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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-5403
Revision No.: 28
Date Of Last Revision: 5/13/2026

State: Wyoming

Area: Wyoming Counties of Natrona

**Fringe Benefits Required Follow the Occupational Listing**

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|---|---|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.67 |
| 01012 - Accounting Clerk II | | 19.82 |
| 01013 - Accounting Clerk III | | 22.18 |
| 01020 - Administrative Assistant | | 26.15 |
| 01035 - Court Reporter | | 20.49 |
| 01041 - Customer Service Representative I | | 15.05 |
| 01042 - Customer Service Representative II | | 16.42 |
| 01043 - Customer Service Representative III | | 18.43 |
| 01051 - Data Entry Operator I | | 15.80 |
| 01052 - Data Entry Operator II | | 17.24 |
| 01060 - Dispatcher, Motor Vehicle | | 24.88 |
| 01070 - Document Preparation Clerk | | 16.31 |
| 01090 - Duplicating Machine Operator | | 16.31 |
| 01111 - General Clerk I | | 16.77 |
| 01112 - General Clerk II | | 18.30 |
| 01113 - General Clerk III | | 20.54 |
| 01120 - Housing Referral Assistant | | 22.85 |
| 01141 - Messenger Courier | | 16.09 |
| 01191 - Order Clerk I | | 14.96 |
| 01192 - Order Clerk II | | 16.31 |
| 01261 - Personnel Assistant (Employment) I | | 18.32 |
| 01262 - Personnel Assistant (Employment) II | | 20.49 |
| 01263 - Personnel Assistant (Employment) III | | 22.85 |
| 01270 - Production Control Clerk | | 24.65 |
| 01290 - Rental Clerk | | 18.43 |
| 01300 - Scheduler, Maintenance | | 18.32 |
| 01311 - Secretary I | | 18.32 |
| 01312 - Secretary II | | 20.49 |
| 01313 - Secretary III | | 22.85 |
| 01320 - Service Order Dispatcher | | 22.25 |
| 01410 - Supply Technician | | 26.15 |
| 01420 - Survey Worker | | 20.07 |
| 01460 - Switchboard Operator/Receptionist | | 17.38 |
| 01531 - Travel Clerk I | | 15.43 |
| 01532 - Travel Clerk II | | 17.14 |
| 01533 - Travel Clerk III | | 19.37 |
| 01611 - Word Processor I | | 16.31 |
| 01612 - Word Processor II | | 18.32 |
| 01613 - Word Processor III | | 20.49 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 27.27 |
| 05010 - Automotive Electrician | | 22.73 |
| 05040 - Automotive Glass Installer | | 21.37 |
| 05070 - Automotive Worker | | 21.37 |
| 05110 - Mobile Equipment Servicer | | 18.46 |
| 05130 - Motor Equipment Metal Mechanic | | 24.16 |
| 05160 - Motor Equipment Metal Worker | | 21.37 |
| 05190 - Motor Vehicle Mechanic | | 24.16 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.97 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.91 |
| 05280 - Motor Vehicle Wrecker | | 21.37 |
| 05310 - Painter, Automotive | | 22.73 |
| 05340 - Radiator Repair Specialist | | 21.37 |
| 05370 - Tire Repairer | | 17.80 |
| 05400 - Transmission Repair Specialist | | 24.16 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 16.93 |
| 07041 - Cook I | | 17.75 |

07042 - Cook II 20.55
07070 - Dishwasher 13.57
07130 - Food Service Worker 16.23
07210 - Meat Cutter 22.51
07260 - Waiter/Waitress 12.65

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 27.38
09040 - Furniture Handler 16.80
09080 - Furniture Refinisher 27.38
09090 - Furniture Refinisher Helper 20.34
09110 - Furniture Repairer, Minor 23.87
09130 - Upholsterer 27.38

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 15.95
11060 - Elevator Operator 16.59
11090 - Gardener 23.23
11122 - Housekeeping Aide 16.59
11150 - Janitor 16.59
11210 - Laborer, Grounds Maintenance 17.68
11240 - Maid or Houseman 13.31
11260 - Pruner 15.84
11270 - Tractor Operator 21.42
11330 - Trail Maintenance Worker 17.68
11360 - Window Cleaner 18.52

12000 - Health Occupations
12010 - Ambulance Driver 25.94
12011 - Breath Alcohol Technician 25.94
12012 - Certified Occupational Therapist Assistant 35.59
12015 - Certified Physical Therapist Assistant 34.97
12020 - Dental Assistant 22.78
12025 - Dental Hygienist 39.42
12030 - EKG Technician 39.30
12035 - Electroneurodiagnostic Technologist 39.30
12040 - Emergency Medical Technician 25.94
12071 - Licensed Practical Nurse I 23.19
12072 - Licensed Practical Nurse II 25.94
12073 - Licensed Practical Nurse III 28.91
12100 - Medical Assistant 19.44
12130 - Medical Laboratory Technician 24.73
12160 - Medical Record Clerk 21.08
12190 - Medical Record Technician 23.57
12195 - Medical Transcriptionist 23.19
12210 - Nuclear Medicine Technologist 57.00
12221 - Nursing Assistant I 13.11
12222 - Nursing Assistant II 14.75
12223 - Nursing Assistant III 16.10
12224 - Nursing Assistant IV 18.07
12235 - Optical Dispenser 17.70
12236 - Optical Technician 23.19
12250 - Pharmacy Technician 21.99
12280 - Phlebotomist 23.19
12305 - Radiologic Technologist 33.42
12311 - Registered Nurse I 26.28
12312 - Registered Nurse II 32.14
12313 - Registered Nurse II, Specialist 32.14
12314 - Registered Nurse III 38.89
12315 - Registered Nurse III, Anesthetist 38.89
12316 - Registered Nurse IV 46.63
12317 - Scheduler (Drug and Alcohol Testing) 32.13
12320 - Substance Abuse Treatment Counselor 30.28

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 16.16
13012 - Exhibits Specialist II 20.03
13013 - Exhibits Specialist III 24.50
13041 - Illustrator I 15.78
13042 - Illustrator II 19.11
13043 - Illustrator III 25.27
13047 - Librarian 22.17
13050 - Library Aide/Clerk 12.69
13054 - Library Information Technology Systems Administrator 20.03
13058 - Library Technician 16.49
13061 - Media Specialist I 14.18
13062 - Media Specialist II 15.86
13063 - Media Specialist III 17.69
13071 - Photographer I 14.95
13072 - Photographer II 16.73
13073 - Photographer III 20.72
13074 - Photographer IV 25.35
13075 - Photographer V 30.67
13090 - Technical Order Library Clerk 18.40
13110 - Video Teleconference Technician 17.07

14000 - Information Technology Occupations
14041 - Computer Operator I 19.20
14042 - Computer Operator II 21.46
14043 - Computer Operator III 23.95
14044 - Computer Operator IV 26.61
14045 - Computer Operator V 29.45
14071 - Computer Programmer I (see 1) 22.19
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)

14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.20
14160 - Personal Computer Support Technician 26.87
14170 - System Support Specialist 30.93

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor
(Non-Rated) 31.83
15020 - Aircrew Training Devices Instructor (Rated) 36.76
15030 - Air Crew Training Devices Instructor
(Pilot) 42.39
15050 - Computer Based Training Specialist /
Instructor 31.83
15060 - Educational Technologist 35.52
15070 - Flight Instructor (Pilot) 42.39
15080 - Graphic Artist 23.33
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 42.39
15086 - Maintenance Test Pilot, Rotary Wing 42.39
15088 - Non-Maintenance Test/Co-Pilot 42.39
15090 - Technical Instructor 36.85
15095 - Technical Instructor/Course Developer 45.06
15110 - Test Proctor 29.73
15120 - Tutor 29.73

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.10
16030 - Counter Attendant 11.10
16040 - Dry Cleaner 13.72
16070 - Finisher, Flatwork, Machine 11.10
16090 - Presser, Hand 11.10
16110 - Presser, Machine, Drycleaning 11.10
16130 - Presser, Machine, Shirts 11.10
16160 - Presser, Machine, Wearing Apparel, Laundry 11.10
16190 - Sewing Machine Operator 14.64
16220 - Tailor 15.44
16250 - Washer, Machine 12.06

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.22
19040 - Tool And Die Maker 36.72

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.40
21030 - Material Coordinator 26.28
21040 - Material Expediter 26.28
21050 - Material Handling Laborer 19.00
21071 - Order Filler 18.50
21080 - Production Line Worker (Food Processing) 22.40
21110 - Shipping Packer 20.59
21130 - Shipping/Receiving Clerk 20.59
21140 - Store Worker I 14.06
21150 - Stock Clerk 19.36
21210 - Tools And Parts Attendant 22.40
21410 - Warehouse Specialist 22.40

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.99
23019 - Aircraft Logs and Records Technician 25.46
23021 - Aircraft Mechanic I 31.06
23022 - Aircraft Mechanic II 32.99
23023 - Aircraft Mechanic III 34.91
23040 - Aircraft Mechanic Helper 21.71
23050 - Aircraft, Painter 29.22
23060 - Aircraft Servicer 25.46
23070 - Aircraft Survival Flight Equipment
Technician 29.22
23080 - Aircraft Worker 27.33
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 27.33
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 31.06
23110 - Appliance Mechanic 27.93
23120 - Bicycle Repairer 23.61
23125 - Cable Splicer 52.43
23130 - Carpenter, Maintenance 24.43
23140 - Carpet Layer 27.33
23160 - Electrician, Maintenance 32.15
23181 - Electronics Technician Maintenance I 32.05
23182 - Electronics Technician Maintenance II 34.25
23183 - Electronics Technician Maintenance III 36.42
23260 - Fabric Worker 25.46
23290 - Fire Alarm System Mechanic 29.46
23310 - Fire Extinguisher Repairer 23.61
23311 - Fuel Distribution System Mechanic 29.94
23312 - Fuel Distribution System Operator 22.76
23370 - General Maintenance Worker 20.85
23380 - Ground Support Equipment Mechanic 31.06
23381 - Ground Support Equipment Servicer 25.46
23382 - Ground Support Equipment Worker 27.33
23391 - Gunsmith I 23.61
23392 - Gunsmith II 27.33
23393 - Gunsmith III 31.06
23410 - Heating, Ventilation And Air-Conditioning
Mechanic 27.75
23411 - Heating, Ventilation And Air Contidioning
Mechanic (Research Facility) 29.47
23430 - Heavy Equipment Mechanic 32.02

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|---|---|---|
| 23440 - Heavy Equipment Operator | | 24.67 |
| 23460 - Instrument Mechanic | | 31.06 |
| 23465 - Laboratory/Shelter Mechanic | | 29.22 |
| 23470 - Laborer | | 19.00 |
| 23510 - Locksmith | | 29.22 |
| 23530 - Machinery Maintenance Mechanic | | 30.31 |
| 23550 - Machinist, Maintenance | | 29.39 |
| 23580 - Maintenance Trades Helper | | 20.75 |
| 23591 - Metrology Technician I | | 31.06 |
| 23592 - Metrology Technician II | | 32.99 |
| 23593 - Metrology Technician III | | 34.91 |
| 23640 - Millwright | | 31.06 |
| 23710 - Office Appliance Repairer | | 29.22 |
| 23760 - Painter, Maintenance | | 23.22 |
| 23790 - Pipefitter, Maintenance | | 31.39 |
| 23810 - Plumber, Maintenance | | 29.53 |
| 23820 - Pneudraulic Systems Mechanic | | 31.06 |
| 23850 - Rigger | | 31.06 |
| 23870 - Scale Mechanic | | 27.33 |
| 23890 - Sheet-Metal Worker, Maintenance | | 31.06 |
| 23910 - Small Engine Mechanic | | 27.33 |
| 23931 - Telecommunications Mechanic I | | 30.43 |
| 23932 - Telecommunications Mechanic II | | 32.32 |
| 23950 - Telephone Lineman | | 31.06 |
| 23960 - Welder, Combination, Maintenance | | 28.92 |
| 23965 - Well Driller | | 31.06 |
| 23970 - Woodcraft Worker | | 31.06 |
| 23980 - Woodworker | | 23.61 |
| | | |
| 24000 - Personal Needs Occupations | | |
| 24550 - Case Manager | | 19.80 |
| 24570 - Child Care Attendant | | 12.77 |
| 24580 - Child Care Center Clerk | | 15.92 |
| 24610 - Chore Aide | | 15.41 |
| 24620 - Family Readiness And Support Services Coordinator | | 19.80 |
| 24630 - Homemaker | | 19.80 |
| | | |
| 25000 - Plant And System Operations Occupations | | |
| 25010 - Boiler Tender | | 30.46 |
| 25040 - Sewage Plant Operator | | 28.66 |
| 25070 - Stationary Engineer | | 30.46 |
| 25190 - Ventilation Equipment Tender | | 21.29 |
| 25210 - Water Treatment Plant Operator | | 28.66 |
| | | |
| 27000 - Protective Service Occupations | | |
| 27004 - Alarm Monitor | | 21.16 |
| 27007 - Baggage Inspector | | 18.91 |
| 27008 - Corrections Officer | | 22.95 |
| 27010 - Court Security Officer | | 24.05 |
| 27030 - Detection Dog Handler | | 21.16 |
| 27040 - Detention Officer | | 22.95 |
| 27070 - Firefighter | | 24.05 |
| 27101 - Guard I | | 18.91 |
| 27102 - Guard II | | 21.16 |
| 27131 - Police Officer I | | 25.98 |
| 27132 - Police Officer II | | 28.87 |
| | | |
| 28000 - Recreation Occupations | | |
| 28041 - Carnival Equipment Operator | | 15.57 |
| 28042 - Carnival Equipment Repairer | | 16.93 |
| 28043 - Carnival Worker | | 11.51 |
| 28210 - Gate Attendant/Gate Tender | | 17.06 |
| 28310 - Lifeguard | | 15.20 |
| 28350 - Park Attendant (Aide) | | 19.09 |
| 28510 - Recreation Aide/Health Facility Attendant | | 13.94 |
| 28515 - Recreation Specialist | | 23.65 |
| 28630 - Sports Official | | 15.20 |
| 28690 - Swimming Pool Operator | | 19.60 |
| | | |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker And Bracer | | 30.35 |
| 29020 - Hatch Tender | | 30.35 |
| 29030 - Line Handler | | 30.35 |
| 29041 - Stevedore I | | 28.28 |
| 29042 - Stevedore II | | 32.44 |
| | | |
| 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 | | 18.51 |
| 30022 - Archeological Technician II | | 20.70 |
| 30023 - Archeological Technician III | | 25.64 |
| 30030 - Cartographic Technician | | 25.64 |
| 30040 - Civil Engineering Technician | | 25.13 |
| 30051 - Cryogenic Technician I | | 28.40 |
| 30052 - Cryogenic Technician II | | 31.37 |
| 30061 - Drafter/CAD Operator I | | 18.51 |
| 30062 - Drafter/CAD Operator II | | 20.70 |
| 30063 - Drafter/CAD Operator III | | 23.07 |
| 30064 - Drafter/CAD Operator IV | | 28.40 |
| 30081 - Engineering Technician I | | 16.48 |
| 30082 - Engineering Technician II | | 18.51 |
| 30083 - Engineering Technician III | | 20.70 |

