical Record Clerk	21.34	
12190	Medical Record Technician	27.61	
12195	Medical Transcriptionist	20.68	
12210	Nuclear Medicine Technologist	50.84	
12221	Nursing Assistant I	13.66	***
12222	Nursing Assistant II	15.37	***
12223	Nursing Assistant III	16.77	***
12224	Nursing Assistant IV	18.82	
12235	Optical Dispenser	20.71	
12236	Optical Technician	20.68	
12250	Pharmacy Technician	17.78	
12280	Phlebotomist	21.81	
12305	Radiologic Technologist	31.38	
12311	Registered Nurse I	25.77	

Code	Title	Rate	Note
12312	Registered Nurse II	31.53	
12313	Registered Nurse II, Specialist	31.53	
12314	Registered Nurse III	38.14	
12315	Registered Nurse III, Anesthetist	38.14	
12316	Registered Nurse IV	45.71	
12317	Scheduler (Drug and Alcohol Testing)	30.20	
12320	Substance Abuse Treatment Counselor	29.90	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	23.83	
13012	Exhibits Specialist II	29.15	
13013	Exhibits Specialist III	35.64	
13041	Illustrator I	23.52	
13042	Illustrator II	29.15	
13043	Illustrator III	35.64	
13047	Librarian	32.27	
13050	Library Aide/Clerk	19.50	
13054	Library Information Technology Systems Administrator	29.15	
13058	Library Technician	18.32	
13061	Media Specialist I	21.03	
13062	Media Specialist II	23.52	
13063	Media Specialist III	26.22	
13071	Photographer I	21.03	
13072	Photographer II	23.52	
13073	Photographer III	29.15	
13074	Photographer IV	35.64	
13075	Photographer V	43.12	
13090	Technical Order Library Clerk	24.50	
13110	Video Teleconference Technician	21.03	
14000	Information Technology Occupations		
14041	Computer Operator I	22.31	
14042	Computer Operator II	24.95	
14043	Computer Operator III	27.83	
14044	Computer Operator IV	30.92	
14045	Computer Operator V	34.23	
14071	Computer Programmer I	26.21	see 1
14072	Computer Programmer II		see 1
14073	Computer Programmer III		see 1

Code	Title	Rate	Note
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	22.31	
14160	Personal Computer Support Technician	30.92	
14170	System Support Specialist	38.54	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	34.00	
15020	Aircrew Training Devices Instructor (Rated)	41.14	
15030	Air Crew Training Devices Instructor (Pilot)	49.32	
15050	Computer Based Training Specialist / Instructor	34.00	
15060	Educational Technologist	32.79	
15070	Flight Instructor (Pilot)	49.32	
15080	Graphic Artist	25.91	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.32	
15086	Maintenance Test Pilot, Rotary Wing	49.32	
15088	Non-Maintenance Test/Co-Pilot	49.32	
15090	Technical Instructor	23.94	
15095	Technical Instructor/Course Developer	29.29	
15110	Test Proctor	19.32	
15120	Tutor	19.32	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.60	***
16030	Counter Attendant	17.60	***
16040	Dry Cleaner	20.10	
16070	Finisher, Flatwork, Machine	17.60	***
16090	Presser, Hand	17.60	***
16110	Presser, Machine, Drycleaning	17.60	***
16130	Presser, Machine, Shirts	17.60	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.60	***
16190	Sewing Machine Operator	20.94	
16220	Tailor	21.77	
16250	Washer, Machine	18.43	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	24.56	
19040	Tool And Die Maker	29.69	

Code	Title	Rate Note
21000	Materials Handling And Packing Occupations	
21020	Forklift Operator	20.96
21030	Material Coordinator	23.97
21040	Material Expediter	23.97
21050	Material Handling Laborer	18.35
21071	Order Filler	16.01 ***
21080	Production Line Worker (Food Processing)	20.96
21110	Shipping Packer	20.16
21130	Shipping/Receiving Clerk	20.16
21140	Store Worker I	17.87
21150	Stock Clerk	22.54
21210	Tools And Parts Attendant	20.96
21410	Warehouse Specialist	20.96
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	32.30
23019	Aircraft Logs and Records Technician	26.23
23021	Aircraft Mechanic I	30.74
23022	Aircraft Mechanic II	32.30
23023	Aircraft Mechanic III	33.83
23040	Aircraft Mechanic Helper	23.23
23050	Aircraft, Painter	29.22
23060	Aircraft Servicer	26.23
23070	Aircraft Survival Flight Equipment Technician	29.22
23080	Aircraft Worker	27.71
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.71
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.74
23110	Appliance Mechanic	29.22
23120	Bicycle Repairer	24.75
23125	Cable Splicer	30.74
23130	Carpenter, Maintenance	27.59
23140	Carpet Layer	27.71
23160	Electrician, Maintenance	38.40
23181	Electronics Technician Maintenance I	27.71
23182	Electronics Technician Maintenance II	29.22
23183	Electronics Technician Maintenance III	30.74
23260	Fabric Worker	26.23
23290	Fire Alarm System Mechanic	30.74

Code	Title	Rate Note
23310	Fire Extinguisher Repairer	24.75
23311	Fuel Distribution System Mechanic	30.74
23312	Fuel Distribution System Operator	24.75
23370	General Maintenance Worker	22.76
23380	Ground Support Equipment Mechanic	30.74
23381	Ground Support Equipment Servicer	26.23
23382	Ground Support Equipment Worker	27.71
23391	Gunsmith I	24.75
23392	Gunsmith II	27.71
23393	Gunsmith III	30.74
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.32
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.82
23430	Heavy Equipment Mechanic	29.70
23440	Heavy Equipment Operator	32.64
23460	Instrument Mechanic	30.74
23465	Laboratory/Shelter Mechanic	29.22
23470	Laborer	18.35
23510	Locksmith	29.22
23530	Machinery Maintenance Mechanic	29.99
23550	Machinist, Maintenance	23.18
23580	Maintenance Trades Helper	19.18
23591	Metrology Technician I	30.74
23592	Metrology Technician II	32.30
23593	Metrology Technician III	33.83
23640	Millwright	30.83
23710	Office Appliance Repairer	29.22
23760	Painter, Maintenance	22.70
23790	Pipefitter, Maintenance	35.29
23810	Plumber, Maintenance	33.54
23820	Pneudraulic Systems Mechanic	30.74
23850	Rigger	30.74
23870	Scale Mechanic	27.71
23890	Sheet-Metal Worker, Maintenance	37.54
23910	Small Engine Mechanic	27.71
23931	Telecommunications Mechanic I	29.20
23932	Telecommunications Mechanic II	30.69
23950	Telephone Lineman	30.74

Code	Title	Rate	Note
23960	Welder, Combination, Maintenance	24.26	
23965	Well Driller	30.74	
23970	Woodcraft Worker	30.74	
23980	Woodworker	24.75	
24000	Personal Needs Occupations		
24550	Case Manager	20.25	
24570	Child Care Attendant	14.44	***
24580	Child Care Center Clerk	18.11	
24610	Chore Aide	15.11	***
24620	Family Readiness And Support Services Coordinator	20.25	
24630	Homemaker	20.50	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	33.52	
25040	Sewage Plant Operator	31.86	
25070	Stationary Engineer	33.52	
25190	Ventilation Equipment Tender	25.33	
25210	Water Treatment Plant Operator	31.86	
27000	Protective Service Occupations		
27004	Alarm Monitor	22.73	
27007	Baggage Inspector	16.80	***
27008	Corrections Officer	28.38	
27010	Court Security Officer	25.80	
27030	Detection Dog Handler	18.79	
27040	Detention Officer	28.38	
27070	Firefighter	25.80	
27101	Guard I	16.80	***
27102	Guard II	18.79	
27131	Police Officer I	34.82	
27132	Police Officer II	38.69	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	13.93	***
28042	Carnival Equipment Repairer	14.65	***
28043	Carnival Worker	11.61	***
28210	Gate Attendant/Gate Tender	19.90	
28310	Lifeguard	16.46	***
28350	Park Attendant (Aide)	22.26	
28510	Recreation Aide/Health Facility Attendant	16.25	***

Code	Title	Rate	Note
28515	Recreation Specialist	27.58	
28630	Sports Official	17.73	***
28690	Swimming Pool Operator	25.53	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	27.71	
29020	Hatch Tender	27.71	
29030	Line Handler	27.71	
29041	Stevedore I	26.23	
29042	Stevedore II	29.22	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	47.27	see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.60	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.90	see 2
30021	Archeological Technician I	19.05	
30022	Archeological Technician II	21.31	
30023	Archeological Technician III	26.40	
30030	Cartographic Technician	26.40	
30040	Civil Engineering Technician	28.20	
30051	Cryogenic Technician I	29.12	
30052	Cryogenic Technician II	32.17	
30061	Drafter/CAD Operator I	19.05	
30062	Drafter/CAD Operator II	21.31	
30063	Drafter/CAD Operator III	23.76	
30064	Drafter/CAD Operator IV	29.23	
30081	Engineering Technician I	16.97	***
30082	Engineering Technician II	19.05	
30083	Engineering Technician III	21.31	
30084	Engineering Technician IV	26.40	
30085	Engineering Technician V	32.29	
30086	Engineering Technician VI	39.07	
30090	Environmental Technician	26.30	
30095	Evidence Control Specialist	26.30	
30210	Laboratory Technician	23.76	
30221	Latent Fingerprint Technician I	29.12	
30222	Latent Fingerprint Technician II	32.17	
30240	Mathematical Technician	26.40	
30361	Paralegal/Legal Assistant I	23.24	

Code	Title	Rate Note
30362	Paralegal/Legal Assistant II	28.80
30363	Paralegal/Legal Assistant III	35.23
30364	Paralegal/Legal Assistant IV	42.61
30375	Petroleum Supply Specialist	32.17
30390	Photo-Optics Technician	26.40
30395	Radiation Control Technician	32.17
30461	Technical Writer I	26.40
30462	Technical Writer II	32.29
30463	Technical Writer III	39.07
30491	Unexploded Ordnance (UXO) Technician I	30.04
30492	Unexploded Ordnance (UXO) Technician II	36.35
30493	Unexploded Ordnance (UXO) Technician III	43.57
30494	Unexploded (UXO) Safety Escort	30.04
30495	Unexploded (UXO) Sweep Personnel	30.04
30501	Weather Forecaster I	29.23
30502	Weather Forecaster II	35.56
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.76 see 2
30621	Weather Observer, Senior	26.40 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	36.35
31020	Bus Aide	17.65 ***
31030	Bus Driver	22.90
31043	Driver Courier	18.90
31260	Parking and Lot Attendant	16.37 ***
31290	Shuttle Bus Driver	15.43 ***
31310	Taxi Driver	13.29 ***
31361	Truckdriver, Light	19.92
31362	Truckdriver, Medium	21.51
31363	Truckdriver, Heavy	25.77
31364	Truckdriver, Tractor-Trailer	25.77
99000	Miscellaneous Occupations	
99020	Cabin Safety Specialist	17.72 ***
99030	Cashier	13.51 ***
99050	Desk Clerk	14.03 ***
99095	Embalmer	30.04
99130	Flight Follower	30.04
99251	Laboratory Animal Caretaker I	16.85 ***

Code	Title	Rate	Note
99252	Laboratory Animal Caretaker II	17.96	
99260	Marketing Analyst	29.73	
99310	Mortician	30.04	
99410	Pest Controller	27.20	
99510	Photofinishing Worker	15.79	***
99710	Recycling Laborer	28.86	
99711	Recycling Specialist	33.13	
99730	Refuse Collector	25.93	
99810	Sales Clerk	14.91	***
99820	School Crossing Guard	16.93	***
99830	Survey Party Chief	21.79	
99831	Surveying Aide	14.44	***
99832	Surveying Technician	19.83	
99840	Vending Machine Attendant	24.08	
99841	Vending Machine Repairer	28.73	
99842	Vending Machine Repairer Helper	24.08	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4905

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin County of Sheboygan

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.72	***
01012	Accounting Clerk II	19.88	
01013	Accounting Clerk III	22.24	
01020	Administrative Assistant	29.17	
01035	Court Reporter	23.24	
01041	Customer Service Representative I	17.04	***
01042	Customer Service Representative II	18.60	
01043	Customer Service Representative III	20.87	
01051	Data Entry Operator I	17.40	***
01052	Data Entry Operator II	18.99	
01060	Dispatcher, Motor Vehicle	26.14	
01070	Document Preparation Clerk	18.51	
01090	Duplicating Machine Operator	18.51	
01111	General Clerk I	15.92	***
01112	General Clerk II	17.36	***
01113	General Clerk III	19.49	
01120	Housing Referral Assistant	25.90	
01141	Messenger Courier	13.42	***
01191	Order Clerk I	18.16	
01192	Order Clerk II	19.81	
01261	Personnel Assistant (Employment) I	20.06	
01262	Personnel Assistant (Employment) II	22.45	
01263	Personnel Assistant (Employment) III	25.02	
01270	Production Control Clerk	24.09	
01290	Rental Clerk	17.26	***
01300	Scheduler, Maintenance	20.77	

Code	Title	Rate	Note
01311	Secretary I	20.77	
01312	Secretary II	23.24	
01313	Secretary III	25.90	
01320	Service Order Dispatcher	23.47	
01410	Supply Technician	29.17	
01420	Survey Worker	23.24	
01460	Switchboard Operator/Receptionist	18.49	
01531	Travel Clerk I	15.93	***
01532	Travel Clerk II	17.24	***
01533	Travel Clerk III	20.06	
01611	Word Processor I	18.51	
01612	Word Processor II	20.77	
01613	Word Processor III	23.24	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	24.50	
05010	Automotive Electrician	22.70	
05040	Automotive Glass Installer	21.40	
05070	Automotive Worker	21.40	
05110	Mobile Equipment Servicer	19.09	
05130	Motor Equipment Metal Mechanic	24.20	
05160	Motor Equipment Metal Worker	21.40	
05190	Motor Vehicle Mechanic	24.20	
05220	Motor Vehicle Mechanic Helper	17.92	
05250	Motor Vehicle Upholstery Worker	20.25	
05280	Motor Vehicle Wrecker	21.40	
05310	Painter, Automotive	22.70	
05340	Radiator Repair Specialist	21.40	
05370	Tire Repairer	19.09	
05400	Transmission Repair Specialist	24.20	
07000	Food Preparation And Service Occupations		
07010	Baker	17.37	***
07041	Cook I	16.70	***
07042	Cook II	18.72	
07070	Dishwasher	10.94	***
07130	Food Service Worker	14.18	***
07210	Meat Cutter	19.84	
07260	Waiter/Waitress	13.11	***

Code	Title	Rate	Note
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	24.83	
09040	Furniture Handler	17.07	***
09080	Furniture Refinisher	24.83	
09090	Furniture Refinisher Helper	19.60	
09110	Furniture Repairer, Minor	22.14	
09130	Upholsterer	24.83	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	18.80	
11060	Elevator Operator	17.23	***
11090	Gardener	22.06	
11122	Housekeeping Aide	15.00	***
11150	Janitor	15.00	***
11210	Laborer, Grounds Maintenance	18.06	
11240	Maid or Houseman	15.08	***
11260	Pruner	16.74	***
11270	Tractor Operator	20.71	
11330	Trail Maintenance Worker	18.06	
11360	Window Cleaner	16.18	***
12000	Health Occupations		
12010	Ambulance Driver	21.40	
12011	Breath Alcohol Technician	23.94	
12012	Certified Occupational Therapist Assistant	32.85	
12015	Certified Physical Therapist Assistant	29.95	
12020	Dental Assistant	21.92	
12025	Dental Hygienist	37.47	
12030	EKG Technician	36.29	
12035	Electroneurodiagnostic Technologist	36.29	
12040	Emergency Medical Technician	21.40	
12071	Licensed Practical Nurse I	21.40	
12072	Licensed Practical Nurse II	23.94	
12073	Licensed Practical Nurse III	26.70	
12100	Medical Assistant	22.04	
12130	Medical Laboratory Technician	29.14	
12160	Medical Record Clerk	21.98	
12190	Medical Record Technician	24.58	
12195	Medical Transcriptionist	21.40	

Code	Title	Rate	Note
12210	Nuclear Medicine Technologist	52.62	
12221	Nursing Assistant I	13.93	***
12222	Nursing Assistant II	15.67	***
12223	Nursing Assistant III	17.10	***
12224	Nursing Assistant IV	19.19	
12235	Optical Dispenser	21.80	
12236	Optical Technician	21.40	
12250	Pharmacy Technician	18.43	
12280	Phlebotomist	20.65	
12305	Radiologic Technologist	34.51	
12311	Registered Nurse I	26.04	
12312	Registered Nurse II	31.85	
12313	Registered Nurse II, Specialist	31.85	
12314	Registered Nurse III	38.53	
12315	Registered Nurse III, Anesthetist	38.53	
12316	Registered Nurse IV	46.19	
12317	Scheduler (Drug and Alcohol Testing)	29.67	
12320	Substance Abuse Treatment Counselor	28.48	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	22.26	
13012	Exhibits Specialist II	27.59	
13013	Exhibits Specialist III	33.75	
13041	Illustrator I	22.26	
13042	Illustrator II	27.59	
13043	Illustrator III	33.75	
13047	Librarian	30.55	
13050	Library Aide/Clerk	18.18	
13054	Library Information Technology Systems Administrator	27.59	
13058	Library Technician	15.57	***
13061	Media Specialist I	19.90	
13062	Media Specialist II	22.26	
13063	Media Specialist III	24.83	
13071	Photographer I	19.90	
13072	Photographer II	22.26	
13073	Photographer III	27.59	
13074	Photographer IV	33.75	
13075	Photographer V	40.82	

Code	Title	Rate	Note
13090	Technical Order Library Clerk	22.82	
13110	Video Teleconference Technician	19.90	
14000	Information Technology Occupations		
14041	Computer Operator I	18.57	
14042	Computer Operator II	20.77	
14043	Computer Operator III	23.17	
14044	Computer Operator IV	25.74	
14045	Computer Operator V	29.25	
14071	Computer Programmer I	22.42	see 1
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	18.57	
14160	Personal Computer Support Technician	26.15	
14170	System Support Specialist	33.04	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	31.93	
15020	Aircrew Training Devices Instructor (Rated)	38.63	
15030	Air Crew Training Devices Instructor (Pilot)	46.30	
15050	Computer Based Training Specialist / Instructor	31.93	
15060	Educational Technologist	29.84	
15070	Flight Instructor (Pilot)	46.30	
15080	Graphic Artist	23.38	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.30	
15086	Maintenance Test Pilot, Rotary Wing	46.30	
15088	Non-Maintenance Test/Co-Pilot	46.30	
15090	Technical Instructor	24.44	
15095	Technical Instructor/Course Developer	29.89	
15110	Test Proctor	19.72	
15120	Tutor	19.72	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.58	***
16030	Counter Attendant	17.58	***
16040	Dry Cleaner	20.09	

Code	Title	Rate	Note
16070	Finisher, Flatwork, Machine	17.58	***
16090	Presser, Hand	17.58	***
16110	Presser, Machine, Drycleaning	17.58	***
16130	Presser, Machine, Shirts	17.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.58	***
16190	Sewing Machine Operator	20.92	
16220	Tailor	21.76	
16250	Washer, Machine	18.42	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	24.70	
19040	Tool And Die Maker	30.48	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.00	
21030	Material Coordinator	24.09	
21040	Material Expediter	24.09	
21050	Material Handling Laborer	18.82	
21071	Order Filler	15.88	***
21080	Production Line Worker (Food Processing)	22.00	
21110	Shipping Packer	22.22	
21130	Shipping/Receiving Clerk	22.22	
21140	Store Worker I	17.36	***
21150	Stock Clerk	21.89	
21210	Tools And Parts Attendant	22.00	
21410	Warehouse Specialist	22.00	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	30.31	
23019	Aircraft Logs and Records Technician	24.19	
23021	Aircraft Mechanic I	28.92	
23022	Aircraft Mechanic II	30.31	
23023	Aircraft Mechanic III	31.89	
23040	Aircraft Mechanic Helper	21.41	
23050	Aircraft, Painter	27.13	
23060	Aircraft Servicer	24.19	
23070	Aircraft Survival Flight Equipment Technician	27.13	
23080	Aircraft Worker	25.57	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.57	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.92	

Code	Title	Rate Note
23110	Appliance Mechanic	27.13
23120	Bicycle Repairer	22.81
23125	Cable Splicer	39.94
23130	Carpenter, Maintenance	25.00
23140	Carpet Layer	25.57
23160	Electrician, Maintenance	34.05
23181	Electronics Technician Maintenance I	25.57
23182	Electronics Technician Maintenance II	27.13
23183	Electronics Technician Maintenance III	28.92
23260	Fabric Worker	24.19
23290	Fire Alarm System Mechanic	28.92
23310	Fire Extinguisher Repairer	22.81
23311	Fuel Distribution System Mechanic	28.92
23312	Fuel Distribution System Operator	22.81
23370	General Maintenance Worker	24.23
23380	Ground Support Equipment Mechanic	28.92
23381	Ground Support Equipment Servicer	24.19
23382	Ground Support Equipment Worker	25.57
23391	Gunsmith I	22.81
23392	Gunsmith II	25.57
23393	Gunsmith III	28.92
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.54
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.96
23430	Heavy Equipment Mechanic	28.92
23440	Heavy Equipment Operator	29.70
23460	Instrument Mechanic	28.92
23465	Laboratory/Shelter Mechanic	27.13
23470	Laborer	18.82
23510	Locksmith	27.13
23530	Machinery Maintenance Mechanic	30.23
23550	Machinist, Maintenance	24.66
23580	Maintenance Trades Helper	20.15
23591	Metrology Technician I	28.92
23592	Metrology Technician II	30.31
23593	Metrology Technician III	31.89
23640	Millwright	30.34
23710	Office Appliance Repairer	27.13

Code	Title	Rate	Note
23760	Painter, Maintenance	22.93	
23790	Pipefitter, Maintenance	33.06	
23810	Plumber, Maintenance	31.01	
23820	Pneudraulic Systems Mechanic	28.92	
23850	Rigger	28.92	
23870	Scale Mechanic	25.57	
23890	Sheet-Metal Worker, Maintenance	31.91	
23910	Small Engine Mechanic	25.57	
23931	Telecommunications Mechanic I	28.77	
23932	Telecommunications Mechanic II	29.74	
23950	Telephone Lineman	28.92	
23960	Welder, Combination, Maintenance	26.48	
23965	Well Driller	28.92	
23970	Woodcraft Worker	28.92	
23980	Woodworker	22.81	
24000 Personal Needs Occupations			
24550	Case Manager	24.38	
24570	Child Care Attendant	13.71	***
24580	Child Care Center Clerk	17.08	***
24610	Chore Aide	15.16	***
24620	Family Readiness And Support Services Coordinator	24.38	
24630	Homemaker	24.38	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	34.23	
25040	Sewage Plant Operator	32.10	
25070	Stationary Engineer	34.23	
25190	Ventilation Equipment Tender	25.34	
25210	Water Treatment Plant Operator	32.10	
27000 Protective Service Occupations			
27004	Alarm Monitor	22.56	
27007	Baggage Inspector	17.14	***
27008	Corrections Officer	35.89	
27010	Court Security Officer	35.89	
27030	Detection Dog Handler	19.69	
27040	Detention Officer	35.89	
27070	Firefighter	29.54	
27101	Guard I	17.14	***

Code	Title	Rate	Note
27102	Guard II	19.69	
27131	Police Officer I	34.07	
27132	Police Officer II	37.85	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	15.89	***
28042	Carnival Equipment Repairer	16.92	***
28043	Carnival Worker	12.84	***
28210	Gate Attendant/Gate Tender	16.87	***
28310	Lifeguard	14.14	***
28350	Park Attendant (Aide)	18.88	
28510	Recreation Aide/Health Facility Attendant	13.77	***
28515	Recreation Specialist	23.40	
28630	Sports Official	15.03	***
28690	Swimming Pool Operator	23.33	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	25.57	
29020	Hatch Tender	25.57	
29030	Line Handler	25.57	
29041	Stevedore I	24.19	
29042	Stevedore II	27.13	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	47.27	see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.60	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.90	see 2
30021	Archeological Technician I	19.35	
30022	Archeological Technician II	21.64	
30023	Archeological Technician III	26.81	
30030	Cartographic Technician	26.81	
30040	Civil Engineering Technician	26.81	
30051	Cryogenic Technician I	29.69	
30052	Cryogenic Technician II	32.79	
30061	Drafter/CAD Operator I	19.35	
30062	Drafter/CAD Operator II	21.64	
30063	Drafter/CAD Operator III	24.12	
30064	Drafter/CAD Operator IV	29.69	
30081	Engineering Technician I	17.22	***
30082	Engineering Technician II	19.35	

Code	Title	Rate	Note
30083	Engineering Technician III	21.64	
30084	Engineering Technician IV	26.81	
30085	Engineering Technician V	32.79	
30086	Engineering Technician VI	39.67	
30090	Environmental Technician	26.81	
30095	Evidence Control Specialist	26.81	
30210	Laboratory Technician	25.45	
30221	Latent Fingerprint Technician I	29.69	
30222	Latent Fingerprint Technician II	32.79	
30240	Mathematical Technician	26.81	
30361	Paralegal/Legal Assistant I	21.03	
30362	Paralegal/Legal Assistant II	26.06	
30363	Paralegal/Legal Assistant III	31.88	
30364	Paralegal/Legal Assistant IV	38.57	
30375	Petroleum Supply Specialist	32.79	
30390	Photo-Optics Technician	26.81	
30395	Radiation Control Technician	32.79	
30461	Technical Writer I	26.81	
30462	Technical Writer II	32.79	
30463	Technical Writer III	39.67	
30491	Unexploded Ordnance (UXO) Technician I	30.04	
30492	Unexploded Ordnance (UXO) Technician II	36.35	
30493	Unexploded Ordnance (UXO) Technician III	43.57	
30494	Unexploded (UXO) Safety Escort	30.04	
30495	Unexploded (UXO) Sweep Personnel	30.04	
30501	Weather Forecaster I	29.69	
30502	Weather Forecaster II	36.11	
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.12	see 2
30621	Weather Observer, Senior	26.81	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	36.35	
31020	Bus Aide	18.04	
31030	Bus Driver	23.38	
31043	Driver Courier	20.65	
31260	Parking and Lot Attendant	16.72	***
31290	Shuttle Bus Driver	16.29	***
31310	Taxi Driver	12.93	***

Code	Title	Rate	Note
31361	Truckdriver, Light	21.99	
31362	Truckdriver, Medium	23.32	
31363	Truckdriver, Heavy	25.00	
31364	Truckdriver, Tractor-Trailer	25.00	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.72	***
99030	Cashier	13.73	***
99050	Desk Clerk	14.91	***
99095	Embalmer	32.56	
99130	Flight Follower	30.04	
99251	Laboratory Animal Caretaker I	18.65	
99252	Laboratory Animal Caretaker II	19.87	
99260	Marketing Analyst	31.37	
99310	Mortician	32.56	
99410	Pest Controller	26.39	
99510	Photofinishing Worker	15.79	***
99710	Recycling Laborer	20.37	
99711	Recycling Specialist	23.36	
99730	Refuse Collector	18.88	
99810	Sales Clerk	15.39	***
99820	School Crossing Guard	18.88	
99830	Survey Party Chief	25.97	
99831	Surveying Aide	15.17	***
99832	Surveying Technician	19.83	
99840	Vending Machine Attendant	23.36	
99841	Vending Machine Repairer	27.89	
99842	Vending Machine Repairer Helper	23.36	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4907

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin County of Marathon

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.53	***
01012	Accounting Clerk II	19.67	
01013	Accounting Clerk III	22.00	
01020	Administrative Assistant	28.74	
01035	Court Reporter	20.97	
01041	Customer Service Representative I	15.93	***
01042	Customer Service Representative II	17.39	***
01043	Customer Service Representative III	19.51	
01051	Data Entry Operator I	16.42	***
01052	Data Entry Operator II	17.92	
01060	Dispatcher, Motor Vehicle	24.26	
01070	Document Preparation Clerk	16.71	***
01090	Duplicating Machine Operator	16.71	***
01111	General Clerk I	14.92	***
01112	General Clerk II	16.28	***
01113	General Clerk III	18.29	
01120	Housing Referral Assistant	23.39	
01141	Messenger Courier	14.32	***
01191	Order Clerk I	16.56	***
01192	Order Clerk II	18.07	
01261	Personnel Assistant (Employment) I	18.59	

Code	Title	Rate	Note
01262	Personnel Assistant (Employment) II	20.79	
01263	Personnel Assistant (Employment) III	23.19	
01270	Production Control Clerk	24.91	
01290	Rental Clerk	18.99	
01300	Scheduler, Maintenance	18.75	
01311	Secretary I	18.75	
01312	Secretary II	20.97	
01313	Secretary III	23.39	
01320	Service Order Dispatcher	21.69	
01410	Supply Technician	28.74	
01420	Survey Worker	20.97	
01460	Switchboard Operator/Receptionist	18.27	
01531	Travel Clerk I	16.71	***
01532	Travel Clerk II	18.52	
01533	Travel Clerk III	20.43	
01611	Word Processor I	16.71	***
01612	Word Processor II	18.75	
01613	Word Processor III	20.97	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.04	
05010	Automotive Electrician	22.47	
05040	Automotive Glass Installer	21.29	
05070	Automotive Worker	21.29	
05110	Mobile Equipment Servicer	18.99	
05130	Motor Equipment Metal Mechanic	23.60	
05160	Motor Equipment Metal Worker	21.29	
05190	Motor Vehicle Mechanic	23.60	
05220	Motor Vehicle Mechanic Helper	17.82	
05250	Motor Vehicle Upholstery Worker	20.13	
05280	Motor Vehicle Wrecker	21.29	
05310	Painter, Automotive	22.47	
05340	Radiator Repair Specialist	21.29	
05370	Tire Repairer	16.71	***
05400	Transmission Repair Specialist	23.60	
07000	Food Preparation And Service Occupations		
07010	Baker	16.76	***
07041	Cook I	17.15	***

Code	Title	Rate	Note
07042	Cook II	19.23	
07070	Dishwasher	12.03	***
07130	Food Service Worker	14.25	***
07210	Meat Cutter	19.68	
07260	Waiter/Waitress	12.27	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	20.83	
09040	Furniture Handler	14.42	***
09080	Furniture Refinisher	20.83	
09090	Furniture Refinisher Helper	16.53	***
09110	Furniture Repairer, Minor	18.68	
09130	Upholsterer	20.83	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	18.17	
11060	Elevator Operator	18.17	
11090	Gardener	21.56	
11122	Housekeeping Aide	15.96	***
11150	Janitor	15.96	***
11210	Laborer, Grounds Maintenance	17.48	***
11240	Maid or Houseman	14.89	***
11260	Pruner	16.11	***
11270	Tractor Operator	20.24	
11330	Trail Maintenance Worker	17.48	***
11360	Window Cleaner	17.30	***
12000	Health Occupations		
12010	Ambulance Driver	16.88	***
12011	Breath Alcohol Technician	22.26	
12012	Certified Occupational Therapist Assistant	30.54	
12015	Certified Physical Therapist Assistant	28.89	
12020	Dental Assistant	21.58	
12025	Dental Hygienist	36.43	
12030	EKG Technician	40.65	
12035	Electroneurodiagnostic Technologist	40.65	
12040	Emergency Medical Technician	16.88	***
12071	Licensed Practical Nurse I	19.90	
12072	Licensed Practical Nurse II	22.26	
12073	Licensed Practical Nurse III	24.82	

Code	Title	Rate	Note
12100	Medical Assistant	21.09	
12130	Medical Laboratory Technician	29.87	
12160	Medical Record Clerk	21.31	
12190	Medical Record Technician	23.83	
12195	Medical Transcriptionist	21.60	
12210	Nuclear Medicine Technologist	48.91	
12221	Nursing Assistant I	13.35	***
12222	Nursing Assistant II	15.03	***
12223	Nursing Assistant III	16.40	***
12224	Nursing Assistant IV	18.40	
12235	Optical Dispenser	20.14	
12236	Optical Technician	19.90	
12250	Pharmacy Technician	17.68	***
12280	Phlebotomist	18.77	
12305	Radiologic Technologist	33.01	
12311	Registered Nurse I	25.47	
12312	Registered Nurse II	31.16	
12313	Registered Nurse II, Specialist	31.16	
12314	Registered Nurse III	37.69	
12315	Registered Nurse III, Anesthetist	37.69	
12316	Registered Nurse IV	45.17	
12317	Scheduler (Drug and Alcohol Testing)	27.58	
12320	Substance Abuse Treatment Counselor	25.69	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	24.02	
13012	Exhibits Specialist II	29.75	
13013	Exhibits Specialist III	36.39	
13041	Illustrator I	24.02	
13042	Illustrator II	29.75	
13043	Illustrator III	36.39	
13047	Librarian	32.95	
13050	Library Aide/Clerk	17.81	
13054	Library Information Technology Systems Administrator	29.75	
13058	Library Technician	22.19	
13061	Media Specialist I	21.46	
13062	Media Specialist II	24.02	
13063	Media Specialist III	26.76	

Code	Title	Rate	Note
13071	Photographer I	19.98	
13072	Photographer II	22.35	
13073	Photographer III	27.70	
13074	Photographer IV	33.88	
13075	Photographer V	40.99	
13090	Technical Order Library Clerk	22.35	
13110	Video Teleconference Technician	21.46	
14000	Information Technology Occupations		
14041	Computer Operator I	20.09	
14042	Computer Operator II	22.48	
14043	Computer Operator III	25.07	
14044	Computer Operator IV	27.85	
14045	Computer Operator V	30.84	
14071	Computer Programmer I	22.42	see 1
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	20.09	
14160	Personal Computer Support Technician	27.85	
14170	System Support Specialist	31.16	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.63	
15020	Aircrew Training Devices Instructor (Rated)	40.68	
15030	Air Crew Training Devices Instructor (Pilot)	48.76	
15050	Computer Based Training Specialist / Instructor	33.63	
15060	Educational Technologist	32.59	
15070	Flight Instructor (Pilot)	48.76	
15080	Graphic Artist	23.51	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.76	
15086	Maintenance Test Pilot, Rotary Wing	48.76	
15088	Non-Maintenance Test/Co-Pilot	48.76	
15090	Technical Instructor	25.12	
15095	Technical Instructor/Course Developer	30.73	
15110	Test Proctor	20.27	

Code	Title	Rate	Note
15120	Tutor	20.27	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.56	***
16030	Counter Attendant	16.56	***
16040	Dry Cleaner	19.00	
16070	Finisher, Flatwork, Machine	16.56	***
16090	Presser, Hand	16.56	***
16110	Presser, Machine, Drycleaning	16.56	***
16130	Presser, Machine, Shirts	16.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.56	***
16190	Sewing Machine Operator	19.80	
16220	Tailor	20.60	
16250	Washer, Machine	17.35	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	24.29	
19040	Tool And Die Maker	29.28	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.12	
21030	Material Coordinator	24.91	
21040	Material Expediter	24.91	
21050	Material Handling Laborer	19.08	
21071	Order Filler	15.90	***
21080	Production Line Worker (Food Processing)	21.12	
21110	Shipping Packer	21.18	
21130	Shipping/Receiving Clerk	21.18	
21140	Store Worker I	15.39	***
21150	Stock Clerk	19.69	
21210	Tools And Parts Attendant	21.12	
21410	Warehouse Specialist	21.12	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	30.73	
23019	Aircraft Logs and Records Technician	25.00	
23021	Aircraft Mechanic I	29.31	
23022	Aircraft Mechanic II	30.73	
23023	Aircraft Mechanic III	32.07	
23040	Aircraft Mechanic Helper	22.14	
23050	Aircraft, Painter	27.90	

Code	Title	Rate Note
23060	Aircraft Servicer	25.00
23070	Aircraft Survival Flight Equipment Technician	27.90
23080	Aircraft Worker	26.44
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.44
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.31
23110	Appliance Mechanic	27.90
23120	Bicycle Repairer	23.58
23125	Cable Splicer	29.31
23130	Carpenter, Maintenance	23.58
23140	Carpet Layer	26.44
23160	Electrician, Maintenance	36.29
23181	Electronics Technician Maintenance I	26.44
23182	Electronics Technician Maintenance II	27.90
23183	Electronics Technician Maintenance III	29.31
23260	Fabric Worker	25.00
23290	Fire Alarm System Mechanic	29.31
23310	Fire Extinguisher Repairer	23.58
23311	Fuel Distribution System Mechanic	29.31
23312	Fuel Distribution System Operator	23.58
23370	General Maintenance Worker	23.69
23380	Ground Support Equipment Mechanic	29.31
23381	Ground Support Equipment Servicer	25.00
23382	Ground Support Equipment Worker	26.44
23391	Gunsmith I	23.58
23392	Gunsmith II	26.44
23393	Gunsmith III	29.31
23410	Heating, Ventilation And Air-Conditioning Mechanic	28.37
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.75
23430	Heavy Equipment Mechanic	29.54
23440	Heavy Equipment Operator	31.86
23460	Instrument Mechanic	29.31
23465	Laboratory/Shelter Mechanic	27.90
23470	Laborer	19.08
23510	Locksmith	27.90
23530	Machinery Maintenance Mechanic	29.91
23550	Machinist, Maintenance	23.05
23580	Maintenance Trades Helper	22.14

Code	Title	Rate	Note
23591	Metrology Technician I	29.31	
23592	Metrology Technician II	30.73	
23593	Metrology Technician III	32.07	
23640	Millwright	31.34	
23710	Office Appliance Repairer	23.78	
23760	Painter, Maintenance	25.60	
23790	Pipefitter, Maintenance	35.19	
23810	Plumber, Maintenance	33.48	
23820	Pneudraulic Systems Mechanic	29.31	
23850	Rigger	29.31	
23870	Scale Mechanic	26.44	
23890	Sheet-Metal Worker, Maintenance	34.97	
23910	Small Engine Mechanic	26.44	
23931	Telecommunications Mechanic I	27.95	
23932	Telecommunications Mechanic II	29.30	
23950	Telephone Lineman	29.31	
23960	Welder, Combination, Maintenance	23.87	
23965	Well Driller	29.31	
23970	Woodcraft Worker	29.31	
23980	Woodworker	23.58	
24000 Personal Needs Occupations			
24550	Case Manager	23.46	
24570	Child Care Attendant	12.66	***
24580	Child Care Center Clerk	16.12	***
24610	Chore Aide	15.26	***
24620	Family Readiness And Support Services Coordinator	23.46	
24630	Homemaker	23.46	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	28.75	
25040	Sewage Plant Operator	27.37	
25070	Stationary Engineer	28.75	
25190	Ventilation Equipment Tender	21.72	
25210	Water Treatment Plant Operator	27.37	
27000 Protective Service Occupations			
27004	Alarm Monitor	19.84	
27007	Baggage Inspector	15.16	***
27008	Corrections Officer	20.90	

Code	Title	Rate	Note
27010	Court Security Officer	20.98	
27030	Detection Dog Handler	17.25	***
27040	Detention Officer	20.90	
27070	Firefighter	19.66	
27101	Guard I	15.16	***
27102	Guard II	17.25	***
27131	Police Officer I	32.50	
27132	Police Officer II	36.11	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	14.62	***
28042	Carnival Equipment Repairer	15.51	***
28043	Carnival Worker	11.64	***
28210	Gate Attendant/Gate Tender	18.48	
28310	Lifeguard	11.84	***
28350	Park Attendant (Aide)	20.67	
28510	Recreation Aide/Health Facility Attendant	15.08	***
28515	Recreation Specialist	25.62	
28630	Sports Official	16.46	***
28690	Swimming Pool Operator	19.28	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	26.44	
29020	Hatch Tender	26.44	
29030	Line Handler	26.44	
29041	Stevedore I	25.00	
29042	Stevedore II	27.90	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	18.46	
30022	Archeological Technician II	20.64	
30023	Archeological Technician III	25.58	
30030	Cartographic Technician	25.58	
30040	Civil Engineering Technician	28.14	
30051	Cryogenic Technician I	28.32	
30052	Cryogenic Technician II	31.28	
30061	Drafter/CAD Operator I	18.46	

Code	Title	Rate Note
30062	Drafter/CAD Operator II	20.64
30063	Drafter/CAD Operator III	23.01
30064	Drafter/CAD Operator IV	28.32
30081	Engineering Technician I	16.28 ***
30082	Engineering Technician II	18.41
30083	Engineering Technician III	20.86
30084	Engineering Technician IV	25.84
30085	Engineering Technician V	31.61
30086	Engineering Technician VI	38.25
30090	Environmental Technician	25.58
30095	Evidence Control Specialist	25.58
30210	Laboratory Technician	23.01
30221	Latent Fingerprint Technician I	28.32
30222	Latent Fingerprint Technician II	31.28
30240	Mathematical Technician	25.58
30361	Paralegal/Legal Assistant I	20.66
30362	Paralegal/Legal Assistant II	25.59
30363	Paralegal/Legal Assistant III	31.30
30364	Paralegal/Legal Assistant IV	37.87
30375	Petroleum Supply Specialist	31.28
30390	Photo-Optics Technician	25.58
30395	Radiation Control Technician	31.28
30461	Technical Writer I	25.58
30462	Technical Writer II	31.28
30463	Technical Writer III	37.84
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	28.32
30502	Weather Forecaster II	34.45
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.01 see 2
30621	Weather Observer, Senior	25.58 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	34.76
31020	Bus Aide	17.28 ***

Code	Title	Rate	Note
31030	Bus Driver	22.59	
31043	Driver Courier	20.50	
31260	Parking and Lot Attendant	16.32	***
31290	Shuttle Bus Driver	18.08	
31310	Taxi Driver	13.68	***
31361	Truckdriver, Light	21.83	
31362	Truckdriver, Medium	23.14	
31363	Truckdriver, Heavy	24.45	
31364	Truckdriver, Tractor-Trailer	24.45	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	13.82	***
99050	Desk Clerk	14.20	***
99095	Embalmer	32.56	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	17.38	***
99252	Laboratory Animal Caretaker II	18.51	
99260	Marketing Analyst	28.73	
99310	Mortician	32.56	
99410	Pest Controller	23.77	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	18.56	
99711	Recycling Specialist	21.05	
99730	Refuse Collector	17.02	***
99810	Sales Clerk	15.13	***
99820	School Crossing Guard	16.76	***
99830	Survey Party Chief	25.04	
99831	Surveying Aide	14.63	***
99832	Surveying Technician	19.12	
99840	Vending Machine Attendant	21.05	
99841	Vending Machine Repairer	25.14	
99842	Vending Machine Repairer Helper	21.05	

Footer

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4913

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin County of Walworth

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.45	***
01012	Accounting Clerk II	19.58	
01013	Accounting Clerk III	21.90	
01020	Administrative Assistant	27.91	
01035	Court Reporter	21.43	
01041	Customer Service Representative I	15.54	***
01042	Customer Service Representative II	16.96	***
01043	Customer Service Representative III	19.03	
01051	Data Entry Operator I	14.97	***
01052	Data Entry Operator II	16.34	***
01060	Dispatcher, Motor Vehicle	23.17	
01070	Document Preparation Clerk	17.07	***
01090	Duplicating Machine Operator	17.07	***
01111	General Clerk I	15.37	***

Code	Title	Rate Note
01112	General Clerk II	16.77 ***
01113	General Clerk III	18.82
01120	Housing Referral Assistant	23.90
01141	Messenger Courier	15.25 ***
01191	Order Clerk I	15.99 ***
01192	Order Clerk II	17.45 ***
01261	Personnel Assistant (Employment) I	18.17
01262	Personnel Assistant (Employment) II	20.32
01263	Personnel Assistant (Employment) III	22.65
01270	Production Control Clerk	23.61
01290	Rental Clerk	18.39
01300	Scheduler, Maintenance	19.16
01311	Secretary I	19.16
01312	Secretary II	21.43
01313	Secretary III	23.90
01320	Service Order Dispatcher	20.71
01410	Supply Technician	27.91
01420	Survey Worker	21.74
01460	Switchboard Operator/Receptionist	17.69 ***
01531	Travel Clerk I	17.93
01532	Travel Clerk II	19.43
01533	Travel Clerk III	21.01
01611	Word Processor I	17.07 ***
01612	Word Processor II	19.16
01613	Word Processor III	21.43
05000	Automotive Service Occupations	
05005	Automobile Body Repairer, Fiberglass	22.04
05010	Automotive Electrician	21.18
05040	Automotive Glass Installer	20.38
05070	Automotive Worker	20.38
05110	Mobile Equipment Servicer	18.76
05130	Motor Equipment Metal Mechanic	21.91
05160	Motor Equipment Metal Worker	20.71
05190	Motor Vehicle Mechanic	21.91
05220	Motor Vehicle Mechanic Helper	17.85
05250	Motor Vehicle Upholstery Worker	19.66
05280	Motor Vehicle Wrecker	20.38

Code	Title	Rate	Note
05310	Painter, Automotive	21.18	
05340	Radiator Repair Specialist	20.38	
05370	Tire Repairer	17.76	
05400	Transmission Repair Specialist	21.91	
07000	Food Preparation And Service Occupations		
07010	Baker	15.95	***
07041	Cook I	17.09	***
07042	Cook II	18.96	
07070	Dishwasher	11.34	***
07130	Food Service Worker	13.97	***
07210	Meat Cutter	18.87	
07260	Waiter/Waitress	12.46	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.52	
09040	Furniture Handler	17.08	***
09080	Furniture Refinisher	22.75	
09090	Furniture Refinisher Helper	19.18	
09110	Furniture Repairer, Minor	21.12	
09130	Upholsterer	22.75	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.74	***
11060	Elevator Operator	16.07	***
11090	Gardener	21.15	
11122	Housekeeping Aide	16.07	***
11150	Janitor	16.07	***
11210	Laborer, Grounds Maintenance	17.58	***
11240	Maid or Houseman	15.14	***
11260	Pruner	16.24	***
11270	Tractor Operator	19.75	
11330	Trail Maintenance Worker	17.58	***
11360	Window Cleaner	17.40	***
12000	Health Occupations		
12010	Ambulance Driver	19.61	
12011	Breath Alcohol Technician	23.94	
12012	Certified Occupational Therapist Assistant	30.21	
12015	Certified Physical Therapist Assistant	28.45	
12020	Dental Assistant	21.02	

Code	Title	Rate	Note
12025	Dental Hygienist	38.30	
12030	EKG Technician	36.28	
12035	Electroneurodiagnostic Technologist	36.28	
12040	Emergency Medical Technician	19.61	
12071	Licensed Practical Nurse I	21.41	
12072	Licensed Practical Nurse II	23.94	
12073	Licensed Practical Nurse III	26.69	
12100	Medical Assistant	20.08	
12130	Medical Laboratory Technician	29.30	
12160	Medical Record Clerk	21.22	
12190	Medical Record Technician	23.74	
12195	Medical Transcriptionist	22.21	
12210	Nuclear Medicine Technologist	52.61	
12221	Nursing Assistant I	13.32	***
12222	Nursing Assistant II	14.99	***
12223	Nursing Assistant III	16.36	***
12224	Nursing Assistant IV	18.36	
12235	Optical Dispenser	17.82	
12236	Optical Technician	21.41	
12250	Pharmacy Technician	18.50	
12280	Phlebotomist	19.32	
12305	Radiologic Technologist	33.95	
12311	Registered Nurse I	26.17	
12312	Registered Nurse II	32.01	
12313	Registered Nurse II, Specialist	32.01	
12314	Registered Nurse III	38.73	
12315	Registered Nurse III, Anesthetist	38.73	
12316	Registered Nurse IV	46.42	
12317	Scheduler (Drug and Alcohol Testing)	29.67	
12320	Substance Abuse Treatment Counselor	28.25	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	19.69	
13012	Exhibits Specialist II	23.92	
13013	Exhibits Specialist III	29.26	
13041	Illustrator I	19.31	
13042	Illustrator II	23.92	
13043	Illustrator III	29.26	

Code	Title	Rate	Note
13047	Librarian	26.49	
13050	Library Aide/Clerk	17.95	
13054	Library Information Technology Systems Administrator	23.92	
13058	Library Technician	15.51	***
13061	Media Specialist I	17.26	***
13062	Media Specialist II	19.31	
13063	Media Specialist III	21.53	
13071	Photographer I	18.33	
13072	Photographer II	20.50	
13073	Photographer III	25.41	
13074	Photographer IV	31.07	
13075	Photographer V	37.59	
13090	Technical Order Library Clerk	22.54	
13110	Video Teleconference Technician	18.82	
14000	Information Technology Occupations		
14041	Computer Operator I	20.32	
14042	Computer Operator II	22.72	
14043	Computer Operator III	25.34	
14044	Computer Operator IV	28.16	
14045	Computer Operator V	31.18	
14071	Computer Programmer I	26.21	see 1
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	20.32	
14160	Personal Computer Support Technician	28.16	
14170	System Support Specialist	31.18	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	35.36	
15020	Aircrew Training Devices Instructor (Rated)	42.78	
15030	Air Crew Training Devices Instructor (Pilot)	51.28	
15050	Computer Based Training Specialist / Instructor	35.36	
15060	Educational Technologist	45.27	
15070	Flight Instructor (Pilot)	51.28	

Code	Title	Rate	Note
15080	Graphic Artist	24.44	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	51.28	
15086	Maintenance Test Pilot, Rotary Wing	51.28	
15088	Non-Maintenance Test/Co-Pilot	51.28	
15090	Technical Instructor	22.10	
15095	Technical Instructor/Course Developer	27.03	
15110	Test Proctor	17.83	
15120	Tutor	17.83	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.60	***
16030	Counter Attendant	17.60	***
16040	Dry Cleaner	20.10	
16070	Finisher, Flatwork, Machine	17.60	***
16090	Presser, Hand	17.60	***
16110	Presser, Machine, Drycleaning	17.60	***
16130	Presser, Machine, Shirts	17.60	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.60	***
16190	Sewing Machine Operator	20.94	
16220	Tailor	21.77	
16250	Washer, Machine	18.43	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.58	
19040	Tool And Die Maker	29.83	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.18	
21030	Material Coordinator	23.61	
21040	Material Expediter	23.61	
21050	Material Handling Laborer	18.35	
21071	Order Filler	15.83	***
21080	Production Line Worker (Food Processing)	22.18	
21110	Shipping Packer	19.92	
21130	Shipping/Receiving Clerk	19.92	
21140	Store Worker I	16.85	***
21150	Stock Clerk	21.48	
21210	Tools And Parts Attendant	22.18	
21410	Warehouse Specialist	22.18	
23000	Mechanics And Maintenance And Repair Occupations		

Code	Title	Rate Note
23010	Aerospace Structural Welder	30.95
23019	Aircraft Logs and Records Technician	25.95
23021	Aircraft Mechanic I	29.76
23022	Aircraft Mechanic II	30.95
23023	Aircraft Mechanic III	32.17
23040	Aircraft Mechanic Helper	23.06
23050	Aircraft, Painter	28.59
23060	Aircraft Servicer	25.95
23070	Aircraft Survival Flight Equipment Technician	28.59
23080	Aircraft Worker	27.29
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.29
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.76
23110	Appliance Mechanic	28.59
23120	Bicycle Repairer	24.59
23125	Cable Splicer	49.57
23130	Carpenter, Maintenance	23.83
23140	Carpet Layer	27.29
23160	Electrician, Maintenance	33.75
23181	Electronics Technician Maintenance I	29.03
23182	Electronics Technician Maintenance II	30.60
23183	Electronics Technician Maintenance III	32.31
23260	Fabric Worker	25.95
23290	Fire Alarm System Mechanic	29.76
23310	Fire Extinguisher Repairer	24.59
23311	Fuel Distribution System Mechanic	39.35
23312	Fuel Distribution System Operator	34.87
23370	General Maintenance Worker	22.13
23380	Ground Support Equipment Mechanic	29.76
23381	Ground Support Equipment Servicer	25.95
23382	Ground Support Equipment Worker	27.29
23391	Gunsmith I	24.59
23392	Gunsmith II	27.29
23393	Gunsmith III	29.76
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.52
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.54
23430	Heavy Equipment Mechanic	28.95
23440	Heavy Equipment Operator	31.63

Code	Title	Rate	Note
23460	Instrument Mechanic	29.76	
23465	Laboratory/Shelter Mechanic	28.59	
23470	Laborer	18.35	
23510	Locksmith	28.59	
23530	Machinery Maintenance Mechanic	29.27	
23550	Machinist, Maintenance	22.15	
23580	Maintenance Trades Helper	17.44	***
23591	Metrology Technician I	29.76	
23592	Metrology Technician II	30.95	
23593	Metrology Technician III	32.17	
23640	Millwright	29.95	
23710	Office Appliance Repairer	21.98	
23760	Painter, Maintenance	22.34	
23790	Pipefitter, Maintenance	30.35	
23810	Plumber, Maintenance	29.15	
23820	Pneudraulic Systems Mechanic	29.76	
23850	Rigger	29.76	
23870	Scale Mechanic	27.29	
23890	Sheet-Metal Worker, Maintenance	29.76	
23910	Small Engine Mechanic	22.57	
23931	Telecommunications Mechanic I	29.95	
23932	Telecommunications Mechanic II	31.14	
23950	Telephone Lineman	28.71	
23960	Welder, Combination, Maintenance	25.01	
23965	Well Driller	29.76	
23970	Woodcraft Worker	29.76	
23980	Woodworker	24.59	
24000	Personal Needs Occupations		
24550	Case Manager	23.73	
24570	Child Care Attendant	15.28	***
24580	Child Care Center Clerk	19.06	
24610	Chore Aide	15.11	***
24620	Family Readiness And Support Services Coordinator	23.73	
24630	Homemaker	23.73	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	28.58	
25040	Sewage Plant Operator	27.26	

Code	Title	Rate	Note
25070	Stationary Engineer	28.58	
25190	Ventilation Equipment Tender	22.13	
25210	Water Treatment Plant Operator	27.26	
27000	Protective Service Occupations		
27004	Alarm Monitor	24.48	
27007	Baggage Inspector	17.29	***
27008	Corrections Officer	26.57	
27010	Court Security Officer	23.16	
27030	Detection Dog Handler	19.59	
27040	Detention Officer	26.57	
27070	Firefighter	21.47	
27101	Guard I	17.29	***
27102	Guard II	19.59	
27131	Police Officer I	28.25	
27132	Police Officer II	31.39	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	16.00	***
28042	Carnival Equipment Repairer	17.07	***
28043	Carnival Worker	12.77	***
28210	Gate Attendant/Gate Tender	17.64	***
28310	Lifeguard	13.44	***
28350	Park Attendant (Aide)	19.74	
28510	Recreation Aide/Health Facility Attendant	14.52	***
28515	Recreation Specialist	24.45	
28630	Sports Official	15.72	***
28690	Swimming Pool Operator	19.18	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	25.54	
29020	Hatch Tender	25.54	
29030	Line Handler	25.54	
29041	Stevedore I	24.28	
29042	Stevedore II	26.75	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	47.27	see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.60	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.90	see 2
30021	Archeological Technician I	18.81	

Code	Title	Rate Note
30022	Archeological Technician II	21.04
30023	Archeological Technician III	26.06
30030	Cartographic Technician	26.06
30040	Civil Engineering Technician	29.67
30051	Cryogenic Technician I	28.86
30052	Cryogenic Technician II	31.88
30061	Drafter/CAD Operator I	18.81
30062	Drafter/CAD Operator II	21.04
30063	Drafter/CAD Operator III	23.45
30064	Drafter/CAD Operator IV	28.86
30081	Engineering Technician I	17.70 ***
30082	Engineering Technician II	19.86
30083	Engineering Technician III	22.22
30084	Engineering Technician IV	27.53
30085	Engineering Technician V	33.68
30086	Engineering Technician VI	40.74
30090	Environmental Technician	26.06
30095	Evidence Control Specialist	26.06
30210	Laboratory Technician	23.25
30221	Latent Fingerprint Technician I	28.86
30222	Latent Fingerprint Technician II	31.88
30240	Mathematical Technician	26.06
30361	Paralegal/Legal Assistant I	22.20
30362	Paralegal/Legal Assistant II	27.51
30363	Paralegal/Legal Assistant III	33.64
30364	Paralegal/Legal Assistant IV	40.70
30375	Petroleum Supply Specialist	31.88
30390	Photo-Optics Technician	26.06
30395	Radiation Control Technician	31.88
30461	Technical Writer I	26.06
30462	Technical Writer II	31.88
30463	Technical Writer III	38.58
30491	Unexploded Ordnance (UXO) Technician I	30.04
30492	Unexploded Ordnance (UXO) Technician II	36.35
30493	Unexploded Ordnance (UXO) Technician III	43.57
30494	Unexploded (UXO) Safety Escort	30.04
30495	Unexploded (UXO) Sweep Personnel	30.04

Code	Title	Rate	Note
30501	Weather Forecaster I	28.86	
30502	Weather Forecaster II	35.11	
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.45	see 2
30621	Weather Observer, Senior	26.06	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	36.35	
31020	Bus Aide	15.12	***
31030	Bus Driver	20.47	
31043	Driver Courier	17.94	
31260	Parking and Lot Attendant	14.15	***
31290	Shuttle Bus Driver	15.39	***
31310	Taxi Driver	14.62	***
31361	Truckdriver, Light	19.13	
31362	Truckdriver, Medium	20.18	
31363	Truckdriver, Heavy	24.23	
31364	Truckdriver, Tractor-Trailer	24.23	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.72	***
99030	Cashier	13.75	***
99050	Desk Clerk	14.58	***
99095	Embalmer	32.18	
99130	Flight Follower	30.04	
99251	Laboratory Animal Caretaker I	15.69	***
99252	Laboratory Animal Caretaker II	16.73	***
99260	Marketing Analyst	27.00	
99310	Mortician	32.18	
99410	Pest Controller	25.90	
99510	Photofinishing Worker	15.79	***
99710	Recycling Laborer	23.66	
99711	Recycling Specialist	27.37	
99730	Refuse Collector	21.43	
99810	Sales Clerk	14.75	***
99820	School Crossing Guard	14.45	***
99830	Survey Party Chief	27.68	
99831	Surveying Aide	18.34	
99832	Surveying Technician	25.20	
99840	Vending Machine Attendant	16.29	***

Code	Title	Rate Note
99841	Vending Machine Repairer	19.27
99842	Vending Machine Repairer Helper	16.29 ***

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4917

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin County of Polk

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	17.19 ***
01012	Accounting Clerk II	19.29
01013	Accounting Clerk III	21.58
01020	Administrative Assistant	27.72
01035	Court Reporter	22.32
01041	Customer Service Representative I	16.15 ***
01042	Customer Service Representative II	17.63 ***

Code	Title	Rate	Note
01043	Customer Service Representative III	19.78	
01051	Data Entry Operator I	15.98	***
01052	Data Entry Operator II	17.43	***
01060	Dispatcher, Motor Vehicle	23.59	
01070	Document Preparation Clerk	16.72	***
01090	Duplicating Machine Operator	16.72	***
01111	General Clerk I	15.91	***
01112	General Clerk II	17.36	***
01113	General Clerk III	19.48	
01120	Housing Referral Assistant	24.88	
01141	Messenger Courier	13.86	***
01191	Order Clerk I	17.00	***
01192	Order Clerk II	18.55	
01261	Personnel Assistant (Employment) I	19.53	
01262	Personnel Assistant (Employment) II	21.85	
01263	Personnel Assistant (Employment) III	24.34	
01270	Production Control Clerk	25.05	
01290	Rental Clerk	18.77	
01300	Scheduler, Maintenance	19.95	
01311	Secretary I	19.95	
01312	Secretary II	22.32	
01313	Secretary III	24.88	
01320	Service Order Dispatcher	21.09	
01410	Supply Technician	27.72	
01420	Survey Worker	19.57	
01460	Switchboard Operator/Receptionist	17.78	
01531	Travel Clerk I	17.81	
01532	Travel Clerk II	18.52	
01533	Travel Clerk III	20.43	
01611	Word Processor I	17.77	
01612	Word Processor II	19.95	
01613	Word Processor III	22.32	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.66	
05010	Automotive Electrician	20.79	
05040	Automotive Glass Installer	19.64	
05070	Automotive Worker	19.93	

Code	Title	Rate	Note
05110	Mobile Equipment Servicer	17.51	***
05130	Motor Equipment Metal Mechanic	21.71	
05160	Motor Equipment Metal Worker	19.93	
05190	Motor Vehicle Mechanic	21.71	
05220	Motor Vehicle Mechanic Helper	16.72	***
05250	Motor Vehicle Upholstery Worker	18.56	
05280	Motor Vehicle Wrecker	19.93	
05310	Painter, Automotive	20.70	
05340	Radiator Repair Specialist	19.73	
05370	Tire Repairer	17.72	***
05400	Transmission Repair Specialist	21.71	
07000	Food Preparation And Service Occupations		
07010	Baker	15.23	***
07041	Cook I	17.44	***
07042	Cook II	19.61	
07070	Dishwasher	10.74	***
07130	Food Service Worker	14.14	***
07210	Meat Cutter	20.01	
07260	Waiter/Waitress	12.75	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.94	
09040	Furniture Handler	16.13	***
09080	Furniture Refinisher	20.88	
09090	Furniture Refinisher Helper	18.07	
09110	Furniture Repairer, Minor	19.60	
09130	Upholsterer	21.95	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.03	***
11060	Elevator Operator	17.00	***
11090	Gardener	22.05	
11122	Housekeeping Aide	17.17	***
11150	Janitor	17.17	***
11210	Laborer, Grounds Maintenance	17.81	
11240	Maid or Houseman	14.48	***
11260	Pruner	16.40	***
11270	Tractor Operator	20.65	
11330	Trail Maintenance Worker	17.81	

Code	Title	Rate	Note
11360	Window Cleaner	18.65	
12000	Health Occupations		
12010	Ambulance Driver	19.85	
12011	Breath Alcohol Technician	24.66	
12012	Certified Occupational Therapist Assistant	31.76	
12015	Certified Physical Therapist Assistant	30.11	
12020	Dental Assistant	21.39	
12025	Dental Hygienist	37.15	
12030	EKG Technician	36.93	
12035	Electroneurodiagnostic Technologist	36.93	
12040	Emergency Medical Technician	19.85	
12071	Licensed Practical Nurse I	22.06	
12072	Licensed Practical Nurse II	24.66	
12073	Licensed Practical Nurse III	27.50	
12100	Medical Assistant	21.75	
12130	Medical Laboratory Technician	29.48	
12160	Medical Record Clerk	22.33	
12190	Medical Record Technician	24.98	
12195	Medical Transcriptionist	22.10	
12210	Nuclear Medicine Technologist	54.22	
12221	Nursing Assistant I	13.89	***
12222	Nursing Assistant II	15.63	***
12223	Nursing Assistant III	17.06	***
12224	Nursing Assistant IV	19.14	
12235	Optical Dispenser	18.70	
12236	Optical Technician	22.06	
12250	Pharmacy Technician	18.50	
12280	Phlebotomist	19.40	
12305	Radiologic Technologist	34.10	
12311	Registered Nurse I	29.71	
12312	Registered Nurse II	36.35	
12313	Registered Nurse II, Specialist	36.35	
12314	Registered Nurse III	43.98	
12315	Registered Nurse III, Anesthetist	43.98	
12316	Registered Nurse IV	52.71	
12317	Scheduler (Drug and Alcohol Testing)	30.57	
12320	Substance Abuse Treatment Counselor	28.07	

Code	Title	Rate	Note
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	20.47	
13012	Exhibits Specialist II	26.14	
13013	Exhibits Specialist III	30.90	
13041	Illustrator I	21.81	
13042	Illustrator II	27.01	
13043	Illustrator III	33.05	
13047	Librarian	33.12	
13050	Library Aide/Clerk	14.96	***
13054	Library Information Technology Systems Administrator	25.74	
13058	Library Technician	18.54	
13061	Media Specialist I	18.22	
13062	Media Specialist II	20.38	
13063	Media Specialist III	22.72	
13071	Photographer I	18.66	
13072	Photographer II	20.87	
13073	Photographer III	25.85	
13074	Photographer IV	31.63	
13075	Photographer V	36.15	
13090	Technical Order Library Clerk	18.78	
13110	Video Teleconference Technician	19.84	
14000	Information Technology Occupations		
14041	Computer Operator I	22.76	
14042	Computer Operator II	25.45	
14043	Computer Operator III	28.39	
14044	Computer Operator IV	31.55	
14045	Computer Operator V	34.94	
14071	Computer Programmer I	26.47	see 1
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	22.76	
14160	Personal Computer Support Technician	31.55	
14170	System Support Specialist	34.94	

