

WD 05-2587 (Rev.-11) was first posted on www.wdol.gov on 06/19/2012

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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

Diane C. Koplewski                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2005-2587  
Revision No.: 11  
Date Of Revision: 06/13/2012

States: Nebraska, Wyoming

Area: Nebraska Counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden,  
Kimball, Morrill, Scotts Bluff, Sheridan, Sioux  
Wyoming Statewide

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.55
01012 - Accounting Clerk II		14.87
01013 - Accounting Clerk III		15.75
01020 - Administrative Assistant		18.39
01040 - Court Reporter		14.85
01051 - Data Entry Operator I		11.31
01052 - Data Entry Operator II		12.34
01060 - Dispatcher, Motor Vehicle		17.94
01070 - Document Preparation Clerk		11.66
01090 - Duplicating Machine Operator		11.66
01111 - General Clerk I		11.59
01112 - General Clerk II		12.65
01113 - General Clerk III		14.20
01120 - Housing Referral Assistant		16.57
01141 - Messenger Courier		10.85
01191 - Order Clerk I		11.43
01192 - Order Clerk II		12.91
01261 - Personnel Assistant (Employment) I		14.90
01262 - Personnel Assistant (Employment) II		16.67
01263 - Personnel Assistant (Employment) III		18.59
01270 - Production Control Clerk		20.37
01280 - Receptionist		11.27
01290 - Rental Clerk		10.58
01300 - Scheduler, Maintenance		13.28
01311 - Secretary I		13.28
01312 - Secretary II		14.85
01313 - Secretary III		16.57
01320 - Service Order Dispatcher		17.94
01410 - Supply Technician		18.41
01420 - Survey Worker		11.90
01531 - Travel Clerk I		11.69
01532 - Travel Clerk II		12.40
01533 - Travel Clerk III		13.06
01611 - Word Processor I		11.61
01612 - Word Processor II		13.03
01613 - Word Processor III		14.57
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.71
05010 - Automotive Electrician		18.73

05040 - Automotive Glass Installer	17.73
05070 - Automotive Worker	17.73
05110 - Mobile Equipment Servicer	15.77
05130 - Motor Equipment Metal Mechanic	19.71
05160 - Motor Equipment Metal Worker	17.73
05190 - Motor Vehicle Mechanic	19.71
05220 - Motor Vehicle Mechanic Helper	14.79
05250 - Motor Vehicle Upholstery Worker	16.75
05280 - Motor Vehicle Wrecker	17.73
05310 - Painter, Automotive	18.73
05340 - Radiator Repair Specialist	17.73
05370 - Tire Repairer	15.09
05400 - Transmission Repair Specialist	19.71
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.53
07041 - Cook I	9.71
07042 - Cook II	11.23
07070 - Dishwasher	8.69
07130 - Food Service Worker	10.01
07210 - Meat Cutter	13.97
07260 - Waiter/Waitress	8.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.97
09040 - Furniture Handler	14.82
09080 - Furniture Refinisher	20.97
09090 - Furniture Refinisher Helper	16.12
09110 - Furniture Repairer, Minor	18.25
09130 - Upholsterer	20.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.77
11060 - Elevator Operator	10.24
11090 - Gardener	14.36
11122 - Housekeeping Aide	9.67
11150 - Janitor	11.96
11210 - Laborer, Grounds Maintenance	13.56
11240 - Maid or Houseman	9.46
11260 - Pruner	12.43
11270 - Tractor Operator	14.65
11330 - Trail Maintenance Worker	13.56
11360 - Window Cleaner	13.36
12000 - Health Occupations	
12010 - Ambulance Driver	13.22
12011 - Breath Alcohol Technician	16.63
12012 - Certified Occupational Therapist Assistant	21.12
12015 - Certified Physical Therapist Assistant	17.95
12020 - Dental Assistant	13.90
12025 - Dental Hygienist	27.78
12030 - EKG Technician	25.73
12035 - Electroneurodiagnostic Technologist	25.73
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	15.17
12072 - Licensed Practical Nurse II	16.97
12073 - Licensed Practical Nurse III	18.93
12100 - Medical Assistant	12.89
12130 - Medical Laboratory Technician	15.04
12160 - Medical Record Clerk	13.75
12190 - Medical Record Technician	16.08
12195 - Medical Transcriptionist	14.40
12210 - Nuclear Medicine Technologist	34.36
12221 - Nursing Assistant I	11.54
12222 - Nursing Assistant II	12.97