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|---|---|---|
| 30084 - Engineering Technician IV | | 25.64 |
| 30085 - Engineering Technician V | | 31.37 |
| 30086 - Engineering Technician VI | | 37.96 |
| 30090 - Environmental Technician | | 25.54 |
| 30095 - Evidence Control Specialist | | 25.64 |
| 30210 - Laboratory Technician | | 22.70 |
| 30221 - Latent Fingerprint Technician I | | 28.40 |
| 30222 - Latent Fingerprint Technician II | | 31.37 |
| 30240 - Mathematical Technician | | 25.64 |
| 30361 - Paralegal/Legal Assistant I | | 21.73 |
| 30362 - Paralegal/Legal Assistant II | | 26.93 |
| 30363 - Paralegal/Legal Assistant III | | 32.92 |
| 30364 - Paralegal/Legal Assistant IV | | 39.84 |
| 30375 - Petroleum Supply Specialist | | 31.37 |
| 30390 - Photo-Optics Technician | | 25.64 |
| 30395 - Radiation Control Technician | | 31.37 |
| 30461 - Technical Writer I | | 25.64 |
| 30462 - Technical Writer II | | 31.37 |
| 30463 - Technical Writer III | | 37.96 |
| 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 | | 28.40 |
| 30502 - Weather Forecaster II | | 34.55 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 23.07 |
| 30621 - Weather Observer, Senior | (see 2) | 25.64 |
| | | |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31010 - Airplane Pilot | | 35.43 |
| 31020 - Bus Aide | | 15.04 |
| 31030 - Bus Driver | | 22.45 |
| 31043 - Driver Courier | | 18.95 |
| 31260 - Parking and Lot Attendant | | 14.54 |
| 31290 - Shuttle Bus Driver | | 20.61 |
| 31310 - Taxi Driver | | 15.95 |
| 31361 - Truckdriver, Light | | 20.61 |
| 31362 - Truckdriver, Medium | | 22.25 |
| 31363 - Truckdriver, Heavy | | 28.27 |
| 31364 - Truckdriver, Tractor-Trailer | | 28.27 |
| | | |
| 99000 - Miscellaneous Occupations | | |
| 99020 - Cabin Safety Specialist | | 17.27 |
| 99030 - Cashier | | 14.33 |
| 99050 - Desk Clerk | | 13.83 |
| 99095 - Embalmer | | 29.28 |
| 99130 - Flight Follower | | 29.28 |
| 99251 - Laboratory Animal Caretaker I | | 21.26 |
| 99252 - Laboratory Animal Caretaker II | | 23.12 |
| 99260 - Marketing Analyst | | 27.03 |
| 99310 - Mortician | | 29.28 |
| 99410 - Pest Controller | | 24.94 |
| 99510 - Photofinishing Worker | | 15.39 |
| 99710 - Recycling Laborer | | 22.33 |
| 99711 - Recycling Specialist | | 27.04 |
| 99730 - Refuse Collector | | 20.00 |
| 99810 - Sales Clerk | | 14.77 |
| 99820 - School Crossing Guard | | 15.72 |
| 99830 - Survey Party Chief | | 21.30 |
| 99831 - Surveying Aide | | 15.58 |
| 99832 - Surveying Technician | | 19.33 |
| 99840 - Vending Machine Attendant | | 21.26 |
| 99841 - Vending Machine Repairer | | 26.77 |
| 99842 - Vending Machine Repairer Helper | | 21.26 |

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, 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.: 2015-5405
Revision No.: 28
Date Of Last Revision: 5/13/2026

Daniel W. Simms
Director

Division of
Wage Determinations

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State: Wyoming

Area: Wyoming Counties of Laramie

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**Fringe Benefits Required Follow the Occupational Listing**

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|---|---|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.51 |
| 01012 - Accounting Clerk II | | 19.65 |
| 01013 - Accounting Clerk III | | 21.98 |
| 01020 - Administrative Assistant | | 24.57 |
| 01035 - Court Reporter | | 21.53 |
| 01041 - Customer Service Representative I | | 15.50 |
| 01042 - Customer Service Representative II | | 16.92 |
| 01043 - Customer Service Representative III | | 18.99 |
| 01051 - Data Entry Operator I | | 15.72 |
| 01052 - Data Entry Operator II | | 17.15 |
| 01060 - Dispatcher, Motor Vehicle | | 24.21 |
| 01070 - Document Preparation Clerk | | 17.15 |
| 01090 - Duplicating Machine Operator | | 17.15 |
| 01111 - General Clerk I | | 16.91 |
| 01112 - General Clerk II | | 18.45 |
| 01113 - General Clerk III | | 20.71 |
| 01120 - Housing Referral Assistant | | 24.00 |
| 01141 - Messenger Courier | | 13.97 |
| 01191 - Order Clerk I | | 15.72 |
| 01192 - Order Clerk II | | 17.15 |
| 01261 - Personnel Assistant (Employment) I | | 19.25 |
| 01262 - Personnel Assistant (Employment) II | | 21.53 |
| 01263 - Personnel Assistant (Employment) III | | 24.00 |
| 01270 - Production Control Clerk | | 29.35 |
| 01290 - Rental Clerk | | 18.53 |
| 01300 - Scheduler, Maintenance | | 19.25 |
| 01311 - Secretary I | | 19.25 |
| 01312 - Secretary II | | 21.53 |
| 01313 - Secretary III | | 24.00 |
| 01320 - Service Order Dispatcher | | 23.45 |
| 01410 - Supply Technician | | 24.57 |
| 01420 - Survey Worker | | 21.53 |
| 01460 - Switchboard Operator/Receptionist | | 17.46 |
| 01531 - Travel Clerk I | | 16.28 |
| 01532 - Travel Clerk II | | 17.14 |
| 01533 - Travel Clerk III | | 19.65 |
| 01611 - Word Processor I | | 17.15 |
| 01612 - Word Processor II | | 19.25 |
| 01613 - Word Processor III | | 21.53 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 25.33 |
| 05010 - Automotive Electrician | | 22.27 |
| 05040 - Automotive Glass Installer | | 20.84 |
| 05070 - Automotive Worker | | 20.84 |
| 05110 - Mobile Equipment Servicer | | 17.99 |
| 05130 - Motor Equipment Metal Mechanic | | 23.67 |
| 05160 - Motor Equipment Metal Worker | | 20.84 |
| 05190 - Motor Vehicle Mechanic | | 23.67 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.55 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.41 |
| 05280 - Motor Vehicle Wrecker | | 20.84 |
| 05310 - Painter, Automotive | | 22.27 |
| 05340 - Radiator Repair Specialist | | 20.84 |
| 05370 - Tire Repairer | | 18.94 |
| 05400 - Transmission Repair Specialist | | 23.67 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 16.35 |
| 07041 - Cook I | | 15.24 |

07042 - Cook II 17.65
07070 - Dishwasher 13.55
07130 - Food Service Worker 16.82
07210 - Meat Cutter 24.76
07260 - Waiter/Waitress 11.25

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 28.73
09040 - Furniture Handler 17.62
09080 - Furniture Refinisher 28.73
09090 - Furniture Refinisher Helper 21.34
09110 - Furniture Repairer, Minor 25.03
09130 - Upholsterer 28.73

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 16.06
11060 - Elevator Operator 16.89
11090 - Gardener 23.53
11122 - Housekeeping Aide 16.89
11150 - Janitor 16.89
11210 - Laborer, Grounds Maintenance 17.86
11240 - Maid or Houseman 14.03
11260 - Pruner 16.00
11270 - Tractor Operator 21.64
11330 - Trail Maintenance Worker 17.86
11360 - Window Cleaner 18.86

12000 - Health Occupations
12010 - Ambulance Driver 20.76
12011 - Breath Alcohol Technician 26.65
12012 - Certified Occupational Therapist Assistant 36.56
12015 - Certified Physical Therapist Assistant 29.18
12020 - Dental Assistant 21.82
12025 - Dental Hygienist 40.74
12030 - EKG Technician 40.37
12035 - Electroneurodiagnostic Technologist 40.37
12040 - Emergency Medical Technician 20.76
12071 - Licensed Practical Nurse I 23.82
12072 - Licensed Practical Nurse II 26.65
12073 - Licensed Practical Nurse III 29.70
12100 - Medical Assistant 19.06
12130 - Medical Laboratory Technician 29.58
12160 - Medical Record Clerk 24.11
12190 - Medical Record Technician 26.97
12195 - Medical Transcriptionist 23.82
12210 - Nuclear Medicine Technologist 58.56
12221 - Nursing Assistant I 14.66
12222 - Nursing Assistant II 16.50
12223 - Nursing Assistant III 18.01
12224 - Nursing Assistant IV 20.21
12235 - Optical Dispenser 24.24
12236 - Optical Technician 23.82
12250 - Pharmacy Technician 23.44
12280 - Phlebotomist 19.22
12305 - Radiologic Technologist 35.97
12311 - Registered Nurse I 28.12
12312 - Registered Nurse II 34.40
12313 - Registered Nurse II, Specialist 34.40
12314 - Registered Nurse III 41.62
12315 - Registered Nurse III, Anesthetist 41.62
12316 - Registered Nurse IV 49.89
12317 - Scheduler (Drug and Alcohol Testing) 33.01
12320 - Substance Abuse Treatment Counselor 32.14

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 17.78
13012 - Exhibits Specialist II 22.03
13013 - Exhibits Specialist III 26.95
13041 - Illustrator I 17.36
13042 - Illustrator II 21.02
13043 - Illustrator III 27.80
13047 - Librarian 24.39
13050 - Library Aide/Clerk 15.35
13054 - Library Information Technology Systems Administrator 22.03
13058 - Library Technician 15.57
13061 - Media Specialist I 15.60
13062 - Media Specialist II 17.45
13063 - Media Specialist III 19.46
13071 - Photographer I 16.45
13072 - Photographer II 18.40
13073 - Photographer III 22.79
13074 - Photographer IV 27.89
13075 - Photographer V 33.74
13090 - Technical Order Library Clerk 19.42
13110 - Video Teleconference Technician 17.17

14000 - Information Technology Occupations
14041 - Computer Operator I 19.12
14042 - Computer Operator II 21.39
14043 - Computer Operator III 23.85
14044 - Computer Operator IV 26.50
14045 - Computer Operator V 29.35
14071 - Computer Programmer I (see 1) 22.19
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)

14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.12
14160 - Personal Computer Support Technician 26.50
14170 - System Support Specialist 31.18

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.56
15020 - Aircrew Training Devices Instructor (Rated) 41.81
15030 - Air Crew Training Devices Instructor (Pilot) 50.13
15050 - Computer Based Training Specialist / Instructor 34.56
15060 - Educational Technologist 36.55
15070 - Flight Instructor (Pilot) 50.13
15080 - Graphic Artist 25.34
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.13
15086 - Maintenance Test Pilot, Rotary Wing 50.13
15088 - Non-Maintenance Test/Co-Pilot 50.13
15090 - Technical Instructor 28.80
15095 - Technical Instructor/Course Developer 35.22
15110 - Test Proctor 23.24
15120 - Tutor 23.24

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.10
16030 - Counter Attendant 11.10
16040 - Dry Cleaner 13.72
16070 - Finisher, Flatwork, Machine 11.10
16090 - Presser, Hand 11.10
16110 - Presser, Machine, Drycleaning 11.10
16130 - Presser, Machine, Shirts 11.10
16160 - Presser, Machine, Wearing Apparel, Laundry 11.10
16190 - Sewing Machine Operator 14.64
16220 - Tailor 15.44
16250 - Washer, Machine 12.06

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 28.73
19040 - Tool And Die Maker 36.09

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 27.75
21030 - Material Coordinator 32.29
21040 - Material Expediter 32.29
21050 - Material Handling Laborer 18.37
21071 - Order Filler 21.92
21080 - Production Line Worker (Food Processing) 27.75
21110 - Shipping Packer 21.46
21130 - Shipping/Receiving Clerk 21.46
21140 - Store Worker I 14.06
21150 - Stock Clerk 19.36
21210 - Tools And Parts Attendant 27.75
21410 - Warehouse Specialist 27.75