Code	Title	Rate	Note
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	34.82	
15020	Aircrew Training Devices Instructor (Rated)	41.18	
15030	Air Crew Training Devices Instructor (Pilot)	49.36	
15050	Computer Based Training Specialist / Instructor	34.82	
15060	Educational Technologist	40.00	
15070	Flight Instructor (Pilot)	49.36	
15080	Graphic Artist	24.15	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.36	
15086	Maintenance Test Pilot, Rotary Wing	49.36	
15088	Non-Maintenance Test/Co-Pilot	49.36	
15090	Technical Instructor	24.65	
15095	Technical Instructor/Course Developer	30.15	
15110	Test Proctor	19.89	
15120	Tutor	19.89	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.56	***
16030	Counter Attendant	16.56	***
16040	Dry Cleaner	19.00	
16070	Finisher, Flatwork, Machine	16.56	***
16090	Presser, Hand	16.56	***
16110	Presser, Machine, Drycleaning	16.56	***
16130	Presser, Machine, Shirts	16.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.56	***
16190	Sewing Machine Operator	19.80	
16220	Tailor	20.60	
16250	Washer, Machine	17.35	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	24.59	
19040	Tool And Die Maker	29.32	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	25.62	
21030	Material Coordinator	25.05	
21040	Material Expediter	25.05	
21050	Material Handling Laborer	19.78	
21071	Order Filler	17.60	***
21080	Production Line Worker (Food Processing)	25.62	

Code	Title	Rate Note
21110	Shipping Packer	21.23
21130	Shipping/Receiving Clerk	21.23
21140	Store Worker I	16.47 ***
21150	Stock Clerk	21.13
21210	Tools And Parts Attendant	25.62
21410	Warehouse Specialist	25.62
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	31.58
23019	Aircraft Logs and Records Technician	25.85
23021	Aircraft Mechanic I	30.23
23022	Aircraft Mechanic II	31.58
23023	Aircraft Mechanic III	32.97
23040	Aircraft Mechanic Helper	22.77
23050	Aircraft, Painter	28.83
23060	Aircraft Servicer	25.85
23070	Aircraft Survival Flight Equipment Technician	28.83
23080	Aircraft Worker	27.35
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.35
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.23
23110	Appliance Mechanic	28.83
23120	Bicycle Repairer	24.32
23125	Cable Splicer	48.60
23130	Carpenter, Maintenance	24.29
23140	Carpet Layer	27.35
23160	Electrician, Maintenance	31.05
23181	Electronics Technician Maintenance I	27.35
23182	Electronics Technician Maintenance II	28.83
23183	Electronics Technician Maintenance III	30.23
23260	Fabric Worker	25.85
23290	Fire Alarm System Mechanic	30.23
23310	Fire Extinguisher Repairer	24.32
23311	Fuel Distribution System Mechanic	41.01
23312	Fuel Distribution System Operator	35.32
23370	General Maintenance Worker	22.47
23380	Ground Support Equipment Mechanic	30.23
23381	Ground Support Equipment Servicer	25.85
23382	Ground Support Equipment Worker	27.35

Code	Title	Rate Note
23391	Gunsmith I	24.32
23392	Gunsmith II	27.35
23393	Gunsmith III	30.23
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.84
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.08
23430	Heavy Equipment Mechanic	29.04
23440	Heavy Equipment Operator	32.59
23460	Instrument Mechanic	30.23
23465	Laboratory/Shelter Mechanic	28.83
23470	Laborer	19.78
23510	Locksmith	28.83
23530	Machinery Maintenance Mechanic	28.41
23550	Machinist, Maintenance	22.27
23580	Maintenance Trades Helper	17.81
23591	Metrology Technician I	30.23
23592	Metrology Technician II	31.58
23593	Metrology Technician III	32.97
23640	Millwright	30.05
23710	Office Appliance Repairer	28.83
23760	Painter, Maintenance	22.99
23790	Pipefitter, Maintenance	32.29
23810	Plumber, Maintenance	30.79
23820	Pneudraulic Systems Mechanic	30.23
23850	Rigger	30.23
23870	Scale Mechanic	27.35
23890	Sheet-Metal Worker, Maintenance	30.96
23910	Small Engine Mechanic	23.36
23931	Telecommunications Mechanic I	28.22
23932	Telecommunications Mechanic II	29.48
23950	Telephone Lineman	28.97
23960	Welder, Combination, Maintenance	23.13
23965	Well Driller	30.23
23970	Woodcraft Worker	30.23
23980	Woodworker	24.32
24000	Personal Needs Occupations	
24550	Case Manager	22.45
24570	Child Care Attendant	13.15 ***

Code	Title	Rate	Note
24580	Child Care Center Clerk	18.03	
24610	Chore Aide	15.39	***
24620	Family Readiness And Support Services Coordinator	22.45	
24630	Homemaker	22.45	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	29.89	
25040	Sewage Plant Operator	28.50	
25070	Stationary Engineer	29.89	
25190	Ventilation Equipment Tender	22.52	
25210	Water Treatment Plant Operator	28.50	
27000 Protective Service Occupations			
27004	Alarm Monitor	24.07	
27007	Baggage Inspector	17.08	***
27008	Corrections Officer	26.24	
27010	Court Security Officer	22.79	
27030	Detection Dog Handler	19.11	
27040	Detention Officer	26.24	
27070	Firefighter	20.84	
27101	Guard I	17.08	***
27102	Guard II	19.11	
27131	Police Officer I	27.66	
27132	Police Officer II	30.73	
28000 Recreation Occupations			
28041	Carnival Equipment Operator	14.64	***
28042	Carnival Equipment Repairer	15.63	***
28043	Carnival Worker	11.63	***
28210	Gate Attendant/Gate Tender	18.51	
28310	Lifeguard	11.28	***
28350	Park Attendant (Aide)	20.71	
28510	Recreation Aide/Health Facility Attendant	15.12	***
28515	Recreation Specialist	25.66	
28630	Sports Official	16.50	***
28690	Swimming Pool Operator	19.47	
29000 Stevedoring/Longshoremen Occupational Services			
29010	Blocker And Bracer	27.35	
29020	Hatch Tender	27.35	
29030	Line Handler	27.35	

Code	Title	Rate Note
29041	Stevedore I	25.85
29042	Stevedore II	28.83
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	45.21 see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34 see 2
30021	Archeological Technician I	20.60
30022	Archeological Technician II	23.05
30023	Archeological Technician III	28.54
30030	Cartographic Technician	29.12
30040	Civil Engineering Technician	29.05
30051	Cryogenic Technician I	28.02
30052	Cryogenic Technician II	30.94
30061	Drafter/CAD Operator I	20.60
30062	Drafter/CAD Operator II	23.05
30063	Drafter/CAD Operator III	25.69
30064	Drafter/CAD Operator IV	31.62
30081	Engineering Technician I	18.51
30082	Engineering Technician II	21.39
30083	Engineering Technician III	23.93
30084	Engineering Technician IV	29.64
30085	Engineering Technician V	31.93
30086	Engineering Technician VI	39.73
30090	Environmental Technician	25.43
30095	Evidence Control Specialist	25.30
30210	Laboratory Technician	22.81
30221	Latent Fingerprint Technician I	28.02
30222	Latent Fingerprint Technician II	30.94
30240	Mathematical Technician	25.35
30361	Paralegal/Legal Assistant I	22.06
30362	Paralegal/Legal Assistant II	27.31
30363	Paralegal/Legal Assistant III	33.42
30364	Paralegal/Legal Assistant IV	40.44
30375	Petroleum Supply Specialist	30.94
30390	Photo-Optics Technician	29.64
30395	Radiation Control Technician	30.94
30461	Technical Writer I	25.35

Code	Title	Rate	Note
30462	Technical Writer II	31.01	
30463	Technical Writer III	37.51	
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	31.62	
30502	Weather Forecaster II	38.46	
30620	Weather Observer, Combined Upper Air Or Surface Programs	25.69	see 2
30621	Weather Observer, Senior	28.54	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	15.51	***
31030	Bus Driver	20.40	
31043	Driver Courier	17.39	***
31260	Parking and Lot Attendant	14.30	***
31290	Shuttle Bus Driver	18.14	
31310	Taxi Driver	14.07	***
31361	Truckdriver, Light	18.57	
31362	Truckdriver, Medium	22.10	
31363	Truckdriver, Heavy	24.47	
31364	Truckdriver, Tractor-Trailer	24.47	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	14.12	***
99050	Desk Clerk	13.64	***
99095	Embalmer	38.87	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	14.63	***
99252	Laboratory Animal Caretaker II	15.62	***
99260	Marketing Analyst	28.07	
99310	Mortician	38.87	
99410	Pest Controller	25.69	
99510	Photofinishing Worker	17.97	
99710	Recycling Laborer	22.62	
99711	Recycling Specialist	26.20	

Code	Title	Rate	Note
99730	Refuse Collector	20.85	
99810	Sales Clerk	15.50	***
99820	School Crossing Guard	17.42	***
99830	Survey Party Chief	32.97	
99831	Surveying Aide	21.90	
99832	Surveying Technician	25.18	
99840	Vending Machine Attendant	20.95	
99841	Vending Machine Repairer	25.16	
99842	Vending Machine Repairer Helper	20.95	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4919

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin Counties of Door, Florence, Forest, Langlade, Lincoln, Manitowoc, Marinette, Menominee, Oneida, Portage, Shawano, Vilas

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	16.95	***
01012	Accounting Clerk II	19.02	
01013	Accounting Clerk III	21.27	
01020	Administrative Assistant	28.52	
01035	Court Reporter	20.37	
01041	Customer Service Representative I	15.82	***
01042	Customer Service Representative II	17.26	***
01043	Customer Service Representative III	19.37	
01051	Data Entry Operator I	17.03	***
01052	Data Entry Operator II	18.58	
01060	Dispatcher, Motor Vehicle	24.58	
01070	Document Preparation Clerk	19.18	
01090	Duplicating Machine Operator	19.18	
01111	General Clerk I	15.35	***
01112	General Clerk II	16.75	***
01113	General Clerk III	18.80	
01120	Housing Referral Assistant	22.72	
01141	Messenger Courier	14.99	***
01191	Order Clerk I	16.89	***
01192	Order Clerk II	18.43	
01261	Personnel Assistant (Employment) I	18.31	
01262	Personnel Assistant (Employment) II	20.48	
01263	Personnel Assistant (Employment) III	22.84	
01270	Production Control Clerk	23.80	
01290	Rental Clerk	19.46	
01300	Scheduler, Maintenance	18.21	
01311	Secretary I	18.21	
01312	Secretary II	20.37	
01313	Secretary III	22.72	
01320	Service Order Dispatcher	21.98	
01410	Supply Technician	28.52	
01420	Survey Worker	20.71	
01460	Switchboard Operator/Receptionist	18.14	
01531	Travel Clerk I	15.42	***
01532	Travel Clerk II	17.31	***
01533	Travel Clerk III	19.36	

Code	Title	Rate	Note
01611	Word Processor I	16.23	***
01612	Word Processor II	18.21	
01613	Word Processor III	20.37	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.15	
05010	Automotive Electrician	21.48	
05040	Automotive Glass Installer	20.41	
05070	Automotive Worker	20.41	
05110	Mobile Equipment Servicer	18.33	
05130	Motor Equipment Metal Mechanic	22.54	
05160	Motor Equipment Metal Worker	20.41	
05190	Motor Vehicle Mechanic	22.54	
05220	Motor Vehicle Mechanic Helper	17.20	***
05250	Motor Vehicle Upholstery Worker	19.38	
05280	Motor Vehicle Wrecker	20.41	
05310	Painter, Automotive	21.48	
05340	Radiator Repair Specialist	20.41	
05370	Tire Repairer	16.59	***
05400	Transmission Repair Specialist	22.54	
07000	Food Preparation And Service Occupations		
07010	Baker	16.35	***
07041	Cook I	17.37	***
07042	Cook II	19.34	
07070	Dishwasher	11.25	***
07130	Food Service Worker	13.04	***
07210	Meat Cutter	18.40	
07260	Waiter/Waitress	11.24	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	21.21	
09040	Furniture Handler	14.69	***
09080	Furniture Refinisher	21.19	
09090	Furniture Refinisher Helper	16.96	***
09110	Furniture Repairer, Minor	19.11	
09130	Upholsterer	21.19	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	14.75	***
11060	Elevator Operator	16.24	***

Code	Title	Rate	Note
11090	Gardener	21.73	
11122	Housekeeping Aide	16.24	***
11150	Janitor	16.24	***
11210	Laborer, Grounds Maintenance	17.64	***
11240	Maid or Houseman	14.36	***
11260	Pruner	16.30	***
11270	Tractor Operator	20.37	
11330	Trail Maintenance Worker	17.64	***
11360	Window Cleaner	17.58	***
12000	Health Occupations		
12010	Ambulance Driver	18.46	
12011	Breath Alcohol Technician	23.03	
12012	Certified Occupational Therapist Assistant	28.26	
12015	Certified Physical Therapist Assistant	29.63	
12020	Dental Assistant	21.35	
12025	Dental Hygienist	37.28	
12030	EKG Technician	34.91	
12035	Electroneurodiagnostic Technologist	34.91	
12040	Emergency Medical Technician	18.46	
12071	Licensed Practical Nurse I	20.60	
12072	Licensed Practical Nurse II	23.03	
12073	Licensed Practical Nurse III	25.69	
12100	Medical Assistant	21.76	
12130	Medical Laboratory Technician	29.60	
12160	Medical Record Clerk	22.24	
12190	Medical Record Technician	24.89	
12195	Medical Transcriptionist	22.21	
12210	Nuclear Medicine Technologist	50.64	
12221	Nursing Assistant I	13.27	***
12222	Nursing Assistant II	14.93	***
12223	Nursing Assistant III	16.29	***
12224	Nursing Assistant IV	18.28	
12235	Optical Dispenser	19.25	
12236	Optical Technician	20.60	
12250	Pharmacy Technician	18.26	
12280	Phlebotomist	20.58	
12305	Radiologic Technologist	33.80	

Code	Title	Rate	Note
12311	Registered Nurse I	25.79	
12312	Registered Nurse II	31.55	
12313	Registered Nurse II, Specialist	31.55	
12314	Registered Nurse III	38.17	
12315	Registered Nurse III, Anesthetist	38.17	
12316	Registered Nurse IV	45.75	
12317	Scheduler (Drug and Alcohol Testing)	28.56	
12320	Substance Abuse Treatment Counselor	29.98	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	21.11	
13012	Exhibits Specialist II	26.16	
13013	Exhibits Specialist III	32.00	
13041	Illustrator I	21.11	
13042	Illustrator II	26.16	
13043	Illustrator III	32.00	
13047	Librarian	28.97	
13050	Library Aide/Clerk	17.45	***
13054	Library Information Technology Systems Administrator	26.16	
13058	Library Technician	14.72	***
13061	Media Specialist I	18.88	
13062	Media Specialist II	21.11	
13063	Media Specialist III	23.55	
13071	Photographer I	18.84	
13072	Photographer II	21.07	
13073	Photographer III	26.11	
13074	Photographer IV	31.93	
13075	Photographer V	38.63	
13090	Technical Order Library Clerk	21.91	
13110	Video Teleconference Technician	19.26	
14000	Information Technology Occupations		
14041	Computer Operator I	22.54	
14042	Computer Operator II	25.20	
14043	Computer Operator III	28.09	
14044	Computer Operator IV	31.24	
14045	Computer Operator V	34.58	
14071	Computer Programmer I	22.42	see 1
14072	Computer Programmer II		see 1

Code	Title	Rate	Note
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	22.54	
14160	Personal Computer Support Technician	31.24	
14170	System Support Specialist	34.58	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	31.33	
15020	Aircrew Training Devices Instructor (Rated)	37.89	
15030	Air Crew Training Devices Instructor (Pilot)	45.43	
15050	Computer Based Training Specialist / Instructor	31.33	
15060	Educational Technologist	39.44	
15070	Flight Instructor (Pilot)	45.43	
15080	Graphic Artist	23.52	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.43	
15086	Maintenance Test Pilot, Rotary Wing	45.43	
15088	Non-Maintenance Test/Co-Pilot	45.43	
15090	Technical Instructor	23.49	
15095	Technical Instructor/Course Developer	28.74	
15110	Test Proctor	18.96	
15120	Tutor	18.96	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.58	***
16030	Counter Attendant	17.58	***
16040	Dry Cleaner	20.09	
16070	Finisher, Flatwork, Machine	17.58	***
16090	Presser, Hand	17.58	***
16110	Presser, Machine, Drycleaning	17.58	***
16130	Presser, Machine, Shirts	17.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.58	***
16190	Sewing Machine Operator	20.92	
16220	Tailor	21.76	
16250	Washer, Machine	18.42	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	24.38	

Code	Title	Rate	Note
19040	Tool And Die Maker	28.95	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.52	
21030	Material Coordinator	23.80	
21040	Material Expediter	23.80	
21050	Material Handling Laborer	18.34	
21071	Order Filler	15.40	***
21080	Production Line Worker (Food Processing)	20.52	
21110	Shipping Packer	19.95	
21130	Shipping/Receiving Clerk	19.95	
21140	Store Worker I	16.60	***
21150	Stock Clerk	21.13	
21210	Tools And Parts Attendant	20.52	
21410	Warehouse Specialist	20.52	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	30.09	
23019	Aircraft Logs and Records Technician	24.83	
23021	Aircraft Mechanic I	28.88	
23022	Aircraft Mechanic II	30.09	
23023	Aircraft Mechanic III	31.38	
23040	Aircraft Mechanic Helper	22.04	
23050	Aircraft, Painter	27.53	
23060	Aircraft Servicer	24.83	
23070	Aircraft Survival Flight Equipment Technician	27.53	
23080	Aircraft Worker	26.16	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.16	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.88	
23110	Appliance Mechanic	25.66	
23120	Bicycle Repairer	23.30	
23125	Cable Splicer	49.00	
23130	Carpenter, Maintenance	23.61	
23140	Carpet Layer	26.16	
23160	Electrician, Maintenance	31.05	
23181	Electronics Technician Maintenance I	26.16	
23182	Electronics Technician Maintenance II	27.53	
23183	Electronics Technician Maintenance III	28.88	
23260	Fabric Worker	24.83	

Code	Title	Rate	Note
23290	Fire Alarm System Mechanic	28.88	
23310	Fire Extinguisher Repairer	23.49	
23311	Fuel Distribution System Mechanic	37.10	
23312	Fuel Distribution System Operator	30.16	
23370	General Maintenance Worker	21.96	
23380	Ground Support Equipment Mechanic	28.88	
23381	Ground Support Equipment Servicer	24.83	
23382	Ground Support Equipment Worker	26.16	
23391	Gunsmith I	23.49	
23392	Gunsmith II	26.16	
23393	Gunsmith III	28.88	
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.22	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.28	
23430	Heavy Equipment Mechanic	28.39	
23440	Heavy Equipment Operator	29.73	
23460	Instrument Mechanic	28.88	
23465	Laboratory/Shelter Mechanic	27.53	
23470	Laborer	18.34	
23510	Locksmith	27.53	
23530	Machinery Maintenance Mechanic	28.75	
23550	Machinist, Maintenance	22.36	
23580	Maintenance Trades Helper	16.20	***
23591	Metrology Technician I	28.88	
23592	Metrology Technician II	30.09	
23593	Metrology Technician III	31.38	
23640	Millwright	32.82	
23710	Office Appliance Repairer	19.12	
23760	Painter, Maintenance	21.31	
23790	Pipefitter, Maintenance	30.99	
23810	Plumber, Maintenance	29.53	
23820	Pneudraulic Systems Mechanic	28.88	
23850	Rigger	28.88	
23870	Scale Mechanic	26.16	
23890	Sheet-Metal Worker, Maintenance	34.73	
23910	Small Engine Mechanic	22.66	
23931	Telecommunications Mechanic I	28.77	
23932	Telecommunications Mechanic II	29.74	

Code	Title	Rate	Note
23950	Telephone Lineman	29.52	
23960	Welder, Combination, Maintenance	24.09	
23965	Well Driller	28.88	
23970	Woodcraft Worker	28.88	
23980	Woodworker	23.49	
24000 Personal Needs Occupations			
24550	Case Manager	21.42	
24570	Child Care Attendant	12.61	***
24580	Child Care Center Clerk	16.49	***
24610	Chore Aide	15.05	***
24620	Family Readiness And Support Services Coordinator	21.42	
24630	Homemaker	21.42	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	28.77	
25040	Sewage Plant Operator	27.77	
25070	Stationary Engineer	28.77	
25190	Ventilation Equipment Tender	21.94	
25210	Water Treatment Plant Operator	27.77	
27000 Protective Service Occupations			
27004	Alarm Monitor	23.54	
27007	Baggage Inspector	16.74	***
27008	Corrections Officer	25.71	
27010	Court Security Officer	23.31	
27030	Detection Dog Handler	18.73	
27040	Detention Officer	25.71	
27070	Firefighter	20.90	
27101	Guard I	16.74	***
27102	Guard II	18.73	
27131	Police Officer I	28.38	
27132	Police Officer II	31.53	
28000 Recreation Occupations			
28041	Carnival Equipment Operator	14.52	***
28042	Carnival Equipment Repairer	15.47	***
28043	Carnival Worker	11.62	***
28210	Gate Attendant/Gate Tender	17.14	***
28310	Lifeguard	12.41	***
28350	Park Attendant (Aide)	19.17	

Code	Title	Rate Note
28510	Recreation Aide/Health Facility Attendant	14.00 ***
28515	Recreation Specialist	23.76
28630	Sports Official	15.28 ***
28690	Swimming Pool Operator	19.28
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	24.00
29020	Hatch Tender	24.00
29030	Line Handler	24.00
29041	Stevedore I	22.78
29042	Stevedore II	25.26
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	45.21 see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34 see 2
30021	Archeological Technician I	19.28
30022	Archeological Technician II	21.56
30023	Archeological Technician III	26.71
30030	Cartographic Technician	26.71
30040	Civil Engineering Technician	30.36
30051	Cryogenic Technician I	28.89
30052	Cryogenic Technician II	31.90
30061	Drafter/CAD Operator I	19.28
30062	Drafter/CAD Operator II	21.56
30063	Drafter/CAD Operator III	24.03
30064	Drafter/CAD Operator IV	29.58
30081	Engineering Technician I	16.17 ***
30082	Engineering Technician II	18.41
30083	Engineering Technician III	20.86
30084	Engineering Technician IV	25.84
30085	Engineering Technician V	31.61
30086	Engineering Technician VI	38.25
30090	Environmental Technician	26.08
30095	Evidence Control Specialist	26.08
30210	Laboratory Technician	24.03
30221	Latent Fingerprint Technician I	28.89
30222	Latent Fingerprint Technician II	31.90
30240	Mathematical Technician	26.71

Code	Title	Rate	Note
30361	Paralegal/Legal Assistant I	22.17	
30362	Paralegal/Legal Assistant II	27.48	
30363	Paralegal/Legal Assistant III	33.60	
30364	Paralegal/Legal Assistant IV	40.65	
30375	Petroleum Supply Specialist	31.90	
30390	Photo-Optics Technician	26.71	
30395	Radiation Control Technician	31.90	
30461	Technical Writer I	26.08	
30462	Technical Writer II	31.90	
30463	Technical Writer III	38.59	
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	29.58	
30502	Weather Forecaster II	35.99	
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.03	see 2
30621	Weather Observer, Senior	26.71	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	16.56	***
31030	Bus Driver	21.55	
31043	Driver Courier	19.18	
31260	Parking and Lot Attendant	13.40	***
31290	Shuttle Bus Driver	16.29	***
31310	Taxi Driver	12.97	***
31361	Truckdriver, Light	20.45	
31362	Truckdriver, Medium	21.62	
31363	Truckdriver, Heavy	28.45	
31364	Truckdriver, Tractor-Trailer	28.45	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	13.38	***
99050	Desk Clerk	14.28	***
99095	Embalmer	34.73	
99130	Flight Follower	28.73	

Code	Title	Rate	Note
99251	Laboratory Animal Caretaker I	15.52	***
99252	Laboratory Animal Caretaker II	16.54	***
99260	Marketing Analyst	28.02	
99310	Mortician	34.73	
99410	Pest Controller	22.40	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	25.80	
99711	Recycling Specialist	29.80	
99730	Refuse Collector	23.83	
99810	Sales Clerk	14.86	***
99820	School Crossing Guard	14.23	***
99830	Survey Party Chief	31.10	
99831	Surveying Aide	18.17	
99832	Surveying Technician	23.75	
99840	Vending Machine Attendant	15.29	***
99841	Vending Machine Repairer	18.15	
99842	Vending Machine Repairer Helper	15.29	***

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4921

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin Counties of Adams, Wood

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	16.95	***
01012	Accounting Clerk II	19.02	
01013	Accounting Clerk III	21.27	
01020	Administrative Assistant	28.52	
01035	Court Reporter	20.37	
01041	Customer Service Representative I	15.82	***
01042	Customer Service Representative II	17.26	***
01043	Customer Service Representative III	19.37	
01051	Data Entry Operator I	17.03	***
01052	Data Entry Operator II	18.58	
01060	Dispatcher, Motor Vehicle	24.58	
01070	Document Preparation Clerk	19.18	
01090	Duplicating Machine Operator	19.18	
01111	General Clerk I	15.35	***
01112	General Clerk II	16.75	***
01113	General Clerk III	18.80	
01120	Housing Referral Assistant	22.72	
01141	Messenger Courier	14.99	***
01191	Order Clerk I	16.89	***
01192	Order Clerk II	18.43	
01261	Personnel Assistant (Employment) I	18.31	
01262	Personnel Assistant (Employment) II	20.48	
01263	Personnel Assistant (Employment) III	22.84	
01270	Production Control Clerk	23.80	
01290	Rental Clerk	19.46	
01300	Scheduler, Maintenance	18.21	

Code	Title	Rate	Note
01311	Secretary I	18.21	
01312	Secretary II	20.37	
01313	Secretary III	22.72	
01320	Service Order Dispatcher	21.98	
01410	Supply Technician	28.52	
01420	Survey Worker	20.71	
01460	Switchboard Operator/Receptionist	18.14	
01531	Travel Clerk I	15.42	***
01532	Travel Clerk II	17.31	***
01533	Travel Clerk III	19.36	
01611	Word Processor I	16.23	***
01612	Word Processor II	18.21	
01613	Word Processor III	20.37	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.03	
05010	Automotive Electrician	21.48	
05040	Automotive Glass Installer	20.41	
05070	Automotive Worker	20.41	
05110	Mobile Equipment Servicer	18.33	
05130	Motor Equipment Metal Mechanic	22.54	
05160	Motor Equipment Metal Worker	20.41	
05190	Motor Vehicle Mechanic	22.54	
05220	Motor Vehicle Mechanic Helper	17.20	***
05250	Motor Vehicle Upholstery Worker	19.38	
05280	Motor Vehicle Wrecker	20.41	
05310	Painter, Automotive	21.48	
05340	Radiator Repair Specialist	20.41	
05370	Tire Repairer	16.59	***
05400	Transmission Repair Specialist	22.54	
07000	Food Preparation And Service Occupations		
07010	Baker	16.35	***
07041	Cook I	17.37	***
07042	Cook II	19.34	
07070	Dishwasher	11.25	***
07130	Food Service Worker	13.04	***
07210	Meat Cutter	18.40	
07260	Waiter/Waitress	11.24	***

Code	Title	Rate	Note
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	21.21	
09040	Furniture Handler	14.69	***
09080	Furniture Refinisher	21.19	
09090	Furniture Refinisher Helper	16.96	***
09110	Furniture Repairer, Minor	19.11	
09130	Upholsterer	21.19	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	14.75	***
11060	Elevator Operator	16.24	***
11090	Gardener	21.73	
11122	Housekeeping Aide	16.24	***
11150	Janitor	16.24	***
11210	Laborer, Grounds Maintenance	17.64	***
11240	Maid or Houseman	14.36	***
11260	Pruner	16.30	***
11270	Tractor Operator	20.37	
11330	Trail Maintenance Worker	17.64	***
11360	Window Cleaner	17.58	***
12000	Health Occupations		
12010	Ambulance Driver	18.46	
12011	Breath Alcohol Technician	23.03	
12012	Certified Occupational Therapist Assistant	28.26	
12015	Certified Physical Therapist Assistant	29.63	
12020	Dental Assistant	21.35	
12025	Dental Hygienist	37.28	
12030	EKG Technician	34.39	
12035	Electroneurodiagnostic Technologist	34.39	
12040	Emergency Medical Technician	18.46	
12071	Licensed Practical Nurse I	20.60	
12072	Licensed Practical Nurse II	23.03	
12073	Licensed Practical Nurse III	25.69	
12100	Medical Assistant	21.76	
12130	Medical Laboratory Technician	29.60	
12160	Medical Record Clerk	22.24	
12190	Medical Record Technician	24.89	
12195	Medical Transcriptionist	22.21	

Code	Title	Rate	Note
12210	Nuclear Medicine Technologist	50.64	
12221	Nursing Assistant I	13.27	***
12222	Nursing Assistant II	14.93	***
12223	Nursing Assistant III	16.29	***
12224	Nursing Assistant IV	18.28	
12235	Optical Dispenser	19.25	
12236	Optical Technician	20.60	
12250	Pharmacy Technician	18.26	
12280	Phlebotomist	20.58	
12305	Radiologic Technologist	33.80	
12311	Registered Nurse I	25.79	
12312	Registered Nurse II	31.55	
12313	Registered Nurse II, Specialist	31.55	
12314	Registered Nurse III	38.17	
12315	Registered Nurse III, Anesthetist	38.17	
12316	Registered Nurse IV	45.75	
12317	Scheduler (Drug and Alcohol Testing)	28.56	
12320	Substance Abuse Treatment Counselor	29.98	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	21.11	
13012	Exhibits Specialist II	26.16	
13013	Exhibits Specialist III	32.00	
13041	Illustrator I	21.11	
13042	Illustrator II	26.16	
13043	Illustrator III	32.00	
13047	Librarian	28.97	
13050	Library Aide/Clerk	17.45	***
13054	Library Information Technology Systems Administrator	26.16	
13058	Library Technician	15.04	***
13061	Media Specialist I	18.88	
13062	Media Specialist II	21.11	
13063	Media Specialist III	23.55	
13071	Photographer I	18.84	
13072	Photographer II	21.07	
13073	Photographer III	26.11	
13074	Photographer IV	31.93	
13075	Photographer V	38.63	

Code	Title	Rate	Note
13090	Technical Order Library Clerk	21.91	
13110	Video Teleconference Technician	19.98	
14000	Information Technology Occupations		
14041	Computer Operator I	20.97	
14042	Computer Operator II	23.46	
14043	Computer Operator III	26.15	
14044	Computer Operator IV	29.33	
14045	Computer Operator V	34.58	
14071	Computer Programmer I	21.97	see 1
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	20.97	
14160	Personal Computer Support Technician	29.33	
14170	System Support Specialist	34.58	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	31.33	
15020	Aircrew Training Devices Instructor (Rated)	37.89	
15030	Air Crew Training Devices Instructor (Pilot)	45.43	
15050	Computer Based Training Specialist / Instructor	31.33	
15060	Educational Technologist	36.15	
15070	Flight Instructor (Pilot)	45.43	
15080	Graphic Artist	23.52	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.43	
15086	Maintenance Test Pilot, Rotary Wing	45.43	
15088	Non-Maintenance Test/Co-Pilot	45.43	
15090	Technical Instructor	23.49	
15095	Technical Instructor/Course Developer	28.74	
15110	Test Proctor	18.96	
15120	Tutor	18.96	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.58	***
16030	Counter Attendant	17.58	***
16040	Dry Cleaner	20.09	

Code	Title	Rate	Note
16070	Finisher, Flatwork, Machine	17.58	***
16090	Presser, Hand	17.58	***
16110	Presser, Machine, Drycleaning	17.58	***
16130	Presser, Machine, Shirts	17.58	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.58	***
16190	Sewing Machine Operator	20.92	
16220	Tailor	21.76	
16250	Washer, Machine	18.42	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	24.38	
19040	Tool And Die Maker	28.95	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.52	
21030	Material Coordinator	23.80	
21040	Material Expediter	23.80	
21050	Material Handling Laborer	18.34	
21071	Order Filler	15.40	***
21080	Production Line Worker (Food Processing)	20.52	
21110	Shipping Packer	19.95	
21130	Shipping/Receiving Clerk	19.95	
21140	Store Worker I	16.60	***
21150	Stock Clerk	21.13	
21210	Tools And Parts Attendant	20.52	
21410	Warehouse Specialist	20.52	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	30.09	
23019	Aircraft Logs and Records Technician	24.83	
23021	Aircraft Mechanic I	28.88	
23022	Aircraft Mechanic II	30.09	
23023	Aircraft Mechanic III	31.38	
23040	Aircraft Mechanic Helper	22.04	
23050	Aircraft, Painter	27.53	
23060	Aircraft Servicer	24.83	
23070	Aircraft Survival Flight Equipment Technician	27.53	
23080	Aircraft Worker	26.16	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.16	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.88	

Code	Title	Rate	Note
23110	Appliance Mechanic	25.66	
23120	Bicycle Repairer	22.64	
23125	Cable Splicer	49.00	
23130	Carpenter, Maintenance	23.61	
23140	Carpet Layer	26.16	
23160	Electrician, Maintenance	31.05	
23181	Electronics Technician Maintenance I	26.16	
23182	Electronics Technician Maintenance II	27.53	
23183	Electronics Technician Maintenance III	28.88	
23260	Fabric Worker	24.83	
23290	Fire Alarm System Mechanic	28.88	
23310	Fire Extinguisher Repairer	23.49	
23311	Fuel Distribution System Mechanic	36.56	
23312	Fuel Distribution System Operator	29.89	
23370	General Maintenance Worker	21.96	
23380	Ground Support Equipment Mechanic	28.88	
23381	Ground Support Equipment Servicer	24.83	
23382	Ground Support Equipment Worker	26.16	
23391	Gunsmith I	23.49	
23392	Gunsmith II	26.16	
23393	Gunsmith III	28.88	
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.22	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.28	
23430	Heavy Equipment Mechanic	28.39	
23440	Heavy Equipment Operator	29.73	
23460	Instrument Mechanic	28.88	
23465	Laboratory/Shelter Mechanic	27.53	
23470	Laborer	18.34	
23510	Locksmith	27.53	
23530	Machinery Maintenance Mechanic	28.75	
23550	Machinist, Maintenance	22.36	
23580	Maintenance Trades Helper	15.46	***
23591	Metrology Technician I	28.88	
23592	Metrology Technician II	30.09	
23593	Metrology Technician III	31.38	
23640	Millwright	32.31	
23710	Office Appliance Repairer	21.13	

Code	Title	Rate	Note
23760	Painter, Maintenance	21.31	
23790	Pipefitter, Maintenance	30.99	
23810	Plumber, Maintenance	29.53	
23820	Pneudraulic Systems Mechanic	28.88	
23850	Rigger	28.88	
23870	Scale Mechanic	26.16	
23890	Sheet-Metal Worker, Maintenance	34.73	
23910	Small Engine Mechanic	22.66	
23931	Telecommunications Mechanic I	27.59	
23932	Telecommunications Mechanic II	28.76	
23950	Telephone Lineman	28.66	
23960	Welder, Combination, Maintenance	24.09	
23965	Well Driller	28.88	
23970	Woodcraft Worker	28.88	
23980	Woodworker	23.49	
24000 Personal Needs Occupations			
24550	Case Manager	21.03	
24570	Child Care Attendant	12.61	***
24580	Child Care Center Clerk	15.72	***
24610	Chore Aide	15.05	***
24620	Family Readiness And Support Services Coordinator	21.03	
24630	Homemaker	21.03	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	28.77	
25040	Sewage Plant Operator	27.77	
25070	Stationary Engineer	28.77	
25190	Ventilation Equipment Tender	21.94	
25210	Water Treatment Plant Operator	27.77	
27000 Protective Service Occupations			
27004	Alarm Monitor	23.54	
27007	Baggage Inspector	16.74	***
27008	Corrections Officer	25.71	
27010	Court Security Officer	23.31	
27030	Detection Dog Handler	18.73	
27040	Detention Officer	25.71	
27070	Firefighter	20.90	
27101	Guard I	16.74	***

Code	Title	Rate	Note
27102	Guard II	18.73	
27131	Police Officer I	28.38	
27132	Police Officer II	31.53	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	14.42	***
28042	Carnival Equipment Repairer	15.37	***
28043	Carnival Worker	11.53	***
28210	Gate Attendant/Gate Tender	17.14	***
28310	Lifeguard	12.41	***
28350	Park Attendant (Aide)	19.17	
28510	Recreation Aide/Health Facility Attendant	14.00	***
28515	Recreation Specialist	23.76	
28630	Sports Official	15.28	***
28690	Swimming Pool Operator	17.51	***
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	24.00	
29020	Hatch Tender	24.00	
29030	Line Handler	24.00	
29041	Stevedore I	22.78	
29042	Stevedore II	25.26	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	18.82	
30022	Archeological Technician II	21.05	
30023	Archeological Technician III	26.08	
30030	Cartographic Technician	26.08	
30040	Civil Engineering Technician	30.36	
30051	Cryogenic Technician I	28.89	
30052	Cryogenic Technician II	31.90	
30061	Drafter/CAD Operator I	18.82	
30062	Drafter/CAD Operator II	21.05	
30063	Drafter/CAD Operator III	23.46	
30064	Drafter/CAD Operator IV	28.89	
30081	Engineering Technician I	16.17	***
30082	Engineering Technician II	18.16	

Code	Title	Rate	Note
30083	Engineering Technician III	20.31	
30084	Engineering Technician IV	25.17	
30085	Engineering Technician V	30.78	
30086	Engineering Technician VI	37.24	
30090	Environmental Technician	26.08	
30095	Evidence Control Specialist	26.08	
30210	Laboratory Technician	24.03	
30221	Latent Fingerprint Technician I	28.89	
30222	Latent Fingerprint Technician II	31.90	
30240	Mathematical Technician	26.08	
30361	Paralegal/Legal Assistant I	22.17	
30362	Paralegal/Legal Assistant II	27.48	
30363	Paralegal/Legal Assistant III	33.60	
30364	Paralegal/Legal Assistant IV	40.65	
30375	Petroleum Supply Specialist	31.90	
30390	Photo-Optics Technician	25.56	
30395	Radiation Control Technician	31.90	
30461	Technical Writer I	26.08	
30462	Technical Writer II	31.90	
30463	Technical Writer III	38.59	
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	28.89	
30502	Weather Forecaster II	35.12	
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.46	see 2
30621	Weather Observer, Senior	26.08	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	16.56	***
31030	Bus Driver	21.55	
31043	Driver Courier	19.18	
31260	Parking and Lot Attendant	13.40	***
31290	Shuttle Bus Driver	16.39	***
31310	Taxi Driver	13.08	***

Code	Title	Rate	Note
31361	Truckdriver, Light	20.45	
31362	Truckdriver, Medium	21.62	
31363	Truckdriver, Heavy	28.45	
31364	Truckdriver, Tractor-Trailer	28.45	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	13.38	***
99050	Desk Clerk	14.28	***
99095	Embalmer	32.23	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	15.52	***
99252	Laboratory Animal Caretaker II	16.54	***
99260	Marketing Analyst	28.02	
99310	Mortician	32.23	
99410	Pest Controller	22.40	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	25.12	
99711	Recycling Specialist	29.02	
99730	Refuse Collector	23.21	
99810	Sales Clerk	14.86	***
99820	School Crossing Guard	14.83	***
99830	Survey Party Chief	30.94	
99831	Surveying Aide	18.09	
99832	Surveying Technician	23.75	
99840	Vending Machine Attendant	17.60	***
99841	Vending Machine Repairer	20.90	
99842	Vending Machine Repairer Helper	17.60	***

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4923

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin Counties of Green Lake, Marquette, Waupaca, Waushara

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.45	***
01012	Accounting Clerk II	19.58	
01013	Accounting Clerk III	21.90	
01020	Administrative Assistant	27.91	
01035	Court Reporter	21.43	
01041	Customer Service Representative I	15.54	***
01042	Customer Service Representative II	16.96	***
01043	Customer Service Representative III	19.03	
01051	Data Entry Operator I	14.97	***
01052	Data Entry Operator II	16.34	***
01060	Dispatcher, Motor Vehicle	23.17	
01070	Document Preparation Clerk	17.07	***
01090	Duplicating Machine Operator	17.07	***
01111	General Clerk I	15.37	***
01112	General Clerk II	16.77	***
01113	General Clerk III	18.82	
01120	Housing Referral Assistant	23.90	
01141	Messenger Courier	15.25	***
01191	Order Clerk I	15.99	***
01192	Order Clerk II	17.45	***
01261	Personnel Assistant (Employment) I	18.17	

Code	Title	Rate	Note
01262	Personnel Assistant (Employment) II	20.32	
01263	Personnel Assistant (Employment) III	22.65	
01270	Production Control Clerk	23.61	
01290	Rental Clerk	18.01	
01300	Scheduler, Maintenance	19.16	
01311	Secretary I	19.16	
01312	Secretary II	21.43	
01313	Secretary III	23.90	
01320	Service Order Dispatcher	20.71	
01410	Supply Technician	27.91	
01420	Survey Worker	19.92	
01460	Switchboard Operator/Receptionist	17.69	***
01531	Travel Clerk I	17.93	
01532	Travel Clerk II	19.43	
01533	Travel Clerk III	21.01	
01611	Word Processor I	17.07	***
01612	Word Processor II	19.16	
01613	Word Processor III	21.43	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	21.04	
05010	Automotive Electrician	20.51	
05040	Automotive Glass Installer	19.57	
05070	Automotive Worker	19.57	
05110	Mobile Equipment Servicer	17.64	***
05130	Motor Equipment Metal Mechanic	21.35	
05160	Motor Equipment Metal Worker	19.57	
05190	Motor Vehicle Mechanic	21.35	
05220	Motor Vehicle Mechanic Helper	16.54	***
05250	Motor Vehicle Upholstery Worker	18.61	
05280	Motor Vehicle Wrecker	19.57	
05310	Painter, Automotive	20.51	
05340	Radiator Repair Specialist	19.57	
05370	Tire Repairer	17.76	
05400	Transmission Repair Specialist	21.35	
07000	Food Preparation And Service Occupations		
07010	Baker	15.95	***
07041	Cook I	17.09	***

Code	Title	Rate	Note
07042	Cook II	18.96	
07070	Dishwasher	11.34	***
07130	Food Service Worker	13.97	***
07210	Meat Cutter	18.87	
07260	Waiter/Waitress	12.46	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	21.55	
09040	Furniture Handler	15.20	***
09080	Furniture Refinisher	21.55	
09090	Furniture Refinisher Helper	17.58	***
09110	Furniture Repairer, Minor	19.57	
09130	Upholsterer	21.55	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.74	***
11060	Elevator Operator	16.07	***
11090	Gardener	21.07	
11122	Housekeeping Aide	16.07	***
11150	Janitor	16.07	***
11210	Laborer, Grounds Maintenance	17.07	***
11240	Maid or Houseman	15.14	***
11260	Pruner	15.76	***
11270	Tractor Operator	19.75	
11330	Trail Maintenance Worker	17.07	***
11360	Window Cleaner	17.40	***
12000	Health Occupations		
12010	Ambulance Driver	17.26	***
12011	Breath Alcohol Technician	23.94	
12012	Certified Occupational Therapist Assistant	30.21	
12015	Certified Physical Therapist Assistant	28.45	
12020	Dental Assistant	21.02	
12025	Dental Hygienist	38.30	
12030	EKG Technician	36.28	
12035	Electroneurodiagnostic Technologist	36.28	
12040	Emergency Medical Technician	17.26	***
12071	Licensed Practical Nurse I	21.41	
12072	Licensed Practical Nurse II	23.94	
12073	Licensed Practical Nurse III	26.69	

Code	Title	Rate	Note
12100	Medical Assistant	20.08	
12130	Medical Laboratory Technician	29.30	
12160	Medical Record Clerk	21.22	
12190	Medical Record Technician	23.74	
12195	Medical Transcriptionist	22.21	
12210	Nuclear Medicine Technologist	52.61	
12221	Nursing Assistant I	13.32	***
12222	Nursing Assistant II	14.99	***
12223	Nursing Assistant III	16.36	***
12224	Nursing Assistant IV	18.36	
12235	Optical Dispenser	17.82	
12236	Optical Technician	21.41	
12250	Pharmacy Technician	18.50	
12280	Phlebotomist	19.32	
12305	Radiologic Technologist	33.95	
12311	Registered Nurse I	26.17	
12312	Registered Nurse II	32.01	
12313	Registered Nurse II, Specialist	32.01	
12314	Registered Nurse III	38.73	
12315	Registered Nurse III, Anesthetist	38.73	
12316	Registered Nurse IV	46.42	
12317	Scheduler (Drug and Alcohol Testing)	29.67	
12320	Substance Abuse Treatment Counselor	28.25	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	19.86	
13012	Exhibits Specialist II	24.60	
13013	Exhibits Specialist III	30.09	
13041	Illustrator I	19.89	
13042	Illustrator II	24.64	
13043	Illustrator III	30.15	
13047	Librarian	26.49	
13050	Library Aide/Clerk	17.95	
13054	Library Information Technology Systems Administrator	23.92	
13058	Library Technician	13.93	***
13061	Media Specialist I	17.26	***
13062	Media Specialist II	19.31	
13063	Media Specialist III	21.53	

Code	Title	Rate	Note
13071	Photographer I	18.33	
13072	Photographer II	20.50	
13073	Photographer III	25.41	
13074	Photographer IV	31.07	
13075	Photographer V	37.59	
13090	Technical Order Library Clerk	22.54	
13110	Video Teleconference Technician	19.87	
14000	Information Technology Occupations		
14041	Computer Operator I	20.32	
14042	Computer Operator II	22.72	
14043	Computer Operator III	25.34	
14044	Computer Operator IV	28.16	
14045	Computer Operator V	31.18	
14071	Computer Programmer I	22.42	see 1
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	20.32	
14160	Personal Computer Support Technician	28.16	
14170	System Support Specialist	31.18	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	35.36	
15020	Aircrew Training Devices Instructor (Rated)	42.78	
15030	Air Crew Training Devices Instructor (Pilot)	51.28	
15050	Computer Based Training Specialist / Instructor	35.36	
15060	Educational Technologist	45.27	
15070	Flight Instructor (Pilot)	51.28	
15080	Graphic Artist	24.44	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	51.28	
15086	Maintenance Test Pilot, Rotary Wing	51.28	
15088	Non-Maintenance Test/Co-Pilot	51.28	
15090	Technical Instructor	22.10	
15095	Technical Instructor/Course Developer	27.03	
15110	Test Proctor	17.83	

Code	Title	Rate	Note
15120	Tutor	17.83	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.60	***
16030	Counter Attendant	17.60	***
16040	Dry Cleaner	20.10	
16070	Finisher, Flatwork, Machine	17.60	***
16090	Presser, Hand	17.60	***
16110	Presser, Machine, Drycleaning	17.60	***
16130	Presser, Machine, Shirts	17.60	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.60	***
16190	Sewing Machine Operator	20.94	
16220	Tailor	21.77	
16250	Washer, Machine	18.43	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.58	
19040	Tool And Die Maker	29.83	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.18	
21030	Material Coordinator	23.61	
21040	Material Expediter	23.61	
21050	Material Handling Laborer	18.35	
21071	Order Filler	15.83	***
21080	Production Line Worker (Food Processing)	22.18	
21110	Shipping Packer	19.92	
21130	Shipping/Receiving Clerk	19.92	
21140	Store Worker I	16.85	***
21150	Stock Clerk	21.48	
21210	Tools And Parts Attendant	22.18	
21410	Warehouse Specialist	22.18	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	30.95	
23019	Aircraft Logs and Records Technician	25.95	
23021	Aircraft Mechanic I	29.76	
23022	Aircraft Mechanic II	30.95	
23023	Aircraft Mechanic III	32.17	
23040	Aircraft Mechanic Helper	23.06	
23050	Aircraft, Painter	28.59	

Code	Title	Rate	Note
23060	Aircraft Servicer	25.95	
23070	Aircraft Survival Flight Equipment Technician	28.59	
23080	Aircraft Worker	27.29	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.29	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.76	
23110	Appliance Mechanic	28.08	
23120	Bicycle Repairer	24.59	
23125	Cable Splicer	49.57	
23130	Carpenter, Maintenance	23.81	
23140	Carpet Layer	27.29	
23160	Electrician, Maintenance	33.75	
23181	Electronics Technician Maintenance I	28.56	
23182	Electronics Technician Maintenance II	31.44	
23183	Electronics Technician Maintenance III	32.75	
23260	Fabric Worker	25.95	
23290	Fire Alarm System Mechanic	29.76	
23310	Fire Extinguisher Repairer	24.59	
23311	Fuel Distribution System Mechanic	37.18	
23312	Fuel Distribution System Operator	33.11	
23370	General Maintenance Worker	22.13	
23380	Ground Support Equipment Mechanic	29.76	
23381	Ground Support Equipment Servicer	25.95	
23382	Ground Support Equipment Worker	27.29	
23391	Gunsmith I	24.59	
23392	Gunsmith II	27.29	
23393	Gunsmith III	29.76	
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.52	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.54	
23430	Heavy Equipment Mechanic	28.95	
23440	Heavy Equipment Operator	31.63	
23460	Instrument Mechanic	29.76	
23465	Laboratory/Shelter Mechanic	28.59	
23470	Laborer	18.35	
23510	Locksmith	28.59	
23530	Machinery Maintenance Mechanic	29.27	
23550	Machinist, Maintenance	22.15	
23580	Maintenance Trades Helper	16.20	***

Code	Title	Rate	Note
23591	Metrology Technician I	29.76	
23592	Metrology Technician II	30.95	
23593	Metrology Technician III	32.17	
23640	Millwright	29.66	
23710	Office Appliance Repairer	21.57	
23760	Painter, Maintenance	22.34	
23790	Pipefitter, Maintenance	30.35	
23810	Plumber, Maintenance	29.15	
23820	Pneudraulic Systems Mechanic	29.76	
23850	Rigger	29.76	
23870	Scale Mechanic	27.29	
23890	Sheet-Metal Worker, Maintenance	29.76	
23910	Small Engine Mechanic	22.57	
23931	Telecommunications Mechanic I	29.95	
23932	Telecommunications Mechanic II	31.14	
23950	Telephone Lineman	28.71	
23960	Welder, Combination, Maintenance	25.01	
23965	Well Driller	29.76	
23970	Woodcraft Worker	29.76	
23980	Woodworker	24.59	
24000 Personal Needs Occupations			
24550	Case Manager	23.73	
24570	Child Care Attendant	15.28	***
24580	Child Care Center Clerk	19.06	
24610	Chore Aide	15.11	***
24620	Family Readiness And Support Services Coordinator	23.73	
24630	Homemaker	23.73	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	28.58	
25040	Sewage Plant Operator	27.26	
25070	Stationary Engineer	28.58	
25190	Ventilation Equipment Tender	22.13	
25210	Water Treatment Plant Operator	27.26	
27000 Protective Service Occupations			
27004	Alarm Monitor	24.48	
27007	Baggage Inspector	17.02	***
27008	Corrections Officer	26.57	

Code	Title	Rate	Note
27010	Court Security Officer	23.08	
27030	Detection Dog Handler	19.02	
27040	Detention Officer	26.57	
27070	Firefighter	19.07	
27101	Guard I	17.02	***
27102	Guard II	19.02	
27131	Police Officer I	28.25	
27132	Police Officer II	31.39	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	16.00	***
28042	Carnival Equipment Repairer	17.07	***
28043	Carnival Worker	12.77	***
28210	Gate Attendant/Gate Tender	17.64	***
28310	Lifeguard	13.44	***
28350	Park Attendant (Aide)	19.74	
28510	Recreation Aide/Health Facility Attendant	14.41	***
28515	Recreation Specialist	24.45	
28630	Sports Official	15.72	***
28690	Swimming Pool Operator	18.93	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	25.54	
29020	Hatch Tender	25.54	
29030	Line Handler	25.54	
29041	Stevedore I	24.28	
29042	Stevedore II	26.75	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	47.27	see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.60	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.90	see 2
30021	Archeological Technician I	18.81	
30022	Archeological Technician II	21.04	
30023	Archeological Technician III	26.06	
30030	Cartographic Technician	26.06	
30040	Civil Engineering Technician	29.67	
30051	Cryogenic Technician I	28.86	
30052	Cryogenic Technician II	31.88	
30061	Drafter/CAD Operator I	18.81	

Code	Title	Rate Note
30062	Drafter/CAD Operator II	21.04
30063	Drafter/CAD Operator III	23.45
30064	Drafter/CAD Operator IV	28.86
30081	Engineering Technician I	17.61 ***
30082	Engineering Technician II	19.86
30083	Engineering Technician III	22.22
30084	Engineering Technician IV	27.53
30085	Engineering Technician V	33.68
30086	Engineering Technician VI	40.74
30090	Environmental Technician	26.06
30095	Evidence Control Specialist	26.06
30210	Laboratory Technician	23.25
30221	Latent Fingerprint Technician I	28.86
30222	Latent Fingerprint Technician II	31.88
30240	Mathematical Technician	26.06
30361	Paralegal/Legal Assistant I	22.20
30362	Paralegal/Legal Assistant II	27.51
30363	Paralegal/Legal Assistant III	33.64
30364	Paralegal/Legal Assistant IV	40.70
30375	Petroleum Supply Specialist	31.88
30390	Photo-Optics Technician	26.06
30395	Radiation Control Technician	31.88
30461	Technical Writer I	26.06
30462	Technical Writer II	31.88
30463	Technical Writer III	38.58
30491	Unexploded Ordnance (UXO) Technician I	30.04
30492	Unexploded Ordnance (UXO) Technician II	36.35
30493	Unexploded Ordnance (UXO) Technician III	43.57
30494	Unexploded (UXO) Safety Escort	30.04
30495	Unexploded (UXO) Sweep Personnel	30.04
30501	Weather Forecaster I	28.86
30502	Weather Forecaster II	35.11
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.45 see 2
30621	Weather Observer, Senior	26.06 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	36.35
31020	Bus Aide	15.12 ***

Code	Title	Rate	Note
31030	Bus Driver	19.68	
31043	Driver Courier	16.41	***
31260	Parking and Lot Attendant	14.15	***
31290	Shuttle Bus Driver	14.12	***
31310	Taxi Driver	12.86	***
31361	Truckdriver, Light	17.51	***
31362	Truckdriver, Medium	18.47	
31363	Truckdriver, Heavy	24.23	
31364	Truckdriver, Tractor-Trailer	24.23	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.72	***
99030	Cashier	13.75	***
99050	Desk Clerk	14.58	***
99095	Embalmer	35.82	
99130	Flight Follower	30.04	
99251	Laboratory Animal Caretaker I	15.69	***
99252	Laboratory Animal Caretaker II	16.73	***
99260	Marketing Analyst	27.00	
99310	Mortician	35.82	
99410	Pest Controller	25.90	
99510	Photofinishing Worker	15.79	***
99710	Recycling Laborer	23.66	
99711	Recycling Specialist	27.37	
99730	Refuse Collector	21.85	
99810	Sales Clerk	14.75	***
99820	School Crossing Guard	14.45	***
99830	Survey Party Chief	33.00	
99831	Surveying Aide	19.29	
99832	Surveying Technician	25.20	
99840	Vending Machine Attendant	16.29	***
99841	Vending Machine Repairer	19.27	
99842	Vending Machine Repairer Helper	16.29	***

Footer

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4925

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin Counties of Grant, Richland

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.45	***
01012	Accounting Clerk II	19.58	
01013	Accounting Clerk III	21.90	
01020	Administrative Assistant	27.91	
01035	Court Reporter	21.43	
01041	Customer Service Representative I	15.54	***
01042	Customer Service Representative II	16.96	***
01043	Customer Service Representative III	19.03	
01051	Data Entry Operator I	14.97	***
01052	Data Entry Operator II	16.34	***
01060	Dispatcher, Motor Vehicle	23.17	
01070	Document Preparation Clerk	17.07	***
01090	Duplicating Machine Operator	17.07	***
01111	General Clerk I	15.37	***

Code	Title	Rate Note
01112	General Clerk II	16.77 ***
01113	General Clerk III	18.82
01120	Housing Referral Assistant	23.90
01141	Messenger Courier	15.25 ***
01191	Order Clerk I	15.99 ***
01192	Order Clerk II	17.45 ***
01261	Personnel Assistant (Employment) I	18.17
01262	Personnel Assistant (Employment) II	20.32
01263	Personnel Assistant (Employment) III	22.65
01270	Production Control Clerk	23.61
01290	Rental Clerk	18.01
01300	Scheduler, Maintenance	19.16
01311	Secretary I	19.16
01312	Secretary II	21.43
01313	Secretary III	23.90
01320	Service Order Dispatcher	20.71
01410	Supply Technician	27.91
01420	Survey Worker	19.92
01460	Switchboard Operator/Receptionist	17.69 ***
01531	Travel Clerk I	17.93
01532	Travel Clerk II	19.43
01533	Travel Clerk III	21.01
01611	Word Processor I	17.07 ***
01612	Word Processor II	19.16
01613	Word Processor III	21.43
05000	Automotive Service Occupations	
05005	Automobile Body Repairer, Fiberglass	20.03
05010	Automotive Electrician	20.51
05040	Automotive Glass Installer	19.57
05070	Automotive Worker	19.57
05110	Mobile Equipment Servicer	17.64 ***
05130	Motor Equipment Metal Mechanic	21.35
05160	Motor Equipment Metal Worker	19.57
05190	Motor Vehicle Mechanic	21.35
05220	Motor Vehicle Mechanic Helper	16.54 ***
05250	Motor Vehicle Upholstery Worker	18.61
05280	Motor Vehicle Wrecker	19.57

Code	Title	Rate	Note
05310	Painter, Automotive	20.51	
05340	Radiator Repair Specialist	19.57	
05370	Tire Repairer	17.76	
05400	Transmission Repair Specialist	21.35	
07000	Food Preparation And Service Occupations		
07010	Baker	15.95	***
07041	Cook I	17.09	***
07042	Cook II	18.96	
07070	Dishwasher	11.34	***
07130	Food Service Worker	13.97	***
07210	Meat Cutter	18.87	
07260	Waiter/Waitress	12.46	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	21.55	
09040	Furniture Handler	15.03	***
09080	Furniture Refinisher	21.55	
09090	Furniture Refinisher Helper	17.38	***
09110	Furniture Repairer, Minor	19.56	
09130	Upholsterer	21.55	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.74	***
11060	Elevator Operator	16.07	***
11090	Gardener	21.07	
11122	Housekeeping Aide	16.07	***
11150	Janitor	16.07	***
11210	Laborer, Grounds Maintenance	17.07	***
11240	Maid or Houseman	15.14	***
11260	Pruner	15.76	***
11270	Tractor Operator	19.75	
11330	Trail Maintenance Worker	17.07	***
11360	Window Cleaner	17.40	***
12000	Health Occupations		
12010	Ambulance Driver	17.26	***
12011	Breath Alcohol Technician	23.94	
12012	Certified Occupational Therapist Assistant	30.21	
12015	Certified Physical Therapist Assistant	28.45	
12020	Dental Assistant	21.02	

Code	Title	Rate	Note
12025	Dental Hygienist	38.30	
12030	EKG Technician	34.39	
12035	Electroneurodiagnostic Technologist	34.39	
12040	Emergency Medical Technician	17.26	***
12071	Licensed Practical Nurse I	21.41	
12072	Licensed Practical Nurse II	23.94	
12073	Licensed Practical Nurse III	26.69	
12100	Medical Assistant	20.08	
12130	Medical Laboratory Technician	29.30	
12160	Medical Record Clerk	21.22	
12190	Medical Record Technician	23.74	
12195	Medical Transcriptionist	22.21	
12210	Nuclear Medicine Technologist	52.61	
12221	Nursing Assistant I	13.32	***
12222	Nursing Assistant II	14.99	***
12223	Nursing Assistant III	16.36	***
12224	Nursing Assistant IV	18.36	
12235	Optical Dispenser	17.82	
12236	Optical Technician	21.41	
12250	Pharmacy Technician	18.50	
12280	Phlebotomist	19.32	
12305	Radiologic Technologist	33.95	
12311	Registered Nurse I	26.17	
12312	Registered Nurse II	32.01	
12313	Registered Nurse II, Specialist	32.01	
12314	Registered Nurse III	38.73	
12315	Registered Nurse III, Anesthetist	38.73	
12316	Registered Nurse IV	46.42	
12317	Scheduler (Drug and Alcohol Testing)	29.67	
12320	Substance Abuse Treatment Counselor	28.25	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	19.31	
13012	Exhibits Specialist II	23.92	
13013	Exhibits Specialist III	29.26	
13041	Illustrator I	19.31	
13042	Illustrator II	23.92	
13043	Illustrator III	29.26	

Code	Title	Rate	Note
13047	Librarian	26.49	
13050	Library Aide/Clerk	17.95	
13054	Library Information Technology Systems Administrator	23.92	
13058	Library Technician	15.04	***
13061	Media Specialist I	17.26	***
13062	Media Specialist II	19.31	
13063	Media Specialist III	21.53	
13071	Photographer I	18.33	
13072	Photographer II	20.50	
13073	Photographer III	25.41	
13074	Photographer IV	31.07	
13075	Photographer V	37.59	
13090	Technical Order Library Clerk	22.54	
13110	Video Teleconference Technician	19.98	
14000	Information Technology Occupations		
14041	Computer Operator I	20.32	
14042	Computer Operator II	22.72	
14043	Computer Operator III	25.34	
14044	Computer Operator IV	28.16	
14045	Computer Operator V	31.18	
14071	Computer Programmer I	21.43	see 1
14072	Computer Programmer II	26.76	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	20.32	
14160	Personal Computer Support Technician	28.16	
14170	System Support Specialist	31.18	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	35.36	
15020	Aircrew Training Devices Instructor (Rated)	42.78	
15030	Air Crew Training Devices Instructor (Pilot)	51.28	
15050	Computer Based Training Specialist / Instructor	35.36	
15060	Educational Technologist	45.27	
15070	Flight Instructor (Pilot)	51.28	

Code	Title	Rate	Note
15080	Graphic Artist	24.44	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	51.28	
15086	Maintenance Test Pilot, Rotary Wing	51.28	
15088	Non-Maintenance Test/Co-Pilot	51.28	
15090	Technical Instructor	22.10	
15095	Technical Instructor/Course Developer	27.03	
15110	Test Proctor	17.83	
15120	Tutor	17.83	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.60	***
16030	Counter Attendant	17.60	***
16040	Dry Cleaner	20.10	
16070	Finisher, Flatwork, Machine	17.60	***
16090	Presser, Hand	17.60	***
16110	Presser, Machine, Drycleaning	17.60	***
16130	Presser, Machine, Shirts	17.60	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.60	***
16190	Sewing Machine Operator	20.94	
16220	Tailor	21.77	
16250	Washer, Machine	18.43	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.58	
19040	Tool And Die Maker	29.83	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.18	
21030	Material Coordinator	23.61	
21040	Material Expediter	23.61	
21050	Material Handling Laborer	18.35	
21071	Order Filler	15.83	***
21080	Production Line Worker (Food Processing)	22.18	
21110	Shipping Packer	19.92	
21130	Shipping/Receiving Clerk	19.92	
21140	Store Worker I	16.85	***
21150	Stock Clerk	21.48	
21210	Tools And Parts Attendant	22.18	
21410	Warehouse Specialist	22.18	
23000	Mechanics And Maintenance And Repair Occupations		

