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

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

Wage Determination No.: 2015-5009
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Daniel W. Simms
Director

Division of
Wage Determinations

State: South Dakota

Area: South Dakota Counties of Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.69
01012 - Accounting Clerk II		19.86
01013 - Accounting Clerk III		22.21
01020 - Administrative Assistant		27.47
01035 - Court Reporter		20.57
01041 - Customer Service Representative I		15.64
01042 - Customer Service Representative II		17.07
01043 - Customer Service Representative III		19.16
01051 - Data Entry Operator I		16.95
01052 - Data Entry Operator II		18.50
01060 - Dispatcher, Motor Vehicle		24.16
01070 - Document Preparation Clerk		16.38
01090 - Duplicating Machine Operator		16.38
01111 - General Clerk I		15.78
01112 - General Clerk II		17.22
01113 - General Clerk III		19.33
01120 - Housing Referral Assistant		22.92
01141 - Messenger Courier		14.69
01191 - Order Clerk I		18.94
01192 - Order Clerk II		20.66
01261 - Personnel Assistant (Employment) I		18.24
01262 - Personnel Assistant (Employment) II		20.40
01263 - Personnel Assistant (Employment) III		22.75
01270 - Production Control Clerk		27.73
01290 - Rental Clerk		16.93
01300 - Scheduler, Maintenance		18.39
01311 - Secretary I		18.39
01312 - Secretary II		20.57
01313 - Secretary III		22.92
01320 - Service Order Dispatcher		21.60
01410 - Supply Technician		27.47
01420 - Survey Worker		18.02
01460 - Switchboard Operator/Receptionist		18.19
01531 - Travel Clerk I		16.29
01532 - Travel Clerk II		17.91
01533 - Travel Clerk III		19.07
01611 - Word Processor I		16.38
01612 - Word Processor II		18.39
01613 - Word Processor III		20.57
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		27.29
05010 - Automotive Electrician		22.49
05040 - Automotive Glass Installer		21.35
05070 - Automotive Worker		21.35
05110 - Mobile Equipment Servicer		18.94
05130 - Motor Equipment Metal Mechanic		23.41
05160 - Motor Equipment Metal Worker		21.35
05190 - Motor Vehicle Mechanic		23.41
05220 - Motor Vehicle Mechanic Helper		17.72
05250 - Motor Vehicle Upholstery Worker		20.14
05280 - Motor Vehicle Wrecker		21.35
05310 - Painter, Automotive		22.49
05340 - Radiator Repair Specialist		21.35
05370 - Tire Repairer		17.81
05400 - Transmission Repair Specialist		23.41
07000 - Food Preparation And Service Occupations		
07010 - Baker		16.61

07041 - Cook I 16.88
07042 - Cook II 19.02
07070 - Dishwasher 14.11
07130 - Food Service Worker 14.57
07210 - Meat Cutter 17.37
07260 - Waiter/Waitress 12.78

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.98
09040 - Furniture Handler 15.68
09080 - Furniture Refinisher 22.98
09090 - Furniture Refinisher Helper 18.11
09110 - Furniture Repairer, Minor 20.58
09130 - Upholsterer 22.98

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.41
11060 - Elevator Operator 18.58
11090 - Gardener 21.70
11122 - Housekeeping Aide 18.58
11150 - Janitor 18.58
11210 - Laborer, Grounds Maintenance 17.57
11240 - Maid or Houseman 15.00
11260 - Pruner 16.18
11270 - Tractor Operator 20.30
11330 - Trail Maintenance Worker 17.57
11360 - Window Cleaner 20.17

12000 - Health Occupations
12010 - Ambulance Driver 19.37
12011 - Breath Alcohol Technician 25.17
12012 - Certified Occupational Therapist Assistant 34.53
12015 - Certified Physical Therapist Assistant 28.24
12020 - Dental Assistant 22.64
12025 - Dental Hygienist 39.68
12030 - EKG Technician 38.13
12035 - Electroneurodiagnostic Technologist 38.13
12040 - Emergency Medical Technician 19.37
12071 - Licensed Practical Nurse I 22.50
12072 - Licensed Practical Nurse II 25.17
12073 - Licensed Practical Nurse III 28.05
12100 - Medical Assistant 19.67
12130 - Medical Laboratory Technician 25.73
12160 - Medical Record Clerk 20.32
12190 - Medical Record Technician 22.73
12195 - Medical Transcriptionist 22.50
12210 - Nuclear Medicine Technologist 55.31
12221 - Nursing Assistant I 13.46
12222 - Nursing Assistant II 15.14
12223 - Nursing Assistant III 16.51
12224 - Nursing Assistant IV 18.55
12235 - Optical Dispenser 18.95
12236 - Optical Technician 22.50
12250 - Pharmacy Technician 20.13
12280 - Phlebotomist 17.94
12305 - Radiologic Technologist 29.78
12311 - Registered Nurse I 27.20
12312 - Registered Nurse II 33.26
12313 - Registered Nurse II, Specialist 33.26
12314 - Registered Nurse III 40.24
12315 - Registered Nurse III, Anesthetist 40.24
12316 - Registered Nurse IV 48.25
12317 - Scheduler (Drug and Alcohol Testing) 31.18
12320 - Substance Abuse Treatment Counselor 25.70

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 19.17
13012 - Exhibits Specialist II 23.75
13013 - Exhibits Specialist III 29.04
13041 - Illustrator I 19.17
13042 - Illustrator II 23.75
13043 - Illustrator III 29.04
13047 - Librarian 26.30
13050 - Library Aide/Clerk 13.17
13054 - Library Information Technology Systems Administrator 23.75
13058 - Library Technician 17.15
13061 - Media Specialist I 17.14
13062 - Media Specialist II 19.17
13063 - Media Specialist III 21.37
13071 - Photographer I 17.14
13072 - Photographer II 19.17
13073 - Photographer III 23.75
13074 - Photographer IV 29.04
13075 - Photographer V 35.14
13090 - Technical Order Library Clerk 16.65
13110 - Video Teleconference Technician 16.97

14000 - Information Technology Occupations
14041 - Computer Operator I 18.21
14042 - Computer Operator II 20.37
14043 - Computer Operator III 22.72
14044 - Computer Operator IV 25.24
14045 - Computer Operator V 27.95
14071 - Computer Programmer I (see 1) 19.46
14072 - Computer Programmer II (see 1) 24.12
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		18.21
14160 - Personal Computer Support Technician		25.24
14170 - System Support Specialist		27.95
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.99
15020 - Aircrew Training Devices Instructor (Rated)		38.70
15030 - Air Crew Training Devices Instructor (Pilot)		46.39
15050 - Computer Based Training Specialist / Instructor		31.99
15060 - Educational Technologist		37.08
15070 - Flight Instructor (Pilot)		46.39
15080 - Graphic Artist		22.04
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.66
15086 - Maintenance Test Pilot, Rotary Wing		45.66
15088 - Non-Maintenance Test/Co-Pilot		45.66
15090 - Technical Instructor		21.20
15095 - Technical Instructor/Course Developer		25.93
15110 - Test Proctor		17.12
15120 - Tutor		17.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.44
16030 - Counter Attendant		14.44
16040 - Dry Cleaner		16.52
16070 - Finisher, Flatwork, Machine		14.44
16090 - Presser, Hand		14.44
16110 - Presser, Machine, Drycleaning		14.44
16130 - Presser, Machine, Shirts		14.44
16160 - Presser, Machine, Wearing Apparel, Laundry		14.44
16190 - Sewing Machine Operator		17.22
16220 - Tailor		17.91
16250 - Washer, Machine		15.14
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		29.61
19040 - Tool And Die Maker		34.20
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.63
21030 - Material Coordinator		27.73
21040 - Material Expediter		27.73
21050 - Material Handling Laborer		20.63
21071 - Order Filler		17.62
21080 - Production Line Worker (Food Processing)		21.63
21110 - Shipping Packer		22.13
21130 - Shipping/Receiving Clerk		22.13
21140 - Store Worker I		15.60
21150 - Stock Clerk		19.85
21210 - Tools And Parts Attendant		21.63
21410 - Warehouse Specialist		21.63
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		32.56
23019 - Aircraft Logs and Records Technician		26.83
23021 - Aircraft Mechanic I		31.19
23022 - Aircraft Mechanic II		32.56
23023 - Aircraft Mechanic III		33.60
23040 - Aircraft Mechanic Helper		23.61
23050 - Aircraft, Painter		29.96
23060 - Aircraft Servicer		26.83
23070 - Aircraft Survival Flight Equipment Technician		29.96
23080 - Aircraft Worker		28.44
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		28.44
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		31.19
23110 - Appliance Mechanic		29.61
23120 - Bicycle Repairer		24.94
23125 - Cable Splicer		48.15
23130 - Carpenter, Maintenance		23.63
23140 - Carpet Layer		28.11
23160 - Electrician, Maintenance		31.29
23181 - Electronics Technician Maintenance I		29.85
23182 - Electronics Technician Maintenance II		31.44
23183 - Electronics Technician Maintenance III		32.75
23260 - Fabric Worker		26.52
23290 - Fire Alarm System Mechanic		30.82
23310 - Fire Extinguisher Repairer		24.94
23311 - Fuel Distribution System Mechanic		33.79
23312 - Fuel Distribution System Operator		26.91
23370 - General Maintenance Worker		26.49
23380 - Ground Support Equipment Mechanic		31.19
23381 - Ground Support Equipment Servicer		26.83
23382 - Ground Support Equipment Worker		28.44
23391 - Gunsmith I		24.94
23392 - Gunsmith II		28.11
23393 - Gunsmith III		30.82
23410 - Heating, Ventilation And Air-Conditioning Mechanic		28.70
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		29.96