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.25
23019 - Aircraft Logs and Records Technician 28.75
23021 - Aircraft Mechanic I 35.07
23022 - Aircraft Mechanic II 37.25
23023 - Aircraft Mechanic III 39.42
23040 - Aircraft Mechanic Helper 24.51
23050 - Aircraft, Painter 32.99
23060 - Aircraft Servicer 28.75
23070 - Aircraft Survival Flight Equipment Technician 32.99
23080 - Aircraft Worker 30.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.07
23110 - Appliance Mechanic 28.73
23120 - Bicycle Repairer 23.21
23125 - Cable Splicer 48.51
23130 - Carpenter, Maintenance 25.56
23140 - Carpet Layer 26.87
23160 - Electrician, Maintenance 33.56
23181 - Electronics Technician Maintenance I 29.14
23182 - Electronics Technician Maintenance II 31.14
23183 - Electronics Technician Maintenance III 33.11
23260 - Fabric Worker 25.03
23290 - Fire Alarm System Mechanic 30.16
23310 - Fire Extinguisher Repairer 23.21
23311 - Fuel Distribution System Mechanic 30.53
23312 - Fuel Distribution System Operator 23.21
23370 - General Maintenance Worker 23.72
23380 - Ground Support Equipment Mechanic 35.07
23381 - Ground Support Equipment Servicer 28.75
23382 - Ground Support Equipment Worker 30.86
23391 - Gunsmith I 23.21
23392 - Gunsmith II 26.87
23393 - Gunsmith III 30.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic 27.31
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 29.01
23430 - Heavy Equipment Mechanic 28.72

| | | |
|---|---|---|
| 23440 - Heavy Equipment Operator | | 25.72 |
| 23460 - Instrument Mechanic | | 30.53 |
| 23465 - Laboratory/Shelter Mechanic | | 28.73 |
| 23470 - Laborer | | 18.37 |
| 23510 - Locksmith | | 28.73 |
| 23530 - Machinery Maintenance Mechanic | | 33.72 |
| 23550 - Machinist, Maintenance | | 30.53 |
| 23580 - Maintenance Trades Helper | | 21.34 |
| 23591 - Metrology Technician I | | 30.53 |
| 23592 - Metrology Technician II | | 32.43 |
| 23593 - Metrology Technician III | | 34.32 |
| 23640 - Millwright | | 30.53 |
| 23710 - Office Appliance Repairer | | 28.73 |
| 23760 - Painter, Maintenance | | 21.77 |
| 23790 - Pipefitter, Maintenance | | 30.26 |
| 23810 - Plumber, Maintenance | | 28.47 |
| 23820 - Pneudraulic Systems Mechanic | | 30.53 |
| 23850 - Rigger | | 30.53 |
| 23870 - Scale Mechanic | | 26.87 |
| 23890 - Sheet-Metal Worker, Maintenance | | 25.98 |
| 23910 - Small Engine Mechanic | | 26.87 |
| 23931 - Telecommunications Mechanic I | | 30.27 |
| 23932 - Telecommunications Mechanic II | | 32.15 |
| 23950 - Telephone Lineman | | 30.53 |
| 23960 - Welder, Combination, Maintenance | | 27.15 |
| 23965 - Well Driller | | 30.53 |
| 23970 - Woodcraft Worker | | 30.53 |
| 23980 - Woodworker | | 23.21 |
| | | |
| 24000 - Personal Needs Occupations | | |
| 24550 - Case Manager | | 19.79 |
| 24570 - Child Care Attendant | | 12.71 |
| 24580 - Child Care Center Clerk | | 15.85 |
| 24610 - Chore Aide | | 16.00 |
| 24620 - Family Readiness And Support Services Coordinator | | 19.79 |
| 24630 - Homemaker | | 19.79 |
| | | |
| 25000 - Plant And System Operations Occupations | | |
| 25010 - Boiler Tender | | 30.95 |
| 25040 - Sewage Plant Operator | | 28.68 |
| 25070 - Stationary Engineer | | 30.95 |
| 25190 - Ventilation Equipment Tender | | 21.57 |
| 25210 - Water Treatment Plant Operator | | 28.68 |
| | | |
| 27000 - Protective Service Occupations | | |
| 27004 - Alarm Monitor | | 19.65 |
| 27007 - Baggage Inspector | | 17.57 |
| 27008 - Corrections Officer | | 26.43 |
| 27010 - Court Security Officer | | 27.07 |
| 27030 - Detection Dog Handler | | 19.65 |
| 27040 - Detention Officer | | 26.43 |
| 27070 - Firefighter | | 27.48 |
| 27101 - Guard I | | 17.57 |
| 27102 - Guard II | | 19.65 |
| 27131 - Police Officer I | | 26.43 |
| 27132 - Police Officer II | | 29.38 |
| | | |
| 28000 - Recreation Occupations | | |
| 28041 - Carnival Equipment Operator | | 16.54 |
| 28042 - Carnival Equipment Repairer | | 17.99 |
| 28043 - Carnival Worker | | 12.23 |
| 28210 - Gate Attendant/Gate Tender | | 18.21 |
| 28310 - Lifeguard | | 15.22 |
| 28350 - Park Attendant (Aide) | | 20.37 |
| 28510 - Recreation Aide/Health Facility Attendant | | 14.87 |
| 28515 - Recreation Specialist | | 25.24 |
| 28630 - Sports Official | | 16.23 |
| 28690 - Swimming Pool Operator | | 20.83 |
| | | |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker And Bracer | | 26.87 |
| 29020 - Hatch Tender | | 26.87 |
| 29030 - Line Handler | | 26.87 |
| 29041 - Stevedore I | | 25.03 |
| 29042 - Stevedore II | | 28.73 |
| | | |
| 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 | | 21.15 |
| 30022 - Archeological Technician II | | 23.66 |
| 30023 - Archeological Technician III | | 29.33 |
| 30030 - Cartographic Technician | | 29.33 |
| 30040 - Civil Engineering Technician | | 26.95 |
| 30051 - Cryogenic Technician I | | 32.47 |
| 30052 - Cryogenic Technician II | | 35.87 |
| 30061 - Drafter/CAD Operator I | | 21.15 |
| 30062 - Drafter/CAD Operator II | | 23.66 |
| 30063 - Drafter/CAD Operator III | | 26.39 |
| 30064 - Drafter/CAD Operator IV | | 32.47 |
| 30081 - Engineering Technician I | | 18.85 |
| 30082 - Engineering Technician II | | 21.15 |
| 30083 - Engineering Technician III | | 23.66 |

| | | |
|---|---|---|
| 30084 - Engineering Technician IV | | 29.33 |
| 30085 - Engineering Technician V | | 35.87 |
| 30086 - Engineering Technician VI | | 43.40 |
| 30090 - Environmental Technician | | 27.14 |
| 30095 - Evidence Control Specialist | | 29.33 |
| 30210 - Laboratory Technician | | 26.39 |
| 30221 - Latent Fingerprint Technician I | | 32.47 |
| 30222 - Latent Fingerprint Technician II | | 35.87 |
| 30240 - Mathematical Technician | | 29.33 |
| 30361 - Paralegal/Legal Assistant I | | 23.10 |
| 30362 - Paralegal/Legal Assistant II | | 28.61 |
| 30363 - Paralegal/Legal Assistant III | | 34.99 |
| 30364 - Paralegal/Legal Assistant IV | | 42.34 |
| 30375 - Petroleum Supply Specialist | | 35.87 |
| 30390 - Photo-Optics Technician | | 29.33 |
| 30395 - Radiation Control Technician | | 35.87 |
| 30461 - Technical Writer I | | 29.33 |
| 30462 - Technical Writer II | | 35.87 |
| 30463 - Technical Writer III | | 43.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | | 29.28 |
| 30492 - Unexploded Ordnance (UXO) Technician II | | 35.43 |
| 30493 - Unexploded Ordnance (UXO) Technician III | | 42.46 |
| 30494 - Unexploded (UXO) Safety Escort | | 29.28 |
| 30495 - Unexploded (UXO) Sweep Personnel | | 29.28 |
| 30501 - Weather Forecaster I | | 32.47 |
| 30502 - Weather Forecaster II | | 39.50 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 26.39 |
| 30621 - Weather Observer, Senior | (see 2) | 29.33 |
| | | |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31010 - Airplane Pilot | | 35.43 |
| 31020 - Bus Aide | | 14.63 |
| 31030 - Bus Driver | | 23.14 |
| 31043 - Driver Courier | | 16.63 |
| 31260 - Parking and Lot Attendant | | 15.37 |
| 31290 - Shuttle Bus Driver | | 17.07 |
| 31310 - Taxi Driver | | 13.18 |
| 31361 - Truckdriver, Light | | 18.09 |
| 31362 - Truckdriver, Medium | | 19.51 |
| 31363 - Truckdriver, Heavy | | 29.64 |
| 31364 - Truckdriver, Tractor-Trailer | | 29.64 |
| | | |
| 99000 - Miscellaneous Occupations | | |
| 99020 - Cabin Safety Specialist | | 17.27 |
| 99030 - Cashier | | 15.15 |
| 99050 - Desk Clerk | | 14.41 |
| 99095 - Embalmer | | 29.28 |
| 99130 - Flight Follower | | 29.28 |
| 99251 - Laboratory Animal Caretaker I | | 21.26 |
| 99252 - Laboratory Animal Caretaker II | | 23.12 |
| 99260 - Marketing Analyst | | 27.97 |
| 99310 - Mortician | | 29.28 |
| 99410 - Pest Controller | | 24.94 |
| 99510 - Photofinishing Worker | | 15.39 |
| 99710 - Recycling Laborer | | 22.17 |
| 99711 - Recycling Specialist | | 26.86 |
| 99730 - Refuse Collector | | 19.86 |
| 99810 - Sales Clerk | | 14.97 |
| 99820 - School Crossing Guard | | 15.72 |
| 99830 - Survey Party Chief | | 21.30 |
| 99831 - Surveying Aide | | 15.58 |
| 99832 - Surveying Technician | | 19.33 |
| 99840 - Vending Machine Attendant | | 21.26 |
| 99841 - Vending Machine Repairer | | 26.77 |
| 99842 - Vending Machine Repairer Helper | | 21.26 |

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, 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.: 2015-5407
Revision No.: 28
Date Of Last Revision: 5/13/2026

Daniel W. Simms
Director

Division of
Wage Determinations

State: Wyoming

Area: Wyoming Counties of Big Horn, Fremont, Hot Springs, Park and Washakie

**Fringe Benefits Required Follow the Occupational Listing**

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|---|---|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.44 |
| 01012 - Accounting Clerk II | | 19.57 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 24.51 |
| 01035 - Court Reporter | | 21.44 |
| 01041 - Customer Service Representative I | | 15.87 |
| 01042 - Customer Service Representative II | | 17.32 |
| 01043 - Customer Service Representative III | | 19.44 |
| 01051 - Data Entry Operator I | | 17.19 |
| 01052 - Data Entry Operator II | | 18.76 |
| 01060 - Dispatcher, Motor Vehicle | | 22.84 |
| 01070 - Document Preparation Clerk | | 17.52 |
| 01090 - Duplicating Machine Operator | | 17.52 |
| 01111 - General Clerk I | | 15.83 |
| 01112 - General Clerk II | | 17.27 |
| 01113 - General Clerk III | | 19.40 |
| 01120 - Housing Referral Assistant | | 23.89 |
| 01141 - Messenger Courier | | 14.47 |
| 01191 - Order Clerk I | | 15.65 |
| 01192 - Order Clerk II | | 17.08 |
| 01261 - Personnel Assistant (Employment) I | | 19.17 |
| 01262 - Personnel Assistant (Employment) II | | 21.44 |
| 01263 - Personnel Assistant (Employment) III | | 23.89 |
| 01270 - Production Control Clerk | | 32.68 |
| 01290 - Rental Clerk | | 19.65 |
| 01300 - Scheduler, Maintenance | | 19.17 |
| 01311 - Secretary I | | 19.17 |
| 01312 - Secretary II | | 21.44 |
| 01313 - Secretary III | | 23.89 |
| 01320 - Service Order Dispatcher | | 20.42 |
| 01410 - Supply Technician | | 24.51 |
| 01420 - Survey Worker | | 18.12 |
| 01460 - Switchboard Operator/Receptionist | | 17.35 |
| 01531 - Travel Clerk I | | 17.56 |
| 01532 - Travel Clerk II | | 19.17 |
| 01533 - Travel Clerk III | | 21.44 |
| 01611 - Word Processor I | | 17.08 |
| 01612 - Word Processor II | | 19.17 |
| 01613 - Word Processor III | | 21.44 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.85 |
| 05010 - Automotive Electrician | | 21.78 |
| 05040 - Automotive Glass Installer | | 20.33 |
| 05070 - Automotive Worker | | 20.33 |
| 05110 - Mobile Equipment Servicer | | 17.58 |
| 05130 - Motor Equipment Metal Mechanic | | 23.21 |
| 05160 - Motor Equipment Metal Worker | | 20.33 |
| 05190 - Motor Vehicle Mechanic | | 23.21 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.17 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.96 |
| 05280 - Motor Vehicle Wrecker | | 20.33 |
| 05310 - Painter, Automotive | | 21.78 |
| 05340 - Radiator Repair Specialist | | 20.33 |
| 05370 - Tire Repairer | | 18.73 |
| 05400 - Transmission Repair Specialist | | 23.21 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 18.04 |

07041 - Cook I 17.65
07042 - Cook II 20.42
07070 - Dishwasher 14.06
07130 - Food Service Worker 16.50
07210 - Meat Cutter 21.49
07260 - Waiter/Waitress 11.21

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.61
09040 - Furniture Handler 15.70
09080 - Furniture Refinisher 25.61
09090 - Furniture Refinisher Helper 19.01
09110 - Furniture Repairer, Minor 22.29
09130 - Upholsterer 25.61

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.28
11060 - Elevator Operator 17.90
11090 - Gardener 23.88
11122 - Housekeeping Aide 17.90
11150 - Janitor 17.90
11210 - Laborer, Grounds Maintenance 18.13
11240 - Maid or Houseman 16.21
11260 - Pruner 16.13
11270 - Tractor Operator 21.96
11330 - Trail Maintenance Worker 18.13
11360 - Window Cleaner 20.13

12000 - Health Occupations
12010 - Ambulance Driver 18.98
12011 - Breath Alcohol Technician 26.98
12012 - Certified Occupational Therapist Assistant 37.03
12015 - Certified Physical Therapist Assistant 28.99
12020 - Dental Assistant 21.20
12025 - Dental Hygienist 41.01
12030 - EKG Technician 40.91
12035 - Electroneurodiagnostic Technologist 40.91
12040 - Emergency Medical Technician 18.98
12071 - Licensed Practical Nurse I 24.12
12072 - Licensed Practical Nurse II 26.98
12073 - Licensed Practical Nurse III 30.10
12100 - Medical Assistant 18.29
12130 - Medical Laboratory Technician 32.96
12160 - Medical Record Clerk 21.93
12190 - Medical Record Technician 24.53
12195 - Medical Transcriptionist 24.12
12210 - Nuclear Medicine Technologist 59.31
12221 - Nursing Assistant I 14.06
12222 - Nursing Assistant II 15.82
12223 - Nursing Assistant III 17.27
12224 - Nursing Assistant IV 19.38
12235 - Optical Dispenser 18.25
12236 - Optical Technician 24.12
12250 - Pharmacy Technician 22.33
12280 - Phlebotomist 19.10
12305 - Radiologic Technologist 36.07
12311 - Registered Nurse I 26.38
12312 - Registered Nurse II 32.27
12313 - Registered Nurse II, Specialist 32.27
12314 - Registered Nurse III 39.04
12315 - Registered Nurse III, Anesthetist 39.04
12316 - Registered Nurse IV 46.81
12317 - Scheduler (Drug and Alcohol Testing) 33.44
12320 - Substance Abuse Treatment Counselor 31.19