Code	Title	Rate Note
23010	Aerospace Structural Welder	30.95
23019	Aircraft Logs and Records Technician	25.95
23021	Aircraft Mechanic I	29.76
23022	Aircraft Mechanic II	30.95
23023	Aircraft Mechanic III	32.17
23040	Aircraft Mechanic Helper	23.06
23050	Aircraft, Painter	28.59
23060	Aircraft Servicer	25.95
23070	Aircraft Survival Flight Equipment Technician	28.59
23080	Aircraft Worker	27.29
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.29
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.76
23110	Appliance Mechanic	27.98
23120	Bicycle Repairer	24.59
23125	Cable Splicer	49.57
23130	Carpenter, Maintenance	23.81
23140	Carpet Layer	27.29
23160	Electrician, Maintenance	33.75
23181	Electronics Technician Maintenance I	27.29
23182	Electronics Technician Maintenance II	28.59
23183	Electronics Technician Maintenance III	30.77
23260	Fabric Worker	25.95
23290	Fire Alarm System Mechanic	29.76
23310	Fire Extinguisher Repairer	24.59
23311	Fuel Distribution System Mechanic	35.54
23312	Fuel Distribution System Operator	29.44
23370	General Maintenance Worker	22.13
23380	Ground Support Equipment Mechanic	29.76
23381	Ground Support Equipment Servicer	25.95
23382	Ground Support Equipment Worker	27.29
23391	Gunsmith I	24.59
23392	Gunsmith II	27.29
23393	Gunsmith III	29.76
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.52
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.54
23430	Heavy Equipment Mechanic	28.95
23440	Heavy Equipment Operator	31.63

Code	Title	Rate	Note
23460	Instrument Mechanic	29.76	
23465	Laboratory/Shelter Mechanic	28.59	
23470	Laborer	18.35	
23510	Locksmith	28.59	
23530	Machinery Maintenance Mechanic	29.27	
23550	Machinist, Maintenance	22.15	
23580	Maintenance Trades Helper	15.00	***
23591	Metrology Technician I	29.76	
23592	Metrology Technician II	30.95	
23593	Metrology Technician III	32.17	
23640	Millwright	29.66	
23710	Office Appliance Repairer	23.24	
23760	Painter, Maintenance	22.34	
23790	Pipefitter, Maintenance	30.35	
23810	Plumber, Maintenance	29.15	
23820	Pneudraulic Systems Mechanic	29.76	
23850	Rigger	29.76	
23870	Scale Mechanic	27.29	
23890	Sheet-Metal Worker, Maintenance	29.76	
23910	Small Engine Mechanic	21.15	
23931	Telecommunications Mechanic I	29.95	
23932	Telecommunications Mechanic II	31.14	
23950	Telephone Lineman	28.71	
23960	Welder, Combination, Maintenance	25.01	
23965	Well Driller	29.76	
23970	Woodcraft Worker	29.76	
23980	Woodworker	24.59	
24000	Personal Needs Occupations		
24550	Case Manager	23.73	
24570	Child Care Attendant	15.28	***
24580	Child Care Center Clerk	19.06	
24610	Chore Aide	15.11	***
24620	Family Readiness And Support Services Coordinator	23.73	
24630	Homemaker	23.73	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	28.58	
25040	Sewage Plant Operator	27.26	

Code	Title	Rate	Note
25070	Stationary Engineer	28.58	
25190	Ventilation Equipment Tender	22.13	
25210	Water Treatment Plant Operator	27.26	
27000	Protective Service Occupations		
27004	Alarm Monitor	24.48	
27007	Baggage Inspector	17.02	***
27008	Corrections Officer	26.57	
27010	Court Security Officer	22.73	
27030	Detection Dog Handler	19.02	
27040	Detention Officer	26.57	
27070	Firefighter	19.07	
27101	Guard I	17.02	***
27102	Guard II	19.02	
27131	Police Officer I	28.25	
27132	Police Officer II	31.39	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	16.00	***
28042	Carnival Equipment Repairer	17.07	***
28043	Carnival Worker	12.77	***
28210	Gate Attendant/Gate Tender	17.64	***
28310	Lifeguard	13.44	***
28350	Park Attendant (Aide)	19.74	
28510	Recreation Aide/Health Facility Attendant	14.41	***
28515	Recreation Specialist	24.45	
28630	Sports Official	15.72	***
28690	Swimming Pool Operator	18.93	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	25.54	
29020	Hatch Tender	25.54	
29030	Line Handler	25.54	
29041	Stevedore I	24.28	
29042	Stevedore II	26.75	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	47.27	see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.60	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.90	see 2
30021	Archeological Technician I	18.81	

Code	Title	Rate	Note
30022	Archeological Technician II	21.04	
30023	Archeological Technician III	26.06	
30030	Cartographic Technician	26.06	
30040	Civil Engineering Technician	29.67	
30051	Cryogenic Technician I	28.86	
30052	Cryogenic Technician II	31.88	
30061	Drafter/CAD Operator I	18.81	
30062	Drafter/CAD Operator II	21.04	
30063	Drafter/CAD Operator III	23.45	
30064	Drafter/CAD Operator IV	28.86	
30081	Engineering Technician I	17.61	***
30082	Engineering Technician II	19.78	
30083	Engineering Technician III	22.12	
30084	Engineering Technician IV	27.41	
30085	Engineering Technician V	33.52	
30086	Engineering Technician VI	40.55	
30090	Environmental Technician	26.06	
30095	Evidence Control Specialist	26.06	
30210	Laboratory Technician	23.25	
30221	Latent Fingerprint Technician I	28.86	
30222	Latent Fingerprint Technician II	31.88	
30240	Mathematical Technician	26.06	
30361	Paralegal/Legal Assistant I	22.20	
30362	Paralegal/Legal Assistant II	27.51	
30363	Paralegal/Legal Assistant III	33.64	
30364	Paralegal/Legal Assistant IV	40.70	
30375	Petroleum Supply Specialist	31.88	
30390	Photo-Optics Technician	26.06	
30395	Radiation Control Technician	31.88	
30461	Technical Writer I	26.06	
30462	Technical Writer II	31.88	
30463	Technical Writer III	38.58	
30491	Unexploded Ordnance (UXO) Technician I	30.04	
30492	Unexploded Ordnance (UXO) Technician II	36.35	
30493	Unexploded Ordnance (UXO) Technician III	43.57	
30494	Unexploded (UXO) Safety Escort	30.04	
30495	Unexploded (UXO) Sweep Personnel	30.04	

Code	Title	Rate	Note
30501	Weather Forecaster I	28.86	
30502	Weather Forecaster II	35.11	
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.45	see 2
30621	Weather Observer, Senior	26.06	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	36.35	
31020	Bus Aide	14.27	***
31030	Bus Driver	19.15	
31043	Driver Courier	17.71	***
31260	Parking and Lot Attendant	14.15	***
31290	Shuttle Bus Driver	15.27	***
31310	Taxi Driver	13.08	***
31361	Truckdriver, Light	19.13	
31362	Truckdriver, Medium	20.18	
31363	Truckdriver, Heavy	24.23	
31364	Truckdriver, Tractor-Trailer	24.23	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.72	***
99030	Cashier	13.75	***
99050	Desk Clerk	14.58	***
99095	Embalmer	32.18	
99130	Flight Follower	30.04	
99251	Laboratory Animal Caretaker I	15.69	***
99252	Laboratory Animal Caretaker II	16.73	***
99260	Marketing Analyst	27.00	
99310	Mortician	32.18	
99410	Pest Controller	25.90	
99510	Photofinishing Worker	15.79	***
99710	Recycling Laborer	22.12	
99711	Recycling Specialist	25.60	
99730	Refuse Collector	20.45	
99810	Sales Clerk	14.75	***
99820	School Crossing Guard	14.83	***
99830	Survey Party Chief	32.82	
99831	Surveying Aide	19.20	
99832	Surveying Technician	25.20	
99840	Vending Machine Attendant	16.54	***

Code	Title	Rate Note
99841	Vending Machine Repairer	19.27
99842	Vending Machine Repairer Helper	16.54 ***

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4927

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin Counties of Dodge, Jefferson, Lafayette, Sauk

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	17.45 ***
01012	Accounting Clerk II	19.58
01013	Accounting Clerk III	21.90
01020	Administrative Assistant	27.91
01035	Court Reporter	21.43
01041	Customer Service Representative I	15.54 ***
01042	Customer Service Representative II	16.96 ***

Code	Title	Rate	Note
01043	Customer Service Representative III	19.03	
01051	Data Entry Operator I	14.97	***
01052	Data Entry Operator II	16.34	***
01060	Dispatcher, Motor Vehicle	23.17	
01070	Document Preparation Clerk	17.07	***
01090	Duplicating Machine Operator	17.07	***
01111	General Clerk I	15.37	***
01112	General Clerk II	16.77	***
01113	General Clerk III	18.82	
01120	Housing Referral Assistant	23.90	
01141	Messenger Courier	15.25	***
01191	Order Clerk I	15.99	***
01192	Order Clerk II	17.45	***
01261	Personnel Assistant (Employment) I	18.17	
01262	Personnel Assistant (Employment) II	20.32	
01263	Personnel Assistant (Employment) III	22.65	
01270	Production Control Clerk	23.61	
01290	Rental Clerk	18.39	
01300	Scheduler, Maintenance	19.16	
01311	Secretary I	19.16	
01312	Secretary II	21.43	
01313	Secretary III	23.90	
01320	Service Order Dispatcher	20.71	
01410	Supply Technician	27.91	
01420	Survey Worker	19.92	
01460	Switchboard Operator/Receptionist	17.69	***
01531	Travel Clerk I	17.93	
01532	Travel Clerk II	19.43	
01533	Travel Clerk III	21.01	
01611	Word Processor I	17.07	***
01612	Word Processor II	19.16	
01613	Word Processor III	21.43	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	20.46	
05010	Automotive Electrician	20.51	
05040	Automotive Glass Installer	19.57	
05070	Automotive Worker	19.57	

Code	Title	Rate	Note
05110	Mobile Equipment Servicer	17.64	***
05130	Motor Equipment Metal Mechanic	21.35	
05160	Motor Equipment Metal Worker	19.57	
05190	Motor Vehicle Mechanic	21.35	
05220	Motor Vehicle Mechanic Helper	16.54	***
05250	Motor Vehicle Upholstery Worker	18.61	
05280	Motor Vehicle Wrecker	19.57	
05310	Painter, Automotive	20.51	
05340	Radiator Repair Specialist	19.57	
05370	Tire Repairer	17.76	
05400	Transmission Repair Specialist	21.35	
07000	Food Preparation And Service Occupations		
07010	Baker	15.95	***
07041	Cook I	17.09	***
07042	Cook II	18.96	
07070	Dishwasher	11.34	***
07130	Food Service Worker	13.97	***
07210	Meat Cutter	18.87	
07260	Waiter/Waitress	12.46	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	21.55	
09040	Furniture Handler	16.36	***
09080	Furniture Refinisher	21.55	
09090	Furniture Refinisher Helper	17.58	***
09110	Furniture Repairer, Minor	19.58	
09130	Upholsterer	21.55	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.74	***
11060	Elevator Operator	16.07	***
11090	Gardener	21.07	
11122	Housekeeping Aide	16.07	***
11150	Janitor	16.07	***
11210	Laborer, Grounds Maintenance	17.07	***
11240	Maid or Houseman	15.14	***
11260	Pruner	15.76	***
11270	Tractor Operator	19.75	
11330	Trail Maintenance Worker	17.07	***

Code	Title	Rate	Note
11360	Window Cleaner	17.40	***
12000	Health Occupations		
12010	Ambulance Driver	17.64	***
12011	Breath Alcohol Technician	23.94	
12012	Certified Occupational Therapist Assistant	30.21	
12015	Certified Physical Therapist Assistant	28.45	
12020	Dental Assistant	21.02	
12025	Dental Hygienist	38.30	
12030	EKG Technician	36.28	
12035	Electroneurodiagnostic Technologist	36.28	
12040	Emergency Medical Technician	17.64	***
12071	Licensed Practical Nurse I	21.41	
12072	Licensed Practical Nurse II	23.94	
12073	Licensed Practical Nurse III	26.69	
12100	Medical Assistant	20.08	
12130	Medical Laboratory Technician	29.30	
12160	Medical Record Clerk	21.22	
12190	Medical Record Technician	23.74	
12195	Medical Transcriptionist	22.21	
12210	Nuclear Medicine Technologist	52.61	
12221	Nursing Assistant I	13.32	***
12222	Nursing Assistant II	14.99	***
12223	Nursing Assistant III	16.36	***
12224	Nursing Assistant IV	18.36	
12235	Optical Dispenser	17.82	
12236	Optical Technician	21.41	
12250	Pharmacy Technician	18.50	
12280	Phlebotomist	19.32	
12305	Radiologic Technologist	33.95	
12311	Registered Nurse I	26.17	
12312	Registered Nurse II	32.01	
12313	Registered Nurse II, Specialist	32.01	
12314	Registered Nurse III	38.73	
12315	Registered Nurse III, Anesthetist	38.73	
12316	Registered Nurse IV	46.42	
12317	Scheduler (Drug and Alcohol Testing)	29.67	
12320	Substance Abuse Treatment Counselor	28.25	

Code	Title	Rate	Note
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	19.31	
13012	Exhibits Specialist II	23.92	
13013	Exhibits Specialist III	29.26	
13041	Illustrator I	19.31	
13042	Illustrator II	23.92	
13043	Illustrator III	29.26	
13047	Librarian	26.49	
13050	Library Aide/Clerk	17.95	
13054	Library Information Technology Systems Administrator	23.92	
13058	Library Technician	14.64	***
13061	Media Specialist I	17.26	***
13062	Media Specialist II	19.31	
13063	Media Specialist III	21.53	
13071	Photographer I	18.33	
13072	Photographer II	20.50	
13073	Photographer III	25.41	
13074	Photographer IV	31.07	
13075	Photographer V	37.59	
13090	Technical Order Library Clerk	22.54	
13110	Video Teleconference Technician	19.48	
14000	Information Technology Occupations		
14041	Computer Operator I	20.32	
14042	Computer Operator II	22.72	
14043	Computer Operator III	25.34	
14044	Computer Operator IV	28.16	
14045	Computer Operator V	31.18	
14071	Computer Programmer I	22.65	see 1
14072	Computer Programmer II	27.46	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	20.32	
14160	Personal Computer Support Technician	28.16	
14170	System Support Specialist	31.18	

Code	Title	Rate	Note
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	35.36	
15020	Aircrew Training Devices Instructor (Rated)	42.78	
15030	Air Crew Training Devices Instructor (Pilot)	51.28	
15050	Computer Based Training Specialist / Instructor	35.36	
15060	Educational Technologist	45.27	
15070	Flight Instructor (Pilot)	51.28	
15080	Graphic Artist	24.44	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	51.28	
15086	Maintenance Test Pilot, Rotary Wing	51.28	
15088	Non-Maintenance Test/Co-Pilot	51.28	
15090	Technical Instructor	22.10	
15095	Technical Instructor/Course Developer	27.03	
15110	Test Proctor	17.83	
15120	Tutor	17.83	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.60	***
16030	Counter Attendant	17.60	***
16040	Dry Cleaner	20.10	
16070	Finisher, Flatwork, Machine	17.60	***
16090	Presser, Hand	17.60	***
16110	Presser, Machine, Drycleaning	17.60	***
16130	Presser, Machine, Shirts	17.60	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.60	***
16190	Sewing Machine Operator	20.94	
16220	Tailor	21.77	
16250	Washer, Machine	18.43	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.58	
19040	Tool And Die Maker	29.83	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.18	
21030	Material Coordinator	23.61	
21040	Material Expediter	23.61	
21050	Material Handling Laborer	18.35	
21071	Order Filler	15.83	***
21080	Production Line Worker (Food Processing)	22.18	

Code	Title	Rate Note
21110	Shipping Packer	19.92
21130	Shipping/Receiving Clerk	19.92
21140	Store Worker I	16.85 ***
21150	Stock Clerk	21.48
21210	Tools And Parts Attendant	22.18
21410	Warehouse Specialist	22.18
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	30.95
23019	Aircraft Logs and Records Technician	25.95
23021	Aircraft Mechanic I	29.76
23022	Aircraft Mechanic II	30.95
23023	Aircraft Mechanic III	32.17
23040	Aircraft Mechanic Helper	23.06
23050	Aircraft, Painter	28.59
23060	Aircraft Servicer	25.95
23070	Aircraft Survival Flight Equipment Technician	28.59
23080	Aircraft Worker	27.29
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.29
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.76
23110	Appliance Mechanic	27.98
23120	Bicycle Repairer	24.59
23125	Cable Splicer	49.57
23130	Carpenter, Maintenance	23.81
23140	Carpet Layer	27.29
23160	Electrician, Maintenance	33.75
23181	Electronics Technician Maintenance I	27.29
23182	Electronics Technician Maintenance II	28.75
23183	Electronics Technician Maintenance III	30.35
23260	Fabric Worker	25.95
23290	Fire Alarm System Mechanic	29.76
23310	Fire Extinguisher Repairer	24.59
23311	Fuel Distribution System Mechanic	35.16
23312	Fuel Distribution System Operator	28.31
23370	General Maintenance Worker	22.13
23380	Ground Support Equipment Mechanic	29.76
23381	Ground Support Equipment Servicer	25.95
23382	Ground Support Equipment Worker	27.29

Code	Title	Rate	Note
23391	Gunsmith I	24.59	
23392	Gunsmith II	27.29	
23393	Gunsmith III	29.76	
23410	Heating, Ventilation And Air-Conditioning Mechanic	25.52	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.54	
23430	Heavy Equipment Mechanic	28.95	
23440	Heavy Equipment Operator	31.63	
23460	Instrument Mechanic	29.76	
23465	Laboratory/Shelter Mechanic	28.59	
23470	Laborer	18.35	
23510	Locksmith	28.59	
23530	Machinery Maintenance Mechanic	29.27	
23550	Machinist, Maintenance	22.15	
23580	Maintenance Trades Helper	15.00	***
23591	Metrology Technician I	29.76	
23592	Metrology Technician II	30.95	
23593	Metrology Technician III	32.17	
23640	Millwright	29.66	
23710	Office Appliance Repairer	23.96	
23760	Painter, Maintenance	22.34	
23790	Pipefitter, Maintenance	30.88	
23810	Plumber, Maintenance	29.99	
23820	Pneudraulic Systems Mechanic	29.76	
23850	Rigger	29.76	
23870	Scale Mechanic	27.29	
23890	Sheet-Metal Worker, Maintenance	29.76	
23910	Small Engine Mechanic	21.15	
23931	Telecommunications Mechanic I	29.95	
23932	Telecommunications Mechanic II	31.14	
23950	Telephone Lineman	28.71	
23960	Welder, Combination, Maintenance	25.01	
23965	Well Driller	29.76	
23970	Woodcraft Worker	29.76	
23980	Woodworker	24.59	
24000	Personal Needs Occupations		
24550	Case Manager	23.73	
24570	Child Care Attendant	15.28	***

Code	Title	Rate	Note
24580	Child Care Center Clerk	19.06	
24610	Chore Aide	15.11	***
24620	Family Readiness And Support Services Coordinator	23.73	
24630	Homemaker	23.73	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	28.58	
25040	Sewage Plant Operator	27.26	
25070	Stationary Engineer	28.58	
25190	Ventilation Equipment Tender	22.13	
25210	Water Treatment Plant Operator	27.26	
27000 Protective Service Occupations			
27004	Alarm Monitor	24.48	
27007	Baggage Inspector	17.02	***
27008	Corrections Officer	26.57	
27010	Court Security Officer	23.46	
27030	Detection Dog Handler	19.34	
27040	Detention Officer	26.57	
27070	Firefighter	19.07	
27101	Guard I	17.02	***
27102	Guard II	19.34	
27131	Police Officer I	28.25	
27132	Police Officer II	31.39	
28000 Recreation Occupations			
28041	Carnival Equipment Operator	16.00	***
28042	Carnival Equipment Repairer	17.07	***
28043	Carnival Worker	12.77	***
28210	Gate Attendant/Gate Tender	17.64	***
28310	Lifeguard	13.44	***
28350	Park Attendant (Aide)	19.74	
28510	Recreation Aide/Health Facility Attendant	14.41	***
28515	Recreation Specialist	24.45	
28630	Sports Official	15.72	***
28690	Swimming Pool Operator	18.93	
29000 Stevedoring/Longshoremen Occupational Services			
29010	Blocker And Bracer	25.54	
29020	Hatch Tender	25.54	
29030	Line Handler	25.54	

Code	Title	Rate Note
29041	Stevedore I	24.28
29042	Stevedore II	26.75
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	47.27 see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.60 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.90 see 2
30021	Archeological Technician I	18.81
30022	Archeological Technician II	21.04
30023	Archeological Technician III	26.06
30030	Cartographic Technician	26.06
30040	Civil Engineering Technician	29.67
30051	Cryogenic Technician I	28.86
30052	Cryogenic Technician II	31.88
30061	Drafter/CAD Operator I	18.81
30062	Drafter/CAD Operator II	21.04
30063	Drafter/CAD Operator III	23.45
30064	Drafter/CAD Operator IV	28.86
30081	Engineering Technician I	17.61 ***
30082	Engineering Technician II	19.78
30083	Engineering Technician III	22.12
30084	Engineering Technician IV	27.41
30085	Engineering Technician V	33.52
30086	Engineering Technician VI	40.55
30090	Environmental Technician	26.06
30095	Evidence Control Specialist	26.06
30210	Laboratory Technician	23.25
30221	Latent Fingerprint Technician I	28.86
30222	Latent Fingerprint Technician II	31.88
30240	Mathematical Technician	26.06
30361	Paralegal/Legal Assistant I	22.20
30362	Paralegal/Legal Assistant II	27.51
30363	Paralegal/Legal Assistant III	33.64
30364	Paralegal/Legal Assistant IV	40.70
30375	Petroleum Supply Specialist	31.88
30390	Photo-Optics Technician	26.06
30395	Radiation Control Technician	31.88
30461	Technical Writer I	26.06

Code	Title	Rate	Note
30462	Technical Writer II	31.88	
30463	Technical Writer III	38.58	
30491	Unexploded Ordnance (UXO) Technician I	30.04	
30492	Unexploded Ordnance (UXO) Technician II	36.35	
30493	Unexploded Ordnance (UXO) Technician III	43.57	
30494	Unexploded (UXO) Safety Escort	30.04	
30495	Unexploded (UXO) Sweep Personnel	30.04	
30501	Weather Forecaster I	28.86	
30502	Weather Forecaster II	35.11	
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.45	see 2
30621	Weather Observer, Senior	26.06	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	36.35	
31020	Bus Aide	15.12	***
31030	Bus Driver	19.68	
31043	Driver Courier	17.94	
31260	Parking and Lot Attendant	14.15	***
31290	Shuttle Bus Driver	15.27	***
31310	Taxi Driver	15.27	***
31361	Truckdriver, Light	19.13	
31362	Truckdriver, Medium	20.18	
31363	Truckdriver, Heavy	24.23	
31364	Truckdriver, Tractor-Trailer	24.23	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.72	***
99030	Cashier	13.75	***
99050	Desk Clerk	14.58	***
99095	Embalmer	33.36	
99130	Flight Follower	30.04	
99251	Laboratory Animal Caretaker I	15.69	***
99252	Laboratory Animal Caretaker II	16.73	***
99260	Marketing Analyst	27.00	
99310	Mortician	33.36	
99410	Pest Controller	25.90	
99510	Photofinishing Worker	15.79	***
99710	Recycling Laborer	22.12	
99711	Recycling Specialist	25.60	

Code	Title	Rate	Note
99730	Refuse Collector	21.57	
99810	Sales Clerk	14.75	***
99820	School Crossing Guard	14.45	***
99830	Survey Party Chief	32.55	
99831	Surveying Aide	24.08	
99832	Surveying Technician	25.20	
99840	Vending Machine Attendant	16.75	***
99841	Vending Machine Repairer	19.58	
99842	Vending Machine Repairer Helper	17.41	***

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4929

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin Counties of Barron, Buffalo, Clark, Crawford, Dunn, Jackson, Juneau, Monroe, Pepin, Trempealeau, Vernon

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.19	***
01012	Accounting Clerk II	19.29	
01013	Accounting Clerk III	21.58	
01020	Administrative Assistant	27.72	
01035	Court Reporter	22.32	
01041	Customer Service Representative I	16.15	***
01042	Customer Service Representative II	17.63	***
01043	Customer Service Representative III	19.78	
01051	Data Entry Operator I	15.98	***
01052	Data Entry Operator II	17.43	***
01060	Dispatcher, Motor Vehicle	23.59	
01070	Document Preparation Clerk	16.72	***
01090	Duplicating Machine Operator	16.72	***
01111	General Clerk I	15.91	***
01112	General Clerk II	17.36	***
01113	General Clerk III	19.48	
01120	Housing Referral Assistant	24.88	
01141	Messenger Courier	13.68	***
01191	Order Clerk I	16.39	***
01192	Order Clerk II	17.89	
01261	Personnel Assistant (Employment) I	18.96	
01262	Personnel Assistant (Employment) II	21.22	
01263	Personnel Assistant (Employment) III	23.65	
01270	Production Control Clerk	25.05	
01290	Rental Clerk	18.77	
01300	Scheduler, Maintenance	19.95	
01311	Secretary I	19.95	
01312	Secretary II	22.32	
01313	Secretary III	24.88	
01320	Service Order Dispatcher	21.09	
01410	Supply Technician	27.72	
01420	Survey Worker	19.56	
01460	Switchboard Operator/Receptionist	17.78	
01531	Travel Clerk I	17.81	
01532	Travel Clerk II	18.52	
01533	Travel Clerk III	20.43	

Code	Title	Rate	Note
01611	Word Processor I	17.77	
01612	Word Processor II	19.95	
01613	Word Processor III	22.32	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.35	
05010	Automotive Electrician	20.33	
05040	Automotive Glass Installer	19.28	
05070	Automotive Worker	19.28	
05110	Mobile Equipment Servicer	17.35	***
05130	Motor Equipment Metal Mechanic	21.32	
05160	Motor Equipment Metal Worker	19.28	
05190	Motor Vehicle Mechanic	21.32	
05220	Motor Vehicle Mechanic Helper	16.36	***
05250	Motor Vehicle Upholstery Worker	18.40	
05280	Motor Vehicle Wrecker	19.28	
05310	Painter, Automotive	20.33	
05340	Radiator Repair Specialist	19.28	
05370	Tire Repairer	17.72	***
05400	Transmission Repair Specialist	21.32	
07000	Food Preparation And Service Occupations		
07010	Baker	15.23	***
07041	Cook I	17.44	***
07042	Cook II	19.61	
07070	Dishwasher	10.50	***
07130	Food Service Worker	14.14	***
07210	Meat Cutter	19.29	
07260	Waiter/Waitress	10.79	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.94	
09040	Furniture Handler	14.24	***
09080	Furniture Refinisher	20.88	
09090	Furniture Refinisher Helper	16.50	***
09110	Furniture Repairer, Minor	18.72	
09130	Upholsterer	21.95	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.03	***
11060	Elevator Operator	17.00	***

Code	Title	Rate	Note
11090	Gardener	21.13	
11122	Housekeeping Aide	17.17	***
11150	Janitor	17.17	***
11210	Laborer, Grounds Maintenance	17.08	***
11240	Maid or Houseman	14.48	***
11260	Pruner	15.75	***
11270	Tractor Operator	19.80	
11330	Trail Maintenance Worker	17.08	***
11360	Window Cleaner	18.65	
12000	Health Occupations		
12010	Ambulance Driver	14.94	***
12011	Breath Alcohol Technician	24.66	
12012	Certified Occupational Therapist Assistant	31.76	
12015	Certified Physical Therapist Assistant	30.11	
12020	Dental Assistant	21.39	
12025	Dental Hygienist	37.04	
12030	EKG Technician	36.93	
12035	Electroneurodiagnostic Technologist	36.93	
12040	Emergency Medical Technician	14.94	***
12071	Licensed Practical Nurse I	22.06	
12072	Licensed Practical Nurse II	24.66	
12073	Licensed Practical Nurse III	27.50	
12100	Medical Assistant	21.75	
12130	Medical Laboratory Technician	29.48	
12160	Medical Record Clerk	22.33	
12190	Medical Record Technician	24.98	
12195	Medical Transcriptionist	22.10	
12210	Nuclear Medicine Technologist	54.22	
12221	Nursing Assistant I	13.89	***
12222	Nursing Assistant II	15.63	***
12223	Nursing Assistant III	17.06	***
12224	Nursing Assistant IV	19.14	
12235	Optical Dispenser	18.03	
12236	Optical Technician	22.06	
12250	Pharmacy Technician	18.50	
12280	Phlebotomist	19.40	
12305	Radiologic Technologist	34.10	

Code	Title	Rate	Note
12311	Registered Nurse I	27.00	
12312	Registered Nurse II	33.02	
12313	Registered Nurse II, Specialist	33.02	
12314	Registered Nurse III	39.95	
12315	Registered Nurse III, Anesthetist	39.95	
12316	Registered Nurse IV	47.88	
12317	Scheduler (Drug and Alcohol Testing)	30.57	
12320	Substance Abuse Treatment Counselor	28.07	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	20.16	
13012	Exhibits Specialist II	24.99	
13013	Exhibits Specialist III	30.57	
13041	Illustrator I	20.16	
13042	Illustrator II	24.99	
13043	Illustrator III	30.57	
13047	Librarian	27.86	
13050	Library Aide/Clerk	14.96	***
13054	Library Information Technology Systems Administrator	24.99	
13058	Library Technician	15.04	***
13061	Media Specialist I	18.03	
13062	Media Specialist II	20.16	
13063	Media Specialist III	22.48	
13071	Photographer I	16.73	***
13072	Photographer II	18.71	
13073	Photographer III	23.19	
13074	Photographer IV	28.36	
13075	Photographer V	34.31	
13090	Technical Order Library Clerk	18.78	
13110	Video Teleconference Technician	19.98	
14000	Information Technology Occupations		
14041	Computer Operator I	21.43	
14042	Computer Operator II	23.97	
14043	Computer Operator III	26.87	
14044	Computer Operator IV	29.91	
14045	Computer Operator V	34.64	
14071	Computer Programmer I	23.02	see 1
14072	Computer Programmer II		see 1

Code	Title	Rate	Note
14073	Computer Programmer III		see 1
14074	Computer Programmer IV		see 1
14101	Computer Systems Analyst I		see 1
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	21.43	
14160	Personal Computer Support Technician	29.91	
14170	System Support Specialist	34.94	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	34.04	
15020	Aircrew Training Devices Instructor (Rated)	41.18	
15030	Air Crew Training Devices Instructor (Pilot)	49.36	
15050	Computer Based Training Specialist / Instructor	34.04	
15060	Educational Technologist	40.00	
15070	Flight Instructor (Pilot)	49.36	
15080	Graphic Artist	23.96	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.36	
15086	Maintenance Test Pilot, Rotary Wing	49.36	
15088	Non-Maintenance Test/Co-Pilot	49.36	
15090	Technical Instructor	24.65	
15095	Technical Instructor/Course Developer	30.15	
15110	Test Proctor	19.89	
15120	Tutor	19.89	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.56	***
16030	Counter Attendant	16.56	***
16040	Dry Cleaner	19.00	
16070	Finisher, Flatwork, Machine	16.56	***
16090	Presser, Hand	16.56	***
16110	Presser, Machine, Drycleaning	16.56	***
16130	Presser, Machine, Shirts	16.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.56	***
16190	Sewing Machine Operator	19.80	
16220	Tailor	20.60	
16250	Washer, Machine	17.35	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	24.59	

Code	Title	Rate Note
19040	Tool And Die Maker	29.26
21000	Materials Handling And Packing Occupations	
21020	Forklift Operator	25.62
21030	Material Coordinator	25.05
21040	Material Expediter	25.05
21050	Material Handling Laborer	19.78
21071	Order Filler	17.60 ***
21080	Production Line Worker (Food Processing)	25.62
21110	Shipping Packer	21.23
21130	Shipping/Receiving Clerk	21.23
21140	Store Worker I	16.47 ***
21150	Stock Clerk	21.13
21210	Tools And Parts Attendant	25.62
21410	Warehouse Specialist	25.62
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	31.58
23019	Aircraft Logs and Records Technician	25.85
23021	Aircraft Mechanic I	30.23
23022	Aircraft Mechanic II	31.58
23023	Aircraft Mechanic III	32.97
23040	Aircraft Mechanic Helper	22.77
23050	Aircraft, Painter	28.83
23060	Aircraft Servicer	25.85
23070	Aircraft Survival Flight Equipment Technician	28.83
23080	Aircraft Worker	27.35
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.35
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.23
23110	Appliance Mechanic	28.83
23120	Bicycle Repairer	24.32
23125	Cable Splicer	48.60
23130	Carpenter, Maintenance	24.29
23140	Carpet Layer	27.35
23160	Electrician, Maintenance	31.05
23181	Electronics Technician Maintenance I	27.35
23182	Electronics Technician Maintenance II	28.83
23183	Electronics Technician Maintenance III	30.23
23260	Fabric Worker	25.85

Code	Title	Rate	Note
23290	Fire Alarm System Mechanic	30.23	
23310	Fire Extinguisher Repairer	24.32	
23311	Fuel Distribution System Mechanic	41.01	
23312	Fuel Distribution System Operator	33.11	
23370	General Maintenance Worker	22.47	
23380	Ground Support Equipment Mechanic	30.23	
23381	Ground Support Equipment Servicer	25.85	
23382	Ground Support Equipment Worker	27.35	
23391	Gunsmith I	24.32	
23392	Gunsmith II	27.35	
23393	Gunsmith III	30.23	
23410	Heating, Ventilation And Air-Conditioning Mechanic	26.74	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.93	
23430	Heavy Equipment Mechanic	29.04	
23440	Heavy Equipment Operator	30.52	
23460	Instrument Mechanic	30.23	
23465	Laboratory/Shelter Mechanic	28.83	
23470	Laborer	19.78	
23510	Locksmith	28.83	
23530	Machinery Maintenance Mechanic	28.41	
23550	Machinist, Maintenance	22.27	
23580	Maintenance Trades Helper	15.41	***
23591	Metrology Technician I	30.23	
23592	Metrology Technician II	31.58	
23593	Metrology Technician III	32.97	
23640	Millwright	30.05	
23710	Office Appliance Repairer	28.83	
23760	Painter, Maintenance	22.99	
23790	Pipefitter, Maintenance	31.07	
23810	Plumber, Maintenance	29.63	
23820	Pneudraulic Systems Mechanic	30.23	
23850	Rigger	30.23	
23870	Scale Mechanic	27.35	
23890	Sheet-Metal Worker, Maintenance	27.26	
23910	Small Engine Mechanic	20.31	
23931	Telecommunications Mechanic I	28.22	
23932	Telecommunications Mechanic II	29.48	

Code	Title	Rate	Note
23950	Telephone Lineman	28.97	
23960	Welder, Combination, Maintenance	23.13	
23965	Well Driller	30.23	
23970	Woodcraft Worker	30.23	
23980	Woodworker	24.32	
24000 Personal Needs Occupations			
24550	Case Manager	22.45	
24570	Child Care Attendant	13.03	***
24580	Child Care Center Clerk	16.25	***
24610	Chore Aide	15.39	***
24620	Family Readiness And Support Services Coordinator	22.45	
24630	Homemaker	22.45	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	29.89	
25040	Sewage Plant Operator	28.50	
25070	Stationary Engineer	29.89	
25190	Ventilation Equipment Tender	22.52	
25210	Water Treatment Plant Operator	28.50	
27000 Protective Service Occupations			
27004	Alarm Monitor	24.07	
27007	Baggage Inspector	17.08	***
27008	Corrections Officer	26.24	
27010	Court Security Officer	21.58	
27030	Detection Dog Handler	19.11	
27040	Detention Officer	26.24	
27070	Firefighter	17.95	
27101	Guard I	17.08	***
27102	Guard II	19.11	
27131	Police Officer I	27.16	
27132	Police Officer II	30.18	
28000 Recreation Occupations			
28041	Carnival Equipment Operator	14.64	***
28042	Carnival Equipment Repairer	15.63	***
28043	Carnival Worker	11.63	***
28210	Gate Attendant/Gate Tender	18.51	
28310	Lifeguard	11.34	***
28350	Park Attendant (Aide)	20.71	

Code	Title	Rate Note
28510	Recreation Aide/Health Facility Attendant	15.12 ***
28515	Recreation Specialist	25.66
28630	Sports Official	16.50 ***
28690	Swimming Pool Operator	17.58 ***
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	27.35
29020	Hatch Tender	27.35
29030	Line Handler	27.35
29041	Stevedore I	25.85
29042	Stevedore II	28.83
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	45.21 see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34 see 2
30021	Archeological Technician I	18.26
30022	Archeological Technician II	20.42
30023	Archeological Technician III	25.35
30030	Cartographic Technician	25.35
30040	Civil Engineering Technician	27.89
30051	Cryogenic Technician I	28.02
30052	Cryogenic Technician II	30.94
30061	Drafter/CAD Operator I	18.26
30062	Drafter/CAD Operator II	20.42
30063	Drafter/CAD Operator III	22.81
30064	Drafter/CAD Operator IV	28.07
30081	Engineering Technician I	16.11 ***
30082	Engineering Technician II	18.10
30083	Engineering Technician III	20.24
30084	Engineering Technician IV	25.07
30085	Engineering Technician V	30.67
30086	Engineering Technician VI	37.12
30090	Environmental Technician	25.43
30095	Evidence Control Specialist	25.30
30210	Laboratory Technician	22.74
30221	Latent Fingerprint Technician I	28.02
30222	Latent Fingerprint Technician II	30.94
30240	Mathematical Technician	25.35

Code	Title	Rate	Note
30361	Paralegal/Legal Assistant I	21.54	
30362	Paralegal/Legal Assistant II	26.68	
30363	Paralegal/Legal Assistant III	32.63	
30364	Paralegal/Legal Assistant IV	39.48	
30375	Petroleum Supply Specialist	30.94	
30390	Photo-Optics Technician	25.35	
30395	Radiation Control Technician	30.94	
30461	Technical Writer I	25.35	
30462	Technical Writer II	31.01	
30463	Technical Writer III	37.51	
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	28.07	
30502	Weather Forecaster II	34.14	
30620	Weather Observer, Combined Upper Air Or Surface Programs	22.81	see 2
30621	Weather Observer, Senior	25.35	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	15.11	***
31030	Bus Driver	20.40	
31043	Driver Courier	17.39	***
31260	Parking and Lot Attendant	14.30	***
31290	Shuttle Bus Driver	15.99	***
31310	Taxi Driver	13.08	***
31361	Truckdriver, Light	18.57	
31362	Truckdriver, Medium	19.74	
31363	Truckdriver, Heavy	24.47	
31364	Truckdriver, Tractor-Trailer	24.47	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	14.12	***
99050	Desk Clerk	13.64	***
99095	Embalmer	34.95	
99130	Flight Follower	28.73	

Code	Title	Rate	Note
99251	Laboratory Animal Caretaker I	14.63	***
99252	Laboratory Animal Caretaker II	15.62	***
99260	Marketing Analyst	28.07	
99310	Mortician	34.95	
99410	Pest Controller	25.69	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	22.62	
99711	Recycling Specialist	26.20	
99730	Refuse Collector	20.85	
99810	Sales Clerk	15.50	***
99820	School Crossing Guard	17.42	***
99830	Survey Party Chief	29.57	
99831	Surveying Aide	17.29	***
99832	Surveying Technician	22.70	
99840	Vending Machine Attendant	20.95	
99841	Vending Machine Repairer	25.16	
99842	Vending Machine Repairer Helper	20.95	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4931

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin Counties of Ashland, Bayfield, Burnett, Iron, Price, Rusk, Sawyer, Taylor, Washburn

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	16.50	***
01012	Accounting Clerk II	18.54	
01013	Accounting Clerk III	20.73	
01020	Administrative Assistant	28.14	
01035	Court Reporter	20.00	
01041	Customer Service Representative I	15.37	***
01042	Customer Service Representative II	16.77	***
01043	Customer Service Representative III	18.82	
01051	Data Entry Operator I	14.66	***
01052	Data Entry Operator II	16.00	***
01060	Dispatcher, Motor Vehicle	21.63	
01070	Document Preparation Clerk	15.93	***
01090	Duplicating Machine Operator	15.93	***
01111	General Clerk I	14.76	***
01112	General Clerk II	16.10	***
01113	General Clerk III	18.07	
01120	Housing Referral Assistant	22.30	
01141	Messenger Courier	12.98	***
01191	Order Clerk I	15.09	***
01192	Order Clerk II	16.47	***
01261	Personnel Assistant (Employment) I	17.88	
01262	Personnel Assistant (Employment) II	20.00	
01263	Personnel Assistant (Employment) III	22.30	
01270	Production Control Clerk	22.83	
01290	Rental Clerk	17.45	***

Code	Title	Rate	Note
01300	Scheduler, Maintenance	17.88	
01311	Secretary I	17.88	
01312	Secretary II	20.00	
01313	Secretary III	22.30	
01320	Service Order Dispatcher	19.34	
01410	Supply Technician	28.14	
01420	Survey Worker	20.32	
01460	Switchboard Operator/Receptionist	17.37	***
01531	Travel Clerk I	15.93	***
01532	Travel Clerk II	17.88	
01533	Travel Clerk III	20.00	
01611	Word Processor I	15.93	***
01612	Word Processor II	17.88	
01613	Word Processor III	20.00	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.95	
05010	Automotive Electrician	22.16	
05040	Automotive Glass Installer	21.20	
05070	Automotive Worker	21.20	
05110	Mobile Equipment Servicer	19.26	
05130	Motor Equipment Metal Mechanic	22.94	
05160	Motor Equipment Metal Worker	21.20	
05190	Motor Vehicle Mechanic	22.94	
05220	Motor Vehicle Mechanic Helper	18.22	
05250	Motor Vehicle Upholstery Worker	20.26	
05280	Motor Vehicle Wrecker	21.20	
05310	Painter, Automotive	22.16	
05340	Radiator Repair Specialist	21.20	
05370	Tire Repairer	19.08	
05400	Transmission Repair Specialist	22.94	
07000	Food Preparation And Service Occupations		
07010	Baker	15.00	***
07041	Cook I	16.98	***
07042	Cook II	18.69	
07070	Dishwasher	11.16	***
07130	Food Service Worker	13.90	***
07210	Meat Cutter	19.46	

Code	Title	Rate	Note
07260	Waiter/Waitress	10.79	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	20.45	
09040	Furniture Handler	14.96	***
09080	Furniture Refinisher	20.45	
09090	Furniture Refinisher Helper	16.82	***
09110	Furniture Repairer, Minor	18.70	
09130	Upholsterer	20.45	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.91	***
11060	Elevator Operator	16.92	***
11090	Gardener	20.26	
11122	Housekeeping Aide	16.92	***
11150	Janitor	16.92	***
11210	Laborer, Grounds Maintenance	17.05	***
11240	Maid or Houseman	14.34	***
11260	Pruner	15.95	***
11270	Tractor Operator	19.17	
11330	Trail Maintenance Worker	17.05	***
11360	Window Cleaner	18.09	
12000	Health Occupations		
12010	Ambulance Driver	17.25	***
12011	Breath Alcohol Technician	23.35	
12012	Certified Occupational Therapist Assistant	32.05	
12015	Certified Physical Therapist Assistant	29.02	
12020	Dental Assistant	20.55	
12025	Dental Hygienist	36.59	
12030	EKG Technician	35.40	
12035	Electroneurodiagnostic Technologist	35.40	
12040	Emergency Medical Technician	17.25	***
12071	Licensed Practical Nurse I	20.89	
12072	Licensed Practical Nurse II	23.35	
12073	Licensed Practical Nurse III	26.04	
12100	Medical Assistant	20.68	
12130	Medical Laboratory Technician	29.12	
12160	Medical Record Clerk	20.96	
12190	Medical Record Technician	23.45	

Code	Title	Rate	Note
12195	Medical Transcriptionist	20.89	
12210	Nuclear Medicine Technologist	51.34	
12221	Nursing Assistant I	13.39	***
12222	Nursing Assistant II	15.07	***
12223	Nursing Assistant III	16.44	***
12224	Nursing Assistant IV	18.45	
12235	Optical Dispenser	23.35	
12236	Optical Technician	20.89	
12250	Pharmacy Technician	17.78	
12280	Phlebotomist	20.89	
12305	Radiologic Technologist	33.62	
12311	Registered Nurse I	25.96	
12312	Registered Nurse II	31.75	
12313	Registered Nurse II, Specialist	31.75	
12314	Registered Nurse III	38.41	
12315	Registered Nurse III, Anesthetist	38.41	
12316	Registered Nurse IV	46.04	
12317	Scheduler (Drug and Alcohol Testing)	28.94	
12320	Substance Abuse Treatment Counselor	29.24	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	19.10	
13012	Exhibits Specialist II	23.67	
13013	Exhibits Specialist III	28.95	
13041	Illustrator I	19.10	
13042	Illustrator II	23.67	
13043	Illustrator III	28.95	
13047	Librarian	26.21	
13050	Library Aide/Clerk	15.22	***
13054	Library Information Technology Systems Administrator	23.67	
13058	Library Technician	16.20	***
13061	Media Specialist I	17.08	***
13062	Media Specialist II	19.10	
13063	Media Specialist III	21.30	
13071	Photographer I	17.08	***
13072	Photographer II	19.10	
13073	Photographer III	23.67	
13074	Photographer IV	28.95	

Code	Title	Rate	Note
13075	Photographer V	35.03	
13090	Technical Order Library Clerk	19.10	
13110	Video Teleconference Technician	17.08	***
14000	Information Technology Occupations		
14041	Computer Operator I	18.76	
14042	Computer Operator II	20.98	
14043	Computer Operator III	23.38	
14044	Computer Operator IV	25.98	
14045	Computer Operator V	28.78	
14071	Computer Programmer I	19.03	see 1
14072	Computer Programmer II	22.53	see 1
14073	Computer Programmer III	27.51	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	18.76	
14160	Personal Computer Support Technician	26.62	
14170	System Support Specialist	28.78	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	31.14	
15020	Aircrew Training Devices Instructor (Rated)	37.67	
15030	Air Crew Training Devices Instructor (Pilot)	45.16	
15050	Computer Based Training Specialist / Instructor	31.14	
15060	Educational Technologist	42.61	
15070	Flight Instructor (Pilot)	45.16	
15080	Graphic Artist	22.57	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	45.16	
15086	Maintenance Test Pilot, Rotary Wing	45.16	
15088	Non-Maintenance Test/Co-Pilot	45.16	
15090	Technical Instructor	22.86	
15095	Technical Instructor/Course Developer	27.96	
15110	Test Proctor	18.45	
15120	Tutor	18.45	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.56	***
16030	Counter Attendant	16.56	***

Code	Title	Rate	Note
16040	Dry Cleaner	19.00	
16070	Finisher, Flatwork, Machine	16.56	***
16090	Presser, Hand	16.56	***
16110	Presser, Machine, Drycleaning	16.56	***
16130	Presser, Machine, Shirts	16.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.56	***
16190	Sewing Machine Operator	19.80	
16220	Tailor	20.60	
16250	Washer, Machine	17.35	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	27.78	
19040	Tool And Die Maker	32.24	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.24	
21030	Material Coordinator	22.83	
21040	Material Expediter	22.83	
21050	Material Handling Laborer	18.27	
21071	Order Filler	15.72	***
21080	Production Line Worker (Food Processing)	22.24	
21110	Shipping Packer	19.53	
21130	Shipping/Receiving Clerk	19.53	
21140	Store Worker I	19.52	
21150	Stock Clerk	23.69	
21210	Tools And Parts Attendant	22.24	
21410	Warehouse Specialist	22.24	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	30.02	
23019	Aircraft Logs and Records Technician	25.59	
23021	Aircraft Mechanic I	29.09	
23022	Aircraft Mechanic II	30.02	
23023	Aircraft Mechanic III	31.03	
23040	Aircraft Mechanic Helper	23.02	
23050	Aircraft, Painter	27.99	
23060	Aircraft Servicer	25.59	
23070	Aircraft Survival Flight Equipment Technician	27.99	
23080	Aircraft Worker	26.78	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.78	

Code	Title	Rate Note
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.09
23110	Appliance Mechanic	27.99
23120	Bicycle Repairer	24.33
23125	Cable Splicer	49.45
23130	Carpenter, Maintenance	25.83
23140	Carpet Layer	26.78
23160	Electrician, Maintenance	29.57
23181	Electronics Technician Maintenance I	26.78
23182	Electronics Technician Maintenance II	27.99
23183	Electronics Technician Maintenance III	29.09
23260	Fabric Worker	25.59
23290	Fire Alarm System Mechanic	29.09
23310	Fire Extinguisher Repairer	24.33
23311	Fuel Distribution System Mechanic	29.09
23312	Fuel Distribution System Operator	24.33
23370	General Maintenance Worker	21.45
23380	Ground Support Equipment Mechanic	29.09
23381	Ground Support Equipment Servicer	25.59
23382	Ground Support Equipment Worker	26.78
23391	Gunsmith I	24.33
23392	Gunsmith II	26.78
23393	Gunsmith III	29.09
23410	Heating, Ventilation And Air-Conditioning Mechanic	27.35
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.22
23430	Heavy Equipment Mechanic	26.39
23440	Heavy Equipment Operator	29.72
23460	Instrument Mechanic	29.09
23465	Laboratory/Shelter Mechanic	27.99
23470	Laborer	18.27
23510	Locksmith	27.99
23530	Machinery Maintenance Mechanic	28.05
23550	Machinist, Maintenance	22.69
23580	Maintenance Trades Helper	23.02
23591	Metrology Technician I	29.09
23592	Metrology Technician II	30.02
23593	Metrology Technician III	31.03
23640	Millwright	29.09

Code	Title	Rate	Note
23710	Office Appliance Repairer	27.99	
23760	Painter, Maintenance	26.90	
23790	Pipefitter, Maintenance	30.96	
23810	Plumber, Maintenance	29.17	
23820	Pneudraulic Systems Mechanic	29.09	
23850	Rigger	29.09	
23870	Scale Mechanic	26.78	
23890	Sheet-Metal Worker, Maintenance	29.09	
23910	Small Engine Mechanic	26.18	
23931	Telecommunications Mechanic I	28.57	
23932	Telecommunications Mechanic II	29.48	
23950	Telephone Lineman	29.09	
23960	Welder, Combination, Maintenance	24.02	
23965	Well Driller	29.09	
23970	Woodcraft Worker	29.09	
23980	Woodworker	24.33	
24000	Personal Needs Occupations		
24550	Case Manager	22.70	
24570	Child Care Attendant	13.24	***
24580	Child Care Center Clerk	16.52	***
24610	Chore Aide	14.84	***
24620	Family Readiness And Support Services Coordinator	22.70	
24630	Homemaker	22.70	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	28.86	
25040	Sewage Plant Operator	27.77	
25070	Stationary Engineer	28.86	
25190	Ventilation Equipment Tender	22.84	
25210	Water Treatment Plant Operator	27.77	
27000	Protective Service Occupations		
27004	Alarm Monitor	22.52	
27007	Baggage Inspector	15.09	***
27008	Corrections Officer	24.20	
27010	Court Security Officer	22.46	
27030	Detection Dog Handler	16.89	***
27040	Detention Officer	24.20	
27070	Firefighter	19.25	

Code	Title	Rate	Note
27101	Guard I	15.09	***
27102	Guard II	16.89	***
27131	Police Officer I	26.18	
27132	Police Officer II	29.10	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	13.68	***
28042	Carnival Equipment Repairer	14.28	***
28043	Carnival Worker	11.17	***
28210	Gate Attendant/Gate Tender	17.88	
28310	Lifeguard	12.82	***
28350	Park Attendant (Aide)	20.00	
28510	Recreation Aide/Health Facility Attendant	14.60	***
28515	Recreation Specialist	24.78	
28630	Sports Official	15.93	***
28690	Swimming Pool Operator	17.78	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	26.78	
29020	Hatch Tender	26.78	
29030	Line Handler	26.78	
29041	Stevedore I	25.59	
29042	Stevedore II	27.99	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	19.61	
30022	Archeological Technician II	21.93	
30023	Archeological Technician III	27.18	
30030	Cartographic Technician	27.18	
30040	Civil Engineering Technician	27.78	
30051	Cryogenic Technician I	26.13	
30052	Cryogenic Technician II	28.86	
30061	Drafter/CAD Operator I	19.61	
30062	Drafter/CAD Operator II	21.93	
30063	Drafter/CAD Operator III	24.45	
30064	Drafter/CAD Operator IV	30.10	
30081	Engineering Technician I	17.46	***

Code	Title	Rate	Note
30082	Engineering Technician II	19.61	
30083	Engineering Technician III	21.93	
30084	Engineering Technician IV	27.18	
30085	Engineering Technician V	33.24	
30086	Engineering Technician VI	40.22	
30090	Environmental Technician	25.88	
30095	Evidence Control Specialist	23.58	
30210	Laboratory Technician	24.45	
30221	Latent Fingerprint Technician I	26.13	
30222	Latent Fingerprint Technician II	28.86	
30240	Mathematical Technician	27.18	
30361	Paralegal/Legal Assistant I	20.18	
30362	Paralegal/Legal Assistant II	25.00	
30363	Paralegal/Legal Assistant III	30.58	
30364	Paralegal/Legal Assistant IV	37.00	
30375	Petroleum Supply Specialist	28.86	
30390	Photo-Optics Technician	27.18	
30395	Radiation Control Technician	28.86	
30461	Technical Writer I	25.92	
30462	Technical Writer II	31.69	
30463	Technical Writer III	38.36	
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	30.10	
30502	Weather Forecaster II	36.61	
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.45	see 2
30621	Weather Observer, Senior	27.18	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	15.67	***
31030	Bus Driver	19.73	
31043	Driver Courier	16.74	***
31260	Parking and Lot Attendant	14.31	***
31290	Shuttle Bus Driver	15.42	***

Code	Title	Rate	Note
31310	Taxi Driver	15.77	***
31361	Truckdriver, Light	17.70	***
31362	Truckdriver, Medium	18.62	
31363	Truckdriver, Heavy	24.10	
31364	Truckdriver, Tractor-Trailer	24.10	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	13.63	***
99050	Desk Clerk	14.36	***
99095	Embalmer	31.81	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	16.80	***
99252	Laboratory Animal Caretaker II	17.81	
99260	Marketing Analyst	24.59	
99310	Mortician	31.81	
99410	Pest Controller	27.91	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	22.33	
99711	Recycling Specialist	25.11	
99730	Refuse Collector	20.89	
99810	Sales Clerk	15.50	***
99820	School Crossing Guard	20.89	
99830	Survey Party Chief	22.95	
99831	Surveying Aide	15.42	***
99832	Surveying Technician	20.16	
99840	Vending Machine Attendant	25.11	
99841	Vending Machine Repairer	29.21	
99842	Vending Machine Repairer Helper	25.11	

Footer

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4935

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Illinois

Area: Illinois County of Lake

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	19.14
01012	Accounting Clerk II	21.48
01013	Accounting Clerk III	24.03
01020	Administrative Assistant	34.25
01035	Court Reporter	30.28
01041	Customer Service Representative I	17.22 ***
01042	Customer Service Representative II	18.99
01043	Customer Service Representative III	21.10
01051	Data Entry Operator I	17.39 ***
01052	Data Entry Operator II	18.98
01060	Dispatcher, Motor Vehicle	25.76
01070	Document Preparation Clerk	20.81
01090	Duplicating Machine Operator	20.81
01111	General Clerk I	17.30 ***
01112	General Clerk II	18.89
01113	General Clerk III	21.21

Code	Title	Rate Note
01120	Housing Referral Assistant	25.52
01141	Messenger Courier	18.27
01191	Order Clerk I	18.33
01192	Order Clerk II	20.00
01261	Personnel Assistant (Employment) I	20.35
01262	Personnel Assistant (Employment) II	22.77
01263	Personnel Assistant (Employment) III	25.38
01270	Production Control Clerk	28.86
01290	Rental Clerk	18.16
01300	Scheduler, Maintenance	20.46
01311	Secretary I	20.46
01312	Secretary II	22.88
01313	Secretary III	25.52
01320	Service Order Dispatcher	23.14
01410	Supply Technician	34.25
01420	Survey Worker	20.84
01460	Switchboard Operator/Receptionist	17.68 ***
01531	Travel Clerk I	19.76
01532	Travel Clerk II	21.31
01533	Travel Clerk III	23.09
01611	Word Processor I	20.02
01612	Word Processor II	22.47
01613	Word Processor III	25.14
05000	Automotive Service Occupations	
05005	Automobile Body Repairer, Fiberglass	23.95
05010	Automotive Electrician	24.16
05040	Automotive Glass Installer	23.05
05070	Automotive Worker	23.05
05110	Mobile Equipment Servicer	20.85
05130	Motor Equipment Metal Mechanic	27.79
05160	Motor Equipment Metal Worker	23.05
05190	Motor Vehicle Mechanic	27.79
05220	Motor Vehicle Mechanic Helper	19.73
05250	Motor Vehicle Upholstery Worker	21.96
05280	Motor Vehicle Wrecker	23.09
05310	Painter, Automotive	24.16
05340	Radiator Repair Specialist	23.05

Code	Title	Rate	Note
05370	Tire Repairer	17.51	***
05400	Transmission Repair Specialist	27.79	
07000	Food Preparation And Service Occupations		
07010	Baker	17.08	***
07041	Cook I	17.83	
07042	Cook II	20.13	
07070	Dishwasher	15.73	***
07130	Food Service Worker	16.06	***
07210	Meat Cutter	17.81	
07260	Waiter/Waitress	13.27	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.42	
09040	Furniture Handler	14.96	***
09080	Furniture Refinisher	22.47	
09090	Furniture Refinisher Helper	17.61	***
09110	Furniture Repairer, Minor	20.08	
09130	Upholsterer	20.05	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.40	***
11060	Elevator Operator	17.71	***
11090	Gardener	24.89	
11122	Housekeeping Aide	17.71	***
11150	Janitor	17.71	***
11210	Laborer, Grounds Maintenance	19.75	
11240	Maid or Houseman	17.29	***
11260	Pruner	18.08	
11270	Tractor Operator	23.24	
11330	Trail Maintenance Worker	19.75	
11360	Window Cleaner	19.33	
12000	Health Occupations		
12010	Ambulance Driver	20.85	
12011	Breath Alcohol Technician	28.44	
12012	Certified Occupational Therapist Assistant	32.81	
12015	Certified Physical Therapist Assistant	33.70	
12020	Dental Assistant	22.24	
12025	Dental Hygienist	42.72	
12030	EKG Technician	32.23	

Code	Title	Rate	Note
12035	Electroneurodiagnostic Technologist	32.23	
12040	Emergency Medical Technician	20.85	
12071	Licensed Practical Nurse I	25.43	
12072	Licensed Practical Nurse II	28.44	
12073	Licensed Practical Nurse III	31.72	
12100	Medical Assistant	21.64	
12130	Medical Laboratory Technician	30.94	
12160	Medical Record Clerk	21.94	
12190	Medical Record Technician	24.54	
12195	Medical Transcriptionist	20.26	
12210	Nuclear Medicine Technologist	48.80	
12221	Nursing Assistant I	14.51	***
12222	Nursing Assistant II	16.33	***
12223	Nursing Assistant III	17.82	
12224	Nursing Assistant IV	20.00	
12235	Optical Dispenser	18.29	
12236	Optical Technician	18.45	
12250	Pharmacy Technician	20.81	
12280	Phlebotomist	22.03	
12305	Radiologic Technologist	37.42	
12311	Registered Nurse I	29.17	
12312	Registered Nurse II	33.84	
12313	Registered Nurse II, Specialist	33.84	
12314	Registered Nurse III	40.94	
12315	Registered Nurse III, Anesthetist	40.94	
12316	Registered Nurse IV	49.07	
12317	Scheduler (Drug and Alcohol Testing)	35.24	
12320	Substance Abuse Treatment Counselor	25.64	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	24.88	
13012	Exhibits Specialist II	30.83	
13013	Exhibits Specialist III	37.71	
13041	Illustrator I	23.33	
13042	Illustrator II	28.92	
13043	Illustrator III	35.36	
13047	Librarian	35.08	
13050	Library Aide/Clerk	15.40	***

Code	Title	Rate	Note
13054	Library Information Technology Systems Administrator	29.01	
13058	Library Technician	19.39	
13061	Media Specialist I	21.16	
13062	Media Specialist II	23.66	
13063	Media Specialist III	26.39	
13071	Photographer I	20.16	
13072	Photographer II	22.55	
13073	Photographer III	27.94	
13074	Photographer IV	34.18	
13075	Photographer V	41.34	
13090	Technical Order Library Clerk	19.33	
13110	Video Teleconference Technician	23.77	
14000	Information Technology Occupations		
14041	Computer Operator I	23.06	
14042	Computer Operator II	25.79	
14043	Computer Operator III	28.76	
14044	Computer Operator IV	31.96	
14045	Computer Operator V	35.39	
14071	Computer Programmer I	26.76	see 1
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	23.06	
14160	Personal Computer Support Technician	31.96	
14170	System Support Specialist	35.39	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	36.22	
15020	Aircrew Training Devices Instructor (Rated)	41.82	
15030	Air Crew Training Devices Instructor (Pilot)	49.45	
15050	Computer Based Training Specialist / Instructor	36.22	
15060	Educational Technologist	38.58	
15070	Flight Instructor (Pilot)	49.45	
15080	Graphic Artist	28.44	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.45	

Code	Title	Rate	Note
15086	Maintenance Test Pilot, Rotary Wing	49.45	
15088	Non-Maintenance Test/Co-Pilot	49.45	
15090	Technical Instructor	27.51	
15095	Technical Instructor/Course Developer	33.65	
15110	Test Proctor	22.20	
15120	Tutor	22.20	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.63	***
16030	Counter Attendant	17.63	***
16040	Dry Cleaner	20.15	
16070	Finisher, Flatwork, Machine	17.63	***
16090	Presser, Hand	17.63	***
16110	Presser, Machine, Drycleaning	17.63	***
16130	Presser, Machine, Shirts	17.63	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.63	***
16190	Sewing Machine Operator	20.99	
16220	Tailor	21.82	
16250	Washer, Machine	18.47	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	24.97	
19040	Tool And Die Maker	29.91	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.59	
21030	Material Coordinator	28.86	
21040	Material Expediter	28.86	
21050	Material Handling Laborer	18.20	
21071	Order Filler	17.69	***
21080	Production Line Worker (Food Processing)	21.59	
21110	Shipping Packer	21.50	
21130	Shipping/Receiving Clerk	21.50	
21140	Store Worker I	17.91	
21150	Stock Clerk	23.46	
21210	Tools And Parts Attendant	21.59	
21410	Warehouse Specialist	21.59	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	40.46	
23019	Aircraft Logs and Records Technician	32.67	

Code	Title	Rate Note
23021	Aircraft Mechanic I	38.50
23022	Aircraft Mechanic II	40.46
23023	Aircraft Mechanic III	42.05
23040	Aircraft Mechanic Helper	28.65
23050	Aircraft, Painter	36.55
23060	Aircraft Servicer	32.67
23070	Aircraft Survival Flight Equipment Technician	36.55
23080	Aircraft Worker	34.63
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	34.63
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	38.50
23110	Appliance Mechanic	27.23
23120	Bicycle Repairer	23.31
23125	Cable Splicer	53.98
23130	Carpenter, Maintenance	40.43
23140	Carpet Layer	32.44
23160	Electrician, Maintenance	47.50
23181	Electronics Technician Maintenance I	31.99
23182	Electronics Technician Maintenance II	33.76
23183	Electronics Technician Maintenance III	35.57
23260	Fabric Worker	31.29
23290	Fire Alarm System Mechanic	30.34
23310	Fire Extinguisher Repairer	29.38
23311	Fuel Distribution System Mechanic	40.04
23312	Fuel Distribution System Operator	31.90
23370	General Maintenance Worker	24.81
23380	Ground Support Equipment Mechanic	38.50
23381	Ground Support Equipment Servicer	32.67
23382	Ground Support Equipment Worker	34.63
23391	Gunsmith I	29.38
23392	Gunsmith II	33.17
23393	Gunsmith III	36.88
23410	Heating, Ventilation And Air-Conditioning Mechanic	32.00
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.63
23430	Heavy Equipment Mechanic	33.32
23440	Heavy Equipment Operator	45.56
23460	Instrument Mechanic	36.88
23465	Laboratory/Shelter Mechanic	35.01