23430 - Heavy Equipment Mechanic		33.53
23440 - Heavy Equipment Operator		27.99
23460 - Instrument Mechanic		30.82
23465 - Laboratory/Shelter Mechanic		29.61
23470 - Laborer		20.63
23510 - Locksmith		29.61
23530 - Machinery Maintenance Mechanic		32.28
23550 - Machinist, Maintenance		24.57
23580 - Maintenance Trades Helper		22.54
23591 - Metrology Technician I		30.82
23592 - Metrology Technician II		32.18
23593 - Metrology Technician III		33.20
23640 - Millwright		30.68
23710 - Office Appliance Repairer		23.30
23760 - Painter, Maintenance		22.54
23790 - Pipefitter, Maintenance		29.39
23810 - Plumber, Maintenance		28.23
23820 - Pneudraulic Systems Mechanic		30.82
23850 - Rigger		30.82
23870 - Scale Mechanic		28.11
23890 - Sheet-Metal Worker, Maintenance		31.03
23910 - Small Engine Mechanic		28.11
23931 - Telecommunications Mechanic I		30.58
23932 - Telecommunications Mechanic II		31.93
23950 - Telephone Lineman		28.36
23960 - Welder, Combination, Maintenance		24.47
23965 - Well Driller		30.82
23970 - Woodcraft Worker		30.82
23980 - Woodworker		24.94
24000 - Personal Needs Occupations		
24550 - Case Manager		20.33
24570 - Child Care Attendant		13.41
24580 - Child Care Center Clerk		16.72
24610 - Chore Aide		17.47
24620 - Family Readiness And Support Services Coordinator		20.33
24630 - Homemaker		20.33
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.44
25040 - Sewage Plant Operator		29.24
25070 - Stationary Engineer		30.44
25190 - Ventilation Equipment Tender		23.04
25210 - Water Treatment Plant Operator		29.24
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.12
27007 - Baggage Inspector		17.68
27008 - Corrections Officer		24.65
27010 - Court Security Officer		26.90
27030 - Detection Dog Handler		19.78
27040 - Detention Officer		24.65
27070 - Firefighter		29.15
27101 - Guard I		17.68
27102 - Guard II		19.78
27131 - Police Officer I		32.03
27132 - Police Officer II		35.60
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.78
28042 - Carnival Equipment Repairer		16.87
28043 - Carnival Worker		12.58
28210 - Gate Attendant/Gate Tender		20.31
28310 - Lifeguard		16.20
28350 - Park Attendant (Aide)		22.72
28510 - Recreation Aide/Health Facility Attendant		16.58
28515 - Recreation Specialist		28.14
28630 - Sports Official		18.09
28690 - Swimming Pool Operator		19.01
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		28.11
29020 - Hatch Tender		28.11
29030 - Line Handler		28.11
29041 - Stevedore I		26.52
29042 - Stevedore II		29.61
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		19.00
30022 - Archeological Technician II		21.26
30023 - Archeological Technician III		26.33
30030 - Cartographic Technician		26.33
30040 - Civil Engineering Technician		31.97
30051 - Cryogenic Technician I		29.16
30052 - Cryogenic Technician II		32.20
30061 - Drafter/CAD Operator I		19.00
30062 - Drafter/CAD Operator II		21.26
30063 - Drafter/CAD Operator III		23.69
30064 - Drafter/CAD Operator IV		29.16
30081 - Engineering Technician I		17.49
30082 - Engineering Technician II		19.65

30083 - Engineering Technician III		21.97
30084 - Engineering Technician IV		27.23
30085 - Engineering Technician V		33.30
30086 - Engineering Technician VI		40.29
30090 - Environmental Technician		26.33
30095 - Evidence Control Specialist		26.33
30210 - Laboratory Technician		23.69
30221 - Latent Fingerprint Technician I		29.16
30222 - Latent Fingerprint Technician II		32.20
30240 - Mathematical Technician		26.33
30361 - Paralegal/Legal Assistant I		21.00
30362 - Paralegal/Legal Assistant II		26.02
30363 - Paralegal/Legal Assistant III		31.83
30364 - Paralegal/Legal Assistant IV		38.51
30375 - Petroleum Supply Specialist		32.20
30390 - Photo-Optics Technician		26.33
30395 - Radiation Control Technician		32.20
30461 - Technical Writer I		26.33
30462 - Technical Writer II		32.20
30463 - Technical Writer III		38.96
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		29.16
30502 - Weather Forecaster II		35.47
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.69
30621 - Weather Observer, Senior	(see 2)	26.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		17.30
31030 - Bus Driver		22.71
31043 - Driver Courier		19.00
31260 - Parking and Lot Attendant		16.03
31290 - Shuttle Bus Driver		16.85
31310 - Taxi Driver		15.22
31361 - Truckdriver, Light		20.31
31362 - Truckdriver, Medium		21.59
31363 - Truckdriver, Heavy		26.10
31364 - Truckdriver, Tractor-Trailer		26.10
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.90
99050 - Desk Clerk		14.43
99095 - Embalmer		29.28
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		21.30
99252 - Laboratory Animal Caretaker II		22.77
99260 - Marketing Analyst		27.58
99310 - Mortician		29.28
99410 - Pest Controller		24.21
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		21.57
99711 - Recycling Specialist		24.91
99730 - Refuse Collector		19.88
99810 - Sales Clerk		14.62
99820 - School Crossing Guard		16.98
99830 - Survey Party Chief		21.42
99831 - Surveying Aide		14.12
99832 - Surveying Technician		19.33
99840 - Vending Machine Attendant		21.30
99841 - Vending Machine Repairer		25.66
99842 - Vending Machine Repairer Helper		21.30

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 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))."""
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"

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

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

Wage Determination No.: 2015-5353
Revision No.: 30
Date Of Last Revision: 5/13/2026

Daniel W. Simms
Director

Division of
Wage Determinations

State: Nebraska

Area: Nebraska Counties of Boyd, Brown, Garfield, Holt, Keya Paha, Loup and Rock

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.91
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		19.97
01020 - Administrative Assistant		25.02
01035 - Court Reporter		20.46
01041 - Customer Service Representative I		15.13
01042 - Customer Service Representative II		16.51
01043 - Customer Service Representative III		18.53
01051 - Data Entry Operator I		14.94
01052 - Data Entry Operator II		16.30
01060 - Dispatcher, Motor Vehicle		21.28
01070 - Document Preparation Clerk		16.30
01090 - Duplicating Machine Operator		16.30
01111 - General Clerk I		14.94
01112 - General Clerk II		16.30
01113 - General Clerk III		18.30
01120 - Housing Referral Assistant		22.82
01141 - Messenger Courier		13.27
01191 - Order Clerk I		14.94
01192 - Order Clerk II		16.30
01261 - Personnel Assistant (Employment) I		18.29
01262 - Personnel Assistant (Employment) II		20.46
01263 - Personnel Assistant (Employment) III		22.82
01270 - Production Control Clerk		23.63
01290 - Rental Clerk		15.40
01300 - Scheduler, Maintenance		18.29
01311 - Secretary I		18.29
01312 - Secretary II		20.46
01313 - Secretary III		22.82
01320 - Service Order Dispatcher		19.02
01410 - Supply Technician		25.02
01420 - Survey Worker		17.83
01460 - Switchboard Operator/Receptionist		16.50
01531 - Travel Clerk I		15.87
01532 - Travel Clerk II		17.82
01533 - Travel Clerk III		19.93
01611 - Word Processor I		16.30
01612 - Word Processor II		18.29
01613 - Word Processor III		20.46
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.91
05010 - Automotive Electrician		20.58
05040 - Automotive Glass Installer		19.39
05070 - Automotive Worker		19.39
05110 - Mobile Equipment Servicer		16.97
05130 - Motor Equipment Metal Mechanic		21.66
05160 - Motor Equipment Metal Worker		19.39
05190 - Motor Vehicle Mechanic		21.66
05220 - Motor Vehicle Mechanic Helper		15.74
05250 - Motor Vehicle Upholstery Worker		18.18
05280 - Motor Vehicle Wrecker		19.39
05310 - Painter, Automotive		20.58
05340 - Radiator Repair Specialist		19.39
05370 - Tire Repairer		17.47
05400 - Transmission Repair Specialist		21.66
07000 - Food Preparation And Service Occupations		

07010 - Baker 16.10
07041 - Cook I 16.36
07042 - Cook II 18.69
07070 - Dishwasher 12.00
07130 - Food Service Worker 14.08
07210 - Meat Cutter 17.03
07260 - Waiter/Waitress 12.35

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.26
09040 - Furniture Handler 15.04
09080 - Furniture Refinisher 23.26
09090 - Furniture Refinisher Helper 17.79
09110 - Furniture Repairer, Minor 20.54
09130 - Upholsterer 23.26

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 16.19
11060 - Elevator Operator 17.06
11090 - Gardener 21.68
11122 - Housekeeping Aide 17.20
11150 - Janitor 17.20
11210 - Laborer, Grounds Maintenance 17.00
11240 - Maid or Houseman 14.17
11260 - Pruner 15.45
11270 - Tractor Operator 20.10
11330 - Trail Maintenance Worker 17.00
11360 - Window Cleaner 18.93