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 19.48
13012 - Exhibits Specialist II 24.13
13013 - Exhibits Specialist III 29.52
13041 - Illustrator I 19.48
13042 - Illustrator II 24.13
13043 - Illustrator III 29.52
13047 - Librarian 26.73
13050 - Library Aide/Clerk 16.79
13054 - Library Information Technology Systems Administrator 24.13
13058 - Library Technician 15.67
13061 - Media Specialist I 17.41
13062 - Media Specialist II 19.48
13063 - Media Specialist III 21.73
13071 - Photographer I 18.41
13072 - Photographer II 20.60
13073 - Photographer III 25.53
13074 - Photographer IV 31.23
13075 - Photographer V 37.77
13090 - Technical Order Library Clerk 21.07
13110 - Video Teleconference Technician 18.25

14000 - Information Technology Occupations
14041 - Computer Operator I 19.20
14042 - Computer Operator II 21.46
14043 - Computer Operator III 23.95
14044 - Computer Operator IV 26.61
14045 - Computer Operator V 29.45
14071 - Computer Programmer I (see 1) 24.09
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 | | 19.20 |
| 14160 - Personal Computer Support Technician | | 26.61 |
| 14170 - System Support Specialist | | 30.01 |
| | | |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.94 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 33.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 38.74 |
| 15050 - Computer Based Training Specialist / Instructor | | 28.94 |
| 15060 - Educational Technologist | | 38.29 |
| 15070 - Flight Instructor (Pilot) | | 38.74 |
| 15080 - Graphic Artist | | 24.07 |
| 15085 - Maintenance Test Pilot, Fixed, Jet/Prop | | 38.74 |
| 15086 - Maintenance Test Pilot, Rotary Wing | | 38.74 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 38.74 |
| 15090 - Technical Instructor | | 30.33 |
| 15095 - Technical Instructor/Course Developer | | 37.09 |
| 15110 - Test Proctor | | 24.47 |
| 15120 - Tutor | | 24.47 |
| | | |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 11.10 |
| 16030 - Counter Attendant | | 11.10 |
| 16040 - Dry Cleaner | | 13.72 |
| 16070 - Finisher, Flatwork, Machine | | 11.10 |
| 16090 - Presser, Hand | | 11.10 |
| 16110 - Presser, Machine, Drycleaning | | 11.10 |
| 16130 - Presser, Machine, Shirts | | 11.10 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 11.10 |
| 16190 - Sewing Machine Operator | | 14.64 |
| 16220 - Tailor | | 15.44 |
| 16250 - Washer, Machine | | 12.06 |
| | | |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 30.97 |
| 19040 - Tool And Die Maker | | 38.64 |
| | | |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 26.76 |
| 21030 - Material Coordinator | | 32.68 |
| 21040 - Material Expediter | | 32.68 |
| 21050 - Material Handling Laborer | | 18.26 |
| 21071 - Order Filler | | 18.56 |
| 21080 - Production Line Worker (Food Processing) | | 26.76 |
| 21110 - Shipping Packer | | 21.24 |
| 21130 - Shipping/Receiving Clerk | | 21.24 |
| 21140 - Store Worker I | | 14.41 |
| 21150 - Stock Clerk | | 20.18 |
| 21210 - Tools And Parts Attendant | | 26.76 |
| 21410 - Warehouse Specialist | | 26.76 |
| | | |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 33.20 |
| 23019 - Aircraft Logs and Records Technician | | 25.58 |
| 23021 - Aircraft Mechanic I | | 31.31 |
| 23022 - Aircraft Mechanic II | | 33.20 |
| 23023 - Aircraft Mechanic III | | 35.13 |
| 23040 - Aircraft Mechanic Helper | | 21.81 |
| 23050 - Aircraft, Painter | | 29.38 |
| 23060 - Aircraft Servicer | | 25.58 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 29.38 |
| 23080 - Aircraft Worker | | 27.42 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | | 27.42 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | | 31.31 |
| 23110 - Appliance Mechanic | | 27.44 |
| 23120 - Bicycle Repairer | | 24.99 |
| 23125 - Cable Splicer | | 47.56 |
| 23130 - Carpenter, Maintenance | | 28.32 |
| 23140 - Carpet Layer | | 28.90 |
| 23160 - Electrician, Maintenance | | 36.07 |
| 23181 - Electronics Technician Maintenance I | | 33.91 |
| 23182 - Electronics Technician Maintenance II | | 36.33 |
| 23183 - Electronics Technician Maintenance III | | 38.72 |
| 23260 - Fabric Worker | | 26.95 |
| 23290 - Fire Alarm System Mechanic | | 32.99 |
| 23310 - Fire Extinguisher Repairer | | 24.99 |
| 23311 - Fuel Distribution System Mechanic | | 45.65 |
| 23312 - Fuel Distribution System Operator | | 34.58 |
| 23370 - General Maintenance Worker | | 24.18 |
| 23380 - Ground Support Equipment Mechanic | | 31.31 |
| 23381 - Ground Support Equipment Servicer | | 25.58 |
| 23382 - Ground Support Equipment Worker | | 27.42 |
| 23391 - Gunsmith I | | 24.99 |
| 23392 - Gunsmith II | | 28.90 |
| 23393 - Gunsmith III | | 32.99 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | | 26.48 |
| 23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | | 28.07 |

| | | |
|---|---|---|
| 23430 - Heavy Equipment Mechanic | | 35.19 |
| 23440 - Heavy Equipment Operator | | 28.33 |
| 23460 - Instrument Mechanic | | 32.99 |
| 23465 - Laboratory/Shelter Mechanic | | 30.97 |
| 23470 - Laborer | | 18.26 |
| 23510 - Locksmith | | 30.97 |
| 23530 - Machinery Maintenance Mechanic | | 43.56 |
| 23550 - Machinist, Maintenance | | 29.51 |
| 23580 - Maintenance Trades Helper | | 17.73 |
| 23591 - Metrology Technician I | | 32.99 |
| 23592 - Metrology Technician II | | 34.99 |
| 23593 - Metrology Technician III | | 37.02 |
| 23640 - Millwright | | 32.99 |
| 23710 - Office Appliance Repairer | | 30.54 |
| 23760 - Painter, Maintenance | | 22.50 |
| 23790 - Pipefitter, Maintenance | | 31.49 |
| 23810 - Plumber, Maintenance | | 29.56 |
| 23820 - Pneudraulic Systems Mechanic | | 32.99 |
| 23850 - Rigger | | 32.99 |
| 23870 - Scale Mechanic | | 28.90 |
| 23890 - Sheet-Metal Worker, Maintenance | | 29.85 |
| 23910 - Small Engine Mechanic | | 28.90 |
| 23931 - Telecommunications Mechanic I | | 28.87 |
| 23932 - Telecommunications Mechanic II | | 30.62 |
| 23950 - Telephone Lineman | | 29.96 |
| 23960 - Welder, Combination, Maintenance | | 33.64 |
| 23965 - Well Driller | | 32.51 |
| 23970 - Woodcraft Worker | | 32.99 |
| 23980 - Woodworker | | 24.99 |
| | | |
| 24000 - Personal Needs Occupations | | |
| 24550 - Case Manager | | 20.91 |
| 24570 - Child Care Attendant | | 14.17 |
| 24580 - Child Care Center Clerk | | 17.67 |
| 24610 - Chore Aide | | 15.71 |
| 24620 - Family Readiness And Support Services Coordinator | | 20.91 |
| 24630 - Homemaker | | 20.91 |
| | | |
| 25000 - Plant And System Operations Occupations | | |
| 25010 - Boiler Tender | | 35.20 |
| 25040 - Sewage Plant Operator | | 29.06 |
| 25070 - Stationary Engineer | | 35.20 |
| 25190 - Ventilation Equipment Tender | | 24.52 |
| 25210 - Water Treatment Plant Operator | | 29.06 |
| | | |
| 27000 - Protective Service Occupations | | |
| 27004 - Alarm Monitor | | 21.86 |
| 27007 - Baggage Inspector | | 18.37 |
| 27008 - Corrections Officer | | 25.16 |
| 27010 - Court Security Officer | | 25.05 |
| 27030 - Detection Dog Handler | | 20.55 |
| 27040 - Detention Officer | | 25.16 |
| 27070 - Firefighter | | 25.70 |
| 27101 - Guard I | | 18.37 |
| 27102 - Guard II | | 20.55 |
| 27131 - Police Officer I | | 27.15 |
| 27132 - Police Officer II | | 30.18 |
| | | |
| 28000 - Recreation Occupations | | |
| 28041 - Carnival Equipment Operator | | 17.88 |
| 28042 - Carnival Equipment Repairer | | 19.44 |
| 28043 - Carnival Worker | | 13.13 |
| 28210 - Gate Attendant/Gate Tender | | 19.41 |
| 28310 - Lifeguard | | 14.41 |
| 28350 - Park Attendant (Aide) | | 21.71 |
| 28510 - Recreation Aide/Health Facility Attendant | | 15.84 |
| 28515 - Recreation Specialist | | 26.90 |
| 28630 - Sports Official | | 17.28 |
| 28690 - Swimming Pool Operator | | 22.49 |
| | | |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker And Bracer | | 28.90 |
| 29020 - Hatch Tender | | 28.90 |
| 29030 - Line Handler | | 28.90 |
| 29041 - Stevedore I | | 26.95 |
| 29042 - Stevedore II | | 30.97 |
| | | |
| 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 | | 19.37 |
| 30022 - Archeological Technician II | | 21.67 |
| 30023 - Archeological Technician III | | 26.85 |
| 30030 - Cartographic Technician | | 26.85 |
| 30040 - Civil Engineering Technician | | 25.75 |
| 30051 - Cryogenic Technician I | | 29.73 |
| 30052 - Cryogenic Technician II | | 32.84 |
| 30061 - Drafter/CAD Operator I | | 19.37 |
| 30062 - Drafter/CAD Operator II | | 21.67 |
| 30063 - Drafter/CAD Operator III | | 24.16 |
| 30064 - Drafter/CAD Operator IV | | 29.73 |
| 30081 - Engineering Technician I | | 18.28 |
| 30082 - Engineering Technician II | | 20.52 |

| | | |
|---|---|---|
| 30083 - Engineering Technician III | | 22.95 |
| 30084 - Engineering Technician IV | | 28.44 |
| 30085 - Engineering Technician V | | 34.79 |
| 30086 - Engineering Technician VI | | 42.08 |
| 30090 - Environmental Technician | | 26.85 |
| 30095 - Evidence Control Specialist | | 26.85 |
| 30210 - Laboratory Technician | | 35.22 |
| 30221 - Latent Fingerprint Technician I | | 29.73 |
| 30222 - Latent Fingerprint Technician II | | 32.84 |
| 30240 - Mathematical Technician | | 26.85 |
| 30361 - Paralegal/Legal Assistant I | | 21.17 |
| 30362 - Paralegal/Legal Assistant II | | 26.22 |
| 30363 - Paralegal/Legal Assistant III | | 32.07 |
| 30364 - Paralegal/Legal Assistant IV | | 38.80 |
| 30375 - Petroleum Supply Specialist | | 32.84 |
| 30390 - Photo-Optics Technician | | 26.85 |
| 30395 - Radiation Control Technician | | 32.84 |
| 30461 - Technical Writer I | | 26.85 |
| 30462 - Technical Writer II | | 32.84 |
| 30463 - Technical Writer III | | 39.73 |
| 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 | | 29.73 |
| 30502 - Weather Forecaster II | | 36.16 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 24.16 |
| 30621 - Weather Observer, Senior | (see 2) | 26.85 |
| | | |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31010 - Airplane Pilot | | 35.43 |
| 31020 - Bus Aide | | 17.88 |
| 31030 - Bus Driver | | 25.39 |
| 31043 - Driver Courier | | 19.14 |
| 31260 - Parking and Lot Attendant | | 15.33 |
| 31290 - Shuttle Bus Driver | | 18.92 |
| 31310 - Taxi Driver | | 14.50 |
| 31361 - Truckdriver, Light | | 20.81 |
| 31362 - Truckdriver, Medium | | 22.44 |
| 31363 - Truckdriver, Heavy | | 28.52 |
| 31364 - Truckdriver, Tractor-Trailer | | 28.52 |
| | | |
| 99000 - Miscellaneous Occupations | | |
| 99020 - Cabin Safety Specialist | | 17.27 |
| 99030 - Cashier | | 13.88 |
| 99050 - Desk Clerk | | 16.28 |
| 99095 - Embalmer | | 29.28 |
| 99130 - Flight Follower | | 29.28 |
| 99251 - Laboratory Animal Caretaker I | | 15.90 |
| 99252 - Laboratory Animal Caretaker II | | 17.28 |
| 99260 - Marketing Analyst | | 29.63 |
| 99310 - Mortician | | 29.28 |
| 99410 - Pest Controller | | 25.95 |
| 99510 - Photofinishing Worker | | 15.39 |
| 99710 - Recycling Laborer | | 25.60 |
| 99711 - Recycling Specialist | | 31.01 |
| 99730 - Refuse Collector | | 22.77 |
| 99810 - Sales Clerk | | 15.95 |
| 99820 - School Crossing Guard | | 19.75 |
| 99830 - Survey Party Chief | | 30.59 |
| 99831 - Surveying Aide | | 22.35 |
| 99832 - Surveying Technician | | 27.75 |
| 99840 - Vending Machine Attendant | | 19.78 |
| 99841 - Vending Machine Repairer | | 24.87 |
| 99842 - Vending Machine Repairer Helper | | 19.78 |

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, 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.: 2015-5409
Revision No.: 28
Date Of Last Revision: 5/13/2026