12223 - Nursing Assistant III	14.15
12224 - Nursing Assistant IV	15.88
12235 - Optical Dispenser	13.95
12236 - Optical Technician	15.17
12250 - Pharmacy Technician	14.61
12280 - Phlebotomist	15.88
12305 - Radiologic Technologist	23.13
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)	20.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.16
13012 - Exhibits Specialist II	20.03
13013 - Exhibits Specialist III	24.50
13041 - Illustrator I	15.78
13042 - Illustrator II	19.11
13043 - Illustrator III	25.27
13047 - Librarian	22.17
13050 - Library Aide/Clerk	11.54
13054 - Library Information Technology Systems Administrator	20.03
13058 - Library Technician	13.63
13061 - Media Specialist I	14.18
13062 - Media Specialist II	15.86
13063 - Media Specialist III	17.69
13071 - Photographer I	12.72
13072 - Photographer II	14.71
13073 - Photographer III	18.22
13074 - Photographer IV	22.28
13075 - Photographer V	26.96
13110 - Video Teleconference Technician	17.07
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.42
14042 - Computer Operator II	16.13
14043 - Computer Operator III	17.99
14044 - Computer Operator IV	19.99
14045 - Computer Operator V	22.13
14071 - Computer Programmer I	(see 1) 20.17
14072 - Computer Programmer II	(see 1) 25.00
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 26.31
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	14.42
14160 - Personal Computer Support Technician	21.37
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.31
15020 - Aircrew Training Devices Instructor (Rated)	30.38
15030 - Air Crew Training Devices Instructor (Pilot)	35.04
15050 - Computer Based Training Specialist / Instructor	26.31
15060 - Educational Technologist	27.45
15070 - Flight Instructor (Pilot)	35.04
15080 - Graphic Artist	16.61
15090 - Technical Instructor	18.90
15095 - Technical Instructor/Course Developer	23.12
15110 - Test Proctor	15.25

15120 - Tutor	15.25
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.67
16030 - Counter Attendant	8.68
16040 - Dry Cleaner	11.01
16070 - Finisher, Flatwork, Machine	8.67
16090 - Presser, Hand	8.67
16110 - Presser, Machine, Drycleaning	8.67
16130 - Presser, Machine, Shirts	8.67
16160 - Presser, Machine, Wearing Apparel, Laundry	8.67
16190 - Sewing Machine Operator	11.76
16220 - Tailor	12.42
16250 - Washer, Machine	9.44
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.65
19040 - Tool And Die Maker	26.54
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.23
21030 - Material Coordinator	20.37
21040 - Material Expediter	20.37
21050 - Material Handling Laborer	13.12
21071 - Order Filler	12.58
21080 - Production Line Worker (Food Processing)	17.23
21110 - Shipping Packer	14.45
21130 - Shipping/Receiving Clerk	14.45
21140 - Store Worker I	11.07
21150 - Stock Clerk	15.35
21210 - Tools And Parts Attendant	17.23
21410 - Warehouse Specialist	17.23
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.13
23021 - Aircraft Mechanic I	21.90
23022 - Aircraft Mechanic II	23.13
23023 - Aircraft Mechanic III	24.47
23040 - Aircraft Mechanic Helper	16.44
23050 - Aircraft, Painter	20.81
23060 - Aircraft Servicer	18.61
23080 - Aircraft Worker	19.70
23110 - Appliance Mechanic	18.55
23120 - Bicycle Repairer	15.09
23125 - Cable Splicer	28.14
23130 - Carpenter, Maintenance	19.62
23140 - Carpet Layer	19.32
23160 - Electrician, Maintenance	23.31
23181 - Electronics Technician Maintenance I	24.08
23182 - Electronics Technician Maintenance II	25.74
23183 - Electronics Technician Maintenance III	27.36
23260 - Fabric Worker	18.25
23290 - Fire Alarm System Mechanic	23.58
23310 - Fire Extinguisher Repairer	16.93
23311 - Fuel Distribution System Mechanic	24.66
23312 - Fuel Distribution System Operator	18.68
23370 - General Maintenance Worker	18.95
23380 - Ground Support Equipment Mechanic	21.90
23381 - Ground Support Equipment Servicer	18.61
23382 - Ground Support Equipment Worker	19.70
23391 - Gunsmith I	16.93
23392 - Gunsmith II	19.57
23393 - Gunsmith III	22.35
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.52

