

# WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT GRAND COUNTY

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

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

Daniel W. Simms  
Director

Division of  
Wage Determinations

Wage Determination No.: 2015-5497

Revision No.: 2

Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Utah

Area: Utah Counties of Carbon, Daggett, Duchesne, Emery, Grand, San Juan, Uintah

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.05
01012 - Accounting Clerk II		14.64
01013 - Accounting Clerk III		16.39
01020 - Administrative Assistant		19.85
01035 - Court Reporter		19.50
01041 - Customer Service Representative I		13.70
01042 - Customer Service Representative II		15.41
01043 - Customer Service Representative III		16.81
01051 - Data Entry Operator I		11.89
01052 - Data Entry Operator II		12.98
01060 - Dispatcher, Motor Vehicle		18.48
01070 - Document Preparation Clerk		14.10
01090 - Duplicating Machine Operator		14.10
01111 - General Clerk I		12.07
01112 - General Clerk II		13.17
01113 - General Clerk III		14.78
01120 - Housing Referral Assistant		17.88
01141 - Messenger Courier		11.64
01191 - Order Clerk I		12.93
01192 - Order Clerk II		14.11
01261 - Personnel Assistant (Employment) I		14.71
01262 - Personnel Assistant (Employment) II		16.45
01263 - Personnel Assistant (Employment) III		18.35
01270 - Production Control Clerk		19.79
01290 - Rental Clerk		11.86
01300 - Scheduler, Maintenance		14.34

01311 - Secretary I	14.34
01312 - Secretary II	16.05
01313 - Secretary III	17.88
01320 - Service Order Dispatcher	16.45
01410 - Supply Technician	19.85
01420 - Survey Worker	12.10
01460 - Switchboard Operator/Receptionist	11.51
01531 - Travel Clerk I	12.39
01532 - Travel Clerk II	13.15
01533 - Travel Clerk III	13.78
01611 - Word Processor I	13.94
01612 - Word Processor II	15.88
01613 - Word Processor III	17.61
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.06
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.14
05110 - Mobile Equipment Servicer	15.24
05130 - Motor Equipment Metal Mechanic	18.82
05160 - Motor Equipment Metal Worker	17.14
05190 - Motor Vehicle Mechanic	17.82
05220 - Motor Vehicle Mechanic Helper	14.11
05250 - Motor Vehicle Upholstery Worker	16.19
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter, Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	12.41
05400 - Transmission Repair Specialist	18.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.60
07041 - Cook I	11.79
07042 - Cook II	13.66
07070 - Dishwasher	8.54
07130 - Food Service Worker	8.82
07210 - Meat Cutter	13.77
07260 - Waiter/Waitress	10.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.76
09040 - Furniture Handler	13.50
09080 - Furniture Refinisher	18.76
09090 - Furniture Refinisher Helper	14.15
09110 - Furniture Repairer, Minor	16.25
09130 - Upholsterer	18.76
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.62
11060 - Elevator Operator	10.58
11090 - Gardener	15.27
11122 - Housekeeping Aide	10.99
11150 - Janitor	10.99
11210 - Laborer, Grounds Maintenance	11.79
11240 - Maid or Houseman	9.75
11260 - Pruner	11.08
11270 - Tractor Operator	14.23
11330 - Trail Maintenance Worker	11.79
11360 - Window Cleaner	12.25
12000 - Health Occupations	
12010 - Ambulance Driver	14.67
12011 - Breath Alcohol Technician	16.15
12012 - Certified Occupational Therapist Assistant	22.15
12015 - Certified Physical Therapist Assistant	20.79
12020 - Dental Assistant	13.03
12025 - Dental Hygienist	33.59

12030 - EKG Technician	24.47
12035 - Electroneurodiagnostic Technologist	24.47
12040 - Emergency Medical Technician	14.67
12071 - Licensed Practical Nurse I	14.56
12072 - Licensed Practical Nurse II	16.29
12073 - Licensed Practical Nurse III	18.17
12100 - Medical Assistant	14.14
12130 - Medical Laboratory Technician	14.43
12160 - Medical Record Clerk	12.64
12190 - Medical Record Technician	20.15
12195 - Medical Transcriptionist	14.45
12210 - Nuclear Medicine Technologist	35.17
12221 - Nursing Assistant I	10.14
12222 - Nursing Assistant II	11.40
12223 - Nursing Assistant III	12.44
12224 - Nursing Assistant IV	13.96
12235 - Optical Dispenser	16.15
12236 - Optical Technician	14.00
12250 - Pharmacy Technician	16.22
12280 - Phlebotomist	13.96
12305 - Radiologic Technologist	23.66
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II, Specialist	27.91
12314 - Registered Nurse III	33.76
12315 - Registered Nurse III, Anesthetist	33.76
12316 - Registered Nurse IV	40.47
12317 - Scheduler (Drug and Alcohol Testing)	20.00
12320 - Substance Abuse Treatment Counselor	8.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.49
13012 - Exhibits Specialist II	20.44
13013 - Exhibits Specialist III	25.00
13041 - Illustrator I	18.72
13042 - Illustrator II	23.20
13043 - Illustrator III	28.30
13047 - Librarian	22.73
13050 - Library Aide/Clerk	10.45
13054 - Library Information Technology Systems Administrator	20.53
13058 - Library Technician	13.18
13061 - Media Specialist I	14.81
13062 - Media Specialist II	16.57
13063 - Media Specialist III	18.48
13071 - Photographer I	15.59
13072 - Photographer II	17.59
13073 - Photographer III	21.61
13074 - Photographer IV	26.44
13075 - Photographer V	31.98
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	16.34
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.11
14042 - Computer Operator II	16.90
14043 - Computer Operator III	19.95
14044 - Computer Operator IV	21.75
14045 - Computer Operator V	24.10
14071 - Computer Programmer I	(see 1) 23.80
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		15.11
14160 - Personal Computer Support Technician		21.75
14170 - System Support Specialist		21.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.89
15020 - Aircrew Training Devices Instructor (Rated)		38.58
15030 - Air Crew Training Devices Instructor (Pilot)		42.72
15050 - Computer Based Training Specialist / Instructor		31.89
15060 - Educational Technologist		22.83
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		19.67
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.72
15086 - Maintenance Test Pilot, Rotary Wing		42.72
15088 - Non-Maintenance Test/Co-Pilot		42.72
15090 - Technical Instructor		20.50
15095 - Technical Instructor/Course Developer		25.10
15110 - Test Proctor		16.54
15120 - Tutor		16.54
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.36
16030 - Counter Attendant		9.36
16040 - Dry Cleaner		12.44
16070 - Finisher, Flatwork, Machine		9.36
16090 - Presser, Hand		9.36
16110 - Presser, Machine, Drycleaning		9.36
16130 - Presser, Machine, Shirts		9.36
16160 - Presser, Machine, Wearing Apparel, Laundry		9.36
16190 - Sewing Machine Operator		13.35
16220 - Tailor		14.14
16250 - Washer, Machine		10.45
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.55
19040 - Tool And Die Maker		24.08
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.74
21030 - Material Coordinator		20.22
21040 - Material Expediter		20.22
21050 - Material Handling Laborer		12.67
21071 - Order Filler		12.34
21080 - Production Line Worker (Food Processing)		15.74
21110 - Shipping Packer		14.39
21130 - Shipping/Receiving Clerk		14.39
21140 - Store Worker I		11.42
21150 - Stock Clerk		15.87
21210 - Tools And Parts Attendant		15.74
21410 - Warehouse Specialist		15.74
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.06
23019 - Aircraft Logs and Records Technician		20.93
23021 - Aircraft Mechanic I		25.53
23022 - Aircraft Mechanic II		27.06
23023 - Aircraft Mechanic III		28.40
23040 - Aircraft Mechanic Helper		17.87
23050 - Aircraft, Painter		24.00
23060 - Aircraft Servicer		20.93
23070 - Aircraft Survival Flight Equipment Technician		24.00
23080 - Aircraft Worker		22.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		22.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		25.53
23110 - Appliance Mechanic		20.72