Code	Title	Rate	Note
23470	Laborer	17.86	
23510	Locksmith	28.62	
23530	Machinery Maintenance Mechanic	35.01	
23550	Machinist, Maintenance	27.46	
23580	Maintenance Trades Helper	17.75	
23591	Metrology Technician I	36.88	
23592	Metrology Technician II	38.76	
23593	Metrology Technician III	40.28	
23640	Millwright	36.83	
23710	Office Appliance Repairer	23.17	
23760	Painter, Maintenance	29.52	
23790	Pipefitter, Maintenance	48.83	
23810	Plumber, Maintenance	46.35	
23820	Pneudraulic Systems Mechanic	36.88	
23850	Rigger	34.76	
23870	Scale Mechanic	33.17	
23890	Sheet-Metal Worker, Maintenance	44.44	
23910	Small Engine Mechanic	22.50	
23931	Telecommunications Mechanic I	33.01	
23932	Telecommunications Mechanic II	34.69	
23950	Telephone Lineman	37.72	
23960	Welder, Combination, Maintenance	23.36	
23965	Well Driller	34.91	
23970	Woodcraft Worker	36.88	
23980	Woodworker	29.38	
24000	Personal Needs Occupations		
24550	Case Manager	21.18	
24570	Child Care Attendant	15.61	***
24580	Child Care Center Clerk	19.46	
24610	Chore Aide	16.97	***
24620	Family Readiness And Support Services Coordinator	21.18	
24630	Homemaker	21.18	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	51.34	
25040	Sewage Plant Operator	36.21	
25070	Stationary Engineer	51.34	
25190	Ventilation Equipment Tender	38.20	

Code	Title	Rate	Note
25210	Water Treatment Plant Operator	36.21	
27000	Protective Service Occupations		
27004	Alarm Monitor	30.66	
27007	Baggage Inspector	17.90	
27008	Corrections Officer	36.14	
27010	Court Security Officer	36.92	
27030	Detection Dog Handler	20.02	
27040	Detention Officer	36.14	
27070	Firefighter	38.02	
27101	Guard I	17.90	
27102	Guard II	20.02	
27131	Police Officer I	42.25	
27132	Police Officer II	46.95	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	18.15	
28042	Carnival Equipment Repairer	19.45	
28043	Carnival Worker	14.15	***
28210	Gate Attendant/Gate Tender	20.46	
28310	Lifeguard	14.65	***
28350	Park Attendant (Aide)	22.89	
28510	Recreation Aide/Health Facility Attendant	16.71	***
28515	Recreation Specialist	28.36	
28630	Sports Official	18.23	
28690	Swimming Pool Operator	22.42	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	29.81	
29020	Hatch Tender	29.81	
29030	Line Handler	29.81	
29041	Stevedore I	28.12	
29042	Stevedore II	31.46	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	50.47	see 2
30011	Air Traffic Control Specialist, Station (HFO)	34.80	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	38.33	see 2
30021	Archeological Technician I	20.03	
30022	Archeological Technician II	22.41	
30023	Archeological Technician III	27.76	

Code	Title	Rate Note
30030	Cartographic Technician	27.76
30040	Civil Engineering Technician	34.59
30051	Cryogenic Technician I	30.74
30052	Cryogenic Technician II	33.95
30061	Drafter/CAD Operator I	20.03
30062	Drafter/CAD Operator II	22.41
30063	Drafter/CAD Operator III	24.98
30064	Drafter/CAD Operator IV	30.74
30081	Engineering Technician I	19.56
30082	Engineering Technician II	21.95
30083	Engineering Technician III	24.55
30084	Engineering Technician IV	30.42
30085	Engineering Technician V	37.21
30086	Engineering Technician VI	45.66
30090	Environmental Technician	25.74
30095	Evidence Control Specialist	27.76
30210	Laboratory Technician	28.99
30221	Latent Fingerprint Technician I	41.60
30222	Latent Fingerprint Technician II	45.94
30240	Mathematical Technician	37.09
30361	Paralegal/Legal Assistant I	24.38
30362	Paralegal/Legal Assistant II	30.21
30363	Paralegal/Legal Assistant III	36.94
30364	Paralegal/Legal Assistant IV	44.69
30375	Petroleum Supply Specialist	33.95
30390	Photo-Optics Technician	27.76
30395	Radiation Control Technician	33.95
30461	Technical Writer I	28.10
30462	Technical Writer II	34.37
30463	Technical Writer III	41.57
30491	Unexploded Ordnance (UXO) Technician I	32.08
30492	Unexploded Ordnance (UXO) Technician II	38.81
30493	Unexploded Ordnance (UXO) Technician III	46.52
30494	Unexploded (UXO) Safety Escort	32.08
30495	Unexploded (UXO) Sweep Personnel	32.08
30501	Weather Forecaster I	30.74
30502	Weather Forecaster II	37.40

Code	Title	Rate Note
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.98 see 2
30621	Weather Observer, Senior	27.76 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	38.81
31020	Bus Aide	22.99
31030	Bus Driver	30.51
31043	Driver Courier	21.38
31260	Parking and Lot Attendant	17.45 ***
31290	Shuttle Bus Driver	21.43
31310	Taxi Driver	17.88
31361	Truckdriver, Light	22.89
31362	Truckdriver, Medium	24.38
31363	Truckdriver, Heavy	29.36
31364	Truckdriver, Tractor-Trailer	29.36
99000	Miscellaneous Occupations	
99020	Cabin Safety Specialist	18.92
99030	Cashier	14.97 ***
99050	Desk Clerk	15.16 ***
99095	Embalmer	35.46
99130	Flight Follower	32.08
99251	Laboratory Animal Caretaker I	17.68 ***
99252	Laboratory Animal Caretaker II	18.93
99260	Marketing Analyst	36.38
99310	Mortician	35.46
99410	Pest Controller	20.92
99510	Photofinishing Worker	19.20
99710	Recycling Laborer	40.51
99711	Recycling Specialist	47.60
99730	Refuse Collector	37.09
99810	Sales Clerk	16.59 ***
99820	School Crossing Guard	18.98
99830	Survey Party Chief	32.59
99831	Surveying Aide	20.46
99832	Surveying Technician	28.02
99840	Vending Machine Attendant	16.44 ***
99841	Vending Machine Repairer	19.87
99842	Vending Machine Repairer Helper	16.44 ***

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4937

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin County of Kenosha

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	19.14	
01012	Accounting Clerk II	21.48	
01013	Accounting Clerk III	24.03	
01020	Administrative Assistant	34.25	
01035	Court Reporter	30.28	
01041	Customer Service Representative I	17.22	***
01042	Customer Service Representative II	18.99	
01043	Customer Service Representative III	21.10	
01051	Data Entry Operator I	17.39	***

Code	Title	Rate	Note
01052	Data Entry Operator II	18.98	
01060	Dispatcher, Motor Vehicle	25.76	
01070	Document Preparation Clerk	20.81	
01090	Duplicating Machine Operator	20.81	
01111	General Clerk I	17.30	***
01112	General Clerk II	18.89	
01113	General Clerk III	21.21	
01120	Housing Referral Assistant	25.52	
01141	Messenger Courier	18.27	
01191	Order Clerk I	18.33	
01192	Order Clerk II	20.00	
01261	Personnel Assistant (Employment) I	20.35	
01262	Personnel Assistant (Employment) II	22.77	
01263	Personnel Assistant (Employment) III	25.38	
01270	Production Control Clerk	28.86	
01290	Rental Clerk	18.16	
01300	Scheduler, Maintenance	20.46	
01311	Secretary I	20.46	
01312	Secretary II	22.88	
01313	Secretary III	25.52	
01320	Service Order Dispatcher	23.14	
01410	Supply Technician	34.25	
01420	Survey Worker	20.84	
01460	Switchboard Operator/Receptionist	17.68	***
01531	Travel Clerk I	19.76	
01532	Travel Clerk II	21.31	
01533	Travel Clerk III	23.09	
01611	Word Processor I	20.02	
01612	Word Processor II	22.47	
01613	Word Processor III	25.14	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	24.52	
05010	Automotive Electrician	25.16	
05040	Automotive Glass Installer	23.16	
05070	Automotive Worker	24.21	
05110	Mobile Equipment Servicer	22.29	
05130	Motor Equipment Metal Mechanic	28.64	

Code	Title	Rate	Note
05160	Motor Equipment Metal Worker	24.21	
05190	Motor Vehicle Mechanic	28.63	
05220	Motor Vehicle Mechanic Helper	19.29	
05250	Motor Vehicle Upholstery Worker	21.34	
05280	Motor Vehicle Wrecker	22.01	
05310	Painter, Automotive	22.87	
05340	Radiator Repair Specialist	22.01	
05370	Tire Repairer	17.51	***
05400	Transmission Repair Specialist	28.64	
07000	Food Preparation And Service Occupations		
07010	Baker	17.08	***
07041	Cook I	17.83	
07042	Cook II	20.13	
07070	Dishwasher	15.73	***
07130	Food Service Worker	16.06	***
07210	Meat Cutter	18.66	
07260	Waiter/Waitress	13.17	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.42	
09040	Furniture Handler	15.34	***
09080	Furniture Refinisher	22.47	
09090	Furniture Refinisher Helper	17.61	***
09110	Furniture Repairer, Minor	20.08	
09130	Upholsterer	20.42	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.40	***
11060	Elevator Operator	17.71	***
11090	Gardener	24.89	
11122	Housekeeping Aide	17.71	***
11150	Janitor	17.71	***
11210	Laborer, Grounds Maintenance	19.75	
11240	Maid or Houseman	17.29	***
11260	Pruner	18.08	
11270	Tractor Operator	23.24	
11330	Trail Maintenance Worker	19.75	
11360	Window Cleaner	19.33	
12000	Health Occupations		

Code	Title	Rate	Note
12010	Ambulance Driver	20.85	
12011	Breath Alcohol Technician	28.44	
12012	Certified Occupational Therapist Assistant	32.81	
12015	Certified Physical Therapist Assistant	33.70	
12020	Dental Assistant	22.24	
12025	Dental Hygienist	42.72	
12030	EKG Technician	32.23	
12035	Electroneurodiagnostic Technologist	32.23	
12040	Emergency Medical Technician	20.85	
12071	Licensed Practical Nurse I	25.43	
12072	Licensed Practical Nurse II	28.44	
12073	Licensed Practical Nurse III	31.72	
12100	Medical Assistant	21.64	
12130	Medical Laboratory Technician	30.94	
12160	Medical Record Clerk	21.94	
12190	Medical Record Technician	24.54	
12195	Medical Transcriptionist	20.26	
12210	Nuclear Medicine Technologist	48.80	
12221	Nursing Assistant I	14.51	***
12222	Nursing Assistant II	16.33	***
12223	Nursing Assistant III	17.82	
12224	Nursing Assistant IV	20.00	
12235	Optical Dispenser	18.29	
12236	Optical Technician	18.45	
12250	Pharmacy Technician	20.81	
12280	Phlebotomist	22.03	
12305	Radiologic Technologist	37.42	
12311	Registered Nurse I	29.17	
12312	Registered Nurse II	33.84	
12313	Registered Nurse II, Specialist	33.84	
12314	Registered Nurse III	40.94	
12315	Registered Nurse III, Anesthetist	40.94	
12316	Registered Nurse IV	49.07	
12317	Scheduler (Drug and Alcohol Testing)	35.24	
12320	Substance Abuse Treatment Counselor	25.64	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	24.88	

Code	Title	Rate	Note
13012	Exhibits Specialist II	30.83	
13013	Exhibits Specialist III	37.71	
13041	Illustrator I	23.33	
13042	Illustrator II	28.92	
13043	Illustrator III	35.36	
13047	Librarian	33.32	
13050	Library Aide/Clerk	15.40	***
13054	Library Information Technology Systems Administrator	31.44	
13058	Library Technician	19.54	
13061	Media Specialist I	21.16	
13062	Media Specialist II	23.66	
13063	Media Specialist III	26.39	
13071	Photographer I	20.16	
13072	Photographer II	22.55	
13073	Photographer III	27.94	
13074	Photographer IV	34.18	
13075	Photographer V	41.34	
13090	Technical Order Library Clerk	19.33	
13110	Video Teleconference Technician	23.77	
14000	Information Technology Occupations		
14041	Computer Operator I	23.06	
14042	Computer Operator II	25.79	
14043	Computer Operator III	28.76	
14044	Computer Operator IV	31.96	
14045	Computer Operator V	35.39	
14071	Computer Programmer I	26.76	see 1
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	23.06	
14160	Personal Computer Support Technician	31.96	
14170	System Support Specialist	35.39	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	36.22	

Code	Title	Rate	Note
15020	Aircrew Training Devices Instructor (Rated)	41.82	
15030	Air Crew Training Devices Instructor (Pilot)	49.45	
15050	Computer Based Training Specialist / Instructor	36.22	
15060	Educational Technologist	38.58	
15070	Flight Instructor (Pilot)	49.45	
15080	Graphic Artist	28.44	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.45	
15086	Maintenance Test Pilot, Rotary Wing	49.45	
15088	Non-Maintenance Test/Co-Pilot	49.45	
15090	Technical Instructor	27.51	
15095	Technical Instructor/Course Developer	33.65	
15110	Test Proctor	22.20	
15120	Tutor	22.20	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	17.63	***
16030	Counter Attendant	17.63	***
16040	Dry Cleaner	20.15	
16070	Finisher, Flatwork, Machine	17.63	***
16090	Presser, Hand	17.63	***
16110	Presser, Machine, Drycleaning	17.63	***
16130	Presser, Machine, Shirts	17.63	***
16160	Presser, Machine, Wearing Apparel, Laundry	17.63	***
16190	Sewing Machine Operator	20.99	
16220	Tailor	21.82	
16250	Washer, Machine	18.47	
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	24.97	
19040	Tool And Die Maker	29.91	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.59	
21030	Material Coordinator	28.86	
21040	Material Expediter	28.86	
21050	Material Handling Laborer	18.20	
21071	Order Filler	17.69	***
21080	Production Line Worker (Food Processing)	21.59	
21110	Shipping Packer	21.50	
21130	Shipping/Receiving Clerk	21.50	

Code	Title	Rate Note
21140	Store Worker I	17.91
21150	Stock Clerk	23.46
21210	Tools And Parts Attendant	21.59
21410	Warehouse Specialist	21.59
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	40.46
23019	Aircraft Logs and Records Technician	32.67
23021	Aircraft Mechanic I	38.50
23022	Aircraft Mechanic II	40.46
23023	Aircraft Mechanic III	42.05
23040	Aircraft Mechanic Helper	28.65
23050	Aircraft, Painter	36.55
23060	Aircraft Servicer	32.67
23070	Aircraft Survival Flight Equipment Technician	36.55
23080	Aircraft Worker	34.63
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	34.63
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	38.50
23110	Appliance Mechanic	28.06
23120	Bicycle Repairer	23.56
23125	Cable Splicer	53.98
23130	Carpenter, Maintenance	40.43
23140	Carpet Layer	32.44
23160	Electrician, Maintenance	47.50
23181	Electronics Technician Maintenance I	31.99
23182	Electronics Technician Maintenance II	33.76
23183	Electronics Technician Maintenance III	35.57
23260	Fabric Worker	31.29
23290	Fire Alarm System Mechanic	30.34
23310	Fire Extinguisher Repairer	29.38
23311	Fuel Distribution System Mechanic	40.04
23312	Fuel Distribution System Operator	31.90
23370	General Maintenance Worker	24.81
23380	Ground Support Equipment Mechanic	38.50
23381	Ground Support Equipment Servicer	32.67
23382	Ground Support Equipment Worker	34.63
23391	Gunsmith I	29.38
23392	Gunsmith II	33.17

Code	Title	Rate	Note
23393	Gunsmith III	36.88	
23410	Heating, Ventilation And Air-Conditioning Mechanic	32.00	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.63	
23430	Heavy Equipment Mechanic	33.32	
23440	Heavy Equipment Operator	45.56	
23460	Instrument Mechanic	36.88	
23465	Laboratory/Shelter Mechanic	35.01	
23470	Laborer	17.86	
23510	Locksmith	28.62	
23530	Machinery Maintenance Mechanic	35.01	
23550	Machinist, Maintenance	27.46	
23580	Maintenance Trades Helper	18.31	
23591	Metrology Technician I	36.88	
23592	Metrology Technician II	38.76	
23593	Metrology Technician III	40.28	
23640	Millwright	36.83	
23710	Office Appliance Repairer	23.57	
23760	Painter, Maintenance	29.52	
23790	Pipefitter, Maintenance	48.83	
23810	Plumber, Maintenance	46.35	
23820	Pneudraulic Systems Mechanic	36.88	
23850	Rigger	34.76	
23870	Scale Mechanic	33.17	
23890	Sheet-Metal Worker, Maintenance	44.44	
23910	Small Engine Mechanic	22.50	
23931	Telecommunications Mechanic I	33.01	
23932	Telecommunications Mechanic II	34.69	
23950	Telephone Lineman	37.72	
23960	Welder, Combination, Maintenance	23.36	
23965	Well Driller	34.91	
23970	Woodcraft Worker	36.88	
23980	Woodworker	29.38	
24000	Personal Needs Occupations		
24550	Case Manager	21.18	
24570	Child Care Attendant	15.61	***
24580	Child Care Center Clerk	19.46	
24610	Chore Aide	16.97	***

Code	Title	Rate	Note
24620	Family Readiness And Support Services Coordinator	21.18	
24630	Homemaker	21.18	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	51.34	
25040	Sewage Plant Operator	36.21	
25070	Stationary Engineer	51.34	
25190	Ventilation Equipment Tender	38.20	
25210	Water Treatment Plant Operator	36.21	
27000	Protective Service Occupations		
27004	Alarm Monitor	30.66	
27007	Baggage Inspector	17.90	
27008	Corrections Officer	36.14	
27010	Court Security Officer	36.92	
27030	Detection Dog Handler	20.02	
27040	Detention Officer	36.14	
27070	Firefighter	38.02	
27101	Guard I	17.90	
27102	Guard II	20.02	
27131	Police Officer I	42.25	
27132	Police Officer II	46.95	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	18.15	
28042	Carnival Equipment Repairer	19.45	
28043	Carnival Worker	14.15	***
28210	Gate Attendant/Gate Tender	20.46	
28310	Lifeguard	14.65	***
28350	Park Attendant (Aide)	22.89	
28510	Recreation Aide/Health Facility Attendant	16.71	***
28515	Recreation Specialist	28.36	
28630	Sports Official	18.23	
28690	Swimming Pool Operator	22.07	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	29.81	
29020	Hatch Tender	29.81	
29030	Line Handler	29.81	
29041	Stevedore I	28.12	
29042	Stevedore II	31.46	

Code	Title	Rate Note
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	50.47 see 2
30011	Air Traffic Control Specialist, Station (HFO)	34.80 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	38.33 see 2
30021	Archeological Technician I	20.03
30022	Archeological Technician II	22.41
30023	Archeological Technician III	27.76
30030	Cartographic Technician	27.76
30040	Civil Engineering Technician	34.59
30051	Cryogenic Technician I	30.74
30052	Cryogenic Technician II	33.95
30061	Drafter/CAD Operator I	20.03
30062	Drafter/CAD Operator II	22.41
30063	Drafter/CAD Operator III	24.98
30064	Drafter/CAD Operator IV	30.74
30081	Engineering Technician I	19.56
30082	Engineering Technician II	21.95
30083	Engineering Technician III	24.55
30084	Engineering Technician IV	30.42
30085	Engineering Technician V	37.21
30086	Engineering Technician VI	45.66
30090	Environmental Technician	26.32
30095	Evidence Control Specialist	27.76
30210	Laboratory Technician	28.99
30221	Latent Fingerprint Technician I	41.60
30222	Latent Fingerprint Technician II	45.94
30240	Mathematical Technician	37.09
30361	Paralegal/Legal Assistant I	24.38
30362	Paralegal/Legal Assistant II	30.21
30363	Paralegal/Legal Assistant III	36.94
30364	Paralegal/Legal Assistant IV	44.69
30375	Petroleum Supply Specialist	33.95
30390	Photo-Optics Technician	27.76
30395	Radiation Control Technician	33.95
30461	Technical Writer I	28.10
30462	Technical Writer II	34.37
30463	Technical Writer III	41.57

Code	Title	Rate	Note
30491	Unexploded Ordnance (UXO) Technician I	32.08	
30492	Unexploded Ordnance (UXO) Technician II	38.81	
30493	Unexploded Ordnance (UXO) Technician III	46.52	
30494	Unexploded (UXO) Safety Escort	32.08	
30495	Unexploded (UXO) Sweep Personnel	32.08	
30501	Weather Forecaster I	30.74	
30502	Weather Forecaster II	37.40	
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.98	see 2
30621	Weather Observer, Senior	27.76	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	38.81	
31020	Bus Aide	22.99	
31030	Bus Driver	30.51	
31043	Driver Courier	21.38	
31260	Parking and Lot Attendant	17.45	***
31290	Shuttle Bus Driver	20.34	
31310	Taxi Driver	16.11	***
31361	Truckdriver, Light	22.64	
31362	Truckdriver, Medium	24.38	
31363	Truckdriver, Heavy	29.36	
31364	Truckdriver, Tractor-Trailer	29.36	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	18.92	
99030	Cashier	14.97	***
99050	Desk Clerk	15.16	***
99095	Embalmer	33.52	
99130	Flight Follower	32.08	
99251	Laboratory Animal Caretaker I	17.67	***
99252	Laboratory Animal Caretaker II	18.91	
99260	Marketing Analyst	36.38	
99310	Mortician	33.52	
99410	Pest Controller	20.92	
99510	Photofinishing Worker	19.18	
99710	Recycling Laborer	34.83	
99711	Recycling Specialist	41.00	
99730	Refuse Collector	31.90	
99810	Sales Clerk	16.59	***

Code	Title	Rate	Note
99820	School Crossing Guard	18.98	
99830	Survey Party Chief	34.38	
99831	Surveying Aide	20.46	
99832	Surveying Technician	28.02	
99840	Vending Machine Attendant	16.44	***
99841	Vending Machine Repairer	19.87	
99842	Vending Machine Repairer Helper	16.44	***

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4939

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

States: Minnesota, Wisconsin

Area: Minnesota Counties of Carlton, St Louis Wisconsin County of Douglas

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	17.68 ***
01012	Accounting Clerk II	19.84

Code	Title	Rate	Note
01013	Accounting Clerk III	22.19	
01020	Administrative Assistant	29.64	
01035	Court Reporter	22.15	
01041	Customer Service Representative I	16.82	***
01042	Customer Service Representative II	18.35	
01043	Customer Service Representative III	20.60	
01051	Data Entry Operator I	12.27	***
01052	Data Entry Operator II	13.46	***
01060	Dispatcher, Motor Vehicle	26.03	
01070	Document Preparation Clerk	20.28	
01090	Duplicating Machine Operator	20.28	
01111	General Clerk I	17.22	***
01112	General Clerk II	18.79	
01113	General Clerk III	21.10	
01120	Housing Referral Assistant	24.70	
01141	Messenger Courier	14.83	***
01191	Order Clerk I	16.17	***
01192	Order Clerk II	17.64	***
01261	Personnel Assistant (Employment) I	19.81	
01262	Personnel Assistant (Employment) II	22.15	
01263	Personnel Assistant (Employment) III	24.70	
01270	Production Control Clerk	31.72	
01290	Rental Clerk	17.38	***
01300	Scheduler, Maintenance	19.80	
01311	Secretary I	19.80	
01312	Secretary II	22.15	
01313	Secretary III	24.70	
01320	Service Order Dispatcher	23.25	
01410	Supply Technician	29.64	
01420	Survey Worker	18.70	
01460	Switchboard Operator/Receptionist	15.26	***
01531	Travel Clerk I	16.34	***
01532	Travel Clerk II	18.02	
01533	Travel Clerk III	20.43	
01611	Word Processor I	17.64	***
01612	Word Processor II	19.80	
01613	Word Processor III	22.15	

Code	Title	Rate	Note
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	22.67	
05010	Automotive Electrician	23.41	
05040	Automotive Glass Installer	22.40	
05070	Automotive Worker	22.40	
05110	Mobile Equipment Servicer	20.35	
05130	Motor Equipment Metal Mechanic	24.33	
05160	Motor Equipment Metal Worker	22.40	
05190	Motor Vehicle Mechanic	24.33	
05220	Motor Vehicle Mechanic Helper	19.25	
05250	Motor Vehicle Upholstery Worker	21.40	
05280	Motor Vehicle Wrecker	22.40	
05310	Painter, Automotive	23.41	
05340	Radiator Repair Specialist	22.40	
05370	Tire Repairer	18.20	
05400	Transmission Repair Specialist	24.33	
07000	Food Preparation And Service Occupations		
07010	Baker	17.17	***
07041	Cook I	17.75	
07042	Cook II	19.54	
07070	Dishwasher	13.87	***
07130	Food Service Worker	14.52	***
07210	Meat Cutter	21.07	
07260	Waiter/Waitress	11.56	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	23.22	
09040	Furniture Handler	16.98	***
09080	Furniture Refinisher	23.22	
09090	Furniture Refinisher Helper	19.10	
09110	Furniture Repairer, Minor	21.23	
09130	Upholsterer	23.22	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	15.25	***
11060	Elevator Operator	17.21	***
11090	Gardener	20.98	
11122	Housekeeping Aide	17.21	***
11150	Janitor	17.21	***

Code	Title	Rate	Note
11210	Laborer, Grounds Maintenance	17.65	***
11240	Maid or Houseman	15.31	***
11260	Pruner	16.51	***
11270	Tractor Operator	19.85	
11330	Trail Maintenance Worker	17.65	***
11360	Window Cleaner	18.40	
12000	Health Occupations		
12010	Ambulance Driver	17.70	***
12011	Breath Alcohol Technician	22.88	
12012	Certified Occupational Therapist Assistant	30.34	
12015	Certified Physical Therapist Assistant	29.58	
12020	Dental Assistant	26.36	
12025	Dental Hygienist	38.30	
12030	EKG Technician	39.25	
12035	Electroneurodiagnostic Technologist	39.25	
12040	Emergency Medical Technician	17.70	***
12071	Licensed Practical Nurse I	20.46	
12072	Licensed Practical Nurse II	22.88	
12073	Licensed Practical Nurse III	25.52	
12100	Medical Assistant	21.93	
12130	Medical Laboratory Technician	30.40	
12160	Medical Record Clerk	21.33	
12190	Medical Record Technician	23.87	
12195	Medical Transcriptionist	24.68	
12210	Nuclear Medicine Technologist	50.29	
12221	Nursing Assistant I	13.74	***
12222	Nursing Assistant II	15.47	***
12223	Nursing Assistant III	16.88	***
12224	Nursing Assistant IV	18.94	
12235	Optical Dispenser	18.57	
12236	Optical Technician	20.46	
12250	Pharmacy Technician	19.56	
12280	Phlebotomist	18.24	
12305	Radiologic Technologist	33.21	
12311	Registered Nurse I	25.68	
12312	Registered Nurse II	31.42	
12313	Registered Nurse II, Specialist	31.42	

Code	Title	Rate	Note
12314	Registered Nurse III	38.01	
12315	Registered Nurse III, Anesthetist	38.01	
12316	Registered Nurse IV	45.56	
12317	Scheduler (Drug and Alcohol Testing)	28.35	
12320	Substance Abuse Treatment Counselor	23.04	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	26.02	
13012	Exhibits Specialist II	32.24	
13013	Exhibits Specialist III	39.44	
13041	Illustrator I	26.02	
13042	Illustrator II	32.24	
13043	Illustrator III	39.44	
13047	Librarian	35.70	
13050	Library Aide/Clerk	16.92	***
13054	Library Information Technology Systems Administrator	32.24	
13058	Library Technician	24.06	
13061	Media Specialist I	23.26	
13062	Media Specialist II	26.02	
13063	Media Specialist III	29.02	
13071	Photographer I	23.26	
13072	Photographer II	26.02	
13073	Photographer III	32.24	
13074	Photographer IV	39.44	
13075	Photographer V	47.71	
13090	Technical Order Library Clerk	21.24	
13110	Video Teleconference Technician	22.59	
14000	Information Technology Occupations		
14041	Computer Operator I	22.26	
14042	Computer Operator II	24.90	
14043	Computer Operator III	27.76	
14044	Computer Operator IV	30.85	
14045	Computer Operator V	34.16	
14071	Computer Programmer I	24.30	see 1
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

Code	Title	Rate	Note
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	22.26	
14160	Personal Computer Support Technician	30.85	
14170	System Support Specialist	34.16	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.19	
15020	Aircrew Training Devices Instructor (Rated)	40.15	
15030	Air Crew Training Devices Instructor (Pilot)	48.12	
15050	Computer Based Training Specialist / Instructor	33.19	
15060	Educational Technologist	35.52	
15070	Flight Instructor (Pilot)	48.12	
15080	Graphic Artist	23.71	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	48.12	
15086	Maintenance Test Pilot, Rotary Wing	48.12	
15088	Non-Maintenance Test/Co-Pilot	48.12	
15090	Technical Instructor	26.20	
15095	Technical Instructor/Course Developer	32.05	
15110	Test Proctor	21.15	
15120	Tutor	21.15	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.56	***
16030	Counter Attendant	16.56	***
16040	Dry Cleaner	19.00	
16070	Finisher, Flatwork, Machine	16.56	***
16090	Presser, Hand	16.56	***
16110	Presser, Machine, Drycleaning	16.56	***
16130	Presser, Machine, Shirts	16.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.56	***
16190	Sewing Machine Operator	19.80	
16220	Tailor	20.60	
16250	Washer, Machine	17.35	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	32.20	
19040	Tool And Die Maker	37.10	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.86	

Code	Title	Rate Note
21030	Material Coordinator	31.72
21040	Material Expediter	31.72
21050	Material Handling Laborer	18.91
21071	Order Filler	16.43 ***
21080	Production Line Worker (Food Processing)	22.86
21110	Shipping Packer	19.62
21130	Shipping/Receiving Clerk	19.62
21140	Store Worker I	19.52
21150	Stock Clerk	23.69
21210	Tools And Parts Attendant	22.86
21410	Warehouse Specialist	22.86
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	33.15
23019	Aircraft Logs and Records Technician	28.36
23021	Aircraft Mechanic I	32.12
23022	Aircraft Mechanic II	33.15
23023	Aircraft Mechanic III	34.27
23040	Aircraft Mechanic Helper	25.51
23050	Aircraft, Painter	31.03
23060	Aircraft Servicer	28.36
23070	Aircraft Survival Flight Equipment Technician	31.03
23080	Aircraft Worker	29.68
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	29.68
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	32.12
23110	Appliance Mechanic	32.20
23120	Bicycle Repairer	28.00
23125	Cable Splicer	47.12
23130	Carpenter, Maintenance	27.50
23140	Carpet Layer	30.81
23160	Electrician, Maintenance	38.25
23181	Electronics Technician Maintenance I	35.68
23182	Electronics Technician Maintenance II	37.29
23183	Electronics Technician Maintenance III	38.76
23260	Fabric Worker	29.44
23290	Fire Alarm System Mechanic	30.44
23310	Fire Extinguisher Repairer	28.00
23311	Fuel Distribution System Mechanic	36.53

Code	Title	Rate Note
23312	Fuel Distribution System Operator	30.80
23370	General Maintenance Worker	23.26
23380	Ground Support Equipment Mechanic	32.12
23381	Ground Support Equipment Servicer	28.36
23382	Ground Support Equipment Worker	29.68
23391	Gunsmith I	28.00
23392	Gunsmith II	30.81
23393	Gunsmith III	33.47
23410	Heating, Ventilation And Air-Conditioning Mechanic	31.71
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.72
23430	Heavy Equipment Mechanic	30.65
23440	Heavy Equipment Operator	35.03
23460	Instrument Mechanic	33.47
23465	Laboratory/Shelter Mechanic	32.20
23470	Laborer	18.91
23510	Locksmith	32.20
23530	Machinery Maintenance Mechanic	36.99
23550	Machinist, Maintenance	27.37
23580	Maintenance Trades Helper	18.28
23591	Metrology Technician I	33.47
23592	Metrology Technician II	34.54
23593	Metrology Technician III	35.71
23640	Millwright	36.30
23710	Office Appliance Repairer	22.14
23760	Painter, Maintenance	32.11
23790	Pipefitter, Maintenance	42.31
23810	Plumber, Maintenance	40.71
23820	Pneudraulic Systems Mechanic	33.47
23850	Rigger	33.47
23870	Scale Mechanic	30.81
23890	Sheet-Metal Worker, Maintenance	32.73
23910	Small Engine Mechanic	24.56
23931	Telecommunications Mechanic I	29.79
23932	Telecommunications Mechanic II	30.74
23950	Telephone Lineman	33.47
23960	Welder, Combination, Maintenance	27.68
23965	Well Driller	33.47

Code	Title	Rate	Note
23970	Woodcraft Worker	33.47	
23980	Woodworker	28.00	
24000	Personal Needs Occupations		
24550	Case Manager	19.35	
24570	Child Care Attendant	13.38	***
24580	Child Care Center Clerk	16.69	***
24610	Chore Aide	16.28	***
24620	Family Readiness And Support Services Coordinator	19.35	
24630	Homemaker	19.35	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	32.87	
25040	Sewage Plant Operator	30.39	
25070	Stationary Engineer	32.87	
25190	Ventilation Equipment Tender	26.01	
25210	Water Treatment Plant Operator	30.39	
27000	Protective Service Occupations		
27004	Alarm Monitor	28.50	
27007	Baggage Inspector	16.67	***
27008	Corrections Officer	27.07	
27010	Court Security Officer	24.25	
27030	Detection Dog Handler	18.63	
27040	Detention Officer	27.07	
27070	Firefighter	22.81	
27101	Guard I	16.67	***
27102	Guard II	18.63	
27131	Police Officer I	32.45	
27132	Police Officer II	36.08	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	16.95	***
28042	Carnival Equipment Repairer	17.91	
28043	Carnival Worker	14.10	***
28210	Gate Attendant/Gate Tender	20.90	
28310	Lifeguard	14.37	***
28350	Park Attendant (Aide)	23.36	
28510	Recreation Aide/Health Facility Attendant	17.05	***
28515	Recreation Specialist	28.95	
28630	Sports Official	18.61	

Code	Title	Rate Note
28690	Swimming Pool Operator	19.72
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	33.12
29020	Hatch Tender	33.12
29030	Line Handler	33.12
29041	Stevedore I	31.67
29042	Stevedore II	34.51
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	45.21 see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34 see 2
30021	Archeological Technician I	20.38
30022	Archeological Technician II	22.80
30023	Archeological Technician III	28.25
30030	Cartographic Technician	28.25
30040	Civil Engineering Technician	34.09
30051	Cryogenic Technician I	31.28
30052	Cryogenic Technician II	34.55
30061	Drafter/CAD Operator I	20.38
30062	Drafter/CAD Operator II	22.80
30063	Drafter/CAD Operator III	25.42
30064	Drafter/CAD Operator IV	31.28
30081	Engineering Technician I	16.58 ***
30082	Engineering Technician II	18.62
30083	Engineering Technician III	20.82
30084	Engineering Technician IV	25.81
30085	Engineering Technician V	31.56
30086	Engineering Technician VI	38.18
30090	Environmental Technician	24.75
30095	Evidence Control Specialist	28.25
30210	Laboratory Technician	31.42
30221	Latent Fingerprint Technician I	31.28
30222	Latent Fingerprint Technician II	34.55
30240	Mathematical Technician	28.25
30361	Paralegal/Legal Assistant I	20.56
30362	Paralegal/Legal Assistant II	25.47
30363	Paralegal/Legal Assistant III	31.16

Code	Title	Rate Note
30364	Paralegal/Legal Assistant IV	37.69
30375	Petroleum Supply Specialist	34.55
30390	Photo-Optics Technician	28.25
30395	Radiation Control Technician	34.55
30461	Technical Writer I	28.25
30462	Technical Writer II	34.55
30463	Technical Writer III	41.80
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	31.28
30502	Weather Forecaster II	38.05
30620	Weather Observer, Combined Upper Air Or Surface Programs	25.42 see 2
30621	Weather Observer, Senior	28.25 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	34.76
31020	Bus Aide	17.64 ***
31030	Bus Driver	22.06
31043	Driver Courier	20.51
31260	Parking and Lot Attendant	14.20 ***
31290	Shuttle Bus Driver	17.49 ***
31310	Taxi Driver	16.99 ***
31361	Truckdriver, Light	21.68
31362	Truckdriver, Medium	22.80
31363	Truckdriver, Heavy	28.57
31364	Truckdriver, Tractor-Trailer	28.57
99000	Miscellaneous Occupations	
99020	Cabin Safety Specialist	16.95 ***
99030	Cashier	14.06 ***
99050	Desk Clerk	14.65 ***
99095	Embalmer	36.24
99130	Flight Follower	28.73
99251	Laboratory Animal Caretaker I	16.95 ***
99252	Laboratory Animal Caretaker II	17.92
99260	Marketing Analyst	31.37

Code	Title	Rate	Note
99310	Mortician	36.24	
99410	Pest Controller	27.91	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	24.28	
99711	Recycling Specialist	27.30	
99730	Refuse Collector	22.71	
99810	Sales Clerk	15.39	***
99820	School Crossing Guard	20.89	
99830	Survey Party Chief	31.66	
99831	Surveying Aide	21.26	
99832	Surveying Technician	27.81	
99840	Vending Machine Attendant	21.53	
99841	Vending Machine Repairer	24.00	
99842	Vending Machine Repairer Helper	21.65	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4941

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Minnesota

Area: Minnesota County of Houston

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.62	***
01012	Accounting Clerk II	19.78	
01013	Accounting Clerk III	22.12	
01020	Administrative Assistant	28.92	
01035	Court Reporter	20.84	
01041	Customer Service Representative I	15.44	***
01042	Customer Service Representative II	16.85	***
01043	Customer Service Representative III	18.91	
01051	Data Entry Operator I	16.04	***
01052	Data Entry Operator II	17.50	***
01060	Dispatcher, Motor Vehicle	25.82	
01070	Document Preparation Clerk	16.60	***
01090	Duplicating Machine Operator	16.60	***
01111	General Clerk I	15.17	***
01112	General Clerk II	16.55	***
01113	General Clerk III	18.57	
01120	Housing Referral Assistant	23.24	
01141	Messenger Courier	15.96	***
01191	Order Clerk I	15.22	***
01192	Order Clerk II	16.60	***
01261	Personnel Assistant (Employment) I	17.24	***
01262	Personnel Assistant (Employment) II	19.29	
01263	Personnel Assistant (Employment) III	21.51	
01270	Production Control Clerk	23.53	
01290	Rental Clerk	18.59	
01300	Scheduler, Maintenance	18.63	
01311	Secretary I	18.63	
01312	Secretary II	20.84	
01313	Secretary III	23.24	
01320	Service Order Dispatcher	23.08	
01410	Supply Technician	28.92	
01420	Survey Worker	21.13	
01460	Switchboard Operator/Receptionist	18.62	

Code	Title	Rate	Note
01531	Travel Clerk I	16.60	***
01532	Travel Clerk II	18.52	
01533	Travel Clerk III	20.43	
01611	Word Processor I	16.60	***
01612	Word Processor II	18.63	
01613	Word Processor III	20.84	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.49	
05010	Automotive Electrician	22.58	
05040	Automotive Glass Installer	21.40	
05070	Automotive Worker	21.40	
05110	Mobile Equipment Servicer	19.08	
05130	Motor Equipment Metal Mechanic	23.72	
05160	Motor Equipment Metal Worker	21.40	
05190	Motor Vehicle Mechanic	23.72	
05220	Motor Vehicle Mechanic Helper	17.92	
05250	Motor Vehicle Upholstery Worker	20.23	
05280	Motor Vehicle Wrecker	21.40	
05310	Painter, Automotive	22.58	
05340	Radiator Repair Specialist	21.40	
05370	Tire Repairer	19.08	
05400	Transmission Repair Specialist	23.72	
07000	Food Preparation And Service Occupations		
07010	Baker	16.27	***
07041	Cook I	17.07	***
07042	Cook II	19.14	
07070	Dishwasher	12.24	***
07130	Food Service Worker	14.66	***
07210	Meat Cutter	20.48	
07260	Waiter/Waitress	12.27	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	24.28	
09040	Furniture Handler	16.64	***
09080	Furniture Refinisher	24.28	
09090	Furniture Refinisher Helper	19.26	
09110	Furniture Repairer, Minor	21.75	
09130	Upholsterer	24.28	

Code	Title	Rate	Note
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	14.99	***
11060	Elevator Operator	16.82	***
11090	Gardener	22.27	
11122	Housekeeping Aide	16.82	***
11150	Janitor	16.82	***
11210	Laborer, Grounds Maintenance	18.06	
11240	Maid or Houseman	15.36	***
11260	Pruner	16.65	***
11270	Tractor Operator	20.91	
11330	Trail Maintenance Worker	18.06	
11360	Window Cleaner	18.24	
12000	Health Occupations		
12010	Ambulance Driver	20.78	
12011	Breath Alcohol Technician	24.54	
12012	Certified Occupational Therapist Assistant	29.47	
12015	Certified Physical Therapist Assistant	28.95	
12020	Dental Assistant	22.13	
12025	Dental Hygienist	38.25	
12030	EKG Technician	37.19	
12035	Electroneurodiagnostic Technologist	37.19	
12040	Emergency Medical Technician	20.78	
12071	Licensed Practical Nurse I	21.93	
12072	Licensed Practical Nurse II	24.54	
12073	Licensed Practical Nurse III	27.36	
12100	Medical Assistant	22.18	
12130	Medical Laboratory Technician	27.62	
12160	Medical Record Clerk	21.69	
12190	Medical Record Technician	24.26	
12195	Medical Transcriptionist	21.93	
12210	Nuclear Medicine Technologist	53.94	
12221	Nursing Assistant I	13.90	***
12222	Nursing Assistant II	15.64	***
12223	Nursing Assistant III	17.06	***
12224	Nursing Assistant IV	19.15	
12235	Optical Dispenser	19.64	
12236	Optical Technician	21.93	

Code	Title	Rate Note
12250	Pharmacy Technician	18.98
12280	Phlebotomist	19.90
12305	Radiologic Technologist	33.67
12311	Registered Nurse I	28.85
12312	Registered Nurse II	35.29
12313	Registered Nurse II, Specialist	35.29
12314	Registered Nurse III	42.69
12315	Registered Nurse III, Anesthetist	42.69
12316	Registered Nurse IV	51.18
12317	Scheduler (Drug and Alcohol Testing)	30.40
12320	Substance Abuse Treatment Counselor	25.06
13000	Information And Arts Occupations	
13011	Exhibits Specialist I	24.24
13012	Exhibits Specialist II	30.04
13013	Exhibits Specialist III	36.74
13041	Illustrator I	24.24
13042	Illustrator II	30.04
13043	Illustrator III	36.74
13047	Librarian	33.26
13050	Library Aide/Clerk	19.12
13054	Library Information Technology Systems Administrator	30.04
13058	Library Technician	19.38
13061	Media Specialist I	21.68
13062	Media Specialist II	24.24
13063	Media Specialist III	27.03
13071	Photographer I	18.41
13072	Photographer II	20.59
13073	Photographer III	25.52
13074	Photographer IV	31.21
13075	Photographer V	36.59
13090	Technical Order Library Clerk	24.02
13110	Video Teleconference Technician	21.68
14000	Information Technology Occupations	
14041	Computer Operator I	20.39
14042	Computer Operator II	22.81
14043	Computer Operator III	25.44
14044	Computer Operator IV	28.26

Code	Title	Rate	Note
14045	Computer Operator V	31.30	
14071	Computer Programmer I	21.20	see 1
14072	Computer Programmer II	26.28	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	20.39	
14160	Personal Computer Support Technician	28.26	
14170	System Support Specialist	31.30	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	32.46	
15020	Aircrew Training Devices Instructor (Rated)	39.27	
15030	Air Crew Training Devices Instructor (Pilot)	47.08	
15050	Computer Based Training Specialist / Instructor	32.46	
15060	Educational Technologist	35.49	
15070	Flight Instructor (Pilot)	47.08	
15080	Graphic Artist	24.60	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.08	
15086	Maintenance Test Pilot, Rotary Wing	47.08	
15088	Non-Maintenance Test/Co-Pilot	47.08	
15090	Technical Instructor	25.50	
15095	Technical Instructor/Course Developer	31.19	
15110	Test Proctor	20.58	
15120	Tutor	20.58	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.56	***
16030	Counter Attendant	16.56	***
16040	Dry Cleaner	19.00	
16070	Finisher, Flatwork, Machine	16.56	***
16090	Presser, Hand	16.56	***
16110	Presser, Machine, Drycleaning	16.56	***
16130	Presser, Machine, Shirts	16.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.56	***
16190	Sewing Machine Operator	19.80	
16220	Tailor	20.60	

Code	Title	Rate Note
16250	Washer, Machine	17.35 ***
19000	Machine Tool Operation And Repair Occupations	
19010	Machine-Tool Operator (Tool Room)	23.54
19040	Tool And Die Maker	28.35
21000	Materials Handling And Packing Occupations	
21020	Forklift Operator	20.57
21030	Material Coordinator	23.53
21040	Material Expediter	23.53
21050	Material Handling Laborer	21.89
21071	Order Filler	15.59 ***
21080	Production Line Worker (Food Processing)	20.57
21110	Shipping Packer	19.82
21130	Shipping/Receiving Clerk	19.82
21140	Store Worker I	15.39 ***
21150	Stock Clerk	19.69
21210	Tools And Parts Attendant	20.57
21410	Warehouse Specialist	20.57
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	33.04
23019	Aircraft Logs and Records Technician	26.88
23021	Aircraft Mechanic I	31.52
23022	Aircraft Mechanic II	33.04
23023	Aircraft Mechanic III	34.49
23040	Aircraft Mechanic Helper	23.80
23050	Aircraft, Painter	30.00
23060	Aircraft Servicer	26.88
23070	Aircraft Survival Flight Equipment Technician	30.00
23080	Aircraft Worker	28.43
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.43
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	31.52
23110	Appliance Mechanic	30.00
23120	Bicycle Repairer	24.54
23125	Cable Splicer	34.47
23130	Carpenter, Maintenance	27.35
23140	Carpet Layer	28.43
23160	Electrician, Maintenance	37.36
23181	Electronics Technician Maintenance I	28.43

Code	Title	Rate Note
23182	Electronics Technician Maintenance II	30.00
23183	Electronics Technician Maintenance III	31.52
23260	Fabric Worker	26.88
23290	Fire Alarm System Mechanic	31.52
23310	Fire Extinguisher Repairer	25.35
23311	Fuel Distribution System Mechanic	31.52
23312	Fuel Distribution System Operator	25.35
23370	General Maintenance Worker	22.74
23380	Ground Support Equipment Mechanic	31.52
23381	Ground Support Equipment Servicer	26.88
23382	Ground Support Equipment Worker	28.43
23391	Gunsmith I	25.35
23392	Gunsmith II	28.43
23393	Gunsmith III	31.52
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.08
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.55
23430	Heavy Equipment Mechanic	30.53
23440	Heavy Equipment Operator	34.38
23460	Instrument Mechanic	31.52
23465	Laboratory/Shelter Mechanic	30.00
23470	Laborer	21.89
23510	Locksmith	30.00
23530	Machinery Maintenance Mechanic	30.17
23550	Machinist, Maintenance	24.91
23580	Maintenance Trades Helper	18.98
23591	Metrology Technician I	31.52
23592	Metrology Technician II	33.04
23593	Metrology Technician III	34.49
23640	Millwright	31.52
23710	Office Appliance Repairer	27.93
23760	Painter, Maintenance	21.99
23790	Pipefitter, Maintenance	37.64
23810	Plumber, Maintenance	35.83
23820	Pneudraulic Systems Mechanic	31.52
23850	Rigger	31.52
23870	Scale Mechanic	28.43
23890	Sheet-Metal Worker, Maintenance	30.73

Code	Title	Rate	Note
23910	Small Engine Mechanic	28.43	
23931	Telecommunications Mechanic I	28.96	
23932	Telecommunications Mechanic II	30.36	
23950	Telephone Lineman	29.77	
23960	Welder, Combination, Maintenance	24.78	
23965	Well Driller	31.52	
23970	Woodcraft Worker	31.52	
23980	Woodworker	25.35	
24000	Personal Needs Occupations		
24550	Case Manager	21.98	
24570	Child Care Attendant	12.79	***
24580	Child Care Center Clerk	15.96	***
24610	Chore Aide	15.32	***
24620	Family Readiness And Support Services Coordinator	21.98	
24630	Homemaker	21.98	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	31.48	
25040	Sewage Plant Operator	29.97	
25070	Stationary Engineer	31.48	
25190	Ventilation Equipment Tender	23.78	
25210	Water Treatment Plant Operator	29.97	
27000	Protective Service Occupations		
27004	Alarm Monitor	19.45	
27007	Baggage Inspector	17.39	***
27008	Corrections Officer	26.30	
27010	Court Security Officer	22.69	
27030	Detection Dog Handler	19.45	
27040	Detention Officer	26.30	
27070	Firefighter	21.74	
27101	Guard I	17.39	***
27102	Guard II	19.45	
27131	Police Officer I	28.65	
27132	Police Officer II	31.83	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	14.70	***
28042	Carnival Equipment Repairer	15.65	***
28043	Carnival Worker	11.70	***

Code	Title	Rate Note
28210	Gate Attendant/Gate Tender	16.06 ***
28310	Lifeguard	13.72 ***
28350	Park Attendant (Aide)	17.96
28510	Recreation Aide/Health Facility Attendant	13.10 ***
28515	Recreation Specialist	20.70
28630	Sports Official	14.30 ***
28690	Swimming Pool Operator	18.04
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	28.43
29020	Hatch Tender	28.43
29030	Line Handler	28.43
29041	Stevedore I	26.88
29042	Stevedore II	30.00
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	45.21 see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34 see 2
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	28.40
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	16.21 ***
30082	Engineering Technician II	18.21
30083	Engineering Technician III	20.37
30084	Engineering Technician IV	25.22
30085	Engineering Technician V	30.77
30086	Engineering Technician VI	37.34
30090	Environmental Technician	27.24
30095	Evidence Control Specialist	27.24
30210	Laboratory Technician	24.50

Code	Title	Rate	Note
30221	Latent Fingerprint Technician I	30.16	
30222	Latent Fingerprint Technician II	33.30	
30240	Mathematical Technician	27.24	
30361	Paralegal/Legal Assistant I	22.77	
30362	Paralegal/Legal Assistant II	28.20	
30363	Paralegal/Legal Assistant III	34.51	
30364	Paralegal/Legal Assistant IV	41.75	
30375	Petroleum Supply Specialist	33.30	
30390	Photo-Optics Technician	27.24	
30395	Radiation Control Technician	33.30	
30461	Technical Writer I	27.24	
30462	Technical Writer II	33.30	
30463	Technical Writer III	40.29	
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 Surface Programs	24.50	see 2
30621	Weather Observer, Senior	27.24	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	19.13	
31030	Bus Driver	25.01	
31043	Driver Courier	19.97	
31260	Parking and Lot Attendant	16.79	***
31290	Shuttle Bus Driver	15.97	***
31310	Taxi Driver	13.20	***
31361	Truckdriver, Light	21.26	
31362	Truckdriver, Medium	22.55	
31363	Truckdriver, Heavy	28.57	
31364	Truckdriver, Tractor-Trailer	28.57	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	14.60	***

Code	Title	Rate Note
99050	Desk Clerk	14.32 ***
99095	Embalmer	28.73
99130	Flight Follower	28.73
99251	Laboratory Animal Caretaker I	18.18
99252	Laboratory Animal Caretaker II	19.48
99260	Marketing Analyst	29.55
99310	Mortician	28.73
99410	Pest Controller	23.77
99510	Photofinishing Worker	15.10 ***
99710	Recycling Laborer	19.43
99711	Recycling Specialist	22.49
99730	Refuse Collector	17.96
99810	Sales Clerk	15.08 ***
99820	School Crossing Guard	16.76 ***
99830	Survey Party Chief	24.88
99831	Surveying Aide	14.55 ***
99832	Surveying Technician	19.00
99840	Vending Machine Attendant	21.05
99841	Vending Machine Repairer	25.14
99842	Vending Machine Repairer Helper	21.05

Footer

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

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

member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4943

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Wisconsin

Area: Wisconsin County of La Crosse

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.62	***
01012	Accounting Clerk II	19.78	
01013	Accounting Clerk III	22.12	
01020	Administrative Assistant	28.92	
01035	Court Reporter	20.84	
01041	Customer Service Representative I	15.44	***
01042	Customer Service Representative II	16.85	***
01043	Customer Service Representative III	18.91	
01051	Data Entry Operator I	15.94	***
01052	Data Entry Operator II	17.39	***
01060	Dispatcher, Motor Vehicle	25.82	
01070	Document Preparation Clerk	16.60	***
01090	Duplicating Machine Operator	16.60	***
01111	General Clerk I	15.17	***
01112	General Clerk II	16.55	***
01113	General Clerk III	18.57	
01120	Housing Referral Assistant	23.24	
01141	Messenger Courier	14.81	***
01191	Order Clerk I	15.22	***
01192	Order Clerk II	16.60	***
01261	Personnel Assistant (Employment) I	17.24	***
01262	Personnel Assistant (Employment) II	19.29	
01263	Personnel Assistant (Employment) III	21.51	
01270	Production Control Clerk	23.53	
01290	Rental Clerk	18.59	
01300	Scheduler, Maintenance	18.63	

Code	Title	Rate	Note
01311	Secretary I	18.63	
01312	Secretary II	20.84	
01313	Secretary III	23.24	
01320	Service Order Dispatcher	23.08	
01410	Supply Technician	28.92	
01420	Survey Worker	21.13	
01460	Switchboard Operator/Receptionist	18.62	
01531	Travel Clerk I	16.60	***
01532	Travel Clerk II	18.52	
01533	Travel Clerk III	20.43	
01611	Word Processor I	16.60	***
01612	Word Processor II	18.63	
01613	Word Processor III	20.84	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.49	
05010	Automotive Electrician	22.58	
05040	Automotive Glass Installer	21.40	
05070	Automotive Worker	21.40	
05110	Mobile Equipment Servicer	19.08	
05130	Motor Equipment Metal Mechanic	23.72	
05160	Motor Equipment Metal Worker	21.40	
05190	Motor Vehicle Mechanic	23.72	
05220	Motor Vehicle Mechanic Helper	17.92	
05250	Motor Vehicle Upholstery Worker	20.23	
05280	Motor Vehicle Wrecker	21.40	
05310	Painter, Automotive	22.58	
05340	Radiator Repair Specialist	21.40	
05370	Tire Repairer	19.08	
05400	Transmission Repair Specialist	23.72	
07000	Food Preparation And Service Occupations		
07010	Baker	16.27	***
07041	Cook I	17.07	***
07042	Cook II	19.14	
07070	Dishwasher	12.24	***
07130	Food Service Worker	14.66	***
07210	Meat Cutter	20.48	
07260	Waiter/Waitress	12.27	***

Code	Title	Rate	Note
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	24.28	
09040	Furniture Handler	16.64	***
09080	Furniture Refinisher	24.28	
09090	Furniture Refinisher Helper	19.26	
09110	Furniture Repairer, Minor	21.75	
09130	Upholsterer	24.28	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	14.99	***
11060	Elevator Operator	16.82	***
11090	Gardener	22.27	
11122	Housekeeping Aide	16.82	***
11150	Janitor	16.82	***
11210	Laborer, Grounds Maintenance	18.06	
11240	Maid or Houseman	15.36	***
11260	Pruner	16.65	***
11270	Tractor Operator	20.91	
11330	Trail Maintenance Worker	18.06	
11360	Window Cleaner	18.24	
12000	Health Occupations		
12010	Ambulance Driver	20.78	
12011	Breath Alcohol Technician	24.54	
12012	Certified Occupational Therapist Assistant	29.47	
12015	Certified Physical Therapist Assistant	28.95	
12020	Dental Assistant	22.13	
12025	Dental Hygienist	38.25	
12030	EKG Technician	37.19	
12035	Electroneurodiagnostic Technologist	37.19	
12040	Emergency Medical Technician	20.78	
12071	Licensed Practical Nurse I	21.93	
12072	Licensed Practical Nurse II	24.54	
12073	Licensed Practical Nurse III	27.36	
12100	Medical Assistant	22.18	
12130	Medical Laboratory Technician	28.50	
12160	Medical Record Clerk	21.69	
12190	Medical Record Technician	24.26	
12195	Medical Transcriptionist	21.93	

Code	Title	Rate	Note
12210	Nuclear Medicine Technologist	53.94	
12221	Nursing Assistant I	13.90	***
12222	Nursing Assistant II	15.64	***
12223	Nursing Assistant III	17.06	***
12224	Nursing Assistant IV	19.15	
12235	Optical Dispenser	19.64	
12236	Optical Technician	21.93	
12250	Pharmacy Technician	18.98	
12280	Phlebotomist	19.90	
12305	Radiologic Technologist	33.67	
12311	Registered Nurse I	28.85	
12312	Registered Nurse II	35.29	
12313	Registered Nurse II, Specialist	35.29	
12314	Registered Nurse III	42.69	
12315	Registered Nurse III, Anesthetist	42.69	
12316	Registered Nurse IV	51.18	
12317	Scheduler (Drug and Alcohol Testing)	30.40	
12320	Substance Abuse Treatment Counselor	25.06	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	24.24	
13012	Exhibits Specialist II	30.04	
13013	Exhibits Specialist III	36.74	
13041	Illustrator I	24.24	
13042	Illustrator II	30.04	
13043	Illustrator III	36.74	
13047	Librarian	33.26	
13050	Library Aide/Clerk	18.54	
13054	Library Information Technology Systems Administrator	30.04	
13058	Library Technician	18.61	
13061	Media Specialist I	21.68	
13062	Media Specialist II	24.24	
13063	Media Specialist III	27.03	
13071	Photographer I	17.85	
13072	Photographer II	19.98	
13073	Photographer III	24.74	
13074	Photographer IV	30.27	
13075	Photographer V	36.62	

Code	Title	Rate	Note
13090	Technical Order Library Clerk	24.02	
13110	Video Teleconference Technician	21.98	
14000	Information Technology Occupations		
14041	Computer Operator I	19.48	
14042	Computer Operator II	21.79	
14043	Computer Operator III	24.43	
14044	Computer Operator IV	28.26	
14045	Computer Operator V	31.30	
14071	Computer Programmer I	21.20	see 1
14072	Computer Programmer II	26.28	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	19.95	
14160	Personal Computer Support Technician	28.26	
14170	System Support Specialist	31.30	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	32.46	
15020	Aircrew Training Devices Instructor (Rated)	39.27	
15030	Air Crew Training Devices Instructor (Pilot)	47.08	
15050	Computer Based Training Specialist / Instructor	32.46	
15060	Educational Technologist	35.49	
15070	Flight Instructor (Pilot)	47.08	
15080	Graphic Artist	24.60	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.08	
15086	Maintenance Test Pilot, Rotary Wing	47.08	
15088	Non-Maintenance Test/Co-Pilot	47.08	
15090	Technical Instructor	25.50	
15095	Technical Instructor/Course Developer	31.19	
15110	Test Proctor	20.58	
15120	Tutor	20.58	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.56	***
16030	Counter Attendant	16.56	***
16040	Dry Cleaner	19.00	

Code	Title	Rate	Note
16070	Finisher, Flatwork, Machine	16.56	***
16090	Presser, Hand	16.56	***
16110	Presser, Machine, Drycleaning	16.56	***
16130	Presser, Machine, Shirts	16.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.56	***
16190	Sewing Machine Operator	19.80	
16220	Tailor	20.60	
16250	Washer, Machine	17.35	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	23.54	
19040	Tool And Die Maker	28.35	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	20.57	
21030	Material Coordinator	23.53	
21040	Material Expediter	23.53	
21050	Material Handling Laborer	21.89	
21071	Order Filler	15.59	***
21080	Production Line Worker (Food Processing)	20.57	
21110	Shipping Packer	19.82	
21130	Shipping/Receiving Clerk	19.82	
21140	Store Worker I	15.39	***
21150	Stock Clerk	19.69	
21210	Tools And Parts Attendant	20.57	
21410	Warehouse Specialist	20.57	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	33.04	
23019	Aircraft Logs and Records Technician	26.88	
23021	Aircraft Mechanic I	31.52	
23022	Aircraft Mechanic II	33.04	
23023	Aircraft Mechanic III	34.49	
23040	Aircraft Mechanic Helper	23.80	
23050	Aircraft, Painter	30.00	
23060	Aircraft Servicer	26.88	
23070	Aircraft Survival Flight Equipment Technician	30.00	
23080	Aircraft Worker	28.43	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.43	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	31.52	

Code	Title	Rate Note
23110	Appliance Mechanic	30.00
23120	Bicycle Repairer	24.90
23125	Cable Splicer	38.89
23130	Carpenter, Maintenance	27.35
23140	Carpet Layer	28.43
23160	Electrician, Maintenance	37.36
23181	Electronics Technician Maintenance I	28.43
23182	Electronics Technician Maintenance II	30.00
23183	Electronics Technician Maintenance III	31.52
23260	Fabric Worker	26.88
23290	Fire Alarm System Mechanic	31.52
23310	Fire Extinguisher Repairer	25.35
23311	Fuel Distribution System Mechanic	31.52
23312	Fuel Distribution System Operator	25.35
23370	General Maintenance Worker	22.74
23380	Ground Support Equipment Mechanic	31.52
23381	Ground Support Equipment Servicer	26.88
23382	Ground Support Equipment Worker	28.43
23391	Gunsmith I	25.35
23392	Gunsmith II	28.43
23393	Gunsmith III	31.52
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.08
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.55
23430	Heavy Equipment Mechanic	30.53
23440	Heavy Equipment Operator	34.38
23460	Instrument Mechanic	31.52
23465	Laboratory/Shelter Mechanic	30.00
23470	Laborer	21.89
23510	Locksmith	30.00
23530	Machinery Maintenance Mechanic	29.78
23550	Machinist, Maintenance	24.91
23580	Maintenance Trades Helper	18.64
23591	Metrology Technician I	31.52
23592	Metrology Technician II	33.04
23593	Metrology Technician III	34.49
23640	Millwright	31.52
23710	Office Appliance Repairer	28.12

Code	Title	Rate	Note
23760	Painter, Maintenance	21.99	
23790	Pipefitter, Maintenance	37.64	
23810	Plumber, Maintenance	35.83	
23820	Pneudraulic Systems Mechanic	31.52	
23850	Rigger	31.52	
23870	Scale Mechanic	28.43	
23890	Sheet-Metal Worker, Maintenance	30.73	
23910	Small Engine Mechanic	28.43	
23931	Telecommunications Mechanic I	28.96	
23932	Telecommunications Mechanic II	30.36	
23950	Telephone Lineman	29.77	
23960	Welder, Combination, Maintenance	24.78	
23965	Well Driller	31.52	
23970	Woodcraft Worker	31.52	
23980	Woodworker	25.35	
24000 Personal Needs Occupations			
24550	Case Manager	22.28	
24570	Child Care Attendant	13.44	***
24580	Child Care Center Clerk	16.78	***
24610	Chore Aide	15.32	***
24620	Family Readiness And Support Services Coordinator	22.28	
24630	Homemaker	22.28	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	31.48	
25040	Sewage Plant Operator	29.97	
25070	Stationary Engineer	31.48	
25190	Ventilation Equipment Tender	23.78	
25210	Water Treatment Plant Operator	29.97	
27000 Protective Service Occupations			
27004	Alarm Monitor	19.45	
27007	Baggage Inspector	17.39	***
27008	Corrections Officer	25.09	
27010	Court Security Officer	21.58	
27030	Detection Dog Handler	19.45	
27040	Detention Officer	25.09	
27070	Firefighter	19.25	
27101	Guard I	17.39	***

Code	Title	Rate	Note
27102	Guard II	19.45	
27131	Police Officer I	28.65	
27132	Police Officer II	31.83	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	14.70	***
28042	Carnival Equipment Repairer	15.65	***
28043	Carnival Worker	11.70	***
28210	Gate Attendant/Gate Tender	16.06	***
28310	Lifeguard	13.31	***
28350	Park Attendant (Aide)	17.96	
28510	Recreation Aide/Health Facility Attendant	13.10	***
28515	Recreation Specialist	22.24	
28630	Sports Official	14.30	***
28690	Swimming Pool Operator	17.56	***
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	28.43	
29020	Hatch Tender	28.43	
29030	Line Handler	28.43	
29041	Stevedore I	26.88	
29042	Stevedore II	30.00	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
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	28.40	
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	16.17	***
30082	Engineering Technician II	18.14	