23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.99
23430 - Heavy Equipment Mechanic	22.18
23440 - Heavy Equipment Operator	20.71
23460 - Instrument Mechanic	24.49
23465 - Laboratory/Shelter Mechanic	20.97
23470 - Laborer	13.12
23510 - Locksmith	19.47
23530 - Machinery Maintenance Mechanic	26.53
23550 - Machinist, Maintenance	19.80
23580 - Maintenance Trades Helper	14.65
23591 - Metrology Technician I	24.49
23592 - Metrology Technician II	29.83
23593 - Metrology Technician III	31.47
23640 - Millwright	26.91
23710 - Office Appliance Repairer	18.55
23760 - Painter, Maintenance	18.55
23790 - Pipefitter, Maintenance	21.73
23810 - Plumber, Maintenance	20.40
23820 - Pneudraulic Systems Mechanic	22.35
23850 - Rigger	23.98
23870 - Scale Mechanic	19.57
23890 - Sheet-Metal Worker, Maintenance	19.52
23910 - Small Engine Mechanic	17.56
23931 - Telecommunications Mechanic I	26.93
23932 - Telecommunications Mechanic II	28.26
23950 - Telephone Lineman	21.47
23960 - Welder, Combination, Maintenance	22.45
23965 - Well Driller	19.52
23970 - Woodcraft Worker	22.35
23980 - Woodworker	16.93
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.96
24580 - Child Care Center Clerk	12.43
24610 - Chore Aide	10.69
24620 - Family Readiness And Support Services Coordinator	12.67
24630 - Homemaker	13.45
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	21.79
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	19.61
25210 - Water Treatment Plant Operator	21.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.62
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	18.96
27010 - Court Security Officer	22.37
27030 - Detection Dog Handler	15.45
27040 - Detention Officer	18.96
27070 - Firefighter	22.79
27101 - Guard I	12.42
27102 - Guard II	15.45
27131 - Police Officer I	22.45
27132 - Police Officer II	24.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.87
28042 - Carnival Equipment Repairer	12.60
28043 - Carnival Equipment Worker	10.26
28210 - Gate Attendant/Gate Tender	15.21

28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	17.01
28510 - Recreation Aide/Health Facility Attendant	12.42
28515 - Recreation Specialist	15.39
28630 - Sports Official	13.55
28690 - Swimming Pool Operator	17.04
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.77
29020 - Hatch Tender	22.77
29030 - Line Handler	22.77
29041 - Stevedore I	19.27
29042 - Stevedore II	24.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	15.88
30022 - Archeological Technician II	17.76
30023 - Archeological Technician III	22.01
30030 - Cartographic Technician	22.01
30040 - Civil Engineering Technician	22.50
30061 - Drafter/CAD Operator I	15.88
30062 - Drafter/CAD Operator II	17.76
30063 - Drafter/CAD Operator III	19.81
30064 - Drafter/CAD Operator IV	24.37
30081 - Engineering Technician I	14.32
30082 - Engineering Technician II	16.61
30083 - Engineering Technician III	17.97
30084 - Engineering Technician IV	22.27
30085 - Engineering Technician V	27.24
30086 - Engineering Technician VI	32.82
30090 - Environmental Technician	19.19
30210 - Laboratory Technician	18.06
30240 - Mathematical Technician	20.55
30361 - Paralegal/Legal Assistant I	16.02
30362 - Paralegal/Legal Assistant II	19.84
30363 - Paralegal/Legal Assistant III	24.27
30364 - Paralegal/Legal Assistant IV	29.37
30390 - Photo-Optics Technician	22.01
30461 - Technical Writer I	22.00
30462 - Technical Writer II	26.91
30463 - Technical Writer III	32.57
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or (see 2)	19.49
Surface Programs	
30621 - Weather Observer, Senior (see 2)	22.01
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.08
31030 - Bus Driver	14.37
31043 - Driver Courier	13.40
31260 - Parking and Lot Attendant	9.94
31290 - Shuttle Bus Driver	14.56
31310 - Taxi Driver	10.89
31361 - Truckdriver, Light	14.56
31362 - Truckdriver, Medium	16.08
31363 - Truckdriver, Heavy	18.86
31364 - Truckdriver, Tractor-Trailer	18.86

99000 - Miscellaneous Occupations	
99030 - Cashier	9.13
99050 - Desk Clerk	9.52
99095 - Embalmer	25.64
99251 - Laboratory Animal Caretaker I	9.77
99252 - Laboratory Animal Caretaker II	10.62
99310 - Mortician	25.64
99410 - Pest Controller	15.38
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	16.96
99711 - Recycling Specialist	20.53
99730 - Refuse Collector	15.23
99810 - Sales Clerk	11.34
99820 - School Crossing Guard	13.79
99830 - Survey Party Chief	19.67
99831 - Surveying Aide	14.38
99832 - Surveying Technician	17.85
99840 - Vending Machine Attendant	10.47
99841 - Vending Machine Repairer	13.16
99842 - Vending Machine Repairer Helper	10.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

General Decision Number: WY130014 03/22/2013 WY14

Superseded General Decision Number: WY20120014

State: Wyoming

Construction Type: Building

County: Sheridan County in Wyoming.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes or apartments up to and including 4 stories).