Daniel W. Simms
Director

Division of
Wage Determinations

State: Wyoming

Area: Wyoming Counties of Lincoln, Sublette, Sweetwater, Teton and Uinta

**Fringe Benefits Required Follow the Occupational Listing**

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|---|---|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.44 |
| 01012 - Accounting Clerk II | | 19.57 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 24.51 |
| 01035 - Court Reporter | | 21.44 |
| 01041 - Customer Service Representative I | | 15.87 |
| 01042 - Customer Service Representative II | | 17.32 |
| 01043 - Customer Service Representative III | | 19.44 |
| 01051 - Data Entry Operator I | | 17.19 |
| 01052 - Data Entry Operator II | | 18.76 |
| 01060 - Dispatcher, Motor Vehicle | | 23.87 |
| 01070 - Document Preparation Clerk | | 17.52 |
| 01090 - Duplicating Machine Operator | | 17.52 |
| 01111 - General Clerk I | | 15.83 |
| 01112 - General Clerk II | | 17.27 |
| 01113 - General Clerk III | | 19.40 |
| 01120 - Housing Referral Assistant | | 23.89 |
| 01141 - Messenger Courier | | 14.47 |
| 01191 - Order Clerk I | | 15.65 |
| 01192 - Order Clerk II | | 17.08 |
| 01261 - Personnel Assistant (Employment) I | | 19.17 |
| 01262 - Personnel Assistant (Employment) II | | 21.44 |
| 01263 - Personnel Assistant (Employment) III | | 23.89 |
| 01270 - Production Control Clerk | | 32.68 |
| 01290 - Rental Clerk | | 19.65 |
| 01300 - Scheduler, Maintenance | | 19.17 |
| 01311 - Secretary I | | 19.17 |
| 01312 - Secretary II | | 21.44 |
| 01313 - Secretary III | | 23.89 |
| 01320 - Service Order Dispatcher | | 21.73 |
| 01410 - Supply Technician | | 24.51 |
| 01420 - Survey Worker | | 18.12 |
| 01460 - Switchboard Operator/Receptionist | | 17.35 |
| 01531 - Travel Clerk I | | 17.56 |
| 01532 - Travel Clerk II | | 19.17 |
| 01533 - Travel Clerk III | | 21.44 |
| 01611 - Word Processor I | | 17.08 |
| 01612 - Word Processor II | | 19.17 |
| 01613 - Word Processor III | | 21.44 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.46 |
| 05010 - Automotive Electrician | | 21.78 |
| 05040 - Automotive Glass Installer | | 20.33 |
| 05070 - Automotive Worker | | 20.33 |
| 05110 - Mobile Equipment Servicer | | 17.58 |
| 05130 - Motor Equipment Metal Mechanic | | 23.21 |
| 05160 - Motor Equipment Metal Worker | | 20.33 |
| 05190 - Motor Vehicle Mechanic | | 23.21 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.17 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.96 |
| 05280 - Motor Vehicle Wrecker | | 20.33 |
| 05310 - Painter, Automotive | | 21.78 |
| 05340 - Radiator Repair Specialist | | 20.33 |
| 05370 - Tire Repairer | | 18.73 |
| 05400 - Transmission Repair Specialist | | 23.21 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 18.61 |

07041 - Cook I 17.65
07042 - Cook II 20.42
07070 - Dishwasher 14.06
07130 - Food Service Worker 16.50
07210 - Meat Cutter 21.49
07260 - Waiter/Waitress 11.21

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.61
09040 - Furniture Handler 17.79
09080 - Furniture Refinisher 25.61
09090 - Furniture Refinisher Helper 21.45
09110 - Furniture Repairer, Minor 24.30
09130 - Upholsterer 25.61

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.28
11060 - Elevator Operator 17.90
11090 - Gardener 23.88
11122 - Housekeeping Aide 17.90
11150 - Janitor 17.90
11210 - Laborer, Grounds Maintenance 18.13
11240 - Maid or Houseman 16.21
11260 - Pruner 16.13
11270 - Tractor Operator 21.96
11330 - Trail Maintenance Worker 18.13
11360 - Window Cleaner 20.13

12000 - Health Occupations
12010 - Ambulance Driver 19.35
12011 - Breath Alcohol Technician 26.98
12012 - Certified Occupational Therapist Assistant 37.03
12015 - Certified Physical Therapist Assistant 28.99
12020 - Dental Assistant 21.20
12025 - Dental Hygienist 41.01
12030 - EKG Technician 40.91
12035 - Electroneurodiagnostic Technologist 40.91
12040 - Emergency Medical Technician 19.35
12071 - Licensed Practical Nurse I 24.12
12072 - Licensed Practical Nurse II 26.98
12073 - Licensed Practical Nurse III 30.10
12100 - Medical Assistant 18.29
12130 - Medical Laboratory Technician 32.96
12160 - Medical Record Clerk 21.93
12190 - Medical Record Technician 24.53
12195 - Medical Transcriptionist 24.12
12210 - Nuclear Medicine Technologist 59.31
12221 - Nursing Assistant I 14.06
12222 - Nursing Assistant II 15.82
12223 - Nursing Assistant III 17.27
12224 - Nursing Assistant IV 19.38
12235 - Optical Dispenser 18.25
12236 - Optical Technician 24.12
12250 - Pharmacy Technician 22.33
12280 - Phlebotomist 19.10
12305 - Radiologic Technologist 36.07
12311 - Registered Nurse I 26.38
12312 - Registered Nurse II 32.27
12313 - Registered Nurse II, Specialist 32.27
12314 - Registered Nurse III 39.04
12315 - Registered Nurse III, Anesthetist 39.04
12316 - Registered Nurse IV 46.81
12317 - Scheduler (Drug and Alcohol Testing) 33.44
12320 - Substance Abuse Treatment Counselor 31.19

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 19.69
13012 - Exhibits Specialist II 24.39
13013 - Exhibits Specialist III 29.82
13041 - Illustrator I 19.69
13042 - Illustrator II 24.39
13043 - Illustrator III 30.58
13047 - Librarian 27.01
13050 - Library Aide/Clerk 17.07
13054 - Library Information Technology Systems Administrator 24.39
13058 - Library Technician 15.98
13061 - Media Specialist I 17.59
13062 - Media Specialist II 19.69
13063 - Media Specialist III 21.94
13071 - Photographer I 18.41
13072 - Photographer II 20.60
13073 - Photographer III 25.53
13074 - Photographer IV 31.23
13075 - Photographer V 37.77
13090 - Technical Order Library Clerk 21.07
13110 - Video Teleconference Technician 18.78

14000 - Information Technology Occupations
14041 - Computer Operator I 19.20
14042 - Computer Operator II 21.46
14043 - Computer Operator III 23.95
14044 - Computer Operator IV 26.61
14045 - Computer Operator V 29.45
14071 - Computer Programmer I (see 1) 24.09
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 | | 19.20 |
| 14160 - Personal Computer Support Technician | | 26.61 |
| 14170 - System Support Specialist | | 30.01 |
| | | |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.89 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.16 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 42.39 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.89 |
| 15060 - Educational Technologist | | 39.07 |
| 15070 - Flight Instructor (Pilot) | | 42.39 |
| 15080 - Graphic Artist | | 24.07 |
| 15085 - Maintenance Test Pilot, Fixed, Jet/Prop | | 43.34 |
| 15086 - Maintenance Test Pilot, Rotary Wing | | 43.34 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 43.34 |
| 15090 - Technical Instructor | | 30.33 |
| 15095 - Technical Instructor/Course Developer | | 37.09 |
| 15110 - Test Proctor | | 24.47 |
| 15120 - Tutor | | 24.47 |
| | | |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 11.10 |
| 16030 - Counter Attendant | | 11.10 |
| 16040 - Dry Cleaner | | 13.72 |
| 16070 - Finisher, Flatwork, Machine | | 11.10 |
| 16090 - Presser, Hand | | 11.10 |
| 16110 - Presser, Machine, Drycleaning | | 11.10 |
| 16130 - Presser, Machine, Shirts | | 11.10 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 11.10 |
| 16190 - Sewing Machine Operator | | 14.64 |
| 16220 - Tailor | | 15.44 |
| 16250 - Washer, Machine | | 12.06 |
| | | |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 30.97 |
| 19040 - Tool And Die Maker | | 38.64 |
| | | |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 26.76 |
| 21030 - Material Coordinator | | 32.68 |
| 21040 - Material Expediter | | 32.68 |
| 21050 - Material Handling Laborer | | 18.26 |
| 21071 - Order Filler | | 18.56 |
| 21080 - Production Line Worker (Food Processing) | | 26.76 |
| 21110 - Shipping Packer | | 21.24 |
| 21130 - Shipping/Receiving Clerk | | 21.24 |
| 21140 - Store Worker I | | 14.41 |
| 21150 - Stock Clerk | | 20.18 |
| 21210 - Tools And Parts Attendant | | 26.76 |
| 21410 - Warehouse Specialist | | 26.76 |
| | | |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 33.20 |
| 23019 - Aircraft Logs and Records Technician | | 25.58 |
| 23021 - Aircraft Mechanic I | | 31.31 |
| 23022 - Aircraft Mechanic II | | 33.20 |
| 23023 - Aircraft Mechanic III | | 35.13 |
| 23040 - Aircraft Mechanic Helper | | 21.81 |
| 23050 - Aircraft, Painter | | 29.38 |
| 23060 - Aircraft Servicer | | 25.58 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 29.38 |
| 23080 - Aircraft Worker | | 27.42 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | | 27.42 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | | 31.31 |
| 23110 - Appliance Mechanic | | 27.44 |
| 23120 - Bicycle Repairer | | 24.99 |
| 23125 - Cable Splicer | | 47.56 |
| 23130 - Carpenter, Maintenance | | 28.32 |
| 23140 - Carpet Layer | | 28.90 |
| 23160 - Electrician, Maintenance | | 36.07 |
| 23181 - Electronics Technician Maintenance I | | 35.13 |
| 23182 - Electronics Technician Maintenance II | | 37.64 |
| 23183 - Electronics Technician Maintenance III | | 40.10 |
| 23260 - Fabric Worker | | 26.95 |
| 23290 - Fire Alarm System Mechanic | | 32.99 |
| 23310 - Fire Extinguisher Repairer | | 24.99 |
| 23311 - Fuel Distribution System Mechanic | | 45.65 |
| 23312 - Fuel Distribution System Operator | | 34.58 |
| 23370 - General Maintenance Worker | | 24.18 |
| 23380 - Ground Support Equipment Mechanic | | 31.31 |
| 23381 - Ground Support Equipment Servicer | | 25.58 |
| 23382 - Ground Support Equipment Worker | | 27.42 |
| 23391 - Gunsmith I | | 24.99 |
| 23392 - Gunsmith II | | 28.90 |
| 23393 - Gunsmith III | | 32.99 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | | 26.54 |
| 23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | | 28.14 |

| | | |
|---|---|---|
| 23430 - Heavy Equipment Mechanic | | 35.31 |
| 23440 - Heavy Equipment Operator | | 28.33 |
| 23460 - Instrument Mechanic | | 32.99 |
| 23465 - Laboratory/Shelter Mechanic | | 30.97 |
| 23470 - Laborer | | 18.26 |
| 23510 - Locksmith | | 30.97 |
| 23530 - Machinery Maintenance Mechanic | | 43.56 |
| 23550 - Machinist, Maintenance | | 29.51 |
| 23580 - Maintenance Trades Helper | | 17.40 |
| 23591 - Metrology Technician I | | 32.99 |
| 23592 - Metrology Technician II | | 34.99 |
| 23593 - Metrology Technician III | | 37.02 |
| 23640 - Millwright | | 32.99 |
| 23710 - Office Appliance Repairer | | 30.54 |
| 23760 - Painter, Maintenance | | 22.50 |
| 23790 - Pipefitter, Maintenance | | 31.49 |
| 23810 - Plumber, Maintenance | | 29.56 |
| 23820 - Pneudraulic Systems Mechanic | | 32.99 |
| 23850 - Rigger | | 32.99 |
| 23870 - Scale Mechanic | | 28.90 |
| 23890 - Sheet-Metal Worker, Maintenance | | 32.53 |
| 23910 - Small Engine Mechanic | | 28.90 |
| 23931 - Telecommunications Mechanic I | | 29.17 |
| 23932 - Telecommunications Mechanic II | | 30.92 |
| 23950 - Telephone Lineman | | 29.96 |
| 23960 - Welder, Combination, Maintenance | | 33.64 |
| 23965 - Well Driller | | 32.51 |
| 23970 - Woodcraft Worker | | 32.99 |
| 23980 - Woodworker | | 24.99 |
| | | |
| 24000 - Personal Needs Occupations | | |
| 24550 - Case Manager | | 20.91 |
| 24570 - Child Care Attendant | | 14.17 |
| 24580 - Child Care Center Clerk | | 17.67 |
| 24610 - Chore Aide | | 15.71 |
| 24620 - Family Readiness And Support Services Coordinator | | 20.91 |
| 24630 - Homemaker | | 20.91 |
| | | |
| 25000 - Plant And System Operations Occupations | | |
| 25010 - Boiler Tender | | 37.41 |
| 25040 - Sewage Plant Operator | | 29.06 |
| 25070 - Stationary Engineer | | 37.41 |
| 25190 - Ventilation Equipment Tender | | 26.06 |
| 25210 - Water Treatment Plant Operator | | 29.06 |
| | | |
| 27000 - Protective Service Occupations | | |
| 27004 - Alarm Monitor | | 21.86 |
| 27007 - Baggage Inspector | | 18.37 |
| 27008 - Corrections Officer | | 25.25 |
| 27010 - Court Security Officer | | 25.05 |
| 27030 - Detection Dog Handler | | 20.55 |
| 27040 - Detention Officer | | 25.25 |
| 27070 - Firefighter | | 25.70 |
| 27101 - Guard I | | 18.37 |
| 27102 - Guard II | | 20.55 |
| 27131 - Police Officer I | | 27.15 |
| 27132 - Police Officer II | | 30.18 |
| | | |
| 28000 - Recreation Occupations | | |
| 28041 - Carnival Equipment Operator | | 17.88 |
| 28042 - Carnival Equipment Repairer | | 19.44 |
| 28043 - Carnival Worker | | 13.13 |
| 28210 - Gate Attendant/Gate Tender | | 19.41 |
| 28310 - Lifeguard | | 14.41 |
| 28350 - Park Attendant (Aide) | | 21.71 |
| 28510 - Recreation Aide/Health Facility Attendant | | 15.84 |
| 28515 - Recreation Specialist | | 26.62 |
| 28630 - Sports Official | | 17.28 |
| 28690 - Swimming Pool Operator | | 22.49 |
| | | |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker And Bracer | | 29.80 |
| 29020 - Hatch Tender | | 29.80 |
| 29030 - Line Handler | | 29.80 |
| 29041 - Stevedore I | | 27.79 |
| 29042 - Stevedore II | | 31.92 |
| | | |
| 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 | | 19.37 |
| 30022 - Archeological Technician II | | 21.67 |
| 30023 - Archeological Technician III | | 26.85 |
| 30030 - Cartographic Technician | | 26.85 |
| 30040 - Civil Engineering Technician | | 25.75 |
| 30051 - Cryogenic Technician I | | 29.73 |
| 30052 - Cryogenic Technician II | | 32.84 |
| 30061 - Drafter/CAD Operator I | | 19.37 |
| 30062 - Drafter/CAD Operator II | | 21.67 |
| 30063 - Drafter/CAD Operator III | | 24.16 |
| 30064 - Drafter/CAD Operator IV | | 29.73 |
| 30081 - Engineering Technician I | | 18.28 |
| 30082 - Engineering Technician II | | 20.52 |