23120 - Bicycle Repairer	12.61
23125 - Cable Splicer	28.58
23130 - Carpenter, Maintenance	17.48
23140 - Carpet Layer	18.50
23160 - Electrician, Maintenance	22.36
23181 - Electronics Technician Maintenance I	22.48
23182 - Electronics Technician Maintenance II	24.00
23183 - Electronics Technician Maintenance III	25.53
23260 - Fabric Worker	19.00
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	17.61
23311 - Fuel Distribution System Mechanic	25.53
23312 - Fuel Distribution System Operator	19.41
23370 - General Maintenance Worker	16.62
23380 - Ground Support Equipment Mechanic	25.53
23381 - Ground Support Equipment Servicer	20.93
23382 - Ground Support Equipment Worker	22.48
23391 - Gunsmith I	17.61
23392 - Gunsmith II	20.39
23393 - Gunsmith III	23.17
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.02
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.96
23430 - Heavy Equipment Mechanic	23.43
23440 - Heavy Equipment Operator	20.81
23460 - Instrument Mechanic	25.30
23465 - Laboratory/Shelter Mechanic	21.78
23470 - Laborer	12.22
23510 - Locksmith	18.43
23530 - Machinery Maintenance Mechanic	23.07
23550 - Machinist, Maintenance	20.32
23580 - Maintenance Trades Helper	13.08
23591 - Metrology Technician I	25.30
23592 - Metrology Technician II	26.82
23593 - Metrology Technician III	28.06
23640 - Millwright	24.24
23710 - Office Appliance Repairer	20.36
23760 - Painter, Maintenance	20.27
23790 - Pipefitter, Maintenance	21.99
23810 - Plumber, Maintenance	20.85
23820 - Pneudraulic Systems Mechanic	23.17
23850 - Rigger	23.17
23870 - Scale Mechanic	20.39
23890 - Sheet-Metal Worker, Maintenance	22.75
23910 - Small Engine Mechanic	19.21
23931 - Telecommunications Mechanic I	27.10
23932 - Telecommunications Mechanic II	28.73
23950 - Telephone Lineman	22.47
23960 - Welder, Combination, Maintenance	19.20
23965 - Well Driller	23.63
23970 - Woodcraft Worker	23.17
23980 - Woodworker	15.53
24000 - Personal Needs Occupations	
24550 - Case Manager	12.87
24570 - Child Care Attendant	10.24
24580 - Child Care Center Clerk	12.77
24610 - Chore Aide	9.86
24620 - Family Readiness And Support Services Coordinator	12.87
24630 - Homemaker	13.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.82

25040 - Sewage Plant Operator	21.38
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	17.87
25210 - Water Treatment Plant Operator	21.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.98
27007 - Baggage Inspector	13.36
27008 - Corrections Officer	19.80
27010 - Court Security Officer	19.30
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	19.80
27070 - Firefighter	18.02
27101 - Guard I	13.36
27102 - Guard II	18.83
27131 - Police Officer I	21.39
27132 - Police Officer II	23.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.08
28042 - Carnival Equipment Repairer	12.93
28043 - Carnival Worker	9.52
28210 - Gate Attendant/Gate Tender	15.75
28310 - Lifeguard	11.17
28350 - Park Attendant (Aide)	17.63
28510 - Recreation Aide/Health Facility Attendant	12.86
28515 - Recreation Specialist	17.92
28630 - Sports Official	14.03
28690 - Swimming Pool Operator	17.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.52
29020 - Hatch Tender	22.52
29030 - Line Handler	22.52
29041 - Stevedore I	20.98
29042 - Stevedore II	24.05
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.04
30021 - Archeological Technician I	17.36
30022 - Archeological Technician II	18.37
30023 - Archeological Technician III	22.75
30030 - Cartographic Technician	22.75
30040 - Civil Engineering Technician	19.95
30051 - Cryogenic Technician I	22.09
30052 - Cryogenic Technician II	24.40
30061 - Drafter/CAD Operator I	17.36
30062 - Drafter/CAD Operator II	18.37
30063 - Drafter/CAD Operator III	20.48
30064 - Drafter/CAD Operator IV	24.96
30081 - Engineering Technician I	15.85
30082 - Engineering Technician II	17.79
30083 - Engineering Technician III	19.91
30084 - Engineering Technician IV	24.65
30085 - Engineering Technician V	30.15
30086 - Engineering Technician VI	36.12
30090 - Environmental Technician	22.42
30095 - Evidence Control Specialist	19.95
30210 - Laboratory Technician	19.00
30221 - Latent Fingerprint Technician I	22.09
30222 - Latent Fingerprint Technician II	24.40
30240 - Mathematical Technician	22.75
30361 - Paralegal/Legal Assistant I	17.20
30362 - Paralegal/Legal Assistant II	21.32
30363 - Paralegal/Legal Assistant III	26.08

30364 - Paralegal/Legal Assistant IV	31.55
30375 - Petroleum Supply Specialist	24.40
30390 - Photo-Optics Technician	22.75
30395 - Radiation Control Technician	24.40
30461 - Technical Writer I	20.95
30462 - Technical Writer II	25.64
30463 - Technical Writer III	31.00
30491 - Unexploded Ordnance (UXO) Technician I	23.46
30492 - Unexploded Ordnance (UXO) Technician II	28.39
30493 - Unexploded Ordnance (UXO) Technician III	34.03
30494 - Unexploded (UXO) Safety Escort	23.46
30495 - Unexploded (UXO) Sweep Personnel	23.46
30501 - Weather Forecaster I	24.96
30502 - Weather Forecaster II	30.37
30620 - Weather Observer, Combined Upper Air Or	(see 2) 20.48
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 22.75
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.39
31020 - Bus Aide	11.70
31030 - Bus Driver	16.54
31043 - Driver Courier	12.52
31260 - Parking and Lot Attendant	9.58
31290 - Shuttle Bus Driver	13.60
31310 - Taxi Driver	10.71
31361 - Truckdriver, Light	13.60
31362 - Truckdriver, Medium	18.52
31363 - Truckdriver, Heavy	20.89
31364 - Truckdriver, Tractor-Trailer	20.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.84
99030 - Cashier	9.56
99050 - Desk Clerk	9.79
99095 - Embalmer	28.03
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	11.21
99252 - Laboratory Animal Caretaker II	11.74
99260 - Marketing Analyst	26.10
99310 - Mortician	33.91
99410 - Pest Controller	15.42
99510 - Photofinishing Worker	12.33
99710 - Recycling Laborer	16.98
99711 - Recycling Specialist	20.42
99730 - Refuse Collector	15.21
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	10.48
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
99840 - Vending Machine Attendant	16.65
99841 - Vending Machine Repairer	20.13
99842 - Vending Machine Repairer Helper	16.65

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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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1),

dated September 2015, unless otherwise indicated.