Modification Number	Publication Date
0	01/04/2013
1	02/15/2013
2	02/22/2013
3	03/01/2013
4	03/08/2013
5	03/22/2013

ASBE0028-005 10/01/2012

	Rates	Fringes
INSULATOR - DUCT (Cold/Hot).....	\$ 28.98	13.03

\* ELEV0019-004 01/01/2013

	Rates	Fringes
ELEVATOR MECHANIC.....	\$ 47.00	25.185+a+b

FOOTNOTE:

a: Vacation Pay: 8% with 5 or more years of service based on regular hourly rate for all hours worked, 6% under 5 years based on regular hourly rate for all hours worked. b: Paid holidays: New Year's Day; Memorial Day; Independence Day; Labor Day; Veteran's Day; Thanksgiving Day; Friday after Thanksgiving and Christmas Day

IRON0027-019 06/30/2012

	Rates	Fringes
IRONWORKER, REINFORCING.....	\$ 27.18	15.60

IRON0732-016 06/01/2011

	Rates	Fringes
IRONWORKER, STRUCTURAL.....	\$ 26.00	16.00

PLUM0192-005 01/01/2013

	Rates	Fringes
PIPEFITTER.....	\$ 26.46	13.77

SFWY0669-002 01/01/2013

	Rates	Fringes
SPRINKLER FITTER (Fire Sprinklers).....	\$ 29.03	18.25

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SHEE0103-010 06/01/2010

	Rates	Fringes
SHEET METAL WORKER (Including HVAC System Installation (Excluding HVAC Duct Installation)).....	\$ 25.84	13.97

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SUWY2011-011 01/11/2011

	Rates	Fringes
BRICKLAYER.....	\$ 33.50	0.00
CARPENTER (Acoustical Ceiling Installation Only).....	\$ 18.76	0.00
CARPENTER (Drywall Finishing/Taping and Drywall Hanging).....	\$ 21.00	0.56
CARPENTER (Form Work Only).....	\$ 19.11	6.48
CARPENTER, Excludes Acoustical Ceiling Installation, Drywall Finishing/Taping, Drywall Hanging, and Formwork.....	\$ 20.48	3.62
CEMENT MASON/CONCRETE FINISHER...	\$ 22.83	3.66
ELECTRICIAN.....	\$ 25.00	8.29
INSULATOR - PIPE & PIPEWRAPPER...	\$ 19.57	4.58
LABORER: Common or General.....	\$ 15.14	0.00
LABORER: Mason Tender - Brick...	\$ 19.00	0.00
LABORER: Mason Tender - Cement/Concrete.....	\$ 17.00	0.33
LABORER: Landscape and Irrigation.....	\$ 9.69	0.00
OPERATOR: Asphalt Paver.....	\$ 15.41	4.15
OPERATOR: Backhoe.....	\$ 21.13	4.51
OPERATOR: Bobcat/Skid Steer/Skid Loader.....	\$ 19.95	2.13

OPERATOR: Crane.....	\$ 29.50	4.53
OPERATOR: Excavator.....	\$ 19.08	5.36
OPERATOR: Forklift.....	\$ 18.63	7.58
OPERATOR: Loader (Front End)....	\$ 17.48	6.00
PAINTER: Brush, Roller and Spray.....	\$ 17.00	0.00
PLUMBER.....	\$ 24.20	4.82
ROOFER.....	\$ 14.00	0.00
SHEET METAL WORKER (HVAC Duct Installation Only).....	\$ 31.00	7.36
TILE SETTER.....	\$ 22.91	0.00
TRUCK DRIVER: Dump Truck.....	\$ 15.97	4.15
TRUCK DRIVER: Flatbed Truck.....	\$ 18.00	2.69

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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

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The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is union or non-union.

#### Union Identifiers

An identifier enclosed in dotted lines beginning with characters other than "SU" denotes that the union classification and rate have found to be prevailing for that classification. Example: PLUM0198-005 07/01/2011. The first four letters , PLUM, indicate the international union and the four-digit number, 0198, that follows indicates the local union number or district council number where applicable , i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2011, following these characters is the

effective date of the most current negotiated rate/collective bargaining agreement which would be July 1, 2011 in the above example.

Union prevailing wage rates will be updated to reflect any changes in the collective bargaining agreements governing the rates.

0000/9999: weighted union wage rates will be published annually each January.

#### Non-Union Identifiers

Classifications listed under an "SU" identifier were derived from survey data by computing average rates and are not union rates; however, the data used in computing these rates may include both union and non-union data. Example: SULA2004-007 5/13/2010. SU indicates the rates are not union majority rates, LA indicates the State of Louisiana; 2004 is the year of the survey; and 007 is an internal number used in producing the wage determination. A 1993 or later date, 5/13/2010, indicates the classifications and rates under that identifier were issued as a General Wage Determination on that date.

Survey wage rates will remain in effect and will not change until a new survey is conducted.

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#### WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION