

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

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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-5005  
Revision No.: 18  
Date Of Last Revision: 07/01/2022

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

If the contract is entered into on or	With certain exceptions Executive Order
after January 30 2022 or the	14026 applies to the contract.
contract is renewed or extended (e.g.	The contractor must pay all covered workers
an option is exercised) on or after	at least \$15.00 per hour (or the
applicable	wage rate listed on this wage
January 30 2022:	if it is higher) for all hours spent
determination	performing on the contract in 2022.

If the contract was awarded on or	With certain exceptions Executive Order
between January 1 2015 and January 29	13658 applies to the contract.
2022 and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30	at least \$11.25 per hour (or the applicable
2022:	wage rate listed on this wage
determination	if it is higher) for all hours spent
	performing on the contract in 2022.

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The applicable Executive Order minimum wage rate will be adjusted annually.  
Additional  
information on contractor requirements and worker protections under the Executive  
Orders  
is available at <https://www.dol.gov/agencies/whd/government-contracts>.

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States: Iowa Nebraska

Area: Iowa Counties of Harrison Mills Pottawattamie  
Nebraska Counties of Cass Douglas Sarpy Saunders Washington

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

OCCUPATION CODE - TITLE  
RATE

FOOTNOTE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

16.05

01012 - Accounting Clerk II

18.03

01013 - Accounting Clerk III

20.16

01020 - Administrative Assistant

28.87

01035 - Court Reporter

26.10

01041 - Customer Service Representative I

14.77\*\*\*

01042 - Customer Service Representative II

16.12

01043 - Customer Service Representative III

18.09

01051 - Data Entry Operator I

16.52

01052 - Data Entry Operator II

18.03

01060 - Dispatcher Motor Vehicle

25.59

01070 - Document Preparation Clerk

19.11

01090 - Duplicating Machine Operator

19.11

01111 - General Clerk I

14.56***	
01112 - General Clerk II	
15.89	
01113 - General Clerk III	
17.83	
01120 - Housing Referral Assistant	
22.11	
01141 - Messenger Courier	
13.90***	
01191 - Order Clerk I	
16.07	
01192 - Order Clerk II	
17.53	
01261 - Personnel Assistant (Employment) I	
17.27	
01262 - Personnel Assistant (Employment) II	
19.34	
01263 - Personnel Assistant (Employment) III	
21.54	
01270 - Production Control Clerk	
20.35	
01290 - Rental Clerk	
13.53***	
01300 - Scheduler Maintenance	17.73
01311 - Secretary I	
17.73	
01312 - Secretary II	
19.83	
01313 - Secretary III	
22.11	
01320 - Service Order Dispatcher	
22.87	
01410 - Supply Technician	
28.87	
01420 - Survey Worker	
14.40***	
01460 - Switchboard Operator/Receptionist	
15.04	
01531 - Travel Clerk I	
18.18	
01532 - Travel Clerk II	
19.34	
01533 - Travel Clerk III	
20.53	
01611 - Word Processor I	
14.85***	
01612 - Word Processor II	
16.67	
01613 - Word Processor III	
18.64	

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.47
05010 - Automotive Electrician	
22.24	
05040 - Automotive Glass Installer	
21.11	
05070 - Automotive Worker	
21.11	
05110 - Mobile Equipment Servicer	
18.74	
05130 - Motor Equipment Metal Mechanic	
23.15	
05160 - Motor Equipment Metal Worker	
21.11	
05190 - Motor Vehicle Mechanic	
23.15	
05220 - Motor Vehicle Mechanic Helper	
17.53	
05250 - Motor Vehicle Upholstery Worker	
19.92	
05280 - Motor Vehicle Wrecker	
21.11	
05310 - Painter Automotive	22.24
05340 - Radiator Repair Specialist	
21.11	
05370 - Tire Repairer	
13.97***	
05400 - Transmission Repair Specialist	
23.15	
07000 - Food Preparation And Service Occupations	
07010 - Baker	
14.27***	
07041 - Cook I	
14.99***	
07042 - Cook II	
16.89	
07070 - Dishwasher	
11.82***	
07130 - Food Service Worker	
13.64***	
07210 - Meat Cutter	
18.01	
07260 - Waiter/Waitress	
10.30***	
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	
21.41	
09040 - Furniture Handler	
14.61***	
09080 - Furniture Refinisher	