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

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

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

# WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT DELTA & MONTROSE COUNTY

WD 15-5435 (Rev.-4) was first posted on [www.wdol.gov](http://www.wdol.gov) on 08/01/2017

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

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

Daniel W. Simms  
Director

Division of  
Wage Determinations

Wage Determination No.: 2015-5435

Revision No.: 4

Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Colorado

Area: Colorado Counties of Archuleta, Chaffee, Delta, Dolores, Fremont, Gunnison, Hinsdale, La Plata, Montezuma, Montrose, Ouray, San Juan, San Miguel

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.07
01012 - Accounting Clerk II		14.68
01013 - Accounting Clerk III		16.42
01020 - Administrative Assistant		20.59
01035 - Court Reporter		17.19
01041 - Customer Service Representative I		12.83
01042 - Customer Service Representative II		14.43
01043 - Customer Service Representative III		15.75
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.31
01060 - Dispatcher, Motor Vehicle		19.64
01070 - Document Preparation Clerk		12.91
01090 - Duplicating Machine Operator		12.91
01111 - General Clerk I		12.87
01112 - General Clerk II		14.05
01113 - General Clerk III		15.76
01120 - Housing Referral Assistant		19.16
01141 - Messenger Courier		11.40
01191 - Order Clerk I		12.54
01192 - Order Clerk II		13.69
01261 - Personnel Assistant (Employment) I		15.02
01262 - Personnel Assistant (Employment) II		16.81
01263 - Personnel Assistant (Employment) III		18.73
01270 - Production Control Clerk		22.15
01290 - Rental Clerk		13.56
01300 - Scheduler, Maintenance		15.37

01311 - Secretary I	15.37
01312 - Secretary II	17.19
01313 - Secretary III	19.16
01320 - Service Order Dispatcher	17.55
01410 - Supply Technician	20.59
01420 - Survey Worker	14.23
01460 - Switchboard Operator/Receptionist	13.39
01531 - Travel Clerk I	11.97
01532 - Travel Clerk II	12.82
01533 - Travel Clerk III	13.54
01611 - Word Processor I	13.69
01612 - Word Processor II	15.37
01613 - Word Processor III	17.19
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.99
05010 - Automotive Electrician	20.69
05040 - Automotive Glass Installer	18.99
05070 - Automotive Worker	18.99
05110 - Mobile Equipment Servicer	16.21
05130 - Motor Equipment Metal Mechanic	20.77
05160 - Motor Equipment Metal Worker	18.99
05190 - Motor Vehicle Mechanic	20.77
05220 - Motor Vehicle Mechanic Helper	14.90
05250 - Motor Vehicle Upholstery Worker	18.68
05280 - Motor Vehicle Wrecker	18.99
05310 - Painter, Automotive	20.12
05340 - Radiator Repair Specialist	18.99
05370 - Tire Repairer	12.78
05400 - Transmission Repair Specialist	20.69
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.56
07041 - Cook I	13.41
07042 - Cook II	15.57
07070 - Dishwasher	9.51
07130 - Food Service Worker	10.33
07210 - Meat Cutter	15.81
07260 - Waiter/Waitress	10.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.78
09040 - Furniture Handler	14.15
09080 - Furniture Refinisher	22.47
09090 - Furniture Refinisher Helper	16.90
09110 - Furniture Repairer, Minor	19.60
09130 - Upholsterer	20.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.24
11060 - Elevator Operator	12.82
11090 - Gardener	17.71
11122 - Housekeeping Aide	12.20
11150 - Janitor	12.82
11210 - Laborer, Grounds Maintenance	13.68
11240 - Maid or Houseman	10.09
11260 - Pruner	12.27
11270 - Tractor Operator	16.53
11330 - Trail Maintenance Worker	13.68
11360 - Window Cleaner	14.25
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	18.57
12012 - Certified Occupational Therapist Assistant	25.10
12015 - Certified Physical Therapist Assistant	21.44
12020 - Dental Assistant	17.32
12025 - Dental Hygienist	35.51

12030 - EKG Technician	28.13
12035 - Electroneurodiagnostic Technologist	28.13
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	16.60
12072 - Licensed Practical Nurse II	18.57
12073 - Licensed Practical Nurse III	20.69
12100 - Medical Assistant	15.29
12130 - Medical Laboratory Technician	18.80
12160 - Medical Record Clerk	15.49
12190 - Medical Record Technician	17.64
12195 - Medical Transcriptionist	16.91
12210 - Nuclear Medicine Technologist	40.79
12221 - Nursing Assistant I	10.96
12222 - Nursing Assistant II	12.32
12223 - Nursing Assistant III	13.45
12224 - Nursing Assistant IV	15.10
12235 - Optical Dispenser	16.91
12236 - Optical Technician	16.60
12250 - Pharmacy Technician	16.30
12280 - Phlebotomist	15.21
12305 - Radiologic Technologist	28.04
12311 - Registered Nurse I	23.56
12312 - Registered Nurse II	28.83
12313 - Registered Nurse II, Specialist	28.83
12314 - Registered Nurse III	34.88
12315 - Registered Nurse III, Anesthetist	34.88
12316 - Registered Nurse IV	41.79
12317 - Scheduler (Drug and Alcohol Testing)	22.99
12320 - Substance Abuse Treatment Counselor	19.52
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.14
13012 - Exhibits Specialist II	24.94
13013 - Exhibits Specialist III	30.52
13041 - Illustrator I	20.14
13042 - Illustrator II	24.94
13043 - Illustrator III	30.52
13047 - Librarian	27.63
13050 - Library Aide/Clerk	13.76
13054 - Library Information Technology Systems Administrator	24.94
13058 - Library Technician	16.30
13061 - Media Specialist I	16.47
13062 - Media Specialist II	19.73
13063 - Media Specialist III	22.00
13071 - Photographer I	14.95
13072 - Photographer II	16.72
13073 - Photographer III	20.71
13074 - Photographer IV	25.34
13075 - Photographer V	30.65
13090 - Technical Order Library Clerk	15.13
13110 - Video Teleconference Technician	17.00
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.86
14042 - Computer Operator II	15.50
14043 - Computer Operator III	17.92
14044 - Computer Operator IV	19.93
14045 - Computer Operator V	22.07
14071 - Computer Programmer I	(see 1) 17.71
14072 - Computer Programmer II	(see 1) 21.95
14073 - Computer Programmer III	(see 1) 26.84
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		13.86
14160 - Personal Computer Support Technician		19.93
14170 - System Support Specialist		27.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.24
15020 - Aircrew Training Devices Instructor (Rated)		34.16
15030 - Air Crew Training Devices Instructor (Pilot)		40.94
15050 - Computer Based Training Specialist / Instructor		28.24
15060 - Educational Technologist		28.14
15070 - Flight Instructor (Pilot)		40.94
15080 - Graphic Artist		22.91
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.94
15086 - Maintenance Test Pilot, Rotary Wing		40.94
15088 - Non-Maintenance Test/Co-Pilot		40.94
15090 - Technical Instructor		20.04
15095 - Technical Instructor/Course Developer		24.52
15110 - Test Proctor		17.66
15120 - Tutor		17.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.10
16030 - Counter Attendant		10.10
16040 - Dry Cleaner		11.61
16070 - Finisher, Flatwork, Machine		10.10
16090 - Presser, Hand		10.10
16110 - Presser, Machine, Drycleaning		10.10
16130 - Presser, Machine, Shirts		10.10
16160 - Presser, Machine, Wearing Apparel, Laundry		10.10
16190 - Sewing Machine Operator		12.09
16220 - Tailor		12.57
16250 - Washer, Machine		10.65
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.86
19040 - Tool And Die Maker		27.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.44
21030 - Material Coordinator		22.15
21040 - Material Expediter		22.15
21050 - Material Handling Laborer		13.18
21071 - Order Filler		12.91
21080 - Production Line Worker (Food Processing)		14.44
21110 - Shipping Packer		14.33
21130 - Shipping/Receiving Clerk		14.33
21140 - Store Worker I		10.95
21150 - Stock Clerk		15.02
21210 - Tools And Parts Attendant		14.44
21410 - Warehouse Specialist		14.44
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.18
23019 - Aircraft Logs and Records Technician		20.53
23021 - Aircraft Mechanic I		23.84
23022 - Aircraft Mechanic II		25.18
23023 - Aircraft Mechanic III		26.53
23040 - Aircraft Mechanic Helper		18.37
23050 - Aircraft, Painter		23.72
23060 - Aircraft Servicer		20.53
23070 - Aircraft Survival Flight Equipment Technician		23.72
23080 - Aircraft Worker		21.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		21.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		23.84
23110 - Appliance Mechanic		22.47

