

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210  Wage Determination No.: 2015-5409 Revision No.: 19 Date Of Last Revision: 12/27/2022
Daniel W. Simms Director	Division of Wage Determinations

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 after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Wyoming

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.03***
01012 - Accounting Clerk II		18.00
01013 - Accounting Clerk III		20.14
01020 - Administrative Assistant		24.48
01035 - Court Reporter		20.28
01041 - Customer Service Representative I		14.47***
01042 - Customer Service Representative II		15.79***
01043 - Customer Service Representative III		17.72
01051 - Data Entry Operator I		14.79***
01052 - Data Entry Operator II		16.14***
01060 - Dispatcher, Motor Vehicle		23.87
01070 - Document Preparation Clerk		16.14***
01090 - Duplicating Machine Operator		16.14***
01111 - General Clerk I		15.83***
01112 - General Clerk II		17.27
01113 - General Clerk III		19.40

01120 - Housing Referral Assistant	22.59
01141 - Messenger Courier	13.15***
01191 - Order Clerk I	14.79***
01192 - Order Clerk II	16.14***
01261 - Personnel Assistant (Employment) I	17.42
01262 - Personnel Assistant (Employment) II	19.49
01263 - Personnel Assistant (Employment) III	21.73
01270 - Production Control Clerk	29.83
01290 - Rental Clerk	16.85
01300 - Scheduler, Maintenance	18.12
01311 - Secretary I	18.12
01312 - Secretary II	20.28
01313 - Secretary III	22.59
01320 - Service Order Dispatcher	21.73
01410 - Supply Technician	24.48
01420 - Survey Worker	17.42
01460 - Switchboard Operator/Receptionist	14.42***
01531 - Travel Clerk I	17.56
01532 - Travel Clerk II	18.54
01533 - Travel Clerk III	19.34
01611 - Word Processor I	16.14***
01612 - Word Processor II	18.12
01613 - Word Processor III	20.28
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.32
05010 - Automotive Electrician	21.78
05040 - Automotive Glass Installer	20.33
05070 - Automotive Worker	20.33
05110 - Mobile Equipment Servicer	17.58
05130 - Motor Equipment Metal Mechanic	23.21
05160 - Motor Equipment Metal Worker	20.33
05190 - Motor Vehicle Mechanic	23.21
05220 - Motor Vehicle Mechanic Helper	16.17***
05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	20.33
05310 - Painter, Automotive	21.78
05340 - Radiator Repair Specialist	20.33
05370 - Tire Repairer	15.24***
05400 - Transmission Repair Specialist	23.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.20
07041 - Cook I	15.14***
07042 - Cook II	17.51
07070 - Dishwasher	12.73***
07130 - Food Service Worker	14.38***
07210 - Meat Cutter	18.56
07260 - Waiter/Waitress	9.73***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.61
09040 - Furniture Handler	17.79
09080 - Furniture Refinisher	25.61
09090 - Furniture Refinisher Helper	21.45
09110 - Furniture Repairer, Minor	24.30
09130 - Upholsterer	25.61
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.03***
11060 - Elevator Operator	14.88***
11090 - Gardener	23.01
11122 - Housekeeping Aide	14.88***
11150 - Janitor	14.88***
11210 - Laborer, Grounds Maintenance	17.47
11240 - Maid or Houseman	14.10***
11260 - Pruner	15.54***
11270 - Tractor Operator	21.16
11330 - Trail Maintenance Worker	17.47