Code	Title	Rate Note
30083	Engineering Technician III	20.29
30084	Engineering Technician IV	25.15
30085	Engineering Technician V	30.76
30086	Engineering Technician VI	37.21
30090	Environmental Technician	27.24
30095	Evidence Control Specialist	27.24
30210	Laboratory Technician	24.50
30221	Latent Fingerprint Technician I	30.16
30222	Latent Fingerprint Technician II	33.30
30240	Mathematical Technician	27.24
30361	Paralegal/Legal Assistant I	22.34
30362	Paralegal/Legal Assistant II	27.68
30363	Paralegal/Legal Assistant III	33.85
30364	Paralegal/Legal Assistant IV	40.94
30375	Petroleum Supply Specialist	33.30
30390	Photo-Optics Technician	27.24
30395	Radiation Control Technician	33.30
30461	Technical Writer I	27.24
30462	Technical Writer II	33.30
30463	Technical Writer III	40.29
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 Surface Programs	24.50 see 2
30621	Weather Observer, Senior	27.24 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	34.76
31020	Bus Aide	19.13
31030	Bus Driver	25.01
31043	Driver Courier	19.97
31260	Parking and Lot Attendant	16.79 ***
31290	Shuttle Bus Driver	15.97 ***
31310	Taxi Driver	13.20 ***

Code	Title	Rate	Note
31361	Truckdriver, Light	21.26	
31362	Truckdriver, Medium	22.55	
31363	Truckdriver, Heavy	28.57	
31364	Truckdriver, Tractor-Trailer	28.57	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	14.60	***
99050	Desk Clerk	14.32	***
99095	Embalmer	28.88	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	16.83	***
99252	Laboratory Animal Caretaker II	17.92	
99260	Marketing Analyst	29.55	
99310	Mortician	28.88	
99410	Pest Controller	23.77	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	18.55	
99711	Recycling Specialist	21.32	
99730	Refuse Collector	17.15	***
99810	Sales Clerk	15.08	***
99820	School Crossing Guard	16.76	***
99830	Survey Party Chief	29.00	
99831	Surveying Aide	16.95	***
99832	Surveying Technician	22.26	
99840	Vending Machine Attendant	21.05	
99841	Vending Machine Repairer	25.14	
99842	Vending Machine Repairer Helper	21.05	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4945

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

States: Minnesota, Wisconsin

Area: Minnesota Counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, Wright Wisconsin Counties of Pierce, St Croix

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	20.02
01012	Accounting Clerk II	22.47
01013	Accounting Clerk III	25.13
01020	Administrative Assistant	36.62
01035	Court Reporter	33.97
01041	Customer Service Representative I	18.77
01042	Customer Service Representative II	20.48
01043	Customer Service Representative III	22.98
01051	Data Entry Operator I	17.40 ***
01052	Data Entry Operator II	18.99
01060	Dispatcher, Motor Vehicle	26.23
01070	Document Preparation Clerk	21.72
01090	Duplicating Machine Operator	21.72
01111	General Clerk I	18.54
01112	General Clerk II	20.23
01113	General Clerk III	22.70
01120	Housing Referral Assistant	26.51
01141	Messenger Courier	19.70
01191	Order Clerk I	19.99
01192	Order Clerk II	21.81

Code	Title	Rate Note
01261	Personnel Assistant (Employment) I	21.90
01262	Personnel Assistant (Employment) II	24.50
01263	Personnel Assistant (Employment) III	27.31
01270	Production Control Clerk	28.25
01290	Rental Clerk	18.34
01300	Scheduler, Maintenance	21.23
01311	Secretary I	21.23
01312	Secretary II	23.78
01313	Secretary III	26.51
01320	Service Order Dispatcher	23.45
01410	Supply Technician	36.62
01420	Survey Worker	22.99
01460	Switchboard Operator/Receptionist	17.91
01531	Travel Clerk I	20.18
01532	Travel Clerk II	21.69
01533	Travel Clerk III	23.56
01611	Word Processor I	20.44
01612	Word Processor II	22.94
01613	Word Processor III	25.66
05000	Automotive Service Occupations	
05005	Automobile Body Repairer, Fiberglass	27.15
05010	Automotive Electrician	25.62
05040	Automotive Glass Installer	24.54
05070	Automotive Worker	24.54
05110	Mobile Equipment Servicer	22.11
05130	Motor Equipment Metal Mechanic	26.69
05160	Motor Equipment Metal Worker	24.54
05190	Motor Vehicle Mechanic	26.69
05220	Motor Vehicle Mechanic Helper	20.65
05250	Motor Vehicle Upholstery Worker	23.55
05280	Motor Vehicle Wrecker	24.54
05310	Painter, Automotive	25.62
05340	Radiator Repair Specialist	24.54
05370	Tire Repairer	18.28
05400	Transmission Repair Specialist	26.69
07000	Food Preparation And Service Occupations	
07010	Baker	18.71

Code	Title	Rate	Note
07041	Cook I	19.81	
07042	Cook II	21.99	
07070	Dishwasher	15.80	***
07130	Food Service Worker	16.82	***
07210	Meat Cutter	22.43	
07260	Waiter/Waitress	12.71	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	23.48	
09040	Furniture Handler	16.13	***
09080	Furniture Refinisher	21.74	
09090	Furniture Refinisher Helper	18.07	
09110	Furniture Repairer, Minor	19.98	
09130	Upholsterer	23.28	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	17.72	***
11060	Elevator Operator	18.31	
11090	Gardener	25.40	
11122	Housekeeping Aide	18.31	
11150	Janitor	18.31	
11210	Laborer, Grounds Maintenance	20.42	
11240	Maid or Houseman	17.52	***
11260	Pruner	18.78	
11270	Tractor Operator	23.71	
11330	Trail Maintenance Worker	20.42	
11360	Window Cleaner	19.91	
12000	Health Occupations		
12010	Ambulance Driver	22.55	
12011	Breath Alcohol Technician	25.82	
12012	Certified Occupational Therapist Assistant	29.78	
12015	Certified Physical Therapist Assistant	29.59	
12020	Dental Assistant	31.02	
12025	Dental Hygienist	44.77	
12030	EKG Technician	39.67	
12035	Electroneurodiagnostic Technologist	39.67	
12040	Emergency Medical Technician	22.55	
12071	Licensed Practical Nurse I	23.08	
12072	Licensed Practical Nurse II	25.82	

Code	Title	Rate	Note
12073	Licensed Practical Nurse III	28.79	
12100	Medical Assistant	24.33	
12130	Medical Laboratory Technician	30.29	
12160	Medical Record Clerk	26.51	
12190	Medical Record Technician	29.65	
12195	Medical Transcriptionist	25.81	
12210	Nuclear Medicine Technologist	50.01	
12221	Nursing Assistant I	15.54	***
12222	Nursing Assistant II	17.49	***
12223	Nursing Assistant III	19.09	
12224	Nursing Assistant IV	21.42	
12235	Optical Dispenser	22.19	
12236	Optical Technician	19.08	
12250	Pharmacy Technician	23.10	
12280	Phlebotomist	21.85	
12305	Radiologic Technologist	38.90	
12311	Registered Nurse I	29.71	
12312	Registered Nurse II	36.35	
12313	Registered Nurse II, Specialist	36.35	
12314	Registered Nurse III	43.98	
12315	Registered Nurse III, Anesthetist	43.98	
12316	Registered Nurse IV	52.71	
12317	Scheduler (Drug and Alcohol Testing)	31.99	
12320	Substance Abuse Treatment Counselor	25.29	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	21.29	
13012	Exhibits Specialist II	26.39	
13013	Exhibits Specialist III	32.27	
13041	Illustrator I	25.12	
13042	Illustrator II	31.12	
13043	Illustrator III	38.07	
13047	Librarian	38.08	
13050	Library Aide/Clerk	22.41	
13054	Library Information Technology Systems Administrator	34.39	
13058	Library Technician	24.67	
13061	Media Specialist I	24.81	
13062	Media Specialist II	27.75	

Code	Title	Rate	Note
13063	Media Specialist III	30.95	
13071	Photographer I	20.37	
13072	Photographer II	22.78	
13073	Photographer III	28.23	
13074	Photographer IV	34.52	
13075	Photographer V	41.77	
13090	Technical Order Library Clerk	28.13	
13110	Video Teleconference Technician	29.62	
14000	Information Technology Occupations		
14041	Computer Operator I	23.05	
14042	Computer Operator II	25.78	
14043	Computer Operator III	28.75	
14044	Computer Operator IV	31.94	
14045	Computer Operator V	35.37	
14071	Computer Programmer I		see 1
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	23.05	
14160	Personal Computer Support Technician	31.94	
14170	System Support Specialist	35.37	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	36.17	
15020	Aircrew Training Devices Instructor (Rated)	43.76	
15030	Air Crew Training Devices Instructor (Pilot)	52.45	
15050	Computer Based Training Specialist / Instructor	36.17	
15060	Educational Technologist	37.66	
15070	Flight Instructor (Pilot)	52.45	
15080	Graphic Artist	30.47	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	52.45	
15086	Maintenance Test Pilot, Rotary Wing	52.45	
15088	Non-Maintenance Test/Co-Pilot	52.45	
15090	Technical Instructor	30.58	
15095	Technical Instructor/Course Developer	37.41	

Code	Title	Rate	Note
15110	Test Proctor	24.68	
15120	Tutor	24.68	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.63	***
16030	Counter Attendant	16.63	***
16040	Dry Cleaner	19.02	
16070	Finisher, Flatwork, Machine	16.63	***
16090	Presser, Hand	16.63	***
16110	Presser, Machine, Drycleaning	16.63	***
16130	Presser, Machine, Shirts	16.63	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.63	***
16190	Sewing Machine Operator	19.82	
16220	Tailor	20.62	
16250	Washer, Machine	17.43	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.60	
19040	Tool And Die Maker	29.88	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	23.49	
21030	Material Coordinator	28.25	
21040	Material Expediter	28.25	
21050	Material Handling Laborer	21.83	
21071	Order Filler	18.24	
21080	Production Line Worker (Food Processing)	23.49	
21110	Shipping Packer	22.42	
21130	Shipping/Receiving Clerk	22.42	
21140	Store Worker I	18.32	
21150	Stock Clerk	23.65	
21210	Tools And Parts Attendant	23.49	
21410	Warehouse Specialist	23.49	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	41.02	
23019	Aircraft Logs and Records Technician	34.72	
23021	Aircraft Mechanic I	39.34	
23022	Aircraft Mechanic II	41.02	
23023	Aircraft Mechanic III	42.57	
23040	Aircraft Mechanic Helper	30.43	

Code	Title	Rate Note
23050	Aircraft, Painter	37.77
23060	Aircraft Servicer	34.72
23070	Aircraft Survival Flight Equipment Technician	37.77
23080	Aircraft Worker	36.18
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	36.18
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	39.34
23110	Appliance Mechanic	29.02
23120	Bicycle Repairer	25.06
23125	Cable Splicer	51.08
23130	Carpenter, Maintenance	32.48
23140	Carpet Layer	32.45
23160	Electrician, Maintenance	39.51
23181	Electronics Technician Maintenance I	34.90
23182	Electronics Technician Maintenance II	36.44
23183	Electronics Technician Maintenance III	37.95
23260	Fabric Worker	30.80
23290	Fire Alarm System Mechanic	37.52
23310	Fire Extinguisher Repairer	28.92
23311	Fuel Distribution System Mechanic	39.87
23312	Fuel Distribution System Operator	33.04
23370	General Maintenance Worker	26.50
23380	Ground Support Equipment Mechanic	39.34
23381	Ground Support Equipment Servicer	34.72
23382	Ground Support Equipment Worker	36.18
23391	Gunsmith I	28.92
23392	Gunsmith II	32.09
23393	Gunsmith III	34.90
23410	Heating, Ventilation And Air-Conditioning Mechanic	36.73
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	38.27
23430	Heavy Equipment Mechanic	36.17
23440	Heavy Equipment Operator	40.09
23460	Instrument Mechanic	31.37
23465	Laboratory/Shelter Mechanic	33.50
23470	Laborer	21.83
23510	Locksmith	26.85
23530	Machinery Maintenance Mechanic	31.82
23550	Machinist, Maintenance	29.30

Code	Title	Rate	Note
23580	Maintenance Trades Helper	18.26	
23591	Metrology Technician I	31.37	
23592	Metrology Technician II	32.70	
23593	Metrology Technician III	33.95	
23640	Millwright	33.28	
23710	Office Appliance Repairer	21.68	
23760	Painter, Maintenance	28.34	
23790	Pipefitter, Maintenance	46.25	
23810	Plumber, Maintenance	44.41	
23820	Pneudraulic Systems Mechanic	34.90	
23850	Rigger	42.57	
23870	Scale Mechanic	32.09	
23890	Sheet-Metal Worker, Maintenance	38.64	
23910	Small Engine Mechanic	24.53	
23931	Telecommunications Mechanic I	32.03	
23932	Telecommunications Mechanic II	33.40	
23950	Telephone Lineman	28.97	
23960	Welder, Combination, Maintenance	27.27	
23965	Well Driller	32.59	
23970	Woodcraft Worker	34.90	
23980	Woodworker	28.92	
24000	Personal Needs Occupations		
24550	Case Manager	21.93	
24570	Child Care Attendant	16.16	***
24580	Child Care Center Clerk	20.14	
24610	Chore Aide	16.56	***
24620	Family Readiness And Support Services Coordinator	21.93	
24630	Homemaker	21.93	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	33.06	
25040	Sewage Plant Operator	34.83	
25070	Stationary Engineer	33.06	
25190	Ventilation Equipment Tender	25.57	
25210	Water Treatment Plant Operator	34.83	
27000	Protective Service Occupations		
27004	Alarm Monitor	33.08	
27007	Baggage Inspector	18.96	

Code	Title	Rate Note
27008	Corrections Officer	29.68
27010	Court Security Officer	24.19
27030	Detection Dog Handler	21.21
27040	Detention Officer	29.68
27070	Firefighter	20.84
27101	Guard I	18.96
27102	Guard II	21.21
27131	Police Officer I	39.38
27132	Police Officer II	43.75
28000	Recreation Occupations	
28041	Carnival Equipment Operator	18.39
28042	Carnival Equipment Repairer	19.70
28043	Carnival Worker	14.55 ***
28210	Gate Attendant/Gate Tender	22.46
28310	Lifeguard	15.07 ***
28350	Park Attendant (Aide)	25.12
28510	Recreation Aide/Health Facility Attendant	18.34
28515	Recreation Specialist	31.12
28630	Sports Official	20.01
28690	Swimming Pool Operator	22.29
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	34.46
29020	Hatch Tender	34.46
29030	Line Handler	34.46
29041	Stevedore I	33.07
29042	Stevedore II	35.98
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	49.20 see 2
30011	Air Traffic Control Specialist, Station (HFO)	33.94 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	37.37 see 2
30021	Archeological Technician I	21.57
30022	Archeological Technician II	24.12
30023	Archeological Technician III	29.89
30030	Cartographic Technician	29.89
30040	Civil Engineering Technician	36.61
30051	Cryogenic Technician I	33.10
30052	Cryogenic Technician II	36.56

Code	Title	Rate Note
30061	Drafter/CAD Operator I	21.57
30062	Drafter/CAD Operator II	24.12
30063	Drafter/CAD Operator III	26.90
30064	Drafter/CAD Operator IV	33.10
30081	Engineering Technician I	18.51
30082	Engineering Technician II	21.39
30083	Engineering Technician III	23.93
30084	Engineering Technician IV	29.64
30085	Engineering Technician V	34.72
30086	Engineering Technician VI	42.00
30090	Environmental Technician	27.64
30095	Evidence Control Specialist	29.89
30210	Laboratory Technician	27.70
30221	Latent Fingerprint Technician I	33.80
30222	Latent Fingerprint Technician II	37.34
30240	Mathematical Technician	31.10
30361	Paralegal/Legal Assistant I	24.27
30362	Paralegal/Legal Assistant II	30.04
30363	Paralegal/Legal Assistant III	36.76
30364	Paralegal/Legal Assistant IV	44.48
30375	Petroleum Supply Specialist	36.56
30390	Photo-Optics Technician	29.89
30395	Radiation Control Technician	36.56
30461	Technical Writer I	29.73
30462	Technical Writer II	36.37
30463	Technical Writer III	44.00
30491	Unexploded Ordnance (UXO) Technician I	31.27
30492	Unexploded Ordnance (UXO) Technician II	37.84
30493	Unexploded Ordnance (UXO) Technician III	45.35
30494	Unexploded (UXO) Safety Escort	31.27
30495	Unexploded (UXO) Sweep Personnel	31.27
30501	Weather Forecaster I	33.10
30502	Weather Forecaster II	40.26
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.90 see 2
30621	Weather Observer, Senior	29.89 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	37.84

Code	Title	Rate	Note
31020	Bus Aide	20.12	
31030	Bus Driver	26.66	
31043	Driver Courier	21.17	
31260	Parking and Lot Attendant	16.61	***
31290	Shuttle Bus Driver	19.41	
31310	Taxi Driver	16.74	***
31361	Truckdriver, Light	22.68	
31362	Truckdriver, Medium	24.31	
31363	Truckdriver, Heavy	29.35	
31364	Truckdriver, Tractor-Trailer	29.35	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	18.45	
99030	Cashier	15.63	***
99050	Desk Clerk	17.22	***
99095	Embalmer	40.34	
99130	Flight Follower	31.27	
99251	Laboratory Animal Caretaker I	18.24	
99252	Laboratory Animal Caretaker II	19.54	
99260	Marketing Analyst	39.18	
99310	Mortician	40.34	
99410	Pest Controller	24.36	
99510	Photofinishing Worker	17.97	
99710	Recycling Laborer	28.15	
99711	Recycling Specialist	32.69	
99730	Refuse Collector	25.88	
99810	Sales Clerk	16.89	***
99820	School Crossing Guard	20.42	
99830	Survey Party Chief	38.29	
99831	Surveying Aide	25.43	
99832	Surveying Technician	29.24	
99840	Vending Machine Attendant	19.82	
99841	Vending Machine Repairer	23.56	
99842	Vending Machine Repairer Helper	19.82	

Footer

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the

wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4947

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Minnesota

Area: Minnesota Counties of Le Sueur, Mille Lacs, Sherburne, Sibley

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	20.02	
01012	Accounting Clerk II	22.47	
01013	Accounting Clerk III	25.13	
01020	Administrative Assistant	36.62	
01035	Court Reporter	32.68	
01041	Customer Service Representative I	18.77	
01042	Customer Service Representative II	20.48	
01043	Customer Service Representative III	22.98	
01051	Data Entry Operator I	17.40	***
01052	Data Entry Operator II	18.99	
01060	Dispatcher, Motor Vehicle	26.23	
01070	Document Preparation Clerk	21.72	

Code	Title	Rate Note
01090	Duplicating Machine Operator	21.72
01111	General Clerk I	18.54
01112	General Clerk II	20.23
01113	General Clerk III	22.70
01120	Housing Referral Assistant	26.51
01141	Messenger Courier	19.70
01191	Order Clerk I	19.99
01192	Order Clerk II	21.81
01261	Personnel Assistant (Employment) I	21.90
01262	Personnel Assistant (Employment) II	24.50
01263	Personnel Assistant (Employment) III	27.31
01270	Production Control Clerk	28.25
01290	Rental Clerk	18.34
01300	Scheduler, Maintenance	21.23
01311	Secretary I	21.23
01312	Secretary II	23.78
01313	Secretary III	26.51
01320	Service Order Dispatcher	23.45
01410	Supply Technician	36.62
01420	Survey Worker	22.99
01460	Switchboard Operator/Receptionist	17.91
01531	Travel Clerk I	20.18
01532	Travel Clerk II	21.69
01533	Travel Clerk III	23.56
01611	Word Processor I	20.44
01612	Word Processor II	22.94
01613	Word Processor III	25.66
05000	Automotive Service Occupations	
05005	Automobile Body Repairer, Fiberglass	26.75
05010	Automotive Electrician	25.62
05040	Automotive Glass Installer	24.54
05070	Automotive Worker	24.54
05110	Mobile Equipment Servicer	22.11
05130	Motor Equipment Metal Mechanic	26.69
05160	Motor Equipment Metal Worker	24.54
05190	Motor Vehicle Mechanic	26.69
05220	Motor Vehicle Mechanic Helper	20.65

Code	Title	Rate	Note
05250	Motor Vehicle Upholstery Worker	23.55	
05280	Motor Vehicle Wrecker	24.54	
05310	Painter, Automotive	25.62	
05340	Radiator Repair Specialist	24.54	
05370	Tire Repairer	18.28	
05400	Transmission Repair Specialist	26.69	
07000	Food Preparation And Service Occupations		
07010	Baker	18.71	
07041	Cook I	19.81	
07042	Cook II	21.99	
07070	Dishwasher	15.80	***
07130	Food Service Worker	16.82	***
07210	Meat Cutter	22.43	
07260	Waiter/Waitress	12.71	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	23.48	
09040	Furniture Handler	15.08	***
09080	Furniture Refinisher	21.74	
09090	Furniture Refinisher Helper	17.51	***
09110	Furniture Repairer, Minor	19.98	
09130	Upholsterer	23.28	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	17.72	***
11060	Elevator Operator	18.31	
11090	Gardener	25.40	
11122	Housekeeping Aide	18.31	
11150	Janitor	18.31	
11210	Laborer, Grounds Maintenance	20.42	
11240	Maid or Houseman	17.52	***
11260	Pruner	18.78	
11270	Tractor Operator	23.71	
11330	Trail Maintenance Worker	20.42	
11360	Window Cleaner	19.91	
12000	Health Occupations		
12010	Ambulance Driver	22.55	
12011	Breath Alcohol Technician	25.82	
12012	Certified Occupational Therapist Assistant	29.78	

Code	Title	Rate	Note
12015	Certified Physical Therapist Assistant	29.59	
12020	Dental Assistant	31.02	
12025	Dental Hygienist	44.77	
12030	EKG Technician	39.67	
12035	Electroneurodiagnostic Technologist	39.67	
12040	Emergency Medical Technician	22.55	
12071	Licensed Practical Nurse I	23.08	
12072	Licensed Practical Nurse II	25.82	
12073	Licensed Practical Nurse III	28.79	
12100	Medical Assistant	24.33	
12130	Medical Laboratory Technician	30.29	
12160	Medical Record Clerk	26.51	
12190	Medical Record Technician	29.65	
12195	Medical Transcriptionist	25.81	
12210	Nuclear Medicine Technologist	50.01	
12221	Nursing Assistant I	15.54	***
12222	Nursing Assistant II	17.49	***
12223	Nursing Assistant III	19.09	
12224	Nursing Assistant IV	21.42	
12235	Optical Dispenser	22.19	
12236	Optical Technician	19.08	
12250	Pharmacy Technician	23.10	
12280	Phlebotomist	21.85	
12305	Radiologic Technologist	38.90	
12311	Registered Nurse I	28.25	
12312	Registered Nurse II	34.55	
12313	Registered Nurse II, Specialist	34.55	
12314	Registered Nurse III	41.80	
12315	Registered Nurse III, Anesthetist	41.80	
12316	Registered Nurse IV	50.11	
12317	Scheduler (Drug and Alcohol Testing)	31.99	
12320	Substance Abuse Treatment Counselor	25.29	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	21.29	
13012	Exhibits Specialist II	26.39	
13013	Exhibits Specialist III	32.27	
13041	Illustrator I	25.12	

Code	Title	Rate	Note
13042	Illustrator II	31.12	
13043	Illustrator III	38.07	
13047	Librarian	38.08	
13050	Library Aide/Clerk	22.41	
13054	Library Information Technology Systems Administrator	34.39	
13058	Library Technician	24.67	
13061	Media Specialist I	24.81	
13062	Media Specialist II	27.75	
13063	Media Specialist III	30.95	
13071	Photographer I	20.37	
13072	Photographer II	22.78	
13073	Photographer III	28.23	
13074	Photographer IV	34.52	
13075	Photographer V	41.77	
13090	Technical Order Library Clerk	28.13	
13110	Video Teleconference Technician	29.62	
14000	Information Technology Occupations		
14041	Computer Operator I	23.05	
14042	Computer Operator II	25.78	
14043	Computer Operator III	28.75	
14044	Computer Operator IV	31.94	
14045	Computer Operator V	35.37	
14071	Computer Programmer I		see 1
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	23.05	
14160	Personal Computer Support Technician	31.94	
14170	System Support Specialist	35.37	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	36.17	
15020	Aircrew Training Devices Instructor (Rated)	43.76	
15030	Air Crew Training Devices Instructor (Pilot)	52.45	
15050	Computer Based Training Specialist / Instructor	36.17	

Code	Title	Rate	Note
15060	Educational Technologist	37.66	
15070	Flight Instructor (Pilot)	52.45	
15080	Graphic Artist	30.47	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	52.45	
15086	Maintenance Test Pilot, Rotary Wing	52.45	
15088	Non-Maintenance Test/Co-Pilot	52.45	
15090	Technical Instructor	30.58	
15095	Technical Instructor/Course Developer	37.41	
15110	Test Proctor	24.68	
15120	Tutor	24.68	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.63	***
16030	Counter Attendant	16.63	***
16040	Dry Cleaner	19.02	
16070	Finisher, Flatwork, Machine	16.63	***
16090	Presser, Hand	16.63	***
16110	Presser, Machine, Drycleaning	16.63	***
16130	Presser, Machine, Shirts	16.63	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.63	***
16190	Sewing Machine Operator	19.82	
16220	Tailor	20.62	
16250	Washer, Machine	17.43	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.60	
19040	Tool And Die Maker	29.88	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	23.49	
21030	Material Coordinator	28.25	
21040	Material Expediter	28.25	
21050	Material Handling Laborer	21.83	
21071	Order Filler	18.24	
21080	Production Line Worker (Food Processing)	23.49	
21110	Shipping Packer	22.42	
21130	Shipping/Receiving Clerk	22.42	
21140	Store Worker I	18.32	
21150	Stock Clerk	23.65	
21210	Tools And Parts Attendant	23.49	

Code	Title	Rate Note
21410	Warehouse Specialist	23.49
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	41.02
23019	Aircraft Logs and Records Technician	34.72
23021	Aircraft Mechanic I	39.34
23022	Aircraft Mechanic II	41.02
23023	Aircraft Mechanic III	42.57
23040	Aircraft Mechanic Helper	30.43
23050	Aircraft, Painter	37.77
23060	Aircraft Servicer	34.72
23070	Aircraft Survival Flight Equipment Technician	37.77
23080	Aircraft Worker	36.18
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	36.18
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	39.34
23110	Appliance Mechanic	29.02
23120	Bicycle Repairer	20.28
23125	Cable Splicer	51.08
23130	Carpenter, Maintenance	32.48
23140	Carpet Layer	32.45
23160	Electrician, Maintenance	39.51
23181	Electronics Technician Maintenance I	34.90
23182	Electronics Technician Maintenance II	36.44
23183	Electronics Technician Maintenance III	37.95
23260	Fabric Worker	30.80
23290	Fire Alarm System Mechanic	37.52
23310	Fire Extinguisher Repairer	28.92
23311	Fuel Distribution System Mechanic	39.87
23312	Fuel Distribution System Operator	33.04
23370	General Maintenance Worker	26.50
23380	Ground Support Equipment Mechanic	39.34
23381	Ground Support Equipment Servicer	34.72
23382	Ground Support Equipment Worker	36.18
23391	Gunsmith I	28.92
23392	Gunsmith II	32.09
23393	Gunsmith III	34.90
23410	Heating, Ventilation And Air-Conditioning Mechanic	36.73
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	38.27

Code	Title	Rate	Note
23430	Heavy Equipment Mechanic	36.17	
23440	Heavy Equipment Operator	40.09	
23460	Instrument Mechanic	31.37	
23465	Laboratory/Shelter Mechanic	33.50	
23470	Laborer	21.83	
23510	Locksmith	26.61	
23530	Machinery Maintenance Mechanic	31.82	
23550	Machinist, Maintenance	29.30	
23580	Maintenance Trades Helper	18.20	
23591	Metrology Technician I	31.37	
23592	Metrology Technician II	32.70	
23593	Metrology Technician III	33.95	
23640	Millwright	32.88	
23710	Office Appliance Repairer	21.68	
23760	Painter, Maintenance	28.34	
23790	Pipefitter, Maintenance	46.25	
23810	Plumber, Maintenance	44.41	
23820	Pneudraulic Systems Mechanic	34.90	
23850	Rigger	42.57	
23870	Scale Mechanic	32.09	
23890	Sheet-Metal Worker, Maintenance	36.16	
23910	Small Engine Mechanic	24.53	
23931	Telecommunications Mechanic I	32.03	
23932	Telecommunications Mechanic II	33.40	
23950	Telephone Lineman	28.97	
23960	Welder, Combination, Maintenance	27.27	
23965	Well Driller	32.59	
23970	Woodcraft Worker	34.90	
23980	Woodworker	28.92	
24000	Personal Needs Occupations		
24550	Case Manager	21.93	
24570	Child Care Attendant	16.16	***
24580	Child Care Center Clerk	20.14	
24610	Chore Aide	16.56	***
24620	Family Readiness And Support Services Coordinator	21.93	
24630	Homemaker	21.93	
25000	Plant And System Operations Occupations		

Code	Title	Rate	Note
25010	Boiler Tender	33.06	
25040	Sewage Plant Operator	34.83	
25070	Stationary Engineer	33.06	
25190	Ventilation Equipment Tender	25.57	
25210	Water Treatment Plant Operator	34.83	
27000	Protective Service Occupations		
27004	Alarm Monitor	33.08	
27007	Baggage Inspector	18.96	
27008	Corrections Officer	29.68	
27010	Court Security Officer	24.19	
27030	Detection Dog Handler	21.21	
27040	Detention Officer	29.68	
27070	Firefighter	19.76	
27101	Guard I	18.96	
27102	Guard II	21.21	
27131	Police Officer I	39.38	
27132	Police Officer II	43.75	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	18.39	
28042	Carnival Equipment Repairer	19.70	
28043	Carnival Worker	14.55	***
28210	Gate Attendant/Gate Tender	22.46	
28310	Lifeguard	15.07	***
28350	Park Attendant (Aide)	25.12	
28510	Recreation Aide/Health Facility Attendant	18.34	
28515	Recreation Specialist	31.12	
28630	Sports Official	20.01	
28690	Swimming Pool Operator	21.87	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	34.46	
29020	Hatch Tender	34.46	
29030	Line Handler	34.46	
29041	Stevedore I	33.07	
29042	Stevedore II	35.98	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	49.20	see 2
30011	Air Traffic Control Specialist, Station (HFO)	33.94	see 2

Code	Title	Rate Note
30012	Air Traffic Control Specialist, Terminal (HFO)	37.37 see 2
30021	Archeological Technician I	21.57
30022	Archeological Technician II	24.12
30023	Archeological Technician III	29.89
30030	Cartographic Technician	29.89
30040	Civil Engineering Technician	36.61
30051	Cryogenic Technician I	33.10
30052	Cryogenic Technician II	36.56
30061	Drafter/CAD Operator I	21.57
30062	Drafter/CAD Operator II	24.12
30063	Drafter/CAD Operator III	26.90
30064	Drafter/CAD Operator IV	33.10
30081	Engineering Technician I	18.11
30082	Engineering Technician II	20.34
30083	Engineering Technician III	22.74
30084	Engineering Technician IV	28.17
30085	Engineering Technician V	34.46
30086	Engineering Technician VI	41.70
30090	Environmental Technician	27.93
30095	Evidence Control Specialist	29.89
30210	Laboratory Technician	27.70
30221	Latent Fingerprint Technician I	33.80
30222	Latent Fingerprint Technician II	37.34
30240	Mathematical Technician	32.16
30361	Paralegal/Legal Assistant I	23.23
30362	Paralegal/Legal Assistant II	28.79
30363	Paralegal/Legal Assistant III	35.21
30364	Paralegal/Legal Assistant IV	42.59
30375	Petroleum Supply Specialist	36.56
30390	Photo-Optics Technician	29.89
30395	Radiation Control Technician	36.56
30461	Technical Writer I	29.73
30462	Technical Writer II	36.37
30463	Technical Writer III	44.00
30491	Unexploded Ordnance (UXO) Technician I	31.27
30492	Unexploded Ordnance (UXO) Technician II	37.84
30493	Unexploded Ordnance (UXO) Technician III	45.35

Code	Title	Rate	Note
30494	Unexploded (UXO) Safety Escort	31.27	
30495	Unexploded (UXO) Sweep Personnel	31.27	
30501	Weather Forecaster I	33.10	
30502	Weather Forecaster II	40.26	
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.90	see 2
30621	Weather Observer, Senior	29.89	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	37.84	
31020	Bus Aide	20.12	
31030	Bus Driver	26.66	
31043	Driver Courier	21.17	
31260	Parking and Lot Attendant	16.61	***
31290	Shuttle Bus Driver	19.32	
31310	Taxi Driver	16.74	***
31361	Truckdriver, Light	22.68	
31362	Truckdriver, Medium	24.15	
31363	Truckdriver, Heavy	29.35	
31364	Truckdriver, Tractor-Trailer	29.35	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	18.45	
99030	Cashier	15.63	***
99050	Desk Clerk	17.22	***
99095	Embalmer	40.34	
99130	Flight Follower	31.27	
99251	Laboratory Animal Caretaker I	18.24	
99252	Laboratory Animal Caretaker II	19.54	
99260	Marketing Analyst	39.18	
99310	Mortician	40.34	
99410	Pest Controller	24.36	
99510	Photofinishing Worker	16.43	***
99710	Recycling Laborer	28.15	
99711	Recycling Specialist	32.69	
99730	Refuse Collector	25.88	
99810	Sales Clerk	16.89	***
99820	School Crossing Guard	20.98	
99830	Survey Party Chief	38.29	
99831	Surveying Aide	22.40	

Code	Title	Rate Note
99832	Surveying Technician	29.24
99840	Vending Machine Attendant	21.75
99841	Vending Machine Repairer	23.78
99842	Vending Machine Repairer Helper	21.75

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4949

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Minnesota

Area: Minnesota Counties of Blue Earth, Nicollet

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.96	
01012	Accounting Clerk II	20.17	
01013	Accounting Clerk III	22.56	
01020	Administrative Assistant	30.15	

Code	Title	Rate	Note
01035	Court Reporter	22.42	
01041	Customer Service Representative I	16.04	***
01042	Customer Service Representative II	17.50	***
01043	Customer Service Representative III	19.64	
01051	Data Entry Operator I	16.37	***
01052	Data Entry Operator II	17.86	
01060	Dispatcher, Motor Vehicle	24.38	
01070	Document Preparation Clerk	17.86	
01090	Duplicating Machine Operator	17.86	
01111	General Clerk I	17.41	***
01112	General Clerk II	19.00	
01113	General Clerk III	21.34	
01120	Housing Referral Assistant	25.00	
01141	Messenger Courier	14.55	***
01191	Order Clerk I	16.37	***
01192	Order Clerk II	17.86	
01261	Personnel Assistant (Employment) I	19.33	
01262	Personnel Assistant (Employment) II	21.62	
01263	Personnel Assistant (Employment) III	24.11	
01270	Production Control Clerk	29.70	
01290	Rental Clerk	16.74	***
01300	Scheduler, Maintenance	20.04	
01311	Secretary I	20.04	
01312	Secretary II	22.42	
01313	Secretary III	25.00	
01320	Service Order Dispatcher	21.80	
01410	Supply Technician	30.15	
01420	Survey Worker	19.22	
01460	Switchboard Operator/Receptionist	16.33	***
01531	Travel Clerk I	17.25	***
01532	Travel Clerk II	18.52	
01533	Travel Clerk III	20.43	
01611	Word Processor I	17.86	
01612	Word Processor II	20.04	
01613	Word Processor III	22.42	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	25.45	

Code	Title	Rate	Note
05010	Automotive Electrician	22.67	
05040	Automotive Glass Installer	21.52	
05070	Automotive Worker	21.52	
05110	Mobile Equipment Servicer	19.09	
05130	Motor Equipment Metal Mechanic	23.74	
05160	Motor Equipment Metal Worker	21.52	
05190	Motor Vehicle Mechanic	23.74	
05220	Motor Vehicle Mechanic Helper	17.85	
05250	Motor Vehicle Upholstery Worker	20.34	
05280	Motor Vehicle Wrecker	21.52	
05310	Painter, Automotive	22.67	
05340	Radiator Repair Specialist	21.52	
05370	Tire Repairer	17.66	***
05400	Transmission Repair Specialist	23.74	
07000 Food Preparation And Service Occupations			
07010	Baker	16.97	***
07041	Cook I	17.60	***
07042	Cook II	19.84	
07070	Dishwasher	13.72	***
07130	Food Service Worker	15.07	***
07210	Meat Cutter	18.50	
07260	Waiter/Waitress	11.46	***
09000 Furniture Maintenance And Repair Occupations			
09010	Electrostatic Spray Painter	22.14	
09040	Furniture Handler	15.01	***
09080	Furniture Refinisher	22.14	
09090	Furniture Refinisher Helper	17.43	***
09110	Furniture Repairer, Minor	19.86	
09130	Upholsterer	22.14	
11000 General Services And Support Occupations			
11030	Cleaner, Vehicles	16.49	***
11060	Elevator Operator	17.26	***
11090	Gardener	23.51	
11122	Housekeeping Aide	17.58	***
11150	Janitor	17.58	***
11210	Laborer, Grounds Maintenance	18.95	
11240	Maid or Houseman	16.03	***

Code	Title	Rate Note
11260	Pruner	17.47 ***
11270	Tractor Operator	21.98
11330	Trail Maintenance Worker	18.95
11360	Window Cleaner	19.11
12000	Health Occupations	
12010	Ambulance Driver	24.13
12011	Breath Alcohol Technician	24.13
12012	Certified Occupational Therapist Assistant	33.12
12015	Certified Physical Therapist Assistant	33.12
12020	Dental Assistant	27.54
12025	Dental Hygienist	40.38
12030	EKG Technician	36.58
12035	Electroneurodiagnostic Technologist	36.58
12040	Emergency Medical Technician	24.13
12071	Licensed Practical Nurse I	21.58
12072	Licensed Practical Nurse II	24.13
12073	Licensed Practical Nurse III	26.91
12100	Medical Assistant	22.04
12130	Medical Laboratory Technician	29.05
12160	Medical Record Clerk	22.04
12190	Medical Record Technician	24.65
12195	Medical Transcriptionist	21.58
12210	Nuclear Medicine Technologist	53.05
12221	Nursing Assistant I	13.46 ***
12222	Nursing Assistant II	15.15 ***
12223	Nursing Assistant III	16.53 ***
12224	Nursing Assistant IV	18.55
12235	Optical Dispenser	23.01
12236	Optical Technician	21.58
12250	Pharmacy Technician	21.10
12280	Phlebotomist	19.62
12305	Radiologic Technologist	35.09
12311	Registered Nurse I	26.84
12312	Registered Nurse II	32.83
12313	Registered Nurse II, Specialist	32.83
12314	Registered Nurse III	39.71
12315	Registered Nurse III, Anesthetist	39.71

Code	Title	Rate	Note
12316	Registered Nurse IV	47.60	
12317	Scheduler (Drug and Alcohol Testing)	29.91	
12320	Substance Abuse Treatment Counselor	29.62	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	24.08	
13012	Exhibits Specialist II	29.83	
13013	Exhibits Specialist III	36.49	
13041	Illustrator I	24.08	
13042	Illustrator II	29.83	
13043	Illustrator III	36.49	
13047	Librarian	33.04	
13050	Library Aide/Clerk	14.39	***
13054	Library Information Technology Systems Administrator	29.83	
13058	Library Technician	22.89	
13061	Media Specialist I	21.54	
13062	Media Specialist II	24.08	
13063	Media Specialist III	26.84	
13071	Photographer I	21.54	
13072	Photographer II	24.08	
13073	Photographer III	29.83	
13074	Photographer IV	36.49	
13075	Photographer V	44.16	
13090	Technical Order Library Clerk	17.94	
13110	Video Teleconference Technician	21.54	
14000	Information Technology Occupations		
14041	Computer Operator I	21.71	
14042	Computer Operator II	24.28	
14043	Computer Operator III	27.08	
14044	Computer Operator IV	30.09	
14045	Computer Operator V	33.32	
14071	Computer Programmer I	19.34	see 1
14072	Computer Programmer II	23.95	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

Code	Title	Rate	Note
14150	Peripheral Equipment Operator	21.71	
14160	Personal Computer Support Technician	30.09	
14170	System Support Specialist	34.73	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	33.94	
15020	Aircrew Training Devices Instructor (Rated)	41.05	
15030	Air Crew Training Devices Instructor (Pilot)	49.21	
15050	Computer Based Training Specialist / Instructor	33.94	
15060	Educational Technologist	32.46	
15070	Flight Instructor (Pilot)	49.21	
15080	Graphic Artist	25.87	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.21	
15086	Maintenance Test Pilot, Rotary Wing	49.21	
15088	Non-Maintenance Test/Co-Pilot	49.21	
15090	Technical Instructor	27.22	
15095	Technical Instructor/Course Developer	33.30	
15110	Test Proctor	21.97	
15120	Tutor	21.97	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.56	***
16030	Counter Attendant	16.56	***
16040	Dry Cleaner	19.00	
16070	Finisher, Flatwork, Machine	16.56	***
16090	Presser, Hand	16.56	***
16110	Presser, Machine, Drycleaning	16.56	***
16130	Presser, Machine, Shirts	16.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.56	***
16190	Sewing Machine Operator	19.80	
16220	Tailor	20.60	
16250	Washer, Machine	17.35	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	29.59	
19040	Tool And Die Maker	34.91	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	25.38	
21030	Material Coordinator	29.70	
21040	Material Expediter	29.70	

Code	Title	Rate	Note
21050	Material Handling Laborer	19.08	
21071	Order Filler	17.06	***
21080	Production Line Worker (Food Processing)	25.38	
21110	Shipping Packer	18.57	
21130	Shipping/Receiving Clerk	18.57	
21140	Store Worker I	17.54	***
21150	Stock Clerk	22.57	
21210	Tools And Parts Attendant	25.38	
21410	Warehouse Specialist	25.38	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	32.25	
23019	Aircraft Logs and Records Technician	26.54	
23021	Aircraft Mechanic I	30.99	
23022	Aircraft Mechanic II	32.25	
23023	Aircraft Mechanic III	33.61	
23040	Aircraft Mechanic Helper	23.30	
23050	Aircraft, Painter	29.59	
23060	Aircraft Servicer	26.54	
23070	Aircraft Survival Flight Equipment Technician	29.59	
23080	Aircraft Worker	28.09	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.09	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.99	
23110	Appliance Mechanic	29.59	
23120	Bicycle Repairer	24.92	
23125	Cable Splicer	42.68	
23130	Carpenter, Maintenance	29.35	
23140	Carpet Layer	28.09	
23160	Electrician, Maintenance	35.17	
23181	Electronics Technician Maintenance I	28.09	
23182	Electronics Technician Maintenance II	29.59	
23183	Electronics Technician Maintenance III	30.99	
23260	Fabric Worker	26.54	
23290	Fire Alarm System Mechanic	30.99	
23310	Fire Extinguisher Repairer	24.92	
23311	Fuel Distribution System Mechanic	30.99	
23312	Fuel Distribution System Operator	24.92	
23370	General Maintenance Worker	23.93	

Code	Title	Rate Note
23380	Ground Support Equipment Mechanic	30.99
23381	Ground Support Equipment Servicer	26.54
23382	Ground Support Equipment Worker	28.09
23391	Gunsmith I	24.92
23392	Gunsmith II	28.09
23393	Gunsmith III	30.99
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.22
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.46
23430	Heavy Equipment Mechanic	33.78
23440	Heavy Equipment Operator	35.48
23460	Instrument Mechanic	30.99
23465	Laboratory/Shelter Mechanic	29.59
23470	Laborer	19.08
23510	Locksmith	29.59
23530	Machinery Maintenance Mechanic	30.06
23550	Machinist, Maintenance	27.72
23580	Maintenance Trades Helper	23.30
23591	Metrology Technician I	30.99
23592	Metrology Technician II	32.25
23593	Metrology Technician III	33.61
23640	Millwright	29.31
23710	Office Appliance Repairer	29.59
23760	Painter, Maintenance	22.55
23790	Pipefitter, Maintenance	34.29
23810	Plumber, Maintenance	32.75
23820	Pneudraulic Systems Mechanic	30.99
23850	Rigger	30.99
23870	Scale Mechanic	28.09
23890	Sheet-Metal Worker, Maintenance	27.74
23910	Small Engine Mechanic	28.09
23931	Telecommunications Mechanic I	29.56
23932	Telecommunications Mechanic II	30.77
23950	Telephone Lineman	31.54
23960	Welder, Combination, Maintenance	23.80
23965	Well Driller	30.99
23970	Woodcraft Worker	30.99
23980	Woodworker	24.92

Code	Title	Rate	Note
24000	Personal Needs Occupations		
24550	Case Manager	25.63	
24570	Child Care Attendant	13.93	***
24580	Child Care Center Clerk	17.38	***
24610	Chore Aide	16.49	***
24620	Family Readiness And Support Services Coordinator	25.63	
24630	Homemaker	25.63	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	33.00	
25040	Sewage Plant Operator	33.43	
25070	Stationary Engineer	33.00	
25190	Ventilation Equipment Tender	24.81	
25210	Water Treatment Plant Operator	33.43	
27000	Protective Service Occupations		
27004	Alarm Monitor	26.53	
27007	Baggage Inspector	18.39	
27008	Corrections Officer	21.92	
27010	Court Security Officer	20.63	
27030	Detection Dog Handler	20.57	
27040	Detention Officer	21.92	
27070	Firefighter	21.74	
27101	Guard I	18.39	
27102	Guard II	20.57	
27131	Police Officer I	35.22	
27132	Police Officer II	39.13	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	17.38	***
28042	Carnival Equipment Repairer	18.59	
28043	Carnival Worker	13.77	***
28210	Gate Attendant/Gate Tender	20.18	
28310	Lifeguard	17.98	
28350	Park Attendant (Aide)	22.57	
28510	Recreation Aide/Health Facility Attendant	16.48	***
28515	Recreation Specialist	27.97	
28630	Sports Official	17.98	
28690	Swimming Pool Operator	20.96	
29000	Stevedoring/Longshoremen Occupational Services		

Code	Title	Rate Note
29010	Blocker And Bracer	28.09
29020	Hatch Tender	28.09
29030	Line Handler	28.09
29041	Stevedore I	26.54
29042	Stevedore II	29.59
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	47.37 see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.66 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.97 see 2
30021	Archeological Technician I	19.67
30022	Archeological Technician II	22.00
30023	Archeological Technician III	27.26
30030	Cartographic Technician	27.26
30040	Civil Engineering Technician	34.09
30051	Cryogenic Technician I	30.19
30052	Cryogenic Technician II	33.35
30061	Drafter/CAD Operator I	19.67
30062	Drafter/CAD Operator II	22.00
30063	Drafter/CAD Operator III	24.54
30064	Drafter/CAD Operator IV	30.19
30081	Engineering Technician I	17.83
30082	Engineering Technician II	20.03
30083	Engineering Technician III	22.41
30084	Engineering Technician IV	27.74
30085	Engineering Technician V	33.24
30086	Engineering Technician VI	41.07
30090	Environmental Technician	27.26
30095	Evidence Control Specialist	27.26
30210	Laboratory Technician	24.54
30221	Latent Fingerprint Technician I	30.19
30222	Latent Fingerprint Technician II	33.35
30240	Mathematical Technician	27.26
30361	Paralegal/Legal Assistant I	22.24
30362	Paralegal/Legal Assistant II	27.56
30363	Paralegal/Legal Assistant III	33.70
30364	Paralegal/Legal Assistant IV	40.79
30375	Petroleum Supply Specialist	33.35

Code	Title	Rate	Note
30390	Photo-Optics Technician	27.26	
30395	Radiation Control Technician	33.35	
30461	Technical Writer I	27.26	
30462	Technical Writer II	33.35	
30463	Technical Writer III	40.34	
30491	Unexploded Ordnance (UXO) Technician I	30.11	
30492	Unexploded Ordnance (UXO) Technician II	36.42	
30493	Unexploded Ordnance (UXO) Technician III	43.66	
30494	Unexploded (UXO) Safety Escort	30.11	
30495	Unexploded (UXO) Sweep Personnel	30.11	
30501	Weather Forecaster I	30.19	
30502	Weather Forecaster II	36.72	
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.54	see 2
30621	Weather Observer, Senior	27.26	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	36.42	
31020	Bus Aide	16.49	***
31030	Bus Driver	21.81	
31043	Driver Courier	19.76	
31260	Parking and Lot Attendant	15.66	***
31290	Shuttle Bus Driver	17.21	***
31310	Taxi Driver	14.81	***
31361	Truckdriver, Light	21.14	
31362	Truckdriver, Medium	22.52	
31363	Truckdriver, Heavy	26.42	
31364	Truckdriver, Tractor-Trailer	26.42	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.75	
99030	Cashier	14.78	***
99050	Desk Clerk	14.89	***
99095	Embalmer	30.11	
99130	Flight Follower	30.11	
99251	Laboratory Animal Caretaker I	24.23	
99252	Laboratory Animal Caretaker II	25.92	
99260	Marketing Analyst	29.95	
99310	Mortician	30.11	
99410	Pest Controller	27.61	

Code	Title	Rate	Note
99510	Photofinishing Worker	15.82	***
99710	Recycling Laborer	21.95	
99711	Recycling Specialist	25.44	
99730	Refuse Collector	20.23	
99810	Sales Clerk	15.68	***
99820	School Crossing Guard	19.20	
99830	Survey Party Chief	26.02	
99831	Surveying Aide	15.21	***
99832	Surveying Technician	19.87	
99840	Vending Machine Attendant	24.23	
99841	Vending Machine Repairer	29.22	
99842	Vending Machine Repairer Helper	24.23	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 employee (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)).

Wage Determination No. : 2015-4951

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Minnesota

Area: Minnesota Counties of Dodge, Fillmore, Olmsted, Wabasha

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	19.53	
01012	Accounting Clerk II	21.92	
01013	Accounting Clerk III	24.52	
01020	Administrative Assistant	29.89	
01035	Court Reporter	23.35	
01041	Customer Service Representative I	17.39	***
01042	Customer Service Representative II	18.98	
01043	Customer Service Representative III	21.32	
01051	Data Entry Operator I	19.44	
01052	Data Entry Operator II	21.21	
01060	Dispatcher, Motor Vehicle	24.38	
01070	Document Preparation Clerk	21.02	
01090	Duplicating Machine Operator	21.02	
01111	General Clerk I	18.50	
01112	General Clerk II	20.19	
01113	General Clerk III	22.65	
01120	Housing Referral Assistant	26.03	
01141	Messenger Courier	15.15	***
01191	Order Clerk I	21.65	
01192	Order Clerk II	23.61	
01261	Personnel Assistant (Employment) I	22.02	
01262	Personnel Assistant (Employment) II	24.63	
01263	Personnel Assistant (Employment) III	27.46	
01270	Production Control Clerk	28.05	
01290	Rental Clerk	17.05	***
01300	Scheduler, Maintenance	20.87	
01311	Secretary I	20.87	
01312	Secretary II	23.35	
01313	Secretary III	26.03	
01320	Service Order Dispatcher	21.80	
01410	Supply Technician	29.89	
01420	Survey Worker	22.66	
01460	Switchboard Operator/Receptionist	18.54	
01531	Travel Clerk I	17.53	***
01532	Travel Clerk II	18.96	
01533	Travel Clerk III	20.43	

Code	Title	Rate	Note
01611	Word Processor I	18.59	
01612	Word Processor II	20.87	
01613	Word Processor III	23.35	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	26.23	
05010	Automotive Electrician	22.35	
05040	Automotive Glass Installer	21.21	
05070	Automotive Worker	21.21	
05110	Mobile Equipment Servicer	18.82	
05130	Motor Equipment Metal Mechanic	23.40	
05160	Motor Equipment Metal Worker	21.21	
05190	Motor Vehicle Mechanic	23.40	
05220	Motor Vehicle Mechanic Helper	17.59	***
05250	Motor Vehicle Upholstery Worker	20.05	
05280	Motor Vehicle Wrecker	21.21	
05310	Painter, Automotive	22.35	
05340	Radiator Repair Specialist	21.21	
05370	Tire Repairer	19.58	
05400	Transmission Repair Specialist	23.40	
07000	Food Preparation And Service Occupations		
07010	Baker	18.17	
07041	Cook I	18.32	
07042	Cook II	20.65	
07070	Dishwasher	14.25	***
07130	Food Service Worker	16.21	***
07210	Meat Cutter	22.22	
07260	Waiter/Waitress	11.94	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	20.49	
09040	Furniture Handler	13.89	***
09080	Furniture Refinisher	20.49	
09090	Furniture Refinisher Helper	16.13	***
09110	Furniture Repairer, Minor	18.38	
09130	Upholsterer	20.49	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.76	***
11060	Elevator Operator	17.95	

Code	Title	Rate	Note
11090	Gardener	23.40	
11122	Housekeeping Aide	17.95	
11150	Janitor	17.95	
11210	Laborer, Grounds Maintenance	18.84	
11240	Maid or Houseman	16.19	***
11260	Pruner	17.33	***
11270	Tractor Operator	21.87	
11330	Trail Maintenance Worker	18.84	
11360	Window Cleaner	19.48	
12000	Health Occupations		
12010	Ambulance Driver	22.05	
12011	Breath Alcohol Technician	24.51	
12012	Certified Occupational Therapist Assistant	33.64	
12015	Certified Physical Therapist Assistant	30.74	
12020	Dental Assistant	28.93	
12025	Dental Hygienist	42.39	
12030	EKG Technician	37.15	
12035	Electroneurodiagnostic Technologist	37.15	
12040	Emergency Medical Technician	22.05	
12071	Licensed Practical Nurse I	21.91	
12072	Licensed Practical Nurse II	24.51	
12073	Licensed Practical Nurse III	27.32	
12100	Medical Assistant	22.92	
12130	Medical Laboratory Technician	31.61	
12160	Medical Record Clerk	23.60	
12190	Medical Record Technician	26.40	
12195	Medical Transcriptionist	23.38	
12210	Nuclear Medicine Technologist	56.72	
12221	Nursing Assistant I	14.02	***
12222	Nursing Assistant II	15.78	***
12223	Nursing Assistant III	17.22	***
12224	Nursing Assistant IV	19.32	
12235	Optical Dispenser	21.63	
12236	Optical Technician	21.91	
12250	Pharmacy Technician	22.67	
12280	Phlebotomist	21.91	
12305	Radiologic Technologist	37.59	

Code	Title	Rate	Note
12311	Registered Nurse I	26.37	
12312	Registered Nurse II	32.26	
12313	Registered Nurse II, Specialist	32.26	
12314	Registered Nurse III	39.03	
12315	Registered Nurse III, Anesthetist	39.03	
12316	Registered Nurse IV	46.78	
12317	Scheduler (Drug and Alcohol Testing)	30.37	
12320	Substance Abuse Treatment Counselor	24.53	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	25.01	
13012	Exhibits Specialist II	31.01	
13013	Exhibits Specialist III	37.92	
13041	Illustrator I	25.01	
13042	Illustrator II	31.01	
13043	Illustrator III	37.92	
13047	Librarian	34.33	
13050	Library Aide/Clerk	17.41	***
13054	Library Information Technology Systems Administrator	31.01	
13058	Library Technician	25.54	
13061	Media Specialist I	22.37	
13062	Media Specialist II	25.01	
13063	Media Specialist III	27.90	
13071	Photographer I	22.17	
13072	Photographer II	24.81	
13073	Photographer III	30.71	
13074	Photographer IV	37.58	
13075	Photographer V	44.46	
13090	Technical Order Library Clerk	21.87	
13110	Video Teleconference Technician	22.37	
14000	Information Technology Occupations		
14041	Computer Operator I	23.72	
14042	Computer Operator II	26.52	
14043	Computer Operator III	29.56	
14044	Computer Operator IV	32.87	
14045	Computer Operator V	36.39	
14071	Computer Programmer I	21.62	see 1
14072	Computer Programmer II	26.79	see 1

Code	Title	Rate	Note
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	23.72	
14160	Personal Computer Support Technician	32.87	
14170	System Support Specialist	36.46	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	35.17	
15020	Aircrew Training Devices Instructor (Rated)	42.54	
15030	Air Crew Training Devices Instructor (Pilot)	49.63	
15050	Computer Based Training Specialist / Instructor	35.17	
15060	Educational Technologist	37.87	
15070	Flight Instructor (Pilot)	49.63	
15080	Graphic Artist	28.22	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.63	
15086	Maintenance Test Pilot, Rotary Wing	49.63	
15088	Non-Maintenance Test/Co-Pilot	49.63	
15090	Technical Instructor	31.32	
15095	Technical Instructor/Course Developer	38.31	
15110	Test Proctor	25.28	
15120	Tutor	25.28	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.56	***
16030	Counter Attendant	16.56	***
16040	Dry Cleaner	19.00	
16070	Finisher, Flatwork, Machine	16.56	***
16090	Presser, Hand	16.56	***
16110	Presser, Machine, Drycleaning	16.56	***
16130	Presser, Machine, Shirts	16.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.56	***
16190	Sewing Machine Operator	19.80	
16220	Tailor	20.60	
16250	Washer, Machine	17.35	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	30.36	

Code	Title	Rate	Note
19040	Tool And Die Maker	35.82	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	23.23	
21030	Material Coordinator	28.05	
21040	Material Expediter	28.05	
21050	Material Handling Laborer	19.91	
21071	Order Filler	17.23	***
21080	Production Line Worker (Food Processing)	23.23	
21110	Shipping Packer	21.44	
21130	Shipping/Receiving Clerk	21.44	
21140	Store Worker I	17.54	***
21150	Stock Clerk	22.57	
21210	Tools And Parts Attendant	23.23	
21410	Warehouse Specialist	23.23	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	35.06	
23019	Aircraft Logs and Records Technician	28.86	
23021	Aircraft Mechanic I	33.68	
23022	Aircraft Mechanic II	35.06	
23023	Aircraft Mechanic III	36.53	
23040	Aircraft Mechanic Helper	25.32	
23050	Aircraft, Painter	32.17	
23060	Aircraft Servicer	28.86	
23070	Aircraft Survival Flight Equipment Technician	32.17	
23080	Aircraft Worker	30.54	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	30.54	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	33.68	
23110	Appliance Mechanic	32.17	
23120	Bicycle Repairer	27.09	
23125	Cable Splicer	41.74	
23130	Carpenter, Maintenance	30.18	
23140	Carpet Layer	30.54	
23160	Electrician, Maintenance	35.67	
23181	Electronics Technician Maintenance I	30.54	
23182	Electronics Technician Maintenance II	32.17	
23183	Electronics Technician Maintenance III	33.68	
23260	Fabric Worker	28.86	

Code	Title	Rate Note
23290	Fire Alarm System Mechanic	33.68
23310	Fire Extinguisher Repairer	27.09
23311	Fuel Distribution System Mechanic	31.68
23312	Fuel Distribution System Operator	25.56
23370	General Maintenance Worker	24.02
23380	Ground Support Equipment Mechanic	33.68
23381	Ground Support Equipment Servicer	28.86
23382	Ground Support Equipment Worker	30.54
23391	Gunsmith I	27.09
23392	Gunsmith II	30.54
23393	Gunsmith III	33.68
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.28
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.52
23430	Heavy Equipment Mechanic	32.36
23440	Heavy Equipment Operator	36.37
23460	Instrument Mechanic	33.68
23465	Laboratory/Shelter Mechanic	32.17
23470	Laborer	19.91
23510	Locksmith	32.17
23530	Machinery Maintenance Mechanic	30.51
23550	Machinist, Maintenance	28.46
23580	Maintenance Trades Helper	18.98
23591	Metrology Technician I	33.68
23592	Metrology Technician II	35.06
23593	Metrology Technician III	36.53
23640	Millwright	33.68
23710	Office Appliance Repairer	24.77
23760	Painter, Maintenance	28.03
23790	Pipefitter, Maintenance	42.59
23810	Plumber, Maintenance	40.68
23820	Pneudraulic Systems Mechanic	33.68
23850	Rigger	33.68
23870	Scale Mechanic	30.54
23890	Sheet-Metal Worker, Maintenance	30.08
23910	Small Engine Mechanic	24.23
23931	Telecommunications Mechanic I	30.97
23932	Telecommunications Mechanic II	33.73

Code	Title	Rate	Note
23950	Telephone Lineman	31.26	
23960	Welder, Combination, Maintenance	25.93	
23965	Well Driller	33.68	
23970	Woodcraft Worker	33.68	
23980	Woodworker	27.09	
24000 Personal Needs Occupations			
24550	Case Manager	21.88	
24570	Child Care Attendant	14.52	***
24580	Child Care Center Clerk	18.11	
24610	Chore Aide	16.39	***
24620	Family Readiness And Support Services Coordinator	21.88	
24630	Homemaker	21.88	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	34.02	
25040	Sewage Plant Operator	35.41	
25070	Stationary Engineer	34.02	
25190	Ventilation Equipment Tender	25.59	
25210	Water Treatment Plant Operator	35.41	
27000 Protective Service Occupations			
27004	Alarm Monitor	30.45	
27007	Baggage Inspector	18.79	
27008	Corrections Officer	29.83	
27010	Court Security Officer	26.28	
27030	Detection Dog Handler	21.01	
27040	Detention Officer	29.83	
27070	Firefighter	22.72	
27101	Guard I	18.79	
27102	Guard II	21.01	
27131	Police Officer I	33.56	
27132	Police Officer II	37.29	
28000 Recreation Occupations			
28041	Carnival Equipment Operator	17.81	
28042	Carnival Equipment Repairer	19.04	
28043	Carnival Worker	14.16	***
28210	Gate Attendant/Gate Tender	21.32	
28310	Lifeguard	15.70	***
28350	Park Attendant (Aide)	23.85	

Code	Title	Rate Note
28510	Recreation Aide/Health Facility Attendant	17.41 ***
28515	Recreation Specialist	29.55
28630	Sports Official	19.00
28690	Swimming Pool Operator	21.47
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	30.54
29020	Hatch Tender	30.54
29030	Line Handler	30.54
29041	Stevedore I	28.86
29042	Stevedore II	32.17
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	47.37 see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.66 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.97 see 2
30021	Archeological Technician I	21.40
30022	Archeological Technician II	23.93
30023	Archeological Technician III	29.65
30030	Cartographic Technician	29.65
30040	Civil Engineering Technician	34.45
30051	Cryogenic Technician I	31.82
30052	Cryogenic Technician II	35.16
30061	Drafter/CAD Operator I	21.40
30062	Drafter/CAD Operator II	23.93
30063	Drafter/CAD Operator III	26.69
30064	Drafter/CAD Operator IV	32.84
30081	Engineering Technician I	17.82
30082	Engineering Technician II	20.02
30083	Engineering Technician III	22.39
30084	Engineering Technician IV	27.74
30085	Engineering Technician V	33.14
30086	Engineering Technician VI	41.05
30090	Environmental Technician	29.65
30095	Evidence Control Specialist	28.72
30210	Laboratory Technician	26.69
30221	Latent Fingerprint Technician I	31.82
30222	Latent Fingerprint Technician II	35.16
30240	Mathematical Technician	29.65