23120 - Bicycle Repairer	12.77
23125 - Cable Splicer	30.12
23130 - Carpenter, Maintenance	22.32
23140 - Carpet Layer	21.12
23160 - Electrician, Maintenance	24.87
23181 - Electronics Technician Maintenance I	21.01
23182 - Electronics Technician Maintenance II	23.21
23183 - Electronics Technician Maintenance III	24.63
23260 - Fabric Worker	19.70
23290 - Fire Alarm System Mechanic	22.77
23310 - Fire Extinguisher Repairer	18.28
23311 - Fuel Distribution System Mechanic	23.84
23312 - Fuel Distribution System Operator	18.28
23370 - General Maintenance Worker	17.59
23380 - Ground Support Equipment Mechanic	23.84
23381 - Ground Support Equipment Servicer	20.53
23382 - Ground Support Equipment Worker	21.52
23391 - Gunsmith I	18.28
23392 - Gunsmith II	21.12
23393 - Gunsmith III	23.84
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.24
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.55
23430 - Heavy Equipment Mechanic	23.15
23440 - Heavy Equipment Operator	20.90
23460 - Instrument Mechanic	23.84
23465 - Laboratory/Shelter Mechanic	22.47
23470 - Laborer	13.18
23510 - Locksmith	22.47
23530 - Machinery Maintenance Mechanic	26.81
23550 - Machinist, Maintenance	20.08
23580 - Maintenance Trades Helper	16.58
23591 - Metrology Technician I	23.84
23592 - Metrology Technician II	25.16
23593 - Metrology Technician III	26.49
23640 - Millwright	25.24
23710 - Office Appliance Repairer	20.43
23760 - Painter, Maintenance	18.60
23790 - Pipefitter, Maintenance	23.49
23810 - Plumber, Maintenance	21.74
23820 - Pneudraulic Systems Mechanic	23.84
23850 - Rigger	23.84
23870 - Scale Mechanic	21.12
23890 - Sheet-Metal Worker, Maintenance	22.64
23910 - Small Engine Mechanic	19.20
23931 - Telecommunications Mechanic I	26.52
23932 - Telecommunications Mechanic II	27.95
23950 - Telephone Lineman	23.84
23960 - Welder, Combination, Maintenance	19.18
23965 - Well Driller	23.84
23970 - Woodcraft Worker	23.84
23980 - Woodworker	18.28
24000 - Personal Needs Occupations	
24550 - Case Manager	15.13
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.28
24610 - Chore Aide	10.32
24620 - Family Readiness And Support Services Coordinator	15.13
24630 - Homemaker	15.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.31



25040 - Sewage Plant Operator	22.00
25070 - Stationary Engineer	26.31
25190 - Ventilation Equipment Tender	18.65
25210 - Water Treatment Plant Operator	21.60
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.01
27007 - Baggage Inspector	15.06
27008 - Corrections Officer	20.87
27010 - Court Security Officer	21.22
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	20.87
27070 - Firefighter	21.66
27101 - Guard I	15.06
27102 - Guard II	16.84
27131 - Police Officer I	22.69
27132 - Police Officer II	25.22
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.88
28042 - Carnival Equipment Repairer	14.76
28043 - Carnival Worker	10.65
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.32
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.57
28515 - Recreation Specialist	21.34
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.69
29020 - Hatch Tender	21.69
29030 - Line Handler	21.69
29041 - Stevedore I	19.70
29042 - Stevedore II	23.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	15.95
30022 - Archeological Technician II	17.85
30023 - Archeological Technician III	22.10
30030 - Cartographic Technician	22.10
30040 - Civil Engineering Technician	22.89
30051 - Cryogenic Technician I	24.48
30052 - Cryogenic Technician II	27.04
30061 - Drafter/CAD Operator I	15.95
30062 - Drafter/CAD Operator II	17.85
30063 - Drafter/CAD Operator III	19.89
30064 - Drafter/CAD Operator IV	24.48
30081 - Engineering Technician I	14.21
30082 - Engineering Technician II	15.95
30083 - Engineering Technician III	17.85
30084 - Engineering Technician IV	22.10
30085 - Engineering Technician V	27.04
30086 - Engineering Technician VI	32.71
30090 - Environmental Technician	24.32
30095 - Evidence Control Specialist	22.10
30210 - Laboratory Technician	19.89
30221 - Latent Fingerprint Technician I	24.48
30222 - Latent Fingerprint Technician II	27.04
30240 - Mathematical Technician	22.10
30361 - Paralegal/Legal Assistant I	18.03
30362 - Paralegal/Legal Assistant II	22.35
30363 - Paralegal/Legal Assistant III	27.35

30364 - Paralegal/Legal Assistant IV	33.08
30375 - Petroleum Supply Specialist	27.04
30390 - Photo-Optics Technician	22.10
30395 - Radiation Control Technician	27.04
30461 - Technical Writer I	22.10
30462 - Technical Writer II	27.04
30463 - Technical Writer III	32.71
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	24.48
30502 - Weather Forecaster II	29.78
30620 - Weather Observer, Combined Upper Air Or	(see 2) 19.89
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 22.10
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	12.36
31030 - Bus Driver	17.48
31043 - Driver Courier	15.04
31260 - Parking and Lot Attendant	11.24
31290 - Shuttle Bus Driver	15.57
31310 - Taxi Driver	13.42
31361 - Truckdriver, Light	15.57
31362 - Truckdriver, Medium	16.81
31363 - Truckdriver, Heavy	19.29
31364 - Truckdriver, Tractor-Trailer	19.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	10.44
99050 - Desk Clerk	10.20
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	15.83
99252 - Laboratory Animal Caretaker II	16.62
99260 - Marketing Analyst	24.16
99310 - Mortician	23.85
99410 - Pest Controller	18.70
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	14.77
99711 - Recycling Specialist	17.64
99730 - Refuse Collector	13.41
99810 - Sales Clerk	11.72
99820 - School Crossing Guard	12.89
99830 - Survey Party Chief	19.20
99831 - Surveying Aide	14.59
99832 - Surveying Technician	18.15
99840 - Vending Machine Attendant	16.40
99841 - Vending Machine Repairer	20.67
99842 - Vending Machine Repairer Helper	16.40

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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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

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

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

# WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT GARFIELD & MOFFAT COUNTY

WD 15-5439 (Rev.-3) was first posted on [www.wdol.gov](http://www.wdol.gov) on 08/01/2017

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

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

Daniel W. Simms  
Director

Division of  
Wage Determinations

Wage Determination No.: 2015-5439  
Revision No.: 3  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Colorado