11360 - Window Cleaner	16.73
12000 - Health Occupations	
12010 - Ambulance Driver	19.35
12011 - Breath Alcohol Technician	21.35
12012 - Certified Occupational Therapist Assistant	29.30
12015 - Certified Physical Therapist Assistant	27.44
12020 - Dental Assistant	19.27
12025 - Dental Hygienist	37.30
12030 - EKG Technician	32.36
12035 - Electroneurodiagnostic Technologist	32.36
12040 - Emergency Medical Technician	19.35
12071 - Licensed Practical Nurse I	19.10
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	23.80
12100 - Medical Assistant	17.68
12130 - Medical Laboratory Technician	28.07
12160 - Medical Record Clerk	20.04
12190 - Medical Record Technician	22.42
12195 - Medical Transcriptionist	19.10
12210 - Nuclear Medicine Technologist	46.93
12221 - Nursing Assistant I	11.78***
12222 - Nursing Assistant II	13.24***
12223 - Nursing Assistant III	14.44***
12224 - Nursing Assistant IV	16.21
12235 - Optical Dispenser	16.89
12236 - Optical Technician	19.10
12250 - Pharmacy Technician	18.93
12280 - Phlebotomist	19.10
12305 - Radiologic Technologist	29.06
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)	26.45
12320 - Substance Abuse Treatment Counselor	28.99
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.90
13012 - Exhibits Specialist II	22.17
13013 - Exhibits Specialist III	27.11
13041 - Illustrator I	17.90
13042 - Illustrator II	22.17
13043 - Illustrator III	27.80
13047 - Librarian	24.55
13050 - Library Aide/Clerk	15.52***
13054 - Library Information Technology Systems Administrator	22.17
13058 - Library Technician	15.98***
13061 - Media Specialist I	15.99***
13062 - Media Specialist II	17.90
13063 - Media Specialist III	19.95
13071 - Photographer I	16.74
13072 - Photographer II	18.73
13073 - Photographer III	23.21
13074 - Photographer IV	28.39
13075 - Photographer V	34.34
13090 - Technical Order Library Clerk	19.04
13110 - Video Teleconference Technician	18.78
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.45
14042 - Computer Operator II	19.51
14043 - Computer Operator III	21.77
14044 - Computer Operator IV	24.19
14045 - Computer Operator V	26.77

14071 - Computer Programmer I	(see 1)	24.09
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.17
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.45
14160 - Personal Computer Support Technician		24.19
14170 - System Support Specialist		29.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.17
15020 - Aircrew Training Devices Instructor (Rated)		32.87
15030 - Air Crew Training Devices Instructor (Pilot)		38.54
15050 - Computer Based Training Specialist / Instructor		27.17
15060 - Educational Technologist		36.72
15070 - Flight Instructor (Pilot)		38.54
15080 - Graphic Artist		22.86
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		39.40
15086 - Maintenance Test Pilot, Rotary Wing		39.40
15088 - Non-Maintenance Test/Co-Pilot		39.40
15090 - Technical Instructor		29.87
15095 - Technical Instructor/Course Developer		36.54
15110 - Test Proctor		24.11
15120 - Tutor		24.11
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.79***
16030 - Counter Attendant		9.79***
16040 - Dry Cleaner		12.10***
16070 - Finisher, Flatwork, Machine		9.79***
16090 - Presser, Hand		9.79***
16110 - Presser, Machine, Drycleaning		9.79***
16130 - Presser, Machine, Shirts		9.79***
16160 - Presser, Machine, Wearing Apparel, Laundry		9.79***
16190 - Sewing Machine Operator		12.91***
16220 - Tailor		13.61***
16250 - Washer, Machine		10.64***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		28.82
19040 - Tool And Die Maker		35.32
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.85
21030 - Material Coordinator		29.83
21040 - Material Expediter		29.83
21050 - Material Handling Laborer		17.62
21071 - Order Filler		15.03***
21080 - Production Line Worker (Food Processing)		20.85
21110 - Shipping Packer		19.09
21130 - Shipping/Receiving Clerk		19.09
21140 - Store Worker I		12.82***
21150 - Stock Clerk		18.04
21210 - Tools And Parts Attendant		20.85
21410 - Warehouse Specialist		20.85
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.20
23019 - Aircraft Logs and Records Technician		25.58
23021 - Aircraft Mechanic I		31.31
23022 - Aircraft Mechanic II		33.20
23023 - Aircraft Mechanic III		35.13
23040 - Aircraft Mechanic Helper		21.81
23050 - Aircraft, Painter		29.38
23060 - Aircraft Servicer		25.58
23070 - Aircraft Survival Flight Equipment Technician		29.38
23080 - Aircraft Worker		27.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		27.42

