

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5367  
Revision No.: 24  
Date Of Last Revision: 12/26/2023

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

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If the contract is entered into on or    after January 30, 2022, or the    contract is renewed or extended (e.g., workers    an option is exercised) on or after applicable    January 30, 2022: determination,      	Executive Order 14026 generally applies to    the contract.    The contractor must pay all covered  at least \$17.20 per hour (or the  wage rate listed on this wage  if it is higher) for all hours spent  performing on the contract in 2024.
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If the contract was awarded on or    between January 1, 2015 and January 29,    2022, and the contract is not renewed workers    or extended on or after January 30, applicable    2022: determination,      	Executive Order 13658 generally applies to    the contract.    The contractor must pay all covered  at least \$12.90 per hour (or the  wage rate listed on this wage  if it is higher) for all hours spent  performing on the contract in 2024.
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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: South Dakota

Area: South Dakota Counties of Custer, Meade, Pennington

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
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01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

14.74\*\*\*

01012 - Accounting Clerk II

16.56\*\*\*

01013 - Accounting Clerk III

18.52

01020 - Administrative Assistant

22.06

01035 - Court Reporter

18.63

01041 - Customer Service Representative I

13.67\*\*\*

01042 - Customer Service Representative II

14.91\*\*\*

01043 - Customer Service Representative III

16.75\*\*\*

01051 - Data Entry Operator I

13.60\*\*\*

01052 - Data Entry Operator II

14.84\*\*\*

01060 - Dispatcher, Motor Vehicle

18.29

01070 - Document Preparation Clerk

14.84\*\*\*

01090 - Duplicating Machine Operator

14.84\*\*\*

01111 - General Clerk I

14.06\*\*\*  
01112 - General Clerk II  
15.34\*\*\*  
01113 - General Clerk III  
17.23  
01120 - Housing Referral Assistant  
20.77  
01141 - Messenger Courier  
12.10\*\*\*  
01191 - Order Clerk I  
13.60\*\*\*  
01192 - Order Clerk II  
14.84\*\*\*  
01261 - Personnel Assistant (Employment) I  
16.67\*\*\*  
01262 - Personnel Assistant (Employment) II  
18.63  
01263 - Personnel Assistant (Employment) III  
20.94  
01270 - Production Control Clerk  
21.93  
01290 - Rental Clerk  
15.53\*\*\*  
01300 - Scheduler, Maintenance  
16.67\*\*\*  
01311 - Secretary I  
16.67\*\*\*  
01312 - Secretary II  
18.63  
01313 - Secretary III  
20.77  
01320 - Service Order Dispatcher  
16.35\*\*\*  
01410 - Supply Technician  
22.06  
01420 - Survey Worker  
17.32  
01460 - Switchboard Operator/Receptionist  
15.00\*\*\*  
01531 - Travel Clerk I  
14.12\*\*\*  
01532 - Travel Clerk II  
15.00\*\*\*  
01533 - Travel Clerk III  
15.91\*\*\*  
01611 - Word Processor I  
14.84\*\*\*  
01612 - Word Processor II  
16.67\*\*\*  
01613 - Word Processor III

18.63  
05000 - Automotive Service Occupations  
    05005 - Automobile Body Repairer, Fiberglass  
23.56  
    05010 - Automotive Electrician  
21.02  
    05040 - Automotive Glass Installer  
19.67  
    05070 - Automotive Worker  
19.67  
    05110 - Mobile Equipment Servicer  
16.99\*\*\*  
    05130 - Motor Equipment Metal Mechanic  
22.34  
    05160 - Motor Equipment Metal Worker  
19.67  
    05190 - Motor Vehicle Mechanic  
22.34  
    05220 - Motor Vehicle Mechanic Helper  
15.62\*\*\*  
    05250 - Motor Vehicle Upholstery Worker  
18.32  
    05280 - Motor Vehicle Wrecker  
19.67  
    05310 - Painter, Automotive  
21.02  
    05340 - Radiator Repair Specialist  
19.67  
    05370 - Tire Repairer  
15.09\*\*\*  
    05400 - Transmission Repair Specialist  
22.34  
07000 - Food Preparation And Service Occupations  
    07010 - Baker  
15.52\*\*\*  
    07041 - Cook I  
15.79\*\*\*  
    07042 - Cook II  
18.28  
    07070 - Dishwasher  
12.27\*\*\*  
    07130 - Food Service Worker  
12.72\*\*\*  
    07210 - Meat Cutter  
16.63\*\*\*  
    07260 - Waiter/Waitress  
12.09\*\*\*  
09000 - Furniture Maintenance And Repair Occupations  
    09010 - Electrostatic Spray Painter  
23.12