Area: Colorado Counties of Eagle, Garfield, Lake, Moffat, Pitkin, Rio Blanco, Routt

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.94
01012 - Accounting Clerk II		15.50
01013 - Accounting Clerk III		16.98
01020 - Administrative Assistant		22.65
01035 - Court Reporter		16.04
01041 - Customer Service Representative I		14.77
01042 - Customer Service Representative II		16.61
01043 - Customer Service Representative III		18.13
01051 - Data Entry Operator I		12.13
01052 - Data Entry Operator II		13.55
01060 - Dispatcher, Motor Vehicle		19.64
01070 - Document Preparation Clerk		12.91
01090 - Duplicating Machine Operator		12.91
01111 - General Clerk I		12.87
01112 - General Clerk II		14.05
01113 - General Clerk III		15.76
01120 - Housing Referral Assistant		17.87
01141 - Messenger Courier		11.40
01191 - Order Clerk I		13.70
01192 - Order Clerk II		14.95
01261 - Personnel Assistant (Employment) I		15.18
01262 - Personnel Assistant (Employment) II		16.98
01263 - Personnel Assistant (Employment) III		18.94
01270 - Production Control Clerk		21.48
01290 - Rental Clerk		13.56
01300 - Scheduler, Maintenance		14.33

01311	- Secretary I	14.33
01312	- Secretary II	16.04
01313	- Secretary III	17.87
01320	- Service Order Dispatcher	17.55
01410	- Supply Technician	22.65
01420	- Survey Worker	15.65
01460	- Switchboard Operator/Receptionist	13.96
01531	- Travel Clerk I	13.50
01532	- Travel Clerk II	14.16
01533	- Travel Clerk III	15.15
01611	- Word Processor I	12.77
01612	- Word Processor II	14.33
01613	- Word Processor III	16.04
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	21.99
05010	- Automotive Electrician	21.16
05040	- Automotive Glass Installer	19.81
05070	- Automotive Worker	19.81
05110	- Mobile Equipment Servicer	17.08
05130	- Motor Equipment Metal Mechanic	22.54
05160	- Motor Equipment Metal Worker	19.81
05190	- Motor Vehicle Mechanic	22.54
05220	- Motor Vehicle Mechanic Helper	15.69
05250	- Motor Vehicle Upholstery Worker	18.68
05280	- Motor Vehicle Wrecker	19.81
05310	- Painter, Automotive	21.16
05340	- Radiator Repair Specialist	19.81
05370	- Tire Repairer	13.42
05400	- Transmission Repair Specialist	22.54
07000	- Food Preparation And Service Occupations	
07010	- Baker	16.24
07041	- Cook I	13.63
07042	- Cook II	15.58
07070	- Dishwasher	10.41
07130	- Food Service Worker	11.36
07210	- Meat Cutter	16.41
07260	- Waiter/Waitress	10.13
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	18.89
09040	- Furniture Handler	14.15
09080	- Furniture Refinisher	20.43
09090	- Furniture Refinisher Helper	16.90
09110	- Furniture Repairer, Minor	19.60
09130	- Upholsterer	18.94
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	13.60
11060	- Elevator Operator	13.55
11090	- Gardener	19.48
11122	- Housekeeping Aide	13.55
11150	- Janitor	13.55
11210	- Laborer, Grounds Maintenance	15.32
11240	- Maid or Houseman	10.44
11260	- Pruner	13.89
11270	- Tractor Operator	18.40
11330	- Trail Maintenance Worker	15.32
11360	- Window Cleaner	14.93
12000	- Health Occupations	
12010	- Ambulance Driver	21.04
12011	- Breath Alcohol Technician	20.59
12012	- Certified Occupational Therapist Assistant	27.61
12015	- Certified Physical Therapist Assistant	23.58
12020	- Dental Assistant	17.94
12025	- Dental Hygienist	35.97



12030 - EKG Technician	31.21
12035 - Electroneurodiagnostic Technologist	31.21
12040 - Emergency Medical Technician	21.04
12071 - Licensed Practical Nurse I	18.41
12072 - Licensed Practical Nurse II	20.59
12073 - Licensed Practical Nurse III	22.95
12100 - Medical Assistant	16.43
12130 - Medical Laboratory Technician	19.21
12160 - Medical Record Clerk	17.04
12190 - Medical Record Technician	19.40
12195 - Medical Transcriptionist	18.41
12210 - Nuclear Medicine Technologist	45.25
12221 - Nursing Assistant I	11.04
12222 - Nursing Assistant II	12.41
12223 - Nursing Assistant III	13.55
12224 - Nursing Assistant IV	15.21
12235 - Optical Dispenser	16.50
12236 - Optical Technician	18.41
12250 - Pharmacy Technician	16.30
12280 - Phlebotomist	15.21
12305 - Radiologic Technologist	31.44
12311 - Registered Nurse I	23.56
12312 - Registered Nurse II	28.83
12313 - Registered Nurse II, Specialist	28.83
12314 - Registered Nurse III	34.88
12315 - Registered Nurse III, Anesthetist	34.88
12316 - Registered Nurse IV	41.79
12317 - Scheduler (Drug and Alcohol Testing)	25.50
12320 - Substance Abuse Treatment Counselor	25.50
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.91
13012 - Exhibits Specialist II	25.89
13013 - Exhibits Specialist III	31.68
13041 - Illustrator I	20.91
13042 - Illustrator II	25.89
13043 - Illustrator III	31.68
13047 - Librarian	28.69
13050 - Library Aide/Clerk	13.96
13054 - Library Information Technology Systems Administrator	25.89
13058 - Library Technician	16.68
13061 - Media Specialist I	16.47
13062 - Media Specialist II	19.73
13063 - Media Specialist III	22.00
13071 - Photographer I	15.68
13072 - Photographer II	17.55
13073 - Photographer III	21.73
13074 - Photographer IV	26.58
13075 - Photographer V	32.15
13090 - Technical Order Library Clerk	17.54
13110 - Video Teleconference Technician	17.81
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.86
14042 - Computer Operator II	15.50
14043 - Computer Operator III	17.92
14044 - Computer Operator IV	19.93
14045 - Computer Operator V	22.07
14071 - Computer Programmer I	(see 1) 17.71
14072 - Computer Programmer II	(see 1) 21.95
14073 - Computer Programmer III	(see 1) 26.84
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		13.86
14160 - Personal Computer Support Technician		19.93
14170 - System Support Specialist		28.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.66
15020 - Aircrew Training Devices Instructor (Rated)		34.67
15030 - Air Crew Training Devices Instructor (Pilot)		41.20
15050 - Computer Based Training Specialist / Instructor		28.66
15060 - Educational Technologist		28.14
15070 - Flight Instructor (Pilot)		41.20
15080 - Graphic Artist		24.39
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		41.55
15086 - Maintenance Test Pilot, Rotary Wing		41.55
15088 - Non-Maintenance Test/Co-Pilot		41.55
15090 - Technical Instructor		20.04
15095 - Technical Instructor/Course Developer		24.52
15110 - Test Proctor		17.66
15120 - Tutor		17.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.17
16030 - Counter Attendant		10.17
16040 - Dry Cleaner		12.83
16070 - Finisher, Flatwork, Machine		10.17
16090 - Presser, Hand		10.17
16110 - Presser, Machine, Drycleaning		10.17
16130 - Presser, Machine, Shirts		10.17
16160 - Presser, Machine, Wearing Apparel, Laundry		10.17
16190 - Sewing Machine Operator		13.57
16220 - Tailor		14.32
16250 - Washer, Machine		11.03
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.86
19040 - Tool And Die Maker		27.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.97
21030 - Material Coordinator		21.48
21040 - Material Expediter		21.48
21050 - Material Handling Laborer		15.32
21071 - Order Filler		14.77
21080 - Production Line Worker (Food Processing)		15.97
21110 - Shipping Packer		15.76
21130 - Shipping/Receiving Clerk		15.76
21140 - Store Worker I		11.62
21150 - Stock Clerk		16.20
21210 - Tools And Parts Attendant		15.97
21410 - Warehouse Specialist		15.97
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.18
23019 - Aircraft Logs and Records Technician		20.53
23021 - Aircraft Mechanic I		23.84
23022 - Aircraft Mechanic II		25.18
23023 - Aircraft Mechanic III		26.53
23040 - Aircraft Mechanic Helper		18.37
23050 - Aircraft, Painter		23.72
23060 - Aircraft Servicer		20.53
23070 - Aircraft Survival Flight Equipment Technician		23.72
23080 - Aircraft Worker		21.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		21.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		23.84
23110 - Appliance Mechanic		20.43