Code	Title	Rate	Note
30361	Paralegal/Legal Assistant I	21.45	
30362	Paralegal/Legal Assistant II	26.58	
30363	Paralegal/Legal Assistant III	32.52	
30364	Paralegal/Legal Assistant IV	39.33	
30375	Petroleum Supply Specialist	35.16	
30390	Photo-Optics Technician	29.65	
30395	Radiation Control Technician	35.16	
30461	Technical Writer I	29.65	
30462	Technical Writer II	36.28	
30463	Technical Writer III	43.88	
30491	Unexploded Ordnance (UXO) Technician I	30.11	
30492	Unexploded Ordnance (UXO) Technician II	36.42	
30493	Unexploded Ordnance (UXO) Technician III	43.66	
30494	Unexploded (UXO) Safety Escort	30.11	
30495	Unexploded (UXO) Sweep Personnel	30.11	
30501	Weather Forecaster I	32.84	
30502	Weather Forecaster II	39.95	
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.69	see 2
30621	Weather Observer, Senior	29.65	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	36.42	
31020	Bus Aide	17.10	***
31030	Bus Driver	22.62	
31043	Driver Courier	19.86	
31260	Parking and Lot Attendant	16.80	***
31290	Shuttle Bus Driver	16.41	***
31310	Taxi Driver	15.28	***
31361	Truckdriver, Light	21.24	
31362	Truckdriver, Medium	22.62	
31363	Truckdriver, Heavy	27.30	
31364	Truckdriver, Tractor-Trailer	27.30	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.75	
99030	Cashier	15.28	***
99050	Desk Clerk	16.20	***
99095	Embalmer	30.11	
99130	Flight Follower	30.11	

Code	Title	Rate	Note
99251	Laboratory Animal Caretaker I	20.44	
99252	Laboratory Animal Caretaker II	21.86	
99260	Marketing Analyst	34.32	
99310	Mortician	30.11	
99410	Pest Controller	27.61	
99510	Photofinishing Worker	15.82	***
99710	Recycling Laborer	24.89	
99711	Recycling Specialist	28.86	
99730	Refuse Collector	22.95	
99810	Sales Clerk	16.10	***
99820	School Crossing Guard	19.20	
99830	Survey Party Chief	26.02	
99831	Surveying Aide	15.21	***
99832	Surveying Technician	19.87	
99840	Vending Machine Attendant	24.23	
99841	Vending Machine Repairer	29.22	
99842	Vending Machine Repairer Helper	24.23	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4953

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Minnesota

Area: Minnesota Counties of Benton, Stearns

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	18.21	
01012	Accounting Clerk II	20.45	
01013	Accounting Clerk III	22.87	
01020	Administrative Assistant	30.42	
01035	Court Reporter	22.85	
01041	Customer Service Representative I	16.89	***
01042	Customer Service Representative II	18.43	
01043	Customer Service Representative III	20.69	
01051	Data Entry Operator I	16.49	***
01052	Data Entry Operator II	17.99	
01060	Dispatcher, Motor Vehicle	25.59	
01070	Document Preparation Clerk	18.20	
01090	Duplicating Machine Operator	18.20	
01111	General Clerk I	17.21	***
01112	General Clerk II	18.78	
01113	General Clerk III	21.07	
01120	Housing Referral Assistant	25.48	
01141	Messenger Courier	16.82	***
01191	Order Clerk I	16.68	***
01192	Order Clerk II	18.20	
01261	Personnel Assistant (Employment) I	20.23	
01262	Personnel Assistant (Employment) II	22.63	
01263	Personnel Assistant (Employment) III	25.24	
01270	Production Control Clerk	25.66	
01290	Rental Clerk	16.29	***
01300	Scheduler, Maintenance	20.43	

Code	Title	Rate	Note
01311	Secretary I	20.43	
01312	Secretary II	22.85	
01313	Secretary III	25.48	
01320	Service Order Dispatcher	22.88	
01410	Supply Technician	30.42	
01420	Survey Worker	19.21	
01460	Switchboard Operator/Receptionist	16.83	***
01531	Travel Clerk I	17.30	***
01532	Travel Clerk II	18.59	
01533	Travel Clerk III	20.43	
01611	Word Processor I	18.20	
01612	Word Processor II	20.43	
01613	Word Processor III	22.85	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.08	
05010	Automotive Electrician	22.03	
05040	Automotive Glass Installer	21.11	
05070	Automotive Worker	21.11	
05110	Mobile Equipment Servicer	19.02	
05130	Motor Equipment Metal Mechanic	22.95	
05160	Motor Equipment Metal Worker	21.11	
05190	Motor Vehicle Mechanic	22.95	
05220	Motor Vehicle Mechanic Helper	17.75	
05250	Motor Vehicle Upholstery Worker	20.25	
05280	Motor Vehicle Wrecker	21.11	
05310	Painter, Automotive	22.03	
05340	Radiator Repair Specialist	21.11	
05370	Tire Repairer	18.33	
05400	Transmission Repair Specialist	22.95	
07000	Food Preparation And Service Occupations		
07010	Baker	16.77	***
07041	Cook I	18.16	
07042	Cook II	20.15	
07070	Dishwasher	13.96	***
07130	Food Service Worker	15.86	***
07210	Meat Cutter	20.05	
07260	Waiter/Waitress	11.92	***

Code	Title	Rate	Note
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.31	
09040	Furniture Handler	15.48	***
09080	Furniture Refinisher	22.31	
09090	Furniture Refinisher Helper	17.97	
09110	Furniture Repairer, Minor	20.51	
09130	Upholsterer	22.31	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	17.11	***
11060	Elevator Operator	17.17	***
11090	Gardener	23.04	
11122	Housekeeping Aide	17.17	***
11150	Janitor	17.17	***
11210	Laborer, Grounds Maintenance	18.52	
11240	Maid or Houseman	15.70	***
11260	Pruner	17.03	***
11270	Tractor Operator	21.51	
11330	Trail Maintenance Worker	18.52	
11360	Window Cleaner	18.67	
12000	Health Occupations		
12010	Ambulance Driver	22.61	
12011	Breath Alcohol Technician	22.61	
12012	Certified Occupational Therapist Assistant	31.03	
12015	Certified Physical Therapist Assistant	28.67	
12020	Dental Assistant	26.84	
12025	Dental Hygienist	39.68	
12030	EKG Technician	34.28	
12035	Electroneurodiagnostic Technologist	34.28	
12040	Emergency Medical Technician	22.61	
12071	Licensed Practical Nurse I	20.22	
12072	Licensed Practical Nurse II	22.61	
12073	Licensed Practical Nurse III	25.22	
12100	Medical Assistant	21.35	
12130	Medical Laboratory Technician	29.91	
12160	Medical Record Clerk	22.87	
12190	Medical Record Technician	25.58	
12195	Medical Transcriptionist	24.86	

Code	Title	Rate	Note
12210	Nuclear Medicine Technologist	49.70	
12221	Nursing Assistant I	14.30	***
12222	Nursing Assistant II	16.07	***
12223	Nursing Assistant III	17.53	***
12224	Nursing Assistant IV	19.70	
12235	Optical Dispenser	18.68	
12236	Optical Technician	17.46	***
12250	Pharmacy Technician	20.85	
12280	Phlebotomist	19.56	
12305	Radiologic Technologist	34.57	
12311	Registered Nurse I	27.86	
12312	Registered Nurse II	34.06	
12313	Registered Nurse II, Specialist	34.06	
12314	Registered Nurse III	41.21	
12315	Registered Nurse III, Anesthetist	41.21	
12316	Registered Nurse IV	49.40	
12317	Scheduler (Drug and Alcohol Testing)	28.02	
12320	Substance Abuse Treatment Counselor	25.06	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	24.54	
13012	Exhibits Specialist II	30.42	
13013	Exhibits Specialist III	37.18	
13041	Illustrator I	24.54	
13042	Illustrator II	30.42	
13043	Illustrator III	37.18	
13047	Librarian	33.67	
13050	Library Aide/Clerk	18.47	
13054	Library Information Technology Systems Administrator	30.42	
13058	Library Technician	23.20	
13061	Media Specialist I	21.95	
13062	Media Specialist II	24.54	
13063	Media Specialist III	27.36	
13071	Photographer I	21.95	
13072	Photographer II	24.54	
13073	Photographer III	30.42	
13074	Photographer IV	37.18	
13075	Photographer V	44.99	

Code	Title	Rate	Note
13090	Technical Order Library Clerk	23.20	
13110	Video Teleconference Technician	23.91	
14000	Information Technology Occupations		
14041	Computer Operator I	21.23	
14042	Computer Operator II	23.75	
14043	Computer Operator III	26.49	
14044	Computer Operator IV	29.43	
14045	Computer Operator V	32.59	
14071	Computer Programmer I	22.71	see 1
14072	Computer Programmer II		see 1
14073	Computer Programmer III		see 1
14074	Computer Programmer IV		see 1
14101	Computer Systems Analyst I		see 1
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	21.23	
14160	Personal Computer Support Technician	29.43	
14170	System Support Specialist	32.59	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	35.10	
15020	Aircrew Training Devices Instructor (Rated)	42.46	
15030	Air Crew Training Devices Instructor (Pilot)	50.91	
15050	Computer Based Training Specialist / Instructor	35.10	
15060	Educational Technologist	35.57	
15070	Flight Instructor (Pilot)	50.91	
15080	Graphic Artist	25.87	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	50.91	
15086	Maintenance Test Pilot, Rotary Wing	50.91	
15088	Non-Maintenance Test/Co-Pilot	50.91	
15090	Technical Instructor	25.99	
15095	Technical Instructor/Course Developer	31.79	
15110	Test Proctor	20.97	
15120	Tutor	20.97	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.63	***
16030	Counter Attendant	16.63	***
16040	Dry Cleaner	19.02	

Code	Title	Rate	Note
16070	Finisher, Flatwork, Machine	16.63	***
16090	Presser, Hand	16.63	***
16110	Presser, Machine, Drycleaning	16.63	***
16130	Presser, Machine, Shirts	16.63	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.63	***
16190	Sewing Machine Operator	19.82	
16220	Tailor	20.62	
16250	Washer, Machine	17.43	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	27.94	
19040	Tool And Die Maker	32.60	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.62	
21030	Material Coordinator	25.66	
21040	Material Expediter	25.66	
21050	Material Handling Laborer	18.75	
21071	Order Filler	17.26	***
21080	Production Line Worker (Food Processing)	21.62	
21110	Shipping Packer	20.83	
21130	Shipping/Receiving Clerk	20.83	
21140	Store Worker I	18.32	
21150	Stock Clerk	23.65	
21210	Tools And Parts Attendant	21.62	
21410	Warehouse Specialist	21.62	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	33.36	
23019	Aircraft Logs and Records Technician	28.23	
23021	Aircraft Mechanic I	32.01	
23022	Aircraft Mechanic II	33.36	
23023	Aircraft Mechanic III	34.64	
23040	Aircraft Mechanic Helper	24.76	
23050	Aircraft, Painter	30.73	
23060	Aircraft Servicer	28.23	
23070	Aircraft Survival Flight Equipment Technician	30.73	
23080	Aircraft Worker	29.44	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	29.44	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	32.01	

Code	Title	Rate	Note
23110	Appliance Mechanic	27.94	
23120	Bicycle Repairer	26.37	
23125	Cable Splicer	35.53	
23130	Carpenter, Maintenance	27.80	
23140	Carpet Layer	29.27	
23160	Electrician, Maintenance	33.47	
23181	Electronics Technician Maintenance I	29.27	
23182	Electronics Technician Maintenance II	30.56	
23183	Electronics Technician Maintenance III	31.83	
23260	Fabric Worker	28.09	
23290	Fire Alarm System Mechanic	32.38	
23310	Fire Extinguisher Repairer	26.37	
23311	Fuel Distribution System Mechanic	31.83	
23312	Fuel Distribution System Operator	26.37	
23370	General Maintenance Worker	24.50	
23380	Ground Support Equipment Mechanic	32.01	
23381	Ground Support Equipment Servicer	28.23	
23382	Ground Support Equipment Worker	29.44	
23391	Gunsmith I	26.37	
23392	Gunsmith II	29.27	
23393	Gunsmith III	31.83	
23410	Heating, Ventilation And Air-Conditioning Mechanic	31.60	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.94	
23430	Heavy Equipment Mechanic	34.49	
23440	Heavy Equipment Operator	32.00	
23460	Instrument Mechanic	31.83	
23465	Laboratory/Shelter Mechanic	30.56	
23470	Laborer	18.75	
23510	Locksmith	30.56	
23530	Machinery Maintenance Mechanic	29.34	
23550	Machinist, Maintenance	28.75	
23580	Maintenance Trades Helper	17.41	***
23591	Metrology Technician I	31.83	
23592	Metrology Technician II	33.18	
23593	Metrology Technician III	34.44	
23640	Millwright	31.83	
23710	Office Appliance Repairer	21.82	

Code	Title	Rate Note
23760	Painter, Maintenance	27.98
23790	Pipefitter, Maintenance	37.85
23810	Plumber, Maintenance	36.34
23820	Pneudraulic Systems Mechanic	31.83
23850	Rigger	31.83
23870	Scale Mechanic	29.27
23890	Sheet-Metal Worker, Maintenance	28.98
23910	Small Engine Mechanic	22.30
23931	Telecommunications Mechanic I	33.54
23932	Telecommunications Mechanic II	34.96
23950	Telephone Lineman	24.88
23960	Welder, Combination, Maintenance	27.19
23965	Well Driller	30.17
23970	Woodcraft Worker	31.83
23980	Woodworker	26.37
24000 Personal Needs Occupations		
24550	Case Manager	20.47
24570	Child Care Attendant	14.45 ***
24580	Child Care Center Clerk	18.02
24610	Chore Aide	16.52 ***
24620	Family Readiness And Support Services Coordinator	20.47
24630	Homemaker	20.47
25000 Plant And System Operations Occupations		
25010	Boiler Tender	32.64
25040	Sewage Plant Operator	30.61
25070	Stationary Engineer	32.64
25190	Ventilation Equipment Tender	25.25
25210	Water Treatment Plant Operator	30.61
27000 Protective Service Occupations		
27004	Alarm Monitor	21.93
27007	Baggage Inspector	18.05
27008	Corrections Officer	29.39
27010	Court Security Officer	22.83
27030	Detection Dog Handler	20.18
27040	Detention Officer	29.39
27070	Firefighter	22.35
27101	Guard I	18.05

Code	Title	Rate	Note
27102	Guard II	20.18	
27131	Police Officer I	33.11	
27132	Police Officer II	36.80	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	17.47	***
28042	Carnival Equipment Repairer	18.71	
28043	Carnival Worker	13.83	***
28210	Gate Attendant/Gate Tender	21.23	
28310	Lifeguard	15.40	***
28350	Park Attendant (Aide)	23.75	
28510	Recreation Aide/Health Facility Attendant	17.34	***
28515	Recreation Specialist	29.43	
28630	Sports Official	18.92	
28690	Swimming Pool Operator	20.77	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	29.27	
29020	Hatch Tender	29.27	
29030	Line Handler	29.27	
29041	Stevedore I	28.09	
29042	Stevedore II	30.56	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	49.20	see 2
30011	Air Traffic Control Specialist, Station (HFO)	33.94	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	37.37	see 2
30021	Archeological Technician I	21.47	
30022	Archeological Technician II	24.01	
30023	Archeological Technician III	29.74	
30030	Cartographic Technician	29.74	
30040	Civil Engineering Technician	34.09	
30051	Cryogenic Technician I	32.95	
30052	Cryogenic Technician II	36.39	
30061	Drafter/CAD Operator I	21.47	
30062	Drafter/CAD Operator II	24.01	
30063	Drafter/CAD Operator III	26.76	
30064	Drafter/CAD Operator IV	32.95	
30081	Engineering Technician I	19.31	
30082	Engineering Technician II	21.67	

Code	Title	Rate Note
30083	Engineering Technician III	24.24
30084	Engineering Technician IV	30.03
30085	Engineering Technician V	36.73
30086	Engineering Technician VI	44.44
30090	Environmental Technician	29.74
30095	Evidence Control Specialist	29.74
30210	Laboratory Technician	26.76
30221	Latent Fingerprint Technician I	32.95
30222	Latent Fingerprint Technician II	36.39
30240	Mathematical Technician	29.74
30361	Paralegal/Legal Assistant I	23.35
30362	Paralegal/Legal Assistant II	28.94
30363	Paralegal/Legal Assistant III	35.39
30364	Paralegal/Legal Assistant IV	42.81
30375	Petroleum Supply Specialist	36.39
30390	Photo-Optics Technician	29.74
30395	Radiation Control Technician	36.39
30461	Technical Writer I	29.74
30462	Technical Writer II	36.39
30463	Technical Writer III	44.03
30491	Unexploded Ordnance (UXO) Technician I	31.27
30492	Unexploded Ordnance (UXO) Technician II	37.84
30493	Unexploded Ordnance (UXO) Technician III	45.35
30494	Unexploded (UXO) Safety Escort	31.27
30495	Unexploded (UXO) Sweep Personnel	31.27
30501	Weather Forecaster I	32.95
30502	Weather Forecaster II	40.08
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.76 see 2
30621	Weather Observer, Senior	29.74 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	37.84
31020	Bus Aide	16.92 ***
31030	Bus Driver	22.42
31043	Driver Courier	19.65
31260	Parking and Lot Attendant	15.00 ***
31290	Shuttle Bus Driver	18.92
31310	Taxi Driver	14.10 ***

Code	Title	Rate	Note
31361	Truckdriver, Light	21.05	
31362	Truckdriver, Medium	22.42	
31363	Truckdriver, Heavy	28.13	
31364	Truckdriver, Tractor-Trailer	28.13	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	18.45	
99030	Cashier	14.51	***
99050	Desk Clerk	15.26	***
99095	Embalmer	31.27	
99130	Flight Follower	31.27	
99251	Laboratory Animal Caretaker I	22.00	
99252	Laboratory Animal Caretaker II	23.57	
99260	Marketing Analyst	30.12	
99310	Mortician	31.27	
99410	Pest Controller	28.99	
99510	Photofinishing Worker	16.43	***
99710	Recycling Laborer	21.88	
99711	Recycling Specialist	25.41	
99730	Refuse Collector	20.12	
99810	Sales Clerk	15.81	***
99820	School Crossing Guard	20.30	
99830	Survey Party Chief	27.03	
99831	Surveying Aide	15.82	***
99832	Surveying Technician	20.64	
99840	Vending Machine Attendant	25.41	
99841	Vending Machine Repairer	30.21	
99842	Vending Machine Repairer Helper	25.41	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4955

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Minnesota

Area: Minnesota Counties of Becker, Beltrami, Cass, Clearwater, Crow Wing, Hubbard, Kittson, Lake of The Woo, Mahnomen, Marshall, Norman, Otter Tail, Pennington, Red Lake, Roseau, Wadena, Wilkin

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.78	
01012	Accounting Clerk II	19.95	
01013	Accounting Clerk III	22.32	
01020	Administrative Assistant	28.84	
01035	Court Reporter	31.91	
01041	Customer Service Representative I	17.05	***
01042	Customer Service Representative II	18.61	
01043	Customer Service Representative III	20.88	
01051	Data Entry Operator I	17.61	***
01052	Data Entry Operator II	19.22	
01060	Dispatcher, Motor Vehicle	25.30	
01070	Document Preparation Clerk	18.14	
01090	Duplicating Machine Operator	18.14	
01111	General Clerk I	16.14	***
01112	General Clerk II	17.61	***
01113	General Clerk III	19.76	
01120	Housing Referral Assistant	24.85	
01141	Messenger Courier	16.76	***
01191	Order Clerk I	17.46	***

Code	Title	Rate Note
01192	Order Clerk II	19.05
01261	Personnel Assistant (Employment) I	19.43
01262	Personnel Assistant (Employment) II	21.73
01263	Personnel Assistant (Employment) III	24.22
01270	Production Control Clerk	27.06
01290	Rental Clerk	16.96 ***
01300	Scheduler, Maintenance	19.93
01311	Secretary I	19.93
01312	Secretary II	22.29
01313	Secretary III	24.85
01320	Service Order Dispatcher	21.43
01410	Supply Technician	28.84
01420	Survey Worker	18.56
01460	Switchboard Operator/Receptionist	16.62 ***
01531	Travel Clerk I	17.75
01532	Travel Clerk II	19.70
01533	Travel Clerk III	21.19
01611	Word Processor I	17.75
01612	Word Processor II	19.93
01613	Word Processor III	22.29
05000	Automotive Service Occupations	
05005	Automobile Body Repairer, Fiberglass	23.13
05010	Automotive Electrician	21.12
05040	Automotive Glass Installer	20.00
05070	Automotive Worker	20.00
05110	Mobile Equipment Servicer	17.69 ***
05130	Motor Equipment Metal Mechanic	22.10
05160	Motor Equipment Metal Worker	20.00
05190	Motor Vehicle Mechanic	22.10
05220	Motor Vehicle Mechanic Helper	16.49 ***
05250	Motor Vehicle Upholstery Worker	18.86
05280	Motor Vehicle Wrecker	20.00
05310	Painter, Automotive	21.12
05340	Radiator Repair Specialist	20.00
05370	Tire Repairer	18.59
05400	Transmission Repair Specialist	22.10
07000	Food Preparation And Service Occupations	

Code	Title	Rate	Note
07010	Baker	16.73	***
07041	Cook I	17.93	
07042	Cook II	20.27	
07070	Dishwasher	13.93	***
07130	Food Service Worker	14.54	***
07210	Meat Cutter	19.86	
07260	Waiter/Waitress	11.41	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	23.13	
09040	Furniture Handler	13.49	***
09080	Furniture Refinisher	19.62	
09090	Furniture Refinisher Helper	15.93	***
09110	Furniture Repairer, Minor	17.35	***
09130	Upholsterer	20.20	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.91	***
11060	Elevator Operator	16.91	***
11090	Gardener	22.51	
11122	Housekeeping Aide	17.70	***
11150	Janitor	17.70	***
11210	Laborer, Grounds Maintenance	18.04	
11240	Maid or Houseman	15.59	***
11260	Pruner	16.54	***
11270	Tractor Operator	20.98	
11330	Trail Maintenance Worker	18.04	
11360	Window Cleaner	19.30	
12000	Health Occupations		
12010	Ambulance Driver	18.85	
12011	Breath Alcohol Technician	22.76	
12012	Certified Occupational Therapist Assistant	28.37	
12015	Certified Physical Therapist Assistant	29.50	
12020	Dental Assistant	26.30	
12025	Dental Hygienist	40.17	
12030	EKG Technician	34.49	
12035	Electroneurodiagnostic Technologist	34.49	
12040	Emergency Medical Technician	18.85	
12071	Licensed Practical Nurse I	20.35	

Code	Title	Rate	Note
12072	Licensed Practical Nurse II	22.76	
12073	Licensed Practical Nurse III	25.38	
12100	Medical Assistant	22.93	
12130	Medical Laboratory Technician	30.02	
12160	Medical Record Clerk	22.31	
12190	Medical Record Technician	24.95	
12195	Medical Transcriptionist	22.15	
12210	Nuclear Medicine Technologist	50.02	
12221	Nursing Assistant I	13.55	***
12222	Nursing Assistant II	15.25	***
12223	Nursing Assistant III	16.64	***
12224	Nursing Assistant IV	18.67	
12235	Optical Dispenser	20.40	
12236	Optical Technician	20.35	
12250	Pharmacy Technician	21.31	
12280	Phlebotomist	17.81	
12305	Radiologic Technologist	34.03	
12311	Registered Nurse I	27.00	
12312	Registered Nurse II	33.02	
12313	Registered Nurse II, Specialist	33.02	
12314	Registered Nurse III	39.95	
12315	Registered Nurse III, Anesthetist	39.95	
12316	Registered Nurse IV	47.88	
12317	Scheduler (Drug and Alcohol Testing)	28.20	
12320	Substance Abuse Treatment Counselor	23.35	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	21.28	
13012	Exhibits Specialist II	26.36	
13013	Exhibits Specialist III	32.24	
13041	Illustrator I	21.28	
13042	Illustrator II	26.36	
13043	Illustrator III	32.24	
13047	Librarian	29.19	
13050	Library Aide/Clerk	14.91	***
13054	Library Information Technology Systems Administrator	26.36	
13058	Library Technician	20.30	
13061	Media Specialist I	19.03	

Code	Title	Rate	Note
13062	Media Specialist II	21.28	
13063	Media Specialist III	23.71	
13071	Photographer I	18.87	
13072	Photographer II	21.28	
13073	Photographer III	26.36	
13074	Photographer IV	32.24	
13075	Photographer V	39.02	
13090	Technical Order Library Clerk	18.73	
13110	Video Teleconference Technician	19.77	
14000	Information Technology Occupations		
14041	Computer Operator I	21.27	
14042	Computer Operator II	23.79	
14043	Computer Operator III	26.53	
14044	Computer Operator IV	29.47	
14045	Computer Operator V	32.64	
14071	Computer Programmer I	22.40	see 1
14072	Computer Programmer II		see 1
14073	Computer Programmer III		see 1
14074	Computer Programmer IV		see 1
14101	Computer Systems Analyst I		see 1
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	21.27	
14160	Personal Computer Support Technician	29.47	
14170	System Support Specialist	32.64	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	34.00	
15020	Aircrew Training Devices Instructor (Rated)	41.13	
15030	Air Crew Training Devices Instructor (Pilot)	49.30	
15050	Computer Based Training Specialist / Instructor	34.00	
15060	Educational Technologist	37.02	
15070	Flight Instructor (Pilot)	49.30	
15080	Graphic Artist	23.37	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.30	
15086	Maintenance Test Pilot, Rotary Wing	49.30	
15088	Non-Maintenance Test/Co-Pilot	49.30	
15090	Technical Instructor	24.39	

Code	Title	Rate	Note
15095	Technical Instructor/Course Developer	29.82	
15110	Test Proctor	19.68	
15120	Tutor	19.68	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.56	***
16030	Counter Attendant	16.56	***
16040	Dry Cleaner	19.00	
16070	Finisher, Flatwork, Machine	16.56	***
16090	Presser, Hand	16.56	***
16110	Presser, Machine, Drycleaning	16.56	***
16130	Presser, Machine, Shirts	16.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.56	***
16190	Sewing Machine Operator	19.80	
16220	Tailor	20.60	
16250	Washer, Machine	17.35	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.08	
19040	Tool And Die Maker	29.45	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.44	
21030	Material Coordinator	27.06	
21040	Material Expediter	27.06	
21050	Material Handling Laborer	19.23	
21071	Order Filler	17.41	***
21080	Production Line Worker (Food Processing)	21.44	
21110	Shipping Packer	21.67	
21130	Shipping/Receiving Clerk	21.67	
21140	Store Worker I	16.83	***
21150	Stock Clerk	21.63	
21210	Tools And Parts Attendant	21.44	
21410	Warehouse Specialist	21.44	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	27.80	
23019	Aircraft Logs and Records Technician	22.96	
23021	Aircraft Mechanic I	26.76	
23022	Aircraft Mechanic II	27.80	
23023	Aircraft Mechanic III	28.86	

Code	Title	Rate Note
23040	Aircraft Mechanic Helper	20.70
23050	Aircraft, Painter	25.62
23060	Aircraft Servicer	22.96
23070	Aircraft Survival Flight Equipment Technician	25.62
23080	Aircraft Worker	24.31
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.31
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	26.76
23110	Appliance Mechanic	28.73
23120	Bicycle Repairer	24.05
23125	Cable Splicer	46.68
23130	Carpenter, Maintenance	26.62
23140	Carpet Layer	27.19
23160	Electrician, Maintenance	30.86
23181	Electronics Technician Maintenance I	31.01
23182	Electronics Technician Maintenance II	32.74
23183	Electronics Technician Maintenance III	34.27
23260	Fabric Worker	25.64
23290	Fire Alarm System Mechanic	30.12
23310	Fire Extinguisher Repairer	24.05
23311	Fuel Distribution System Mechanic	39.40
23312	Fuel Distribution System Operator	31.48
23370	General Maintenance Worker	23.09
23380	Ground Support Equipment Mechanic	26.76
23381	Ground Support Equipment Servicer	22.96
23382	Ground Support Equipment Worker	24.31
23391	Gunsmith I	24.05
23392	Gunsmith II	27.19
23393	Gunsmith III	30.12
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.19
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.33
23430	Heavy Equipment Mechanic	30.73
23440	Heavy Equipment Operator	31.23
23460	Instrument Mechanic	30.12
23465	Laboratory/Shelter Mechanic	28.73
23470	Laborer	19.23
23510	Locksmith	28.73
23530	Machinery Maintenance Mechanic	29.41

Code	Title	Rate	Note
23550	Machinist, Maintenance	23.32	
23580	Maintenance Trades Helper	18.28	
23591	Metrology Technician I	30.12	
23592	Metrology Technician II	31.29	
23593	Metrology Technician III	32.47	
23640	Millwright	38.61	
23710	Office Appliance Repairer	25.55	
23760	Painter, Maintenance	22.63	
23790	Pipefitter, Maintenance	29.96	
23810	Plumber, Maintenance	28.63	
23820	Pneudraulic Systems Mechanic	30.12	
23850	Rigger	30.12	
23870	Scale Mechanic	27.19	
23890	Sheet-Metal Worker, Maintenance	36.18	
23910	Small Engine Mechanic	21.32	
23931	Telecommunications Mechanic I	30.94	
23932	Telecommunications Mechanic II	32.14	
23950	Telephone Lineman	26.51	
23960	Welder, Combination, Maintenance	23.68	
23965	Well Driller	28.75	
23970	Woodcraft Worker	30.12	
23980	Woodworker	24.05	
24000	Personal Needs Occupations		
24550	Case Manager	20.89	
24570	Child Care Attendant	14.62	***
24580	Child Care Center Clerk	18.24	
24610	Chore Aide	16.48	***
24620	Family Readiness And Support Services Coordinator	20.89	
24630	Homemaker	20.89	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	30.62	
25040	Sewage Plant Operator	30.54	
25070	Stationary Engineer	30.62	
25190	Ventilation Equipment Tender	22.79	
25210	Water Treatment Plant Operator	30.54	
27000	Protective Service Occupations		
27004	Alarm Monitor	26.16	

Code	Title	Rate	Note
27007	Baggage Inspector	18.63	
27008	Corrections Officer	25.36	
27010	Court Security Officer	20.66	
27030	Detection Dog Handler	20.84	
27040	Detention Officer	25.36	
27070	Firefighter	18.96	
27101	Guard I	18.63	
27102	Guard II	20.84	
27131	Police Officer I	29.12	
27132	Police Officer II	32.36	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	17.23	***
28042	Carnival Equipment Repairer	18.48	
28043	Carnival Worker	13.50	***
28210	Gate Attendant/Gate Tender	20.21	
28310	Lifeguard	13.11	***
28350	Park Attendant (Aide)	22.59	
28510	Recreation Aide/Health Facility Attendant	16.50	***
28515	Recreation Specialist	27.07	
28630	Sports Official	18.01	
28690	Swimming Pool Operator	20.90	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	27.19	
29020	Hatch Tender	27.19	
29030	Line Handler	27.19	
29041	Stevedore I	25.64	
29042	Stevedore II	28.73	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	18.93	
30022	Archeological Technician II	21.17	
30023	Archeological Technician III	26.23	
30030	Cartographic Technician	26.23	
30040	Civil Engineering Technician	33.26	
30051	Cryogenic Technician I	29.05	

Code	Title	Rate	Note
30052	Cryogenic Technician II	32.09	
30061	Drafter/CAD Operator I	18.93	
30062	Drafter/CAD Operator II	21.17	
30063	Drafter/CAD Operator III	23.61	
30064	Drafter/CAD Operator IV	29.05	
30081	Engineering Technician I	16.78	***
30082	Engineering Technician II	18.83	
30083	Engineering Technician III	21.06	
30084	Engineering Technician IV	26.09	
30085	Engineering Technician V	31.92	
30086	Engineering Technician VI	38.62	
30090	Environmental Technician	23.54	
30095	Evidence Control Specialist	26.23	
30210	Laboratory Technician	23.61	
30221	Latent Fingerprint Technician I	29.05	
30222	Latent Fingerprint Technician II	32.09	
30240	Mathematical Technician	26.23	
30361	Paralegal/Legal Assistant I	21.17	
30362	Paralegal/Legal Assistant II	26.23	
30363	Paralegal/Legal Assistant III	32.09	
30364	Paralegal/Legal Assistant IV	38.82	
30375	Petroleum Supply Specialist	32.09	
30390	Photo-Optics Technician	26.23	
30395	Radiation Control Technician	32.09	
30461	Technical Writer I	24.39	
30462	Technical Writer II	29.84	
30463	Technical Writer III	36.09	
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	29.05	
30502	Weather Forecaster II	35.34	
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.61	see 2
30621	Weather Observer, Senior	26.23	see 2
31000	Transportation/Mobile Equipment Operation Occupations		

Code	Title	Rate	Note
31010	Airplane Pilot	34.76	
31020	Bus Aide	15.15	***
31030	Bus Driver	20.28	
31043	Driver Courier	20.69	
31260	Parking and Lot Attendant	15.85	***
31290	Shuttle Bus Driver	19.56	
31310	Taxi Driver	18.30	
31361	Truckdriver, Light	22.20	
31362	Truckdriver, Medium	23.67	
31363	Truckdriver, Heavy	25.04	
31364	Truckdriver, Tractor-Trailer	25.04	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	14.32	***
99050	Desk Clerk	14.37	***
99095	Embalmer	38.49	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	17.20	***
99252	Laboratory Animal Caretaker II	18.47	
99260	Marketing Analyst	30.32	
99310	Mortician	38.49	
99410	Pest Controller	25.28	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	27.62	
99711	Recycling Specialist	32.31	
99730	Refuse Collector	25.32	
99810	Sales Clerk	15.82	***
99820	School Crossing Guard	21.15	
99830	Survey Party Chief	33.31	
99831	Surveying Aide	22.38	
99832	Surveying Technician	29.27	
99840	Vending Machine Attendant	21.59	
99841	Vending Machine Repairer	26.17	
99842	Vending Machine Repairer Helper	21.59	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4957

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Minnesota

Area: Minnesota Counties of Douglas, Grant, Morrison, Pope, Stevens, Todd, Traverse

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	17.78
01012	Accounting Clerk II	19.95
01013	Accounting Clerk III	22.32
01020	Administrative Assistant	28.84
01035	Court Reporter	31.12
01041	Customer Service Representative I	17.05 ***
01042	Customer Service Representative II	18.61
01043	Customer Service Representative III	20.88
01051	Data Entry Operator I	17.61 ***
01052	Data Entry Operator II	19.22
01060	Dispatcher, Motor Vehicle	24.85
01070	Document Preparation Clerk	18.14

Code	Title	Rate	Note
01090	Duplicating Machine Operator	18.14	
01111	General Clerk I	16.14	***
01112	General Clerk II	17.61	***
01113	General Clerk III	19.76	
01120	Housing Referral Assistant	24.85	
01141	Messenger Courier	16.76	***
01191	Order Clerk I	17.46	***
01192	Order Clerk II	19.05	
01261	Personnel Assistant (Employment) I	18.85	
01262	Personnel Assistant (Employment) II	21.09	
01263	Personnel Assistant (Employment) III	23.51	
01270	Production Control Clerk	27.06	
01290	Rental Clerk	16.96	***
01300	Scheduler, Maintenance	19.93	
01311	Secretary I	19.93	
01312	Secretary II	22.29	
01313	Secretary III	24.85	
01320	Service Order Dispatcher	22.12	
01410	Supply Technician	28.84	
01420	Survey Worker	18.56	
01460	Switchboard Operator/Receptionist	16.62	***
01531	Travel Clerk I	17.75	
01532	Travel Clerk II	19.70	
01533	Travel Clerk III	21.19	
01611	Word Processor I	17.75	
01612	Word Processor II	19.93	
01613	Word Processor III	22.29	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.13	
05010	Automotive Electrician	21.12	
05040	Automotive Glass Installer	20.00	
05070	Automotive Worker	20.00	
05110	Mobile Equipment Servicer	17.69	***
05130	Motor Equipment Metal Mechanic	22.10	
05160	Motor Equipment Metal Worker	20.00	
05190	Motor Vehicle Mechanic	22.10	
05220	Motor Vehicle Mechanic Helper	16.49	***

Code	Title	Rate	Note
05250	Motor Vehicle Upholstery Worker	18.86	
05280	Motor Vehicle Wrecker	20.00	
05310	Painter, Automotive	21.12	
05340	Radiator Repair Specialist	20.00	
05370	Tire Repairer	18.59	
05400	Transmission Repair Specialist	22.10	
07000	Food Preparation And Service Occupations		
07010	Baker	16.73	***
07041	Cook I	17.93	
07042	Cook II	20.27	
07070	Dishwasher	13.93	***
07130	Food Service Worker	14.54	***
07210	Meat Cutter	19.86	
07260	Waiter/Waitress	11.41	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	23.13	
09040	Furniture Handler	13.54	***
09080	Furniture Refinisher	18.12	
09090	Furniture Refinisher Helper	15.03	***
09110	Furniture Repairer, Minor	16.64	***
09130	Upholsterer	20.20	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.91	***
11060	Elevator Operator	16.91	***
11090	Gardener	22.65	
11122	Housekeeping Aide	17.70	***
11150	Janitor	17.70	***
11210	Laborer, Grounds Maintenance	18.04	
11240	Maid or Houseman	15.59	***
11260	Pruner	16.54	***
11270	Tractor Operator	21.11	
11330	Trail Maintenance Worker	18.04	
11360	Window Cleaner	19.30	
12000	Health Occupations		
12010	Ambulance Driver	18.85	
12011	Breath Alcohol Technician	22.76	
12012	Certified Occupational Therapist Assistant	28.37	

Code	Title	Rate	Note
12015	Certified Physical Therapist Assistant	29.50	
12020	Dental Assistant	26.30	
12025	Dental Hygienist	40.17	
12030	EKG Technician	34.49	
12035	Electroneurodiagnostic Technologist	34.49	
12040	Emergency Medical Technician	18.85	
12071	Licensed Practical Nurse I	20.35	
12072	Licensed Practical Nurse II	22.76	
12073	Licensed Practical Nurse III	25.38	
12100	Medical Assistant	22.93	
12130	Medical Laboratory Technician	30.02	
12160	Medical Record Clerk	22.31	
12190	Medical Record Technician	24.95	
12195	Medical Transcriptionist	22.15	
12210	Nuclear Medicine Technologist	50.02	
12221	Nursing Assistant I	13.55	***
12222	Nursing Assistant II	15.25	***
12223	Nursing Assistant III	16.64	***
12224	Nursing Assistant IV	18.67	
12235	Optical Dispenser	20.40	
12236	Optical Technician	20.35	
12250	Pharmacy Technician	21.31	
12280	Phlebotomist	17.95	
12305	Radiologic Technologist	34.03	
12311	Registered Nurse I	27.00	
12312	Registered Nurse II	33.02	
12313	Registered Nurse II, Specialist	33.02	
12314	Registered Nurse III	39.95	
12315	Registered Nurse III, Anesthetist	39.95	
12316	Registered Nurse IV	47.88	
12317	Scheduler (Drug and Alcohol Testing)	28.20	
12320	Substance Abuse Treatment Counselor	23.35	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	21.28	
13012	Exhibits Specialist II	26.36	
13013	Exhibits Specialist III	32.24	
13041	Illustrator I	21.28	

Code	Title	Rate	Note
13042	Illustrator II	26.36	
13043	Illustrator III	32.24	
13047	Librarian	29.19	
13050	Library Aide/Clerk	14.91	***
13054	Library Information Technology Systems Administrator	26.36	
13058	Library Technician	20.30	
13061	Media Specialist I	19.03	
13062	Media Specialist II	21.28	
13063	Media Specialist III	23.71	
13071	Photographer I	19.03	
13072	Photographer II	21.28	
13073	Photographer III	26.36	
13074	Photographer IV	32.24	
13075	Photographer V	39.02	
13090	Technical Order Library Clerk	18.73	
13110	Video Teleconference Technician	19.77	
14000	Information Technology Occupations		
14041	Computer Operator I	21.27	
14042	Computer Operator II	23.79	
14043	Computer Operator III	26.53	
14044	Computer Operator IV	29.47	
14045	Computer Operator V	32.64	
14071	Computer Programmer I	22.40	see 1
14072	Computer Programmer II		see 1
14073	Computer Programmer III		see 1
14074	Computer Programmer IV		see 1
14101	Computer Systems Analyst I		see 1
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	21.27	
14160	Personal Computer Support Technician	29.47	
14170	System Support Specialist	32.64	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	34.00	
15020	Aircrew Training Devices Instructor (Rated)	41.13	
15030	Air Crew Training Devices Instructor (Pilot)	49.30	
15050	Computer Based Training Specialist / Instructor	34.00	

Code	Title	Rate	Note
15060	Educational Technologist	37.02	
15070	Flight Instructor (Pilot)	49.30	
15080	Graphic Artist	23.37	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	49.30	
15086	Maintenance Test Pilot, Rotary Wing	49.30	
15088	Non-Maintenance Test/Co-Pilot	49.30	
15090	Technical Instructor	24.39	
15095	Technical Instructor/Course Developer	29.82	
15110	Test Proctor	19.68	
15120	Tutor	19.68	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.56	***
16030	Counter Attendant	16.56	***
16040	Dry Cleaner	19.00	
16070	Finisher, Flatwork, Machine	16.56	***
16090	Presser, Hand	16.56	***
16110	Presser, Machine, Drycleaning	16.56	***
16130	Presser, Machine, Shirts	16.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.56	***
16190	Sewing Machine Operator	19.80	
16220	Tailor	20.60	
16250	Washer, Machine	17.35	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	25.08	
19040	Tool And Die Maker	29.45	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.44	
21030	Material Coordinator	27.06	
21040	Material Expediter	27.06	
21050	Material Handling Laborer	19.23	
21071	Order Filler	17.41	***
21080	Production Line Worker (Food Processing)	21.44	
21110	Shipping Packer	21.67	
21130	Shipping/Receiving Clerk	21.67	
21140	Store Worker I	16.83	***
21150	Stock Clerk	21.63	
21210	Tools And Parts Attendant	21.44	

Code	Title	Rate Note
21410	Warehouse Specialist	21.44
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	27.80
23019	Aircraft Logs and Records Technician	22.96
23021	Aircraft Mechanic I	26.76
23022	Aircraft Mechanic II	27.80
23023	Aircraft Mechanic III	28.86
23040	Aircraft Mechanic Helper	20.07
23050	Aircraft, Painter	25.62
23060	Aircraft Servicer	22.96
23070	Aircraft Survival Flight Equipment Technician	25.62
23080	Aircraft Worker	24.31
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.31
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	26.76
23110	Appliance Mechanic	28.73
23120	Bicycle Repairer	24.05
23125	Cable Splicer	46.68
23130	Carpenter, Maintenance	26.62
23140	Carpet Layer	27.19
23160	Electrician, Maintenance	30.86
23181	Electronics Technician Maintenance I	31.01
23182	Electronics Technician Maintenance II	32.74
23183	Electronics Technician Maintenance III	34.27
23260	Fabric Worker	25.64
23290	Fire Alarm System Mechanic	30.12
23310	Fire Extinguisher Repairer	24.05
23311	Fuel Distribution System Mechanic	39.40
23312	Fuel Distribution System Operator	31.48
23370	General Maintenance Worker	23.09
23380	Ground Support Equipment Mechanic	26.76
23381	Ground Support Equipment Servicer	22.96
23382	Ground Support Equipment Worker	24.31
23391	Gunsmith I	24.05
23392	Gunsmith II	27.19
23393	Gunsmith III	30.12
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.19
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.33

Code	Title	Rate	Note
23430	Heavy Equipment Mechanic	30.73	
23440	Heavy Equipment Operator	31.23	
23460	Instrument Mechanic	30.12	
23465	Laboratory/Shelter Mechanic	28.73	
23470	Laborer	19.23	
23510	Locksmith	28.73	
23530	Machinery Maintenance Mechanic	29.41	
23550	Machinist, Maintenance	23.32	
23580	Maintenance Trades Helper	17.25	***
23591	Metrology Technician I	30.12	
23592	Metrology Technician II	31.29	
23593	Metrology Technician III	32.47	
23640	Millwright	38.61	
23710	Office Appliance Repairer	25.55	
23760	Painter, Maintenance	22.63	
23790	Pipefitter, Maintenance	29.96	
23810	Plumber, Maintenance	28.63	
23820	Pneudraulic Systems Mechanic	30.12	
23850	Rigger	30.12	
23870	Scale Mechanic	27.19	
23890	Sheet-Metal Worker, Maintenance	36.18	
23910	Small Engine Mechanic	22.03	
23931	Telecommunications Mechanic I	30.94	
23932	Telecommunications Mechanic II	32.14	
23950	Telephone Lineman	26.51	
23960	Welder, Combination, Maintenance	23.68	
23965	Well Driller	28.75	
23970	Woodcraft Worker	30.12	
23980	Woodworker	24.05	
24000	Personal Needs Occupations		
24550	Case Manager	20.89	
24570	Child Care Attendant	14.62	***
24580	Child Care Center Clerk	18.24	
24610	Chore Aide	16.48	***
24620	Family Readiness And Support Services Coordinator	20.89	
24630	Homemaker	20.89	
25000	Plant And System Operations Occupations		

Code	Title	Rate	Note
25010	Boiler Tender	30.62	
25040	Sewage Plant Operator	30.54	
25070	Stationary Engineer	30.62	
25190	Ventilation Equipment Tender	22.79	
25210	Water Treatment Plant Operator	30.54	
27000	Protective Service Occupations		
27004	Alarm Monitor	26.16	
27007	Baggage Inspector	18.63	
27008	Corrections Officer	25.36	
27010	Court Security Officer	20.66	
27030	Detection Dog Handler	20.84	
27040	Detention Officer	25.36	
27070	Firefighter	19.76	
27101	Guard I	18.63	
27102	Guard II	20.84	
27131	Police Officer I	29.12	
27132	Police Officer II	32.36	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	17.23	***
28042	Carnival Equipment Repairer	18.48	
28043	Carnival Worker	13.50	***
28210	Gate Attendant/Gate Tender	20.68	
28310	Lifeguard	13.72	***
28350	Park Attendant (Aide)	23.13	
28510	Recreation Aide/Health Facility Attendant	16.89	***
28515	Recreation Specialist	27.07	
28630	Sports Official	18.43	
28690	Swimming Pool Operator	20.90	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	27.19	
29020	Hatch Tender	27.19	
29030	Line Handler	27.19	
29041	Stevedore I	25.64	
29042	Stevedore II	28.73	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2

Code	Title	Rate Note
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34 see 2
30021	Archeological Technician I	18.93
30022	Archeological Technician II	21.17
30023	Archeological Technician III	26.23
30030	Cartographic Technician	26.23
30040	Civil Engineering Technician	33.26
30051	Cryogenic Technician I	29.05
30052	Cryogenic Technician II	32.09
30061	Drafter/CAD Operator I	18.93
30062	Drafter/CAD Operator II	21.17
30063	Drafter/CAD Operator III	23.61
30064	Drafter/CAD Operator IV	29.05
30081	Engineering Technician I	16.78 ***
30082	Engineering Technician II	18.83
30083	Engineering Technician III	21.06
30084	Engineering Technician IV	26.09
30085	Engineering Technician V	31.92
30086	Engineering Technician VI	38.62
30090	Environmental Technician	25.58
30095	Evidence Control Specialist	26.23
30210	Laboratory Technician	23.61
30221	Latent Fingerprint Technician I	29.05
30222	Latent Fingerprint Technician II	32.09
30240	Mathematical Technician	26.23
30361	Paralegal/Legal Assistant I	21.17
30362	Paralegal/Legal Assistant II	26.23
30363	Paralegal/Legal Assistant III	32.09
30364	Paralegal/Legal Assistant IV	38.82
30375	Petroleum Supply Specialist	32.09
30390	Photo-Optics Technician	26.23
30395	Radiation Control Technician	32.09
30461	Technical Writer I	25.58
30462	Technical Writer II	31.29
30463	Technical Writer III	37.85
30491	Unexploded Ordnance (UXO) Technician I	28.73
30492	Unexploded Ordnance (UXO) Technician II	34.76
30493	Unexploded Ordnance (UXO) Technician III	41.67

Code	Title	Rate	Note
30494	Unexploded (UXO) Safety Escort	28.73	
30495	Unexploded (UXO) Sweep Personnel	28.73	
30501	Weather Forecaster I	29.05	
30502	Weather Forecaster II	35.34	
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.61	see 2
30621	Weather Observer, Senior	26.23	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	15.15	***
31030	Bus Driver	20.28	
31043	Driver Courier	20.69	
31260	Parking and Lot Attendant	15.85	***
31290	Shuttle Bus Driver	19.56	
31310	Taxi Driver	15.62	***
31361	Truckdriver, Light	22.20	
31362	Truckdriver, Medium	23.67	
31363	Truckdriver, Heavy	25.04	
31364	Truckdriver, Tractor-Trailer	25.04	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	14.32	***
99050	Desk Clerk	14.37	***
99095	Embalmer	33.76	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	17.20	***
99252	Laboratory Animal Caretaker II	18.47	
99260	Marketing Analyst	30.32	
99310	Mortician	33.76	
99410	Pest Controller	25.28	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	27.62	
99711	Recycling Specialist	32.31	
99730	Refuse Collector	25.32	
99810	Sales Clerk	15.82	***
99820	School Crossing Guard	21.15	
99830	Survey Party Chief	38.33	
99831	Surveying Aide	22.42	

Code	Title	Rate	Note
99832	Surveying Technician	29.27	
99840	Vending Machine Attendant	21.59	
99841	Vending Machine Repairer	26.17	
99842	Vending Machine Repairer Helper	21.59	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4959

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Minnesota

Area: Minnesota Counties of Aitkin, Cook, Itasca, Kanabec, Koochiching, Lake, Pine

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.56	***
01012	Accounting Clerk II	19.70	
01013	Accounting Clerk III	22.04	
01020	Administrative Assistant	29.52	

Code	Title	Rate	Note
01035	Court Reporter	21.46	
01041	Customer Service Representative I	15.25	***
01042	Customer Service Representative II	16.64	***
01043	Customer Service Representative III	18.67	
01051	Data Entry Operator I	15.67	***
01052	Data Entry Operator II	17.10	***
01060	Dispatcher, Motor Vehicle	23.97	
01070	Document Preparation Clerk	17.10	***
01090	Duplicating Machine Operator	17.10	***
01111	General Clerk I	15.28	***
01112	General Clerk II	16.67	***
01113	General Clerk III	18.71	
01120	Housing Referral Assistant	23.93	
01141	Messenger Courier	13.92	***
01191	Order Clerk I	15.67	***
01192	Order Clerk II	17.10	***
01261	Personnel Assistant (Employment) I	18.85	
01262	Personnel Assistant (Employment) II	21.08	
01263	Personnel Assistant (Employment) III	23.51	
01270	Production Control Clerk	29.87	
01290	Rental Clerk	14.92	***
01300	Scheduler, Maintenance	19.19	
01311	Secretary I	19.19	
01312	Secretary II	21.46	
01313	Secretary III	23.93	
01320	Service Order Dispatcher	21.31	
01410	Supply Technician	29.52	
01420	Survey Worker	18.94	
01460	Switchboard Operator/Receptionist	16.76	***
01531	Travel Clerk I	17.10	***
01532	Travel Clerk II	18.52	
01533	Travel Clerk III	20.43	
01611	Word Processor I	17.10	***
01612	Word Processor II	19.19	
01613	Word Processor III	21.46	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	24.25	

Code	Title	Rate	Note
05010	Automotive Electrician	22.74	
05040	Automotive Glass Installer	21.75	
05070	Automotive Worker	21.75	
05110	Mobile Equipment Servicer	19.76	
05130	Motor Equipment Metal Mechanic	23.63	
05160	Motor Equipment Metal Worker	21.75	
05190	Motor Vehicle Mechanic	23.63	
05220	Motor Vehicle Mechanic Helper	18.70	
05250	Motor Vehicle Upholstery Worker	20.79	
05280	Motor Vehicle Wrecker	21.75	
05310	Painter, Automotive	22.74	
05340	Radiator Repair Specialist	21.75	
05370	Tire Repairer	19.76	
05400	Transmission Repair Specialist	23.63	
07000	Food Preparation And Service Occupations		
07010	Baker	15.48	***
07041	Cook I	18.11	
07042	Cook II	19.93	
07070	Dishwasher	13.76	***
07130	Food Service Worker	14.48	***
07210	Meat Cutter	22.96	
07260	Waiter/Waitress	11.61	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	29.23	
09040	Furniture Handler	21.38	
09080	Furniture Refinisher	29.23	
09090	Furniture Refinisher Helper	24.04	
09110	Furniture Repairer, Minor	26.72	
09130	Upholsterer	29.23	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	17.23	***
11060	Elevator Operator	16.60	***
11090	Gardener	21.56	
11122	Housekeeping Aide	16.60	***
11150	Janitor	16.60	***
11210	Laborer, Grounds Maintenance	18.14	
11240	Maid or Houseman	15.81	***

Code	Title	Rate	Note
11260	Pruner	16.97	***
11270	Tractor Operator	20.40	
11330	Trail Maintenance Worker	18.14	
11360	Window Cleaner	17.74	***
12000	Health Occupations		
12010	Ambulance Driver	19.21	
12011	Breath Alcohol Technician	22.36	
12012	Certified Occupational Therapist Assistant	30.69	
12015	Certified Physical Therapist Assistant	30.69	
12020	Dental Assistant	25.76	
12025	Dental Hygienist	41.64	
12030	EKG Technician	33.90	
12035	Electroneurodiagnostic Technologist	33.90	
12040	Emergency Medical Technician	19.21	
12071	Licensed Practical Nurse I	19.99	
12072	Licensed Practical Nurse II	22.36	
12073	Licensed Practical Nurse III	24.94	
12100	Medical Assistant	21.67	
12130	Medical Laboratory Technician	30.79	
12160	Medical Record Clerk	21.60	
12190	Medical Record Technician	24.16	
12195	Medical Transcriptionist	19.99	
12210	Nuclear Medicine Technologist	49.15	
12221	Nursing Assistant I	14.04	***
12222	Nursing Assistant II	15.79	***
12223	Nursing Assistant III	17.22	***
12224	Nursing Assistant IV	19.34	
12235	Optical Dispenser	21.02	
12236	Optical Technician	19.99	
12250	Pharmacy Technician	21.04	
12280	Phlebotomist	19.99	
12305	Radiologic Technologist	34.17	
12311	Registered Nurse I	26.98	
12312	Registered Nurse II	33.01	
12313	Registered Nurse II, Specialist	33.01	
12314	Registered Nurse III	39.93	
12315	Registered Nurse III, Anesthetist	39.93	

Code	Title	Rate	Note
12316	Registered Nurse IV	47.86	
12317	Scheduler (Drug and Alcohol Testing)	27.71	
12320	Substance Abuse Treatment Counselor	27.75	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	19.50	
13012	Exhibits Specialist II	24.17	
13013	Exhibits Specialist III	29.56	
13041	Illustrator I	19.50	
13042	Illustrator II	24.17	
13043	Illustrator III	29.56	
13047	Librarian	26.75	
13050	Library Aide/Clerk	15.68	***
13054	Library Information Technology Systems Administrator	24.15	
13058	Library Technician	17.82	
13061	Media Specialist I	17.48	***
13062	Media Specialist II	19.56	
13063	Media Specialist III	21.80	
13071	Photographer I	16.50	***
13072	Photographer II	19.56	
13073	Photographer III	24.22	
13074	Photographer IV	29.64	
13075	Photographer V	35.86	
13090	Technical Order Library Clerk	19.92	
13110	Video Teleconference Technician	17.48	***
14000	Information Technology Occupations		
14041	Computer Operator I	21.54	
14042	Computer Operator II	24.09	
14043	Computer Operator III	26.87	
14044	Computer Operator IV	29.85	
14045	Computer Operator V	33.06	
14071	Computer Programmer I	19.66	see 1
14072	Computer Programmer II	24.35	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

Code	Title	Rate	Note
14150	Peripheral Equipment Operator	21.54	
14160	Personal Computer Support Technician	29.85	
14170	System Support Specialist	33.06	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	28.96	
15020	Aircrew Training Devices Instructor (Rated)	35.04	
15030	Air Crew Training Devices Instructor (Pilot)	40.44	
15050	Computer Based Training Specialist / Instructor	28.96	
15060	Educational Technologist	36.35	
15070	Flight Instructor (Pilot)	40.44	
15080	Graphic Artist	31.35	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	40.44	
15086	Maintenance Test Pilot, Rotary Wing	40.44	
15088	Non-Maintenance Test/Co-Pilot	40.44	
15090	Technical Instructor	26.27	
15095	Technical Instructor/Course Developer	32.13	
15110	Test Proctor	21.20	
15120	Tutor	21.20	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.56	***
16030	Counter Attendant	16.56	***
16040	Dry Cleaner	19.00	
16070	Finisher, Flatwork, Machine	16.56	***
16090	Presser, Hand	16.56	***
16110	Presser, Machine, Drycleaning	16.56	***
16130	Presser, Machine, Shirts	16.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.56	***
16190	Sewing Machine Operator	19.80	
16220	Tailor	20.60	
16250	Washer, Machine	17.35	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	32.46	
19040	Tool And Die Maker	37.39	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.71	
21030	Material Coordinator	29.87	
21040	Material Expediter	29.87	

Code	Title	Rate Note
21050	Material Handling Laborer	17.59 ***
21071	Order Filler	16.65 ***
21080	Production Line Worker (Food Processing)	22.71
21110	Shipping Packer	20.09
21130	Shipping/Receiving Clerk	20.09
21140	Store Worker I	19.52
21150	Stock Clerk	23.69
21210	Tools And Parts Attendant	22.71
21410	Warehouse Specialist	22.71
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	34.81
23019	Aircraft Logs and Records Technician	29.67
23021	Aircraft Mechanic I	33.73
23022	Aircraft Mechanic II	34.81
23023	Aircraft Mechanic III	35.99
23040	Aircraft Mechanic Helper	26.70
23050	Aircraft, Painter	32.46
23060	Aircraft Servicer	29.67
23070	Aircraft Survival Flight Equipment Technician	32.46
23080	Aircraft Worker	31.05
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	31.05
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	33.73
23110	Appliance Mechanic	32.46
23120	Bicycle Repairer	28.22
23125	Cable Splicer	47.17
23130	Carpenter, Maintenance	27.44
23140	Carpet Layer	31.05
23160	Electrician, Maintenance	37.39
23181	Electronics Technician Maintenance I	31.05
23182	Electronics Technician Maintenance II	32.46
23183	Electronics Technician Maintenance III	33.73
23260	Fabric Worker	29.67
23290	Fire Alarm System Mechanic	33.73
23310	Fire Extinguisher Repairer	28.22
23311	Fuel Distribution System Mechanic	33.73
23312	Fuel Distribution System Operator	28.22
23370	General Maintenance Worker	23.48

Code	Title	Rate	Note
23380	Ground Support Equipment Mechanic	33.73	
23381	Ground Support Equipment Servicer	29.67	
23382	Ground Support Equipment Worker	31.05	
23391	Gunsmith I	28.22	
23392	Gunsmith II	31.05	
23393	Gunsmith III	33.73	
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.38	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.32	
23430	Heavy Equipment Mechanic	30.88	
23440	Heavy Equipment Operator	31.16	
23460	Instrument Mechanic	33.73	
23465	Laboratory/Shelter Mechanic	32.46	
23470	Laborer	17.59	***
23510	Locksmith	32.46	
23530	Machinery Maintenance Mechanic	35.57	
23550	Machinist, Maintenance	27.72	
23580	Maintenance Trades Helper	26.70	
23591	Metrology Technician I	33.73	
23592	Metrology Technician II	34.81	
23593	Metrology Technician III	35.99	
23640	Millwright	36.70	
23710	Office Appliance Repairer	32.46	
23760	Painter, Maintenance	32.46	
23790	Pipefitter, Maintenance	36.23	
23810	Plumber, Maintenance	34.86	
23820	Pneudraulic Systems Mechanic	33.73	
23850	Rigger	33.73	
23870	Scale Mechanic	31.05	
23890	Sheet-Metal Worker, Maintenance	33.73	
23910	Small Engine Mechanic	31.05	
23931	Telecommunications Mechanic I	33.73	
23932	Telecommunications Mechanic II	34.81	
23950	Telephone Lineman	25.78	
23960	Welder, Combination, Maintenance	26.10	
23965	Well Driller	33.73	
23970	Woodcraft Worker	33.73	
23980	Woodworker	28.22	

Code	Title	Rate	Note
24000	Personal Needs Occupations		
24550	Case Manager	20.97	
24570	Child Care Attendant	14.39	***
24580	Child Care Center Clerk	17.93	
24610	Chore Aide	16.26	***
24620	Family Readiness And Support Services Coordinator	20.97	
24630	Homemaker	20.97	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	29.55	
25040	Sewage Plant Operator	27.92	
25070	Stationary Engineer	29.55	
25190	Ventilation Equipment Tender	23.58	
25210	Water Treatment Plant Operator	27.92	
27000	Protective Service Occupations		
27004	Alarm Monitor	21.28	
27007	Baggage Inspector	16.47	***
27008	Corrections Officer	27.95	
27010	Court Security Officer	24.93	
27030	Detection Dog Handler	18.41	
27040	Detention Officer	27.95	
27070	Firefighter	21.66	
27101	Guard I	16.47	***
27102	Guard II	18.41	
27131	Police Officer I	28.81	
27132	Police Officer II	32.01	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	16.81	***
28042	Carnival Equipment Repairer	17.77	
28043	Carnival Worker	13.94	***
28210	Gate Attendant/Gate Tender	20.78	
28310	Lifeguard	16.82	***
28350	Park Attendant (Aide)	23.23	
28510	Recreation Aide/Health Facility Attendant	16.95	***
28515	Recreation Specialist	28.79	
28630	Sports Official	18.50	
28690	Swimming Pool Operator	19.56	
29000	Stevedoring/Longshoremen Occupational Services		

Code	Title	Rate Note
29010	Blocker And Bracer	31.05
29020	Hatch Tender	31.05
29030	Line Handler	31.05
29041	Stevedore I	29.67
29042	Stevedore II	32.46
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	47.37 see 2
30011	Air Traffic Control Specialist, Station (HFO)	32.66 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	35.97 see 2
30021	Archeological Technician I	18.10
30022	Archeological Technician II	20.24
30023	Archeological Technician III	25.08
30030	Cartographic Technician	25.08
30040	Civil Engineering Technician	27.78
30051	Cryogenic Technician I	27.77
30052	Cryogenic Technician II	30.67
30061	Drafter/CAD Operator I	18.10
30062	Drafter/CAD Operator II	20.24
30063	Drafter/CAD Operator III	22.56
30064	Drafter/CAD Operator IV	27.77
30081	Engineering Technician I	16.11 ***
30082	Engineering Technician II	18.10
30083	Engineering Technician III	20.24
30084	Engineering Technician IV	25.08
30085	Engineering Technician V	30.67
30086	Engineering Technician VI	37.12
30090	Environmental Technician	25.08
30095	Evidence Control Specialist	25.08
30210	Laboratory Technician	22.56
30221	Latent Fingerprint Technician I	27.77
30222	Latent Fingerprint Technician II	30.67
30240	Mathematical Technician	25.08
30361	Paralegal/Legal Assistant I	19.71
30362	Paralegal/Legal Assistant II	24.42
30363	Paralegal/Legal Assistant III	29.87
30364	Paralegal/Legal Assistant IV	36.15
30375	Petroleum Supply Specialist	30.67

Code	Title	Rate	Note
30390	Photo-Optics Technician	25.08	
30395	Radiation Control Technician	30.67	
30461	Technical Writer I	25.08	
30462	Technical Writer II	30.67	
30463	Technical Writer III	37.12	
30491	Unexploded Ordnance (UXO) Technician I	30.11	
30492	Unexploded Ordnance (UXO) Technician II	36.42	
30493	Unexploded Ordnance (UXO) Technician III	43.66	
30494	Unexploded (UXO) Safety Escort	30.11	
30495	Unexploded (UXO) Sweep Personnel	30.11	
30501	Weather Forecaster I	27.77	
30502	Weather Forecaster II	33.79	
30620	Weather Observer, Combined Upper Air Or Surface Programs	22.56	see 2
30621	Weather Observer, Senior	25.08	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	36.42	
31020	Bus Aide	17.03	***
31030	Bus Driver	21.29	
31043	Driver Courier	19.34	
31260	Parking and Lot Attendant	16.85	***
31290	Shuttle Bus Driver	17.70	***
31310	Taxi Driver	17.70	***
31361	Truckdriver, Light	20.44	
31362	Truckdriver, Medium	21.49	
31363	Truckdriver, Heavy	26.20	
31364	Truckdriver, Tractor-Trailer	26.20	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.75	
99030	Cashier	13.94	***
99050	Desk Clerk	14.75	***
99095	Embalmer	31.81	
99130	Flight Follower	30.11	
99251	Laboratory Animal Caretaker I	23.19	
99252	Laboratory Animal Caretaker II	24.49	
99260	Marketing Analyst	27.47	
99310	Mortician	31.81	
99410	Pest Controller	27.91	

Code	Title	Rate	Note
99510	Photofinishing Worker	15.82	***
99710	Recycling Laborer	24.06	
99711	Recycling Specialist	27.05	
99730	Refuse Collector	22.50	
99810	Sales Clerk	16.03	***
99820	School Crossing Guard	20.89	
99830	Survey Party Chief	23.50	
99831	Surveying Aide	15.79	***
99832	Surveying Technician	20.64	
99840	Vending Machine Attendant	25.11	
99841	Vending Machine Repairer	29.21	
99842	Vending Machine Repairer Helper	25.11	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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 employee (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)).