12000 - Health Occupations
12010 - Ambulance Driver 20.74
12011 - Breath Alcohol Technician 25.90
12012 - Certified Occupational Therapist Assistant 35.53
12015 - Certified Physical Therapist Assistant 31.21
12020 - Dental Assistant 20.20
12025 - Dental Hygienist 40.01
12030 - EKG Technician 39.23
12035 - Electroneurodiagnostic Technologist 39.23
12040 - Emergency Medical Technician 20.74
12071 - Licensed Practical Nurse I 23.15
12072 - Licensed Practical Nurse II 25.90
12073 - Licensed Practical Nurse III 28.86
12100 - Medical Assistant 19.81
12130 - Medical Laboratory Technician 28.98
12160 - Medical Record Clerk 20.11
12190 - Medical Record Technician 22.49
12195 - Medical Transcriptionist 23.15
12210 - Nuclear Medicine Technologist 56.90
12221 - Nursing Assistant I 13.37
12222 - Nursing Assistant II 15.05
12223 - Nursing Assistant III 16.42
12224 - Nursing Assistant IV 18.43
12235 - Optical Dispenser 19.24
12236 - Optical Technician 23.15
12250 - Pharmacy Technician 17.79
12280 - Phlebotomist 23.15
12305 - Radiologic Technologist 33.77
12311 - Registered Nurse I 26.51
12312 - Registered Nurse II 32.42
12313 - Registered Nurse II, Specialist 32.42
12314 - Registered Nurse III 39.22
12315 - Registered Nurse III, Anesthetist 39.22
12316 - Registered Nurse IV 47.02
12317 - Scheduler (Drug and Alcohol Testing) 32.08
12320 - Substance Abuse Treatment Counselor 28.40

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 17.44
13012 - Exhibits Specialist II 21.61
13013 - Exhibits Specialist III 26.43
13041 - Illustrator I 17.24
13042 - Illustrator II 21.37
13043 - Illustrator III 26.13
13047 - Librarian 23.92
13050 - Library Aide/Clerk 13.67
13054 - Library Information Technology Systems Administrator 21.61
13058 - Library Technician 16.15
13061 - Media Specialist I 15.59
13062 - Media Specialist II 17.44
13063 - Media Specialist III 19.45
13071 - Photographer I 15.19
13072 - Photographer II 16.99
13073 - Photographer III 21.05
13074 - Photographer IV 25.75
13075 - Photographer V 31.15
13090 - Technical Order Library Clerk 17.04
13110 - Video Teleconference Technician 15.19

14000 - Information Technology Occupations
14041 - Computer Operator I 17.47
14042 - Computer Operator II 19.53
14043 - Computer Operator III 21.77
14044 - Computer Operator IV 24.20
14045 - Computer Operator V 26.80
14071 - Computer Programmer I (see 1) 23.09
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)

14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 17.47
14160 - Personal Computer Support Technician 24.20
14170 - System Support Specialist 26.80

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor
(Non-Rated) 31.16
15020 - Aircrew Training Devices Instructor (Rated) 37.70
15030 - Air Crew Training Devices Instructor
(Pilot) 45.19
15050 - Computer Based Training Specialist /
Instructor 31.16
15060 - Educational Technologist 31.13
15070 - Flight Instructor (Pilot) 45.19
15080 - Graphic Artist 26.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 45.19
15086 - Maintenance Test Pilot, Rotary Wing 45.19
15088 - Non-Maintenance Test/Co-Pilot 45.19
15090 - Technical Instructor 26.08
15095 - Technical Instructor/Course Developer 31.90
15110 - Test Proctor 21.04
15120 - Tutor 21.04

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 14.44
16030 - Counter Attendant 14.44
16040 - Dry Cleaner 16.52
16070 - Finisher, Flatwork, Machine 14.44
16090 - Presser, Hand 14.44
16110 - Presser, Machine, Drycleaning 14.44
16130 - Presser, Machine, Shirts 14.44
16160 - Presser, Machine, Wearing Apparel, Laundry 14.44
16190 - Sewing Machine Operator 17.22
16220 - Tailor 17.91
16250 - Washer, Machine 15.14

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.41
19040 - Tool And Die Maker 31.88

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.29
21030 - Material Coordinator 22.68
21040 - Material Expediter 22.68
21050 - Material Handling Laborer 17.78
21071 - Order Filler 16.33
21080 - Production Line Worker (Food Processing) 20.29
21110 - Shipping Packer 18.21
21130 - Shipping/Receiving Clerk 18.21
21140 - Store Worker I 14.83
21150 - Stock Clerk 19.61
21210 - Tools And Parts Attendant 20.29
21410 - Warehouse Specialist 20.29

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.27
23019 - Aircraft Logs and Records Technician 23.32
23021 - Aircraft Mechanic I 27.79
23022 - Aircraft Mechanic II 29.27
23023 - Aircraft Mechanic III 30.61
23040 - Aircraft Mechanic Helper 20.20
23050 - Aircraft, Painter 26.41
23060 - Aircraft Servicer 23.32
23070 - Aircraft Survival Flight Equipment
Technician 26.41
23080 - Aircraft Worker 24.88
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 24.88
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 27.79
23110 - Appliance Mechanic 26.41
23120 - Bicycle Repairer 21.78
23125 - Cable Splicer 41.43
23130 - Carpenter, Maintenance 22.60
23140 - Carpet Layer 24.88
23160 - Electrician, Maintenance 26.18
23181 - Electronics Technician Maintenance I 24.88
23182 - Electronics Technician Maintenance II 26.41
23183 - Electronics Technician Maintenance III 27.79
23260 - Fabric Worker 23.32
23290 - Fire Alarm System Mechanic 27.79
23310 - Fire Extinguisher Repairer 21.78
23311 - Fuel Distribution System Mechanic 27.79
23312 - Fuel Distribution System Operator 21.78
23370 - General Maintenance Worker 21.56
23380 - Ground Support Equipment Mechanic 27.79
23381 - Ground Support Equipment Servicer 23.32
23382 - Ground Support Equipment Worker 24.88
23391 - Gunsmith I 21.78
23392 - Gunsmith II 24.88
23393 - Gunsmith III 27.79
23410 - Heating, Ventilation And Air-Conditioning
Mechanic 26.71
23411 - Heating, Ventilation And Air Contidioning

Mechanic (Research Facility)		28.14
23430 - Heavy Equipment Mechanic		25.59
23440 - Heavy Equipment Operator		22.94
23460 - Instrument Mechanic		27.79
23465 - Laboratory/Shelter Mechanic		26.41
23470 - Laborer		17.78
23510 - Locksmith		26.41
23530 - Machinery Maintenance Mechanic		31.99
23550 - Machinist, Maintenance		23.40
23580 - Maintenance Trades Helper		18.97
23591 - Metrology Technician I		27.79
23592 - Metrology Technician II		29.27
23593 - Metrology Technician III		30.61
23640 - Millwright		27.79
23710 - Office Appliance Repairer		26.41
23760 - Painter, Maintenance		26.41
23790 - Pipefitter, Maintenance		27.72
23810 - Plumber, Maintenance		26.33
23820 - Pneudraulic Systems Mechanic		27.79
23850 - Rigger		27.79
23870 - Scale Mechanic		24.88
23890 - Sheet-Metal Worker, Maintenance		27.79
23910 - Small Engine Mechanic		23.38
23931 - Telecommunications Mechanic I		30.49
23932 - Telecommunications Mechanic II		32.12
23950 - Telephone Lineman		23.70
23960 - Welder, Combination, Maintenance		22.86
23965 - Well Driller		27.79
23970 - Woodcraft Worker		27.79
23980 - Woodworker		21.78
24000 - Personal Needs Occupations		
24550 - Case Manager		17.64
24570 - Child Care Attendant		13.53
24580 - Child Care Center Clerk		16.87
24610 - Chore Aide		14.99
24620 - Family Readiness And Support Services Coordinator		17.64
24630 - Homemaker		17.64
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.25
25040 - Sewage Plant Operator		23.73
25070 - Stationary Engineer		25.25
25190 - Ventilation Equipment Tender		18.35
25210 - Water Treatment Plant Operator		23.73
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.45
27007 - Baggage Inspector		17.08
27008 - Corrections Officer		20.07
27010 - Court Security Officer		20.07
27030 - Detection Dog Handler		19.11
27040 - Detention Officer		20.07
27070 - Firefighter		20.07
27101 - Guard I		17.08
27102 - Guard II		19.11
27131 - Police Officer I		25.43
27132 - Police Officer II		28.26
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.91
28042 - Carnival Equipment Repairer		15.00
28043 - Carnival Worker		10.69
28210 - Gate Attendant/Gate Tender		19.38
28310 - Lifeguard		15.09
28350 - Park Attendant (Aide)		21.68
28510 - Recreation Aide/Health Facility Attendant		15.82
28515 - Recreation Specialist		26.85
28630 - Sports Official		17.26
28690 - Swimming Pool Operator		21.00
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.88
29020 - Hatch Tender		24.88
29030 - Line Handler		24.88
29041 - Stevedore I		23.32
29042 - Stevedore II		26.41
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		17.06
30022 - Archeological Technician II		19.40
30023 - Archeological Technician III		24.05
30030 - Cartographic Technician		24.05
30040 - Civil Engineering Technician		19.37
30051 - Cryogenic Technician I		21.24
30052 - Cryogenic Technician II		23.46
30061 - Drafter/CAD Operator I		17.06
30062 - Drafter/CAD Operator II		19.40
30063 - Drafter/CAD Operator III		21.64
30064 - Drafter/CAD Operator IV		26.17
30081 - Engineering Technician I		14.27