| | | |
|---|---|---|
| 30083 - Engineering Technician III | | 22.95 |
| 30084 - Engineering Technician IV | | 28.44 |
| 30085 - Engineering Technician V | | 34.79 |
| 30086 - Engineering Technician VI | | 42.08 |
| 30090 - Environmental Technician | | 26.85 |
| 30095 - Evidence Control Specialist | | 26.85 |
| 30210 - Laboratory Technician | | 39.25 |
| 30221 - Latent Fingerprint Technician I | | 29.73 |
| 30222 - Latent Fingerprint Technician II | | 32.84 |
| 30240 - Mathematical Technician | | 26.85 |
| 30361 - Paralegal/Legal Assistant I | | 21.17 |
| 30362 - Paralegal/Legal Assistant II | | 26.22 |
| 30363 - Paralegal/Legal Assistant III | | 32.07 |
| 30364 - Paralegal/Legal Assistant IV | | 38.80 |
| 30375 - Petroleum Supply Specialist | | 32.84 |
| 30390 - Photo-Optics Technician | | 26.85 |
| 30395 - Radiation Control Technician | | 32.84 |
| 30461 - Technical Writer I | | 26.85 |
| 30462 - Technical Writer II | | 32.84 |
| 30463 - Technical Writer III | | 39.73 |
| 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 | | 29.73 |
| 30502 - Weather Forecaster II | | 36.16 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 24.16 |
| 30621 - Weather Observer, Senior | (see 2) | 26.85 |
| | | |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31010 - Airplane Pilot | | 35.43 |
| 31020 - Bus Aide | | 17.88 |
| 31030 - Bus Driver | | 25.39 |
| 31043 - Driver Courier | | 19.14 |
| 31260 - Parking and Lot Attendant | | 15.33 |
| 31290 - Shuttle Bus Driver | | 18.92 |
| 31310 - Taxi Driver | | 16.69 |
| 31361 - Truckdriver, Light | | 20.81 |
| 31362 - Truckdriver, Medium | | 22.44 |
| 31363 - Truckdriver, Heavy | | 28.52 |
| 31364 - Truckdriver, Tractor-Trailer | | 28.52 |
| | | |
| 99000 - Miscellaneous Occupations | | |
| 99020 - Cabin Safety Specialist | | 17.27 |
| 99030 - Cashier | | 13.88 |
| 99050 - Desk Clerk | | 16.28 |
| 99095 - Embalmer | | 29.28 |
| 99130 - Flight Follower | | 29.28 |
| 99251 - Laboratory Animal Caretaker I | | 15.90 |
| 99252 - Laboratory Animal Caretaker II | | 17.28 |
| 99260 - Marketing Analyst | | 29.63 |
| 99310 - Mortician | | 29.28 |
| 99410 - Pest Controller | | 25.95 |
| 99510 - Photofinishing Worker | | 15.39 |
| 99710 - Recycling Laborer | | 25.60 |
| 99711 - Recycling Specialist | | 31.01 |
| 99730 - Refuse Collector | | 22.77 |
| 99810 - Sales Clerk | | 15.95 |
| 99820 - School Crossing Guard | | 19.75 |
| 99830 - Survey Party Chief | | 30.57 |
| 99831 - Surveying Aide | | 22.34 |
| 99832 - Surveying Technician | | 27.75 |
| 99840 - Vending Machine Attendant | | 19.78 |
| 99841 - Vending Machine Repairer | | 24.87 |
| 99842 - Vending Machine Repairer Helper | | 19.78 |

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, 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

Daniel W. Simms
Director

Division of Wage Determinations

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

Wage Determination No.: 2015-5411
Revision No.: 28
Date Of Last Revision: 5/13/2026

State: Wyoming

Area: Wyoming Counties of Campbell, Crook, Johnson, Sheridan and Weston

**Fringe Benefits Required Follow the Occupational Listing**

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|---|---|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.30 |
| 01012 - Accounting Clerk II | | 19.43 |
| 01013 - Accounting Clerk III | | 21.73 |
| 01020 - Administrative Assistant | | 24.62 |
| 01035 - Court Reporter | | 20.99 |
| 01041 - Customer Service Representative I | | 15.18 |
| 01042 - Customer Service Representative II | | 16.57 |
| 01043 - Customer Service Representative III | | 18.60 |
| 01051 - Data Entry Operator I | | 15.95 |
| 01052 - Data Entry Operator II | | 17.40 |
| 01060 - Dispatcher, Motor Vehicle | | 22.42 |
| 01070 - Document Preparation Clerk | | 16.72 |
| 01090 - Duplicating Machine Operator | | 16.72 |
| 01111 - General Clerk I | | 16.98 |
| 01112 - General Clerk II | | 18.53 |
| 01113 - General Clerk III | | 20.80 |
| 01120 - Housing Referral Assistant | | 23.39 |
| 01141 - Messenger Courier | | 13.62 |
| 01191 - Order Clerk I | | 15.32 |
| 01192 - Order Clerk II | | 16.72 |
| 01261 - Personnel Assistant (Employment) I | | 18.77 |
| 01262 - Personnel Assistant (Employment) II | | 20.99 |
| 01263 - Personnel Assistant (Employment) III | | 23.39 |
| 01270 - Production Control Clerk | | 30.54 |
| 01290 - Rental Clerk | | 19.15 |
| 01300 - Scheduler, Maintenance | | 18.77 |
| 01311 - Secretary I | | 18.77 |
| 01312 - Secretary II | | 20.99 |
| 01313 - Secretary III | | 23.39 |
| 01320 - Service Order Dispatcher | | 21.70 |
| 01410 - Supply Technician | | 24.62 |
| 01420 - Survey Worker | | 18.87 |
| 01460 - Switchboard Operator/Receptionist | | 17.34 |
| 01531 - Travel Clerk I | | 15.85 |
| 01532 - Travel Clerk II | | 16.50 |
| 01533 - Travel Clerk III | | 19.25 |
| 01611 - Word Processor I | | 16.72 |
| 01612 - Word Processor II | | 18.77 |
| 01613 - Word Processor III | | 20.99 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 25.72 |
| 05010 - Automotive Electrician | | 24.72 |
| 05040 - Automotive Glass Installer | | 23.12 |
| 05070 - Automotive Worker | | 23.12 |
| 05110 - Mobile Equipment Servicer | | 19.97 |
| 05130 - Motor Equipment Metal Mechanic | | 26.27 |
| 05160 - Motor Equipment Metal Worker | | 23.12 |
| 05190 - Motor Vehicle Mechanic | | 26.27 |
| 05220 - Motor Vehicle Mechanic Helper | | 18.36 |
| 05250 - Motor Vehicle Upholstery Worker | | 21.54 |
| 05280 - Motor Vehicle Wrecker | | 23.12 |
| 05310 - Painter, Automotive | | 24.72 |
| 05340 - Radiator Repair Specialist | | 23.12 |
| 05370 - Tire Repairer | | 20.09 |
| 05400 - Transmission Repair Specialist | | 26.27 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 16.01 |

07041 - Cook I 17.01
07042 - Cook II 19.70
07070 - Dishwasher 14.13
07130 - Food Service Worker 15.58
07210 - Meat Cutter 18.61
07260 - Waiter/Waitress 11.31

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 27.04
09040 - Furniture Handler 16.81
09080 - Furniture Refinisher 27.04
09090 - Furniture Refinisher Helper 20.35
09110 - Furniture Repairer, Minor 23.89
09130 - Upholsterer 27.04

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 15.74
11060 - Elevator Operator 16.78
11090 - Gardener 23.40
11122 - Housekeeping Aide 16.78
11150 - Janitor 16.78
11210 - Laborer, Grounds Maintenance 17.76
11240 - Maid or Houseman 14.29
11260 - Pruner 15.91
11270 - Tractor Operator 21.51
11330 - Trail Maintenance Worker 17.76
11360 - Window Cleaner 18.73

12000 - Health Occupations
12010 - Ambulance Driver 19.78
12011 - Breath Alcohol Technician 27.36
12012 - Certified Occupational Therapist Assistant 37.53
12015 - Certified Physical Therapist Assistant 29.72
12020 - Dental Assistant 20.66
12025 - Dental Hygienist 38.55
12030 - EKG Technician 41.46
12035 - Electroneurodiagnostic Technologist 41.46
12040 - Emergency Medical Technician 19.78
12071 - Licensed Practical Nurse I 24.46
12072 - Licensed Practical Nurse II 27.36
12073 - Licensed Practical Nurse III 30.49
12100 - Medical Assistant 19.14
12130 - Medical Laboratory Technician 31.30
12160 - Medical Record Clerk 25.92
12190 - Medical Record Technician 29.17
12195 - Medical Transcriptionist 24.46
12210 - Nuclear Medicine Technologist 60.13
12221 - Nursing Assistant I 13.33
12222 - Nursing Assistant II 15.00
12223 - Nursing Assistant III 16.37
12224 - Nursing Assistant IV 18.37
12235 - Optical Dispenser 18.28
12236 - Optical Technician 24.46
12250 - Pharmacy Technician 22.23
12280 - Phlebotomist 18.42
12305 - Radiologic Technologist 36.66
12311 - Registered Nurse I 27.44
12312 - Registered Nurse II 33.56
12313 - Registered Nurse II, Specialist 33.56
12314 - Registered Nurse III 40.61
12315 - Registered Nurse III, Anesthetist 40.61
12316 - Registered Nurse IV 48.69
12317 - Scheduler (Drug and Alcohol Testing) 33.89
12320 - Substance Abuse Treatment Counselor 29.29

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.64
13012 - Exhibits Specialist II 25.56
13013 - Exhibits Specialist III 31.27
13041 - Illustrator I 20.64
13042 - Illustrator II 25.56
13043 - Illustrator III 31.27
13047 - Librarian 28.31
13050 - Library Aide/Clerk 15.00
13054 - Library Information Technology Systems Administrator 25.56
13058 - Library Technician 17.40
13061 - Media Specialist I 18.44
13062 - Media Specialist II 20.64
13063 - Media Specialist III 23.01
13071 - Photographer I 18.44
13072 - Photographer II 20.64
13073 - Photographer III 25.56
13074 - Photographer IV 31.27
13075 - Photographer V 37.83
13090 - Technical Order Library Clerk 18.83
13110 - Video Teleconference Technician 21.52

14000 - Information Technology Occupations
14041 - Computer Operator I 18.46
14042 - Computer Operator II 20.65
14043 - Computer Operator III 23.01
14044 - Computer Operator IV 25.58
14045 - Computer Operator V 28.33
14071 - Computer Programmer I (see 1) 20.17
14072 - Computer Programmer II (see 1) 25.00
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 18.46
14160 - Personal Computer Support Technician 25.58
14170 - System Support Specialist 32.52

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.67
15020 - Aircrew Training Devices Instructor (Rated) 41.94
15030 - Air Crew Training Devices Instructor (Pilot) 50.26
15050 - Computer Based Training Specialist / Instructor 34.67
15060 - Educational Technologist 34.56
15070 - Flight Instructor (Pilot) 50.26
15080 - Graphic Artist 20.68
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.26
15086 - Maintenance Test Pilot, Rotary Wing 50.26
15088 - Non-Maintenance Test/Co-Pilot 50.26
15090 - Technical Instructor 33.86
15095 - Technical Instructor/Course Developer 41.40
15110 - Test Proctor 27.32
15120 - Tutor 27.32

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) 33.83
19040 - Tool And Die Maker 42.50

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 26.51
21030 - Material Coordinator 31.10
21040 - Material Expediter 31.10
21050 - Material Handling Laborer 18.23
21071 - Order Filler 18.52
21080 - Production Line Worker (Food Processing) 26.51
21110 - Shipping Packer 19.00
21130 - Shipping/Receiving Clerk 19.00
21140 - Store Worker I 14.06
21150 - Stock Clerk 19.36
21210 - Tools And Parts Attendant 26.51
21410 - Warehouse Specialist 26.51