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	31.31
II	
23110 - Appliance Mechanic	27.44
23120 - Bicycle Repairer	22.22
23125 - Cable Splicer	40.51
23130 - Carpenter, Maintenance	28.06
23140 - Carpet Layer	25.72
23160 - Electrician, Maintenance	29.43
23181 - Electronics Technician Maintenance I	31.94
23182 - Electronics Technician Maintenance II	34.22
23183 - Electronics Technician Maintenance III	36.45
23260 - Fabric Worker	24.30
23290 - Fire Alarm System Mechanic	30.92
23310 - Fire Extinguisher Repairer	22.53
23311 - Fuel Distribution System Mechanic	41.50
23312 - Fuel Distribution System Operator	31.44
23370 - General Maintenance Worker	22.94
23380 - Ground Support Equipment Mechanic	31.31
23381 - Ground Support Equipment Servicer	25.58
23382 - Ground Support Equipment Worker	27.42
23391 - Gunsmith I	22.53
23392 - Gunsmith II	26.05
23393 - Gunsmith III	29.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.21
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.61
23430 - Heavy Equipment Mechanic	29.66
23440 - Heavy Equipment Operator	25.88
23460 - Instrument Mechanic	30.92
23465 - Laboratory/Shelter Mechanic	27.92
23470 - Laborer	17.62
23510 - Locksmith	27.44
23530 - Machinery Maintenance Mechanic	37.91
23550 - Machinist, Maintenance	22.51
23580 - Maintenance Trades Helper	15.82***
23591 - Metrology Technician I	30.92
23592 - Metrology Technician II	32.79
23593 - Metrology Technician III	34.69
23640 - Millwright	30.92
23710 - Office Appliance Repairer	27.44
23760 - Painter, Maintenance	19.09
23790 - Pipefitter, Maintenance	30.07
23810 - Plumber, Maintenance	28.22
23820 - Pneudraulic Systems Mechanic	29.76
23850 - Rigger	30.92
23870 - Scale Mechanic	26.05
23890 - Sheet-Metal Worker, Maintenance	25.98
23910 - Small Engine Mechanic	25.61
23931 - Telecommunications Mechanic I	29.17
23932 - Telecommunications Mechanic II	30.92
23950 - Telephone Lineman	28.58
23960 - Welder, Combination, Maintenance	29.59
23965 - Well Driller	30.95
23970 - Woodcraft Worker	29.76
23980 - Woodworker	22.53
24000 - Personal Needs Occupations	
24550 - Case Manager	17.80
24570 - Child Care Attendant	14.17***
24580 - Child Care Center Clerk	17.67
24610 - Chore Aide	14.28***
24620 - Family Readiness And Support Services Coordinator	17.80
24630 - Homemaker	17.80

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.92
25040 - Sewage Plant Operator	27.05
25070 - Stationary Engineer	30.92
25190 - Ventilation Equipment Tender	21.54
25210 - Water Treatment Plant Operator	27.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.30
27007 - Baggage Inspector	16.14***
27008 - Corrections Officer	25.25
27010 - Court Security Officer	24.36
27030 - Detection Dog Handler	18.05
27040 - Detention Officer	25.25
27070 - Firefighter	25.70
27101 - Guard I	16.14***
27102 - Guard II	18.05
27131 - Police Officer I	25.98
27132 - Police Officer II	28.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.66
28042 - Carnival Equipment Repairer	19.20
28043 - Carnival Worker	12.97***
28210 - Gate Attendant/Gate Tender	17.88
28310 - Lifeguard	13.97***
28350 - Park Attendant (Aide)	20.00
28510 - Recreation Aide/Health Facility Attendant	14.60***
28515 - Recreation Specialist	24.20
28630 - Sports Official	15.93***
28690 - Swimming Pool Operator	22.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.09
29020 - Hatch Tender	27.09
29030 - Line Handler	27.09
29041 - Stevedore I	25.26
29042 - Stevedore II	29.02
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	18.65
30022 - Archeological Technician II	20.86
30023 - Archeological Technician III	25.85
30030 - Cartographic Technician	25.85
30040 - Civil Engineering Technician	23.21
30051 - Cryogenic Technician I	28.63
30052 - Cryogenic Technician II	31.63
30061 - Drafter/CAD Operator I	18.65
30062 - Drafter/CAD Operator II	20.86
30063 - Drafter/CAD Operator III	23.26
30064 - Drafter/CAD Operator IV	28.63
30081 - Engineering Technician I	16.62
30082 - Engineering Technician II	18.65
30083 - Engineering Technician III	20.86
30084 - Engineering Technician IV	25.85
30085 - Engineering Technician V	31.63
30086 - Engineering Technician VI	38.25
30090 - Environmental Technician	25.85
30095 - Evidence Control Specialist	25.85
30210 - Laboratory Technician	35.22
30221 - Latent Fingerprint Technician I	28.63
30222 - Latent Fingerprint Technician II	31.63
30240 - Mathematical Technician	25.85
30361 - Paralegal/Legal Assistant I	18.88
30362 - Paralegal/Legal Assistant II	23.38
30363 - Paralegal/Legal Assistant III	28.60