30082 - Engineering Technician II		16.16
30083 - Engineering Technician III		18.06
30084 - Engineering Technician IV		22.38
30085 - Engineering Technician V		27.37
30086 - Engineering Technician VI		32.87
30090 - Environmental Technician		21.02
30095 - Evidence Control Specialist		19.18
30210 - Laboratory Technician		17.33
30221 - Latent Fingerprint Technician I		21.24
30222 - Latent Fingerprint Technician II		23.46
30240 - Mathematical Technician		23.64
30361 - Paralegal/Legal Assistant I		23.10
30362 - Paralegal/Legal Assistant II		28.61
30363 - Paralegal/Legal Assistant III		33.31
30364 - Paralegal/Legal Assistant IV		39.42
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		23.64
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		20.71
30462 - Technical Writer II		25.33
30463 - Technical Writer III		30.65
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		26.17
30502 - Weather Forecaster II		31.84
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.64
30621 - Weather Observer, Senior	(see 2)	23.64
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.90
31030 - Bus Driver		21.70
31043 - Driver Courier		20.66
31260 - Parking and Lot Attendant		15.88
31290 - Shuttle Bus Driver		16.75
31310 - Taxi Driver		12.46
31361 - Truckdriver, Light		22.28
31362 - Truckdriver, Medium		23.86
31363 - Truckdriver, Heavy		22.92
31364 - Truckdriver, Tractor-Trailer		22.92
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.90
99050 - Desk Clerk		14.06
99095 - Embalmer		36.56
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		15.52
99252 - Laboratory Animal Caretaker II		16.73
99260 - Marketing Analyst		25.89
99310 - Mortician		36.56
99410 - Pest Controller		24.58
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		24.24
99711 - Recycling Specialist		28.67
99730 - Refuse Collector		22.02
99810 - Sales Clerk		14.03
99820 - School Crossing Guard		16.35
99830 - Survey Party Chief		33.52
99831 - Surveying Aide		18.09
99832 - Surveying Technician		22.26
99840 - Vending Machine Attendant		21.28
99841 - Vending Machine Repairer		26.22
99842 - Vending Machine Repairer Helper		21.28

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

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

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

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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))."""
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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

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

Wage Determination No.: 2015-5361
Revision No.: 30
Date Of Last Revision: 5/13/2026

Daniel W. Simms
Director

Division of
Wage Determinations

State: Nebraska

Area: Nebraska Counties of Burt, Butler, Cedar, Colfax, Cuming, Dodge, Madison, Pierce, Stanton, Thurston and Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.74
01012 - Accounting Clerk II		18.79
01013 - Accounting Clerk III		21.02
01020 - Administrative Assistant		26.35
01035 - Court Reporter		20.73
01041 - Customer Service Representative I		15.28
01042 - Customer Service Representative II		16.68
01043 - Customer Service Representative III		18.72
01051 - Data Entry Operator I		16.43
01052 - Data Entry Operator II		17.93
01060 - Dispatcher, Motor Vehicle		22.47
01070 - Document Preparation Clerk		16.51
01090 - Duplicating Machine Operator		16.51
01111 - General Clerk I		15.38
01112 - General Clerk II		16.78
01113 - General Clerk III		18.83
01120 - Housing Referral Assistant		23.10
01141 - Messenger Courier		13.44
01191 - Order Clerk I		17.26
01192 - Order Clerk II		18.83
01261 - Personnel Assistant (Employment) I		19.02
01262 - Personnel Assistant (Employment) II		21.27
01263 - Personnel Assistant (Employment) III		23.73
01270 - Production Control Clerk		26.58
01290 - Rental Clerk		15.92
01300 - Scheduler, Maintenance		18.53
01311 - Secretary I		18.53
01312 - Secretary II		20.73
01313 - Secretary III		23.10
01320 - Service Order Dispatcher		20.08
01410 - Supply Technician		26.35
01420 - Survey Worker		20.21
01460 - Switchboard Operator/Receptionist		17.38
01531 - Travel Clerk I		16.51
01532 - Travel Clerk II		17.91
01533 - Travel Clerk III		20.73
01611 - Word Processor I		16.51
01612 - Word Processor II		18.53
01613 - Word Processor III		20.73
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.65
05010 - Automotive Electrician		25.93
05040 - Automotive Glass Installer		24.62
05070 - Automotive Worker		24.62
05110 - Mobile Equipment Servicer		21.85
05130 - Motor Equipment Metal Mechanic		27.00
05160 - Motor Equipment Metal Worker		24.62
05190 - Motor Vehicle Mechanic		26.96
05220 - Motor Vehicle Mechanic Helper		20.44
05250 - Motor Vehicle Upholstery Worker		23.23
05280 - Motor Vehicle Wrecker		24.62
05310 - Painter, Automotive		25.93
05340 - Radiator Repair Specialist		24.62
05370 - Tire Repairer		17.59
05400 - Transmission Repair Specialist		27.00

07000 - Food Preparation And Service Occupations
07010 - Baker 14.42
07041 - Cook I 16.83
07042 - Cook II 18.97
07070 - Dishwasher 12.83
07130 - Food Service Worker 14.53
07210 - Meat Cutter 17.50
07260 - Waiter/Waitress 12.44

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.68
09040 - Furniture Handler 14.79
09080 - Furniture Refinisher 21.68
09090 - Furniture Refinisher Helper 17.08
09110 - Furniture Repairer, Minor 19.42
09130 - Upholsterer 21.68

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.95
11060 - Elevator Operator 18.10
11090 - Gardener 21.39
11122 - Housekeeping Aide 18.10
11150 - Janitor 18.10
11210 - Laborer, Grounds Maintenance 17.32
11240 - Maid or Houseman 15.19
11260 - Pruner 15.95
11270 - Tractor Operator 20.01
11330 - Trail Maintenance Worker 17.32
11360 - Window Cleaner 19.66

12000 - Health Occupations
12010 - Ambulance Driver 19.23
12011 - Breath Alcohol Technician 26.57
12012 - Certified Occupational Therapist Assistant 36.45
12015 - Certified Physical Therapist Assistant 28.68
12020 - Dental Assistant 20.54
12025 - Dental Hygienist 40.21
12030 - EKG Technician 40.25
12035 - Electroneurodiagnostic Technologist 40.25
12040 - Emergency Medical Technician 19.23
12071 - Licensed Practical Nurse I 23.75
12072 - Licensed Practical Nurse II 26.57
12073 - Licensed Practical Nurse III 29.61
12100 - Medical Assistant 19.81
12130 - Medical Laboratory Technician 31.40
12160 - Medical Record Clerk 21.21
12190 - Medical Record Technician 23.72
12195 - Medical Transcriptionist 22.90
12210 - Nuclear Medicine Technologist 58.38
12221 - Nursing Assistant I 13.47
12222 - Nursing Assistant II 15.16
12223 - Nursing Assistant III 16.54
12224 - Nursing Assistant IV 18.57
12235 - Optical Dispenser 18.81
12236 - Optical Technician 23.75
12250 - Pharmacy Technician 18.02
12280 - Phlebotomist 21.14
12305 - Radiologic Technologist 34.42
12311 - Registered Nurse I 26.23
12312 - Registered Nurse II 32.08
12313 - Registered Nurse II, Specialist 32.08
12314 - Registered Nurse III 38.81
12315 - Registered Nurse III, Anesthetist 38.81
12316 - Registered Nurse IV 46.53
12317 - Scheduler (Drug and Alcohol Testing) 32.91
12320 - Substance Abuse Treatment Counselor 29.91

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.03
13012 - Exhibits Specialist II 24.82
13013 - Exhibits Specialist III 30.35
13041 - Illustrator I 20.33
13042 - Illustrator II 25.18
13043 - Illustrator III 30.80
13047 - Librarian 27.48
13050 - Library Aide/Clerk 12.71
13054 - Library Information Technology Systems Administrator 24.82
13058 - Library Technician 15.09
13061 - Media Specialist I 17.91
13062 - Media Specialist II 20.03
13063 - Media Specialist III 22.33
13071 - Photographer I 16.81
13072 - Photographer II 18.80
13073 - Photographer III 23.20
13074 - Photographer IV 27.27
13075 - Photographer V 33.00
13090 - Technical Order Library Clerk 16.11
13110 - Video Teleconference Technician 17.91

14000 - Information Technology Occupations
14041 - Computer Operator I 21.34
14042 - Computer Operator II 23.87
14043 - Computer Operator III 26.94
14044 - Computer Operator IV 29.59
14045 - Computer Operator V 32.76
14071 - Computer Programmer I (see 1) 24.18
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 21.34
14160 - Personal Computer Support Technician 29.59
14170 - System Support Specialist 33.16

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.47
15020 - Aircrew Training Devices Instructor (Rated) 41.71
15030 - Air Crew Training Devices Instructor (Pilot) 50.01
15050 - Computer Based Training Specialist / Instructor 34.47
15060 - Educational Technologist 38.04
15070 - Flight Instructor (Pilot) 50.01
15080 - Graphic Artist 22.62
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.01
15086 - Maintenance Test Pilot, Rotary Wing 50.01
15088 - Non-Maintenance Test/Co-Pilot 50.01
15090 - Technical Instructor 24.19
15095 - Technical Instructor/Course Developer 29.58
15110 - Test Proctor 19.53
15120 - Tutor 19.53

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 14.44
16030 - Counter Attendant 14.44
16040 - Dry Cleaner 16.52
16070 - Finisher, Flatwork, Machine 14.44
16090 - Presser, Hand 14.44
16110 - Presser, Machine, Drycleaning 14.44
16130 - Presser, Machine, Shirts 14.44
16160 - Presser, Machine, Wearing Apparel, Laundry 14.44
16190 - Sewing Machine Operator 17.22
16220 - Tailor 17.91
16250 - Washer, Machine 15.14

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.52
19040 - Tool And Die Maker 30.65

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.28
21030 - Material Coordinator 26.58
21040 - Material Expediter 26.58
21050 - Material Handling Laborer 20.78
21071 - Order Filler 17.34
21080 - Production Line Worker (Food Processing) 22.28
21110 - Shipping Packer 20.42
21130 - Shipping/Receiving Clerk 20.42
21140 - Store Worker I 15.60
21150 - Stock Clerk 19.85
21210 - Tools And Parts Attendant 22.28
21410 - Warehouse Specialist 22.28