21.41	09090 - Furniture Refinisher Helper	
16.87	09110 - Furniture Repairer Minor	19.18
	09130 - Upholsterer	
21.41		
11000 - General Services And Support Occupations		
11030 - Cleaner Vehicles		14.30***
11060 - Elevator Operator		
14.06***		
11090 - Gardener		
22.42		
11122 - Housekeeping Aide		
14.06***		
11150 - Janitor		
14.06***		
11210 - Laborer Grounds Maintenance		18.16
11240 - Maid or Houseman		
13.17***		
11260 - Pruner		
16.72		
11270 - Tractor Operator		
20.98		
11330 - Trail Maintenance Worker		
18.16		
11360 - Window Cleaner		
15.27		
12000 - Health Occupations		
12010 - Ambulance Driver		
17.38		
12011 - Breath Alcohol Technician		
21.03		
12012 - Certified Occupational Therapist Assistant		
29.52		
12015 - Certified Physical Therapist Assistant		
27.73		
12020 - Dental Assistant		
19.75		
12025 - Dental Hygienist		
37.81		
12030 - EKG Technician		
27.48		
12035 - Electroneurodiagnostic Technologist		
27.48		
12040 - Emergency Medical Technician		
17.38		
12071 - Licensed Practical Nurse I		
18.79		
12072 - Licensed Practical Nurse II		
21.03		

12073 - Licensed Practical Nurse III	
23.44	
12100 - Medical Assistant	
18.37	
12130 - Medical Laboratory Technician	
28.03	
12160 - Medical Record Clerk	
20.44	
12190 - Medical Record Technician	
22.86	
12195 - Medical Transcriptionist	
19.50	
12210 - Nuclear Medicine Technologist	
36.44	
12221 - Nursing Assistant I	
12.28***	
12222 - Nursing Assistant II	
13.80***	
12223 - Nursing Assistant III	
15.06	
12224 - Nursing Assistant IV	
16.92	
12235 - Optical Dispenser	
17.57	
12236 - Optical Technician	
18.23	
12250 - Pharmacy Technician	
17.90	
12280 - Phlebotomist	
18.03	
12305 - Radiologic Technologist	
29.26	
12311 - Registered Nurse I	
24.33	
12312 - Registered Nurse II	
29.76	
12313 - Registered Nurse II Specialist	29.76
12314 - Registered Nurse III	
36.00	
12315 - Registered Nurse III Anesthetist	36.00
12316 - Registered Nurse IV	
43.16	
12317 - Scheduler (Drug and Alcohol Testing)	
26.05	
12320 - Substance Abuse Treatment Counselor	
24.88	
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	
22.39	
13012 - Exhibits Specialist II	

27.73  
     13013 - Exhibits Specialist III  
 33.92  
     13041 - Illustrator I  
 20.94  
     13042 - Illustrator II  
 25.93  
     13043 - Illustrator III  
 31.73  
     13047 - Librarian  
 31.28  
     13050 - Library Aide/Clerk  
 11.64\*\*\*  
     13054 - Library Information Technology Systems  
 28.24  
     Administrator  
     13058 - Library Technician  
 16.37  
     13061 - Media Specialist I  
 20.39  
     13062 - Media Specialist II  
 22.80  
     13063 - Media Specialist III  
 25.41  
     13071 - Photographer I  
 15.70  
     13072 - Photographer II  
 17.56  
     13073 - Photographer III  
 21.76  
     13074 - Photographer IV  
 26.62  
     13075 - Photographer V  
 32.20  
     13090 - Technical Order Library Clerk  
 15.74  
     13110 - Video Teleconference Technician  
 19.91  
 14000 - Information Technology Occupations  
     14041 - Computer Operator I  
 19.13  
     14042 - Computer Operator II  
 21.40  
     14043 - Computer Operator III  
 23.86  
     14044 - Computer Operator IV  
 26.51  
     14045 - Computer Operator V  
 29.36  
     14071 - Computer Programmer I