09040 - Furniture Handler  
14.19\*\*\*  
09080 - Furniture Refinisher  
23.12  
09090 - Furniture Refinisher Helper  
17.18\*\*\*  
09110 - Furniture Repairer, Minor  
20.16  
09130 - Upholsterer  
23.12  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
13.58\*\*\*  
11060 - Elevator Operator  
14.09\*\*\*  
11090 - Gardener  
19.06  
11122 - Housekeeping Aide  
14.09\*\*\*  
11150 - Janitor  
14.09\*\*\*  
11210 - Laborer, Grounds Maintenance  
14.47\*\*\*  
11240 - Maid or Houseman  
12.36\*\*\*  
11260 - Pruner  
12.96\*\*\*  
11270 - Tractor Operator  
17.52  
11330 - Trail Maintenance Worker  
14.47\*\*\*  
11360 - Window Cleaner  
15.73\*\*\*  
12000 - Health Occupations  
12010 - Ambulance Driver  
17.35  
12011 - Breath Alcohol Technician  
20.01  
12012 - Certified Occupational Therapist Assistant  
27.46  
12015 - Certified Physical Therapist Assistant  
23.51  
12020 - Dental Assistant  
21.89  
12025 - Dental Hygienist  
36.80  
12030 - EKG Technician  
30.67  
12035 - Electroneurodiagnostic Technologist  
30.67

12040 - Emergency Medical Technician  
17.35  
12071 - Licensed Practical Nurse I  
17.89  
12072 - Licensed Practical Nurse II  
20.01  
12073 - Licensed Practical Nurse III  
22.31  
12100 - Medical Assistant  
17.35  
12130 - Medical Laboratory Technician  
23.11  
12160 - Medical Record Clerk  
20.21  
12190 - Medical Record Technician  
22.60  
12195 - Medical Transcriptionist  
19.82  
12210 - Nuclear Medicine Technologist  
43.98  
12221 - Nursing Assistant I  
12.22\*\*\*  
12222 - Nursing Assistant II  
13.74\*\*\*  
12223 - Nursing Assistant III  
14.99\*\*\*  
12224 - Nursing Assistant IV  
16.84\*\*\*  
12235 - Optical Dispenser  
15.59\*\*\*  
12236 - Optical Technician  
17.89  
12250 - Pharmacy Technician  
17.96  
12280 - Phlebotomist  
15.60\*\*\*  
12305 - Radiologic Technologist  
28.58  
12311 - Registered Nurse I  
24.74  
12312 - Registered Nurse II  
30.25  
12313 - Registered Nurse II, Specialist  
30.25  
12314 - Registered Nurse III  
36.60  
12315 - Registered Nurse III, Anesthetist  
36.60  
12316 - Registered Nurse IV  
43.87

12317 - Scheduler (Drug and Alcohol Testing)  
24.79  
12320 - Substance Abuse Treatment Counselor  
22.32  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
17.36  
13012 - Exhibits Specialist II  
21.51  
13013 - Exhibits Specialist III  
26.31  
13041 - Illustrator I  
17.36  
13042 - Illustrator II  
21.51  
13043 - Illustrator III  
26.31  
13047 - Librarian  
23.82  
13050 - Library Aide/Clerk  
13.82\*\*\*  
13054 - Library Information Technology Systems  
21.51  
Administrator  
13058 - Library Technician  
16.28\*\*\*  
13061 - Media Specialist I  
15.52\*\*\*  
13062 - Media Specialist II  
17.36  
13063 - Media Specialist III  
19.35  
13071 - Photographer I  
15.52\*\*\*  
13072 - Photographer II  
17.36  
13073 - Photographer III  
21.51  
13074 - Photographer IV  
26.31  
13075 - Photographer V  
31.83  
13090 - Technical Order Library Clerk  
17.36  
13110 - Video Teleconference Technician  
15.52\*\*\*  
14000 - Information Technology Occupations  
14041 - Computer Operator I  
15.38\*\*\*  
14042 - Computer Operator II