30364 - Paralegal/Legal Assistant IV	34.60
30375 - Petroleum Supply Specialist	31.63
30390 - Photo-Optics Technician	25.85
30395 - Radiation Control Technician	31.63
30461 - Technical Writer I	25.85
30462 - Technical Writer II	31.63
30463 - Technical Writer III	38.25
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	28.63
30502 - Weather Forecaster II	34.82
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.26
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.85
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	13.43***
31030 - Bus Driver	19.07
31043 - Driver Courier	17.40
31260 - Parking and Lot Attendant	13.94***
31290 - Shuttle Bus Driver	18.92
31310 - Taxi Driver	16.69
31361 - Truckdriver, Light	18.92
31362 - Truckdriver, Medium	20.40
31363 - Truckdriver, Heavy	24.49
31364 - Truckdriver, Tractor-Trailer	24.49
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	12.42***
99050 - Desk Clerk	14.00***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	14.35***
99252 - Laboratory Animal Caretaker II	15.60***
99260 - Marketing Analyst	26.94
99310 - Mortician	26.22
99410 - Pest Controller	23.19
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	23.14
99711 - Recycling Specialist	28.03
99730 - Refuse Collector	20.59
99810 - Sales Clerk	13.74***
99820 - School Crossing Guard	17.98
99830 - Survey Party Chief	24.84
99831 - Surveying Aide	18.16
99832 - Surveying Technician	22.55
99840 - Vending Machine Attendant	19.78
99841 - Vending Machine Repairer	24.87
99842 - Vending Machine Repairer Helper	19.78

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 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.

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, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

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

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

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

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

**Conformance Process:**

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

The process for preparing a conformance request is as follows:

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

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

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

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

"General Decision Number: WY20230041 01/06/2023

Superseded General Decision Number: WY20220041

State: Wyoming

Construction Type: Highway

County: Laramie County in Wyoming.

HIGHWAY CONSTRUCTION PROJECTS

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60).

<p>If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:</p>	<ul style="list-style-type: none"> <li>◆ Executive Order 14026 generally applies to the contract.</li> <li>◆ The contractor must pay all covered workers at least \$16.20 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 2023.</li> </ul>
<p>If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:</p>	<ul style="list-style-type: none"> <li>◆ Executive Order 13658 generally applies to the contract.</li> <li>◆ The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours performing on that contract in 2023.</li> </ul>

The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at <http://www.dol.gov/whd/govcontracts>.

Modification Number      Publication Date  
 0                                  01/06/2023

SUWY2022-001 06/09/2022

	Rates	Fringes
CARPENTER.....	\$ 24.55	3.07
CONCRETE FINISHER.....	\$ 24.26	8.26
ELECTRICIAN		
Electrician.....	\$ 45.02	1.80
Equipment Operator (Electrical Work Only).....	\$ 44.84	14.94
Ground Man.....	\$ 31.84	13.79
IRONWORKER.....	\$ 50.20	0.00
LABORER		
GROUP 1.....	\$ 18.33	4.59
GROUP 2.....	\$ 20.16	5.02
GROUP 3.....	\$ 24.24	5.02

LABORER CLASSIFICATIONS

GROUP 1: Erector & Installer (fences, guardrail & barrier); Flag persons (traffic control); Form Strippers; General Laborers; Heater Tender; Material Checker; Pick-up Truck Driver; Pilot Car Driver; Pre-watering, Presetting & Pre-irrigation (all work); Riprap Man; Tar & Asphalt Pot Tender.  
 GROUP 2: Asphalt Raker and Tamper; Bin Wall Installer; Chain Saw Operator (clearing & grubbing); Concrete Saw (all types); Dump Man; Form Setter (paving); Hand Operated Vibratory Roller; High Scaler; Jackhammer & Pavement Breaker; Landscaper, Landscape Laborer; Maintainer (traffic control); Mortar Man on Stone Riprap; Nozzle Man (air, water, gunite & sandblasting); Painter (brush & spray); Pipe Setter (all pipe types); Tamper Operator (pneumatic, electric, gas & similar)  
 GROUP 3: Drill Doctor, Form Setter and Mover, Spader, Spilling and/or Caisson Worker; Miner (driller), Machine Man, Timber Man; Powderman, Blaster, Tender; Wagon Drill, Air-Trac. (diamond and other drills for blasting powder or grouting).