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 43.34
23019 - Aircraft Logs and Records Technician 33.46
23021 - Aircraft Mechanic I 40.80
23022 - Aircraft Mechanic II 43.34
23023 - Aircraft Mechanic III 45.87
23040 - Aircraft Mechanic Helper 28.52
23050 - Aircraft, Painter 38.38
23060 - Aircraft Servicer 33.46
23070 - Aircraft Survival Flight Equipment Technician 38.38
23080 - Aircraft Worker 35.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 35.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 40.80
23110 - Appliance Mechanic 33.83
23120 - Bicycle Repairer 27.33
23125 - Cable Splicer 45.34
23130 - Carpenter, Maintenance 26.07
23140 - Carpet Layer 31.64
23160 - Electrician, Maintenance 36.63
23181 - Electronics Technician Maintenance I 31.71
23182 - Electronics Technician Maintenance II 33.88
23183 - Electronics Technician Maintenance III 36.02
23260 - Fabric Worker 29.48
23290 - Fire Alarm System Mechanic 35.96
23310 - Fire Extinguisher Repairer 27.33
23311 - Fuel Distribution System Mechanic 49.78
23312 - Fuel Distribution System Operator 37.85
23370 - General Maintenance Worker 20.92
23380 - Ground Support Equipment Mechanic 40.80
23381 - Ground Support Equipment Servicer 33.46
23382 - Ground Support Equipment Worker 35.92
23391 - Gunsmith I 27.33
23392 - Gunsmith II 31.64
23393 - Gunsmith III 35.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic 28.59
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 30.37

| | | |
|---|---|---|
| 23430 - Heavy Equipment Mechanic | | 37.52 |
| 23440 - Heavy Equipment Operator | | 37.04 |
| 23460 - Instrument Mechanic | | 35.96 |
| 23465 - Laboratory/Shelter Mechanic | | 33.83 |
| 23470 - Laborer | | 18.23 |
| 23510 - Locksmith | | 33.83 |
| 23530 - Machinery Maintenance Mechanic | | 38.94 |
| 23550 - Machinist, Maintenance | | 35.61 |
| 23580 - Maintenance Trades Helper | | 19.66 |
| 23591 - Metrology Technician I | | 35.96 |
| 23592 - Metrology Technician II | | 38.19 |
| 23593 - Metrology Technician III | | 40.41 |
| 23640 - Millwright | | 35.61 |
| 23710 - Office Appliance Repairer | | 33.52 |
| 23760 - Painter, Maintenance | | 24.07 |
| 23790 - Pipefitter, Maintenance | | 31.59 |
| 23810 - Plumber, Maintenance | | 29.72 |
| 23820 - Pneudraulic Systems Mechanic | | 35.96 |
| 23850 - Rigger | | 35.96 |
| 23870 - Scale Mechanic | | 31.64 |
| 23890 - Sheet-Metal Worker, Maintenance | | 27.25 |
| 23910 - Small Engine Mechanic | | 31.36 |
| 23931 - Telecommunications Mechanic I | | 34.65 |
| 23932 - Telecommunications Mechanic II | | 36.80 |
| 23950 - Telephone Lineman | | 30.66 |
| 23960 - Welder, Combination, Maintenance | | 36.01 |
| 23965 - Well Driller | | 35.96 |
| 23970 - Woodcraft Worker | | 35.96 |
| 23980 - Woodworker | | 27.33 |
| | | |
| 24000 - Personal Needs Occupations | | |
| 24550 - Case Manager | | 18.31 |
| 24570 - Child Care Attendant | | 13.25 |
| 24580 - Child Care Center Clerk | | 16.52 |
| 24610 - Chore Aide | | 15.75 |
| 24620 - Family Readiness And Support Services Coordinator | | 18.31 |
| 24630 - Homemaker | | 18.31 |
| | | |
| 25000 - Plant And System Operations Occupations | | |
| 25010 - Boiler Tender | | 42.21 |
| 25040 - Sewage Plant Operator | | 27.12 |
| 25070 - Stationary Engineer | | 42.21 |
| 25190 - Ventilation Equipment Tender | | 29.51 |
| 25210 - Water Treatment Plant Operator | | 27.12 |
| | | |
| 27000 - Protective Service Occupations | | |
| 27004 - Alarm Monitor | | 23.63 |
| 27007 - Baggage Inspector | | 17.19 |
| 27008 - Corrections Officer | | 23.65 |
| 27010 - Court Security Officer | | 24.54 |
| 27030 - Detection Dog Handler | | 19.23 |
| 27040 - Detention Officer | | 23.65 |
| 27070 - Firefighter | | 25.42 |
| 27101 - Guard I | | 17.19 |
| 27102 - Guard II | | 19.23 |
| 27131 - Police Officer I | | 27.38 |
| 27132 - Police Officer II | | 30.43 |
| | | |
| 28000 - Recreation Occupations | | |
| 28041 - Carnival Equipment Operator | | 16.47 |
| 28042 - Carnival Equipment Repairer | | 17.91 |
| 28043 - Carnival Worker | | 12.18 |
| 28210 - Gate Attendant/Gate Tender | | 18.70 |
| 28310 - Lifeguard | | 15.09 |
| 28350 - Park Attendant (Aide) | | 20.92 |
| 28510 - Recreation Aide/Health Facility Attendant | | 15.26 |
| 28515 - Recreation Specialist | | 25.46 |
| 28630 - Sports Official | | 16.65 |
| 28690 - Swimming Pool Operator | | 20.74 |
| | | |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker And Bracer | | 31.36 |
| 29020 - Hatch Tender | | 31.36 |
| 29030 - Line Handler | | 31.36 |
| 29041 - Stevedore I | | 29.22 |
| 29042 - Stevedore II | | 33.52 |
| | | |
| 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 | | 19.76 |
| 30022 - Archeological Technician II | | 22.11 |
| 30023 - Archeological Technician III | | 27.38 |
| 30030 - Cartographic Technician | | 27.38 |
| 30040 - Civil Engineering Technician | | 27.98 |
| 30051 - Cryogenic Technician I | | 30.33 |
| 30052 - Cryogenic Technician II | | 33.49 |
| 30061 - Drafter/CAD Operator I | | 19.76 |
| 30062 - Drafter/CAD Operator II | | 22.11 |
| 30063 - Drafter/CAD Operator III | | 24.64 |
| 30064 - Drafter/CAD Operator IV | | 30.33 |
| 30081 - Engineering Technician I | | 17.61 |
| 30082 - Engineering Technician II | | 19.76 |

| | | |
|---|---|---|
| 30083 - Engineering Technician III | | 22.11 |
| 30084 - Engineering Technician IV | | 27.38 |
| 30085 - Engineering Technician V | | 33.49 |
| 30086 - Engineering Technician VI | | 40.52 |
| 30090 - Environmental Technician | | 23.15 |
| 30095 - Evidence Control Specialist | | 27.38 |
| 30210 - Laboratory Technician | | 22.80 |
| 30221 - Latent Fingerprint Technician I | | 30.33 |
| 30222 - Latent Fingerprint Technician II | | 33.49 |
| 30240 - Mathematical Technician | | 27.38 |
| 30361 - Paralegal/Legal Assistant I | | 23.63 |
| 30362 - Paralegal/Legal Assistant II | | 29.27 |
| 30363 - Paralegal/Legal Assistant III | | 35.80 |
| 30364 - Paralegal/Legal Assistant IV | | 43.31 |
| 30375 - Petroleum Supply Specialist | | 33.49 |
| 30390 - Photo-Optics Technician | | 27.38 |
| 30395 - Radiation Control Technician | | 33.49 |
| 30461 - Technical Writer I | | 27.38 |
| 30462 - Technical Writer II | | 33.49 |
| 30463 - Technical Writer III | | 40.52 |
| 30491 - Unexploded Ordnance (UXO) Technician I | | 29.28 |
| 30492 - Unexploded Ordnance (UXO) Technician II | | 35.43 |
| 30493 - Unexploded Ordnance (UXO) Technician III | | 42.46 |
| 30494 - Unexploded (UXO) Safety Escort | | 29.28 |
| 30495 - Unexploded (UXO) Sweep Personnel | | 29.28 |
| 30501 - Weather Forecaster I | | 30.33 |
| 30502 - Weather Forecaster II | | 36.89 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 24.64 |
| 30621 - Weather Observer, Senior | (see 2) | 27.38 |
| | | |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31010 - Airplane Pilot | | 35.43 |
| 31020 - Bus Aide | | 14.82 |
| 31030 - Bus Driver | | 21.06 |
| 31043 - Driver Courier | | 17.95 |
| 31260 - Parking and Lot Attendant | | 14.17 |
| 31290 - Shuttle Bus Driver | | 17.87 |
| 31310 - Taxi Driver | | 13.18 |
| 31361 - Truckdriver, Light | | 19.52 |
| 31362 - Truckdriver, Medium | | 21.06 |
| 31363 - Truckdriver, Heavy | | 29.76 |
| 31364 - Truckdriver, Tractor-Trailer | | 29.76 |
| | | |
| 99000 - Miscellaneous Occupations | | |
| 99020 - Cabin Safety Specialist | | 17.27 |
| 99030 - Cashier | | 13.69 |
| 99050 - Desk Clerk | | 14.01 |
| 99095 - Embalmer | | 29.28 |
| 99130 - Flight Follower | | 29.28 |
| 99251 - Laboratory Animal Caretaker I | | 17.23 |
| 99252 - Laboratory Animal Caretaker II | | 18.74 |
| 99260 - Marketing Analyst | | 29.17 |
| 99310 - Mortician | | 29.28 |
| 99410 - Pest Controller | | 24.94 |
| 99510 - Photofinishing Worker | | 15.39 |
| 99710 - Recycling Laborer | | 24.65 |
| 99711 - Recycling Specialist | | 29.85 |
| 99730 - Refuse Collector | | 22.08 |
| 99810 - Sales Clerk | | 14.68 |
| 99820 - School Crossing Guard | | 15.72 |
| 99830 - Survey Party Chief | | 33.61 |
| 99831 - Surveying Aide | | 24.57 |
| 99832 - Surveying Technician | | 30.50 |
| 99840 - Vending Machine Attendant | | 21.54 |
| 99841 - Vending Machine Repairer | | 27.13 |
| 99842 - Vending Machine Repairer Helper | | 21.54 |

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, 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.: 2015-5413
Revision No.: 28
Date Of Last Revision: 5/13/2026

Daniel W. Simms
Director

Division of
Wage Determinations

State: Wyoming

Area: Wyoming Counties of Albany, Carbon, Converse, Goshen, Niobrara and Platte

**Fringe Benefits Required Follow the Occupational Listing**

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|---|---|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.30 |
| 01012 - Accounting Clerk II | | 19.43 |
| 01013 - Accounting Clerk III | | 21.73 |
| 01020 - Administrative Assistant | | 24.62 |
| 01035 - Court Reporter | | 20.99 |
| 01041 - Customer Service Representative I | | 15.18 |
| 01042 - Customer Service Representative II | | 16.57 |
| 01043 - Customer Service Representative III | | 18.60 |
| 01051 - Data Entry Operator I | | 15.95 |
| 01052 - Data Entry Operator II | | 17.40 |
| 01060 - Dispatcher, Motor Vehicle | | 22.42 |
| 01070 - Document Preparation Clerk | | 16.72 |
| 01090 - Duplicating Machine Operator | | 16.72 |
| 01111 - General Clerk I | | 16.98 |
| 01112 - General Clerk II | | 18.53 |
| 01113 - General Clerk III | | 20.80 |
| 01120 - Housing Referral Assistant | | 23.39 |
| 01141 - Messenger Courier | | 13.62 |
| 01191 - Order Clerk I | | 15.32 |
| 01192 - Order Clerk II | | 16.72 |
| 01261 - Personnel Assistant (Employment) I | | 18.77 |
| 01262 - Personnel Assistant (Employment) II | | 20.99 |
| 01263 - Personnel Assistant (Employment) III | | 23.39 |
| 01270 - Production Control Clerk | | 30.54 |
| 01290 - Rental Clerk | | 19.15 |
| 01300 - Scheduler, Maintenance | | 18.77 |
| 01311 - Secretary I | | 18.77 |
| 01312 - Secretary II | | 20.99 |
| 01313 - Secretary III | | 23.39 |
| 01320 - Service Order Dispatcher | | 21.70 |
| 01410 - Supply Technician | | 24.62 |
| 01420 - Survey Worker | | 18.87 |
| 01460 - Switchboard Operator/Receptionist | | 17.34 |
| 01531 - Travel Clerk I | | 15.85 |
| 01532 - Travel Clerk II | | 16.50 |
| 01533 - Travel Clerk III | | 19.25 |
| 01611 - Word Processor I | | 16.72 |
| 01612 - Word Processor II | | 18.77 |
| 01613 - Word Processor III | | 20.99 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 28.13 |
| 05010 - Automotive Electrician | | 24.72 |
| 05040 - Automotive Glass Installer | | 23.12 |
| 05070 - Automotive Worker | | 23.12 |
| 05110 - Mobile Equipment Servicer | | 19.97 |
| 05130 - Motor Equipment Metal Mechanic | | 26.27 |
| 05160 - Motor Equipment Metal Worker | | 23.12 |
| 05190 - Motor Vehicle Mechanic | | 26.27 |
| 05220 - Motor Vehicle Mechanic Helper | | 18.36 |
| 05250 - Motor Vehicle Upholstery Worker | | 21.54 |
| 05280 - Motor Vehicle Wrecker | | 23.12 |
| 05310 - Painter, Automotive | | 24.72 |
| 05340 - Radiator Repair Specialist | | 23.12 |
| 05370 - Tire Repairer | | 20.09 |
| 05400 - Transmission Repair Specialist | | 26.27 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 15.35 |

07041 - Cook I 17.01
07042 - Cook II 19.70
07070 - Dishwasher 14.13
07130 - Food Service Worker 15.58
07210 - Meat Cutter 18.61
07260 - Waiter/Waitress 11.31

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 27.04
09040 - Furniture Handler 16.89
09080 - Furniture Refinisher 27.04
09090 - Furniture Refinisher Helper 20.45
09110 - Furniture Repairer, Minor 24.00
09130 - Upholsterer 27.04

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 15.74
11060 - Elevator Operator 16.78
11090 - Gardener 23.40
11122 - Housekeeping Aide 16.78
11150 - Janitor 16.78
11210 - Laborer, Grounds Maintenance 17.76
11240 - Maid or Houseman 14.29
11260 - Pruner 15.91
11270 - Tractor Operator 21.51
11330 - Trail Maintenance Worker 17.76
11360 - Window Cleaner 18.73

12000 - Health Occupations
12010 - Ambulance Driver 19.78
12011 - Breath Alcohol Technician 27.39
12012 - Certified Occupational Therapist Assistant 37.53
12015 - Certified Physical Therapist Assistant 29.72
12020 - Dental Assistant 20.66
12025 - Dental Hygienist 38.55
12030 - EKG Technician 41.48
12035 - Electroneurodiagnostic Technologist 41.48
12040 - Emergency Medical Technician 19.78
12071 - Licensed Practical Nurse I 24.48
12072 - Licensed Practical Nurse II 27.39
12073 - Licensed Practical Nurse III 30.52
12100 - Medical Assistant 19.14
12130 - Medical Laboratory Technician 31.30
12160 - Medical Record Clerk 25.92
12190 - Medical Record Technician 28.99
12195 - Medical Transcriptionist 24.48
12210 - Nuclear Medicine Technologist 60.18
12221 - Nursing Assistant I 13.33
12222 - Nursing Assistant II 15.00
12223 - Nursing Assistant III 16.37
12224 - Nursing Assistant IV 18.37
12235 - Optical Dispenser 18.58
12236 - Optical Technician 24.48
12250 - Pharmacy Technician 22.23
12280 - Phlebotomist 18.42
12305 - Radiologic Technologist 36.66
12311 - Registered Nurse I 27.44
12312 - Registered Nurse II 33.56
12313 - Registered Nurse II, Specialist 33.56
12314 - Registered Nurse III 40.61
12315 - Registered Nurse III, Anesthetist 40.61
12316 - Registered Nurse IV 48.69
12317 - Scheduler (Drug and Alcohol Testing) 33.92
12320 - Substance Abuse Treatment Counselor 29.29

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.82
13012 - Exhibits Specialist II 25.78
13013 - Exhibits Specialist III 31.54
13041 - Illustrator I 20.82
13042 - Illustrator II 25.78
13043 - Illustrator III 31.54
13047 - Librarian 28.56
13050 - Library Aide/Clerk 15.00
13054 - Library Information Technology Systems
Administrator 25.78
13058 - Library Technician 16.74
13061 - Media Specialist I 18.60
13062 - Media Specialist II 20.82
13063 - Media Specialist III 23.20
13071 - Photographer I 18.60
13072 - Photographer II 20.82
13073 - Photographer III 25.78
13074 - Photographer IV 31.54
13075 - Photographer V 38.16
13090 - Technical Order Library Clerk 18.83
13110 - Video Teleconference Technician 21.52

14000 - Information Technology Occupations
14041 - Computer Operator I 18.46
14042 - Computer Operator II 20.65
14043 - Computer Operator III 23.01
14044 - Computer Operator IV 25.58
14045 - Computer Operator V 28.33
14071 - Computer Programmer I (see 1) 20.17
14072 - Computer Programmer II (see 1) 25.00
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 | | 18.46 |
| 14160 - Personal Computer Support Technician | | 25.58 |
| 14170 - System Support Specialist | | 31.61 |
| | | |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 34.67 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 41.94 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 50.26 |
| 15050 - Computer Based Training Specialist / Instructor | | 34.67 |
| 15060 - Educational Technologist | | 34.56 |
| 15070 - Flight Instructor (Pilot) | | 50.26 |
| 15080 - Graphic Artist | | 20.68 |
| 15085 - Maintenance Test Pilot, Fixed, Jet/Prop | | 50.26 |
| 15086 - Maintenance Test Pilot, Rotary Wing | | 50.26 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 50.26 |
| 15090 - Technical Instructor | | 33.86 |
| 15095 - Technical Instructor/Course Developer | | 41.40 |
| 15110 - Test Proctor | | 27.32 |
| 15120 - Tutor | | 27.32 |
| | | |
| 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) | | 33.83 |
| 19040 - Tool And Die Maker | | 42.50 |
| | | |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 25.99 |
| 21030 - Material Coordinator | | 31.10 |
| 21040 - Material Expediter | | 31.10 |
| 21050 - Material Handling Laborer | | 18.23 |
| 21071 - Order Filler | | 18.52 |
| 21080 - Production Line Worker (Food Processing) | | 25.99 |
| 21110 - Shipping Packer | | 19.00 |
| 21130 - Shipping/Receiving Clerk | | 19.00 |
| 21140 - Store Worker I | | 14.06 |
| 21150 - Stock Clerk | | 19.36 |
| 21210 - Tools And Parts Attendant | | 25.99 |
| 21410 - Warehouse Specialist | | 25.99 |
| | | |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 43.34 |
| 23019 - Aircraft Logs and Records Technician | | 33.46 |
| 23021 - Aircraft Mechanic I | | 40.80 |
| 23022 - Aircraft Mechanic II | | 43.34 |
| 23023 - Aircraft Mechanic III | | 45.87 |
| 23040 - Aircraft Mechanic Helper | | 28.52 |
| 23050 - Aircraft, Painter | | 38.38 |
| 23060 - Aircraft Servicer | | 33.46 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 38.38 |
| 23080 - Aircraft Worker | | 35.92 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | | 35.92 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | | 40.80 |
| 23110 - Appliance Mechanic | | 33.83 |
| 23120 - Bicycle Repairer | | 27.33 |
| 23125 - Cable Splicer | | 45.34 |
| 23130 - Carpenter, Maintenance | | 26.07 |
| 23140 - Carpet Layer | | 31.64 |
| 23160 - Electrician, Maintenance | | 36.63 |
| 23181 - Electronics Technician Maintenance I | | 31.71 |
| 23182 - Electronics Technician Maintenance II | | 33.88 |
| 23183 - Electronics Technician Maintenance III | | 36.02 |
| 23260 - Fabric Worker | | 29.48 |
| 23290 - Fire Alarm System Mechanic | | 35.96 |
| 23310 - Fire Extinguisher Repairer | | 27.33 |
| 23311 - Fuel Distribution System Mechanic | | 49.78 |
| 23312 - Fuel Distribution System Operator | | 37.85 |
| 23370 - General Maintenance Worker | | 20.92 |
| 23380 - Ground Support Equipment Mechanic | | 40.80 |
| 23381 - Ground Support Equipment Servicer | | 33.46 |
| 23382 - Ground Support Equipment Worker | | 35.92 |
| 23391 - Gunsmith I | | 27.33 |
| 23392 - Gunsmith II | | 31.64 |
| 23393 - Gunsmith III | | 35.96 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | | 28.59 |
| 23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | | 30.37 |

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|---|---|---|
| 23430 - Heavy Equipment Mechanic | | 37.52 |
| 23440 - Heavy Equipment Operator | | 37.04 |
| 23460 - Instrument Mechanic | | 35.96 |
| 23465 - Laboratory/Shelter Mechanic | | 33.83 |
| 23470 - Laborer | | 18.23 |
| 23510 - Locksmith | | 33.83 |
| 23530 - Machinery Maintenance Mechanic | | 38.94 |
| 23550 - Machinist, Maintenance | | 35.32 |
| 23580 - Maintenance Trades Helper | | 19.66 |
| 23591 - Metrology Technician I | | 35.96 |
| 23592 - Metrology Technician II | | 38.19 |
| 23593 - Metrology Technician III | | 40.41 |
| 23640 - Millwright | | 35.61 |
| 23710 - Office Appliance Repairer | | 33.52 |
| 23760 - Painter, Maintenance | | 24.07 |
| 23790 - Pipefitter, Maintenance | | 31.59 |
| 23810 - Plumber, Maintenance | | 29.72 |
| 23820 - Pneudraulic Systems Mechanic | | 35.96 |
| 23850 - Rigger | | 35.96 |
| 23870 - Scale Mechanic | | 31.64 |
| 23890 - Sheet-Metal Worker, Maintenance | | 27.25 |
| 23910 - Small Engine Mechanic | | 31.36 |
| 23931 - Telecommunications Mechanic I | | 34.65 |
| 23932 - Telecommunications Mechanic II | | 36.80 |
| 23950 - Telephone Lineman | | 30.66 |
| 23960 - Welder, Combination, Maintenance | | 36.01 |
| 23965 - Well Driller | | 35.96 |
| 23970 - Woodcraft Worker | | 35.96 |
| 23980 - Woodworker | | 27.33 |
| | | |
| 24000 - Personal Needs Occupations | | |
| 24550 - Case Manager | | 18.31 |
| 24570 - Child Care Attendant | | 13.25 |
| 24580 - Child Care Center Clerk | | 16.52 |
| 24610 - Chore Aide | | 15.75 |
| 24620 - Family Readiness And Support Services Coordinator | | 18.31 |
| 24630 - Homemaker | | 18.31 |
| | | |
| 25000 - Plant And System Operations Occupations | | |
| 25010 - Boiler Tender | | 42.21 |
| 25040 - Sewage Plant Operator | | 26.47 |
| 25070 - Stationary Engineer | | 42.21 |
| 25190 - Ventilation Equipment Tender | | 29.51 |
| 25210 - Water Treatment Plant Operator | | 26.47 |
| | | |
| 27000 - Protective Service Occupations | | |
| 27004 - Alarm Monitor | | 23.63 |
| 27007 - Baggage Inspector | | 17.19 |
| 27008 - Corrections Officer | | 23.65 |
| 27010 - Court Security Officer | | 24.54 |
| 27030 - Detection Dog Handler | | 19.23 |
| 27040 - Detention Officer | | 23.65 |
| 27070 - Firefighter | | 25.42 |
| 27101 - Guard I | | 17.19 |
| 27102 - Guard II | | 19.23 |
| 27131 - Police Officer I | | 27.38 |
| 27132 - Police Officer II | | 30.43 |
| | | |
| 28000 - Recreation Occupations | | |
| 28041 - Carnival Equipment Operator | | 16.47 |
| 28042 - Carnival Equipment Repairer | | 17.91 |
| 28043 - Carnival Worker | | 12.18 |
| 28210 - Gate Attendant/Gate Tender | | 18.37 |
| 28310 - Lifeguard | | 12.47 |
| 28350 - Park Attendant (Aide) | | 20.55 |
| 28510 - Recreation Aide/Health Facility Attendant | | 15.00 |
| 28515 - Recreation Specialist | | 25.46 |
| 28630 - Sports Official | | 16.37 |
| 28690 - Swimming Pool Operator | | 20.74 |
| | | |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker And Bracer | | 31.36 |
| 29020 - Hatch Tender | | 31.36 |
| 29030 - Line Handler | | 31.36 |
| 29041 - Stevedore I | | 29.22 |
| 29042 - Stevedore II | | 33.52 |
| | | |
| 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 | | 19.76 |
| 30022 - Archeological Technician II | | 22.11 |
| 30023 - Archeological Technician III | | 27.38 |
| 30030 - Cartographic Technician | | 27.38 |
| 30040 - Civil Engineering Technician | | 27.98 |
| 30051 - Cryogenic Technician I | | 30.33 |
| 30052 - Cryogenic Technician II | | 33.49 |
| 30061 - Drafter/CAD Operator I | | 19.76 |
| 30062 - Drafter/CAD Operator II | | 22.11 |
| 30063 - Drafter/CAD Operator III | | 24.64 |
| 30064 - Drafter/CAD Operator IV | | 30.33 |
| 30081 - Engineering Technician I | | 17.61 |
| 30082 - Engineering Technician II | | 19.76 |

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|---|---|---|
| 30083 - Engineering Technician III | | 22.11 |
| 30084 - Engineering Technician IV | | 27.38 |
| 30085 - Engineering Technician V | | 33.49 |
| 30086 - Engineering Technician VI | | 40.52 |
| 30090 - Environmental Technician | | 23.15 |
| 30095 - Evidence Control Specialist | | 27.38 |
| 30210 - Laboratory Technician | | 24.05 |
| 30221 - Latent Fingerprint Technician I | | 30.33 |
| 30222 - Latent Fingerprint Technician II | | 33.49 |
| 30240 - Mathematical Technician | | 27.38 |
| 30361 - Paralegal/Legal Assistant I | | 23.63 |
| 30362 - Paralegal/Legal Assistant II | | 29.27 |
| 30363 - Paralegal/Legal Assistant III | | 35.80 |
| 30364 - Paralegal/Legal Assistant IV | | 43.31 |
| 30375 - Petroleum Supply Specialist | | 33.49 |
| 30390 - Photo-Optics Technician | | 27.38 |
| 30395 - Radiation Control Technician | | 33.49 |
| 30461 - Technical Writer I | | 27.38 |
| 30462 - Technical Writer II | | 33.49 |
| 30463 - Technical Writer III | | 40.52 |
| 30491 - Unexploded Ordnance (UXO) Technician I | | 29.28 |
| 30492 - Unexploded Ordnance (UXO) Technician II | | 35.43 |
| 30493 - Unexploded Ordnance (UXO) Technician III | | 42.46 |
| 30494 - Unexploded (UXO) Safety Escort | | 29.28 |
| 30495 - Unexploded (UXO) Sweep Personnel | | 29.28 |
| 30501 - Weather Forecaster I | | 30.33 |
| 30502 - Weather Forecaster II | | 36.89 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 24.64 |
| 30621 - Weather Observer, Senior | (see 2) | 27.38 |
| | | |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31010 - Airplane Pilot | | 35.43 |
| 31020 - Bus Aide | | 14.82 |
| 31030 - Bus Driver | | 21.06 |
| 31043 - Driver Courier | | 17.95 |
| 31260 - Parking and Lot Attendant | | 14.17 |
| 31290 - Shuttle Bus Driver | | 17.62 |
| 31310 - Taxi Driver | | 17.55 |
| 31361 - Truckdriver, Light | | 19.52 |
| 31362 - Truckdriver, Medium | | 21.06 |
| 31363 - Truckdriver, Heavy | | 29.76 |
| 31364 - Truckdriver, Tractor-Trailer | | 29.76 |
| | | |
| 99000 - Miscellaneous Occupations | | |
| 99020 - Cabin Safety Specialist | | 17.27 |
| 99030 - Cashier | | 13.69 |
| 99050 - Desk Clerk | | 14.01 |
| 99095 - Embalmer | | 29.28 |
| 99130 - Flight Follower | | 29.28 |
| 99251 - Laboratory Animal Caretaker I | | 17.23 |
| 99252 - Laboratory Animal Caretaker II | | 18.74 |
| 99260 - Marketing Analyst | | 27.21 |
| 99310 - Mortician | | 29.28 |
| 99410 - Pest Controller | | 24.94 |
| 99510 - Photofinishing Worker | | 15.39 |
| 99710 - Recycling Laborer | | 24.65 |
| 99711 - Recycling Specialist | | 29.85 |
| 99730 - Refuse Collector | | 22.08 |
| 99810 - Sales Clerk | | 14.68 |
| 99820 - School Crossing Guard | | 15.72 |
| 99830 - Survey Party Chief | | 33.43 |
| 99831 - Surveying Aide | | 24.44 |
| 99832 - Surveying Technician | | 30.34 |
| 99840 - Vending Machine Attendant | | 21.54 |
| 99841 - Vending Machine Repairer | | 27.13 |
| 99842 - Vending Machine Repairer Helper | | 21.54 |

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, 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))."""
"