17.21  
     14043 - Computer Operator III  
 19.18  
     14044 - Computer Operator IV  
 21.32  
     14045 - Computer Operator V  
 23.61  
     14071 - Computer Programmer I  
 20.48  
     14072 - Computer Programmer II  
 25.37  
     14073 - Computer Programmer III (see 1)  
     14074 - Computer Programmer IV (see 1)  
     14101 - Computer Systems Analyst I (see 1)  
     14102 - Computer Systems Analyst II (see 1)  
     14103 - Computer Systems Analyst III (see 1)  
     14150 - Peripheral Equipment Operator  
 15.38\*\*\*  
     14160 - Personal Computer Support Technician  
 24.25  
     14170 - System Support Specialist  
 23.61  
 15000 - Instructional Occupations  
     15010 - Aircrew Training Devices Instructor (Non-Rated)  
 31.53  
     15020 - Aircrew Training Devices Instructor (Rated)  
 38.15  
     15030 - Air Crew Training Devices Instructor (Pilot)  
 45.73  
     15050 - Computer Based Training Specialist / Instructor  
 31.53  
     15060 - Educational Technologist  
 29.57  
     15070 - Flight Instructor (Pilot)  
 45.73  
     15080 - Graphic Artist  
 19.69  
     15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
 45.73  
     15086 - Maintenance Test Pilot, Rotary Wing  
 45.73  
     15088 - Non-Maintenance Test/Co-Pilot  
 45.73  
     15090 - Technical Instructor  
 21.69



15095 - Technical Instructor/Course Developer  
26.54  
15110 - Test Proctor  
17.51  
15120 - Tutor  
17.51  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
11.81\*\*\*  
16030 - Counter Attendant  
11.81\*\*\*  
16040 - Dry Cleaner  
13.49\*\*\*  
16070 - Finisher, Flatwork, Machine  
11.81\*\*\*  
16090 - Presser, Hand  
11.81\*\*\*  
16110 - Presser, Machine, Drycleaning  
11.81\*\*\*  
16130 - Presser, Machine, Shirts  
11.81\*\*\*  
16160 - Presser, Machine, Wearing Apparel, Laundry  
11.81\*\*\*  
16190 - Sewing Machine Operator  
14.05\*\*\*  
16220 - Tailor  
14.61\*\*\*  
16250 - Washer, Machine  
12.37\*\*\*  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
23.92  
19040 - Tool And Die Maker  
30.07  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
18.24  
21030 - Material Coordinator  
21.93  
21040 - Material Expediter  
21.93  
21050 - Material Handling Laborer  
15.31\*\*\*  
21071 - Order Filler  
13.79\*\*\*  
21080 - Production Line Worker (Food Processing)  
18.24  
21110 - Shipping Packer  
17.91  
21130 - Shipping/Receiving Clerk

17.91  
21140 - Store Worker I  
13.23\*\*\*  
21150 - Stock Clerk  
18.40  
21210 - Tools And Parts Attendant  
18.24  
21410 - Warehouse Specialist  
18.24  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
32.87  
23019 - Aircraft Logs and Records Technician  
25.37  
23021 - Aircraft Mechanic I  
30.94  
23022 - Aircraft Mechanic II  
32.87  
23023 - Aircraft Mechanic III  
34.78  
23040 - Aircraft Mechanic Helper  
21.63  
23050 - Aircraft, Painter  
29.11  
23060 - Aircraft Servicer  
25.37  
23070 - Aircraft Survival Flight Equipment Technician  
29.11  
23080 - Aircraft Worker  
27.24  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
27.24  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
30.94  
II  
23110 - Appliance Mechanic  
23.92  
23120 - Bicycle Repairer  
19.33  
23125 - Cable Splicer  
37.65  
23130 - Carpenter, Maintenance  
18.44  
23140 - Carpet Layer  
22.38  
23160 - Electrician, Maintenance  
24.43  
23181 - Electronics Technician Maintenance I  
24.28