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.75
23019 - Aircraft Logs and Records Technician 24.11
23021 - Aircraft Mechanic I 27.41
23022 - Aircraft Mechanic II 28.75
23023 - Aircraft Mechanic III 30.18
23040 - Aircraft Mechanic Helper 21.21
23050 - Aircraft, Painter 26.92
23060 - Aircraft Servicer 24.11
23070 - Aircraft Survival Flight Equipment Technician 26.92
23080 - Aircraft Worker 25.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.55
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.41
23110 - Appliance Mechanic 26.32
23120 - Bicycle Repairer 22.19
23125 - Cable Splicer 35.00
23130 - Carpenter, Maintenance 22.82
23140 - Carpet Layer 24.99
23160 - Electrician, Maintenance 27.76
23181 - Electronics Technician Maintenance I 26.37
23182 - Electronics Technician Maintenance II 28.26
23183 - Electronics Technician Maintenance III 28.94
23260 - Fabric Worker 23.58
23290 - Fire Alarm System Mechanic 27.41
23310 - Fire Extinguisher Repairer 22.19
23311 - Fuel Distribution System Mechanic 32.05
23312 - Fuel Distribution System Operator 25.93
23370 - General Maintenance Worker 23.28
23380 - Ground Support Equipment Mechanic 27.41
23381 - Ground Support Equipment Servicer 24.11
23382 - Ground Support Equipment Worker 25.55
23391 - Gunsmith I 22.19
23392 - Gunsmith II 24.99
23393 - Gunsmith III 27.41
23410 - Heating, Ventilation And Air-Conditioning Mechanic 28.59

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		29.85
23430 - Heavy Equipment Mechanic		27.91
23440 - Heavy Equipment Operator		24.50
23460 - Instrument Mechanic		27.41
23465 - Laboratory/Shelter Mechanic		26.32
23470 - Laborer		20.78
23510 - Locksmith		26.32
23530 - Machinery Maintenance Mechanic		29.98
23550 - Machinist, Maintenance		22.42
23580 - Maintenance Trades Helper		17.29
23591 - Metrology Technician I		27.41
23592 - Metrology Technician II		28.62
23593 - Metrology Technician III		29.52
23640 - Millwright		27.72
23710 - Office Appliance Repairer		22.12
23760 - Painter, Maintenance		19.20
23790 - Pipefitter, Maintenance		28.23
23810 - Plumber, Maintenance		27.12
23820 - Pneudraulic Systems Mechanic		27.41
23850 - Rigger		27.41
23870 - Scale Mechanic		24.99
23890 - Sheet-Metal Worker, Maintenance		25.42
23910 - Small Engine Mechanic		20.83
23931 - Telecommunications Mechanic I		29.67
23932 - Telecommunications Mechanic II		31.55
23950 - Telephone Lineman		22.04
23960 - Welder, Combination, Maintenance		23.42
23965 - Well Driller		27.41
23970 - Woodcraft Worker		27.41
23980 - Woodworker		22.19
24000 - Personal Needs Occupations		
24550 - Case Manager		18.96
24570 - Child Care Attendant		13.21
24580 - Child Care Center Clerk		16.47
24610 - Chore Aide		15.13
24620 - Family Readiness And Support Services Coordinator		18.96
24630 - Homemaker		18.96
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		28.83
25040 - Sewage Plant Operator		26.73
25070 - Stationary Engineer		28.83
25190 - Ventilation Equipment Tender		21.81
25210 - Water Treatment Plant Operator		26.73
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.88
27007 - Baggage Inspector		17.95
27008 - Corrections Officer		23.30
27010 - Court Security Officer		26.84
27030 - Detection Dog Handler		20.08
27040 - Detention Officer		23.30
27070 - Firefighter		28.51
27101 - Guard I		17.95
27102 - Guard II		20.08
27131 - Police Officer I		27.01
27132 - Police Officer II		30.02
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.23
28042 - Carnival Equipment Repairer		16.28
28043 - Carnival Worker		12.14
28210 - Gate Attendant/Gate Tender		19.70
28310 - Lifeguard		13.64
28350 - Park Attendant (Aide)		22.03
28510 - Recreation Aide/Health Facility Attendant		16.08
28515 - Recreation Specialist		27.29
28630 - Sports Official		17.55
28690 - Swimming Pool Operator		18.73
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.65
29020 - Hatch Tender		23.65
29030 - Line Handler		23.65
29041 - Stevedore I		22.31
29042 - Stevedore II		24.91
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.54
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.33
30021 - Archeological Technician I		19.18
30022 - Archeological Technician II		21.45
30023 - Archeological Technician III		26.58
30030 - Cartographic Technician		26.58
30040 - Civil Engineering Technician		26.58
30051 - Cryogenic Technician I		29.43
30052 - Cryogenic Technician II		32.51
30061 - Drafter/CAD Operator I		19.18
30062 - Drafter/CAD Operator II		21.45
30063 - Drafter/CAD Operator III		23.92
30064 - Drafter/CAD Operator IV		29.43

30081 - Engineering Technician I		17.60
30082 - Engineering Technician II		19.75
30083 - Engineering Technician III		22.09
30084 - Engineering Technician IV		27.38
30085 - Engineering Technician V		33.50
30086 - Engineering Technician VI		40.51
30090 - Environmental Technician		26.58
30095 - Evidence Control Specialist		26.58
30210 - Laboratory Technician		24.88
30221 - Latent Fingerprint Technician I		29.43
30222 - Latent Fingerprint Technician II		32.51
30240 - Mathematical Technician		26.58
30361 - Paralegal/Legal Assistant I		21.88
30362 - Paralegal/Legal Assistant II		27.11
30363 - Paralegal/Legal Assistant III		33.16
30364 - Paralegal/Legal Assistant IV		40.12
30375 - Petroleum Supply Specialist		32.51
30390 - Photo-Optics Technician		26.58
30395 - Radiation Control Technician		32.51
30461 - Technical Writer I		26.58
30462 - Technical Writer II		32.51
30463 - Technical Writer III		39.33
30491 - Unexploded Ordnance (UXO) Technician I		29.57
30492 - Unexploded Ordnance (UXO) Technician II		35.78
30493 - Unexploded Ordnance (UXO) Technician III		42.89
30494 - Unexploded (UXO) Safety Escort		29.57
30495 - Unexploded (UXO) Sweep Personnel		29.57
30501 - Weather Forecaster I		29.43
30502 - Weather Forecaster II		35.80
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.92
30621 - Weather Observer, Senior	(see 2)	26.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.78
31020 - Bus Aide		16.59
31030 - Bus Driver		21.77
31043 - Driver Courier		18.14
31260 - Parking and Lot Attendant		15.19
31290 - Shuttle Bus Driver		17.35
31310 - Taxi Driver		12.95
31361 - Truckdriver, Light		19.39
31362 - Truckdriver, Medium		21.77
31363 - Truckdriver, Heavy		25.06
31364 - Truckdriver, Tractor-Trailer		25.06
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.45
99030 - Cashier		14.00
99050 - Desk Clerk		14.05
99095 - Embalmer		34.13
99130 - Flight Follower		29.57
99251 - Laboratory Animal Caretaker I		15.88
99252 - Laboratory Animal Caretaker II		16.63
99260 - Marketing Analyst		27.04
99310 - Mortician		34.13
99410 - Pest Controller		24.21
99510 - Photofinishing Worker		15.54
99710 - Recycling Laborer		19.46
99711 - Recycling Specialist		22.48
99730 - Refuse Collector		17.92
99810 - Sales Clerk		14.52
99820 - School Crossing Guard		16.98
99830 - Survey Party Chief		33.40
99831 - Surveying Aide		18.08
99832 - Surveying Technician		22.94
99840 - Vending Machine Attendant		21.30
99841 - Vending Machine Repairer		25.66
99842 - Vending Machine Repairer Helper		21.30

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

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

week, or $882.27 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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))."""

"

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

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

Wage Determination No.: 2015-5373
Revision No.: 30
Date Of Last Revision: 5/13/2026

Daniel W. Simms
Director

Division of
Wage Determinations

State: South Dakota

Area: South Dakota Counties of Brule, Buffalo, Campbell, Charles Mix, Douglas, Hand, Hughes, Hyde, Potter, Sully and Walworth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.71
01012 - Accounting Clerk II		18.75
01013 - Accounting Clerk III		20.97
01020 - Administrative Assistant		23.80
01035 - Court Reporter		21.01
01041 - Customer Service Representative I		15.75
01042 - Customer Service Representative II		17.19
01043 - Customer Service Representative III		19.29
01051 - Data Entry Operator I		15.33
01052 - Data Entry Operator II		16.73
01060 - Dispatcher, Motor Vehicle		18.33
01070 - Document Preparation Clerk		16.73
01090 - Duplicating Machine Operator		16.73
01111 - General Clerk I		15.23
01112 - General Clerk II		16.62
01113 - General Clerk III		18.65
01120 - Housing Referral Assistant		23.41
01141 - Messenger Courier		13.63
01191 - Order Clerk I		15.33
01192 - Order Clerk II		16.73
01261 - Personnel Assistant (Employment) I		18.78
01262 - Personnel Assistant (Employment) II		21.01
01263 - Personnel Assistant (Employment) III		23.41
01270 - Production Control Clerk		23.41
01290 - Rental Clerk		17.03
01300 - Scheduler, Maintenance		18.78
01311 - Secretary I		18.78
01312 - Secretary II		21.01
01313 - Secretary III		23.41
01320 - Service Order Dispatcher		16.38
01410 - Supply Technician		23.80
01420 - Survey Worker		18.59
01460 - Switchboard Operator/Receptionist		17.17
01531 - Travel Clerk I		15.85
01532 - Travel Clerk II		16.50
01533 - Travel Clerk III		19.25
01611 - Word Processor I		16.73
01612 - Word Processor II		18.78
01613 - Word Processor III		21.01
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.61
05010 - Automotive Electrician		21.53
05040 - Automotive Glass Installer		20.20
05070 - Automotive Worker		20.20
05110 - Mobile Equipment Servicer		17.58
05130 - Motor Equipment Metal Mechanic		22.78
05160 - Motor Equipment Metal Worker		20.20
05190 - Motor Vehicle Mechanic		22.78
05220 - Motor Vehicle Mechanic Helper		16.28
05250 - Motor Vehicle Upholstery Worker		18.87
05280 - Motor Vehicle Wrecker		20.20
05310 - Painter, Automotive		21.53
05340 - Radiator Repair Specialist		20.20
05370 - Tire Repairer		17.32
05400 - Transmission Repair Specialist		22.78