POWER EQUIPMENT OPERATOR

GROUP 1.....	\$ 22.69	9.62
GROUP 2.....	\$ 26.16	9.62
GROUP 3.....	\$ 26.16	9.62

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

ALL ELECTRICAL WORK IS EXCLUDED. FOR ELECTRICAL WORK, USE EQUIPMENT OPERATOR CLASSIFICATION LISTED UNDER ELECTRICAL CONSTRUCTION

GROUP 1: Air Compressor (all types); Backhoes & Excavators (to 5CY.); Batch Bin Weighman, Sissorman or Hopper; Broom Operator (all types); Chip Spreader Operator; Conveyor Belt Operator; Crusher Oiler; Form Grader Operator; Joint Machine Operator; Longitudinal Float Operator; Oiler, Utility; Power Loader (belt & bucket type); Pump Operator; Roller Operator, self-propelled (Dirt); Skid Steer (all attachments); Tire Repairman (large construction equip. tires); Tractor Operator (farm with or w/o power attachments); Tugger (all types).  
 GROUP 2: Articulated Rock Truck (all capacity); Asphalt Plant Operator; Backhoe, Excavator & Shovel (6 CY. & larger); Batch Plant Operator; Bituminous Laydown Machine Operator; Concrete Batch Plant Operator; Concrete Finish Machine Operator; Concrete Spreader & Paver Operator; Concrete Multi Blade Span Saw (Hunt process); Crusher Operator; Dozer Operator (all sizes & power attachments); Draglines, Cranes, Piledriver & Truck Mounted Cranes (Mfg. Rating: less than 3.5 CY., and /or less than 50 Tons, all attachments); Drilling Machine, Integrated (all types); Front End Loaders (1.5 to and

including 10 CY.); Hydro-type Crane (to 50 tons); Mixer Operator, Concrete (over 1yd.); Motor Patrol Operator (all excluding finish); Mulching Machine Operator; Oiler (crane & shovels); Pavement Breaker, Hydro-Tamper & similar; Roller Operators, Asphalt (steel & pneumatic); Roto-Milling Machine (under 8 ft. wide); Scraper Equipment (all types and sizes); Screed Operator; Trenching Machine Operator.

GROUP 3: Draglines, Cranes, Piledrivers & Truck Mounted Cranes (Mfg. Rating: 3.5 CY. or larger and/or 50 tons & larger, all attachments); Front End Loaders (over 10 CY.); Heavy Duty Mechanic, Machine Doctor; Hoist Operator (two or more drums, shafts, or raises); Mixer Operator (dual drum); Motor Patrol Operator (finish); Roto-Milling Machine (8 ft. & larger).

TRUCK DRIVER

GROUP 1.....\$ 20.35 9.61  
GROUP 2.....\$ 20.35 9.61

GROUP 1: ?A? Frame Truck Driver; Coring Machine (self propelled); Dump Truck Driver (to and including 13 CY.); Flat Rack Material Truck Driver (to 5 tons); Fuel Service Truck Driver; Gang Truck Driver; Gravel Spreader; Greaseman, Tireman, Serviceman; Oil Distributor Driver (to & including 3,600 gal.); Snow Plow Driver (the CY. rate of the truck); Transit Mix or Wet Mix Truck Driver; Utility Winch Truck Driver; Water Truck Driver (to & including 3,600 gal.).  
GROUP 2: Dump Truck Driver (14 to 45 CY.); Flat Rack Material Truck Driver (over 5 tons); Low Boy & Tandem Axle Float Driver; Multiple Axle Type Truck (semi); Oil Distributor Driver (over 3,600 gal); Truck Mechanics; Water Truck Driver (over 3,600 gal.); Winch Trailer Truck Driver.

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

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon 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 a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at <https://www.dol.gov/agencies/whd/government-contracts>.

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 a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

#### Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than ""SU"" or ""UAVG"" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 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. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

#### Survey Rate Identifiers

Classifications listed under the ""SU"" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

#### Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

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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 National Office because National Office has 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.

END OF GENERAL DECISIO"