(see 1)

24.18		
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	
19.13		
14160	- Personal Computer Support Technician	
26.51		
14170	- System Support Specialist	
29.36		
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	
30.60		
15020	- Aircrew Training Devices Instructor (Rated)	
34.46		
15030	- Air Crew Training Devices Instructor (Pilot)	
41.06		
15050	- Computer Based Training Specialist / Instructor	
30.60		
15060	- Educational Technologist	
36.46		
15070	- Flight Instructor (Pilot)	
41.06		
15080	- Graphic Artist	
24.10		
15085	- Maintenance Test Pilot Fixed Jet/Prop	41.06
15086	- Maintenance Test Pilot Rotary Wing	41.06
15088	- Non-Maintenance Test/Co-Pilot	
41.06		
15090	- Technical Instructor	
24.35		
15095	- Technical Instructor/Course Developer	
29.79		
15110	- Test Proctor	
19.66		
15120	- Tutor	
19.66		
16000	- Laundry Dry-Cleaning Pressing And Related Occupations	
16010	- Assembler	
11.08***		
16030	- Counter Attendant	



11.08\*\*\*

16040 - Dry Cleaner

12.66\*\*\*

16070 - Finisher Flatwork Machine

11.08\*\*\*

16090 - Presser Hand

11.08\*\*\*

16110 - Presser Machine Drycleaning

11.08\*\*\*

16130 - Presser Machine Shirts

11.08\*\*\*

16160 - Presser Machine Wearing Apparel Laundry

11.08\*\*\*

16190 - Sewing Machine Operator

13.38\*\*\*

16220 - Tailor

14.17\*\*\*

16250 - Washer Machine

11.61\*\*\*

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)

23.56

19040 - Tool And Die Maker

27.23

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator

18.41

21030 - Material Coordinator

20.35

21040 - Material Expediter

20.35

21050 - Material Handling Laborer

16.05

21071 - Order Filler

14.35\*\*\*

21080 - Production Line Worker (Food Processing)

18.41

21110 - Shipping Packer

17.89

21130 - Shipping/Receiving Clerk

17.89

21140 - Store Worker I

13.91\*\*\*

21150 - Stock Clerk

17.71

21210 - Tools And Parts Attendant

18.41

21410 - Warehouse Specialist

18.41

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder

28.28

23019 - Aircraft Logs and Records Technician

23.30

23021 - Aircraft Mechanic I

27.08

23022 - Aircraft Mechanic II	
28.28	
23023 - Aircraft Mechanic III	
29.16	
23040 - Aircraft Mechanic Helper	
20.66	
23050 - Aircraft Painter	26.01
23060 - Aircraft Servicer	
23.30	
23070 - Aircraft Survival Flight Equipment Technician	
26.01	
23080 - Aircraft Worker	
24.69	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	
24.69	
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	
27.08	
II	
23110 - Appliance Mechanic	
20.00	
23120 - Bicycle Repairer	
21.59	
23125 - Cable Splicer	
42.48	
23130 - Carpenter Maintenance	21.63
23140 - Carpet Layer	
23.37	
23160 - Electrician Maintenance	28.05
23181 - Electronics Technician Maintenance I	
24.06	
23182 - Electronics Technician Maintenance II	
25.34	
23183 - Electronics Technician Maintenance III	
26.38	
23260 - Fabric Worker	
22.95	
23290 - Fire Alarm System Mechanic	
23.57	
23310 - Fire Extinguisher Repairer	
21.59	
23311 - Fuel Distribution System Mechanic	
29.03	
23312 - Fuel Distribution System Operator	
24.44	
23370 - General Maintenance Worker	
22.40	
23380 - Ground Support Equipment Mechanic	
27.08	
23381 - Ground Support Equipment Servicer	