23182 - Electronics Technician Maintenance II  
25.95  
23183 - Electronics Technician Maintenance III  
27.58  
23260 - Fabric Worker  
20.85  
23290 - Fire Alarm System Mechanic  
26.21  
23310 - Fire Extinguisher Repairer  
19.33  
23311 - Fuel Distribution System Mechanic  
30.98  
23312 - Fuel Distribution System Operator  
24.20  
23370 - General Maintenance Worker  
19.06  
23380 - Ground Support Equipment Mechanic  
30.94  
23381 - Ground Support Equipment Servicer  
25.37  
23382 - Ground Support Equipment Worker  
27.24  
23391 - Gunsmith I  
19.33  
23392 - Gunsmith II  
22.38  
23393 - Gunsmith III  
25.43  
23410 - Heating, Ventilation And Air-Conditioning  
24.63  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
26.16  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
28.83  
23440 - Heavy Equipment Operator  
23.21  
23460 - Instrument Mechanic  
25.43  
23465 - Laboratory/Shelter Mechanic  
23.92  
23470 - Laborer  
15.31\*\*\*  
23510 - Locksmith  
23.92  
23530 - Machinery Maintenance Mechanic  
24.26  
23550 - Machinist, Maintenance  
22.19

23580 - Maintenance Trades Helper  
17.77  
23591 - Metrology Technician I  
25.43  
23592 - Metrology Technician II  
27.01  
23593 - Metrology Technician III  
28.59  
23640 - Millwright  
25.43  
23710 - Office Appliance Repairer  
20.11  
23760 - Painter, Maintenance  
19.17  
23790 - Pipefitter, Maintenance  
25.36  
23810 - Plumber, Maintenance  
23.86  
23820 - Pneudraulic Systems Mechanic  
25.43  
23850 - Rigger  
25.43  
23870 - Scale Mechanic  
22.38  
23890 - Sheet-Metal Worker, Maintenance  
21.18  
23910 - Small Engine Mechanic  
20.88  
23931 - Telecommunications Mechanic I  
28.84  
23932 - Telecommunications Mechanic II  
30.64  
23950 - Telephone Lineman  
27.17  
23960 - Welder, Combination, Maintenance  
20.47  
23965 - Well Driller  
25.43  
23970 - Woodcraft Worker  
25.43  
23980 - Woodworker  
19.33  
24000 - Personal Needs Occupations  
24550 - Case Manager  
14.30\*\*\*  
24570 - Child Care Attendant  
11.23\*\*\*  
24580 - Child Care Center Clerk  
14.00\*\*\*  
24610 - Chore Aide

15.12\*\*\*  
24620 - Family Readiness And Support Services  
14.30\*\*\*  
Coordinator  
24630 - Homemaker  
15.00\*\*\*  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
24.86  
25040 - Sewage Plant Operator  
21.73  
25070 - Stationary Engineer  
24.86  
25190 - Ventilation Equipment Tender  
17.38  
25210 - Water Treatment Plant Operator  
21.73  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
22.04  
27007 - Baggage Inspector  
15.17\*\*\*  
27008 - Corrections Officer  
23.45  
27010 - Court Security Officer  
21.91  
27030 - Detection Dog Handler  
16.97\*\*\*  
27040 - Detention Officer  
23.45  
27070 - Firefighter  
21.41  
27101 - Guard I  
15.17\*\*\*  
27102 - Guard II  
16.97\*\*\*  
27131 - Police Officer I  
24.24  
27132 - Police Officer II  
26.95  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
16.39\*\*\*  
28042 - Carnival Equipment Repairer  
17.83  
28043 - Carnival Worker  
12.12\*\*\*  
28210 - Gate Attendant/Gate Tender  
23.28  
28310 - Lifeguard

16.60\*\*\*  
28350 - Park Attendant (Aide)  
26.04  
28510 - Recreation Aide/Health Facility Attendant  
19.00  
28515 - Recreation Specialist  
31.35  
28630 - Sports Official  
20.73  
28690 - Swimming Pool Operator  
20.64  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
22.38  
29020 - Hatch Tender  
22.38  
29030 - Line Handler  
22.38  
29041 - Stevedore I  
20.85  
29042 - Stevedore II  
23.92  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
43.06  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
29.69  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
32.70  
30021 - Archeological Technician I  
18.69  
30022 - Archeological Technician II  
20.90  
30023 - Archeological Technician III  
25.90  
30030 - Cartographic Technician  
25.90  
30040 - Civil Engineering Technician  
24.15  
30051 - Cryogenic Technician I  
28.68  
30052 - Cryogenic Technician II  
31.67  
30061 - Drafter/CAD Operator I  
18.69  
30062 - Drafter/CAD Operator II  
20.90  
30063 - Drafter/CAD Operator III  
23.30  
30064 - Drafter/CAD Operator IV

28.68  
30081 - Engineering Technician I  
16.64\*\*\*  
30082 - Engineering Technician II  
18.69  
30083 - Engineering Technician III  
20.90  
30084 - Engineering Technician IV  
25.90  
30085 - Engineering Technician V  
31.67  
30086 - Engineering Technician VI  
38.32  
30090 - Environmental Technician  
25.90  
30095 - Evidence Control Specialist  
25.90  
30210 - Laboratory Technician  
23.30  
30221 - Latent Fingerprint Technician I  
28.68  
30222 - Latent Fingerprint Technician II  
31.67  
30240 - Mathematical Technician  
25.90  
30361 - Paralegal/Legal Assistant I  
18.97  
30362 - Paralegal/Legal Assistant II  
23.50  
30363 - Paralegal/Legal Assistant III  
28.74  
30364 - Paralegal/Legal Assistant IV  
34.77  
30375 - Petroleum Supply Specialist  
31.67  
30390 - Photo-Optics Technician  
25.90  
30395 - Radiation Control Technician  
31.67  
30461 - Technical Writer I  
25.90  
30462 - Technical Writer II  
31.67  
30463 - Technical Writer III  
38.32  
30491 - Unexploded Ordnance (UXO) Technician I  
27.37  
30492 - Unexploded Ordnance (UXO) Technician II  
33.11  
30493 - Unexploded Ordnance (UXO) Technician III

39.69  
30494 - Unexploded (UX0) Safety Escort  
27.37  
30495 - Unexploded (UX0) Sweep Personnel  
27.37  
30501 - Weather Forecaster I  
28.68  
30502 - Weather Forecaster II  
34.88  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
23.30  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
25.90  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
33.11  
31020 - Bus Aide  
14.55\*\*\*  
31030 - Bus Driver  
20.68  
31043 - Driver Courier  
17.63  
31260 - Parking and Lot Attendant  
13.06\*\*\*  
31290 - Shuttle Bus Driver  
15.18\*\*\*  
31310 - Taxi Driver  
14.12\*\*\*  
31361 - Truckdriver, Light  
19.17  
31362 - Truckdriver, Medium  
20.68  
31363 - Truckdriver, Heavy  
24.23  
31364 - Truckdriver, Tractor-Trailer  
24.23  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
16.14\*\*\*  
99030 - Cashier  
12.52\*\*\*  
99050 - Desk Clerk  
13.09\*\*\*  
99095 - Embalmer  
27.37  
99130 - Flight Follower  
27.37  
99251 - Laboratory Animal Caretaker I  
13.79\*\*\*



99252 - Laboratory Animal Caretaker II  
15.00\*\*\*  
99260 - Marketing Analyst  
28.85  
99310 - Mortician  
27.37  
99410 - Pest Controller  
23.70  
99510 - Photofinishing Worker  
14.38\*\*\*  
99710 - Recycling Laborer  
17.17\*\*\*  
99711 - Recycling Specialist  
20.67  
99730 - Refuse Collector  
15.50\*\*\*  
99810 - Sales Clerk  
14.12\*\*\*  
99820 - School Crossing Guard  
14.94\*\*\*  
99830 - Survey Party Chief  
27.82  
99831 - Surveying Aide  
17.91  
99832 - Surveying Technician  
23.30  
99840 - Vending Machine Attendant  
18.55  
99841 - Vending Machine Repairer  
23.36  
99842 - Vending Machine Repairer Helper  
18.55

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure

to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act

and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are

included in a contract, a separate SF-1444 should be prepared for each wage

determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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

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

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

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