Wage Determination No. : 2015-4963

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Minnesota

Area: Minnesota Counties of Big Stone, Chippewa, Cottonwood, Jackson, Kandiyohi, Lac Qui Parle, Lincoln, Lyon, McLeod, Meeker, Murray, Nobles, Pipestone, Redwood, Renville, Rock, Swift, Yellow Medicine

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.73	***
01012	Accounting Clerk II	19.90	
01013	Accounting Clerk III	22.26	
01020	Administrative Assistant	29.26	
01035	Court Reporter	21.27	
01041	Customer Service Representative I	15.90	***
01042	Customer Service Representative II	17.35	***
01043	Customer Service Representative III	19.47	
01051	Data Entry Operator I	15.53	***
01052	Data Entry Operator II	16.95	***
01060	Dispatcher, Motor Vehicle	23.88	
01070	Document Preparation Clerk	18.58	
01090	Duplicating Machine Operator	18.58	
01111	General Clerk I	15.78	***
01112	General Clerk II	17.22	***
01113	General Clerk III	19.32	
01120	Housing Referral Assistant	23.72	
01141	Messenger Courier	17.88	
01191	Order Clerk I	16.62	***
01192	Order Clerk II	18.14	
01261	Personnel Assistant (Employment) I	19.78	
01262	Personnel Assistant (Employment) II	22.13	
01263	Personnel Assistant (Employment) III	24.68	
01270	Production Control Clerk	27.56	
01290	Rental Clerk	18.11	
01300	Scheduler, Maintenance	19.02	
01311	Secretary I	19.02	
01312	Secretary II	21.27	
01313	Secretary III	23.72	
01320	Service Order Dispatcher	21.35	
01410	Supply Technician	29.26	
01420	Survey Worker	18.49	
01460	Switchboard Operator/Receptionist	16.47	***
01531	Travel Clerk I	16.95	***
01532	Travel Clerk II	18.59	
01533	Travel Clerk III	20.43	

Code	Title	Rate	Note
01611	Word Processor I	16.95	***
01612	Word Processor II	19.02	
01613	Word Processor III	21.27	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.28	
05010	Automotive Electrician	21.50	
05040	Automotive Glass Installer	20.43	
05070	Automotive Worker	20.43	
05110	Mobile Equipment Servicer	18.17	
05130	Motor Equipment Metal Mechanic	22.54	
05160	Motor Equipment Metal Worker	20.43	
05190	Motor Vehicle Mechanic	22.54	
05220	Motor Vehicle Mechanic Helper	16.96	***
05250	Motor Vehicle Upholstery Worker	19.36	
05280	Motor Vehicle Wrecker	20.43	
05310	Painter, Automotive	21.50	
05340	Radiator Repair Specialist	20.43	
05370	Tire Repairer	17.84	
05400	Transmission Repair Specialist	22.54	
07000	Food Preparation And Service Occupations		
07010	Baker	17.01	***
07041	Cook I	18.30	
07042	Cook II	20.57	
07070	Dishwasher	13.46	***
07130	Food Service Worker	14.44	***
07210	Meat Cutter	19.00	
07260	Waiter/Waitress	11.40	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	27.14	
09040	Furniture Handler	18.39	
09080	Furniture Refinisher	26.61	
09090	Furniture Refinisher Helper	21.20	
09110	Furniture Repairer, Minor	24.19	
09130	Upholsterer	27.14	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	17.10	***
11060	Elevator Operator	17.27	***

Code	Title	Rate	Note
11090	Gardener	22.34	
11122	Housekeeping Aide	17.35	***
11150	Janitor	17.35	***
11210	Laborer, Grounds Maintenance	17.92	
11240	Maid or Houseman	15.77	***
11260	Pruner	16.41	***
11270	Tractor Operator	20.87	
11330	Trail Maintenance Worker	17.92	
11360	Window Cleaner	18.95	
12000	Health Occupations		
12010	Ambulance Driver	19.12	
12011	Breath Alcohol Technician	23.43	
12012	Certified Occupational Therapist Assistant	28.78	
12015	Certified Physical Therapist Assistant	27.66	
12020	Dental Assistant	26.46	
12025	Dental Hygienist	42.11	
12030	EKG Technician	35.52	
12035	Electroneurodiagnostic Technologist	35.52	
12040	Emergency Medical Technician	19.12	
12071	Licensed Practical Nurse I	20.96	
12072	Licensed Practical Nurse II	23.43	
12073	Licensed Practical Nurse III	26.13	
12100	Medical Assistant	22.42	
12130	Medical Laboratory Technician	30.23	
12160	Medical Record Clerk	21.47	
12190	Medical Record Technician	24.02	
12195	Medical Transcriptionist	23.15	
12210	Nuclear Medicine Technologist	51.51	
12221	Nursing Assistant I	14.94	***
12222	Nursing Assistant II	16.81	***
12223	Nursing Assistant III	18.34	
12224	Nursing Assistant IV	20.58	
12235	Optical Dispenser	18.43	
12236	Optical Technician	20.96	
12250	Pharmacy Technician	18.61	
12280	Phlebotomist	19.23	
12305	Radiologic Technologist	33.66	

Code	Title	Rate	Note
12311	Registered Nurse I	26.83	
12312	Registered Nurse II	32.82	
12313	Registered Nurse II, Specialist	32.82	
12314	Registered Nurse III	39.71	
12315	Registered Nurse III, Anesthetist	39.71	
12316	Registered Nurse IV	47.60	
12317	Scheduler (Drug and Alcohol Testing)	29.04	
12320	Substance Abuse Treatment Counselor	25.58	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	18.61	
13012	Exhibits Specialist II	23.06	
13013	Exhibits Specialist III	28.23	
13041	Illustrator I	18.61	
13042	Illustrator II	23.06	
13043	Illustrator III	28.23	
13047	Librarian	25.57	
13050	Library Aide/Clerk	14.32	***
13054	Library Information Technology Systems Administrator	23.06	
13058	Library Technician	19.38	
13061	Media Specialist I	16.65	***
13062	Media Specialist II	18.61	
13063	Media Specialist III	20.76	
13071	Photographer I	16.94	***
13072	Photographer II	18.94	
13073	Photographer III	23.46	
13074	Photographer IV	28.70	
13075	Photographer V	33.26	
13090	Technical Order Library Clerk	18.61	
13110	Video Teleconference Technician	16.23	***
14000	Information Technology Occupations		
14041	Computer Operator I	22.51	
14042	Computer Operator II	25.17	
14043	Computer Operator III	28.07	
14044	Computer Operator IV	31.19	
14045	Computer Operator V	34.52	
14071	Computer Programmer I	21.83	see 1
14072	Computer Programmer II	27.05	see 1

Code	Title	Rate	Note
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	22.51	
14160	Personal Computer Support Technician	31.19	
14170	System Support Specialist	35.49	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	35.10	
15020	Aircrew Training Devices Instructor (Rated)	42.46	
15030	Air Crew Training Devices Instructor (Pilot)	50.91	
15050	Computer Based Training Specialist / Instructor	35.10	
15060	Educational Technologist	36.49	
15070	Flight Instructor (Pilot)	50.91	
15080	Graphic Artist	21.57	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	50.91	
15086	Maintenance Test Pilot, Rotary Wing	50.91	
15088	Non-Maintenance Test/Co-Pilot	50.91	
15090	Technical Instructor	25.05	
15095	Technical Instructor/Course Developer	30.64	
15110	Test Proctor	20.21	
15120	Tutor	20.21	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.63	***
16030	Counter Attendant	16.63	***
16040	Dry Cleaner	19.02	
16070	Finisher, Flatwork, Machine	16.63	***
16090	Presser, Hand	16.63	***
16110	Presser, Machine, Drycleaning	16.63	***
16130	Presser, Machine, Shirts	16.63	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.63	***
16190	Sewing Machine Operator	19.82	
16220	Tailor	20.62	
16250	Washer, Machine	17.43	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	28.03	

Code	Title	Rate Note
19040	Tool And Die Maker	33.32
21000	Materials Handling And Packing Occupations	
21020	Forklift Operator	23.56
21030	Material Coordinator	27.56
21040	Material Expediter	27.56
21050	Material Handling Laborer	20.57
21071	Order Filler	16.49 ***
21080	Production Line Worker (Food Processing)	23.56
21110	Shipping Packer	20.94
21130	Shipping/Receiving Clerk	20.94
21140	Store Worker I	16.57 ***
21150	Stock Clerk	21.57
21210	Tools And Parts Attendant	23.56
21410	Warehouse Specialist	23.56
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	30.72
23019	Aircraft Logs and Records Technician	25.25
23021	Aircraft Mechanic I	29.39
23022	Aircraft Mechanic II	30.72
23023	Aircraft Mechanic III	32.03
23040	Aircraft Mechanic Helper	22.12
23050	Aircraft, Painter	28.03
23060	Aircraft Servicer	25.25
23070	Aircraft Survival Flight Equipment Technician	28.03
23080	Aircraft Worker	26.63
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.63
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.39
23110	Appliance Mechanic	28.03
23120	Bicycle Repairer	23.69
23125	Cable Splicer	45.69
23130	Carpenter, Maintenance	24.79
23140	Carpet Layer	26.63
23160	Electrician, Maintenance	29.86
23181	Electronics Technician Maintenance I	26.63
23182	Electronics Technician Maintenance II	28.03
23183	Electronics Technician Maintenance III	29.39
23260	Fabric Worker	25.25

Code	Title	Rate	Note
23290	Fire Alarm System Mechanic	29.39	
23310	Fire Extinguisher Repairer	23.69	
23311	Fuel Distribution System Mechanic	34.21	
23312	Fuel Distribution System Operator	28.60	
23370	General Maintenance Worker	23.09	
23380	Ground Support Equipment Mechanic	29.39	
23381	Ground Support Equipment Servicer	25.25	
23382	Ground Support Equipment Worker	26.63	
23391	Gunsmith I	23.69	
23392	Gunsmith II	26.63	
23393	Gunsmith III	29.39	
23410	Heating, Ventilation And Air-Conditioning Mechanic	31.02	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.46	
23430	Heavy Equipment Mechanic	30.09	
23440	Heavy Equipment Operator	28.47	
23460	Instrument Mechanic	29.39	
23465	Laboratory/Shelter Mechanic	28.03	
23470	Laborer	20.57	
23510	Locksmith	28.03	
23530	Machinery Maintenance Mechanic	29.35	
23550	Machinist, Maintenance	23.71	
23580	Maintenance Trades Helper	17.40	***
23591	Metrology Technician I	29.39	
23592	Metrology Technician II	30.72	
23593	Metrology Technician III	32.03	
23640	Millwright	28.48	
23710	Office Appliance Repairer	24.52	
23760	Painter, Maintenance	25.59	
23790	Pipefitter, Maintenance	29.66	
23810	Plumber, Maintenance	27.91	
23820	Pneudraulic Systems Mechanic	29.39	
23850	Rigger	29.39	
23870	Scale Mechanic	26.63	
23890	Sheet-Metal Worker, Maintenance	28.29	
23910	Small Engine Mechanic	22.61	
23931	Telecommunications Mechanic I	28.83	
23932	Telecommunications Mechanic II	30.13	

Code	Title	Rate	Note
23950	Telephone Lineman	22.44	
23960	Welder, Combination, Maintenance	27.08	
23965	Well Driller	29.39	
23970	Woodcraft Worker	29.39	
23980	Woodworker	23.69	
24000 Personal Needs Occupations			
24550	Case Manager	20.98	
24570	Child Care Attendant	13.95	***
24580	Child Care Center Clerk	17.38	***
24610	Chore Aide	15.96	***
24620	Family Readiness And Support Services Coordinator	20.98	
24630	Homemaker	20.98	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	31.30	
25040	Sewage Plant Operator	29.73	
25070	Stationary Engineer	31.30	
25190	Ventilation Equipment Tender	23.57	
25210	Water Treatment Plant Operator	29.73	
27000 Protective Service Occupations			
27004	Alarm Monitor	26.17	
27007	Baggage Inspector	18.31	
27008	Corrections Officer	24.17	
27010	Court Security Officer	21.85	
27030	Detection Dog Handler	20.48	
27040	Detention Officer	24.17	
27070	Firefighter	19.76	
27101	Guard I	18.31	
27102	Guard II	20.48	
27131	Police Officer I	29.12	
27132	Police Officer II	32.36	
28000 Recreation Occupations			
28041	Carnival Equipment Operator	17.83	
28042	Carnival Equipment Repairer	19.10	
28043	Carnival Worker	14.02	***
28210	Gate Attendant/Gate Tender	20.85	
28310	Lifeguard	15.09	***
28350	Park Attendant (Aide)	23.32	

Code	Title	Rate Note
28510	Recreation Aide/Health Facility Attendant	17.03 ***
28515	Recreation Specialist	28.90
28630	Sports Official	18.58
28690	Swimming Pool Operator	21.47
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	27.06
29020	Hatch Tender	27.06
29030	Line Handler	27.06
29041	Stevedore I	25.72
29042	Stevedore II	28.47
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	49.20 see 2
30011	Air Traffic Control Specialist, Station (HFO)	33.94 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	37.37 see 2
30021	Archeological Technician I	21.23
30022	Archeological Technician II	23.74
30023	Archeological Technician III	29.42
30030	Cartographic Technician	29.42
30040	Civil Engineering Technician	34.07
30051	Cryogenic Technician I	32.58
30052	Cryogenic Technician II	35.99
30061	Drafter/CAD Operator I	21.23
30062	Drafter/CAD Operator II	23.74
30063	Drafter/CAD Operator III	26.48
30064	Drafter/CAD Operator IV	32.58
30081	Engineering Technician I	16.78 ***
30082	Engineering Technician II	18.83
30083	Engineering Technician III	21.06
30084	Engineering Technician IV	26.09
30085	Engineering Technician V	31.92
30086	Engineering Technician VI	38.62
30090	Environmental Technician	29.42
30095	Evidence Control Specialist	29.42
30210	Laboratory Technician	23.02
30221	Latent Fingerprint Technician I	32.58
30222	Latent Fingerprint Technician II	35.99
30240	Mathematical Technician	29.42

Code	Title	Rate	Note
30361	Paralegal/Legal Assistant I	24.28	
30362	Paralegal/Legal Assistant II	30.09	
30363	Paralegal/Legal Assistant III	36.81	
30364	Paralegal/Legal Assistant IV	44.53	
30375	Petroleum Supply Specialist	35.99	
30390	Photo-Optics Technician	29.42	
30395	Radiation Control Technician	35.99	
30461	Technical Writer I	29.42	
30462	Technical Writer II	35.99	
30463	Technical Writer III	43.54	
30491	Unexploded Ordnance (UXO) Technician I	31.27	
30492	Unexploded Ordnance (UXO) Technician II	37.84	
30493	Unexploded Ordnance (UXO) Technician III	45.35	
30494	Unexploded (UXO) Safety Escort	31.27	
30495	Unexploded (UXO) Sweep Personnel	31.27	
30501	Weather Forecaster I	32.58	
30502	Weather Forecaster II	39.63	
30620	Weather Observer, Combined Upper Air Or Surface Programs	26.48	see 2
30621	Weather Observer, Senior	29.42	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	37.84	
31020	Bus Aide	15.05	***
31030	Bus Driver	20.00	
31043	Driver Courier	19.01	
31260	Parking and Lot Attendant	15.81	***
31290	Shuttle Bus Driver	17.35	***
31310	Taxi Driver	17.03	***
31361	Truckdriver, Light	20.35	
31362	Truckdriver, Medium	21.68	
31363	Truckdriver, Heavy	23.97	
31364	Truckdriver, Tractor-Trailer	23.97	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	18.45	
99030	Cashier	14.11	***
99050	Desk Clerk	14.12	***
99095	Embalmer	43.84	
99130	Flight Follower	31.27	

Code	Title	Rate	Note
99251	Laboratory Animal Caretaker I	21.51	
99252	Laboratory Animal Caretaker II	23.02	
99260	Marketing Analyst	31.33	
99310	Mortician	43.84	
99410	Pest Controller	26.47	
99510	Photofinishing Worker	16.43	***
99710	Recycling Laborer	23.60	
99711	Recycling Specialist	27.46	
99730	Refuse Collector	21.62	
99810	Sales Clerk	15.47	***
99820	School Crossing Guard	18.54	
99830	Survey Party Chief	27.37	
99831	Surveying Aide	16.00	***
99832	Surveying Technician	20.90	
99840	Vending Machine Attendant	23.19	
99841	Vending Machine Repairer	27.92	
99842	Vending Machine Repairer Helper	23.19	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4965

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Minnesota

Area: Minnesota Counties of Brown, Faribault, Freeborn, Goodhue, Martin, Mower, Rice, Steele, Waseca, Watonwan, Winona

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.76	
01012	Accounting Clerk II	19.93	
01013	Accounting Clerk III	22.29	
01020	Administrative Assistant	30.14	
01035	Court Reporter	22.71	
01041	Customer Service Representative I	16.93	***
01042	Customer Service Representative II	18.47	
01043	Customer Service Representative III	20.75	
01051	Data Entry Operator I	16.09	***
01052	Data Entry Operator II	17.56	***
01060	Dispatcher, Motor Vehicle	24.89	
01070	Document Preparation Clerk	19.86	
01090	Duplicating Machine Operator	19.86	
01111	General Clerk I	16.55	***
01112	General Clerk II	18.05	
01113	General Clerk III	20.26	
01120	Housing Referral Assistant	25.33	
01141	Messenger Courier	14.73	***
01191	Order Clerk I	16.46	***
01192	Order Clerk II	17.96	
01261	Personnel Assistant (Employment) I	19.22	
01262	Personnel Assistant (Employment) II	21.49	
01263	Personnel Assistant (Employment) III	23.97	
01270	Production Control Clerk	26.93	
01290	Rental Clerk	18.17	

Code	Title	Rate	Note
01300	Scheduler, Maintenance	20.30	
01311	Secretary I	20.30	
01312	Secretary II	22.71	
01313	Secretary III	25.33	
01320	Service Order Dispatcher	22.25	
01410	Supply Technician	30.14	
01420	Survey Worker	20.27	
01460	Switchboard Operator/Receptionist	16.47	***
01531	Travel Clerk I	17.25	***
01532	Travel Clerk II	18.52	
01533	Travel Clerk III	20.43	
01611	Word Processor I	18.09	
01612	Word Processor II	20.30	
01613	Word Processor III	22.71	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.15	
05010	Automotive Electrician	22.39	
05040	Automotive Glass Installer	21.31	
05070	Automotive Worker	21.31	
05110	Mobile Equipment Servicer	19.04	
05130	Motor Equipment Metal Mechanic	23.42	
05160	Motor Equipment Metal Worker	21.31	
05190	Motor Vehicle Mechanic	23.42	
05220	Motor Vehicle Mechanic Helper	17.81	
05250	Motor Vehicle Upholstery Worker	20.25	
05280	Motor Vehicle Wrecker	21.31	
05310	Painter, Automotive	22.39	
05340	Radiator Repair Specialist	21.31	
05370	Tire Repairer	19.50	
05400	Transmission Repair Specialist	23.42	
07000	Food Preparation And Service Occupations		
07010	Baker	17.56	***
07041	Cook I	17.79	
07042	Cook II	19.91	
07070	Dishwasher	13.53	***
07130	Food Service Worker	15.09	***
07210	Meat Cutter	20.58	

Code	Title	Rate	Note
07260	Waiter/Waitress	11.67	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.42	
09040	Furniture Handler	15.38	***
09080	Furniture Refinisher	22.42	
09090	Furniture Refinisher Helper	17.84	
09110	Furniture Repairer, Minor	20.28	
09130	Upholsterer	22.42	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	17.49	***
11060	Elevator Operator	17.44	***
11090	Gardener	21.92	
11122	Housekeeping Aide	17.44	***
11150	Janitor	17.44	***
11210	Laborer, Grounds Maintenance	17.69	***
11240	Maid or Houseman	15.64	***
11260	Pruner	16.30	***
11270	Tractor Operator	20.53	
11330	Trail Maintenance Worker	17.69	***
11360	Window Cleaner	18.95	
12000	Health Occupations		
12010	Ambulance Driver	19.00	
12011	Breath Alcohol Technician	24.11	
12012	Certified Occupational Therapist Assistant	29.18	
12015	Certified Physical Therapist Assistant	29.64	
12020	Dental Assistant	27.96	
12025	Dental Hygienist	38.28	
12030	EKG Technician	36.54	
12035	Electroneurodiagnostic Technologist	36.54	
12040	Emergency Medical Technician	19.00	
12071	Licensed Practical Nurse I	21.56	
12072	Licensed Practical Nurse II	24.11	
12073	Licensed Practical Nurse III	26.88	
12100	Medical Assistant	21.09	
12130	Medical Laboratory Technician	27.94	
12160	Medical Record Clerk	22.90	
12190	Medical Record Technician	25.61	

Code	Title	Rate	Note
12195	Medical Transcriptionist	21.75	
12210	Nuclear Medicine Technologist	53.01	
12221	Nursing Assistant I	14.79	***
12222	Nursing Assistant II	16.64	***
12223	Nursing Assistant III	18.16	
12224	Nursing Assistant IV	20.38	
12235	Optical Dispenser	19.81	
12236	Optical Technician	21.56	
12250	Pharmacy Technician	20.54	
12280	Phlebotomist	21.56	
12305	Radiologic Technologist	36.21	
12311	Registered Nurse I	27.88	
12312	Registered Nurse II	34.11	
12313	Registered Nurse II, Specialist	34.11	
12314	Registered Nurse III	41.26	
12315	Registered Nurse III, Anesthetist	41.26	
12316	Registered Nurse IV	49.45	
12317	Scheduler (Drug and Alcohol Testing)	29.89	
12320	Substance Abuse Treatment Counselor	25.67	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	23.61	
13012	Exhibits Specialist II	29.25	
13013	Exhibits Specialist III	35.78	
13041	Illustrator I	23.61	
13042	Illustrator II	29.25	
13043	Illustrator III	35.78	
13047	Librarian	32.39	
13050	Library Aide/Clerk	14.19	***
13054	Library Information Technology Systems Administrator	29.25	
13058	Library Technician	23.35	
13061	Media Specialist I	21.11	
13062	Media Specialist II	23.61	
13063	Media Specialist III	26.31	
13071	Photographer I	21.11	
13072	Photographer II	23.61	
13073	Photographer III	29.25	
13074	Photographer IV	35.78	

Code	Title	Rate	Note
13075	Photographer V	43.29	
13090	Technical Order Library Clerk	17.81	
13110	Video Teleconference Technician	23.87	
14000	Information Technology Occupations		
14041	Computer Operator I	22.56	
14042	Computer Operator II	25.23	
14043	Computer Operator III	28.14	
14044	Computer Operator IV	31.26	
14045	Computer Operator V	34.62	
14071	Computer Programmer I	24.74	see 1
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	22.56	
14160	Personal Computer Support Technician	31.26	
14170	System Support Specialist	34.62	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	32.55	
15020	Aircrew Training Devices Instructor (Rated)	39.38	
15030	Air Crew Training Devices Instructor (Pilot)	47.20	
15050	Computer Based Training Specialist / Instructor	32.55	
15060	Educational Technologist	37.50	
15070	Flight Instructor (Pilot)	47.20	
15080	Graphic Artist	23.50	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.20	
15086	Maintenance Test Pilot, Rotary Wing	47.20	
15088	Non-Maintenance Test/Co-Pilot	47.20	
15090	Technical Instructor	28.19	
15095	Technical Instructor/Course Developer	34.48	
15110	Test Proctor	22.75	
15120	Tutor	22.75	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	16.56	***
16030	Counter Attendant	16.56	***

Code	Title	Rate	Note
16040	Dry Cleaner	19.00	
16070	Finisher, Flatwork, Machine	16.56	***
16090	Presser, Hand	16.56	***
16110	Presser, Machine, Drycleaning	16.56	***
16130	Presser, Machine, Shirts	16.56	***
16160	Presser, Machine, Wearing Apparel, Laundry	16.56	***
16190	Sewing Machine Operator	19.80	
16220	Tailor	20.60	
16250	Washer, Machine	17.35	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	27.43	
19040	Tool And Die Maker	32.42	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	21.24	
21030	Material Coordinator	26.93	
21040	Material Expediter	26.93	
21050	Material Handling Laborer	20.67	
21071	Order Filler	17.04	***
21080	Production Line Worker (Food Processing)	21.24	
21110	Shipping Packer	20.23	
21130	Shipping/Receiving Clerk	20.23	
21140	Store Worker I	17.08	***
21150	Stock Clerk	21.97	
21210	Tools And Parts Attendant	21.24	
21410	Warehouse Specialist	21.24	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	31.81	
23019	Aircraft Logs and Records Technician	26.35	
23021	Aircraft Mechanic I	30.47	
23022	Aircraft Mechanic II	31.81	
23023	Aircraft Mechanic III	33.11	
23040	Aircraft Mechanic Helper	23.18	
23050	Aircraft, Painter	29.13	
23060	Aircraft Servicer	26.35	
23070	Aircraft Survival Flight Equipment Technician	29.13	
23080	Aircraft Worker	27.73	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	27.73	

Code	Title	Rate Note
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	30.47
23110	Appliance Mechanic	26.36
23120	Bicycle Repairer	24.77
23125	Cable Splicer	44.97
23130	Carpenter, Maintenance	26.24
23140	Carpet Layer	27.73
23160	Electrician, Maintenance	33.93
23181	Electronics Technician Maintenance I	27.91
23182	Electronics Technician Maintenance II	29.30
23183	Electronics Technician Maintenance III	30.62
23260	Fabric Worker	26.35
23290	Fire Alarm System Mechanic	30.47
23310	Fire Extinguisher Repairer	24.77
23311	Fuel Distribution System Mechanic	33.30
23312	Fuel Distribution System Operator	27.15
23370	General Maintenance Worker	24.51
23380	Ground Support Equipment Mechanic	30.47
23381	Ground Support Equipment Servicer	26.35
23382	Ground Support Equipment Worker	27.73
23391	Gunsmith I	24.77
23392	Gunsmith II	27.73
23393	Gunsmith III	30.47
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.35
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.64
23430	Heavy Equipment Mechanic	30.93
23440	Heavy Equipment Operator	30.86
23460	Instrument Mechanic	30.47
23465	Laboratory/Shelter Mechanic	29.13
23470	Laborer	20.67
23510	Locksmith	29.13
23530	Machinery Maintenance Mechanic	27.74
23550	Machinist, Maintenance	24.49
23580	Maintenance Trades Helper	18.98
23591	Metrology Technician I	30.47
23592	Metrology Technician II	31.81
23593	Metrology Technician III	33.11
23640	Millwright	30.47

Code	Title	Rate	Note
23710	Office Appliance Repairer	29.13	
23760	Painter, Maintenance	23.64	
23790	Pipefitter, Maintenance	32.29	
23810	Plumber, Maintenance	30.87	
23820	Pneudraulic Systems Mechanic	30.47	
23850	Rigger	30.47	
23870	Scale Mechanic	27.73	
23890	Sheet-Metal Worker, Maintenance	29.88	
23910	Small Engine Mechanic	23.20	
23931	Telecommunications Mechanic I	30.97	
23932	Telecommunications Mechanic II	32.35	
23950	Telephone Lineman	27.21	
23960	Welder, Combination, Maintenance	23.34	
23965	Well Driller	30.47	
23970	Woodcraft Worker	30.47	
23980	Woodworker	24.77	
24000	Personal Needs Occupations		
24550	Case Manager	20.53	
24570	Child Care Attendant	13.93	***
24580	Child Care Center Clerk	17.38	***
24610	Chore Aide	16.69	***
24620	Family Readiness And Support Services Coordinator	20.53	
24630	Homemaker	20.53	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	31.48	
25040	Sewage Plant Operator	30.29	
25070	Stationary Engineer	31.48	
25190	Ventilation Equipment Tender	23.94	
25210	Water Treatment Plant Operator	30.29	
27000	Protective Service Occupations		
27004	Alarm Monitor	28.07	
27007	Baggage Inspector	19.55	
27008	Corrections Officer	27.79	
27010	Court Security Officer	23.21	
27030	Detection Dog Handler	21.87	
27040	Detention Officer	27.79	
27070	Firefighter	19.76	

Code	Title	Rate Note
27101	Guard I	19.55
27102	Guard II	21.87
27131	Police Officer I	30.75
27132	Police Officer II	34.17
28000	Recreation Occupations	
28041	Carnival Equipment Operator	17.50 ***
28042	Carnival Equipment Repairer	18.70
28043	Carnival Worker	13.89 ***
28210	Gate Attendant/Gate Tender	20.44
28310	Lifeguard	13.72 ***
28350	Park Attendant (Aide)	22.86
28510	Recreation Aide/Health Facility Attendant	16.69 ***
28515	Recreation Specialist	28.33
28630	Sports Official	18.22
28690	Swimming Pool Operator	20.93
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	27.73
29020	Hatch Tender	27.73
29030	Line Handler	27.73
29041	Stevedore I	26.35
29042	Stevedore II	29.13
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	49.20 see 2
30011	Air Traffic Control Specialist, Station (HFO)	33.94 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	37.37 see 2
30021	Archeological Technician I	20.17
30022	Archeological Technician II	22.56
30023	Archeological Technician III	27.96
30030	Cartographic Technician	27.96
30040	Civil Engineering Technician	34.09
30051	Cryogenic Technician I	30.96
30052	Cryogenic Technician II	34.19
30061	Drafter/CAD Operator I	20.17
30062	Drafter/CAD Operator II	22.56
30063	Drafter/CAD Operator III	25.15
30064	Drafter/CAD Operator IV	30.96
30081	Engineering Technician I	18.97

Code	Title	Rate Note
30082	Engineering Technician II	21.29
30083	Engineering Technician III	23.81
30084	Engineering Technician IV	29.50
30085	Engineering Technician V	36.09
30086	Engineering Technician VI	43.66
30090	Environmental Technician	27.83
30095	Evidence Control Specialist	27.96
30210	Laboratory Technician	25.32
30221	Latent Fingerprint Technician I	30.96
30222	Latent Fingerprint Technician II	34.19
30240	Mathematical Technician	27.96
30361	Paralegal/Legal Assistant I	23.68
30362	Paralegal/Legal Assistant II	29.35
30363	Paralegal/Legal Assistant III	35.89
30364	Paralegal/Legal Assistant IV	43.43
30375	Petroleum Supply Specialist	34.19
30390	Photo-Optics Technician	27.96
30395	Radiation Control Technician	34.19
30461	Technical Writer I	27.83
30462	Technical Writer II	34.04
30463	Technical Writer III	41.20
30491	Unexploded Ordnance (UXO) Technician I	31.27
30492	Unexploded Ordnance (UXO) Technician II	37.84
30493	Unexploded Ordnance (UXO) Technician III	45.35
30494	Unexploded (UXO) Safety Escort	31.27
30495	Unexploded (UXO) Sweep Personnel	31.27
30501	Weather Forecaster I	30.96
30502	Weather Forecaster II	37.65
30620	Weather Observer, Combined Upper Air Or Surface Programs	25.15 see 2
30621	Weather Observer, Senior	27.96 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	37.84
31020	Bus Aide	15.54 ***
31030	Bus Driver	20.50
31043	Driver Courier	18.58
31260	Parking and Lot Attendant	14.74 ***
31290	Shuttle Bus Driver	16.22 ***

Code	Title	Rate	Note
31310	Taxi Driver	15.08	***
31361	Truckdriver, Light	19.86	
31362	Truckdriver, Medium	21.12	
31363	Truckdriver, Heavy	26.81	
31364	Truckdriver, Tractor-Trailer	26.81	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	18.45	
99030	Cashier	14.30	***
99050	Desk Clerk	14.44	***
99095	Embalmer	35.95	
99130	Flight Follower	31.27	
99251	Laboratory Animal Caretaker I	21.29	
99252	Laboratory Animal Caretaker II	22.75	
99260	Marketing Analyst	31.27	
99310	Mortician	35.95	
99410	Pest Controller	26.79	
99510	Photofinishing Worker	16.43	***
99710	Recycling Laborer	26.50	
99711	Recycling Specialist	30.74	
99730	Refuse Collector	24.39	
99810	Sales Clerk	15.95	***
99820	School Crossing Guard	19.12	
99830	Survey Party Chief	29.65	
99831	Surveying Aide	17.33	***
99832	Surveying Technician	22.64	
99840	Vending Machine Attendant	23.56	
99841	Vending Machine Repairer	28.19	
99842	Vending Machine Repairer Helper	23.56	

Footer

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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4967

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Minnesota

Area: Minnesota County of Clay

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	17.76
01012	Accounting Clerk II	19.93
01013	Accounting Clerk III	22.29
01020	Administrative Assistant	30.07
01035	Court Reporter	22.69
01041	Customer Service Representative I	15.26 ***
01042	Customer Service Representative II	16.65 ***
01043	Customer Service Representative III	18.68
01051	Data Entry Operator I	16.16 ***
01052	Data Entry Operator II	17.63 ***
01060	Dispatcher, Motor Vehicle	27.86
01070	Document Preparation Clerk	17.59 ***
01090	Duplicating Machine Operator	17.59 ***
01111	General Clerk I	18.02
01112	General Clerk II	19.66
01113	General Clerk III	22.06

Code	Title	Rate	Note
01120	Housing Referral Assistant	22.99	
01141	Messenger Courier	14.36	***
01191	Order Clerk I	17.17	***
01192	Order Clerk II	18.74	
01261	Personnel Assistant (Employment) I	18.35	
01262	Personnel Assistant (Employment) II	20.53	
01263	Personnel Assistant (Employment) III	22.89	
01270	Production Control Clerk	27.41	
01290	Rental Clerk	17.56	***
01300	Scheduler, Maintenance	18.45	
01311	Secretary I	18.45	
01312	Secretary II	20.63	
01313	Secretary III	22.99	
01320	Service Order Dispatcher	24.92	
01410	Supply Technician	30.07	
01420	Survey Worker	17.91	
01460	Switchboard Operator/Receptionist	17.27	***
01531	Travel Clerk I	18.40	
01532	Travel Clerk II	20.28	
01533	Travel Clerk III	22.46	
01611	Word Processor I	16.42	***
01612	Word Processor II	18.45	
01613	Word Processor III	20.63	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.45	
05010	Automotive Electrician	21.84	
05040	Automotive Glass Installer	20.34	
05070	Automotive Worker	20.34	
05110	Mobile Equipment Servicer	17.40	***
05130	Motor Equipment Metal Mechanic	23.13	
05160	Motor Equipment Metal Worker	20.34	
05190	Motor Vehicle Mechanic	23.13	
05220	Motor Vehicle Mechanic Helper	17.16	***
05250	Motor Vehicle Upholstery Worker	18.88	
05280	Motor Vehicle Wrecker	20.34	
05310	Painter, Automotive	21.84	
05340	Radiator Repair Specialist	20.34	

Code	Title	Rate	Note
05370	Tire Repairer	18.38	
05400	Transmission Repair Specialist	23.13	
07000	Food Preparation And Service Occupations		
07010	Baker	16.94	***
07041	Cook I	17.94	
07042	Cook II	20.97	
07070	Dishwasher	14.04	***
07130	Food Service Worker	16.03	***
07210	Meat Cutter	19.26	
07260	Waiter/Waitress	12.73	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	23.76	
09040	Furniture Handler	13.89	***
09080	Furniture Refinisher	23.76	
09090	Furniture Refinisher Helper	17.27	***
09110	Furniture Repairer, Minor	20.53	
09130	Upholsterer	23.76	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.79	***
11060	Elevator Operator	16.79	***
11090	Gardener	28.01	
11122	Housekeeping Aide	17.07	***
11150	Janitor	17.07	***
11210	Laborer, Grounds Maintenance	20.56	
11240	Maid or Houseman	15.42	***
11260	Pruner	18.25	
11270	Tractor Operator	25.55	
11330	Trail Maintenance Worker	20.56	
11360	Window Cleaner	19.23	
12000	Health Occupations		
12010	Ambulance Driver	17.88	
12011	Breath Alcohol Technician	23.74	
12012	Certified Occupational Therapist Assistant	29.20	
12015	Certified Physical Therapist Assistant	27.94	
12020	Dental Assistant	24.34	
12025	Dental Hygienist	39.11	
12030	EKG Technician	34.02	

Code	Title	Rate	Note
12035	Electroneurodiagnostic Technologist	34.02	
12040	Emergency Medical Technician	17.88	
12071	Licensed Practical Nurse I	21.23	
12072	Licensed Practical Nurse II	23.74	
12073	Licensed Practical Nurse III	26.47	
12100	Medical Assistant	20.68	
12130	Medical Laboratory Technician	28.77	
12160	Medical Record Clerk	23.73	
12190	Medical Record Technician	27.34	
12195	Medical Transcriptionist	20.06	
12210	Nuclear Medicine Technologist	52.18	
12221	Nursing Assistant I	13.65	***
12222	Nursing Assistant II	15.36	***
12223	Nursing Assistant III	16.76	***
12224	Nursing Assistant IV	18.81	
12235	Optical Dispenser	18.76	
12236	Optical Technician	21.23	
12250	Pharmacy Technician	22.35	
12280	Phlebotomist	18.15	
12305	Radiologic Technologist	32.20	
12311	Registered Nurse I	25.14	
12312	Registered Nurse II	30.09	
12313	Registered Nurse II, Specialist	30.09	
12314	Registered Nurse III	36.40	
12315	Registered Nurse III, Anesthetist	36.40	
12316	Registered Nurse IV	43.64	
12317	Scheduler (Drug and Alcohol Testing)	29.43	
12320	Substance Abuse Treatment Counselor	28.59	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	23.16	
13012	Exhibits Specialist II	28.70	
13013	Exhibits Specialist III	35.10	
13041	Illustrator I	25.48	
13042	Illustrator II	31.57	
13043	Illustrator III	38.61	
13047	Librarian	31.78	
13050	Library Aide/Clerk	16.82	***

Code	Title	Rate	Note
13054	Library Information Technology Systems Administrator	28.70	
13058	Library Technician	19.40	
13061	Media Specialist I	20.72	
13062	Media Specialist II	23.16	
13063	Media Specialist III	25.82	
13071	Photographer I	17.96	
13072	Photographer II	20.10	
13073	Photographer III	24.88	
13074	Photographer IV	30.45	
13075	Photographer V	36.84	
13090	Technical Order Library Clerk	18.98	
13110	Video Teleconference Technician	23.63	
14000	Information Technology Occupations		
14041	Computer Operator I	19.89	
14042	Computer Operator II	22.24	
14043	Computer Operator III	24.81	
14044	Computer Operator IV	27.56	
14045	Computer Operator V	30.52	
14071	Computer Programmer I	22.58	see 1
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	19.89	
14160	Personal Computer Support Technician	27.77	
14170	System Support Specialist	30.75	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	32.66	
15020	Aircrew Training Devices Instructor (Rated)	39.50	
15030	Air Crew Training Devices Instructor (Pilot)	47.35	
15050	Computer Based Training Specialist / Instructor	32.66	
15060	Educational Technologist	35.48	
15070	Flight Instructor (Pilot)	47.35	
15080	Graphic Artist	22.22	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.35	

Code	Title	Rate	Note
15086	Maintenance Test Pilot, Rotary Wing	47.35	
15088	Non-Maintenance Test/Co-Pilot	47.35	
15090	Technical Instructor	24.20	
15095	Technical Instructor/Course Developer	29.60	
15110	Test Proctor	19.53	
15120	Tutor	19.53	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	11.19	***
16030	Counter Attendant	11.19	***
16040	Dry Cleaner	14.10	***
16070	Finisher, Flatwork, Machine	11.19	***
16090	Presser, Hand	11.19	***
16110	Presser, Machine, Drycleaning	11.19	***
16130	Presser, Machine, Shirts	11.19	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.19	***
16190	Sewing Machine Operator	14.92	***
16220	Tailor	15.77	***
16250	Washer, Machine	12.41	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	30.05	
19040	Tool And Die Maker	35.82	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	19.92	
21030	Material Coordinator	27.41	
21040	Material Expediter	27.41	
21050	Material Handling Laborer	19.22	
21071	Order Filler	17.52	***
21080	Production Line Worker (Food Processing)	19.92	
21110	Shipping Packer	21.02	
21130	Shipping/Receiving Clerk	21.02	
21140	Store Worker I	15.63	***
21150	Stock Clerk	19.08	
21210	Tools And Parts Attendant	19.92	
21410	Warehouse Specialist	19.92	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	30.88	
23019	Aircraft Logs and Records Technician	24.12	

Code	Title	Rate Note
23021	Aircraft Mechanic I	29.57
23022	Aircraft Mechanic II	30.88
23023	Aircraft Mechanic III	32.06
23040	Aircraft Mechanic Helper	20.70
23050	Aircraft, Painter	27.93
23060	Aircraft Servicer	24.12
23070	Aircraft Survival Flight Equipment Technician	27.93
23080	Aircraft Worker	26.01
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.01
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.57
23110	Appliance Mechanic	28.15
23120	Bicycle Repairer	20.82
23125	Cable Splicer	50.15
23130	Carpenter, Maintenance	25.56
23140	Carpet Layer	26.76
23160	Electrician, Maintenance	32.78
23181	Electronics Technician Maintenance I	30.66
23182	Electronics Technician Maintenance II	32.92
23183	Electronics Technician Maintenance III	34.86
23260	Fabric Worker	25.96
23290	Fire Alarm System Mechanic	28.85
23310	Fire Extinguisher Repairer	23.94
23311	Fuel Distribution System Mechanic	31.82
23312	Fuel Distribution System Operator	23.94
23370	General Maintenance Worker	22.92
23380	Ground Support Equipment Mechanic	29.57
23381	Ground Support Equipment Servicer	24.12
23382	Ground Support Equipment Worker	26.01
23391	Gunsmith I	23.94
23392	Gunsmith II	27.98
23393	Gunsmith III	31.82
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.52
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.87
23430	Heavy Equipment Mechanic	30.34
23440	Heavy Equipment Operator	28.81
23460	Instrument Mechanic	31.82
23465	Laboratory/Shelter Mechanic	30.05

Code	Title	Rate	Note
23470	Laborer	19.22	
23510	Locksmith	26.12	
23530	Machinery Maintenance Mechanic	29.20	
23550	Machinist, Maintenance	27.72	
23580	Maintenance Trades Helper	21.50	
23591	Metrology Technician I	31.82	
23592	Metrology Technician II	33.23	
23593	Metrology Technician III	34.50	
23640	Millwright	29.00	
23710	Office Appliance Repairer	25.00	
23760	Painter, Maintenance	23.58	
23790	Pipefitter, Maintenance	30.51	
23810	Plumber, Maintenance	28.81	
23820	Pneudraulic Systems Mechanic	31.82	
23850	Rigger	31.82	
23870	Scale Mechanic	27.98	
23890	Sheet-Metal Worker, Maintenance	31.20	
23910	Small Engine Mechanic	25.16	
23931	Telecommunications Mechanic I	34.55	
23932	Telecommunications Mechanic II	36.08	
23950	Telephone Lineman	33.67	
23960	Welder, Combination, Maintenance	25.56	
23965	Well Driller	28.85	
23970	Woodcraft Worker	31.82	
23980	Woodworker	23.94	
24000 Personal Needs Occupations			
24550	Case Manager	21.20	
24570	Child Care Attendant	13.76	***
24580	Child Care Center Clerk	17.16	***
24610	Chore Aide	17.16	***
24620	Family Readiness And Support Services Coordinator	21.20	
24630	Homemaker	21.34	
25000 Plant And System Operations Occupations			
25010	Boiler Tender	28.16	
25040	Sewage Plant Operator	31.34	
25070	Stationary Engineer	28.16	
25190	Ventilation Equipment Tender	20.19	

Code	Title	Rate	Note
25210	Water Treatment Plant Operator	31.34	
27000	Protective Service Occupations		
27004	Alarm Monitor	26.28	
27007	Baggage Inspector	17.72	***
27008	Corrections Officer	24.79	
27010	Court Security Officer	24.54	
27030	Detection Dog Handler	19.82	
27040	Detention Officer	24.79	
27070	Firefighter	24.29	
27101	Guard I	17.72	***
27102	Guard II	19.82	
27131	Police Officer I	31.70	
27132	Police Officer II	35.24	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	19.48	
28042	Carnival Equipment Repairer	21.34	
28043	Carnival Worker	13.92	***
28210	Gate Attendant/Gate Tender	21.67	
28310	Lifeguard	13.47	***
28350	Park Attendant (Aide)	24.24	
28510	Recreation Aide/Health Facility Attendant	17.70	***
28515	Recreation Specialist	30.04	
28630	Sports Official	19.31	
28690	Swimming Pool Operator	24.96	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	31.83	
29020	Hatch Tender	31.83	
29030	Line Handler	31.83	
29041	Stevedore I	29.53	
29042	Stevedore II	34.18	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	19.10	
30022	Archeological Technician II	21.36	
30023	Archeological Technician III	26.47	

Code	Title	Rate Note
30030	Cartographic Technician	26.47
30040	Civil Engineering Technician	29.48
30051	Cryogenic Technician I	29.31
30052	Cryogenic Technician II	32.37
30061	Drafter/CAD Operator I	19.10
30062	Drafter/CAD Operator II	21.36
30063	Drafter/CAD Operator III	23.81
30064	Drafter/CAD Operator IV	29.31
30081	Engineering Technician I	16.78 ***
30082	Engineering Technician II	18.83
30083	Engineering Technician III	21.06
30084	Engineering Technician IV	26.09
30085	Engineering Technician V	31.92
30086	Engineering Technician VI	38.62
30090	Environmental Technician	27.51
30095	Evidence Control Specialist	26.47
30210	Laboratory Technician	23.81
30221	Latent Fingerprint Technician I	29.31
30222	Latent Fingerprint Technician II	32.37
30240	Mathematical Technician	26.47
30361	Paralegal/Legal Assistant I	21.00
30362	Paralegal/Legal Assistant II	26.02
30363	Paralegal/Legal Assistant III	31.82
30364	Paralegal/Legal Assistant IV	38.51
30375	Petroleum Supply Specialist	32.37
30390	Photo-Optics Technician	26.47
30395	Radiation Control Technician	32.37
30461	Technical Writer I	26.47
30462	Technical Writer II	32.37
30463	Technical Writer III	39.16
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	29.31
30502	Weather Forecaster II	35.65

Code	Title	Rate	Note
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.81	see 2
30621	Weather Observer, Senior	26.47	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	16.09	***
31030	Bus Driver	23.77	
31043	Driver Courier	20.21	
31260	Parking and Lot Attendant	13.42	***
31290	Shuttle Bus Driver	17.44	***
31310	Taxi Driver	16.64	***
31361	Truckdriver, Light	22.15	
31362	Truckdriver, Medium	24.02	
31363	Truckdriver, Heavy	27.79	
31364	Truckdriver, Tractor-Trailer	27.79	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	14.24	***
99050	Desk Clerk	14.88	***
99095	Embalmer	36.04	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	16.64	***
99252	Laboratory Animal Caretaker II	18.24	
99260	Marketing Analyst	29.33	
99310	Mortician	36.04	
99410	Pest Controller	26.96	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	30.30	
99711	Recycling Specialist	37.66	
99730	Refuse Collector	26.90	
99810	Sales Clerk	16.39	***
99820	School Crossing Guard	14.73	***
99830	Survey Party Chief	29.03	
99831	Surveying Aide	19.50	
99832	Surveying Technician	25.50	
99840	Vending Machine Attendant	19.54	
99841	Vending Machine Repairer	25.04	
99842	Vending Machine Repairer Helper	19.54	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day

off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) **COMPUTER EMPLOYEES:** 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)).

Wage Determination No. : 2015-4969

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: North Dakota

Area: North Dakota County of Cass

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.76	
01012	Accounting Clerk II	19.93	
01013	Accounting Clerk III	22.29	
01020	Administrative Assistant	30.07	
01035	Court Reporter	22.69	
01041	Customer Service Representative I	15.26	***
01042	Customer Service Representative II	16.65	***
01043	Customer Service Representative III	18.68	
01051	Data Entry Operator I	16.16	***

Code	Title	Rate	Note
01052	Data Entry Operator II	17.63	***
01060	Dispatcher, Motor Vehicle	27.86	
01070	Document Preparation Clerk	17.59	***
01090	Duplicating Machine Operator	17.59	***
01111	General Clerk I	18.02	
01112	General Clerk II	19.66	
01113	General Clerk III	22.06	
01120	Housing Referral Assistant	22.99	
01141	Messenger Courier	14.36	***
01191	Order Clerk I	17.17	***
01192	Order Clerk II	18.74	
01261	Personnel Assistant (Employment) I	18.35	
01262	Personnel Assistant (Employment) II	20.53	
01263	Personnel Assistant (Employment) III	22.89	
01270	Production Control Clerk	27.20	
01290	Rental Clerk	17.56	***
01300	Scheduler, Maintenance	18.45	
01311	Secretary I	18.45	
01312	Secretary II	20.63	
01313	Secretary III	22.99	
01320	Service Order Dispatcher	24.92	
01410	Supply Technician	30.07	
01420	Survey Worker	17.91	
01460	Switchboard Operator/Receptionist	17.27	***
01531	Travel Clerk I	18.40	
01532	Travel Clerk II	20.28	
01533	Travel Clerk III	22.46	
01611	Word Processor I	16.42	***
01612	Word Processor II	18.45	
01613	Word Processor III	20.63	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.45	
05010	Automotive Electrician	21.84	
05040	Automotive Glass Installer	20.34	
05070	Automotive Worker	20.34	
05110	Mobile Equipment Servicer	17.40	***
05130	Motor Equipment Metal Mechanic	23.13	

Code	Title	Rate	Note
05160	Motor Equipment Metal Worker	20.34	
05190	Motor Vehicle Mechanic	23.13	
05220	Motor Vehicle Mechanic Helper	15.88	***
05250	Motor Vehicle Upholstery Worker	18.88	
05280	Motor Vehicle Wrecker	20.34	
05310	Painter, Automotive	21.84	
05340	Radiator Repair Specialist	20.34	
05370	Tire Repairer	18.38	
05400	Transmission Repair Specialist	23.13	
07000	Food Preparation And Service Occupations		
07010	Baker	16.94	***
07041	Cook I	17.94	
07042	Cook II	20.97	
07070	Dishwasher	14.04	***
07130	Food Service Worker	16.03	***
07210	Meat Cutter	19.26	
07260	Waiter/Waitress	12.73	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	23.76	
09040	Furniture Handler	13.89	***
09080	Furniture Refinisher	23.76	
09090	Furniture Refinisher Helper	17.27	***
09110	Furniture Repairer, Minor	20.53	
09130	Upholsterer	23.76	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	16.79	***
11060	Elevator Operator	16.79	***
11090	Gardener	28.01	
11122	Housekeeping Aide	17.07	***
11150	Janitor	17.07	***
11210	Laborer, Grounds Maintenance	20.56	
11240	Maid or Houseman	15.42	***
11260	Pruner	18.25	
11270	Tractor Operator	25.55	
11330	Trail Maintenance Worker	20.56	
11360	Window Cleaner	19.23	
12000	Health Occupations		

Code	Title	Rate	Note
12010	Ambulance Driver	17.88	
12011	Breath Alcohol Technician	23.74	
12012	Certified Occupational Therapist Assistant	29.20	
12015	Certified Physical Therapist Assistant	26.18	
12020	Dental Assistant	24.34	
12025	Dental Hygienist	39.11	
12030	EKG Technician	34.02	
12035	Electroneurodiagnostic Technologist	34.02	
12040	Emergency Medical Technician	17.88	
12071	Licensed Practical Nurse I	21.23	
12072	Licensed Practical Nurse II	23.74	
12073	Licensed Practical Nurse III	26.47	
12100	Medical Assistant	20.68	
12130	Medical Laboratory Technician	28.77	
12160	Medical Record Clerk	22.21	
12190	Medical Record Technician	27.34	
12195	Medical Transcriptionist	20.06	
12210	Nuclear Medicine Technologist	52.18	
12221	Nursing Assistant I	13.65	***
12222	Nursing Assistant II	15.36	***
12223	Nursing Assistant III	16.76	***
12224	Nursing Assistant IV	18.81	
12235	Optical Dispenser	18.76	
12236	Optical Technician	21.23	
12250	Pharmacy Technician	22.35	
12280	Phlebotomist	18.15	
12305	Radiologic Technologist	32.20	
12311	Registered Nurse I	24.60	
12312	Registered Nurse II	30.09	
12313	Registered Nurse II, Specialist	30.09	
12314	Registered Nurse III	36.40	
12315	Registered Nurse III, Anesthetist	36.40	
12316	Registered Nurse IV	43.64	
12317	Scheduler (Drug and Alcohol Testing)	29.43	
12320	Substance Abuse Treatment Counselor	28.59	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	23.16	

Code	Title	Rate	Note
13012	Exhibits Specialist II	28.70	
13013	Exhibits Specialist III	35.10	
13041	Illustrator I	25.48	
13042	Illustrator II	31.57	
13043	Illustrator III	38.61	
13047	Librarian	31.77	
13050	Library Aide/Clerk	15.12	***
13054	Library Information Technology Systems Administrator	28.69	
13058	Library Technician	19.40	
13061	Media Specialist I	20.70	
13062	Media Specialist II	23.15	
13063	Media Specialist III	25.82	
13071	Photographer I	17.96	
13072	Photographer II	20.10	
13073	Photographer III	24.88	
13074	Photographer IV	30.45	
13075	Photographer V	36.84	
13090	Technical Order Library Clerk	18.98	
13110	Video Teleconference Technician	23.63	
14000	Information Technology Occupations		
14041	Computer Operator I	19.89	
14042	Computer Operator II	22.24	
14043	Computer Operator III	24.81	
14044	Computer Operator IV	27.56	
14045	Computer Operator V	30.52	
14071	Computer Programmer I	22.58	see 1
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	19.89	
14160	Personal Computer Support Technician	27.56	
14170	System Support Specialist	30.75	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	32.66	

Code	Title	Rate	Note
15020	Aircrew Training Devices Instructor (Rated)	39.50	
15030	Air Crew Training Devices Instructor (Pilot)	47.35	
15050	Computer Based Training Specialist / Instructor	32.66	
15060	Educational Technologist	35.48	
15070	Flight Instructor (Pilot)	47.35	
15080	Graphic Artist	22.22	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	47.35	
15086	Maintenance Test Pilot, Rotary Wing	47.35	
15088	Non-Maintenance Test/Co-Pilot	47.35	
15090	Technical Instructor	24.20	
15095	Technical Instructor/Course Developer	29.60	
15110	Test Proctor	19.53	
15120	Tutor	19.53	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	11.05	***
16030	Counter Attendant	11.05	***
16040	Dry Cleaner	12.88	***
16070	Finisher, Flatwork, Machine	11.05	***
16090	Presser, Hand	11.05	***
16110	Presser, Machine, Drycleaning	11.05	***
16130	Presser, Machine, Shirts	11.05	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.05	***
16190	Sewing Machine Operator	13.52	***
16220	Tailor	14.13	***
16250	Washer, Machine	11.61	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	30.05	
19040	Tool And Die Maker	35.82	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	19.92	
21030	Material Coordinator	27.20	
21040	Material Expediter	27.20	
21050	Material Handling Laborer	19.22	
21071	Order Filler	17.52	***
21080	Production Line Worker (Food Processing)	19.92	
21110	Shipping Packer	21.02	
21130	Shipping/Receiving Clerk	21.02	

Code	Title	Rate Note
21140	Store Worker I	13.44 ***
21150	Stock Clerk	18.62
21210	Tools And Parts Attendant	19.92
21410	Warehouse Specialist	19.92
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	30.88
23019	Aircraft Logs and Records Technician	24.12
23021	Aircraft Mechanic I	29.57
23022	Aircraft Mechanic II	30.88
23023	Aircraft Mechanic III	32.06
23040	Aircraft Mechanic Helper	20.30
23050	Aircraft, Painter	27.93
23060	Aircraft Servicer	24.12
23070	Aircraft Survival Flight Equipment Technician	27.93
23080	Aircraft Worker	26.01
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	26.01
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	29.57
23110	Appliance Mechanic	28.15
23120	Bicycle Repairer	20.82
23125	Cable Splicer	50.15
23130	Carpenter, Maintenance	25.56
23140	Carpet Layer	25.43
23160	Electrician, Maintenance	32.78
23181	Electronics Technician Maintenance I	30.66
23182	Electronics Technician Maintenance II	32.92
23183	Electronics Technician Maintenance III	34.86
23260	Fabric Worker	25.96
23290	Fire Alarm System Mechanic	28.85
23310	Fire Extinguisher Repairer	23.94
23311	Fuel Distribution System Mechanic	31.82
23312	Fuel Distribution System Operator	23.94
23370	General Maintenance Worker	22.92
23380	Ground Support Equipment Mechanic	29.57
23381	Ground Support Equipment Servicer	24.12
23382	Ground Support Equipment Worker	26.01
23391	Gunsmith I	23.94
23392	Gunsmith II	27.98

Code	Title	Rate	Note
23393	Gunsmith III	31.82	
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.52	
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.87	
23430	Heavy Equipment Mechanic	30.34	
23440	Heavy Equipment Operator	28.81	
23460	Instrument Mechanic	31.82	
23465	Laboratory/Shelter Mechanic	30.05	
23470	Laborer	19.22	
23510	Locksmith	26.12	
23530	Machinery Maintenance Mechanic	29.20	
23550	Machinist, Maintenance	27.72	
23580	Maintenance Trades Helper	21.50	
23591	Metrology Technician I	31.82	
23592	Metrology Technician II	33.23	
23593	Metrology Technician III	34.50	
23640	Millwright	29.00	
23710	Office Appliance Repairer	25.00	
23760	Painter, Maintenance	23.58	
23790	Pipefitter, Maintenance	30.51	
23810	Plumber, Maintenance	28.81	
23820	Pneudraulic Systems Mechanic	31.82	
23850	Rigger	31.82	
23870	Scale Mechanic	27.98	
23890	Sheet-Metal Worker, Maintenance	31.20	
23910	Small Engine Mechanic	25.16	
23931	Telecommunications Mechanic I	34.55	
23932	Telecommunications Mechanic II	36.08	
23950	Telephone Lineman	33.19	
23960	Welder, Combination, Maintenance	25.56	
23965	Well Driller	28.85	
23970	Woodcraft Worker	31.82	
23980	Woodworker	23.94	
24000	Personal Needs Occupations		
24550	Case Manager	21.20	
24570	Child Care Attendant	13.76	***
24580	Child Care Center Clerk	17.16	***
24610	Chore Aide	17.16	***

Code	Title	Rate	Note
24620	Family Readiness And Support Services Coordinator	21.20	
24630	Homemaker	21.20	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	28.16	
25040	Sewage Plant Operator	31.34	
25070	Stationary Engineer	28.16	
25190	Ventilation Equipment Tender	19.33	
25210	Water Treatment Plant Operator	31.34	
27000	Protective Service Occupations		
27004	Alarm Monitor	22.89	
27007	Baggage Inspector	17.72	***
27008	Corrections Officer	24.79	
27010	Court Security Officer	24.54	
27030	Detection Dog Handler	19.82	
27040	Detention Officer	24.79	
27070	Firefighter	24.29	
27101	Guard I	17.72	***
27102	Guard II	19.82	
27131	Police Officer I	31.70	
27132	Police Officer II	35.24	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	19.48	
28042	Carnival Equipment Repairer	21.34	
28043	Carnival Worker	13.92	***
28210	Gate Attendant/Gate Tender	21.67	
28310	Lifeguard	13.47	***
28350	Park Attendant (Aide)	24.24	
28510	Recreation Aide/Health Facility Attendant	17.70	***
28515	Recreation Specialist	30.04	
28630	Sports Official	19.31	
28690	Swimming Pool Operator	24.96	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	31.83	
29020	Hatch Tender	31.83	
29030	Line Handler	31.83	
29041	Stevedore I	29.53	
29042	Stevedore II	34.18	

Code	Title	Rate	Note
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	19.10	
30022	Archeological Technician II	21.36	
30023	Archeological Technician III	26.47	
30030	Cartographic Technician	26.47	
30040	Civil Engineering Technician	29.48	
30051	Cryogenic Technician I	29.31	
30052	Cryogenic Technician II	32.37	
30061	Drafter/CAD Operator I	19.10	
30062	Drafter/CAD Operator II	21.36	
30063	Drafter/CAD Operator III	23.81	
30064	Drafter/CAD Operator IV	29.31	
30081	Engineering Technician I	16.82	***
30082	Engineering Technician II	18.89	
30083	Engineering Technician III	21.71	
30084	Engineering Technician IV	26.89	
30085	Engineering Technician V	32.90	
30086	Engineering Technician VI	39.41	
30090	Environmental Technician	27.51	
30095	Evidence Control Specialist	26.47	
30210	Laboratory Technician	23.81	
30221	Latent Fingerprint Technician I	29.31	
30222	Latent Fingerprint Technician II	32.37	
30240	Mathematical Technician	26.47	
30361	Paralegal/Legal Assistant I	21.00	
30362	Paralegal/Legal Assistant II	26.02	
30363	Paralegal/Legal Assistant III	31.82	
30364	Paralegal/Legal Assistant IV	38.51	
30375	Petroleum Supply Specialist	32.37	
30390	Photo-Optics Technician	26.47	
30395	Radiation Control Technician	32.37	
30461	Technical Writer I	26.47	
30462	Technical Writer II	32.37	
30463	Technical Writer III	39.16	

Code	Title	Rate	Note
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	29.31	
30502	Weather Forecaster II	35.65	
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.81	see 2
30621	Weather Observer, Senior	26.47	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	34.76	
31020	Bus Aide	14.77	***
31030	Bus Driver	21.78	
31043	Driver Courier	20.21	
31260	Parking and Lot Attendant	13.12	***
31290	Shuttle Bus Driver	17.44	***
31310	Taxi Driver	15.70	***
31361	Truckdriver, Light	22.15	
31362	Truckdriver, Medium	24.02	
31363	Truckdriver, Heavy	27.79	
31364	Truckdriver, Tractor-Trailer	27.79	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	14.24	***
99050	Desk Clerk	14.88	***
99095	Embalmer	36.04	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	16.49	***
99252	Laboratory Animal Caretaker II	18.02	
99260	Marketing Analyst	29.33	
99310	Mortician	36.04	
99410	Pest Controller	26.96	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	30.30	
99711	Recycling Specialist	37.66	
99730	Refuse Collector	26.90	
99810	Sales Clerk	16.39	***

Code	Title	Rate Note
99820	School Crossing Guard	14.73 ***
99830	Survey Party Chief	28.03
99831	Surveying Aide	18.82
99832	Surveying Technician	24.61
99840	Vending Machine Attendant	19.54
99841	Vending Machine Repairer	25.04
99842	Vending Machine Repairer Helper	19.54

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4971

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Minnesota

Area: Minnesota County of Polk

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

Wage Determination Table

Code	Title	Rate Note
01000	Administrative Support And Clerical Occupations	
01011	Accounting Clerk I	17.63 ***
01012	Accounting Clerk II	19.78