07000 - Food Preparation And Service Occupations
07010 - Baker 16.49
07041 - Cook I 16.62
07042 - Cook II 19.09
07070 - Dishwasher 12.57
07130 - Food Service Worker 14.00
07210 - Meat Cutter 17.25
07260 - Waiter/Waitress 13.25

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.91
09040 - Furniture Handler 16.54
09080 - Furniture Refinisher 25.42
09090 - Furniture Refinisher Helper 19.37
09110 - Furniture Repairer, Minor 22.30
09130 - Upholsterer 25.42

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 15.00
11060 - Elevator Operator 16.29
11090 - Gardener 18.73
11122 - Housekeeping Aide 16.29
11150 - Janitor 16.29
11210 - Laborer, Grounds Maintenance 14.55
11240 - Maid or Houseman 13.63
11260 - Pruner 13.10
11270 - Tractor Operator 17.35
11330 - Trail Maintenance Worker 14.55
11360 - Window Cleaner 18.10

12000 - Health Occupations
12010 - Ambulance Driver 19.20
12011 - Breath Alcohol Technician 21.75
12012 - Certified Occupational Therapist Assistant 29.84
12015 - Certified Physical Therapist Assistant 25.09
12020 - Dental Assistant 22.66
12025 - Dental Hygienist 39.72
12030 - EKG Technician 32.95
12035 - Electroneurodiagnostic Technologist 32.95
12040 - Emergency Medical Technician 19.20
12071 - Licensed Practical Nurse I 19.44
12072 - Licensed Practical Nurse II 21.75
12073 - Licensed Practical Nurse III 24.24
12100 - Medical Assistant 18.43
12130 - Medical Laboratory Technician 28.28
12160 - Medical Record Clerk 23.06
12190 - Medical Record Technician 25.79
12195 - Medical Transcriptionist 21.01
12210 - Nuclear Medicine Technologist 47.79
12221 - Nursing Assistant I 12.95
12222 - Nursing Assistant II 14.58
12223 - Nursing Assistant III 15.91
12224 - Nursing Assistant IV 17.85
12235 - Optical Dispenser 18.06
12236 - Optical Technician 19.44
12250 - Pharmacy Technician 21.31
12280 - Phlebotomist 19.44
12305 - Radiologic Technologist 35.30
12311 - Registered Nurse I 26.48
12312 - Registered Nurse II 32.38
12313 - Registered Nurse II, Specialist 32.38
12314 - Registered Nurse III 39.17
12315 - Registered Nurse III, Anesthetist 39.17
12316 - Registered Nurse IV 46.96
12317 - Scheduler (Drug and Alcohol Testing) 26.94
12320 - Substance Abuse Treatment Counselor 25.74

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 16.11
13012 - Exhibits Specialist II 19.95
13013 - Exhibits Specialist III 24.40
13041 - Illustrator I 16.11
13042 - Illustrator II 19.95
13043 - Illustrator III 24.40
13047 - Librarian 22.10
13050 - Library Aide/Clerk 12.83
13054 - Library Information Technology Systems Administrator 19.95
13058 - Library Technician 14.45
13061 - Media Specialist I 14.40
13062 - Media Specialist II 16.11
13063 - Media Specialist III 17.95
13071 - Photographer I 14.40
13072 - Photographer II 16.11
13073 - Photographer III 19.95
13074 - Photographer IV 24.40
13075 - Photographer V 29.53
13090 - Technical Order Library Clerk 16.11
13110 - Video Teleconference Technician 14.40

14000 - Information Technology Occupations
14041 - Computer Operator I 18.77
14042 - Computer Operator II 21.06
14043 - Computer Operator III 23.42
14044 - Computer Operator IV 25.94
14045 - Computer Operator V 28.90
14071 - Computer Programmer I (see 1) 21.34
14072 - Computer Programmer II (see 1) 26.44

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 18.77
14160 - Personal Computer Support Technician 26.10
14170 - System Support Specialist 28.90

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor
(Non-Rated) 32.83
15020 - Aircrew Training Devices Instructor (Rated) 39.72
15030 - Air Crew Training Devices Instructor
(Pilot) 47.61
15050 - Computer Based Training Specialist /
Instructor 32.83
15060 - Educational Technologist 31.16
15070 - Flight Instructor (Pilot) 47.61
15080 - Graphic Artist 19.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 47.61
15086 - Maintenance Test Pilot, Rotary Wing 47.61
15088 - Non-Maintenance Test/Co-Pilot 47.61
15090 - Technical Instructor 23.60
15095 - Technical Instructor/Course Developer 28.86
15110 - Test Proctor 19.04
15120 - Tutor 19.04

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 13.02
16030 - Counter Attendant 13.02
16040 - Dry Cleaner 14.87
16070 - Finisher, Flatwork, Machine 13.02
16090 - Presser, Hand 13.02
16110 - Presser, Machine, Drycleaning 13.02
16130 - Presser, Machine, Shirts 13.02
16160 - Presser, Machine, Wearing Apparel, Laundry 13.02
16190 - Sewing Machine Operator 15.49
16220 - Tailor 16.10
16250 - Washer, Machine 13.64

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.75
19040 - Tool And Die Maker 33.19

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.33
21030 - Material Coordinator 24.73
21040 - Material Expediter 24.73
21050 - Material Handling Laborer 15.77
21071 - Order Filler 15.11
21080 - Production Line Worker (Food Processing) 21.33
21110 - Shipping Packer 18.22
21130 - Shipping/Receiving Clerk 18.22
21140 - Store Worker I 14.10
21150 - Stock Clerk 19.12
21210 - Tools And Parts Attendant 21.33
21410 - Warehouse Specialist 21.33

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.01
23019 - Aircraft Logs and Records Technician 23.45
23021 - Aircraft Mechanic I 28.37
23022 - Aircraft Mechanic II 30.01
23023 - Aircraft Mechanic III 31.64
23040 - Aircraft Mechanic Helper 20.23
23050 - Aircraft, Painter 26.75
23060 - Aircraft Servicer 23.45
23070 - Aircraft Survival Flight Equipment
Technician 26.75
23080 - Aircraft Worker 25.09
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 25.09
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 28.37
23110 - Appliance Mechanic 26.75
23120 - Bicycle Repairer 21.84
23125 - Cable Splicer 44.07
23130 - Carpenter, Maintenance 19.78
23140 - Carpet Layer 25.09
23160 - Electrician, Maintenance 26.94
23181 - Electronics Technician Maintenance I 25.09
23182 - Electronics Technician Maintenance II 26.75
23183 - Electronics Technician Maintenance III 28.37
23260 - Fabric Worker 23.45
23290 - Fire Alarm System Mechanic 28.37
23310 - Fire Extinguisher Repairer 21.84
23311 - Fuel Distribution System Mechanic 35.77
23312 - Fuel Distribution System Operator 25.43
23370 - General Maintenance Worker 22.27
23380 - Ground Support Equipment Mechanic 28.37
23381 - Ground Support Equipment Servicer 23.45
23382 - Ground Support Equipment Worker 25.09
23391 - Gunsmith I 21.84
23392 - Gunsmith II 25.09
23393 - Gunsmith III 28.37
23410 - Heating, Ventilation And Air-Conditioning
Mechanic 24.38

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		25.79
23430 - Heavy Equipment Mechanic		32.59
23440 - Heavy Equipment Operator		24.41
23460 - Instrument Mechanic		28.37
23465 - Laboratory/Shelter Mechanic		26.75
23470 - Laborer		15.77
23510 - Locksmith		26.75
23530 - Machinery Maintenance Mechanic		32.57
23550 - Machinist, Maintenance		28.37
23580 - Maintenance Trades Helper		20.23
23591 - Metrology Technician I		28.37
23592 - Metrology Technician II		30.01
23593 - Metrology Technician III		31.64
23640 - Millwright		28.37
23710 - Office Appliance Repairer		26.75
23760 - Painter, Maintenance		22.29
23790 - Pipefitter, Maintenance		24.70
23810 - Plumber, Maintenance		23.29
23820 - Pneudraulic Systems Mechanic		28.37
23850 - Rigger		28.37
23870 - Scale Mechanic		25.09
23890 - Sheet-Metal Worker, Maintenance		28.37
23910 - Small Engine Mechanic		25.09
23931 - Telecommunications Mechanic I		30.18
23932 - Telecommunications Mechanic II		31.93
23950 - Telephone Lineman		24.96
23960 - Welder, Combination, Maintenance		22.19
23965 - Well Driller		28.37
23970 - Woodcraft Worker		28.37
23980 - Woodworker		21.84
24000 - Personal Needs Occupations		
24550 - Case Manager		18.44
24570 - Child Care Attendant		13.16
24580 - Child Care Center Clerk		16.41
24610 - Chore Aide		17.66
24620 - Family Readiness And Support Services Coordinator		18.44
24630 - Homemaker		18.44
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		26.51
25040 - Sewage Plant Operator		23.61
25070 - Stationary Engineer		26.51
25190 - Ventilation Equipment Tender		18.90
25210 - Water Treatment Plant Operator		23.61
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.19
27007 - Baggage Inspector		16.73
27008 - Corrections Officer		21.87
27010 - Court Security Officer		22.34
27030 - Detection Dog Handler		18.71
27040 - Detention Officer		21.87
27070 - Firefighter		23.19
27101 - Guard I		16.73
27102 - Guard II		18.71
27131 - Police Officer I		23.69
27132 - Police Officer II		26.33
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.90
28042 - Carnival Equipment Repairer		19.33
28043 - Carnival Worker		13.52
28210 - Gate Attendant/Gate Tender		23.46
28310 - Lifeguard		13.98
28350 - Park Attendant (Aide)		26.24
28510 - Recreation Aide/Health Facility Attendant		19.15
28515 - Recreation Specialist		32.50
28630 - Sports Official		20.90
28690 - Swimming Pool Operator		22.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.09
29020 - Hatch Tender		25.09
29030 - Line Handler		25.09
29041 - Stevedore I		23.45
29042 - Stevedore II		26.75
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		15.98
30022 - Archeological Technician II		17.87
30023 - Archeological Technician III		22.15
30030 - Cartographic Technician		22.15
30040 - Civil Engineering Technician		26.62
30051 - Cryogenic Technician I		23.83
30052 - Cryogenic Technician II		26.32
30061 - Drafter/CAD Operator I		15.98
30062 - Drafter/CAD Operator II		17.87
30063 - Drafter/CAD Operator III		19.93
30064 - Drafter/CAD Operator IV		24.52