23.30		
23382 - Ground Support Equipment Worker		
24.69		
23391 - Gunsmith I		
21.59		
23392 - Gunsmith II		
24.32		
23393 - Gunsmith III		
26.67		
23410 - Heating Ventilation And Air-Conditioning Mechanic		25.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)		26.49
23430 - Heavy Equipment Mechanic		
28.30		
23440 - Heavy Equipment Operator		
24.22		
23460 - Instrument Mechanic		
26.67		
23465 - Laboratory/Shelter Mechanic		
25.62		
23470 - Laborer		
16.05		
23510 - Locksmith		
23.45		
23530 - Machinery Maintenance Mechanic		
25.13		
23550 - Machinist Maintenance		22.96
23580 - Maintenance Trades Helper		
16.12		
23591 - Metrology Technician I		
26.67		
23592 - Metrology Technician II		
27.85		
23593 - Metrology Technician III		
28.72		
23640 - Millwright		
29.79		
23710 - Office Appliance Repairer		
22.26		
23760 - Painter Maintenance		18.37
23790 - Pipefitter Maintenance		35.21
23810 - Plumber Maintenance		33.81
23820 - Pneudraulic Systems Mechanic		
26.67		
23850 - Rigger		
26.67		
23870 - Scale Mechanic		
24.32		
23890 - Sheet-Metal Worker Maintenance		28.88

23910 - Small Engine Mechanic	
20.61	
23931 - Telecommunications Mechanic I	
29.09	
23932 - Telecommunications Mechanic II	
30.38	
23950 - Telephone Lineman	
25.15	
23960 - Welder Combination Maintenance	22.60
23965 - Well Driller	
23.23	
23970 - Woodcraft Worker	
26.67	
23980 - Woodworker	
21.59	
24000 - Personal Needs Occupations	
24550 - Case Manager	
16.46	
24570 - Child Care Attendant	
11.78***	
24580 - Child Care Center Clerk	
14.68***	
24610 - Chore Aide	
13.72***	
24620 - Family Readiness And Support Services	
16.46	
Coordinator	
24630 - Homemaker	
16.46	
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	
26.07	
25040 - Sewage Plant Operator	
26.33	
25070 - Stationary Engineer	
26.07	
25190 - Ventilation Equipment Tender	
19.74	
25210 - Water Treatment Plant Operator	
26.33	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	
22.00	
27007 - Baggage Inspector	
16.47	
27008 - Corrections Officer	
22.85	
27010 - Court Security Officer	
27.29	
27030 - Detection Dog Handler	

18.42		
27040	- Detention Officer	
22.85		
27070	- Firefighter	
30.57		
27101	- Guard I	
16.47		
27102	- Guard II	
18.42		
27131	- Police Officer I	
32.88		
27132	- Police Officer II	
36.54		
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	
13.31***		
28042	- Carnival Equipment Repairer	
14.22***		
28043	- Carnival Worker	
10.61***		
28210	- Gate Attendant/Gate Tender	
15.37		
28310	- Lifeguard	
11.34***		
28350	- Park Attendant (Aide)	
17.19		
28510	- Recreation Aide/Health Facility Attendant	
12.54***		
28515	- Recreation Specialist	
21.29		
28630	- Sports Official	
13.68***		
28690	- Swimming Pool Operator	
17.03		
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	
26.83		
29020	- Hatch Tender	
26.83		
29030	- Line Handler	
26.83		
29041	- Stevedore I	
25.32		
29042	- Stevedore II	
28.25		
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist Center (HFO) (see 2)	41.52
30011	- Air Traffic Control Specialist Station (HFO) (see 2)	28.63
30012	- Air Traffic Control Specialist Terminal (HFO) (see 2)	31.53
30021	- Archeological Technician I	