23120 - Bicycle Repairer	12.77
23125 - Cable Splicer	30.12
23130 - Carpenter, Maintenance	21.79
23140 - Carpet Layer	21.12
23160 - Electrician, Maintenance	24.87
23181 - Electronics Technician Maintenance I	21.01
23182 - Electronics Technician Maintenance II	23.21
23183 - Electronics Technician Maintenance III	24.63
23260 - Fabric Worker	19.70
23290 - Fire Alarm System Mechanic	23.84
23310 - Fire Extinguisher Repairer	18.28
23311 - Fuel Distribution System Mechanic	23.84
23312 - Fuel Distribution System Operator	18.28
23370 - General Maintenance Worker	18.63
23380 - Ground Support Equipment Mechanic	23.84
23381 - Ground Support Equipment Servicer	20.53
23382 - Ground Support Equipment Worker	21.52
23391 - Gunsmith I	18.28
23392 - Gunsmith II	21.12
23393 - Gunsmith III	23.84
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.24
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.55
23430 - Heavy Equipment Mechanic	25.60
23440 - Heavy Equipment Operator	22.99
23460 - Instrument Mechanic	23.84
23465 - Laboratory/Shelter Mechanic	22.47
23470 - Laborer	15.32
23510 - Locksmith	22.47
23530 - Machinery Maintenance Mechanic	28.84
23550 - Machinist, Maintenance	20.97
23580 - Maintenance Trades Helper	16.58
23591 - Metrology Technician I	23.84
23592 - Metrology Technician II	25.18
23593 - Metrology Technician III	26.53
23640 - Millwright	25.25
23710 - Office Appliance Repairer	22.47
23760 - Painter, Maintenance	16.91
23790 - Pipefitter, Maintenance	25.61
23810 - Plumber, Maintenance	22.95
23820 - Pneudraulic Systems Mechanic	23.84
23850 - Rigger	23.84
23870 - Scale Mechanic	21.12
23890 - Sheet-Metal Worker, Maintenance	20.58
23910 - Small Engine Mechanic	19.64
23931 - Telecommunications Mechanic I	30.01
23932 - Telecommunications Mechanic II	30.38
23950 - Telephone Lineman	23.84
23960 - Welder, Combination, Maintenance	19.18
23965 - Well Driller	23.84
23970 - Woodcraft Worker	23.84
23980 - Woodworker	18.28
24000 - Personal Needs Occupations	
24550 - Case Manager	16.38
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	17.28
24610 - Chore Aide	11.00
24620 - Family Readiness And Support Services Coordinator	16.38
24630 - Homemaker	16.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.31

25040 - Sewage Plant Operator	24.20
25070 - Stationary Engineer	26.31
25190 - Ventilation Equipment Tender	18.65
25210 - Water Treatment Plant Operator	23.76
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.51
27007 - Baggage Inspector	15.92
27008 - Corrections Officer	24.42
27010 - Court Security Officer	23.24
27030 - Detection Dog Handler	17.81
27040 - Detention Officer	24.42
27070 - Firefighter	22.06
27101 - Guard I	15.92
27102 - Guard II	17.81
27131 - Police Officer I	25.94
27132 - Police Officer II	28.82
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.27
28042 - Carnival Equipment Repairer	16.24
28043 - Carnival Worker	11.72
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.32
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.57
28515 - Recreation Specialist	21.34
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	18.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.69
29020 - Hatch Tender	21.69
29030 - Line Handler	21.69
29041 - Stevedore I	19.70
29042 - Stevedore II	23.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	16.47
30022 - Archeological Technician II	18.42
30023 - Archeological Technician III	22.81
30030 - Cartographic Technician	22.81
30040 - Civil Engineering Technician	22.89
30051 - Cryogenic Technician I	25.37
30052 - Cryogenic Technician II	28.03
30061 - Drafter/CAD Operator I	16.47
30062 - Drafter/CAD Operator II	18.42
30063 - Drafter/CAD Operator III	20.53
30064 - Drafter/CAD Operator IV	25.27
30081 - Engineering Technician I	14.31
30082 - Engineering Technician II	16.47
30083 - Engineering Technician III	18.42
30084 - Engineering Technician IV	22.81
30085 - Engineering Technician V	27.92
30086 - Engineering Technician VI	33.77
30090 - Environmental Technician	24.43
30095 - Evidence Control Specialist	22.90
30210 - Laboratory Technician	22.67
30221 - Latent Fingerprint Technician I	25.37
30222 - Latent Fingerprint Technician II	28.03
30240 - Mathematical Technician	22.81
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	23.43
30363 - Paralegal/Legal Assistant III	28.67

30364 - Paralegal/Legal Assistant IV	34.68
30375 - Petroleum Supply Specialist	28.03
30390 - Photo-Optics Technician	22.81
30395 - Radiation Control Technician	28.03
30461 - Technical Writer I	22.72
30462 - Technical Writer II	27.78
30463 - Technical Writer III	33.59
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	25.37
30502 - Weather Forecaster II	30.86
30620 - Weather Observer, Combined Upper Air Or	(see 2) 20.53
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 22.81
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	13.38
31030 - Bus Driver	17.59
31043 - Driver Courier	16.64
31260 - Parking and Lot Attendant	12.36
31290 - Shuttle Bus Driver	16.81
31310 - Taxi Driver	13.93
31361 - Truckdriver, Light	16.81
31362 - Truckdriver, Medium	18.07
31363 - Truckdriver, Heavy	19.37
31364 - Truckdriver, Tractor-Trailer	19.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	11.41
99050 - Desk Clerk	12.34
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	17.41
99252 - Laboratory Animal Caretaker II	18.28
99260 - Marketing Analyst	27.06
99310 - Mortician	23.85
99410 - Pest Controller	20.57
99510 - Photofinishing Worker	13.15
99710 - Recycling Laborer	14.77
99711 - Recycling Specialist	17.64
99730 - Refuse Collector	13.41
99810 - Sales Clerk	13.94
99820 - School Crossing Guard	12.89
99830 - Survey Party Chief	18.73
99831 - Surveying Aide	14.23
99832 - Surveying Technician	17.71
99840 - Vending Machine Attendant	17.64
99841 - Vending Machine Repairer	22.04
99842 - Vending Machine Repairer Helper	17.64

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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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

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

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.



Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

# WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT MESA COUNTY

WD 15-5423 (Rev.-5) was first posted on [www.wdol.gov](http://www.wdol.gov) on 08/01/2017

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

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

Daniel W. Simms  
Director

Division of  
Wage Determinations

Wage Determination No.: 2015-5423  
Revision No.: 5  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Colorado

Area: Colorado County of Mesa

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.75
01012 - Accounting Clerk II		15.44
01013 - Accounting Clerk III		16.98
01020 - Administrative Assistant		22.65
01035 - Court Reporter		16.32
01041 - Customer Service Representative I		11.88
01042 - Customer Service Representative II		13.36
01043 - Customer Service Representative III		14.57
01051 - Data Entry Operator I		12.13
01052 - Data Entry Operator II		13.55
01060 - Dispatcher, Motor Vehicle		20.52
01070 - Document Preparation Clerk		12.99
01090 - Duplicating Machine Operator		12.99
01111 - General Clerk I		12.04
01112 - General Clerk II		13.14
01113 - General Clerk III		14.76
01120 - Housing Referral Assistant		18.19
01141 - Messenger Courier		13.79
01191 - Order Clerk I		13.07
01192 - Order Clerk II		14.25
01261 - Personnel Assistant (Employment) I		14.59
01262 - Personnel Assistant (Employment) II		16.32
01263 - Personnel Assistant (Employment) III		18.19
01270 - Production Control Clerk		21.48
01290 - Rental Clerk		13.19
01300 - Scheduler, Maintenance		14.59
01311 - Secretary I		14.59

01312 - Secretary II	16.32
01313 - Secretary III	18.19
01320 - Service Order Dispatcher	18.73
01410 - Supply Technician	22.65
01420 - Survey Worker	14.99
01460 - Switchboard Operator/Receptionist	13.29
01531 - Travel Clerk I	13.17
01532 - Travel Clerk II	14.10
01533 - Travel Clerk III	14.89
01611 - Word Processor I	12.99
01612 - Word Processor II	14.59
01613 - Word Processor III	16.32
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.99
05010 - Automotive Electrician	22.76
05040 - Automotive Glass Installer	20.89
05070 - Automotive Worker	20.89
05110 - Mobile Equipment Servicer	17.61
05130 - Motor Equipment Metal Mechanic	22.85
05160 - Motor Equipment Metal Worker	20.89
05190 - Motor Vehicle Mechanic	22.85
05220 - Motor Vehicle Mechanic Helper	16.21
05250 - Motor Vehicle Upholstery Worker	19.89
05280 - Motor Vehicle Wrecker	20.89
05310 - Painter, Automotive	22.10
05340 - Radiator Repair Specialist	20.89
05370 - Tire Repairer	14.05
05400 - Transmission Repair Specialist	22.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.56
07041 - Cook I	12.19
07042 - Cook II	14.12
07070 - Dishwasher	9.31
07130 - Food Service Worker	11.36
07210 - Meat Cutter	16.15
07260 - Waiter/Waitress	10.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.78
09040 - Furniture Handler	13.31
09080 - Furniture Refinisher	21.57
09090 - Furniture Refinisher Helper	16.06
09110 - Furniture Repairer, Minor	18.81
09130 - Upholsterer	20.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.53
11060 - Elevator Operator	11.58
11090 - Gardener	19.48
11122 - Housekeeping Aide	11.66
11150 - Janitor	11.66
11210 - Laborer, Grounds Maintenance	14.86
11240 - Maid or Houseman	10.19
11260 - Pruner	13.32
11270 - Tractor Operator	17.95
11330 - Trail Maintenance Worker	14.86
11360 - Window Cleaner	13.02
12000 - Health Occupations	
12010 - Ambulance Driver	19.78
12011 - Breath Alcohol Technician	19.78
12012 - Certified Occupational Therapist Assistant	27.13
12015 - Certified Physical Therapist Assistant	23.58
12020 - Dental Assistant	16.31
12025 - Dental Hygienist	35.97
12030 - EKG Technician	29.97

12035	- Electroneurodiagnostic Technologist	29.97
12040	- Emergency Medical Technician	19.78
12071	- Licensed Practical Nurse I	17.68
12072	- Licensed Practical Nurse II	19.78
12073	- Licensed Practical Nurse III	22.04
12100	- Medical Assistant	15.91
12130	- Medical Laboratory Technician	19.21
12160	- Medical Record Clerk	16.31
12190	- Medical Record Technician	18.25
12195	- Medical Transcriptionist	16.49
12210	- Nuclear Medicine Technologist	43.45
12221	- Nursing Assistant I	10.24
12222	- Nursing Assistant II	11.52
12223	- Nursing Assistant III	12.57
12224	- Nursing Assistant IV	14.11
12235	- Optical Dispenser	15.88
12236	- Optical Technician	17.68
12250	- Pharmacy Technician	15.17
12280	- Phlebotomist	15.21
12305	- Radiologic Technologist	28.05
12311	- Registered Nurse I	23.56
12312	- Registered Nurse II	28.83
12313	- Registered Nurse II, Specialist	28.83
12314	- Registered Nurse III	34.88
12315	- Registered Nurse III, Anesthetist	34.88
12316	- Registered Nurse IV	41.79
12317	- Scheduler (Drug and Alcohol Testing)	23.89
12320	- Substance Abuse Treatment Counselor	24.49
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.89
13012	- Exhibits Specialist II	25.87
13013	- Exhibits Specialist III	31.66
13041	- Illustrator I	20.89
13042	- Illustrator II	25.87
13043	- Illustrator III	31.66
13047	- Librarian	28.66
13050	- Library Aide/Clerk	16.63
13054	- Library Information Technology Systems Administrator	25.87
13058	- Library Technician	16.30
13061	- Media Specialist I	16.47
13062	- Media Specialist II	19.73
13063	- Media Specialist III	22.00
13071	- Photographer I	15.32
13072	- Photographer II	17.14
13073	- Photographer III	21.23
13074	- Photographer IV	25.97
13075	- Photographer V	32.03
13090	- Technical Order Library Clerk	21.75
13110	- Video Teleconference Technician	18.68
14000	- Information Technology Occupations	
14041	- Computer Operator I	13.86
14042	- Computer Operator II	15.50
14043	- Computer Operator III	17.92
14044	- Computer Operator IV	19.93
14045	- Computer Operator V	22.07
14071	- Computer Programmer I	(see 1) 17.71
14072	- Computer Programmer II	(see 1) 21.95
14073	- Computer Programmer III	(see 1) 26.84
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1) 26.66
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)