Code	Title	Rate	Note
01013	Accounting Clerk III	22.13	
01020	Administrative Assistant	29.53	
01035	Court Reporter	21.11	
01041	Customer Service Representative I	14.94	***
01042	Customer Service Representative II	16.30	***
01043	Customer Service Representative III	18.29	
01051	Data Entry Operator I	15.41	***
01052	Data Entry Operator II	16.82	***
01060	Dispatcher, Motor Vehicle	25.00	
01070	Document Preparation Clerk	16.82	***
01090	Duplicating Machine Operator	16.82	***
01111	General Clerk I	17.81	
01112	General Clerk II	19.44	
01113	General Clerk III	21.81	
01120	Housing Referral Assistant	23.54	
01141	Messenger Courier	13.70	***
01191	Order Clerk I	17.00	***
01192	Order Clerk II	18.54	
01261	Personnel Assistant (Employment) I	18.87	
01262	Personnel Assistant (Employment) II	21.11	
01263	Personnel Assistant (Employment) III	23.54	
01270	Production Control Clerk	23.79	
01290	Rental Clerk	16.54	***
01300	Scheduler, Maintenance	18.87	
01311	Secretary I	18.87	
01312	Secretary II	21.11	
01313	Secretary III	23.54	
01320	Service Order Dispatcher	21.68	
01410	Supply Technician	29.53	
01420	Survey Worker	21.11	
01460	Switchboard Operator/Receptionist	17.44	***
01531	Travel Clerk I	15.09	***
01532	Travel Clerk II	16.29	***
01533	Travel Clerk III	17.48	***
01611	Word Processor I	16.82	***
01612	Word Processor II	18.87	
01613	Word Processor III	21.11	

Code	Title	Rate	Note
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	27.62	
05010	Automotive Electrician	22.33	
05040	Automotive Glass Installer	20.79	
05070	Automotive Worker	20.79	
05110	Mobile Equipment Servicer	17.79	
05130	Motor Equipment Metal Mechanic	23.64	
05160	Motor Equipment Metal Worker	20.79	
05190	Motor Vehicle Mechanic	23.64	
05220	Motor Vehicle Mechanic Helper	16.23	***
05250	Motor Vehicle Upholstery Worker	19.29	
05280	Motor Vehicle Wrecker	20.79	
05310	Painter, Automotive	22.33	
05340	Radiator Repair Specialist	20.79	
05370	Tire Repairer	17.79	
05400	Transmission Repair Specialist	23.64	
07000	Food Preparation And Service Occupations		
07010	Baker	15.77	***
07041	Cook I	18.69	
07042	Cook II	21.85	
07070	Dishwasher	13.76	***
07130	Food Service Worker	15.82	***
07210	Meat Cutter	19.13	
07260	Waiter/Waitress	11.33	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	24.75	
09040	Furniture Handler	14.80	***
09080	Furniture Refinisher	24.75	
09090	Furniture Refinisher Helper	18.38	
09110	Furniture Repairer, Minor	21.39	
09130	Upholsterer	24.75	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	17.17	***
11060	Elevator Operator	17.02	***
11090	Gardener	27.81	
11122	Housekeeping Aide	17.02	***
11150	Janitor	17.02	***

Code	Title	Rate	Note
11210	Laborer, Grounds Maintenance	20.42	
11240	Maid or Houseman	14.98	***
11260	Pruner	18.13	
11270	Tractor Operator	25.38	
11330	Trail Maintenance Worker	20.42	
11360	Window Cleaner	19.17	
12000	Health Occupations		
12010	Ambulance Driver	23.58	
12011	Breath Alcohol Technician	23.58	
12012	Certified Occupational Therapist Assistant	32.36	
12015	Certified Physical Therapist Assistant	32.36	
12020	Dental Assistant	26.35	
12025	Dental Hygienist	40.68	
12030	EKG Technician	35.74	
12035	Electroneurodiagnostic Technologist	35.74	
12040	Emergency Medical Technician	23.58	
12071	Licensed Practical Nurse I	21.09	
12072	Licensed Practical Nurse II	23.58	
12073	Licensed Practical Nurse III	26.29	
12100	Medical Assistant	21.73	
12130	Medical Laboratory Technician	27.48	
12160	Medical Record Clerk	21.67	
12190	Medical Record Technician	24.51	
12195	Medical Transcriptionist	21.09	
12210	Nuclear Medicine Technologist	51.83	
12221	Nursing Assistant I	14.63	***
12222	Nursing Assistant II	16.45	***
12223	Nursing Assistant III	17.94	
12224	Nursing Assistant IV	20.15	
12235	Optical Dispenser	18.23	
12236	Optical Technician	21.09	
12250	Pharmacy Technician	21.52	
12280	Phlebotomist	19.68	
12305	Radiologic Technologist	30.06	
12311	Registered Nurse I	25.14	
12312	Registered Nurse II	30.06	
12313	Registered Nurse II, Specialist	30.06	

Code	Title	Rate	Note
12314	Registered Nurse III	36.38	
12315	Registered Nurse III, Anesthetist	36.38	
12316	Registered Nurse IV	43.59	
12317	Scheduler (Drug and Alcohol Testing)	29.23	
12320	Substance Abuse Treatment Counselor	28.19	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	20.34	
13012	Exhibits Specialist II	25.20	
13013	Exhibits Specialist III	30.83	
13041	Illustrator I	20.34	
13042	Illustrator II	25.20	
13043	Illustrator III	30.83	
13047	Librarian	27.91	
13050	Library Aide/Clerk	16.20	***
13054	Library Information Technology Systems Administrator	25.20	
13058	Library Technician	18.90	
13061	Media Specialist I	18.19	
13062	Media Specialist II	20.34	
13063	Media Specialist III	22.67	
13071	Photographer I	18.19	
13072	Photographer II	20.34	
13073	Photographer III	25.20	
13074	Photographer IV	30.83	
13075	Photographer V	37.31	
13090	Technical Order Library Clerk	20.34	
13110	Video Teleconference Technician	20.15	
14000	Information Technology Occupations		
14041	Computer Operator I	20.53	
14042	Computer Operator II	22.95	
14043	Computer Operator III	25.59	
14044	Computer Operator IV	28.45	
14045	Computer Operator V	31.49	
14071	Computer Programmer I	20.93	see 1
14072	Computer Programmer II	24.78	see 1
14073	Computer Programmer III		see 1
14074	Computer Programmer IV		see 1
14101	Computer Systems Analyst I		see 1

Code	Title	Rate	Note
14102	Computer Systems Analyst II		see 1
14103	Computer Systems Analyst III		see 1
14150	Peripheral Equipment Operator	20.53	
14160	Personal Computer Support Technician	29.81	
14170	System Support Specialist	33.01	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	29.89	
15020	Aircrew Training Devices Instructor (Rated)	36.16	
15030	Air Crew Training Devices Instructor (Pilot)	43.34	
15050	Computer Based Training Specialist / Instructor	29.89	
15060	Educational Technologist	33.50	
15070	Flight Instructor (Pilot)	43.34	
15080	Graphic Artist	23.71	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	43.34	
15086	Maintenance Test Pilot, Rotary Wing	43.34	
15088	Non-Maintenance Test/Co-Pilot	43.34	
15090	Technical Instructor	25.87	
15095	Technical Instructor/Course Developer	31.65	
15110	Test Proctor	20.89	
15120	Tutor	20.89	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	11.19	***
16030	Counter Attendant	11.19	***
16040	Dry Cleaner	14.10	***
16070	Finisher, Flatwork, Machine	11.19	***
16090	Presser, Hand	11.19	***
16110	Presser, Machine, Drycleaning	11.19	***
16130	Presser, Machine, Shirts	11.19	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.19	***
16190	Sewing Machine Operator	14.92	***
16220	Tailor	15.77	***
16250	Washer, Machine	12.41	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	30.27	
19040	Tool And Die Maker	36.07	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.08	

Code	Title	Rate	Note
21030	Material Coordinator	23.79	
21040	Material Expediter	23.79	
21050	Material Handling Laborer	18.48	
21071	Order Filler	17.49	***
21080	Production Line Worker (Food Processing)	22.08	
21110	Shipping Packer	19.44	
21130	Shipping/Receiving Clerk	19.44	
21140	Store Worker I	15.63	***
21150	Stock Clerk	19.08	
21210	Tools And Parts Attendant	22.08	
21410	Warehouse Specialist	22.08	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	29.78	
23019	Aircraft Logs and Records Technician	23.51	
23021	Aircraft Mechanic I	28.48	
23022	Aircraft Mechanic II	29.78	
23023	Aircraft Mechanic III	31.24	
23040	Aircraft Mechanic Helper	20.70	
23050	Aircraft, Painter	27.22	
23060	Aircraft Servicer	23.51	
23070	Aircraft Survival Flight Equipment Technician	27.22	
23080	Aircraft Worker	25.35	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.35	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.48	
23110	Appliance Mechanic	30.27	
23120	Bicycle Repairer	24.11	
23125	Cable Splicer	53.49	
23130	Carpenter, Maintenance	24.70	
23140	Carpet Layer	28.19	
23160	Electrician, Maintenance	32.84	
23181	Electronics Technician Maintenance I	28.19	
23182	Electronics Technician Maintenance II	30.27	
23183	Electronics Technician Maintenance III	32.05	
23260	Fabric Worker	26.15	
23290	Fire Alarm System Mechanic	32.05	
23310	Fire Extinguisher Repairer	24.11	
23311	Fuel Distribution System Mechanic	32.05	

Code	Title	Rate Note
23312	Fuel Distribution System Operator	24.11
23370	General Maintenance Worker	20.93
23380	Ground Support Equipment Mechanic	28.48
23381	Ground Support Equipment Servicer	23.51
23382	Ground Support Equipment Worker	25.35
23391	Gunsmith I	24.11
23392	Gunsmith II	28.19
23393	Gunsmith III	32.05
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.06
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.39
23430	Heavy Equipment Mechanic	32.49
23440	Heavy Equipment Operator	29.19
23460	Instrument Mechanic	32.05
23465	Laboratory/Shelter Mechanic	30.27
23470	Laborer	18.48
23510	Locksmith	30.27
23530	Machinery Maintenance Mechanic	29.55
23550	Machinist, Maintenance	28.60
23580	Maintenance Trades Helper	22.00
23591	Metrology Technician I	32.05
23592	Metrology Technician II	33.47
23593	Metrology Technician III	34.74
23640	Millwright	32.05
23710	Office Appliance Repairer	30.27
23760	Painter, Maintenance	24.75
23790	Pipefitter, Maintenance	30.78
23810	Plumber, Maintenance	29.07
23820	Pneudraulic Systems Mechanic	32.05
23850	Rigger	32.05
23870	Scale Mechanic	28.19
23890	Sheet-Metal Worker, Maintenance	30.88
23910	Small Engine Mechanic	28.19
23931	Telecommunications Mechanic I	35.79
23932	Telecommunications Mechanic II	37.38
23950	Telephone Lineman	32.05
23960	Welder, Combination, Maintenance	24.29
23965	Well Driller	32.05

Code	Title	Rate	Note
23970	Woodcraft Worker	32.05	
23980	Woodworker	24.11	
24000	Personal Needs Occupations		
24550	Case Manager	21.40	
24570	Child Care Attendant	13.50	***
24580	Child Care Center Clerk	16.84	***
24610	Chore Aide	17.33	***
24620	Family Readiness And Support Services Coordinator	21.40	
24630	Homemaker	21.40	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	32.23	
25040	Sewage Plant Operator	30.54	
25070	Stationary Engineer	32.23	
25190	Ventilation Equipment Tender	22.12	
25210	Water Treatment Plant Operator	30.54	
27000	Protective Service Occupations		
27004	Alarm Monitor	23.16	
27007	Baggage Inspector	17.47	***
27008	Corrections Officer	26.06	
27010	Court Security Officer	28.57	
27030	Detection Dog Handler	19.54	
27040	Detention Officer	26.06	
27070	Firefighter	32.35	
27101	Guard I	17.47	***
27102	Guard II	19.54	
27131	Police Officer I	29.56	
27132	Police Officer II	32.84	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	18.28	
28042	Carnival Equipment Repairer	20.04	
28043	Carnival Worker	13.06	***
28210	Gate Attendant/Gate Tender	21.36	
28310	Lifeguard	15.24	***
28350	Park Attendant (Aide)	23.90	
28510	Recreation Aide/Health Facility Attendant	17.45	***
28515	Recreation Specialist	27.49	
28630	Sports Official	19.03	

Code	Title	Rate Note
28690	Swimming Pool Operator	23.42
29000	Stevedoring/Longshoremen Occupational Services	
29010	Blocker And Bracer	28.19
29020	Hatch Tender	28.19
29030	Line Handler	28.19
29041	Stevedore I	26.15
29042	Stevedore II	30.27
30000	Technical Occupations	
30010	Air Traffic Control Specialist, Center (HFO)	45.21 see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17 see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34 see 2
30021	Archeological Technician I	19.49
30022	Archeological Technician II	21.81
30023	Archeological Technician III	27.02
30030	Cartographic Technician	27.02
30040	Civil Engineering Technician	28.60
30051	Cryogenic Technician I	29.92
30052	Cryogenic Technician II	33.05
30061	Drafter/CAD Operator I	19.49
30062	Drafter/CAD Operator II	21.81
30063	Drafter/CAD Operator III	24.32
30064	Drafter/CAD Operator IV	29.92
30081	Engineering Technician I	17.37 ***
30082	Engineering Technician II	19.49
30083	Engineering Technician III	21.81
30084	Engineering Technician IV	27.02
30085	Engineering Technician V	33.05
30086	Engineering Technician VI	39.98
30090	Environmental Technician	27.02
30095	Evidence Control Specialist	27.02
30210	Laboratory Technician	24.32
30221	Latent Fingerprint Technician I	29.92
30222	Latent Fingerprint Technician II	33.05
30240	Mathematical Technician	27.02
30361	Paralegal/Legal Assistant I	19.64
30362	Paralegal/Legal Assistant II	24.33
30363	Paralegal/Legal Assistant III	29.76

Code	Title	Rate Note
30364	Paralegal/Legal Assistant IV	36.02
30375	Petroleum Supply Specialist	33.05
30390	Photo-Optics Technician	27.02
30395	Radiation Control Technician	33.05
30461	Technical Writer I	27.02
30462	Technical Writer II	33.05
30463	Technical Writer III	39.98
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	29.92
30502	Weather Forecaster II	36.40
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.32 see 2
30621	Weather Observer, Senior	27.02 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	34.76
31020	Bus Aide	16.37 ***
31030	Bus Driver	24.19
31043	Driver Courier	20.59
31260	Parking and Lot Attendant	14.71 ***
31290	Shuttle Bus Driver	22.31
31310	Taxi Driver	18.30
31361	Truckdriver, Light	22.57
31362	Truckdriver, Medium	24.48
31363	Truckdriver, Heavy	27.75
31364	Truckdriver, Tractor-Trailer	27.75
99000	Miscellaneous Occupations	
99020	Cabin Safety Specialist	16.95 ***
99030	Cashier	13.87 ***
99050	Desk Clerk	13.79 ***
99095	Embalmer	31.81
99130	Flight Follower	28.73
99251	Laboratory Animal Caretaker I	20.62
99252	Laboratory Animal Caretaker II	22.60
99260	Marketing Analyst	28.78

Code	Title	Rate	Note
99310	Mortician	31.81	
99410	Pest Controller	24.51	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	23.28	
99711	Recycling Specialist	26.40	
99730	Refuse Collector	21.98	
99810	Sales Clerk	15.99	***
99820	School Crossing Guard	14.73	***
99830	Survey Party Chief	22.95	
99831	Surveying Aide	15.42	***
99832	Surveying Technician	20.16	
99840	Vending Machine Attendant	20.62	
99841	Vending Machine Repairer	26.42	
99842	Vending Machine Repairer Helper	20.62	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4973

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: North Dakota

Area: North Dakota County of Grand Forks

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.63	***
01012	Accounting Clerk II	19.78	
01013	Accounting Clerk III	22.13	
01020	Administrative Assistant	29.53	
01035	Court Reporter	21.11	
01041	Customer Service Representative I	14.94	***
01042	Customer Service Representative II	16.30	***
01043	Customer Service Representative III	18.29	
01051	Data Entry Operator I	15.41	***
01052	Data Entry Operator II	16.82	***
01060	Dispatcher, Motor Vehicle	24.78	
01070	Document Preparation Clerk	16.82	***
01090	Duplicating Machine Operator	16.82	***
01111	General Clerk I	17.81	
01112	General Clerk II	19.44	
01113	General Clerk III	21.81	
01120	Housing Referral Assistant	23.54	
01141	Messenger Courier	13.70	***
01191	Order Clerk I	16.68	***
01192	Order Clerk II	18.19	
01261	Personnel Assistant (Employment) I	18.87	
01262	Personnel Assistant (Employment) II	21.11	
01263	Personnel Assistant (Employment) III	23.54	
01270	Production Control Clerk	23.68	
01290	Rental Clerk	16.54	***
01300	Scheduler, Maintenance	18.87	
01311	Secretary I	18.87	
01312	Secretary II	21.11	
01313	Secretary III	23.54	
01320	Service Order Dispatcher	22.14	
01410	Supply Technician	29.53	
01420	Survey Worker	21.11	
01460	Switchboard Operator/Receptionist	17.44	***

Code	Title	Rate	Note
01531	Travel Clerk I	15.09	***
01532	Travel Clerk II	16.29	***
01533	Travel Clerk III	17.48	***
01611	Word Processor I	16.82	***
01612	Word Processor II	18.87	
01613	Word Processor III	21.11	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	27.62	
05010	Automotive Electrician	22.33	
05040	Automotive Glass Installer	20.79	
05070	Automotive Worker	20.79	
05110	Mobile Equipment Servicer	17.79	
05130	Motor Equipment Metal Mechanic	23.64	
05160	Motor Equipment Metal Worker	20.79	
05190	Motor Vehicle Mechanic	23.64	
05220	Motor Vehicle Mechanic Helper	16.23	***
05250	Motor Vehicle Upholstery Worker	19.29	
05280	Motor Vehicle Wrecker	20.79	
05310	Painter, Automotive	22.33	
05340	Radiator Repair Specialist	20.79	
05370	Tire Repairer	17.79	
05400	Transmission Repair Specialist	23.64	
07000	Food Preparation And Service Occupations		
07010	Baker	15.77	***
07041	Cook I	18.69	
07042	Cook II	21.85	
07070	Dishwasher	13.76	***
07130	Food Service Worker	15.82	***
07210	Meat Cutter	19.13	
07260	Waiter/Waitress	11.33	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	24.75	
09040	Furniture Handler	14.80	***
09080	Furniture Refinisher	24.75	
09090	Furniture Refinisher Helper	18.38	
09110	Furniture Repairer, Minor	21.48	
09130	Upholsterer	24.75	

Code	Title	Rate	Note
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	17.17	***
11060	Elevator Operator	17.02	***
11090	Gardener	27.81	
11122	Housekeeping Aide	17.02	***
11150	Janitor	17.02	***
11210	Laborer, Grounds Maintenance	20.42	
11240	Maid or Houseman	14.98	***
11260	Pruner	18.13	
11270	Tractor Operator	25.38	
11330	Trail Maintenance Worker	20.42	
11360	Window Cleaner	19.17	
12000	Health Occupations		
12010	Ambulance Driver	23.58	
12011	Breath Alcohol Technician	23.58	
12012	Certified Occupational Therapist Assistant	32.36	
12015	Certified Physical Therapist Assistant	32.36	
12020	Dental Assistant	26.35	
12025	Dental Hygienist	40.68	
12030	EKG Technician	35.74	
12035	Electroneurodiagnostic Technologist	35.74	
12040	Emergency Medical Technician	23.58	
12071	Licensed Practical Nurse I	21.09	
12072	Licensed Practical Nurse II	23.58	
12073	Licensed Practical Nurse III	26.29	
12100	Medical Assistant	21.56	
12130	Medical Laboratory Technician	25.72	
12160	Medical Record Clerk	19.46	
12190	Medical Record Technician	24.51	
12195	Medical Transcriptionist	21.09	
12210	Nuclear Medicine Technologist	51.83	
12221	Nursing Assistant I	14.63	***
12222	Nursing Assistant II	16.45	***
12223	Nursing Assistant III	17.94	
12224	Nursing Assistant IV	20.15	
12235	Optical Dispenser	18.23	
12236	Optical Technician	21.09	

Code	Title	Rate Note
12250	Pharmacy Technician	21.52
12280	Phlebotomist	19.68
12305	Radiologic Technologist	30.06
12311	Registered Nurse I	24.35
12312	Registered Nurse II	29.78
12313	Registered Nurse II, Specialist	29.78
12314	Registered Nurse III	36.03
12315	Registered Nurse III, Anesthetist	36.03
12316	Registered Nurse IV	43.19
12317	Scheduler (Drug and Alcohol Testing)	29.23
12320	Substance Abuse Treatment Counselor	28.19
13000	Information And Arts Occupations	
13011	Exhibits Specialist I	20.34
13012	Exhibits Specialist II	25.20
13013	Exhibits Specialist III	30.83
13041	Illustrator I	20.34
13042	Illustrator II	25.20
13043	Illustrator III	30.83
13047	Librarian	27.91
13050	Library Aide/Clerk	15.06 ***
13054	Library Information Technology Systems Administrator	25.20
13058	Library Technician	18.90
13061	Media Specialist I	18.19
13062	Media Specialist II	20.34
13063	Media Specialist III	22.67
13071	Photographer I	18.19
13072	Photographer II	20.34
13073	Photographer III	25.20
13074	Photographer IV	30.83
13075	Photographer V	37.31
13090	Technical Order Library Clerk	20.34
13110	Video Teleconference Technician	20.15
14000	Information Technology Occupations	
14041	Computer Operator I	19.91
14042	Computer Operator II	22.26
14043	Computer Operator III	24.84
14044	Computer Operator IV	27.60

Code	Title	Rate	Note
14045	Computer Operator V	30.56	
14071	Computer Programmer I	20.79	see 1
14072	Computer Programmer II	24.20	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	19.91	
14160	Personal Computer Support Technician	28.45	
14170	System Support Specialist	33.01	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	28.66	
15020	Aircrew Training Devices Instructor (Rated)	34.67	
15030	Air Crew Training Devices Instructor (Pilot)	41.57	
15050	Computer Based Training Specialist / Instructor	28.66	
15060	Educational Technologist	33.50	
15070	Flight Instructor (Pilot)	41.57	
15080	Graphic Artist	23.71	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	41.57	
15086	Maintenance Test Pilot, Rotary Wing	41.57	
15088	Non-Maintenance Test/Co-Pilot	41.57	
15090	Technical Instructor	25.87	
15095	Technical Instructor/Course Developer	31.65	
15110	Test Proctor	20.89	
15120	Tutor	20.89	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	11.05	***
16030	Counter Attendant	11.05	***
16040	Dry Cleaner	12.88	***
16070	Finisher, Flatwork, Machine	11.05	***
16090	Presser, Hand	11.05	***
16110	Presser, Machine, Drycleaning	11.05	***
16130	Presser, Machine, Shirts	11.05	***
16160	Presser, Machine, Wearing Apparel, Laundry	11.05	***
16190	Sewing Machine Operator	13.52	***
16220	Tailor	14.13	***

Code	Title	Rate Note
16250	Washer, Machine	11.61 ***
19000	Machine Tool Operation And Repair Occupations	
19010	Machine-Tool Operator (Tool Room)	30.27
19040	Tool And Die Maker	36.07
21000	Materials Handling And Packing Occupations	
21020	Forklift Operator	22.08
21030	Material Coordinator	23.68
21040	Material Expediter	23.68
21050	Material Handling Laborer	18.48
21071	Order Filler	17.49 ***
21080	Production Line Worker (Food Processing)	22.08
21110	Shipping Packer	19.44
21130	Shipping/Receiving Clerk	19.44
21140	Store Worker I	13.44 ***
21150	Stock Clerk	18.62
21210	Tools And Parts Attendant	22.08
21410	Warehouse Specialist	22.08
23000	Mechanics And Maintenance And Repair Occupations	
23010	Aerospace Structural Welder	29.74
23019	Aircraft Logs and Records Technician	23.23
23021	Aircraft Mechanic I	28.48
23022	Aircraft Mechanic II	29.74
23023	Aircraft Mechanic III	30.88
23040	Aircraft Mechanic Helper	19.78
23050	Aircraft, Painter	26.90
23060	Aircraft Servicer	23.23
23070	Aircraft Survival Flight Equipment Technician	26.90
23080	Aircraft Worker	25.06
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	25.06
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	28.48
23110	Appliance Mechanic	30.27
23120	Bicycle Repairer	24.11
23125	Cable Splicer	53.49
23130	Carpenter, Maintenance	24.70
23140	Carpet Layer	28.19
23160	Electrician, Maintenance	32.84
23181	Electronics Technician Maintenance I	28.19

Code	Title	Rate Note
23182	Electronics Technician Maintenance II	30.27
23183	Electronics Technician Maintenance III	32.05
23260	Fabric Worker	26.15
23290	Fire Alarm System Mechanic	32.05
23310	Fire Extinguisher Repairer	24.11
23311	Fuel Distribution System Mechanic	32.05
23312	Fuel Distribution System Operator	24.11
23370	General Maintenance Worker	20.93
23380	Ground Support Equipment Mechanic	28.48
23381	Ground Support Equipment Servicer	23.23
23382	Ground Support Equipment Worker	25.06
23391	Gunsmith I	24.11
23392	Gunsmith II	28.19
23393	Gunsmith III	32.05
23410	Heating, Ventilation And Air-Conditioning Mechanic	30.06
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.39
23430	Heavy Equipment Mechanic	32.49
23440	Heavy Equipment Operator	29.19
23460	Instrument Mechanic	32.05
23465	Laboratory/Shelter Mechanic	30.27
23470	Laborer	18.48
23510	Locksmith	30.27
23530	Machinery Maintenance Mechanic	29.55
23550	Machinist, Maintenance	28.60
23580	Maintenance Trades Helper	22.00
23591	Metrology Technician I	32.05
23592	Metrology Technician II	33.47
23593	Metrology Technician III	34.74
23640	Millwright	32.05
23710	Office Appliance Repairer	30.27
23760	Painter, Maintenance	23.42
23790	Pipefitter, Maintenance	30.78
23810	Plumber, Maintenance	29.07
23820	Pneudraulic Systems Mechanic	32.05
23850	Rigger	32.05
23870	Scale Mechanic	28.19
23890	Sheet-Metal Worker, Maintenance	28.75

Code	Title	Rate	Note
23910	Small Engine Mechanic	28.19	
23931	Telecommunications Mechanic I	35.79	
23932	Telecommunications Mechanic II	37.38	
23950	Telephone Lineman	32.05	
23960	Welder, Combination, Maintenance	24.29	
23965	Well Driller	32.05	
23970	Woodcraft Worker	32.05	
23980	Woodworker	24.11	
24000	Personal Needs Occupations		
24550	Case Manager	21.40	
24570	Child Care Attendant	13.50	***
24580	Child Care Center Clerk	16.84	***
24610	Chore Aide	17.33	***
24620	Family Readiness And Support Services Coordinator	21.40	
24630	Homemaker	21.40	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	32.23	
25040	Sewage Plant Operator	30.54	
25070	Stationary Engineer	32.23	
25190	Ventilation Equipment Tender	22.12	
25210	Water Treatment Plant Operator	30.54	
27000	Protective Service Occupations		
27004	Alarm Monitor	20.33	
27007	Baggage Inspector	17.47	***
27008	Corrections Officer	26.06	
27010	Court Security Officer	28.57	
27030	Detection Dog Handler	19.54	
27040	Detention Officer	26.06	
27070	Firefighter	32.35	
27101	Guard I	17.47	***
27102	Guard II	19.54	
27131	Police Officer I	29.56	
27132	Police Officer II	32.84	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	18.28	
28042	Carnival Equipment Repairer	20.04	
28043	Carnival Worker	13.06	***

Code	Title	Rate	Note
28210	Gate Attendant/Gate Tender	21.24	
28310	Lifeguard	15.24	***
28350	Park Attendant (Aide)	23.76	
28510	Recreation Aide/Health Facility Attendant	17.34	***
28515	Recreation Specialist	29.44	
28630	Sports Official	18.91	
28690	Swimming Pool Operator	23.42	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	28.19	
29020	Hatch Tender	28.19	
29030	Line Handler	28.19	
29041	Stevedore I	26.15	
29042	Stevedore II	30.27	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	19.49	
30022	Archeological Technician II	21.81	
30023	Archeological Technician III	27.02	
30030	Cartographic Technician	27.02	
30040	Civil Engineering Technician	28.60	
30051	Cryogenic Technician I	29.92	
30052	Cryogenic Technician II	33.05	
30061	Drafter/CAD Operator I	19.49	
30062	Drafter/CAD Operator II	21.81	
30063	Drafter/CAD Operator III	24.32	
30064	Drafter/CAD Operator IV	29.92	
30081	Engineering Technician I	17.37	***
30082	Engineering Technician II	19.49	
30083	Engineering Technician III	21.81	
30084	Engineering Technician IV	27.02	
30085	Engineering Technician V	33.05	
30086	Engineering Technician VI	39.98	
30090	Environmental Technician	27.02	
30095	Evidence Control Specialist	27.02	
30210	Laboratory Technician	24.32	

Code	Title	Rate Note
30221	Latent Fingerprint Technician I	29.92
30222	Latent Fingerprint Technician II	33.05
30240	Mathematical Technician	27.02
30361	Paralegal/Legal Assistant I	19.64
30362	Paralegal/Legal Assistant II	24.33
30363	Paralegal/Legal Assistant III	29.76
30364	Paralegal/Legal Assistant IV	36.02
30375	Petroleum Supply Specialist	33.05
30390	Photo-Optics Technician	27.02
30395	Radiation Control Technician	33.05
30461	Technical Writer I	27.02
30462	Technical Writer II	33.05
30463	Technical Writer III	39.98
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	29.92
30502	Weather Forecaster II	36.40
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.32 see 2
30621	Weather Observer, Senior	27.02 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	34.76
31020	Bus Aide	14.77 ***
31030	Bus Driver	21.78
31043	Driver Courier	20.59
31260	Parking and Lot Attendant	14.71 ***
31290	Shuttle Bus Driver	22.31
31310	Taxi Driver	15.15 ***
31361	Truckdriver, Light	22.57
31362	Truckdriver, Medium	24.48
31363	Truckdriver, Heavy	27.75
31364	Truckdriver, Tractor-Trailer	27.75
99000	Miscellaneous Occupations	
99020	Cabin Safety Specialist	16.95 ***
99030	Cashier	13.87 ***

Code	Title	Rate Note
99050	Desk Clerk	13.79 ***
99095	Embalmer	30.07
99130	Flight Follower	28.73
99251	Laboratory Animal Caretaker I	20.62
99252	Laboratory Animal Caretaker II	22.60
99260	Marketing Analyst	28.78
99310	Mortician	30.07
99410	Pest Controller	24.51
99510	Photofinishing Worker	15.10 ***
99710	Recycling Laborer	21.26
99711	Recycling Specialist	26.40
99730	Refuse Collector	18.88
99810	Sales Clerk	15.99 ***
99820	School Crossing Guard	14.73 ***
99830	Survey Party Chief	21.59
99831	Surveying Aide	14.50 ***
99832	Surveying Technician	18.96
99840	Vending Machine Attendant	20.62
99841	Vending Machine Repairer	26.42
99842	Vending Machine Repairer Helper	20.62

Footer

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

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

member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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)).

Wage Determination No. : 2015-4975

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 24

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Iowa

Area: Iowa County of Story

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	17.92	
01012	Accounting Clerk II	20.11	
01013	Accounting Clerk III	22.49	
01020	Administrative Assistant	25.63	
01035	Court Reporter	21.35	
01041	Customer Service Representative I	15.32	***
01042	Customer Service Representative II	16.72	***
01043	Customer Service Representative III	18.77	
01051	Data Entry Operator I	15.58	***
01052	Data Entry Operator II	17.00	***
01060	Dispatcher, Motor Vehicle	23.49	
01070	Document Preparation Clerk	17.00	***
01090	Duplicating Machine Operator	17.00	***
01111	General Clerk I	16.06	***
01112	General Clerk II	17.53	***
01113	General Clerk III	19.67	
01120	Housing Referral Assistant	23.80	
01141	Messenger Courier	13.86	***
01191	Order Clerk I	17.15	***
01192	Order Clerk II	19.42	
01261	Personnel Assistant (Employment) I	19.08	
01262	Personnel Assistant (Employment) II	21.35	
01263	Personnel Assistant (Employment) III	23.80	
01270	Production Control Clerk	27.27	
01290	Rental Clerk	13.51	***
01300	Scheduler, Maintenance	19.08	

Code	Title	Rate	Note
01311	Secretary I	19.08	
01312	Secretary II	21.35	
01313	Secretary III	23.80	
01320	Service Order Dispatcher	20.99	
01410	Supply Technician	25.63	
01420	Survey Worker	19.67	
01460	Switchboard Operator/Receptionist	15.03	***
01531	Travel Clerk I	15.50	***
01532	Travel Clerk II	16.28	***
01533	Travel Clerk III	19.07	
01611	Word Processor I	17.00	***
01612	Word Processor II	19.08	
01613	Word Processor III	21.35	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	26.13	
05010	Automotive Electrician	21.88	
05040	Automotive Glass Installer	20.59	
05070	Automotive Worker	20.59	
05110	Mobile Equipment Servicer	18.10	
05130	Motor Equipment Metal Mechanic	23.21	
05160	Motor Equipment Metal Worker	20.59	
05190	Motor Vehicle Mechanic	23.21	
05220	Motor Vehicle Mechanic Helper	17.33	***
05250	Motor Vehicle Upholstery Worker	19.29	
05280	Motor Vehicle Wrecker	20.59	
05310	Painter, Automotive	21.88	
05340	Radiator Repair Specialist	20.59	
05370	Tire Repairer	18.00	
05400	Transmission Repair Specialist	23.21	
07000	Food Preparation And Service Occupations		
07010	Baker	15.85	***
07041	Cook I	16.98	***
07042	Cook II	19.42	
07070	Dishwasher	11.45	***
07130	Food Service Worker	12.55	***
07210	Meat Cutter	15.99	***
07260	Waiter/Waitress	11.09	***

Code	Title	Rate	Note
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	24.91	
09040	Furniture Handler	16.14	***
09080	Furniture Refinisher	24.91	
09090	Furniture Refinisher Helper	19.00	
09110	Furniture Repairer, Minor	21.96	
09130	Upholsterer	24.91	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	14.00	***
11060	Elevator Operator	16.28	***
11090	Gardener	23.73	
11122	Housekeeping Aide	16.28	***
11150	Janitor	16.28	***
11210	Laborer, Grounds Maintenance	18.72	
11240	Maid or Houseman	14.46	***
11260	Pruner	17.02	***
11270	Tractor Operator	22.04	
11330	Trail Maintenance Worker	18.72	
11360	Window Cleaner	17.91	
12000	Health Occupations		
12010	Ambulance Driver	20.84	
12011	Breath Alcohol Technician	23.40	
12012	Certified Occupational Therapist Assistant	32.10	
12015	Certified Physical Therapist Assistant	29.71	
12020	Dental Assistant	22.41	
12025	Dental Hygienist	38.11	
12030	EKG Technician	35.45	
12035	Electroneurodiagnostic Technologist	35.45	
12040	Emergency Medical Technician	20.84	
12071	Licensed Practical Nurse I	20.92	
12072	Licensed Practical Nurse II	23.40	
12073	Licensed Practical Nurse III	26.08	
12100	Medical Assistant	20.81	
12130	Medical Laboratory Technician	25.18	
12160	Medical Record Clerk	18.57	
12190	Medical Record Technician	22.41	
12195	Medical Transcriptionist	20.92	

Code	Title	Rate	Note
12210	Nuclear Medicine Technologist	51.43	
12221	Nursing Assistant I	13.14	***
12222	Nursing Assistant II	14.78	***
12223	Nursing Assistant III	16.13	***
12224	Nursing Assistant IV	18.10	
12235	Optical Dispenser	19.10	
12236	Optical Technician	20.92	
12250	Pharmacy Technician	19.01	
12280	Phlebotomist	17.93	
12305	Radiologic Technologist	29.81	
12311	Registered Nurse I	26.95	
12312	Registered Nurse II	32.97	
12313	Registered Nurse II, Specialist	32.97	
12314	Registered Nurse III	39.89	
12315	Registered Nurse III, Anesthetist	39.89	
12316	Registered Nurse IV	47.81	
12317	Scheduler (Drug and Alcohol Testing)	29.00	
12320	Substance Abuse Treatment Counselor	29.05	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	22.59	
13012	Exhibits Specialist II	27.99	
13013	Exhibits Specialist III	34.24	
13041	Illustrator I	22.59	
13042	Illustrator II	27.99	
13043	Illustrator III	34.24	
13047	Librarian	31.00	
13050	Library Aide/Clerk	19.12	
13054	Library Information Technology Systems Administrator	27.99	
13058	Library Technician	22.59	
13061	Media Specialist I	20.20	
13062	Media Specialist II	22.59	
13063	Media Specialist III	25.20	
13071	Photographer I	20.20	
13072	Photographer II	22.59	
13073	Photographer III	27.99	
13074	Photographer IV	34.24	
13075	Photographer V	41.43	

Code	Title	Rate	Note
13090	Technical Order Library Clerk	24.00	
13110	Video Teleconference Technician	20.20	
14000	Information Technology Occupations		
14041	Computer Operator I	22.45	
14042	Computer Operator II	25.11	
14043	Computer Operator III	27.97	
14044	Computer Operator IV	31.10	
14045	Computer Operator V	34.44	
14071	Computer Programmer I	22.64	see 1
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	22.45	
14160	Personal Computer Support Technician	32.69	
14170	System Support Specialist	36.30	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	31.89	
15020	Aircrew Training Devices Instructor (Rated)	38.58	
15030	Air Crew Training Devices Instructor (Pilot)	46.24	
15050	Computer Based Training Specialist / Instructor	31.89	
15060	Educational Technologist	35.25	
15070	Flight Instructor (Pilot)	46.24	
15080	Graphic Artist	25.62	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	46.24	
15086	Maintenance Test Pilot, Rotary Wing	46.24	
15088	Non-Maintenance Test/Co-Pilot	46.24	
15090	Technical Instructor	28.80	
15095	Technical Instructor/Course Developer	35.23	
15110	Test Proctor	23.24	
15120	Tutor	23.24	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	12.99	***
16030	Counter Attendant	12.99	***
16040	Dry Cleaner	14.84	***

Code	Title	Rate	Note
16070	Finisher, Flatwork, Machine	12.99	***
16090	Presser, Hand	12.99	***
16110	Presser, Machine, Drycleaning	12.99	***
16130	Presser, Machine, Shirts	12.99	***
16160	Presser, Machine, Wearing Apparel, Laundry	12.99	***
16190	Sewing Machine Operator	15.46	***
16220	Tailor	16.07	***
16250	Washer, Machine	13.61	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	26.12	
19040	Tool And Die Maker	32.03	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.12	
21030	Material Coordinator	27.27	
21040	Material Expediter	27.27	
21050	Material Handling Laborer	18.26	
21071	Order Filler	16.65	***
21080	Production Line Worker (Food Processing)	22.12	
21110	Shipping Packer	20.44	
21130	Shipping/Receiving Clerk	20.44	
21140	Store Worker I	15.15	***
21150	Stock Clerk	20.16	
21210	Tools And Parts Attendant	22.12	
21410	Warehouse Specialist	22.12	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	29.30	
23019	Aircraft Logs and Records Technician	23.02	
23021	Aircraft Mechanic I	27.70	
23022	Aircraft Mechanic II	29.30	
23023	Aircraft Mechanic III	30.87	
23040	Aircraft Mechanic Helper	19.96	
23050	Aircraft, Painter	26.12	
23060	Aircraft Servicer	23.02	
23070	Aircraft Survival Flight Equipment Technician	26.12	
23080	Aircraft Worker	24.58	
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	24.58	
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	27.70	

Code	Title	Rate Note
23110	Appliance Mechanic	26.12
23120	Bicycle Repairer	21.49
23125	Cable Splicer	27.70
23130	Carpenter, Maintenance	23.41
23140	Carpet Layer	24.58
23160	Electrician, Maintenance	29.42
23181	Electronics Technician Maintenance I	24.58
23182	Electronics Technician Maintenance II	26.12
23183	Electronics Technician Maintenance III	27.70
23260	Fabric Worker	23.02
23290	Fire Alarm System Mechanic	27.70
23310	Fire Extinguisher Repairer	21.49
23311	Fuel Distribution System Mechanic	27.70
23312	Fuel Distribution System Operator	21.49
23370	General Maintenance Worker	22.60
23380	Ground Support Equipment Mechanic	27.70
23381	Ground Support Equipment Servicer	23.02
23382	Ground Support Equipment Worker	24.58
23391	Gunsmith I	21.49
23392	Gunsmith II	24.58
23393	Gunsmith III	27.70
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.28
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.96
23430	Heavy Equipment Mechanic	29.34
23440	Heavy Equipment Operator	27.93
23460	Instrument Mechanic	27.70
23465	Laboratory/Shelter Mechanic	26.12
23470	Laborer	18.26
23510	Locksmith	26.12
23530	Machinery Maintenance Mechanic	30.36
23550	Machinist, Maintenance	24.04
23580	Maintenance Trades Helper	19.96
23591	Metrology Technician I	27.70
23592	Metrology Technician II	29.30
23593	Metrology Technician III	30.87
23640	Millwright	27.70
23710	Office Appliance Repairer	26.12

Code	Title	Rate	Note
23760	Painter, Maintenance	21.94	
23790	Pipefitter, Maintenance	29.56	
23810	Plumber, Maintenance	27.87	
23820	Pneudraulic Systems Mechanic	27.70	
23850	Rigger	27.70	
23870	Scale Mechanic	24.58	
23890	Sheet-Metal Worker, Maintenance	28.04	
23910	Small Engine Mechanic	24.58	
23931	Telecommunications Mechanic I	30.56	
23932	Telecommunications Mechanic II	32.31	
23950	Telephone Lineman	27.96	
23960	Welder, Combination, Maintenance	23.20	
23965	Well Driller	27.70	
23970	Woodcraft Worker	27.70	
23980	Woodworker	21.49	
24000 Personal Needs Occupations			
24550	Case Manager	17.67	***
24570	Child Care Attendant	11.97	***
24580	Child Care Center Clerk	14.92	***
24610	Chore Aide	16.35	***
24620	Family Readiness And Support Services Coordinator	17.67	***
24630	Homemaker	17.67	***
25000 Plant And System Operations Occupations			
25010	Boiler Tender	27.96	
25040	Sewage Plant Operator	26.36	
25070	Stationary Engineer	27.96	
25190	Ventilation Equipment Tender	20.04	
25210	Water Treatment Plant Operator	26.36	
27000 Protective Service Occupations			
27004	Alarm Monitor	25.40	
27007	Baggage Inspector	16.40	***
27008	Corrections Officer	24.59	
27010	Court Security Officer	23.05	
27030	Detection Dog Handler	20.53	
27040	Detention Officer	24.59	
27070	Firefighter	21.67	
27101	Guard I	16.40	***

Code	Title	Rate	Note
27102	Guard II	20.53	
27131	Police Officer I	29.49	
27132	Police Officer II	32.77	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	15.30	***
28042	Carnival Equipment Repairer	16.51	***
28043	Carnival Worker	11.81	***
28210	Gate Attendant/Gate Tender	17.01	***
28310	Lifeguard	15.16	***
28350	Park Attendant (Aide)	19.02	
28510	Recreation Aide/Health Facility Attendant	13.89	***
28515	Recreation Specialist	23.57	
28630	Sports Official	15.16	***
28690	Swimming Pool Operator	19.18	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	24.58	
29020	Hatch Tender	24.58	
29030	Line Handler	24.58	
29041	Stevedore I	23.02	
29042	Stevedore II	26.12	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.54	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.41	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.59	see 2
30021	Archeological Technician I	18.70	
30022	Archeological Technician II	20.91	
30023	Archeological Technician III	25.92	
30030	Cartographic Technician	25.92	
30040	Civil Engineering Technician	36.30	
30051	Cryogenic Technician I	31.26	
30052	Cryogenic Technician II	34.53	
30061	Drafter/CAD Operator I	18.70	
30062	Drafter/CAD Operator II	20.91	
30063	Drafter/CAD Operator III	23.32	
30064	Drafter/CAD Operator IV	28.70	
30081	Engineering Technician I	17.34	***
30082	Engineering Technician II	19.46	

Code	Title	Rate	Note
30083	Engineering Technician III	21.77	
30084	Engineering Technician IV	26.96	
30085	Engineering Technician V	32.98	
30086	Engineering Technician VI	39.91	
30090	Environmental Technician	26.53	
30095	Evidence Control Specialist	28.22	
30210	Laboratory Technician	23.82	
30221	Latent Fingerprint Technician I	31.26	
30222	Latent Fingerprint Technician II	34.53	
30240	Mathematical Technician	25.92	
30361	Paralegal/Legal Assistant I	19.85	
30362	Paralegal/Legal Assistant II	24.60	
30363	Paralegal/Legal Assistant III	30.08	
30364	Paralegal/Legal Assistant IV	36.39	
30375	Petroleum Supply Specialist	34.53	
30390	Photo-Optics Technician	27.59	
30395	Radiation Control Technician	34.53	
30461	Technical Writer I	25.92	
30462	Technical Writer II	31.70	
30463	Technical Writer III	38.35	
30491	Unexploded Ordnance (UXO) Technician I	28.94	
30492	Unexploded Ordnance (UXO) Technician II	35.02	
30493	Unexploded Ordnance (UXO) Technician III	41.98	
30494	Unexploded (UXO) Safety Escort	28.94	
30495	Unexploded (UXO) Sweep Personnel	28.94	
30501	Weather Forecaster I	31.26	
30502	Weather Forecaster II	38.02	
30620	Weather Observer, Combined Upper Air Or Surface Programs	23.32	see 2
30621	Weather Observer, Senior	27.31	see 2
31000	Transportation/Mobile Equipment Operation Occupations		
31010	Airplane Pilot	35.02	
31020	Bus Aide	15.14	***
31030	Bus Driver	20.56	
31043	Driver Courier	17.82	
31260	Parking and Lot Attendant	13.77	***
31290	Shuttle Bus Driver	15.81	***
31310	Taxi Driver	13.46	***

Code	Title	Rate	Note
31361	Truckdriver, Light	19.19	
31362	Truckdriver, Medium	20.56	
31363	Truckdriver, Heavy	23.68	
31364	Truckdriver, Tractor-Trailer	23.68	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	17.07	***
99030	Cashier	13.62	***
99050	Desk Clerk	13.55	***
99095	Embalmer	28.94	
99130	Flight Follower	28.94	
99251	Laboratory Animal Caretaker I	17.99	
99252	Laboratory Animal Caretaker II	19.38	
99260	Marketing Analyst	31.77	
99310	Mortician	28.94	
99410	Pest Controller	25.13	
99510	Photofinishing Worker	15.21	***
99710	Recycling Laborer	21.30	
99711	Recycling Specialist	25.05	
99730	Refuse Collector	19.38	
99810	Sales Clerk	14.30	***
99820	School Crossing Guard	16.83	***
99830	Survey Party Chief	26.36	
99831	Surveying Aide	14.12	***
99832	Surveying Technician	19.93	
99840	Vending Machine Attendant	21.79	
99841	Vending Machine Repairer	26.83	
99842	Vending Machine Repairer Helper	21.79	

Footer

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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)).

Wage Determination No. : 2015-4977

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 24

Date Of Last Revision : 12/23/2024

Source : [Source Website](#)

Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

State: Iowa

Area: Iowa Counties of Benton, Jones, Linn

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

Wage Determination Table

Code	Title	Rate	Note
01000	Administrative Support And Clerical Occupations		
01011	Accounting Clerk I	18.21	
01012	Accounting Clerk II	20.45	
01013	Accounting Clerk III	22.87	
01020	Administrative Assistant	29.15	
01035	Court Reporter	21.85	
01041	Customer Service Representative I	16.15	***
01042	Customer Service Representative II	17.63	***
01043	Customer Service Representative III	19.78	
01051	Data Entry Operator I	16.31	***
01052	Data Entry Operator II	17.80	
01060	Dispatcher, Motor Vehicle	24.95	
01070	Document Preparation Clerk	18.68	
01090	Duplicating Machine Operator	18.68	
01111	General Clerk I	15.95	***
01112	General Clerk II	17.40	***
01113	General Clerk III	19.53	
01120	Housing Referral Assistant	24.37	
01141	Messenger Courier	16.10	***
01191	Order Clerk I	18.71	
01192	Order Clerk II	20.41	
01261	Personnel Assistant (Employment) I	19.47	

Code	Title	Rate	Note
01262	Personnel Assistant (Employment) II	21.79	
01263	Personnel Assistant (Employment) III	24.30	
01270	Production Control Clerk	28.54	
01290	Rental Clerk	13.81	***
01300	Scheduler, Maintenance	19.53	
01311	Secretary I	19.53	
01312	Secretary II	21.85	
01313	Secretary III	24.37	
01320	Service Order Dispatcher	22.30	
01410	Supply Technician	29.15	
01420	Survey Worker	17.45	***
01460	Switchboard Operator/Receptionist	16.00	***
01531	Travel Clerk I	17.85	
01532	Travel Clerk II	19.31	
01533	Travel Clerk III	20.89	
01611	Word Processor I	17.40	***
01612	Word Processor II	19.53	
01613	Word Processor III	21.85	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	25.22	
05010	Automotive Electrician	21.83	
05040	Automotive Glass Installer	20.82	
05070	Automotive Worker	20.82	
05110	Mobile Equipment Servicer	18.34	
05130	Motor Equipment Metal Mechanic	22.75	
05160	Motor Equipment Metal Worker	20.82	
05190	Motor Vehicle Mechanic	22.75	
05220	Motor Vehicle Mechanic Helper	17.23	***
05250	Motor Vehicle Upholstery Worker	19.52	
05280	Motor Vehicle Wrecker	20.82	
05310	Painter, Automotive	21.83	
05340	Radiator Repair Specialist	20.82	
05370	Tire Repairer	17.76	
05400	Transmission Repair Specialist	22.75	
07000	Food Preparation And Service Occupations		
07010	Baker	15.81	***
07041	Cook I	16.31	***

Code	Title	Rate	Note
07042	Cook II	18.51	
07070	Dishwasher	12.52	***
07130	Food Service Worker	13.69	***
07210	Meat Cutter	14.57	***
07260	Waiter/Waitress	11.46	***
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	22.00	
09040	Furniture Handler	15.40	***
09080	Furniture Refinisher	22.20	
09090	Furniture Refinisher Helper	17.59	***
09110	Furniture Repairer, Minor	19.85	
09130	Upholsterer	22.20	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	14.54	***
11060	Elevator Operator	15.88	***
11090	Gardener	22.33	
11122	Housekeeping Aide	15.88	***
11150	Janitor	15.88	***
11210	Laborer, Grounds Maintenance	18.37	
11240	Maid or Houseman	14.81	***
11260	Pruner	17.08	***
11270	Tractor Operator	20.98	
11330	Trail Maintenance Worker	18.37	
11360	Window Cleaner	17.08	***
12000	Health Occupations		
12010	Ambulance Driver	17.43	***
12011	Breath Alcohol Technician	24.11	
12012	Certified Occupational Therapist Assistant	29.49	
12015	Certified Physical Therapist Assistant	29.16	
12020	Dental Assistant	24.19	
12025	Dental Hygienist	38.97	
12030	EKG Technician	31.08	
12035	Electroneurodiagnostic Technologist	31.08	
12040	Emergency Medical Technician	17.43	***
12071	Licensed Practical Nurse I	21.56	
12072	Licensed Practical Nurse II	24.11	
12073	Licensed Practical Nurse III	26.88	

Code	Title	Rate	Note
12100	Medical Assistant	20.66	
12130	Medical Laboratory Technician	26.43	
12160	Medical Record Clerk	21.33	
12190	Medical Record Technician	23.86	
12195	Medical Transcriptionist	22.13	
12210	Nuclear Medicine Technologist	53.01	
12221	Nursing Assistant I	13.29	***
12222	Nursing Assistant II	14.96	***
12223	Nursing Assistant III	16.33	***
12224	Nursing Assistant IV	18.32	
12235	Optical Dispenser	19.63	
12236	Optical Technician	21.56	
12250	Pharmacy Technician	18.92	
12280	Phlebotomist	18.14	
12305	Radiologic Technologist	27.57	
12311	Registered Nurse I	26.40	
12312	Registered Nurse II	32.29	
12313	Registered Nurse II, Specialist	32.29	
12314	Registered Nurse III	39.06	
12315	Registered Nurse III, Anesthetist	39.06	
12316	Registered Nurse IV	46.82	
12317	Scheduler (Drug and Alcohol Testing)	29.89	
12320	Substance Abuse Treatment Counselor	31.75	
13000	Information And Arts Occupations		
13011	Exhibits Specialist I	20.56	
13012	Exhibits Specialist II	25.47	
13013	Exhibits Specialist III	31.16	
13041	Illustrator I	20.56	
13042	Illustrator II	25.47	
13043	Illustrator III	31.16	
13047	Librarian	28.21	
13050	Library Aide/Clerk	13.18	***
13054	Library Information Technology Systems Administrator	25.47	
13058	Library Technician	18.17	
13061	Media Specialist I	18.38	
13062	Media Specialist II	20.56	
13063	Media Specialist III	22.93	

Code	Title	Rate	Note
13071	Photographer I	17.42	***
13072	Photographer II	19.48	
13073	Photographer III	24.14	
13074	Photographer IV	29.53	
13075	Photographer V	35.73	
13090	Technical Order Library Clerk	17.10	***
13110	Video Teleconference Technician	24.70	
14000	Information Technology Occupations		
14041	Computer Operator I	19.96	
14042	Computer Operator II	22.33	
14043	Computer Operator III	24.90	
14044	Computer Operator IV	27.67	
14045	Computer Operator V	30.64	
14071	Computer Programmer I	22.28	see 1
14072	Computer Programmer II	27.60	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	19.96	
14160	Personal Computer Support Technician	27.67	
14170	System Support Specialist	30.64	
15000	Instructional Occupations		
15010	Aircrew Training Devices Instructor (Non-Rated)	30.28	
15020	Aircrew Training Devices Instructor (Rated)	36.64	
15030	Air Crew Training Devices Instructor (Pilot)	43.03	
15050	Computer Based Training Specialist / Instructor	30.28	
15060	Educational Technologist	38.07	
15070	Flight Instructor (Pilot)	43.03	
15080	Graphic Artist	23.49	
15085	Maintenance Test Pilot, Fixed, Jet/Prop	42.92	
15086	Maintenance Test Pilot, Rotary Wing	42.92	
15088	Non-Maintenance Test/Co-Pilot	42.92	
15090	Technical Instructor	26.40	
15095	Technical Instructor/Course Developer	32.29	
15110	Test Proctor	21.30	

Code	Title	Rate	Note
15120	Tutor	21.30	
16000	Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	Assembler	13.13	***
16030	Counter Attendant	13.13	***
16040	Dry Cleaner	15.02	***
16070	Finisher, Flatwork, Machine	13.13	***
16090	Presser, Hand	13.13	***
16110	Presser, Machine, Drycleaning	13.13	***
16130	Presser, Machine, Shirts	13.13	***
16160	Presser, Machine, Wearing Apparel, Laundry	13.13	***
16190	Sewing Machine Operator	15.65	***
16220	Tailor	16.28	***
16250	Washer, Machine	13.76	***
19000	Machine Tool Operation And Repair Occupations		
19010	Machine-Tool Operator (Tool Room)	23.56	
19040	Tool And Die Maker	26.77	
21000	Materials Handling And Packing Occupations		
21020	Forklift Operator	22.32	
21030	Material Coordinator	28.54	
21040	Material Expediter	28.54	
21050	Material Handling Laborer	19.07	
21071	Order Filler	17.77	
21080	Production Line Worker (Food Processing)	22.32	
21110	Shipping Packer	21.28	
21130	Shipping/Receiving Clerk	21.28	
21140	Store Worker I	18.23	
21150	Stock Clerk	22.75	
21210	Tools And Parts Attendant	22.32	
21410	Warehouse Specialist	22.32	
23000	Mechanics And Maintenance And Repair Occupations		
23010	Aerospace Structural Welder	32.40	
23019	Aircraft Logs and Records Technician	26.67	
23021	Aircraft Mechanic I	31.09	
23022	Aircraft Mechanic II	32.40	
23023	Aircraft Mechanic III	33.35	
23040	Aircraft Mechanic Helper	23.56	
23050	Aircraft, Painter	29.83	

Code	Title	Rate Note
23060	Aircraft Servicer	26.67
23070	Aircraft Survival Flight Equipment Technician	29.83
23080	Aircraft Worker	28.45
23091	Aircrew Life Support Equipment (ALSE) Mechanic I	28.45
23092	Aircrew Life Support Equipment (ALSE) Mechanic II	31.09
23110	Appliance Mechanic	23.26
23120	Bicycle Repairer	25.07
23125	Cable Splicer	46.77
23130	Carpenter, Maintenance	24.36
23140	Carpet Layer	28.45
23160	Electrician, Maintenance	30.81
23181	Electronics Technician Maintenance I	29.79
23182	Electronics Technician Maintenance II	31.23
23183	Electronics Technician Maintenance III	32.56
23260	Fabric Worker	26.67
23290	Fire Alarm System Mechanic	27.51
23310	Fire Extinguisher Repairer	25.07
23311	Fuel Distribution System Mechanic	37.63
23312	Fuel Distribution System Operator	31.13
23370	General Maintenance Worker	22.86
23380	Ground Support Equipment Mechanic	31.09
23381	Ground Support Equipment Servicer	26.67
23382	Ground Support Equipment Worker	28.45
23391	Gunsmith I	25.07
23392	Gunsmith II	28.45
23393	Gunsmith III	31.09
23410	Heating, Ventilation And Air-Conditioning Mechanic	29.08
23411	Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.30
23430	Heavy Equipment Mechanic	29.43
23440	Heavy Equipment Operator	29.20
23460	Instrument Mechanic	31.09
23465	Laboratory/Shelter Mechanic	29.83
23470	Laborer	18.04
23510	Locksmith	29.83
23530	Machinery Maintenance Mechanic	31.77
23550	Machinist, Maintenance	24.14
23580	Maintenance Trades Helper	20.91

Code	Title	Rate	Note
23591	Metrology Technician I	31.09	
23592	Metrology Technician II	32.40	
23593	Metrology Technician III	33.35	
23640	Millwright	31.21	
23710	Office Appliance Repairer	20.59	
23760	Painter, Maintenance	22.86	
23790	Pipefitter, Maintenance	37.52	
23810	Plumber, Maintenance	36.00	
23820	Pneudraulic Systems Mechanic	31.09	
23850	Rigger	31.09	
23870	Scale Mechanic	28.45	
23890	Sheet-Metal Worker, Maintenance	32.33	
23910	Small Engine Mechanic	28.45	
23931	Telecommunications Mechanic I	32.89	
23932	Telecommunications Mechanic II	34.20	
23950	Telephone Lineman	30.76	
23960	Welder, Combination, Maintenance	22.76	
23965	Well Driller	31.09	
23970	Woodcraft Worker	31.09	
23980	Woodworker	25.07	
24000	Personal Needs Occupations		
24550	Case Manager	18.28	
24570	Child Care Attendant	13.39	***
24580	Child Care Center Clerk	16.69	***
24610	Chore Aide	16.83	***
24620	Family Readiness And Support Services Coordinator	18.28	
24630	Homemaker	18.28	
25000	Plant And System Operations Occupations		
25010	Boiler Tender	29.81	
25040	Sewage Plant Operator	28.60	
25070	Stationary Engineer	29.81	
25190	Ventilation Equipment Tender	22.58	
25210	Water Treatment Plant Operator	28.60	
27000	Protective Service Occupations		
27004	Alarm Monitor	26.32	
27007	Baggage Inspector	17.26	***
27008	Corrections Officer	28.03	

Code	Title	Rate	Note
27010	Court Security Officer	28.03	
27030	Detection Dog Handler	19.40	
27040	Detention Officer	28.03	
27070	Firefighter	30.10	
27101	Guard I	17.26	***
27102	Guard II	19.40	
27131	Police Officer I	29.76	
27132	Police Officer II	33.06	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	14.12	***
28042	Carnival Equipment Repairer	15.02	***
28043	Carnival Worker	11.49	***
28210	Gate Attendant/Gate Tender	17.95	
28310	Lifeguard	12.39	***
28350	Park Attendant (Aide)	20.08	
28510	Recreation Aide/Health Facility Attendant	14.66	***
28515	Recreation Specialist	24.88	
28630	Sports Official	16.00	***
28690	Swimming Pool Operator	17.05	***
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	33.70	
29020	Hatch Tender	33.70	
29030	Line Handler	33.70	
29041	Stevedore I	29.95	
29042	Stevedore II	35.26	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO)	45.21	see 2
30011	Air Traffic Control Specialist, Station (HFO)	31.17	see 2
30012	Air Traffic Control Specialist, Terminal (HFO)	34.34	see 2
30021	Archeological Technician I	19.77	
30022	Archeological Technician II	22.11	
30023	Archeological Technician III	27.40	
30030	Cartographic Technician	27.40	
30040	Civil Engineering Technician	30.29	
30051	Cryogenic Technician I	30.34	
30052	Cryogenic Technician II	33.51	
30061	Drafter/CAD Operator I	19.77	

Code	Title	Rate Note
30062	Drafter/CAD Operator II	22.11
30063	Drafter/CAD Operator III	24.65
30064	Drafter/CAD Operator IV	30.34
30081	Engineering Technician I	17.54 ***
30082	Engineering Technician II	19.69
30083	Engineering Technician III	22.02
30084	Engineering Technician IV	27.29
30085	Engineering Technician V	33.38
30086	Engineering Technician VI	40.38
30090	Environmental Technician	28.64
30095	Evidence Control Specialist	27.40
30210	Laboratory Technician	30.44
30221	Latent Fingerprint Technician I	30.34
30222	Latent Fingerprint Technician II	33.51
30240	Mathematical Technician	27.40
30361	Paralegal/Legal Assistant I	19.59
30362	Paralegal/Legal Assistant II	24.27
30363	Paralegal/Legal Assistant III	29.69
30364	Paralegal/Legal Assistant IV	35.92
30375	Petroleum Supply Specialist	33.51
30390	Photo-Optics Technician	27.40
30395	Radiation Control Technician	33.51
30461	Technical Writer I	25.51
30462	Technical Writer II	31.21
30463	Technical Writer III	37.75
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	30.34
30502	Weather Forecaster II	36.90
30620	Weather Observer, Combined Upper Air Or Surface Programs	24.65 see 2
30621	Weather Observer, Senior	27.40 see 2
31000	Transportation/Mobile Equipment Operation Occupations	
31010	Airplane Pilot	34.76
31020	Bus Aide	16.68 ***

Code	Title	Rate	Note
31030	Bus Driver	21.53	
31043	Driver Courier	18.83	
31260	Parking and Lot Attendant	13.72	***
31290	Shuttle Bus Driver	16.71	***
31310	Taxi Driver	15.03	***
31361	Truckdriver, Light	20.04	
31362	Truckdriver, Medium	21.32	
31363	Truckdriver, Heavy	24.43	
31364	Truckdriver, Tractor-Trailer	24.43	
99000	Miscellaneous Occupations		
99020	Cabin Safety Specialist	16.95	***
99030	Cashier	14.05	***
99050	Desk Clerk	12.80	***
99095	Embalmer	29.74	
99130	Flight Follower	28.73	
99251	Laboratory Animal Caretaker I	15.21	***
99252	Laboratory Animal Caretaker II	16.14	***
99260	Marketing Analyst	29.97	
99310	Mortician	29.74	
99410	Pest Controller	20.76	
99510	Photofinishing Worker	15.10	***
99710	Recycling Laborer	25.42	
99711	Recycling Specialist	29.04	
99730	Refuse Collector	23.64	
99810	Sales Clerk	14.62	***
99820	School Crossing Guard	18.84	
99830	Survey Party Chief	39.55	
99831	Surveying Aide	19.80	
99832	Surveying Technician	27.12	
99840	Vending Machine Attendant	23.07	
99841	Vending Machine Repairer	26.22	
99842	Vending Machine Repairer Helper	23.07	

Footer

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements

of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 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, 4 weeks after 15 years, and 5 weeks after 25 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)).