18.80  
30022 - Archeological Technician II  
21.03  
30023 - Archeological Technician III  
26.06  
30030 - Cartographic Technician  
26.06  
30040 - Civil Engineering Technician  
23.75  
30051 - Cryogenic Technician I  
28.86  
30052 - Cryogenic Technician II  
31.88  
30061 - Drafter/CAD Operator I  
18.80  
30062 - Drafter/CAD Operator II  
21.03  
30063 - Drafter/CAD Operator III  
23.45  
30064 - Drafter/CAD Operator IV  
28.86  
30081 - Engineering Technician I  
16.00  
30082 - Engineering Technician II  
17.95  
30083 - Engineering Technician III  
20.08  
30084 - Engineering Technician IV  
24.89  
30085 - Engineering Technician V  
30.45  
30086 - Engineering Technician VI  
36.83  
30090 - Environmental Technician  
26.06  
30095 - Evidence Control Specialist  
26.06  
30210 - Laboratory Technician  
28.62  
30221 - Latent Fingerprint Technician I  
25.75  
30222 - Latent Fingerprint Technician II  
28.44  
30240 - Mathematical Technician  
27.28  
30361 - Paralegal/Legal Assistant I  
19.64  
30362 - Paralegal/Legal Assistant II  
24.32  
30363 - Paralegal/Legal Assistant III

29.75		
30364	- Paralegal/Legal Assistant IV	
35.99		
30375	- Petroleum Supply Specialist	
31.88		
30390	- Photo-Optics Technician	
26.06		
30395	- Radiation Control Technician	
31.88		
30461	- Technical Writer I	
24.88		
30462	- Technical Writer II	
30.44		
30463	- Technical Writer III	
36.81		
30491	- Unexploded Ordnance (UXO) Technician I	
26.39		
30492	- Unexploded Ordnance (UXO) Technician II	
31.93		
30493	- Unexploded Ordnance (UXO) Technician III	
38.27		
30494	- Unexploded (UXO) Safety Escort	
26.39		
30495	- Unexploded (UXO) Sweep Personnel	
26.39		
30501	- Weather Forecaster I	
28.86		
30502	- Weather Forecaster II	
35.10		
30620	- Weather Observer Combined Upper Air Or	(see 2)
	Surface Programs	
		23.45
30621	- Weather Observer Senior	(see 2)
		26.06
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	
31.93		
31020	- Bus Aide	
18.04		
31030	- Bus Driver	
23.67		
31043	- Driver Courier	
17.19		
31260	- Parking and Lot Attendant	
13.75***		
31290	- Shuttle Bus Driver	
16.03		
31310	- Taxi Driver	
13.68***		
31361	- Truckdriver Light	18.38
31362	- Truckdriver Medium	21.01
31363	- Truckdriver Heavy	24.40

31364 - Truckdriver Tractor-Trailer	24.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	
15.57	
99030 - Cashier	
11.85***	
99050 - Desk Clerk	
12.75***	
99095 - Embalmer	
34.13	
99130 - Flight Follower	
26.39	
99251 - Laboratory Animal Caretaker I	
14.20***	
99252 - Laboratory Animal Caretaker II	
15.18	
99260 - Marketing Analyst	
28.90	
99310 - Mortician	
34.13	
99410 - Pest Controller	
20.15	
99510 - Photofinishing Worker	
17.82	
99710 - Recycling Laborer	
19.67	
99711 - Recycling Specialist	
22.70	
99730 - Refuse Collector	
18.11	
99810 - Sales Clerk	
14.04***	
99820 - School Crossing Guard	
14.96***	
99830 - Survey Party Chief	
34.88	
99831 - Surveying Aide	
18.88	
99832 - Surveying Technician	
23.95	
99840 - Vending Machine Attendant	
16.37	
99841 - Vending Machine Repairer	
19.57	
99842 - Vending Machine Repairer Helper	
16.37	



\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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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: \$4.80 per hour up to 40 hours per week or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour up to 40 hours per week or \$176.40 per week or \$764.40 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years 4 weeks after 15 years and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Juneteenth National Independence Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of

the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

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

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

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

cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

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

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

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

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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