14150 - Peripheral Equipment Operator	13.86
14160 - Personal Computer Support Technician	19.93
14170 - System Support Specialist	21.00
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.66
15020 - Aircrew Training Devices Instructor (Rated)	32.25
15030 - Air Crew Training Devices Instructor (Pilot)	38.65
15050 - Computer Based Training Specialist / Instructor	26.66
15060 - Educational Technologist	24.94
15070 - Flight Instructor (Pilot)	38.65
15080 - Graphic Artist	20.15
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	38.65
15086 - Maintenance Test Pilot, Rotary Wing	38.65
15088 - Non-Maintenance Test/Co-Pilot	38.65
15090 - Technical Instructor	18.22
15095 - Technical Instructor/Course Developer	22.29
15110 - Test Proctor	15.12
15120 - Tutor	15.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.99
16030 - Counter Attendant	9.99
16040 - Dry Cleaner	12.09
16070 - Finisher, Flatwork, Machine	9.99
16090 - Presser, Hand	9.99
16110 - Presser, Machine, Drycleaning	9.99
16130 - Presser, Machine, Shirts	9.99
16160 - Presser, Machine, Wearing Apparel, Laundry	9.99
16190 - Sewing Machine Operator	12.69
16220 - Tailor	13.40
16250 - Washer, Machine	10.78
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.57
19040 - Tool And Die Maker	26.84
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.97
21030 - Material Coordinator	21.48
21040 - Material Expediter	21.48
21050 - Material Handling Laborer	13.18
21071 - Order Filler	12.63
21080 - Production Line Worker (Food Processing)	15.97
21110 - Shipping Packer	13.73
21130 - Shipping/Receiving Clerk	13.72
21140 - Store Worker I	11.42
21150 - Stock Clerk	15.87
21210 - Tools And Parts Attendant	15.97
21410 - Warehouse Specialist	15.97
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.32
23019 - Aircraft Logs and Records Technician	18.81
23021 - Aircraft Mechanic I	22.94
23022 - Aircraft Mechanic II	24.32
23023 - Aircraft Mechanic III	25.53
23040 - Aircraft Mechanic Helper	16.06
23050 - Aircraft, Painter	21.57
23060 - Aircraft Servicer	18.81
23070 - Aircraft Survival Flight Equipment Technician	21.57
23080 - Aircraft Worker	20.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.94
23110 - Appliance Mechanic	20.43
23120 - Bicycle Repairer	12.17

23125 - Cable Splicer	30.12
23130 - Carpenter, Maintenance	20.92
23140 - Carpet Layer	20.20
23160 - Electrician, Maintenance	22.61
23181 - Electronics Technician Maintenance I	21.01
23182 - Electronics Technician Maintenance II	23.21
23183 - Electronics Technician Maintenance III	24.63
23260 - Fabric Worker	18.81
23290 - Fire Alarm System Mechanic	22.94
23310 - Fire Extinguisher Repairer	17.44
23311 - Fuel Distribution System Mechanic	22.94
23312 - Fuel Distribution System Operator	17.44
23370 - General Maintenance Worker	17.20
23380 - Ground Support Equipment Mechanic	22.94
23381 - Ground Support Equipment Servicer	18.81
23382 - Ground Support Equipment Worker	20.20
23391 - Gunsmith I	17.44
23392 - Gunsmith II	20.20
23393 - Gunsmith III	22.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.24
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.55
23430 - Heavy Equipment Mechanic	25.18
23440 - Heavy Equipment Operator	21.12
23460 - Instrument Mechanic	22.94
23465 - Laboratory/Shelter Mechanic	21.57
23470 - Laborer	13.18
23510 - Locksmith	21.57
23530 - Machinery Maintenance Mechanic	23.84
23550 - Machinist, Maintenance	19.06
23580 - Maintenance Trades Helper	15.07
23591 - Metrology Technician I	22.94
23592 - Metrology Technician II	24.32
23593 - Metrology Technician III	25.52
23640 - Millwright	22.94
23710 - Office Appliance Repairer	18.57
23760 - Painter, Maintenance	17.55
23790 - Pipefitter, Maintenance	24.41
23810 - Plumber, Maintenance	22.95
23820 - Pneudraulic Systems Mechanic	22.94
23850 - Rigger	22.94
23870 - Scale Mechanic	20.20
23890 - Sheet-Metal Worker, Maintenance	22.64
23910 - Small Engine Mechanic	19.20
23931 - Telecommunications Mechanic I	27.28
23932 - Telecommunications Mechanic II	27.62
23950 - Telephone Lineman	21.67
23960 - Welder, Combination, Maintenance	19.18
23965 - Well Driller	22.94
23970 - Woodcraft Worker	22.94
23980 - Woodworker	17.44
24000 - Personal Needs Occupations	
24550 - Case Manager	14.89
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.28
24610 - Chore Aide	9.31
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	15.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.31
25040 - Sewage Plant Operator	21.57

25070 - Stationary Engineer	26.31
25190 - Ventilation Equipment Tender	18.65
25210 - Water Treatment Plant Operator	21.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.74
27007 - Baggage Inspector	13.69
27008 - Corrections Officer	20.87
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	15.31
27040 - Detention Officer	20.87
27070 - Firefighter	21.47
27101 - Guard I	13.69
27102 - Guard II	15.31
27131 - Police Officer I	26.73
27132 - Police Officer II	29.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.62
28042 - Carnival Equipment Repairer	13.46
28043 - Carnival Worker	9.68
28210 - Gate Attendant/Gate Tender	13.64
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	15.26
28510 - Recreation Aide/Health Facility Attendant	11.13
28515 - Recreation Specialist	18.90
28630 - Sports Official	12.15
28690 - Swimming Pool Operator	15.59
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.20
29020 - Hatch Tender	20.20
29030 - Line Handler	20.20
29041 - Stevedore I	18.81
29042 - Stevedore II	21.57
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	15.52
30022 - Archeological Technician II	17.37
30023 - Archeological Technician III	21.52
30030 - Cartographic Technician	21.52
30040 - Civil Engineering Technician	22.89
30051 - Cryogenic Technician I	23.83
30052 - Cryogenic Technician II	26.32
30061 - Drafter/CAD Operator I	15.52
30062 - Drafter/CAD Operator II	17.37
30063 - Drafter/CAD Operator III	19.36
30064 - Drafter/CAD Operator IV	23.83
30081 - Engineering Technician I	13.01
30082 - Engineering Technician II	15.52
30083 - Engineering Technician III	17.37
30084 - Engineering Technician IV	21.52
30085 - Engineering Technician V	26.32
30086 - Engineering Technician VI	31.84
30090 - Environmental Technician	21.52
30095 - Evidence Control Specialist	21.52
30210 - Laboratory Technician	19.70
30221 - Latent Fingerprint Technician I	23.83
30222 - Latent Fingerprint Technician II	26.32
30240 - Mathematical Technician	21.52
30361 - Paralegal/Legal Assistant I	16.82
30362 - Paralegal/Legal Assistant II	20.83
30363 - Paralegal/Legal Assistant III	25.49
30364 - Paralegal/Legal Assistant IV	30.83

30375 - Petroleum Supply Specialist	26.32
30390 - Photo-Optics Technician	21.52
30395 - Radiation Control Technician	26.32
30461 - Technical Writer I	20.65
30462 - Technical Writer II	25.25
30463 - Technical Writer III	30.54
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	23.83
30502 - Weather Forecaster II	28.98
30620 - Weather Observer, Combined Upper Air Or	(see 2) 19.36
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 21.52
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	13.40
31030 - Bus Driver	17.59
31043 - Driver Courier	16.19
31260 - Parking and Lot Attendant	12.01
31290 - Shuttle Bus Driver	16.81
31310 - Taxi Driver	13.93
31361 - Truckdriver, Light	16.81
31362 - Truckdriver, Medium	18.07
31363 - Truckdriver, Heavy	19.37
31364 - Truckdriver, Tractor-Trailer	19.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.97
99050 - Desk Clerk	11.08
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	14.39
99252 - Laboratory Animal Caretaker II	15.11
99260 - Marketing Analyst	22.83
99310 - Mortician	23.85
99410 - Pest Controller	20.32
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	14.77
99711 - Recycling Specialist	17.64
99730 - Refuse Collector	13.41
99810 - Sales Clerk	11.58
99820 - School Crossing Guard	13.71
99830 - Survey Party Chief	17.45
99831 - Surveying Aide	13.26
99832 - Surveying Technician	16.50
99840 - Vending Machine Attendant	17.35
99841 - Vending Machine Repairer	21.82
99842 - Vending Machine Repairer Helper	17.35

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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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

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

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

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

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

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

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

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

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

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

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

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

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

classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).