30081 - Engineering Technician I		13.83
30082 - Engineering Technician II		15.52
30083 - Engineering Technician III		17.37
30084 - Engineering Technician IV		21.51
30085 - Engineering Technician V		26.32
30086 - Engineering Technician VI		31.84
30090 - Environmental Technician		22.15
30095 - Evidence Control Specialist		21.51
30210 - Laboratory Technician		19.93
30221 - Latent Fingerprint Technician I		23.83
30222 - Latent Fingerprint Technician II		26.32
30240 - Mathematical Technician		22.15
30361 - Paralegal/Legal Assistant I		23.39
30362 - Paralegal/Legal Assistant II		28.97
30363 - Paralegal/Legal Assistant III		35.43
30364 - Paralegal/Legal Assistant IV		42.87
30375 - Petroleum Supply Specialist		26.32
30390 - Photo-Optics Technician		22.15
30395 - Radiation Control Technician		26.32
30461 - Technical Writer I		21.51
30462 - Technical Writer II		26.32
30463 - Technical Writer III		31.84
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		24.52
30502 - Weather Forecaster II		29.83
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.93
30621 - Weather Observer, Senior	(see 2)	22.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.72
31030 - Bus Driver		21.72
31043 - Driver Courier		19.13
31260 - Parking and Lot Attendant		14.44
31290 - Shuttle Bus Driver		17.23
31310 - Taxi Driver		14.24
31361 - Truckdriver, Light		20.66
31362 - Truckdriver, Medium		22.18
31363 - Truckdriver, Heavy		25.00
31364 - Truckdriver, Tractor-Trailer		25.00
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.81
99050 - Desk Clerk		14.18
99095 - Embalmer		28.73
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		15.55
99252 - Laboratory Animal Caretaker II		16.80
99260 - Marketing Analyst		27.80
99310 - Mortician		28.73
99410 - Pest Controller		24.10
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		17.55
99711 - Recycling Specialist		20.92
99730 - Refuse Collector		15.80
99810 - Sales Clerk		16.78
99820 - School Crossing Guard		15.70
99830 - Survey Party Chief		21.41
99831 - Surveying Aide		14.12
99832 - Surveying Technician		19.33
99840 - Vending Machine Attendant		14.62
99841 - Vending Machine Repairer		18.14
99842 - Vending Machine Repairer Helper		14.62

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

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

week, or $882.27 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 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))."""
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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

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

Wage Determination No.: 2015-5375
Revision No.: 28
Date Of Last Revision: 5/13/2026

Daniel W. Simms
Director

Division of
Wage Determinations

State: South Dakota

Area: South Dakota Counties of Aurora, Beadle, Bon Homme, Brookings,
Brown, Clark, Clay, Codington, Davison,
Day, Deuel, Edmunds, Faulk, Grant,
Hamlin, Hanson, Hutchinson, Jerauld,
Kingsbury, Lake, Marshall, McPherson,
Miner, Moody, Roberts, Sanborn, Spink
and Yankton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.97
01012 - Accounting Clerk II		19.04
01013 - Accounting Clerk III		21.30
01020 - Administrative Assistant		23.50
01035 - Court Reporter		21.20
01041 - Customer Service Representative I		15.61
01042 - Customer Service Representative II		17.03
01043 - Customer Service Representative III		19.12
01051 - Data Entry Operator I		15.48
01052 - Data Entry Operator II		16.89
01060 - Dispatcher, Motor Vehicle		20.09
01070 - Document Preparation Clerk		17.04
01090 - Duplicating Machine Operator		17.04
01111 - General Clerk I		15.06
01112 - General Clerk II		16.43
01113 - General Clerk III		18.44
01120 - Housing Referral Assistant		23.64
01141 - Messenger Courier		13.76
01191 - Order Clerk I		19.98
01192 - Order Clerk II		21.79
01261 - Personnel Assistant (Employment) I		18.06
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		24.15
01290 - Rental Clerk		16.96
01300 - Scheduler, Maintenance		18.96
01311 - Secretary I		18.96
01312 - Secretary II		21.20
01313 - Secretary III		23.64
01320 - Service Order Dispatcher		17.95
01410 - Supply Technician		23.50
01420 - Survey Worker		18.61
01460 - Switchboard Operator/Receptionist		16.95
01531 - Travel Clerk I		17.08
01532 - Travel Clerk II		18.15
01533 - Travel Clerk III		19.25
01611 - Word Processor I		16.89
01612 - Word Processor II		18.96
01613 - Word Processor III		21.20
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.98
05010 - Automotive Electrician		20.76
05040 - Automotive Glass Installer		19.54
05070 - Automotive Worker		19.54
05110 - Mobile Equipment Servicer		17.16
05130 - Motor Equipment Metal Mechanic		21.97
05160 - Motor Equipment Metal Worker		19.54
05190 - Motor Vehicle Mechanic		21.97
05220 - Motor Vehicle Mechanic Helper		16.01
05250 - Motor Vehicle Upholstery Worker		18.32
05280 - Motor Vehicle Wrecker		19.54
05310 - Painter, Automotive		20.76

05340 - Radiator Repair Specialist 19.54
05370 - Tire Repairer 17.47
05400 - Transmission Repair Specialist 21.97

07000 - Food Preparation And Service Occupations
07010 - Baker 16.89
07041 - Cook I 16.98
07042 - Cook II 19.34
07070 - Dishwasher 12.78
07130 - Food Service Worker 14.35
07210 - Meat Cutter 16.77
07260 - Waiter/Waitress 13.61

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.55
09040 - Furniture Handler 16.14
09080 - Furniture Refinisher 24.55
09090 - Furniture Refinisher Helper 18.92
09110 - Furniture Repairer, Minor 21.66
09130 - Upholsterer 24.55

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 16.45
11060 - Elevator Operator 16.65
11090 - Gardener 18.28
11122 - Housekeeping Aide 16.65
11150 - Janitor 16.65
11210 - Laborer, Grounds Maintenance 14.55
11240 - Maid or Houseman 14.12
11260 - Pruner 13.16
11270 - Tractor Operator 17.06
11330 - Trail Maintenance Worker 14.55
11360 - Window Cleaner 18.40

12000 - Health Occupations
12010 - Ambulance Driver 19.16
12011 - Breath Alcohol Technician 21.27
12012 - Certified Occupational Therapist Assistant 24.75
12015 - Certified Physical Therapist Assistant 24.44
12020 - Dental Assistant 23.18
12025 - Dental Hygienist 40.53
12030 - EKG Technician 35.46
12035 - Electroneurodiagnostic Technologist 35.46
12040 - Emergency Medical Technician 19.16
12071 - Licensed Practical Nurse I 19.02
12072 - Licensed Practical Nurse II 21.27
12073 - Licensed Practical Nurse III 23.72
12100 - Medical Assistant 18.69
12130 - Medical Laboratory Technician 29.31
12160 - Medical Record Clerk 20.79
12190 - Medical Record Technician 23.26
12195 - Medical Transcriptionist 20.71
12210 - Nuclear Medicine Technologist 39.65
12221 - Nursing Assistant I 13.31
12222 - Nursing Assistant II 14.97
12223 - Nursing Assistant III 16.34
12224 - Nursing Assistant IV 18.34
12235 - Optical Dispenser 19.16
12236 - Optical Technician 19.02
12250 - Pharmacy Technician 19.82
12280 - Phlebotomist 18.20
12305 - Radiologic Technologist 30.93
12311 - Registered Nurse I 26.88
12312 - Registered Nurse II 32.88
12313 - Registered Nurse II, Specialist 32.88
12314 - Registered Nurse III 39.78
12315 - Registered Nurse III, Anesthetist 39.78
12316 - Registered Nurse IV 47.68
12317 - Scheduler (Drug and Alcohol Testing) 26.35
12320 - Substance Abuse Treatment Counselor 25.53

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 17.58
13012 - Exhibits Specialist II 21.78
13013 - Exhibits Specialist III 26.63
13041 - Illustrator I 17.58
13042 - Illustrator II 21.78
13043 - Illustrator III 26.63
13047 - Librarian 24.12
13050 - Library Aide/Clerk 14.00
13054 - Library Information Technology Systems Administrator 21.78
13058 - Library Technician 14.76
13061 - Media Specialist I 15.72
13062 - Media Specialist II 17.58
13063 - Media Specialist III 19.59
13071 - Photographer I 16.48
13072 - Photographer II 18.44
13073 - Photographer III 22.84
13074 - Photographer IV 27.94
13075 - Photographer V 33.81
13090 - Technical Order Library Clerk 17.58
13110 - Video Teleconference Technician 15.72

14000 - Information Technology Occupations
14041 - Computer Operator I 17.17
14042 - Computer Operator II 19.20
14043 - Computer Operator III 21.42

14044 - Computer Operator IV		23.79
14045 - Computer Operator V		26.35
14071 - Computer Programmer I	(see 1)	19.46
14072 - Computer Programmer II	(see 1)	24.12
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		17.17
14160 - Personal Computer Support Technician		23.79
14170 - System Support Specialist		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.23
15020 - Aircrew Training Devices Instructor (Rated)		40.20
15030 - Air Crew Training Devices Instructor (Pilot)		48.20
15050 - Computer Based Training Specialist / Instructor		33.23
15060 - Educational Technologist		29.42
15070 - Flight Instructor (Pilot)		48.20
15080 - Graphic Artist		19.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.20
15086 - Maintenance Test Pilot, Rotary Wing		48.20
15088 - Non-Maintenance Test/Co-Pilot		48.20
15090 - Technical Instructor		24.21
15095 - Technical Instructor/Course Developer		29.61
15110 - Test Proctor		19.55
15120 - Tutor		19.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.02
16030 - Counter Attendant		13.02
16040 - Dry Cleaner		14.87
16070 - Finisher, Flatwork, Machine		13.02
16090 - Presser, Hand		13.02
16110 - Presser, Machine, Drycleaning		13.02
16130 - Presser, Machine, Shirts		13.02
16160 - Presser, Machine, Wearing Apparel, Laundry		13.02
16190 - Sewing Machine Operator		15.49
16220 - Tailor		16.10
16250 - Washer, Machine		13.64
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.73
19040 - Tool And Die Maker		27.83
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.43
21030 - Material Coordinator		24.15
21040 - Material Expediter		24.15
21050 - Material Handling Laborer		17.58
21071 - Order Filler		17.33
21080 - Production Line Worker (Food Processing)		22.43
21110 - Shipping Packer		20.75
21130 - Shipping/Receiving Clerk		20.75
21140 - Store Worker I		14.13
21150 - Stock Clerk		18.87
21210 - Tools And Parts Attendant		22.43
21410 - Warehouse Specialist		22.43
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.64
23019 - Aircraft Logs and Records Technician		24.26
23021 - Aircraft Mechanic I		29.09
23022 - Aircraft Mechanic II		30.64
23023 - Aircraft Mechanic III		32.17
23040 - Aircraft Mechanic Helper		21.19
23050 - Aircraft, Painter		27.49
23060 - Aircraft Servicer		24.26
23070 - Aircraft Survival Flight Equipment Technician		27.49
23080 - Aircraft Worker		25.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		29.09
23110 - Appliance Mechanic		24.74
23120 - Bicycle Repairer		22.71
23125 - Cable Splicer		44.79
23130 - Carpenter, Maintenance		21.66
23140 - Carpet Layer		25.87
23160 - Electrician, Maintenance		27.96
23181 - Electronics Technician Maintenance I		24.93
23182 - Electronics Technician Maintenance II		26.48
23183 - Electronics Technician Maintenance III		28.02
23260 - Fabric Worker		24.26
23290 - Fire Alarm System Mechanic		29.09
23310 - Fire Extinguisher Repairer		22.71
23311 - Fuel Distribution System Mechanic		40.82
23312 - Fuel Distribution System Operator		31.88
23370 - General Maintenance Worker		22.20
23380 - Ground Support Equipment Mechanic		29.09
23381 - Ground Support Equipment Servicer		24.26
23382 - Ground Support Equipment Worker		25.87
23391 - Gunsmith I		22.71

23392 - Gunsmith II		25.87
23393 - Gunsmith III		29.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic		27.50
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		28.97
23430 - Heavy Equipment Mechanic		30.48
23440 - Heavy Equipment Operator		26.82
23460 - Instrument Mechanic		29.09
23465 - Laboratory/Shelter Mechanic		27.49
23470 - Laborer		17.58
23510 - Locksmith		27.49
23530 - Machinery Maintenance Mechanic		28.08
23550 - Machinist, Maintenance		23.87
23580 - Maintenance Trades Helper		21.19
23591 - Metrology Technician I		29.09
23592 - Metrology Technician II		30.64
23593 - Metrology Technician III		32.17
23640 - Millwright		28.40
23710 - Office Appliance Repairer		25.31
23760 - Painter, Maintenance		23.10
23790 - Pipefitter, Maintenance		24.51
23810 - Plumber, Maintenance		23.17
23820 - Pneudraulic Systems Mechanic		29.09
23850 - Rigger		29.09
23870 - Scale Mechanic		25.87
23890 - Sheet-Metal Worker, Maintenance		24.76
23910 - Small Engine Mechanic		21.78
23931 - Telecommunications Mechanic I		28.31
23932 - Telecommunications Mechanic II		29.80
23950 - Telephone Lineman		25.93
23960 - Welder, Combination, Maintenance		23.10
23965 - Well Driller		27.50
23970 - Woodcraft Worker		29.09
23980 - Woodworker		22.71
24000 - Personal Needs Occupations		
24550 - Case Manager		17.49
24570 - Child Care Attendant		12.86
24580 - Child Care Center Clerk		16.03
24610 - Chore Aide		17.66
24620 - Family Readiness And Support Services Coordinator		17.49
24630 - Homemaker		18.43
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		32.66
25040 - Sewage Plant Operator		26.94
25070 - Stationary Engineer		32.66
25190 - Ventilation Equipment Tender		23.80
25210 - Water Treatment Plant Operator		26.94
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.87
27007 - Baggage Inspector		17.71
27008 - Corrections Officer		23.10
27010 - Court Security Officer		23.00
27030 - Detection Dog Handler		19.81
27040 - Detention Officer		23.10
27070 - Firefighter		23.19
27101 - Guard I		17.71
27102 - Guard II		19.81
27131 - Police Officer I		25.31
27132 - Police Officer II		28.15
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		17.48
28042 - Carnival Equipment Repairer		18.74
28043 - Carnival Worker		13.49
28210 - Gate Attendant/Gate Tender		25.21
28310 - Lifeguard		13.81
28350 - Park Attendant (Aide)		28.20
28510 - Recreation Aide/Health Facility Attendant		20.58
28515 - Recreation Specialist		34.93
28630 - Sports Official		22.46
28690 - Swimming Pool Operator		21.34
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.87
29020 - Hatch Tender		25.87
29030 - Line Handler		25.87
29041 - Stevedore I		24.26
29042 - Stevedore II		27.49
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		17.79
30022 - Archeological Technician II		19.90
30023 - Archeological Technician III		24.66
30030 - Cartographic Technician		24.66
30040 - Civil Engineering Technician		26.75
30051 - Cryogenic Technician I		27.31
30052 - Cryogenic Technician II		30.16

30061 - Drafter/CAD Operator I		17.79
30062 - Drafter/CAD Operator II		19.90
30063 - Drafter/CAD Operator III		22.19
30064 - Drafter/CAD Operator IV		27.31
30081 - Engineering Technician I		17.73
30082 - Engineering Technician II		19.92
30083 - Engineering Technician III		22.28
30084 - Engineering Technician IV		27.60
30085 - Engineering Technician V		33.76
30086 - Engineering Technician VI		40.85
30090 - Environmental Technician		24.12
30095 - Evidence Control Specialist		24.66
30210 - Laboratory Technician		23.77
30221 - Latent Fingerprint Technician I		27.31
30222 - Latent Fingerprint Technician II		30.16
30240 - Mathematical Technician		24.66
30361 - Paralegal/Legal Assistant I		22.88
30362 - Paralegal/Legal Assistant II		28.35
30363 - Paralegal/Legal Assistant III		34.68
30364 - Paralegal/Legal Assistant IV		41.95
30375 - Petroleum Supply Specialist		30.16
30390 - Photo-Optics Technician		24.66
30395 - Radiation Control Technician		30.16
30461 - Technical Writer I		24.78
30462 - Technical Writer II		30.31
30463 - Technical Writer III		36.67
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		27.31
30502 - Weather Forecaster II		33.22
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.19
30621 - Weather Observer, Senior	(see 2)	24.66
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		13.46
31030 - Bus Driver		18.07
31043 - Driver Courier		19.92
31260 - Parking and Lot Attendant		15.37
31290 - Shuttle Bus Driver		16.78
31310 - Taxi Driver		14.43
31361 - Truckdriver, Light		21.35
31362 - Truckdriver, Medium		22.80
31363 - Truckdriver, Heavy		26.73
31364 - Truckdriver, Tractor-Trailer		26.73
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		13.93
99050 - Desk Clerk		14.43
99095 - Embalmer		31.00
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		15.72
99252 - Laboratory Animal Caretaker II		16.85
99260 - Marketing Analyst		28.79
99310 - Mortician		31.00
99410 - Pest Controller		23.26
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		17.80
99711 - Recycling Specialist		20.87
99730 - Refuse Collector		16.10
99810 - Sales Clerk		16.66
99820 - School Crossing Guard		17.68
99830 - Survey Party Chief		21.41
99831 - Surveying Aide		14.11
99832 - Surveying Technician		19.33
99840 - Vending Machine Attendant		16.02
99841 - Vending Machine Repairer		19.56
99842 - Vending Machine Repairer Helper		16.02

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 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))."""
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